

DevPort



**2023**

**Sustainability report**

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### About the report

This sustainability report refers to the DevPort AB Group during the financial year (2023-01-01 – 2023-12-31). The report has been prepared in accordance with the provisions of Chapter 6 of the Annual Accounts Act and has been reviewed by DevPort's auditors and Board of Directors.

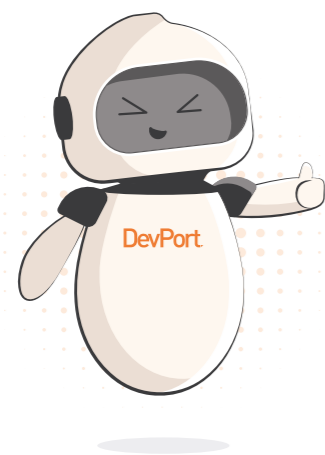


# Proud to be sustainable

## Sustainable business

A business where profitability, environmental consideration, and social engagement come together

DevPort is a Swedish technology consulting company with 510 employees in development-intensive industry with offices in six locations. Since December 2017, DevPort has been listed on Nasdaq First North Premier Growth Market.



At DevPort, we are proud of our employees and customers who collaborate to shape the technology of tomorrow. For us, it's about fostering teamwork, building a strong community, maintaining streamlined decision-making processes, leveraging experience, embracing entrepreneurship, and ensuring stability. We cherish our employees and value our partnerships with customers as we strive together to develop sustainable technology for the future!

You can find DevPort's annual report on DevPort's website [www.devport.se](http://www.devport.se) alternatively scan the QR code.



# 2023 in brief

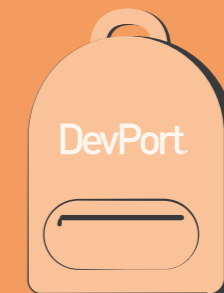
During the year, we've made numerous investments, ranging from significant to modest, to underscore our commitment to leading by example and to prioritize sustainability in all aspects of our operations, from the boardroom to the break room.



**Renewable electricity**  
The Gothenburg office has switched completely to renewable electricity from wind power.

### Ramping up our eco-labelled promotional products!

Our selection process is meticulous. We aim for products with lasting quality that effectively promote DevPort to diverse audiences across various settings. They must also be practical for daily use in the daily work.

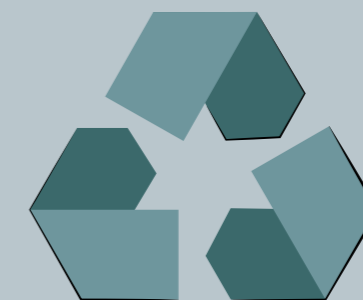


Our cancer initiative raised

# 61 300 SEK

# 48 %

The proportion of benefit bicycles increased by



### Used Computers

We now purchase higher quality used computers as a complement to new ones.

# A word from the CEO

**“It’s been over eight years since I took on the role as CEO and Group Chief Executive Officer of DevPort. During these years, society has changed quite a bit, particularly in terms of sustainability efforts. Nowadays, it’s natural for many companies to prioritize sustainability, and the same goes for DevPort”**



DevPort's strategic sustainability efforts are based on the United Nations' global sustainability goals, where we have selected a number of goals that we can influence.

As a technology consulting company, DevPort is committed to maintaining a rapid pace in our sustainability efforts. In the past year, we have established a new framework where sustainability is integrated as a core component of the Group's business plan, emphasizing economic, social, and environmental sustainability.

For almost ten years, DevPort has been certified in the environmental sector according to the ISO 14001 standard. In the 2023 audit, it was found that DevPort maintains a well-established system linked to our environmental initiatives, which is highly satisfying.

Some of our goals and ambitions in 2023 were to reduce the number of trips within the DevPort Group and to ensure that the trips carried out are as sustainable as possible. Throughout the year, more trips were made using public transportation, partly due to an employee benefit tied to public transport.

Since last year, all company cars in the DevPort Group are electrified and our staff offer of benefit bikes continues to be a success.

Every year, we conduct an employee survey. This year's survey showed the importance of a social commitment, good well-being and opportunities to develop.

When it comes to social engagement, we have focused on spreading awareness and fundraising for cancer research. During the fall we have carried out a number of activities. In October, our commitment was to support the "Pink Ribbon" with a focus on women's cancer. In November, we got involved in "Mustaschkampen" with a focus on men's cancer, and finally we supported the Swedish Childhood Cancer Foundation in December.

A central part of our social sustainability is our employees. It is important for us to create a pleasant and stimulating work environment within DevPort. We strive to follow our

philosophy of combining the close feel of a smaller company with the opportunities that a larger company can offer. This means that each employee is given the opportunity to influence the company, both in terms of their own skill development and participation in joint activities for the consulting group or region to which they belong.

During the year, we arranged an extensive conference and study trip for all employees at DevPort. The aim was to promote mutual understanding, create a sense of community and carry out study visits to explore the use of thermal energy for heating and electricity production. This conference and study trip was highly appreciated by the employees and added value in both social and environmental sustainability for both individuals and the company as a whole.

In 2023, DevPort has actively supported Chalmers Solar Team, an organization that successfully developed a solar-powered car and competed with it in Australia during the autumn. Towards the end of the year, Chalmers Solar Team held a lecture for DevPort's employees with the theme "The art of driving 3,000 km solely on solar energy". During the lecture, they shared their journey, including how they designed, built, and financed the project in 1.5 years as well as their experiences from the competition. This exciting project has not only contributed to an important charitable effort but has also given DevPort's employees valuable insight into the potential and possibilities of solar-powered vehicles.

We are optimistic about the future and plan to fully adapt DevPort to the EU's Corporate Sustainability Reporting Directive (CSRD) in 2024. We remain committed to contributing to positive change and strive to be part of the solution for a more sustainable planet.

Finally, as always, I would like to thank our leaders and employees, as well as our partners, for all of us contributing to a better sustainable world. Something to be proud of – Proud to be!

March 2024

**Nils Malmros**  
MD and CEO

# Sustainability at DevPort

Sustainable development is a central issue in discussions about the future, where the earth's resources are limited while global needs are increasing. At the same time, rapid technological development is taking place, which has a strong impact on society. When used correctly, technology can be a powerful tool to make increased needs economically and environmentally beneficial. Since all companies have a direct or indirect impact on the environment, it is of central importance for DevPort to be a company that is environmentally certified according to ISO 14001. This reflects our commitment to actively contribute to sustainable development and reduce our impact on the environment.

**Sustainability vision**

To run a long-term profitable business with low negative environmental impact and social responsibility.

**Sustainability mission**

To achieve this vision, we are working according to our mission that employees, management and other stakeholders should work together to create sustainable business for long-term sustainable social development.

## 1. Social sustainability

### The company takes responsibility both internally and externally

We work to create a good working environment for our employees and to ensure that our business is permeated by good ethical values. At DevPort, we are proud of our employees and customers who together develop the technology of the future. For us, it's about team spirit, community, short decision-making paths, knowledge, entrepreneurship and stability. Our employees are DevPort's greatest asset and form the foundation of our business. It is crucial that all employees are happy and work under good working conditions with a reasonable workload. Our staff activities therefore focus on promoting community and well-being. A socially sustainable society promotes gender equality and an equal society where people live a good life with good health, without unjust differences. We therefore aim to be an inclusive and equal company. We take external social responsibility through our CSR work with Star For Life and our newly started cancer initiative, where we have had fundraising linked to cancer and cancer research.



## 2. Ecological sustainability

### Operations shall be conducted in such a way that resource consumption and environmental impact are minimised.

We work to ensure that our operations are within the limits of what the planet can handle. In doing so, we have done our part in meeting the needs of the present without compromising the ability of future generations to meet theirs. To follow up and ensure this work within DevPort, we have a dedicated Sustainability Group. The group meets weekly with a focus on planning activities and initiatives to ensure that sustainability continues to be high on the agenda in the company.



## 3. Economic sustainability

### Profitability over time – grow, hire staff & make a profit

We work with the development of future technology to achieve more climate-smart, autonomous, and efficient solutions. Internally, we work to meet our customers' needs with the right expertise in the technology areas our customers are investing in over time. This means that we must always work forward and stay one step ahead. To meet the strong growth the market is signalling, it is important for us at DevPort to be an attractive company with the best engineers. We operate in a highly competitive market with high demand. We are building a profitable business that lasts over time by broadening our customer portfolio and operating in several different markets, independently of each other. The automotive industry will continue to be our base, but with reduced dependence through a broadened customer base. We do this partly by growing and operating in several locations in different parts of the country, but also by achieving a more even distribution between our different business areas and in the distribution between the project business and on-site consultants. In addition, we continue to invest in our partner network business, which provides us with increased revenue and delivery power, but also diversified risk management.





# We work purposefully!

## NMI

Every year, Enkätfabriken conducts an insightful employee survey on behalf of DevPort. It is of utmost importance to choose relevant questions for the employee survey. The goal is to capture employee opinions in a quantified way while striving to cover all aspects of the work environment. To compile an overall assessment from employees, we create the so-called Nöjd-Medarbetar Index (NMI) Or Employee Satisfaction Index (ESI) in English. The result for this year is 3.91, which is slightly lower compared to last year's 4.01. Our strengths are evident in areas such as leadership, job satisfaction and work tasks. Areas that we have identified for development include skills development and corporate culture. We look forward to working together to continue to create an even more rewarding and fulfilling work environment for all our employees.

## Share of environmentally friendly cars

The most significant direct environmental factor at DevPort is travel with staff cars that run on diesel or petrol. In 2023, we transitioned entirely to a fully environmentally friendly vehicle fleet, predominantly comprised of electric cars.


## Proportion of women in the company

A society characterised by social sustainability is a society characterised by equality and justice, where people can live a good life in good health and without unfair differences. For 2023, we set ourselves the goal of creating a more equal gender distribution among our employees by increasing the proportion of women. Aware of the under-representation of women in both the industry and our own company, we have implemented various initiatives during the year to pay special attention to and support our female employees.

## Share of English speakers in the company

An indicative measure of the proportion of foreign-born persons is those who have English as their first language. In 2022, we started following up on these statistics on a monthly basis. Measuring the proportion of English speakers is of central importance to us, partly to be able to provide company information in English for these individuals and partly to analyse the proportion of our recruitments that come from other parts of the world. We believe it is of utmost importance to be a progressive organization that actively promotes diversity. In 2023, the share increased by two percentage points and thus reached 15%, which shows a positive development in our quest for a more diverse and inclusive work environment.

3,9  out of 5 NMI

100%  Usage of Electric Cars

23%  Women in the company

15%  English speakers in the company

# DevPort's goals are in line with the UN's Sustainable Development Goals

As part of DevPort's strategic work with sustainability, we have selected the parts of the UN's global sustainability goals that DevPort can be involved in and influence. To these, we have then linked our own business goals.

## Sustainability goal 3

### Good health and well-being

We work proactively on several levels to ensure the well-being of our staff. Partly through a responsive organisation and good routines for follow-up, but also through generous benefits, activities and training on the subject.

## Sustainability goal 5

### Gender equality

The work to increase diversity within the Group is ongoing. Our long-term goal is to achieve the same proportion of women in the company who graduate from Swedish technical colleges. A goal that is followed up on a monthly basis. The strategy for achieving this goal is to be one of the most attractive employers for the target group.

## Sustainability goal 8

### Decent work and economic growth

We work to create a profitable business that lasts over time. Our growth focuses on areas for future engineers where we can actively compete and build a good profit margin. We continue to operate in several regions, business areas and customer segments. A third of our business is built up by our sub-consultancy business, which contributes to increased revenue and delivery power, but also diversified risk management.

## Sustainability goal 9

### Industry, innovation and infrastructure

Our consultants are involved in developing the technical solutions of the future, from start to finish. An example where we work together with our customers to contribute to a sustainable industry is the work with "Industry 4.0". Digitalization of production and smart factories are created where everything is connected.

## Sustainability goal 10

### Reducing inequalities

The work to counteract discrimination and victimisation permeates the entire organisation, and is ultimately set out in our guidelines, policies, and Code of Conduct. We carry out ongoing training and have a plan with effective measures against discrimination.

## Sustainability goal 12

### Responsible consumption and production

We work continuously with initiatives that contribute to sustainable consumption both in the workplace and privately. Examples of this are waste sorting, staff bicycles as an alternative to staff cars, a transition to a 100% environmental car fleet, eco-labelled consumables and vegetarian food as standard at gatherings.

## Sustainability goal 13

### Climate action

As mentioned under goal 12, we are doing a lot to combat climate change, mainly linked to our travel, but also in our purchases.



# Sustainable business is part of our DNA

Over 15 years ago, the idea was born in a conversation between former colleagues. That was the starting point for creating a new, flexible, customer-oriented, and familial technology consulting company, which today is a leading player in the industry.

Since our establishment in 2008, our main focus has been to work with our customers to develop technology in a way that outperforms our competitors and creates long-term relationships. Our aim has always been to build a sustainable business. Providing not only excellence and extensive expertise but also delivering versatility as a trusted partner.

With over 500 employees and sub-consultants, spread across six locations and operating in three business areas, we have established ourselves as a prominent player. Our customer portfolio, with its

roots in the automotive industry, is rapidly expanding to development-intensive companies in various industries.

At DevPort, we celebrate our employees and customers, who together shape the technology of the future. For us, it's about values such as team spirit, community, quick decision-making, knowledge, entrepreneurship and stability. We are proud of our journey and look forward to continued development and success.

TURNOVER SEK

**550,4**

MILLION

EMPLOYEES

**510**

People

WORKING WITH

**34**

Clients



Some of our customers

**VOLVO**

**NKT**

**EMERSON**

**CEVT**

**TOYOTA**

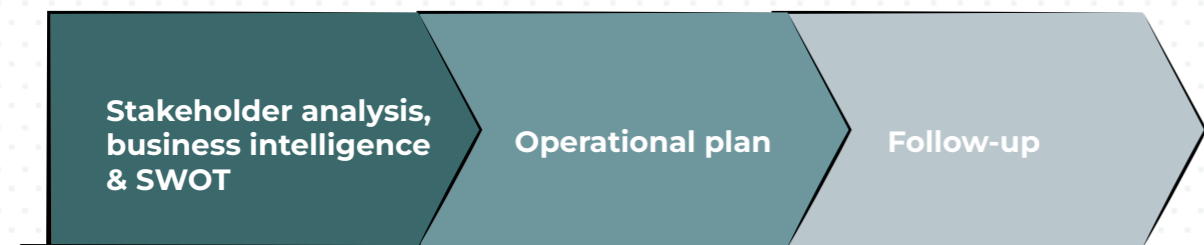
**swisslog**

**OPTITech**

**SCANIA**

# Mapped needs govern our operations

DevPort's business plan is based on a thorough analysis of stakeholders, the outside world, as well as a SWOT analysis. This plan covers the areas of growth, business development, employee satisfaction and organizational issues. A survey is carried out annually to concretize and highlight sustainability aspects in the company's operations. Economic, social and environmental sustainability are integrated with the business goals, and a number of Key Performance Indicators are selected for regular follow-up. In this way, we work to ensure that the sustainability perspective permeates and governs our strategies and decisions for a more responsible and long-term business.



Naturally, our framework agreements with industrial companies place high demands on our business. The environmental aspect is a central and integral part of our day-to-day operations, supported by the ISO 14001 environmental management system and the ISO 9001 quality management system. Our sustainability work is always anchored in DevPort's vision and values and permeates our daily work.

### Which issues are important?

To ensure that we focus on the most important issues, we engage in a continuous dialogue with our stakeholders. This dialogue, which includes interviews, evaluations and regular follow-up meetings, is crucial for creating the necessary knowledge base. Through this open and continuous communication, we strive to effectively drive our sustainability work forward and ensure that we meet the expectations and demands that our stakeholders have on us.

# Code of conduct

The starting point for our approach to conducting business is set out in our Code of Conduct, which we call the Code of Conduct. It applies to all employees and subcontractors who work within our business. At each new hire, the manager and employee are responsible for jointly reviewing and understanding the content of our Code of Conduct. To further ensure awareness, the content is also followed up during the annual performance appraisals. The main principles of our Code of Conduct are:

### The relationship between DevPort and employees

We shall have a strong and lasting relationship with all employees, which is based on mutual respect and dignity. All employees must be given equal opportunities and we do not allow discrimination or harassment in the business. No cases of discrimination or harassment were reported in 2023.

### Conduct on the market

Corruption, bribery, and unfair anti-competitive practices distort markets and hinder economic, social and democratic development. DevPort does not tolerate such practices and as we are listed on Nasdaq and have strict customer requirements, we have a business ethics and anti-corruption policy in place. No cases of corruption have been reported in 2023.

### Environment

In its actions during project work and development services, DevPort shall try to contribute to a more sustainable world and have an active environmental management at all levels of the company. All employees must undergo environmental training at the start of their employment and follow our business procedures in line with ISO 14001 and ISO 9001.

### Work environment

DevPort shall actively work to ensure that the work environment is safe, stimulating and designed in such a way that DevPort is perceived as a role model.

### Information security

The use of IT must take place without the risk of unauthorised access to confidential information. Every employee must be aware that they represent the company and when communicating through the company's IT systems. During the year, no cases linked to deficiencies in information security were reported.

### Drugs and alcohol

In our organization, no one is under the influence of drugs or alcohol, or is affected by the consequential effects of the influence, during time intended for work. Drugs also refer to medicines for non-medical use and doping substances.

### Whistle blower

Our whistleblower policy aims to encourage employees, customers, and suppliers to report cases without the risk of becoming victims or being discriminated against as a result. The policy allows employees to raise serious suspicions of misconduct in, or related to, the company, instead of looking the other way or finding a solution to the problem outside the company. No such case was reported in the year 2023.

# Social sustainability

The company must take responsibility both internally and externally!

We strive to create a pleasant working environment for our employees and to characterize our business with strong ethical values. At DevPort, we are proud of our employees and customers who together shape the technology of the future. For us, values such as team spirit, community, quick decision-making, knowledge, entrepreneurship, and stability are of central importance.

Employees are the core of DevPort's business and are our most valuable asset. It is of the utmost importance that all employees are happy and work under good working conditions with a reasonable workload. Our staff activities are therefore focused on promoting a sense of community, and well-being. We also strive to be part of a socially sustainable society, where gender equality and equal treatment are fundamental principles. Our goal is to be an inclusive and equal company where everyone is given the opportunity to thrive and contribute to our common success.

We take external social responsibility through our CSR (Corporate Social Responsibility) work, where we have collaborated for several years with the organization Star for Life and supported the secondary school "Windmill Park Secondary School", located outside Johannesburg in Soweto, South Africa. This year, a new addition was the launch of an initiative and fundraising campaign dedicated to cancer and cancer research. During the month of October, the focus was on breast cancer, in November the focus was on prostate cancer and testicular cancer, and in December the focus was on childhood cancer.



## Employees in focus

Employees are DevPort's most valuable asset, and their skills are at the core of our business. It is crucial that our employees have good working conditions and a reasonable workload. To ensure these conditions, ongoing dialogues are conducted with the immediate manager at DevPort, and well-being is followed up through annual surveys. DevPort's Employee Association is also on hand, and their representative on DevPort's board works actively to pursue employees' interests.

The basic security of employment is secured through our collective agreement with Innovationsföretagen that represents around 850 companies. Architectural, Technical Consulting and Industrial Consulting companies. In addition, we offer our employees various benefits, such as a generous wellness allowance, the possibility of a company car, health insurance and discounted prices on travel, accommodation and at various fitness chains.

DevPort strives to be the familiar consulting company because people are at the core of our business, and their skills are crucial for our customers. Our annual employee surveys show that the sense of community and family feeling is our strength, and it is of great importance to us to maintain this. In order to preserve and reinforce our culture, we work actively to invest in it. It is a strategic investment to retain key expertise and attract new employees while strengthening our brand in the market.

## Culture Day

In 2023, "Culture Day" was launched. One day every quarter new employees are invited to our offices to learn what the consultant role at DevPort entails, get to know colleagues and staff/regional managers and carry out joint activities. The day have been much appreciated and will be a permanent feature in the future.

## Continuous competence development

We strive to offer all employees competence-enhancing activities. It's a challenge, and we strive to ensure that it doesn't take too much time away from either customer projects or private life.

In Linköping, we have conducted training in plastic construction and ISO GPS. The latter has also been procured by a customer for external training. Another area of technology that is in focus and in which DevPort actively participates is machine safety, a competence that we both offer customers and train our employees in.

Given the previous year's strong growth, both of employees and leaders, there was a need to gather around how to conduct leadership at DevPort. Therefore, all leaders have met on four occasions during the year for further training and to strengthen the skills on how to become a really good leader.

### Lunch lectures

A popular element of our skills development is our lunch lectures, where participation is offered both physically and via digital connection. The goal is to offer a lunch lecture every month, with different themes linked to sustainability.

**On International Women's Day, we arranged an appreciated lunch lecture on master suppression techniques with Fredrika Widefjård from the rhetorical company "Snacka Snyggt". The lecture attracted a lot of attention with many participants both physically and digitally.**

During the year, a venture was made into Digital Twins and XR (Extended Reality). Lunch lectures on this theme have been held in all offices and at several customers, which has been both stimulating and informative.

We also started a collaboration with "Give Blood". DevPort's employees are offered the opportunity to donate blood during working hours, and the collaboration began with a lunch lecture at the office in Gothenburg.

Chalmers Solar Team, which collaborated with DevPort in 2023, held a lecture on "The art of driving 3000 km solely on solar energy". They shared their journey, how they designed, built, and financed the project in 1.5 years and how they fared in the competition.

Before the trip to Iceland, we got an insight into Iceland from an Icelandic woman. Hanna Halfdanardottir came and shared information about this exciting and beautiful island.

### Study visits

Study visits are always exciting. During the past year, our employees have visited one of Skanska's workplaces for an in-depth review of communication and ground handling, from excavation to unloading.

Through our close collaboration with the customer Xshore, who is committed to creating the high-performance electric boats of the future, the regional manager for Stockholm visited

one of their factories and gained insight into how the boats are built from scratch. Colleagues from KarlsSEKona also had the opportunity to experience an exciting boat trip with an electrified boat in 20 knots, manufactured by our customer Candela.

At the Iceland Conference, we made a memorable visit to Hellisheiðarvirkjun, the eighth largest geothermal power plant in the world and the largest in Iceland. A very interesting and appreciated study visit.

### Aspiring DevPorter's

During the year, we have had several LIA students with us who study electronics at School of Higher Vocational Education. They have developed a fleet of "DevCars". Radio-controlled model cars consisting of both passenger cars and trucks with self-driving technology. A successful project that involved many employees.

### A year with a lot of community and wellness!

In true DevPort spirit, the year has been filled with various activities at all offices.

On International Women's Day, we honoured our female employees with a special dinner. The Stockholm gang also took the opportunity to throw pottery together. Linköping's girl gang visited Escape House where they solved assignments and promoted collaboration.

Later in the spring, around 90 adventurous DevPorter's went to Trysil for skiing and fellowship. The trip ended with an "After Ski AW" at the Gothenburg office where the winner for the best image material was crowned.

Of course, DevPort participated in Blodomloppet with several dedicated employees who ran for a good cause in all our locations. Participating in various races is popular among the DevPorters, and we have participated in several other events during the year.

DevPort's 15th birthday on June 7 was celebrated by offering all employees tasty organic and local-

ly produced pastries. The summer party and our conference trip to Iceland were also marked by the 15th anniversary.

Linköping's employees literally climbed "to new heights" by participating in climbing in the "Hangaren" during the spring. A physical metaphor for striving for new successes.

In October, the anniversary celebrations were topped off with a conference trip to Iceland that exceeded all expectations and became a memorable experience. In addition to high-quality conference sessions, enjoyable activities and rewarding study visits, the trip also offered outstanding food and unusually good weather for

Iceland, where you even had the opportunity to see the Northern Lights.

We would like to extend a warm thank you to everyone who participated in our conference and 15th anniversary trip. Over 230 people gathered and got to experience something extraordinary. We appreciate the commitment and look forward to continuing our joint journey of success.

The year ended with joy and fellowship when people gathered for traditional Christmas dinners and festive Christmas activities in all our locations. It was a time filled with warmth, good company and the special feeling of Christmas magic.



**Employees**

Formula

Number of quit / ((number of beginning of year + number of end of year)/2)

**Total DevPort Group**

	2023	2022	2021	2020	2019
Number of employees	354	335	277,5	295	352,5
<b>Turnover</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
	36 %	39 %	40 %	51 %	34 %

**Turnover**

Working in the consulting industry presents challenges in terms of employee turnover, and retaining staff is our top priority. Our employees value continuous contact, stimulating assignments and team-building activities.

The goal for 2023 was to reduce employee turnover by at least 10% - points and to reduce the number of those leaving to go to competing businesses by 30%. The result was an improved staff turnover that was slightly better than the previous year, but which requires continued focus in order to achieve DevPort's long-term goal of 1000 employed consultants (employees and sub-consultants). To reach this, we need to continue our work to build a corporate culture that fosters a sense of community with colleagues and thereby become one of the most attractive employers in the technology consulting industry.

In 2023, a digital exit survey was introduced to document and quality-assure information about why employees choose to leave us. In addition to this, it is also emphasized that each employee is always offered a lunch with their manager and a personal conversation with HR. It is of utmost importance for us to understand why employees leave DevPort in order to act proactively and become an even better place to work.

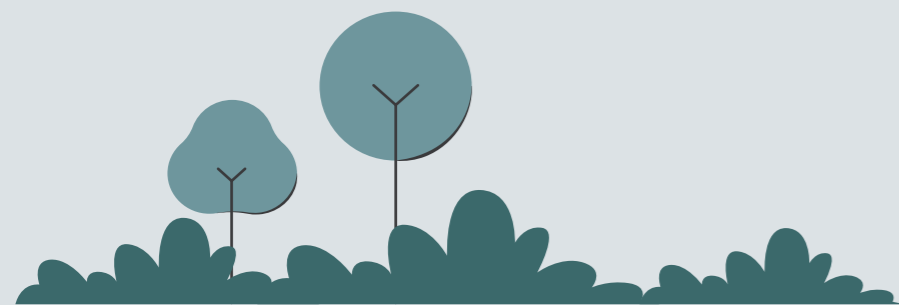
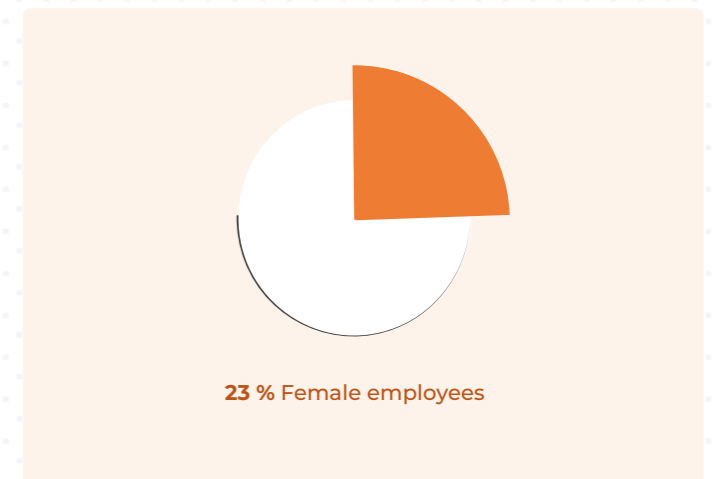
The survey indicates that the primary reason for employee turnover is the pursuit of permanent employment opportunities with our customers. The majority have enjoyed working at DevPort but feel that there is greater security in a permanent employment with the customer. Lack of skills and career development has also been highlighted as the reason for choosing to leave DevPort. This is something we are actively working to clarify in the future through career ladders and a clear plan for assignment rotation.

**Equality**

Efforts to promote diversity within the Group are ongoing. One of the key figures that is closely monitored every month is the proportion of women in the company. We have set a clear target to increase the proportion of women by at least one percentage point in 2023 compared to 2022. In the long term, we aim to achieve the same percentage of students as the technical universities in Sweden report.

The main universities where we recruit candidates are Chalmers University of Technology, the Royal Institute of Technology and Linköping University. Their annual reports show a clear trend where the proportion of women in recent years has been slightly over 30%.

For 2023, we set a goal to create a more even gender distribution among our employees by increasing the proportion of female employees. During the first part of the year, we saw a positive trend, but unfortunately it did not last throughout the year, and we ended up with the same distribution as both 2021 and 2022. Despite this, we continue to actively work to promote diversity and strive to create a work environment that is inclusive and representative of all.



### Equality

The work to counteract discrimination and victimisation permeates our entire business and is ultimately anchored through our routines and policies, which include the following:

- Discrimination policy
- Policy against victimisation
- Code of Conduct

Respect for human rights is a central issue for us, and we strive to ensure that no form of discrimination or harassment is tolerated at DevPort. Through our anti-discrimination action plan, we work actively to investigate working conditions, sick leave and the possibility of equal rights. We take the necessary measures to prevent and remedy any discrimination.

It is of fundamental importance that our Code of Conduct is well-known among employees and that we annually follow up on any cases of incorrect processing through the employee survey. In doing so, we ensure continuous and effective monitoring of our work environment and promote a culture of respect and equal treatment within the organization.

### Share of English speakers in the Company

Since 2022, we have continuously measured the proportion of English speakers within the company, i.e. the proportion of employees who mainly do not use Swedish in their everyday work. This is done partly to be able to provide company information in English for these individuals, and partly to analyse the proportion of recruitments from different parts of the world. It is of the utmost importance for us to be a modern company that strives for increased diversity. During the year, the proportion has increased by 2 percentage points and stands at 15% in December. We see this as a positive step towards a more inclusive and global work environment.

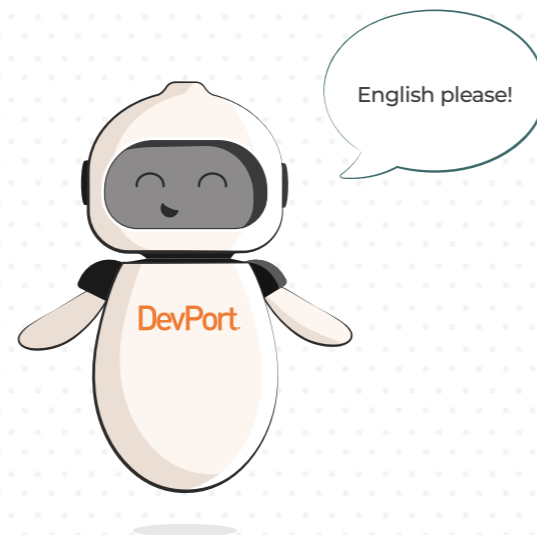


### Employee satisfaction

Every year, Enkätfabriken conducts an insightful employee survey on behalf of DevPort. Choosing the right questions for the employee survey is of utmost importance. The goal is to capture employee opinions in a quantified way while striving to cover all aspects of the work environment. To compile an overall assessment from the employees, we create the so-called Nöjd-Medarbetar Index (NMI), which is based on three central questions: "How satisfied are you with your work situation as a whole?", "How close is your current work situation to an ideal work situation according to you?" and "I can warmly recommend my company as an employer to others." These questions are considered to measure the overall satisfaction of our employees.

During the autumn, we delved into the annual employee survey. We ended up with an NMI (Nöjd-Medarbetar Index) of 3.9 out of 5.0, which is a slight decline from last year's 4.0. Small differences in numbers don't stop us from continuing to do what we do best – creating a workplace where everyone thrives and where leadership is DevPort-ingenious. We aim high and have our eyes on our business goal of 4.0, and in 2024 we will put extra focus on employee development and continue to build our company culture.

We asked our employees to share their thoughts on leadership at DevPort, and the results are really encouraging. As many as 91% have full confidence in their immediate manager, and just as many think that the manager is open to suggestions and ideas. It seems that our leaders are good at motivating, with a whopping 84% agreeing that they are good at it. In addition, 80% keep in regular contact with their managers, and 88% meet with them as often as they wish.



We also dug deeper into the psychosocial work environment and workload, and here are some interesting insights. Despite the fact that 60% think that work does not stress them negatively outside of work, as many as 85% are happy to be able to relax during the workday. In addition, 80% have time for their tasks during the week, and 72% believe that the workload has been reasonable over the past six months. Great to hear that 81% experience a good work-life balance.

When it comes to tasks, we have a pleasant work atmosphere. As many as 81% enjoy their work, and 85% enjoy the social interaction at their assignments. At DevPort as a whole, 84% are happy, and just as many feel that they can use their

knowledge and experience in their work. We really feel like a well-coordinated team. Information and collaboration go hand in hand, and 73% think that information is disseminated effectively. As much as 91% feel that the collaboration with colleagues works great, and 81% feel that they get all the information they need to perform their tasks.

When it comes to skills development, we know it's something we can improve. Only 59% feel that DevPort provides the opportunity for further education, we take matters into our own hands and invest in increased assignment rotation to give everyone the chance to grow and develop.



We're also happy to hear that 68% feel that DevPort is like a big family. As many as 77% are proud to work here and are happy to spread positive reviews about the company. Furthermore, 79% feel aligned with DevPort's vision and overarching goals. 69% feel actively engaged in achieving these objectives, and we are committed to doing everything within our power to enhance overall job satisfaction in the upcoming year.

We asked our fantastic employees to find out which area they think is most important for DevPort to work on. By far the most, as much as 26%, put "Competence development" at the top. Next in line was "Well-being and tasks" at 20%, followed by "Leadership" at 16%. It's evident we have areas for improvement, and we take this feedback seriously. While only 9% reported experiencing unacceptable jargon, even this small percentage is cause for concern. We will continue with our core values to create an even safer and more inclusive workplace.

### Work environment and health

Work environment and safety activities are based on the rules and intentions of the Work Environment Act, the Work Environment Agreement and various regulations from the Swedish Work Environment Authority. DevPort and the employees will jointly design the work environment, where the main responsibility for necessary measures lies with DevPort.

Good social and organisational conditions in the work environment are crucial for the well-being of our employees. The right skills of managers and safety representatives are crucial for preventing and managing unhealthy workload and poor work environment. Our collaboration with the occupational health service, our wellness allowance and discounted prices at fitness chains are examples of how we encourage the health of our employees.

In order to be able to work proactively and preventively with work environment issues, all managers at DevPort have undergone basic work environment training during the year. CPR training has also been carried out at all offices.

### The Employees' Association

DevPort encourages an Employee Association that is active and contributes to the development of the company. The DevPort culture is based on togetherness and commitment that, together with the company management, sets the

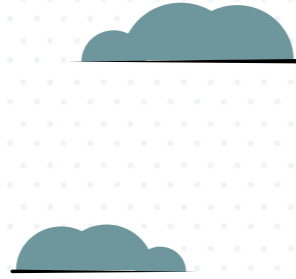
framework for salary movements - see, participates in, and influences the content of employee surveys and captures things that are good or less good for further communication to the company management. The employee association also has a representative on DevPort's board.

### The Activity Group

The activity group is an important part of DevPort's overall sustainability strategy, with initiatives that are in line with the goal of an inclusive work environment and a positive business spirit. In 2023, the group has contributed to increasing the sense of community among our employees through various events such as obstacle course races, padel tournaments and after works. One of the highlights was the ski trip to Trysil, which not only offered relaxation and fellowship, but also emphasized the importance of a healthy lifestyle. At the end of the year, we sent out an interest form where all employees gave suggestions and input on next year's activities.

### The Health and Safety Committee

The employer has the main responsibility for the work environment and the safety representatives are tasked with acting as the employees' elected representatives in work environment issues but have no responsibility for the work environment. They participate in work environment management by, for example, reporting risks, incidents, illness and accidents, proposing measures and submitting comments on what has been implemented. The task of the health and safety committee is to contribute to the workplace's work environment - that is, to contribute to a workplace where people thrive, feel good and do not become ill or injured. The health and safety committee are thus part of the workplace's systematic work environment management. Our safety representatives at DevPort are the employees' representatives in work environment issues. Within each area, the safety officers shall work for a satisfactory work environment and to engage employees to actively participate in the work of creating a good work environment. The health and safety committee quarterly meetings where they go through topics relating to our work environment in all offices. Among other things, this has resulted in a number of new protections, more training in the area, updated policies and processes, and a strengthening of our documentation.





Social sustainability

# Community engagement

**Star for Life**

DevPort wants to contribute to a more humane world and conducts active CSR work – we have been a proud partner of the organization Star for Life since 2018 up until May of 2023. During these years, we have supported the school Windmill Park Secondary School in South Africa, by giving the school's students better educational conditions and inspiration to believe in their dreams.

**About Star for Life**

Star for Life was founded in 2005 with the goal of preventing the spread of HIV/AIDS among children and adolescents in one of the world's most HIV-affected areas – the province of KwaZulu-Natal in southern Africa. Star for Life is currently present in 120 schools in South Africa, Namibia and Tanzania. So far, more than 450,000 students have taken part in the Star for Life methodology. Through a unique training program, our coaches strengthen students' self-esteem and motivate them to invest in their education, take care of their health and make wise life decisions. In particular, they will realize the importance of taking responsibility for their sexuality and becoming active in the fight against the HIV/AIDS pandemic. In this way, they can more easily build a better future for themselves and, as adults, contribute to a more equal, fair and sustainable society.



## This is how we help the school's students

**The students were supported by a coach**

Through Star for Life, the students at Windmill Park Secondary School received help and support from coach Nothando Mkhize. Nothando has worked at the school for 10 years and worked to get the students to dare to believe in their dreams and make a plan for how to achieve them. Nothando was also available for students who needed to talk to an adult, both about school issues but also if they needed help privately. In 2023, the work has also been about psychosocial support and how the school should continue to work after Star for Life left.

**New benches for Windmill Park Secondary School**

In the autumn of 2022, we launched a health challenge for all employees, "Ready, set, go" where we combined our internal and external sustainability work. The challenge was to increase physical activity and well-being by exercising regularly. For each session that lasted at least 30 minutes, DevPort donated 10 SEK to Windmill Park Secondary School in South Africa. This generated a sum of 18740 SEK. The school had asked for help with purchasing combined benches and chairs. The money was enough for 45 double tables with room for 2 students and was delivered in May 2023.

In the spring of 2023, Star for Life made some changes to their work and left the school Windmill Park Secondary School, as they were unable to work with their program and maintain the quality they want. In connection with the completion of the work in Windmill Park, DevPort chose to invest in new CSR projects.

**“Star for Life would like to thank Devport for the 45 double desks for the senior phase. The school and Star for Life are grateful to Devport for such support. Ayeye Devport, ayeye.”**

**Nozipho Area**  
manger Star for Life





Social sustainability

## DevPort initiative against cancer

During the autumn, we started our initiative for cancer and cancer research. During the month of October, the focus was on breast cancer, in November the focus was on prostate cancer and testicular cancer, and in December the focus was on childhood cancer. On our intranet, there were also stories from our DevPort colleagues about how they or close relatives had been affected by some form of cancer.



### October - Pink Ribbon

The Pink Ribbon is the international symbol of the fight against breast cancer. Since 1994, the Swedish Breast Cancer Association has sold Pink Ribbons during October, also known as Pink October. The proceeds from the sale are earmarked for breast cancer research.

The Breast Cancer Association sells the original ribbon during the International Breast Cancer Month October, also known as Pink October. Their vision is that no one should suffer from breast cancer, and therefore funds research in the field and offers support and rehabilitation to those affected.

As a company friend, DevPort has sold pink ribbons in all our offices. We also had our own fundraiser on the Breast Cancer Association's website. The sum for the collection and sale ended up at 6640 SEK. DevPort as a company doubled the employees' collection and since we were a company friend for 5000 SEK, the sum landed at 18280 SEK.

### November - Movember

In November, it was time for the next venture. This time on men's health with a focus on prostate cancer and testicular cancer as well as men's mental health and suicide prevention. There were multiple ways to join the movement, either by growing a moustache in our moustache challenge, participating in the Move movement challenge in November or by donating to our fundraiser on the Movember website.

Movember is a global movement that has been focusing on men's health since 2003. They are fighting prostate cancer, testicular cancer, mental illness and suicide.

Our Movember team consisted of 32 people who took part in either the moustache challenge or the movement challenge. The participants in the moustache challenge shaved off all their beards until the first of November and then it was just to let the moustache thrive again. The movement challenge for those who could not or did not want to grow a moustache

was to walk or run 60 km during November, in honour of the 60 men who fall victim to suicide every hour around the world.

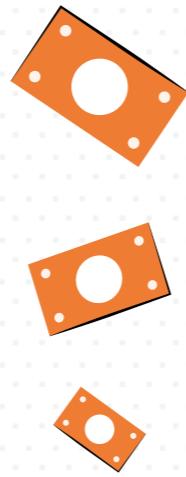
The team collectively raised 5960 SEK for the benefit of men's health, a sum that DevPort doubled. Participants in the movement challenge covered an impressive 2664 km through walking, running, and cycling. DevPort also donated 100 SEK per person who grew a moustache or participated in the Move challenge. Since some men participated in both challenges, this gave an extra 3 900 SEK. The total amount for Movember landed on 15 820 SEK.

### December - Swedish Childhood Cancer Fund

In December, the focus was on childhood cancer, and we had a fundraiser on our intranet in collaboration with the Swedish Childhood Cancer Foundation. The Swedish Childhood Cancer Fund fights childhood cancer with the goal that every affected child should survive and live a good life. The Swedish Childhood Cancer Fund funds research that enables more effective and gentler treatments, which are meaner to cancer but kinder to children. In addition, they offer support for affected families and childhood cancer survivors throughout the country. In Sweden, a child is diagnosed with some form of cancer every day. Different types of childhood cancer occur at different ages. Some types of cancer affect young children while other types affect older children and teenagers. Although the prognosis for childhood cancer is generally good, it is still the most common cause of death for children aged 1-14 years in Sweden. 85% of affected children survive their disease, but this is not enough.

Together, we raised 2200 SEK for the Swedish Childhood Cancer Foundation. This amount was lower than for the other collections. December is a busy month with many activities, and it is possible that our fundraiser was overshadowed by them. DevPort as a company then chose to become a Gold Sponsor of Team Rynkeby and donated an extra 25000 SEK. The total amount of 27200 SEK was donated to the Swedish Childhood Cancer Foundation and their important work.





# Economic sustainability

**Profitability over time - grow, hire staff & make a profit**

**Through the expertise of our employees, we contribute to our customers' development with a focus on designing climate-efficient and successful technical solutions.**

We are committed to meeting our clients' long-term technology objectives and to provide engineering services in the areas in which they invest. This means a proactive approach and that we are constantly at the forefront of technological advancements with a good understanding of the in-demand engineering knowledge of existing and new customers. To meet the demand in the market, it is crucial for DevPort to be an attractive employer that hires and develops the best engineers.

We maintain our successful collaboration with external partner companies, which contributes to increased revenues and greater delivery capacity while reducing financial risks. Through these strategies, we are sharpening our position for continuous growth driven by profitability together with strengthened competitiveness in the technical consulting services industry.

Our business model will be sustainable over time through continuous development of our customer portfolio with a clear focus on customers in growth segments. The development-intensive automotive industry continues to be the cornerstone of our business, while we are expanding our customer base and increasing our volumes of cooperation with existing customers, including in areas such as defence and energy. This includes continuous expansion in our business with a growing ability to provide engineering services that operate in customer projects or in individual consulting assignments with our customers.



## A sustainable society through our service offer

Our largest customers in the automotive industry, for example, have extensive agendas for sustainable development that will contribute to the global goals of eradicating poverty, halting climate change and creating peaceful and secure societies. DevPort's consultants work in our customers' businesses and thus contribute directly through our services to sustainable development that makes a difference in the ongoing transition. A clear example is our presence in the development of electrified vehicles, where our deliveries contribute to the next generation of cars and trucks.

Our deliveries, which are carried out in accordance with our customers' regulations and policies, can be found in a wide range of areas. Digitalization through 3D technologies is one of our initiatives that ties together our areas of expertise and aims to increase value for our customers in the areas they choose to invest. For example, we can design all or parts of factory solutions in digital formats and then simulate and find the best and most sustainable solution for the customer. By combining engineering knowledge, our experts can analyse different solutions and ensure both function and safety. Education is another area where we believe 3D technologies will develop significantly in the future. By using visualisation solutions in the form of, for example, VR technology, staff can be trained in new ways that allow them to learn practical elements more quickly, such as changing machines and performing a workshop operation. The application areas, which are almost limitless, contribute to sustainable development by, for example, offering a safer working environment, scalable and more efficient solutions for our customers and DevPort.

## Sustainability goals 8: Decent working conditions and economic growth

*Promote inclusive and sustainable economic growth, full and productive employment and decent work for all.*

In the short and long term, DevPort works for growth based on a profitable business that is sustainable in different market situations. Our growth focuses on areas for the engineers of the future where we can further develop our services to the market and achieve a good profit margin. We are continuing to expand our position in the Swedish market by developing existing offices, establishing new offices, and expanding our collaboration with more customers. Our collaboration with sub-consultants complements and strengthens our ability to deliver to the market, as well as contributing to increased revenue and reduced financial risk.

DevPort wants to be an attractive employer with the feeling of a small company, but at the same time with the opportunities of a large company. We offer flexible forms of employment to suit the individual choices of different employees, while our processes based on ISO 9001 and our collective agreement ensure equal and safe working conditions. Every year, DevPort conducts recurring activities, such as employee surveys and salary surveys, with the aim of increasing job satisfaction, as well as detecting and counteracting unjustified pay differences between the genders.

A good economy enables sustainable growth

At DevPort, we have a long tradition of maintaining high organic growth. The foundation for successful growth lies in our ability to focus and grow with customers who are active in development-intensive customer segments, such as the automotive industry. In line with our long-term goals, we are working to broaden our customer base, for example in the defense and energy sectors. A larger customer portfolio balances our business and contributes in the long term to our business's ability to maintain profitable growth that is sustainable over a business cycle.

In 2023, we have continued our journey to develop our collaboration with new and existing customers. In summary, our sales with customers in areas such as defence and energy have grown by 58%, which corresponds to an increase of 56 million SEK during the financial year. Within the Group, this has contributed to sales to customers outside the automotive industry accounting for approximately 28% of total sales at the end of the financial year. We are proud to have reached this milestone towards our long-term goals of achieving 40% of sales for customers in non-automotive industries.

Increasing cooperation with customers who are active in different areas contributes to our future platform to succeed with high growth based on profitable business. Conducting a long-term profitable business is the basis for us being able to continue to invest in more employees, offer competitive salaries and create the conditions for both social and environmental sustainability. Despite a more cautious market in 2023, we have managed to take new steps to establish a new level for further growth with the long-term goal of reaching one billion in sales.



### Stable and sustainable market

Our efforts to work closely with new and existing customers were really successful in 2023. Even though Sweden's economy was tough, we did really well. We helped our customers and provided great solutions through our team. Plus, we managed to start new partnerships and grow existing ones in different industries. Many of our customers are spread across different places where we operate, and we've set up good ways for our teams in different regions to work together.

A wide range of engineering services gives DevPort stability by allowing us to adapt our offering even in a market situation that is more restrained. Based on our employees, we have the platform to find solutions that suit most customers, both in application development, machine safety, production technology, testing, purchasing technology, and many other areas. As we have developed existing offices at the same time as we have established ourselves in new locations, we have taken important steps to broaden our customer portfolio. As mentioned in the previous section, the Group increased sales in customer segments outside the Automotive business by 58%, which corresponds to an increase in sales of 56 million SEK in the 2023 financial year. In a current market that has demonstrated both opportunities as well as challenges, DevPort as a whole has succeeded in creating the conditions for successful customer collaborations in industries that have large or specific resource needs.

In connection with the exit of the 2023 financial year, we are now instead looking ahead with a clear focus on continuing in the same spirit. Success factors from the year, where we established cooperation agreements with customers in development-intensive industries, including the defence industry and the energy sector, are important cornerstones for our continued journey into the coming period. We're also planning to broaden our range of services, especially in fields like 3D technology. We'll leverage this technology in what we like to call 'engineering-art'. By seamlessly integrating virtually all our services and adapting them to new contexts, DevPort actively drives our customers' digital transformation. For instance, there's a noticeable demand from our clients for innovative solutions in education and the ability to simulate and assess new manufacturing solutions.



**We are well on our way to meeting our long-term goal – "DevPort, the obvious choice as a development partner"**



### Our automotive customers

**The transformation of the automotive industry continued in 2023, following the trajectory set in the preceding year. Despite variances from the peak of 2022, the industry's ongoing evolution underscores a sustained need for engineering services.**

The shift towards new technologies aimed at reducing carbon dioxide emissions is propelling the advancement of electrified solutions, alongside ongoing developments in digitalization and autonomous solutions within the automotive sector. Heightened cost pressures, driven by inflation and rising interest rates, have led to a shift in the proportion of inquiries from our clients to a more normalised consultancy market. In connection with the continued great need for development among our automotive customers, we have experienced that customers' priorities and need for cost efficiency have contributed to a somewhat more cautious market and thereby also an increased competitive situation in the consulting industry.

The automotive industry is a collective name for a wide range of transport solutions, such as cars, trucks and buses, among others. Within DevPort's customer collaborations, we are active in virtually all product areas and where we have a well-established collaboration through the competencies of all business areas. We have good insight and established relationships with our customers in the automotive industry, while we follow external monitoring through media, reporting and industry organizations. Our breadth in the automotive industry is an asset that strengthens DevPort's ability to develop and at the same time apply our expertise in new industries. Our employees are involved in projects to develop the vehicles of the future, applying the latest technology, tools and metho-

dology. In addition to providing our automotive customers with engineering expertise, our business needs to comply with the requirements of being a framework agreement supplier. DevPort's sustainability work is based on our vision and our values, while at the same time meeting the ever-increasing level of demands from our customers. In our day-to-day operations, we work continuously with the ISO 14001 environmental management system and the ISO 9001 quality management system.

Looking to the future, we expect interest in our services to increase in 2024, although we believe that this will happen gradually in connection with declining inflation rates and interest rates. With quality and relevance as core values in our services, we feel a strong confidence that we will continue to perform and meet our customers' needs in the coming period. The objectives of automotive customers are straightforward: the development of new products must align with forthcoming regulatory standards, consumer demands, and position companies as significant players in the shift towards a more sustainable future. The trend toward developing electrified vehicles, along with other alternative solutions, is crucial to address the societal transition expected from leading vehicle manufacturers. As one of the leading consulting companies in the automotive sector, DevPort is committed to leveraging our expertise and experience to further enhance collaboration with our automotive clients.



### Continued satisfaction among our customers!

**DevPort works continuously to meet the requirements of a sustainable company. We are noticing an increasing awareness from our customers, who not only value sustainability but also place increasing demands in this area. We not only meet these requirements but also surpass them by a good margin, demonstrating our commitment to quality. These advancements have not only allowed DevPort to provide more value but have also led to a higher ranking. This is clear proof that our focus on sustainability strengthens our competitiveness in the market.**

Developing long-term relationships with high customer satisfaction is crucial for a sustainable business. That's why we continually assess customer satisfaction through both regular check-ins and an annual digital follow-up. This year, our customers have completed 140 evaluations, a marginal increase compared to the pre-

vious year. A very positive trend for the year is that more than 36% of our consultants exceeded our clients' expectations – an improvement of six percentage points from the previous year. In terms of overall customer satisfaction, we remain at around 4.0, which is in line with previous years' results.

**DevPort’s extended arm**

In DevPort’s business, the sub-consultant business is an important and complementary part, where we collaborate with other companies to meet our customers’ needs. At the end of December 2023, DevPort had 149 subcontractors in service, which was a decrease of 19 compared to the previous year. This decline reflects the general tightening in the automotive market in Gothenburg, where the majority of our subcontractors operate.

Despite the fact that the sub-consultancy business generally has a lower profit margin, it remains an essential component of DevPort’s strategy and ability to provide the right skills at the right time.

Our subcontractors become DevPort ambassadors and therefore always undergo a quality control before they are deemed suitable and approved. Our sub-consultancy agreements ensure that all essential requirements are met and that they are covered by our business insurance. In accordance with our delivery process, the performance of our subcontractors with customers is evaluated in the same way as our own employees.

According to surveys, 35% exceed expectations, 65% meet expectations and 0% are below expectations.

To facilitate and streamline collaboration with our subcontractors, we launched "DevPortal" in 2023. A portal where all new assignments are gathered in one place. This portal makes it easy for our subcontractors to apply for the assignments they find interesting. By centralizing this information, we will have a smooth and efficient process for both our subcontractors and DevPort.

The satisfaction of our subcontractors is important to us, which is why we have introduced a systematic follow-up of their feedback after the end of each collaboration. On a five-point scale, our sub-contractors have given us an average score of 4.3 (5 = very satisfied, rating 4 = satisfied), which shows their satisfaction with our services. By actively monitoring and assessing the quality of the partnership, we can continuously improve and ensure high customer satisfaction. As many as 94.7% of the consultants who left in 2023 say that they would consider becoming partners with DevPort again in the future. A result we are very proud of, and which promotes a long-term collaboration.

**Proud to be acting responsible**

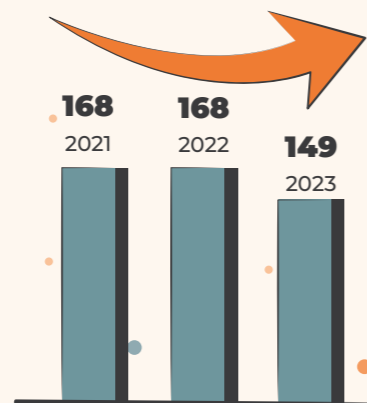
Good business ethics are an important part of DevPort’s sustainability work and should prevail among all employees as well as stakeholders. Our Code of Conduct sets out how our business should be conducted in an ethical, moral and constitutional manner. We report all financial transactions correctly in accordance with generally accepted accounting principles and follow DevPort’s applicable policies and rules for all consolidated financial statements. We have controls in place in our IT routines to ensure data protection for our customers. Business ethics are maintained through internal audits, clear approval procedures and through our external audit. Furthermore, our forum ServicePort has contributed to a more controlled case management. During the year, no incidents linked to threats to business ethics were reported.

DevPort is a Swedish public limited liability company, which means that the company complies with the obligations that follow from being listed. Thus, the company complies with the Swedish Companies Act, the Articles of Association and other obligations that it means to be a registered limited liability company in Sweden. DevPort’s approximately 1,700 shareholders expect accurate reporting of the company’s operations.

**Ownership structure that creates a sustainable business**

DevPort has been listed on Nasdaq First North Premier Growth Market since December 7, 2017. At the end of December 2023, DevPort had approximately 1,700 shareholders, which is an increase of 300 compared to the previous year. All shareholders expect a thorough report on the company’s operations.

Number of employed subcontractors



# Ecological sustainability

We strive to ensure that our operations are within the limits of what the planet can handle. In this way, we contribute to satisfying the needs of the present without compromising the opportunities for future generations to do the same. This continuous work is a central part of our commitment to support the UN Sustainable Development Goal 12; sustainable consumption and production patterns.



We will continue to offer benefits that promote sustainable travel, such as annual passes for public transport and benefit bikes. In addition, our car fleet is increasingly moving towards electrified vehicles. Despite the rising economic situation, we prioritize the purchase of eco-labelled consumables and serve vegetarian food as standard at all corporate events.

Just as before, we are committed to sorting our waste at source. We monitor and measure the company's energy consumption and strive to reduce it. One of our business goals is to continue to use processes, suppliers and materials with minimal environmental impact, to the extent that it is technically possible and economically reasonable. When selecting new suppliers, we evaluate their environmental performance and take into account the life cycle perspective of our purchased products and services.

Of course, we are sticking to the new established pattern of minimizing the number of trips by taking advantage of the opportunity for digital meetings. This year, we've taken a new step by researching the carbon dioxide emissions from business travel and conducting a more thorough analysis of our electricity consumption and its sources.

We've broadened our procurement channels and now source some of our electronic work tools from the second-hand market. This is a positive move towards sustainable consumption, as we help minimize the environmental footprint associated with manufacturing and waste management of electronic products.

## Continuous environmental work

Our environmental policy and current environmental legislation form the framework for our environmental work and the basis for our environmental goals. DevPort works in line with these to achieve continuous improvements and prevent climate impact. With DevPort's environmental and quality management system, there are also a number of governing documents and policies that set the framework for our sustainability work, such as our quality policy. To follow up and ensure continuous development work, we have a dedicated Sustainability Group. The group meets weekly with a focus on planning activities and initiatives to ensure that sustainability continues to be high on the agenda in the company.

## Environmental review

DevPort is environmentally certified according to ISO 14001 and conducts an annual environmental review, most recently in the autumn of 2023. The amounts for the identified environmental aspects

have been calculated based on data from 2023. Every organization has the opportunity to improve its environmental situation and performance based on its own conditions. Mapping the environmental aspects creates a basis for the implementation of improvement measures. When evaluating the environmental aspects, the life cycle perspective has been taken into account by assessing the "Possible recycling rate". Despite this, the life cycle perspective can be difficult to understand when you lack information from the entire life cycle. In 2023, measurements were carried out for the environmental aspects that were assessed as significant, and the responsibility for this lies with the person responsible for environmental issues. Measurements are also carried out for the established environmental objectives.

## Laws and other requirements

At least once a year, a review of changes and news in the legislation is carried out. This process is led by our environmental manager in collaboration with external expertise. Any changes are registered in a list of laws, and an assessment is made of how these affect our operations. This analysis forms the basis for the annual management review. If measures are required within the environmental management system, the environmental manager is responsible for implementing these. A compliance check is carried out at least once a year by the environmental manager, in collaboration with external expertise, and the results are reported in a separate protocol. This reporting provides additional input for the annual management review. DevPort has clarified which environmental laws are relevant to our business, and the link between the laws and the environmental aspects is reported in the environmental review's assessment matrix. A full overview of environmental laws is available on [www.notisum.se](http://www.notisum.se).

## Travel

The most significant direct environmental impact of DevPort is caused by travel. We advocate that our employees and leaders primarily use public transport. As part of our environmental goals, DevPort strives to primarily conduct meetings between offices digitally to reduce climate impact. Our business travel guidelines include:

- Give priority to using public transport.
- Choose electric or hybrid cars for driving.
- Select routes that minimize travel distance.
- Encourage carpooling whenever feasible.
- Drive with a focus on resource efficiency.



**Carbon dioxide emissions linked to travel**

**Measuring and understanding our carbon footprint is one way to assess how we affect the climate. By identifying and reducing emissions, DevPort can work to reduce our climate impact and promote sustainability.**

Efficient use of resources and reduction of carbon emissions can often lead to cost savings. Energy efficiency and the transition to renewable energy sources can be economically beneficial in the long term. By demonstrating our commitment and gradually reducing our carbon footprint, DevPort can strengthen its brand and stand out in the market.

Many countries are implementing regulations and laws to decrease emissions and promote sustainability. By measuring and reporting our carbon emissions, we're moving closer to ensuring compliance with legislation and avoiding

potential fines. Companies that understand their carbon emissions can more effectively manage risks associated with climate change.

Measuring our carbon emissions provides essential insights into our climate impact and enables us to take steps to reduce it, crucial for a sustainable future. Our environmental review highlights travel as a significant contributor to our carbon dioxide emissions.

**Train travel**

Train travel is a more environmentally friendly option compared to many other means of transportation, generally boasting a relatively low carbon footprint. Unlike air travel, trains are more energy-efficient and emit lower levels of carbon dioxide per passenger kilometer. They often rely on electricity, which can be sourced from renewable energy, further reducing direct emissions. Modern trains incorporate advanced technologies for energy efficiency, contributing to reduced overall energy consumption.

Moreover, train travel typically produces fewer air pollutants compared to vehicles with internal combustion engines. Electric trains and those powered by fuel cells can mitigate local air quality issues. Additionally, rail systems tend to make more efficient use of land compared to road or air transport infrastructure.

However, the exact environmental impact of train travel depends on factors such as the energy source for electricity generation and the optimization of infrastructure. Overall, rail travel can offer a more sustainable option for reducing carbon footprints compared to some other modes of transport.

At DevPort, we promote train travel as the preferred mode of transportation for business purposes. In 2023, 252 trips were made by train via SJ, primarily on the Gothenburg–Stockholm route. SJ purchases 100% renewable electricity from hydroelectric power, of which 50% is labeled with the Good Environmental Choice label, indicating higher environmental standards for electricity production. Their trips have been labeled with the Good Environmental Choice label since 1994. According to information from SJ, a person traveling from Gothenburg to Stockholm emits approximately 1 gram of carbon dioxide. This can be compared to flying the same distance, which is 50,000 times higher.

**Flights**

Calculating the exact carbon footprint for a flight requires taking several factors into account. The distance between destinations and the type of aircraft used affect fuel consumption and thus the carbon footprint. Less fuel-efficient aircraft may have higher carbon footprints. A fully loaded flight generates less carbon footprint per passenger than a less loaded flight. The load factor affects the overall fuel utilization on board. Aircraft use different types of fuel, and the carbon footprint varies depending on this. Newer aircraft and fuel-efficient engines tend to reduce carbon emissions. Direct flights usually generate lower carbon footprints than indirect flights that include stopovers. Some airlines offer the option of carbon offsetting, where passengers can purchase emission credits to reduce the overall climate impact.

ICAO, the aviation agency of the United Nations, has developed a calculation model to estimate the carbon dioxide emis-

sions from flights. The ICAO calculation model provides an average of emissions from all types of aircraft operating on the selected route, taking into account the actual occupancy rates in the planes, as well as the distribution of weight between passengers and cargo. The model thus provides a reasonable estimate of emissions from the flight in cases where the exact aircraft type is unknown. However, ICAO's model only accounts for carbon dioxide emissions and does not include the climate impact of emissions at high altitudes from aviation.

To calculate the carbon dioxide emissions from a flight, you provide the departure and destination airports, the class of travel, and whether it's a one-way or round trip.

*During 2023, a highly appreciated conference was held in Iceland with 213 participants. The estimated carbon dioxide emissions for this conference are:*

Route (round trip):	Number of passengers on the flight	Number of CO <sub>2</sub> (kg)	Emissions according to ICAO calculation CO <sub>2</sub> (kg)
Arlanda - Reykjavik	58	275	16 026,5
Landvetter - Reykjavik	146	250,8	13 234,2
Copenhagen - Reykjavik	9	259,4	15 850,2
<b>Total</b>	<b>213</b>	<b>785,2</b>	<b>45 110,9</b>



### Plug-in hybrids

During 2023, there were 253 working days. This means that on average, we drive 60 km per day for work (15,000 km / 253 days). We have various types of plug-in hybrids in our fleet, but an estimate shows that the different models average 50 km per day on electric power. Therefore, each car travels 10 km per day on fossil fuel -> 2530 km per year. This results in the following emissions:

(\*the figures for "Consumption norm" are the current values for each car model)

2023	Km in service/year	Consumption norm (litres/100 km)	Consumption in service/year (litres)	CO2 norm (g/km)	CO2 emissions in service/year (g)
Plug-in hybrid car 1	2 530	1,2	30,36	18	45 540
Plug-in hybrid car 2	2 530	1,8	45,54	50	126 500
Plug-in hybrid car 3	2 530	2,6	65,78	59	149 270
Plug-in hybrid car 4	2 530	1,8	45,54	42	106 260
Plug-in hybrid car 5	2 530	2,6	65,78	59	149 270
Plug-in hybrid car 6	2 530	2,1	53,13	48	121 440
<b>Total</b>	<b>2 530</b>		<b>306,13</b>		<b>698 280</b>

2022	Km in service/year	Consumption norm (litres/100 km)	Consumption in service/year (litres)	CO2 norm (g/km)	CO2 emissions in service/year (g)
Plug-in hybrid car 1	2 530	1,8	45,54	50	126 500
Plug-in hybrid car 2	2 530	2,6	65,78	59	149 270
Plug-in hybrid car 3	2 530	1,7	43,01	51	129 030
Plug-in hybrid car 4	2 530	1,6	40,48	36	91 080
Plug-in hybrid car 5	2 530	1,7	43,01	51	129 030
Plug-in hybrid car 6	2 530	2,1	53,13	48	121 440
Plug-in hybrid car 7	2 530	2,1	53,13	48	121 440
Plug-in hybrid car 8	2 530	2,3	58,19	53	134 090
Plug-in hybrid car 9	2 530	3	75,9	56	141 680
<b>Total</b>	<b>22 770</b>		<b>478,17</b>		<b>1 143 560</b>

Difference	Km in service/year	Consumption in service/year (litres)	CO2 emissions in service/year (g)
Decrease	7 590	172,04	445 280

We see that by reducing the number of plug-in hybrids, we have reduced our carbon dioxide emissions by 445 kg CO2 in one year alone.

### Company cars

DevPort has 27 company cars in the fleet, all of which are eco-friendly. Of the 27 company cars:

- 6 are plug-in hybrid gasoline, a decrease of 3 cars compared to the previous year.
- 21 are electric, which is the same number as the previous year.

When a company car is taken into use, a mileage of 2500 miles per year and a leasing period of 36 months are always used as standard values, regardless of the actual mileage. The estimated mileage for business use is calculated to be 1500 miles per year.

### Electric Cars

The carbon dioxide (CO2) emissions from electric cars vary depending on several factors, including how the electricity is produced, the car's energy efficiency, and the manufacturing process. There are no exact "standard figures" because the results can differ between different electric cars and depending on the specific conditions in each region.

To assess the actual climate impact of an electric car, one must consider the entire life cycle, including manufacturing, use and recycling. However, electric cars are typically regarded as more environmentally friendly than traditional petrol or diesel cars, especially if they are charged with electricity from renewable sources such as solar or wind power. DevPort has no parking spaces of its own and thus no charging stations of its own, which limits our ability to make carbon dioxide calculations for our cars.

However, not having our own charging stations does not mean that we underestimate the importance of minimizing climate impact. We actively encourage the use of public charging infrastructures and seek partnerships with renewable energy suppliers to promote sustainable electricity supply options. By investing in these initiatives, we aim to reduce environmental impact and promote the transition to more sustainable transportation.

### Other trips

Calculating carbon dioxide emissions for a fully occupied bus involves considering several factors. The basic steps include determining fuel consumption per kilometer and then multiplying it by the number of passengers. Here is an overview of the process:

#### Fuel consumption per kilometre (litres or kWh):

The first step is to determine how much fuel the bus consumes per kilometer. This can vary depending on the type of fuel (diesel, electric, etc.) and the bus's energy efficiency. For diesel buses, fuel consumption is typically measured in liters per kilometer (l/km), while electric buses can be measured in kilowatt-hours per kilometer (kWh/km).

#### Number of passengers:

o get an accurate estimate, it's important to know how many passengers are traveling on the bus. For this purpose, a fully occupied bus is considered.

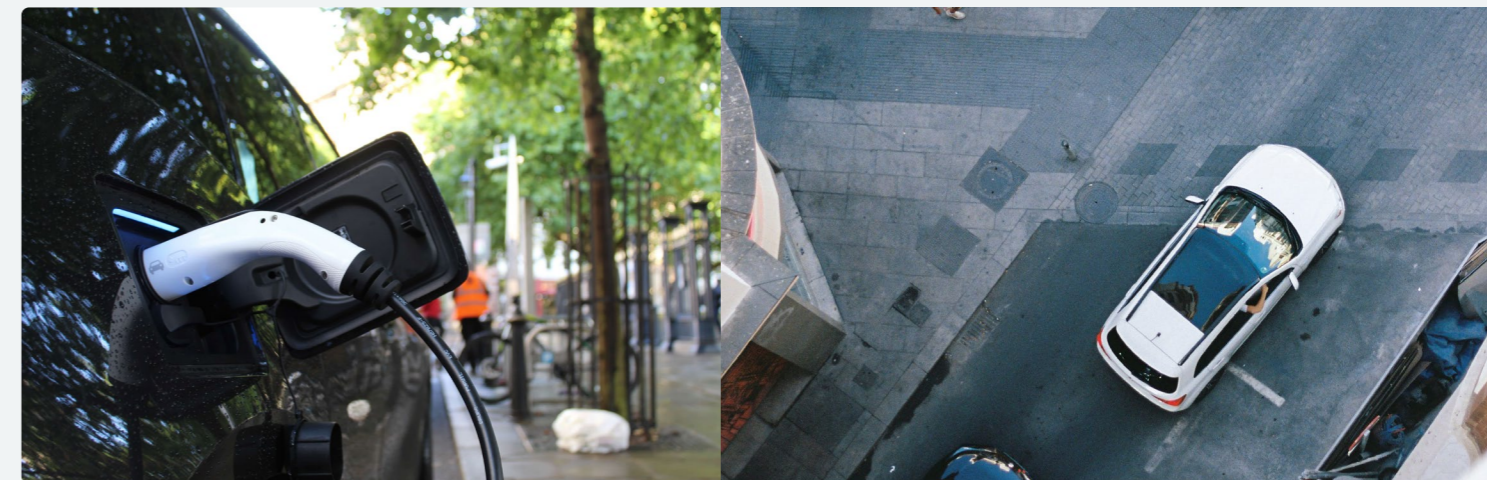
#### Multiply fuel consumption by the number of passengers:

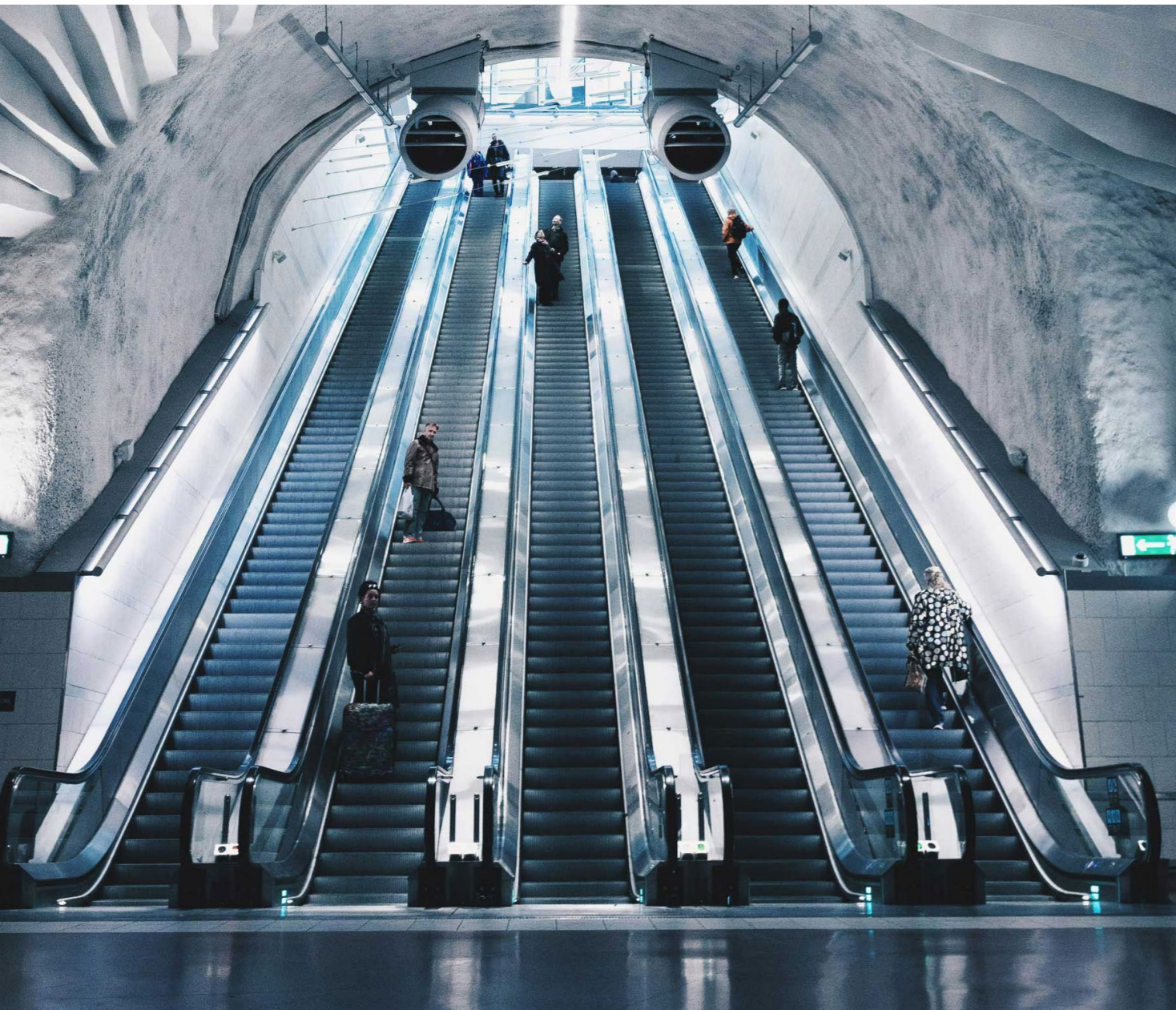
To calculate the total carbon dioxide emissions for the trip, multiply the fuel consumption per kilometer by the number of passengers. If the fuel consumption is in liters, the result will be in grams of carbon dioxide per kilometer (gCO2/km).

For our trip to Trysil, 49 passengers traveled to and from Gothenburg by hired diesel bus, covering a total distance of 1004 km. Therefore, the carbon dioxide emissions are calculated as follows: 5 liters x 49 passengers = 245 gCO2/km

Note that this is a simplified method, and the actual carbon dioxide emissions may vary depending on factors such as the specific technical characteristics of the bus, terrain, speed, and other variables.

No other business trips using public transportation were registered in 2023.





**Affordable annual passes with public transport**

DevPort offers its employees the opportunity to buy annual passes for public transport in Gothenburg, Stockholm and Linköping. This means that employees do not have to pay the entire annual pass amount at once; Instead, the cost can be spread over months through net payroll deductions. This benefit not only benefits the individual traveller but can also promote a sustainable and efficient transport infrastructure that benefits society as a whole by reducing environmental impact and improving the overall quality of life. In 2023, 22 employees took advantage of this benefit, which represents a decrease of one person compared to the previous year. There is potential to further improve the use of this benefit by raising awareness and promoting it more actively.

**Benefit bike**

Within the framework of DevPort's sustainability initiative and investment in the environment and health, we have since 2021 offered all employees the opportunity to use benefit bikes. This alternative to a company car has quickly become popular, and at the moment many company bikes can be seen on the streets where we operate. The benefit bike offer has proven to be a success and has continued to be available in 2023. We now have 38 active bikes, which represents an increase of 48% and is an integral part of DevPort's sustainability work with a focus on the environment and health.

**Premises**

To ensure financial sustainability and enable flexible business operations, we have chosen not to own any premises, but instead rent from property owners. This strategic decision enables scalability based on the needs of the business. The cleaning of our premises is handled by external cleaning companies, and the cleaning agents used are purchased by these companies. We have set a requirement that all consumables must be eco-labelled.

Any discharges to water occur in connection with sanitation, cleaning, and dishwashing. These discharges are taken care of by municipal treatment plants. DevPort's operations have no impact that impairs water quality, and we take measures to ensure responsible management of our processes that have an impact on the environment.

**Energy consumption**

Energy in the form of electricity is used for equipment, lighting, and other purposes. The heating of the premises varies depending on the landlord. A new development for 2023 is that in Gothenburg, we have completely transitioned to renewable electricity from wind power. This means that the electricity has a guaranteed origin from renewable wind power. Lifecycle analyses show that wind power generates 10g of CO2 emissions per kWh. The energy consumption refers to production and consumption over a calendar year.

The energy consumption at each office in 2023 is as follows:

Office	kwh
Gothenburg	14 164
Stockholm	13 722
Linköping	5 682
Karlskrona	4 104

We work actively to:

- Minimize the use of computers, lighting, and other equipment when not necessary.
- Review fixtures and switch to environmentally friendly lighting.
- Ensure suitable temperatures in the premises.

**Chemicals**

Chemicals are not normally handled by DevPort.

**Soil and soil quality**

DevPort's operations do not affect soil and soil quality.

**Noise emissions**

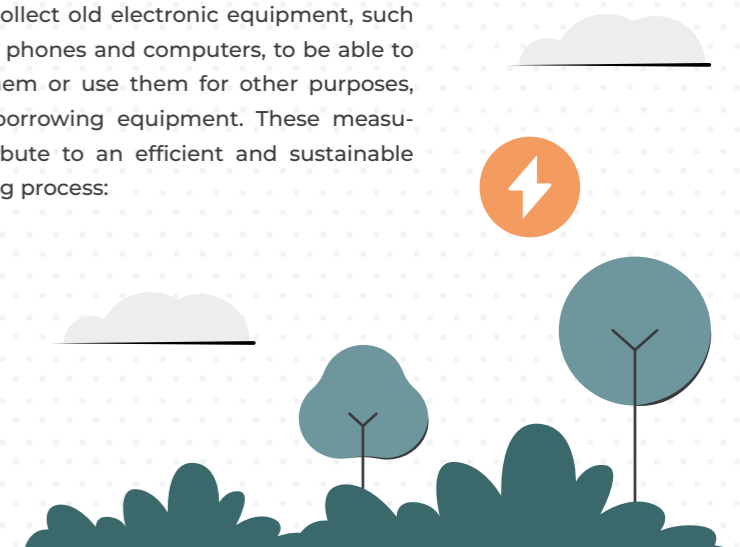
DevPort's operations do not contribute to increased noise.

**Purchase**

DevPort's procurement process is an integrated part of our quality management system and is covered by our ISO 9001 certification. When selecting suppliers, we prioritize those who can offer the best value in terms of price, quality, and environmental perspective. We also consider the lifecycle perspective in supplier selection and prefer those certified according to ISO 14001.

Assessment of suppliers' capacity is ongoing in connection with their deliveries and is based on factors such as functionality, quality, delivery time, and cost. We also value their commitment to environmental work, the environmental content of products, and consider the lifecycle perspective.

All purchases are now managed through our own online portal on the Intranet, which gives us a clearer overview of our purchases. In addition, we collect old electronic equipment, such as mobile phones and computers, to be able to recycle them or use them for other purposes, such as borrowing equipment. These measures contribute to an efficient and sustainable purchasing process:



### Used Computers

New for 2023 is that we have started purchasing computers from the second-hand market. Out of the new computers that were purchased, 12.5% were in better used condition. This is a figure we will now begin to track and work to increase continuously going forward.

By buying used computers, we can contribute to sustainability in several ways: Prevent waste and reduces the need for new production. By buying used computers, we contribute to reducing the amount of electronic waste. This is important because electronic waste often contains hazardous substances and can be difficult to break down. By reusing a used computer, the need to produce new devices is reduced and thus the negative environmental impact of the manufacturing process is reduced.

#### Saves energy and resources

The manufacture of electronics requires significant amounts of energy and natural resources. Buying used computers reduces the need to produce new devices, which in turn reduces overall energy consumption and the need to extract raw materials.

#### Improves product lifespan

Giving a used computer a new home extends its lifespan. Many computers are thrown away prematurely, even though they are still fully functional. By buying used devices and keeping them in operation longer, the need to buy new products is reduced and thus contributes to more sustainable consumption.

#### Economically advantageous

Trading in used computers can also be financially advantageous as used computers are usually cheaper than new ones.

#### Recycling and reduction of electronic waste

Buying used computers indirectly contributes to the reduction of electronic waste.

In conclusion, by purchasing used computers, we want to take positive steps for sustainable consumption and contribute to reducing the negative environmental impact of manufacturing and waste management of electronic products.

### Supplies

All office supplies, such as printing paper, notepads, envelopes, batteries, etc., are now eco-labelled. In general:

- Primarily buy TCO-labelled computers
- Avoid unnecessary printing and other paper consumption
- Send e-mails instead of letters
- Use e-invoicing whenever possible
- Try to increase the lifespan of phones by using screen protectors and phone cases
- Recycle electronic materials

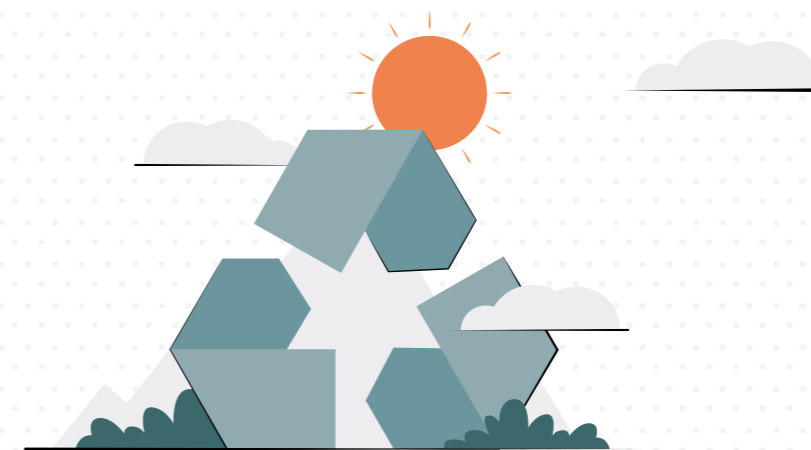
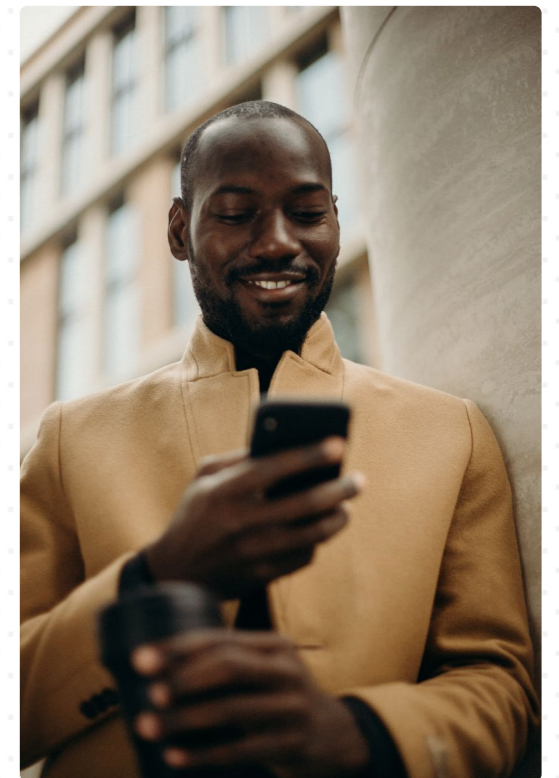
The consumption of electronics is calculated by dividing the number of electronics by the estimated service life.

### Environmentally certified promotional products

When we select promotional products, we do so with care. These products should not only be representative of DevPort but also maintain high quality over time and promote our brand widely in various contexts. At the same time, we aim for these products to be functional and useful in daily work.

During 2023, we have transitioned to using entirely eco-labeled promotional products. An example of this is the ballpoint pen now included in our welcome kits for new employees. Previously, a standard promotional pen of unknown origin was used, which often needed to be replaced. It has now been replaced by a high-quality pen made from recycled plastic. This pen is manufactured in Filipstad, and the plastic comes from recycled "post-consumer" plastic from electronic waste. The ink is specially formulated for the Swedish climate and can withstand extreme temperatures, both cold and hot. Additionally, the ink lasts for a whopping 8,000 meters, which is twice as long as other evaluated alternatives and nine times longer than the average pen.

Another example is the backpack that all new employees receive, which comes from a Swedish manufacturer. It's a spacious and water-repellent backpack designed for everyday use, whether you're commuting to work or spending time outdoors. This variant of the backpack is free of leather details and made of 100% recycled vegan materials. The backpack fits most computers up to 16 inches and has DevPort's logo in reflective print for visibility in both light and dark. It is a durable backpack with high quality and a timeless design.



**Food**

Research indicates that it is generally environmentally friendly to increase the intake of vegetables and reduce the consumption of animal foods. That's why DevPort decided last year to make the sustainable food choice to offer vegetarian food as standard at internal events. This decision benefits not only the environment, but also animal welfare, the economy and contributes to an atmosphere of inclusion.

**Waste**

The amount of waste in the operations is small. Source sorting is provided by the property owners at the respective office locations, who are also responsible for disposal. Chemicals are very limited. When purchasing chemicals, priority should be given to eco-labelled chemicals. This applies:

- Avoid unnecessary consumption
- Observe the warning text
- Investigate with suppliers if there are even more environmentally friendly alternatives

However, self-consumption in the form of dishwasher detergent is available today.

Environmentally friendly dishwashing detergent is used here. The wastewater is taken care of by municipal treatment plants in each location.

Office	working days	tablet/day	total tablets
Gotghenburg	251	2	302
Stockholm	251	1	251
Linköping	251	1	251
Helsingborg	251	1	251
Karlskrona	251	1	251
<b>Totalt</b>			<b>1306</b>

**Indirect environmental impact**

When performing development services, it is clear that DevPort can affect the environment of the customer's products or the effect of the customer's products. However, it is difficult to come up with your own initiatives as DevPort is governed by the customer's regulations and policies.

Internally, we also strive to raise awareness of the possibilities of developing environmentally sustainable alternatives to today's products. By fostering a culture of sustainability within the company, we strive to integrate environmental considerations into every development project. In this way, we want

to be proactive and contribute to shaping a more sustainable future, even though we operate within the framework set by our customers.

**Environmental impact**

As we all know, knowledge is the key to success! To ensure that all employees at DevPort are well versed in our environmental work, our environmental training is conducted annually. In the spring of 2023, we introduced a web-based and interactive version of the environmental training in English, with digital follow-up available on our intranet.

The training is structured in two parts. First, a presentation that highlights the history and describes how we at DevPort work to achieve our environmental goals. The second part consists of an interactive quiz where the participants need to show that they have assimilated the information in order to pass. The digital follow-up provides us with ongoing information about who has completed the course and provides statistics on results on both an individual and collective level. This data helps us to follow up on the implementation of the training and create KPIs that we can use to measure and improve our environmental commitment in the future.



## The follow-up for 2023 reveals the following

Impressively, the results show that as many as 90% of our employees have a very good understanding of the goals of Agenda 2030 after completing the environmental training.

Our employees have a solid insight into the various aspects that should be taken into account when working with sustainability. All of them were aware that sustainability includes environmental impacts, but about 7% had missed that economic and social impact is also included in the concept of sustainability.

Many positive examples were presented in response to the question of how we, as a technology development company, can contribute to sustainability. One measure that was highlighted by many was DevPort's commitment to choosing suppliers and products with a low environmental footprint, from responsible companies that avoid unnecessary waste. Travel was another major topic, emphasising the importance of reducing the number of journeys and transporting responsibly by electric cars, bicycles or public transport. Training for employees, compliance with environmental laws and regulations, and integrating sustainability into all processes were also highly ranked among many.

Virtually all employees (97%) are aware of which certification refers to environmental certification and understand its meaning after completing the environmental training.

The most challenging question was about our sustainability report and where it can be found, with only 46% answering correctly. This indicates the need to improve the information about this both in the training material and on our intranet. We strive to be more prominent in communicating and making our sustainability report available to all employees.



# Long-term goals

DevPort aims to, over business cycles, achieve an annual average growth of at least 20% and to reach a profit margin of at least 8%. Growth will primarily be organic, but it will also open up opportunities for strategic acquisitions and collaborations with both existing and new partners. Profitability is strengthened by increased diversification in the industry, establishing long-term customer relationships, improving internal processes and by focusing on sustainability.



### DevPort's breadth and expertise provide strength - DevPort, the obvious choice as a development partner

DevPort aims to promote growth and expand faster than the market average. Our goal is for at least 40% of revenue to be generated from customers outside the automotive industry. By combining breadth and specialized expertise, driven by the ongoing technological transformation in society, we enable our customers to have ONE partner - DevPort!

### The small business feel with the opportunities of a large enterprise - DevPort, the obvious choice as a partner in the work life

Our employees, in collaboration with our partners, form the core of the company. Community, entrepreneurial spirit, competence, and sustainability are foundational pillars that create commitment and pride for everyone at DevPort. Through our framework agreements, we can leverage large-enterprise-like opportunities, and we aim to increase the proportion of such agreements. Together, we are building an attractive corporate culture.

## Risks and Governance

Risk management is integrated into the internal processes of the management and the Corporate Group through clear guidelines and working procedures. Continuity planning is carried out at a Corporate Group level, and risks are otherwise identified and managed on an ongoing basis within the Corporate Group's various units. This is done through systematic risk assessments and established routines in the various risk areas. Measures are then taken in each area to minimise the likelihood of, and the consequences of, an incident.

### Continuous improvement

DevPort works with continuous improvements based on analysis of results from internal audits, customer follow-up, good examples, experience feedback, management team meetings and employees' suggestions for improvement. Anyone can submit an improvement proposal, and this is done through DevPort's electronic case management system, ServicePort.

### Deviation reporting and corrective actions

All deviations shall be reported. Examples of these may include:

- When employees experience situations during a project that prevent the possibility of delivering according to the customer's requirements
- Customer complaints
- When procedures according to the business system are not followed.
- Environmental incidents
- Related to personal protection or confidentiality.

In the event of reported deviations from employees, as well as customer complaints, the respective contact person shall, in consultation with the employee and the customer, ensure that a correction is made in order to meet the customer's requirements in the short term.

Anyone can submit a Deviation Report, and this is also done through DevPort's electronic case management system, ServicePort.

All reported deviations will be addressed at a management team meeting where decisions on long-term corrective actions will be taken.

### Prevention

Customer follow-up, experience feedback, performance appraisals and project reconciliation, together with other information that is considered relevant, must be reviewed and form the basis for preventive measures to prevent deviations from occurring. Decisions on preventive measures are made at a management group meeting, where the effectiveness of previous measures is also monitored. Risk and safety analysis can also be used.

## Auditor's opinion on the statutory sustainability report

### To the Annual General Meeting of DevPort AB, org.nr 556752-3369 Assignment and division of responsibilities

The Board of Directors is responsible for the sustainability report for 2023 and that it has been prepared in accordance with the Annual Accounts Act.

### Audit scope

Our review has been conducted in accordance with FAR's recommendation RevR 12 The auditor's opinion on the statutory sustainability report. This means that our review of the sustainability report has a different focus and a significantly smaller scope compared to the focus and scope of an audit in accordance with International Standards on Auditing and good auditing practice in Sweden. We believe that this review provides us with a sufficient basis for our opinion.

### Statement

A sustainability report has been prepared.  
Lund on the day shown in our electronic signature

Mazars AB

### Jesper Ahlqvist

Authorized Public Accountant



**DevPort**

*Proud to be sustainable*