

# Sustainability Report 2023









# 1. Sustainable transition through technological advances

## Our vision: Rototilt® on every excavator

Tiltrotators create a safer, smarter and more efficient working environment for machine owners around the world. Our complete solutions with the tiltrotator at the forefront, in combination with smart accessories, improve excavator efficiency. This leads to lower fuel consumption, fewer movements of the machine and, as a result, less of an impact on the environment. Using a tiltrotator, working efficiency can be improved by at least 15–25%, and often even more. With our new RC series, we have succeeded in improving the efficiency of our product by carrying out the same work while halving energy consumption. This will be extremely significant for electric excavators, where energy consumption is becoming even more important.

## Sustainable business development

The benefits of tiltrotators are spreading globally. In 2023, Rototilt launched a new subsidiary in the Netherlands aimed at meeting increased demand from customers. Interest in working for Rototilt is on the rise, with more people showing an interest in our vacant positions.

Sustainability is a prerequisite for success, and the ambition is for our business to be conducted in such a way that it is sustainable in the long term, from an environmental, socio-economic and social perspective. Sustainability work is an integral part of all our operations and is based on the areas where we can have an impact and create added value. Rototilt is a cohesive Group that operates according to the motto 'Act local, work global'. On a global level, we are developing Vindeln as a skills

centre to support our subsidiaries, which in turn operate on their local market. A good financial position and robust products are prerequisites for continued strong development, with investments in efficient manufacturing, expertise and international market development.

## The hub in Vindeln, with the world as our workplace

Rototilt's hub is located 50 km northwest of Umeå, in scenic Vindeln. We are part of the our local community, cooperating with, advising and supporting various initiatives and associations. We collaborate with universities and colleges, as well as upper secondary schools and the local compulsory school in Vindeln, to inspire commitment, continued studies and research among students and teachers. Our aim with this collaboration is to spark interest in our sector and the career opportunities we offer, both locally and globally. Over the years, we have also supported orphanages and school projects in other countries.

We demonstrate that it is possible to run an international company with high-tech expertise in Vindeln. We offer a unique combination of skilled jobs and high quality of life. We still need to recruit over the coming years, and I hope that more locals will get involved in our journey of growth.

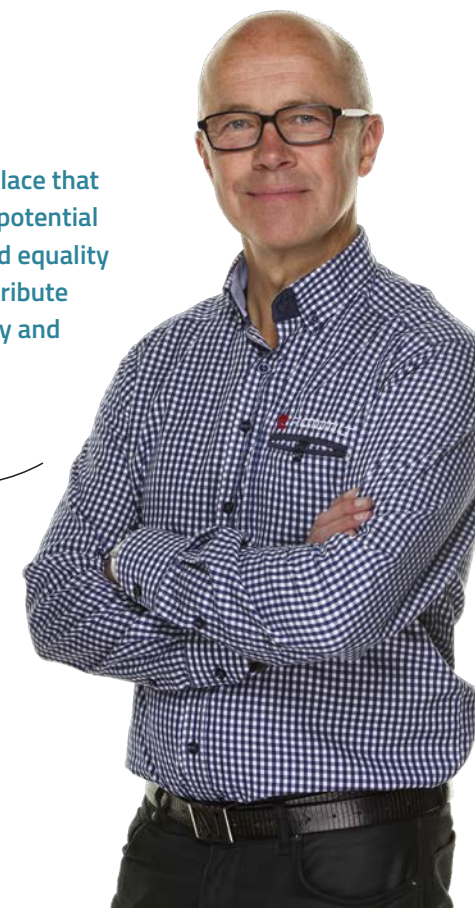
We want to be a workplace that makes use of people's potential and where diversity and equality are strengths that contribute to well-being, efficiency and profitability. The feeling of being important and contributing to the company generates well-being in the workplace. Our employees around the world contribute to a workplace

that is striving to achieve openness, participation and development. We now have more than 300 employees worldwide. A large proportion of these are based in Vindeln. I believe in our vision and future opportunities, as well as our shared strength, through which both the company and individuals can grow and develop. I am extremely proud of what we have achieved together. I am also looking forward, with a mixture of joy and curiosity, to the next steps in our company's development and to developing the industry and improving the efficiency of construction machinery.



**We want to be a workplace that makes use of people's potential and where diversity and equality are strengths that contribute to well-being, efficiency and profitability.**

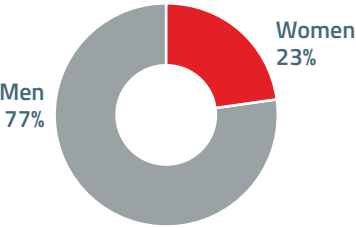
Anders Jonsson, CEO  
Rototilt Group AB



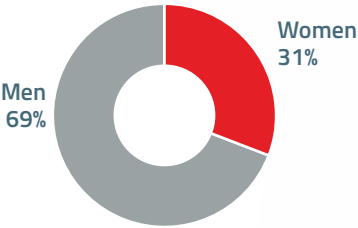
Subsidiaries



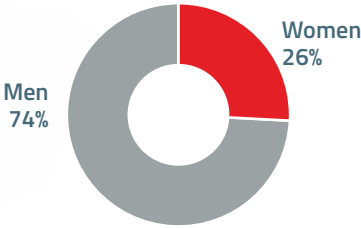
Gender balance, white-collar workers



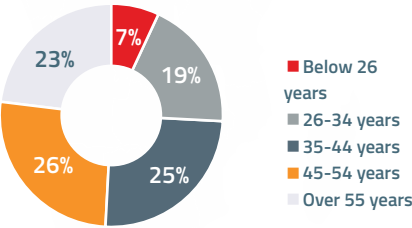
Gender balance, blue-collar workers



Gender balance, overall



Age distribution, years



## 2. Rototilt as a company

### Our business

We are a family-owned company and one of the world's largest manufacturers of tiltrotators. Our proud origins are in Vindeln, and we have the world as our workplace. Our factory and development department are in Vindeln, while sales, service, support and spare parts are supplied by our subsidiaries and distributors. Our passion and driving force is not only to change the functions of an excavator, but also to change and improve our customers' overall experience and so provide clear added value. Our success is based on targeted product development with the focus on the excavator operator. It all started with the world's first tiltrotator back in 1986, which was given the name Rototilt. We now offer market-leading product solutions for machine coupler systems, tiltrotators, work tools, control systems and handles, increasing excavator efficiency and overall economy, as well as improving safety and the working environment at the workplace.

### Our values

We enjoy working together, and it is together that we make a difference. The promise that we strive to deliver every day, both to external and internal stakeholders, is based on our four cornerstones: Precision, Commitment, Added value and Professionalism. Rototilt is a company that believes in the future, that wants to grow and develop. We want to be a workplace that makes use of people's potential and where diversity and equality are strengths that contribute to well-being, efficiency and profitability. We are a workplace that promotes openness, participation and development. All of this is possible when we do it together.

### Our subsidiaries

Our hub is located in Vindeln, and we are an international company with subsidiaries in Finland, Norway, Germany, Canada, France, the UK and the Netherlands. Our subsidiaries operate on their local market through sales offices, located close to our customers. There are also manufacturing operations in Canada. Our strategy is for every country to know its local market best, although naturally with support from the parent company in Vindeln. At the same time as developing strong subsidiaries, we are also

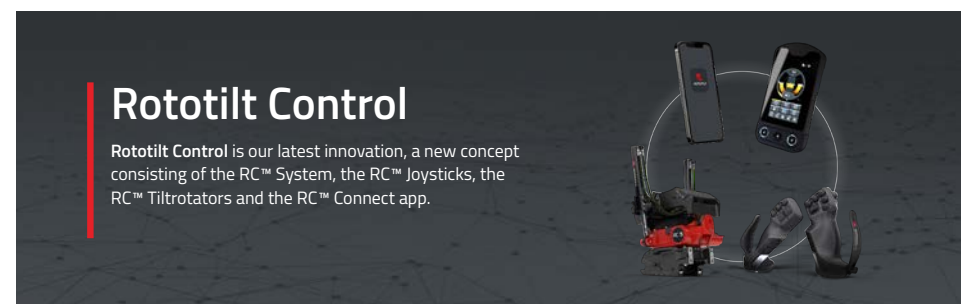
working on our values right across the Group. We are colleagues and we have to cooperate, yet we are also living in a globalised world where the perception of Rototilt has to be the same, no matter where people encounter us. We are all culture bearers for the experience and the impression of the Rototilt brand.

### Our market

Our products are sold on construction machinery markets in Sweden, the Nordic countries, France, the UK, Germany, North America and Oceania – a total of some 40 countries. Our customers include manufacturers of construction machinery, known as OEMs (Original Equipment Manufacturers), as well as dealers or OEDs (Original Equipment Distributors). Establishing progressive and long-term contacts with OEMs and OEDs is part of being sustainable and profitable in the long term.

### Our offer

We meet our customers' increased demands for flexibility and efficiency by offering tiltrotators, spare parts and complete solutions on an international market. By offering our smart product solutions, we meet our users' high demands for quality, function, safety and overall economy. Thanks to a newly developed app, we are now able to provide our customers and end users with remote support, troubleshooting and updates without having to travel, which is an example of how our product development is contributing to the further reduction of our climate footprint.



ACTIVITIES WITHIN HR  
AND THE WORKING  
ENVIRONMENT



NEW GOALS FOR THE  
ENVIRONMENT AND  
SOCIETY

# 3. The year in brief

## A year of challenges ended with good profitability

Rototilt is ending an intensive and eventful year with good levels of profitability and product launches, as well as success in respect of our own climate impact in relation to sales volume. Disruptions in respect of materials have resulted in a number of challenges in various ways and led to more air shipments than we wanted, all in order to meet our commitments to our customers.

## Summary and highlights from 2023

- Start-up of new subsidiary in the Netherlands.
- Participation in trade fairs, including ConExpo, TKD and Entreprenad Live.
- Launched several new products.
- Co-Op (cooperative education), collaboration with engineering courses at Umeå University.
- 178 new electric vehicle charging stations at our head office in Vindeln.
- Targeted activities within our systematic health and safety work have resulted in a high attendance rate.
- Annual Vindelns Business Week. A systematic collaboration with the school in Vindelns aimed at increasing interest in and awareness of the companies in Vindelns and their future opportunities.
- Annual Cool Technology. Targeted investment aimed at increasing interest in technology among girls in Year 5 at Renforsskolan school in Vindelns.
- Principal partners of cross-country skier Jonna Sundling and Björklöven ice hockey club.
- During the autumn of 2023, Rototilt auctioned off two specially designed grabs on behalf of the Swedish Cancer Society; a total in excess of SEK 100,000 was collected, which was donated in its entirety to the Swedish Cancer Society.

## Key performance indicators, environment

	2023	2022-2023
Number of employees, FTE	266	+3.1%
<b>Environmental responsibility</b>		
Electricity consumption, MWh/metr. tonne prod.	0.64	-15%
Climate impact, scopes 1+2, Rototilt Group AB Sweden, kg CO <sub>2</sub> e/metr. tonne prod.	25	+9%
Climate impact, transport, kg CO <sub>2</sub> e/metr. tonne prod. (shipments booked by Rototilt)	333	-37%
Water consumption, m <sup>3</sup> /metr. tonne prod.	0.7	0%
Hazardous waste, kg/metr. tonne prod.	36	-19%
Proportion of suppliers with environmental certification, %	72%	-3%
<b>Social responsibility</b>		
Attendance rate, %	96	0
Work-related accidents, per employee	0.06	-25%
Proportion of women of all employees, %	23	-3%
Proportion of employees undergoing standardised introductory training, %	100	
Proportion of buyers receiving training regarding the risk of corruption in the supply chain, %	100	





 ROTOTILT.



## 4. Sustainability management

### Sustainability management

Rototilt's Board of Directors has overall responsibility for the company's sustainability work. The CEO has operational responsibility, which is promoted and coordinated by the Head of Quality, the Environment and the Working Environment (KAM). The company's management team is responsible for overall strategies, goals, actions and following-up. The basic principle for the work is to act preventively as far as possible and to apply the precautionary principle. All employees have their own responsibility to contribute actively to the sustainability work.

### Following-up and reporting

Sustainability information in respect of personal safety, environmental and property damage, as well as the reporting of other sustainability-related data, take place in the company's system in accordance with predetermined methods and guidelines. Rototilt has a management system for quality, the environment and the working environment that describes the working method – ranging from policies and guidelines to procedures and instructions for work. The management system is certified in accordance with ISO 9001, and satisfies the stipulated requirements and



### Ethics and anti-corruption

Rototilt aims to conduct business in accordance with good business practice and high ethical standards in all the company's relations with stakeholders. The work is based on our business policy for quality, the environment and the working environment. The expectations we place on our suppliers are articulated through our supplier policy. Based on this, we assess the suppliers' environmental work, respect for human rights, work in relation to anti-corruption and delivery reliability. We carry out new supplier assessments annually and follow up the suppliers' responses.

At Rototilt, it is important for us to have a common approach, regardless of where in our organisation people work and what they are working with. Our aim is to motivate all employees to develop and to lead by example. Mutual respect between employees at all levels of the company is fundamental for this. We have zero tolerance when it comes to harassment, bribery, corruption and conflicts of interest.

Through personal commitment, accountability, open communication and constructive feedback, we can help to create clarity, participation and good results. Sustainable development is crucial. We therefore have to think about how our actions affect our colleagues, business partners, customers, suppliers and society at large.

### Laws and regulations

Rototilt's own quality system, in collaboration with the municipality and relevant authorities, checks compliance with the law. Changes to laws and regulations are also followed up through procedures for updating and annual monitoring of legislative compliance. We have an independent whistleblowing channel, and Rototilt protects and processes personal data in accordance with the GDPR. We also follow up the demands of other stakeholders in our internal compliance programme.



Sustainability aspects

# Sustainability aspects

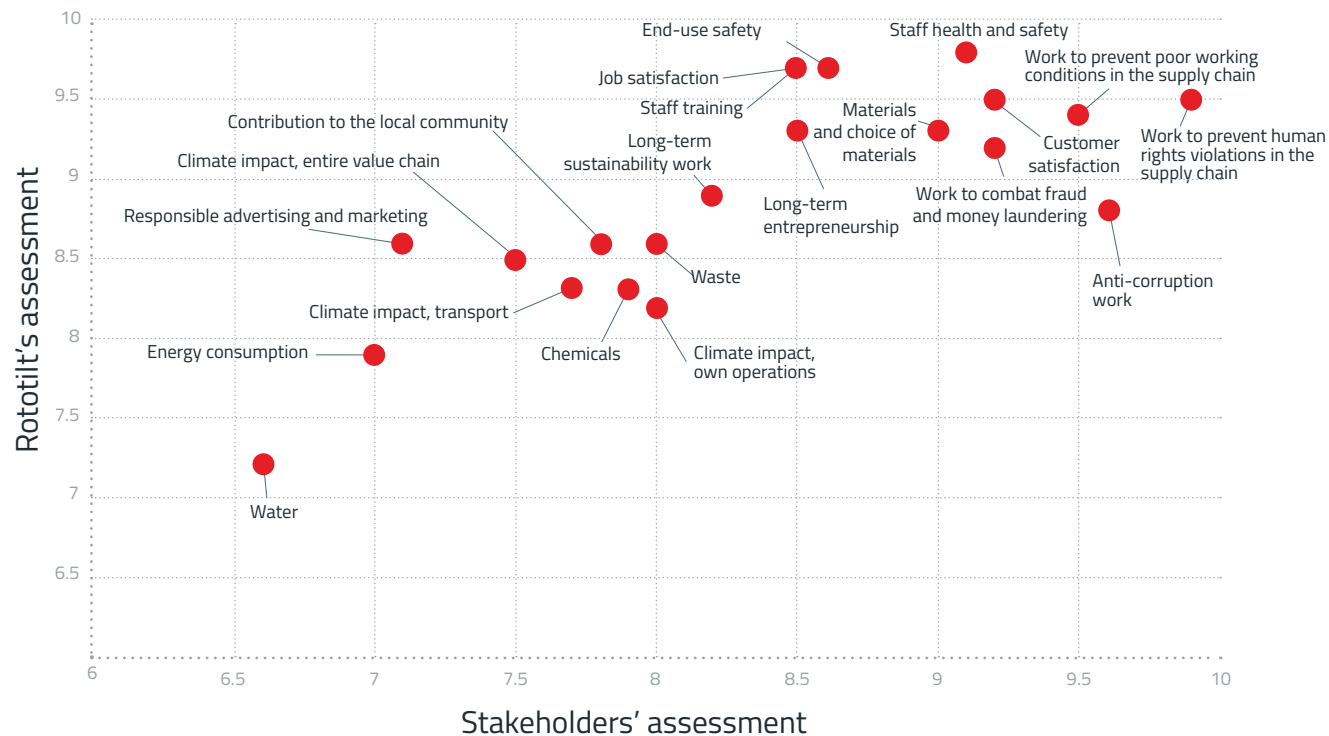
In order to achieve the goals set out in Agenda 2030, we want to collaborate with our customers and partners. We are choosing to invest in those areas where we can make the biggest difference, both locally and globally. We have a positive impact on social development and make environmentally conscious choices in which we apply a circular approach.

## Economy

Our business principles are characterised by integrity and the acceptance of responsibility. Rototilt must be a stable financial partner for customers and business partners, but also contribute value to our owners and be a secure employer for our employees. A strong financial position provides the opportunity for continued operational and business development, which is a prerequisite for a business that is sustainable in the long term. Through the business system and the company's other analysis tools, we follow up our work and our results. The CEO is responsible for the financial results. The business creates financial value that is distributed among various stakeholders. These include customers, suppliers, employees, owners, creditors and society.







**Figure 4A – Materiality chart**

This sustainability report describes how we work with the issues that have been deemed material, on the basis that they are important both for us and for our stakeholders.

### Key issues for our stakeholders

- Health and safety of staff
- Customer satisfaction
- Job satisfaction
- Preventing human rights violations
- End-use safety
- Anti-corruption work
- Work to combat fraud and money laundering

### Figure 4B – Key issues for our stakeholders

Our stakeholders help us to identify risks and opportunities, so that we can create long-term and sustainable value. The dialogues form the basis for prioritising issues to work on from a sustainability perspective, in both the short and the long term. New issues are identified on an ongoing basis, with goals and following-up being carried out in our management system.

## 5. Our key sustainability issues

Our latest stakeholder assessment has formed the basis for our continued development work. Our stakeholders' priorities form the basis for the materiality analysis. This in turn is used as a strategic foundation for management decisions regarding the sustainability issues that Rototilt should prioritise from a sustainability perspective, in both the short and the long term. New issues are identified on an ongoing basis, with goals and following-up being carried out in our management system.

Key issue	Highlighted by stakeholder	Work on the issue
Job satisfaction	Employees within the Rototilt Group, suppliers, politicians, dealers/importers	The confidence index is measured annually among our employees and followed up with activities. Further development and wellness are generous. External networks, systematic collaboration with schools, labour market fairs, study visits and internships are strategic activities that have been carried out to make Rototilt attractive as a future workplace.
Customer satisfaction	Employees within the Rototilt Group, suppliers, politicians, dealers/importers	Customer satisfaction is measured in surveys with regard to quality, complaints and delivery reliability. Risks associated with customer satisfaction are analysed and monitored regularly. Surveys are conducted in relation to both dealers and end customers.
Health and safety of staff	Employees within the Rototilt Group, suppliers, politicians, dealers/importers	We have a direct impact on, and a statutory responsibility for, our employees' working environment in production, field work and office work. This applies in both the physical and the psychosocial working environment. We continually identify risks and carry out preventive work. We have procedures, crisis management, individuals trained in first aid and defibrillators so that we are able to act quickly in the event of an accident, etc.
Preventing human rights violations	Employees within the Rototilt Group, suppliers, politicians, dealers/importers	Risk assessments are carried out throughout the supply chain. To ensure that our suppliers act ethically and responsibly towards their employees, we scrutinise new customers, carry out supplier audits and impose strict demands.
End-use safety	Employees within the Rototilt Group, suppliers, politicians, dealers/importers	Product development is performed through smarter, more inclusive and safer usage. By performing risk assessments and CE marking, the occurrence of accidents and ill health are minimised during the end use of our products. Incidents are measured and followed up regularly.
Anti-corruption work	Employees within the Rototilt Group, suppliers, politicians, dealers/importers	Regulated by means of compliance with our anti-corruption policy. Corruption incidents are followed up and addressed in accordance with guidelines from the policy and internal procedures. Customers are scrutinised.
Work to combat fraud and money laundering	Employees within the Rototilt Group, suppliers, customers, politicians, dealers/importers	All new employees are introduced to our information security policy and IT user policy. Customers are scrutinised.





## 6. Our aim is to be a good role model and an attractive employer

Here at Rototilt, our aim is to be a good role model and an attractive employer. We believe in creative employees and invest in expertise, dedication and the provision of talent. Diversity and equality are strengths that contribute to efficiency, profitability and job satisfaction.

The working environment is one of our priorities, and we carry out risk assessments, following-up and continuous improvements as a natural part of our day-to-day work. Rototilt aims to be a healthy, safe and stimulating workplace for all our employees.

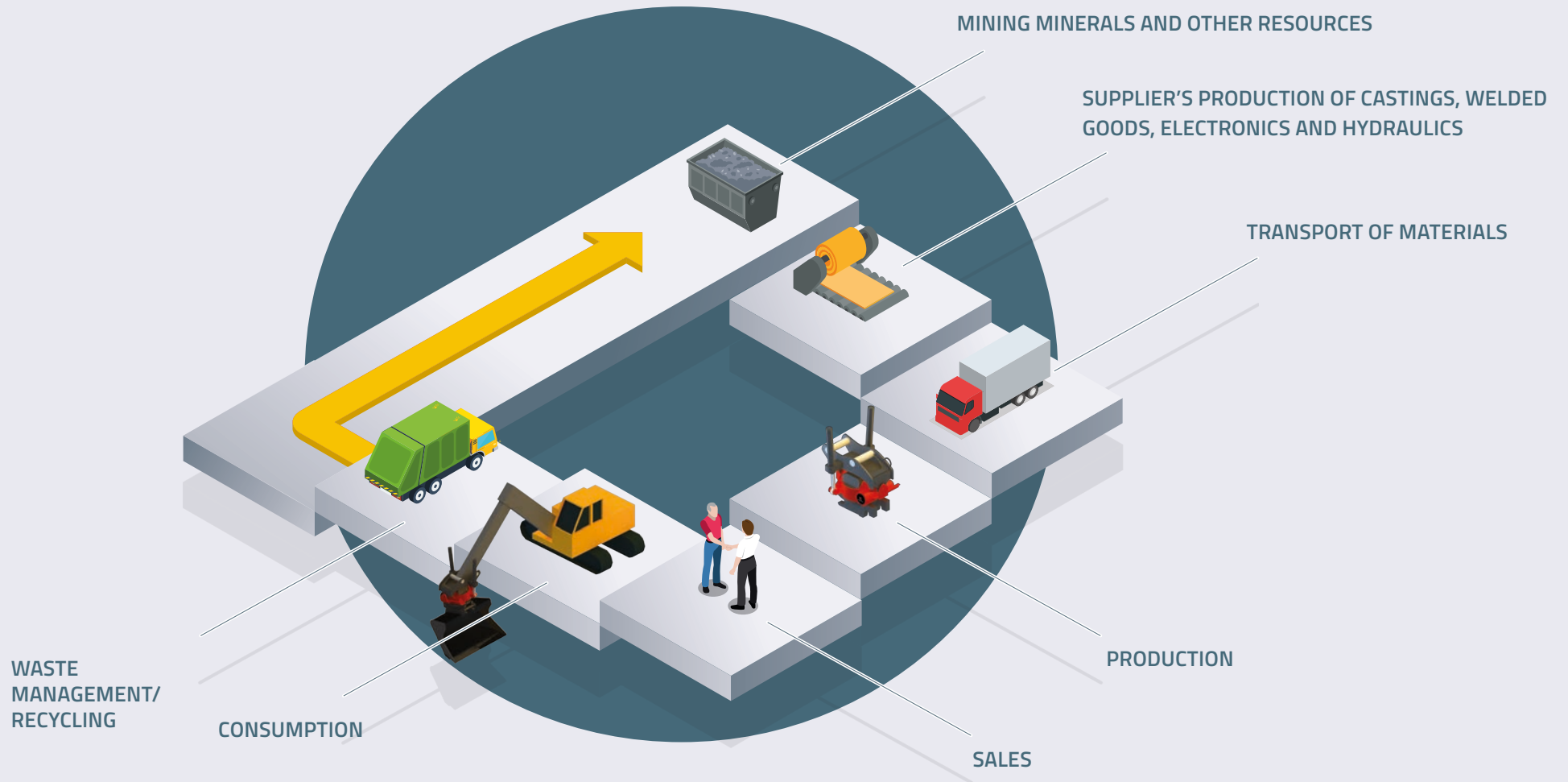
We conduct annual performance appraisals and all employees are covered by collective agreements. Together, we make a difference and enjoy our work community. Continuous skills development is a central aspect, especially bearing in mind our strong growth. As the company expands, new opportunities are opening up for our employees.

We are also involved in the local community through collaborations with schools and businesses. Through work experience, lectures and study visits, we inspire young people to look to future professions and present great opportunities.

Externally, we work on opportunities in relation to housing, infrastructure and commuting in Vindeln, a town of only 2,500 inhabitants.

In autumn 2023, Rototilt was named "Role model of the year in employer branding" by Career Companies, as well as being nominated in a further two categories.





## 7. Impact on the environment

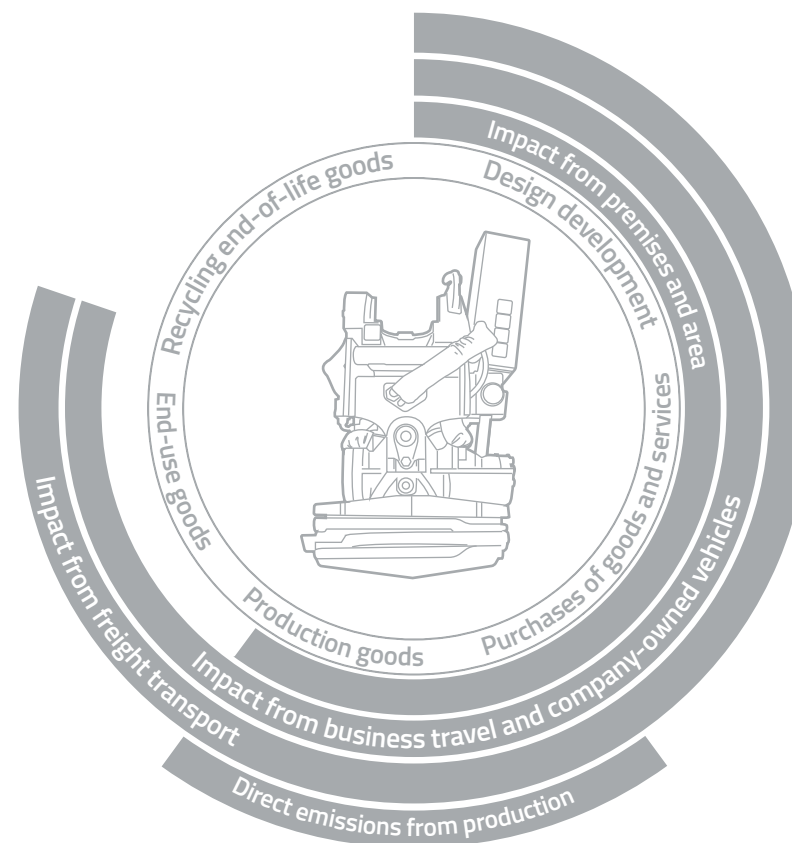
Our product and transport operations have an impact on the climate. When a user equips their excavator with our products, however, this creates opportunities for them to reduce their environmental impact through fewer movements, more efficient and smarter use of the machine. A centrally located distribution centre reduces our transport operations.

The business has an impact on various ecosystems through displacement by means of physical methods (e.g. mining), as well as emissions into air, water and ground throughout the entire value chain. We are striving to reduce the negative impact that occurs as a result of our products, both locally here in Vindeln and globally. One way to reduce this impact is to look at the environmental aspects throughout the product's life cycle.

### Greenhouse Gas Protocol

Every year, our climate footprint in scopes 1, 2 and 3 is calculated and audited by a third party, in accordance with the GHG Protocol standard. This makes it possible for us to measure, follow up and reduce our greenhouse gas emissions from in-house operations and value chains.

In a circular economy, it is important to view waste as someone else's resource. We are working with the aim of buying products that are derived from recycled materials as well as recycling as much of our own waste as possible, in accordance with the EU waste hierarchy. It is important to close the cycles and to separate biological and technical nutrients, which we do by recycling our waste to produce materials or energy. Metal waste from our manufacturing process is our largest waste fraction, and this material is now 100 per cent recycled. We also work on the basis of the waste ladder in order to reduce our waste. 90% of purchased castings come from recycled metal. An increasingly important issue for us is how, together with our suppliers, we can contribute to recycling. Good examples of this include the collaboration with one of our largest machining suppliers, to whom we return metal residue so that they can cast further new parts for us, or where we reuse the packaging in which the products are delivered.



**Figure 1** – Environmental aspects during the life cycle of the product



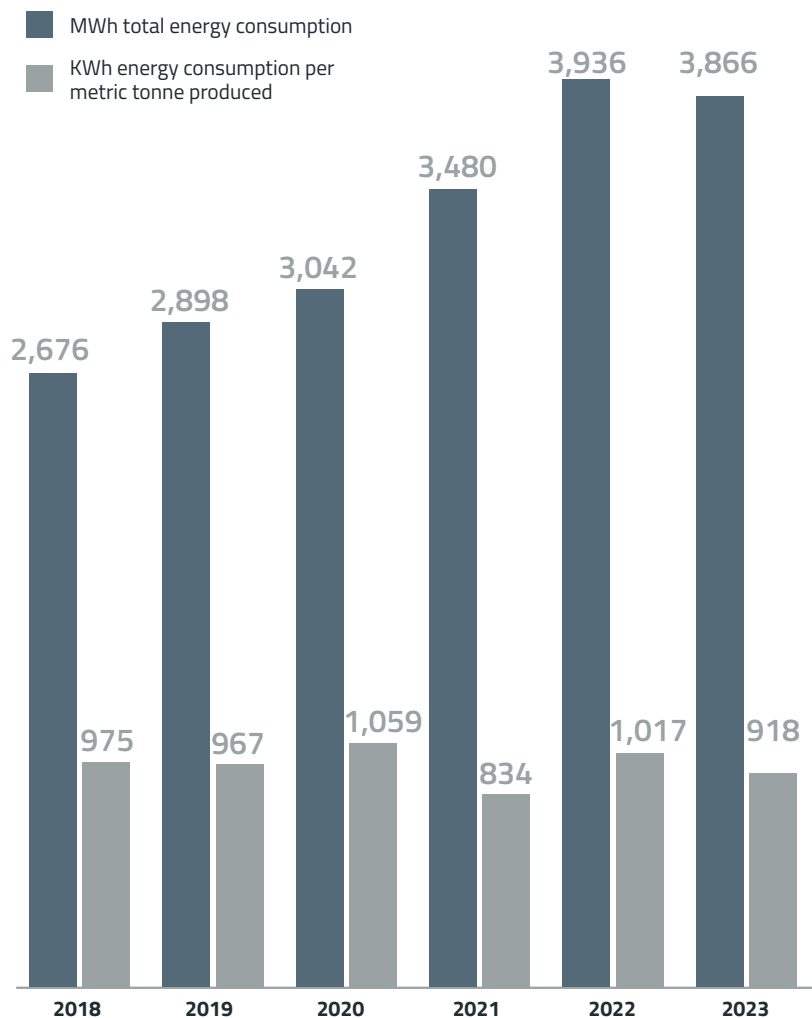


Figure 2 – Total energy consumption

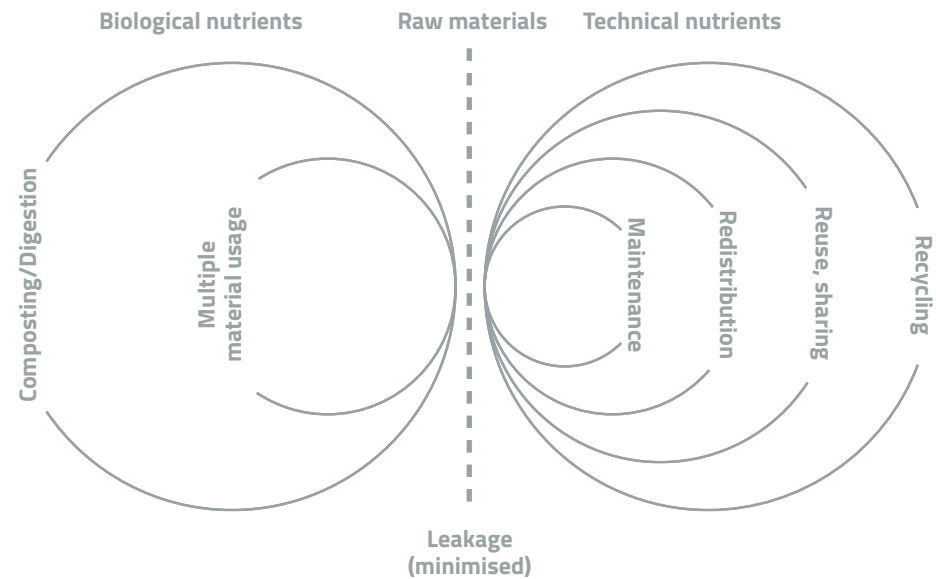


Figure 6A – In a circular economy, it is important to close the cycles and to separate biological and technical nutrients. We do this, for example, by recycling metal waste and paper, as well as by recycling household waste to produce energy.

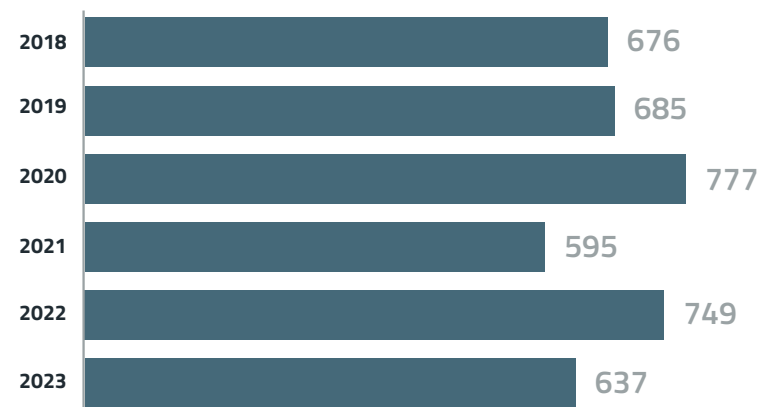


Figure 3 – Electricity consumption

KWh electricity consumption per metric tonne produced

## Climate impact

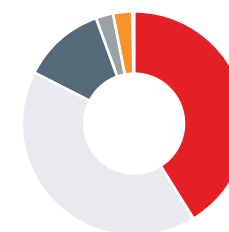
Several significant measures were implemented in 2023, such as extending the use of LED lighting and allowing our employees and visitors who have rechargeable vehicles to charge these with us, as we installed 178 new electric vehicle charging stations at our head office in Vindeln during the year. We are making use of digital meetings and only make business trips when they are considered necessary. We are reducing our environmental impact by making conscious choices.

We believe that transport and energy consumption in our plant is the most important impact for us to follow up and reduce, as it accounts for the majority of our emissions. We are experiencing strong growth and are therefore using different performance measures.

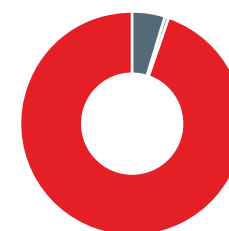
Our water comes from the municipal drinking water network, which is why the municipality is the stakeholder with an interest in our water consumption. In

2023, we used 2,985 m<sup>3</sup> of water. The majority was used for the washing of processed goods in our production operations. No greywater is discharged into the stormwater network, rather it is sent for energy recovery.

Since 2017, our plant in Vindeln has been using only eco-labelled electricity derived from wind and hydro power with EPD. We use district heating from a local network, with 100 per cent renewable energy. RFI factor 2 is calculated for air freight, which since 2016 has increased the reported emissions in scope 3. The RFI factor is one way of accepting responsibility for the climate impact of aviation, as emissions that occur at high altitude have a greater effect on the climate than those that occur at ground level. It is also a way for us to demonstrate that we take full responsibility for the climate impact of our air freight. RFI factor 2 is already being used for business travel by air.



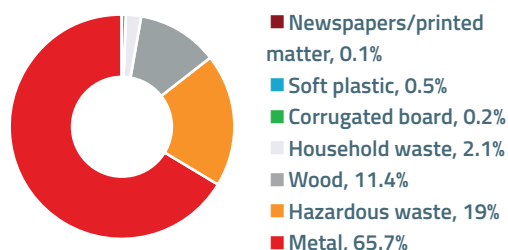
Per activity	metr. tonnes CO <sub>2</sub> e/year	%
Transport goods	1,401	70.3
Business travel	404	20.3
Company-owned vehicles	92.8	4.66
Premises	86.7	4.35
Production	8.29	0.416
Office supplies	0.0855	0.00429
<b>Total</b>	<b>1,993</b>	<b>100</b>



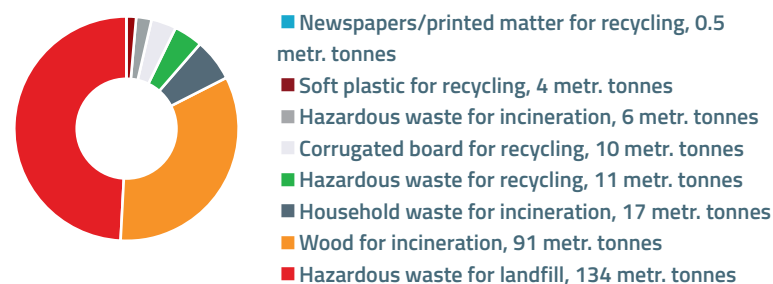
Per activity	metr. tonnes CO <sub>2</sub> e/year	%
Scope 1	98.8	4.96
Scope 2	7.13	0.358
Scope 3	1,887	94.7
<b>Total</b>	<b>1,993</b>	<b>100</b>

## TRENDS

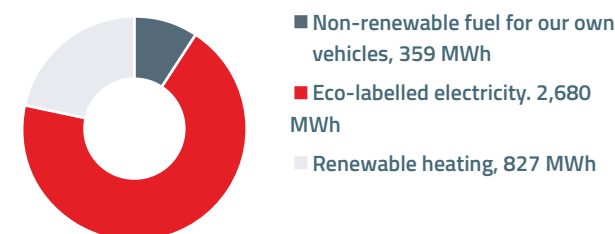
### Waste divided into fractions by material type

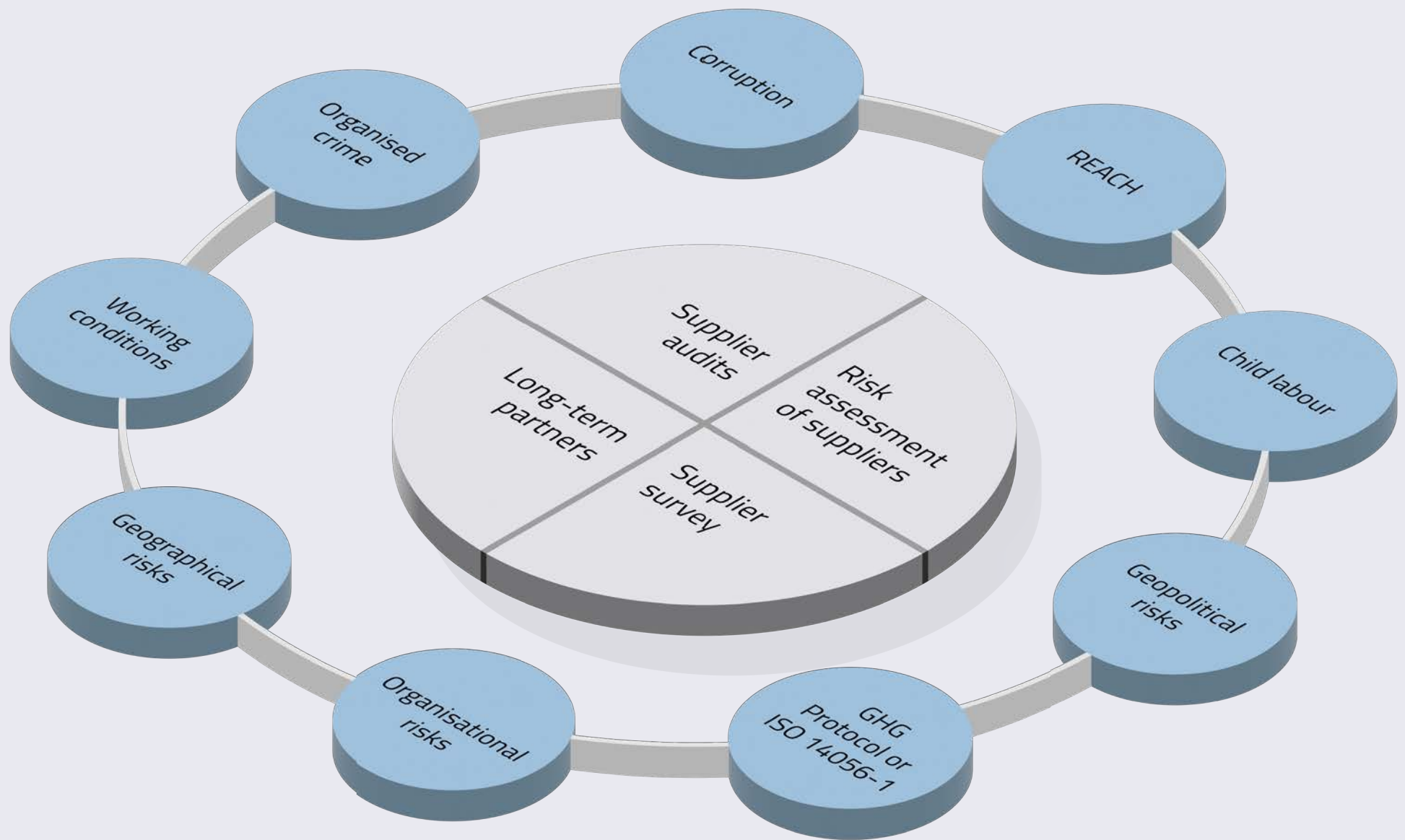


### Waste divided by treatment method



### Distribution of energy consumption





Supplier development

## 8. Business ethics

Rototilt feels a great sense of commitment to the local community and contributes actively towards it. As the company develops, our customers and suppliers are operating on an increasingly large geographic market, which in turn is making shipping an increasingly important issue – both in terms of environmental impact and costs. This includes working with activities in order to identify and select environmentally friendly and more cost-effective transport operations, for example by means of transport taking place vertically to a greater extent. Our employees are both proud and professional when they represent the company, and our anti-corruption policy describes how we represent the company and stipulates that transgressions must be reported.

### Responsibility in the value chain

Since our business is international, this means that our social responsibility extends far beyond Sweden's borders. Rototilt acts in compliance with national laws and requirements in the countries where we operate. We have zero tolerance when it comes to facilitation payments. All our business partners are audited in accordance with due diligence, and risk assessments are conducted and analysed before we expand into new markets. Rototilt makes active choices when it comes to distributors, OEMs and OED customers, with the result that we sell our products responsibly.

### Responsibility in the supply chain

Rototilt values a sustainable supply chain where our subcontractors have to live up to and comply with our requirements. When qualifying suppliers, we impose requirements whereby they must comply with our supplier policy. This includes approaches to issues relating to quality, the environment, the working environment and corruption. We train ourselves and keep ourselves up-to-date with rules and requirements, in order to maintain a high level of quality in our work with the various suppliers. We select suppliers based on our policies and internal working methods. Suppliers are risk

assessed and we strive to achieve transparency. Continual supplier audits based on frameworks, risk assessments and analyses are carried out on an ongoing basis.

Suppliers must comply with local laws in the region in which they operate. Rototilt opposes all forms of child labour and the support of child labour. Our suppliers have to comply with the UN's resolutions in respect of child labour, wage conditions and working conditions. In order to supply Rototilt, the supplier must be able to guarantee that they are not engaged in organised crime, terrorism, human rights violations, corruption or money laundering that pose a threat to order and security in civil society. We have zero tolerance when it comes to suppliers who are opposed our requirements.

At present, around 76% of our suppliers are certified in relation to both ISO 9001 and ISO 14001. 33% of our suppliers use GHG Protocol. 30% of purchased products are produced from recycled materials, while for castings the figure is 90%.

Our requirements address areas such as human rights, corruption, health, the environment, safety, quality and compliance with REACH. We are striving to achieve long-term and close collaboration with our suppliers, including in respect of quality, compliance with the law and continuous improvements aimed at reducing environmental impact.



# Information for the GRI table

GRI-ID	Information	Information for GRI-ID
102-1	Name of the organisation	Rototilt Group AB
102-2	Main brands, products and services	Page 5
102-3	Organisation's head office	Vindeln
102-4	Countries where the organisation operates	Page 5
102-5	Ownership	Rototilt Invest AB, 100%
102-6	Market presence	Page 5
102-7	Organisation's size	i. 266 (average number of employees in 2023) ii. 1 production facility iii. SEK 910,719,557 in sales iv. SEK 669,047,637 balance sheet total v. From a competition perspective, we do not report the actual sales volume
102-8	Employees, number and other information	Page 7
102-9	Value chain	Page 16
102-10	Significant changes to the organisation and its value chain during the reporting period	Expansion of machine capacity and subsidiaries
102-11	Application of the precautionary principle	Rototilt applies the precautionary principle in accordance with the regulations contained in Swedish and EU legislation
102-12	External economic, environmental or social initiatives and principles to which the organisation has subscribed.	Page 15
102-13	Membership of organisations and networks	Maskinleverantörerna, Movex/M3 Användarförening, Styrelseakademin Norr, Företagarna, Dataföreningen Digital Destination Sverige, Confederation of Swedish Enterprise, Association of Swedish Engineering Industries
102-14	Statement from the CEO	Page 3
102-16	Fundamental values, principles and standards of conduct	Page 5
102-18	Structure for the management of sustainability work	a. Board of Directors -> CEO -> Management team b. Board of Directors -> CEO -> Management team
102-40	Reporting of stakeholders	Page 12
102-41	Number of employees in relation to collective agreements	100% of Rototilt's employees are covered by collective agreements

GRI-ID	Information	Information for GRI-ID
102-42	Identification and selection of stakeholders	Page 13
102-43	Forms of engagement with stakeholders	Page 13
102-44	Key issues for stakeholders and their management	Page 13
102-45	Organisational units included in the consolidated financial statements	a. Subsidiaries included in the consolidated financial statements are Rototilt A/S (Norway), Rototilt OY (Finland), Rototilt GmbH (Germany), Rototilt Inc. (Canada), Rototilt SAS (France), Rototilt B.V. (Netherlands) and Rototilt Ltd (UK) b. These subsidiaries are not included in the sustainability report
102-46	Process for defining the content and boundaries of reporting	Page 3
102-47	Identified material information	Page 13
102-48	Comments on changes in previously reported information	Not relevant
102-49	Significant changes in respect of scope and boundaries	Not relevant
102-50	Reporting period	01.01.2023 – 31.12.2023
102-51	Date of publication of the previous sustainability report	15.06.2023
102-52	Reporting cycle	Once per year in connection with the annual report
102-53	Contact person for the sustainability report	Quality and Environment Manager
102-54	Description of level of reporting according to GRI Standards	Core
102-55	GRI index	Pages 22–24
102-56	External verification of the sustainability report	Rototilt's external auditors are PWC, who will check that a sustainability report has been prepared. Other than this, no third-party review of the content will be carried out
103-1	Explanation of material information and its boundaries	Page 13
103-2	Description of the management's sustainability management and constituent components	Page 9
103-3	Evaluation of the management's sustainability management	Page 9
202-2	Proportion of employees in the management team who come from the local community	87%

GRI-ID	Information	Information for GRI-ID
205-1	Parts of the business that have been evaluated according to the risk of corruption, and identified risks	Page 9
301-2	Recycled material in the production process	Page 17
302-1	Energy consumption within the organisation	a. 359 MWh diesel for company-owned vehicles b. 3,507 MWh electricity from wind and hydro power, as well as heating by means of pellet combustion c.i. 2,680 MWh electricity consumption c.ii. 827 MWh district heating consumption e. 3,866 MWh total energy consumption
302-4	Reduction of energy consumption	Total energy consumption decreased by 10% per metric tonne produced
303-1	Water consumption per source	2,985 cubic metres
303-3	Treatment and return of water	Page 19
305-1	Direct greenhouse gas emissions (Scope 1)	98.8 metr. tonnes CO <sub>2</sub> e
305-2	Indirect greenhouse gas emissions from energy consumption (Scope 2)	7.13 metr. tonnes CO <sub>2</sub> e
305-3	Other indirect greenhouse gas emissions (Scope 3)	1,887 metr. tonnes CO <sub>2</sub> e
305-7	Emissions of NOx, SO2 and other significant air pollutants	We released 829 kg of VOCs from the paint shop in 2023
306-1	Emissions to sewers by quality	Page 19
306-2	Amount of waste by category and treatment method	Page 19
308-1	Percentage of suppliers who have undergone environmental assessment	100%
401-1	New recruits	The number of employees has increased by 3%
403-2	Type and extent of injuries, work-related illnesses and work-related accidents, as well as sick leave	Page 17
404-1	Average number of training hours per employee per year	3.3 h
404-3	Proportion of employees who have completed regular development and career development discussions	Page 15
414-2	Proportion of new suppliers who have been assessed in respect of social criteria	100%
417-1	Requirements for product and service information and labelling	Page 13
417-2	Incidents related to deficiencies in product and service information and labelling	Page 13

Thank you for your interest!

Is there anything you are wondering about or would you like to know more about the nature of our sustainability work?

Contact our Quality and Environment Manager  
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