Sustainability Report 2022

Lime Technologies AB (publ)

lime
CRM with a twist

2022 highlights

- CRM for non-profit organisations provides help to more people
- Record number of activities for a more attractive tech industry
- Gender equality in management team
- New climate projections

Gender equality

35%
women
throughout the whole organisation and an equal share in managerial positions

Solar energy

300
MWh
Covers energy consumption in all offices

Information security

ISO
27001
Certification of Lime's management system

Contents

Lime & Sustainability

Lime's ultimate sustainability goal is to be an attractive and sustainable employer, and a driving force in the community. We aim to find smarter ways of doing things, take bold decisions and be unconventional – always with the intention of doing good and generating real value in a greater perspective.

2022 highlights

77

... initiatives implemented to increase the attractiveness of the tech industry in the eyes of young people and students as part of efforts to address the skills shortage in the industry.

35%

...of Lime's employees are women, and in 2022, both the board and the executive management became gender-equal. Our goal is for the entire organisation to be within the 40–60% range for gender equality.

300 MWh
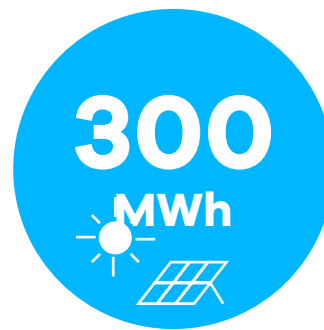
... the amount of clean solar energy Lime's investments in solar parks have helped to produce in 2022. This covers all of Lime's electricity consumption in all markets.

Sustainability report

This Sustainability Report relates to Lime's 2022 financial year. The report covers the Parent, Lime Technologies AB (publ), as well as all units which are consolidated in Lime Technologies AB (publ)'s consolidated financial statements for the same period.

The Sustainability Report has been prepared with the aim of showing Lime's attitude to sustainability and how important sustainability is for our operation. There are no legal requirements for a sustainability report, but we comply with the Swedish Annual Accounts Act and are working to gradually adapt to the EU's new law on sustainability reporting, CSRD, and the ESRS reporting standard, which Lime will adopt in 2025.

Lime is a certified 'Nasdaq ESG Transparency Partner', works with the UN's Global Goals and actively invests in electricity from renewable sources.

The CEO's View

We have always run Lime with a long-term perspective

For over thirty years, we have been committed to long-term, profitable growth and have been driven by a desire to help others succeed – whether it's our customers, employees, owners or society at large. In 2022, we have taken the next step in our sustainability work to further embrace the long-term perspective and build an organisation we can be proud of – today and tomorrow.

A sustainable company is a profitable company with long-term growth

We believe that a sustainable company is a profitable company, and our approach is based on one of our most important core values – 'Spend resources wisely'. We are committed to taking care of our own and other's resources and making sure they last for a long time, whether it's hours spent, money, or the planet's finite resources. Our entire business is based on this – using digital, smart working methods to streamline sales, marketing and customer care, so that companies can put their resources where they can make the biggest difference. This is how we contribute to economic growth and quicker societal development. The foundations of sustainable business are therefore rooted in our core business and are reflected in our culture, our way of working and how we deal with both our customers and our staff.

Improved information security, a more equal organisation and increased climate action

In 2022, we made several positive advances in our sustainability focus areas. As a tech company, we are particularly proud of our ISO certification in the area of information security, as it demonstrates that we take a structured and targeted approach to one of the industry's biggest challenges – data security. For us, it is a natural and top priority to be a responsible supplier and to protect both our own and our customers' data in the best possible way. Similarly, 2022 was the year when we were able to announce both a gender-equal board and a gender-equal management team – this is a significant milestone on the road to becoming a fully gender-equal organisation in a male-dominated industry with skills shortages.

We are convinced that our sustainability work, as well as the business as a whole, must constantly evolve if we are to continue to deliver long-term profitable growth. This year, we began working towards monitoring our climate impact more transparently, where we also started to look at indirect emissions through the value chain, such as the use of computers and mobile phones, energy consumption for data storage, as well as the positive effects our services and products can have on the climate by helping companies to work smarter. As we become more aware of our impact, we can also become more efficient, resulting in real climate and profitability gains.

We want to be a fair company – through the good times and the bad

We have always operated Lime with a long-term perspective, and to succeed, we always strive to be better. At its core, Lime is a company that balances performance with care and an ambition to always make a positive impact – for customers, colleagues, owners, society and the environment, regardless of whether times are good or bad in the market.

/Nils Olsson, Managing Director and CEO, Lime Technologies

Lime's three focus areas for sustainability

1 Promote digitalisation

Technological innovation is key to solving economic and environmental challenges in a sustainable way. At the same time, increased digitalisation brings new challenges related to information security.

We are investing in areas such as…
- Forums that increase the attractiveness of the technology sector among students
- More efficient work for non-profit organisations through the use of our products
- Cutting-edge information security

8 ANSTÄNDIGA ARBETSVILLKOR OCH EKONOMISK TILLVÄXT   **9** HÅLLBAR INDUSTRI, INNOVATIONER OCH INFRASTRUKTUR

UN's global targets: 8.3 & 9.3

2 Equal opportunities for all

As a fast-growing innovation company, we are dependent on attracting competent staff who contribute a range of backgrounds and perspectives. Lime is committed to a sound, value-driven culture, reflecting care, participation and equality.

We are investing in areas such as…
- Objective internal recruitment procedures for greater inclusion
- Training in unconscious bias
- Long-term targets: 40–60% women in all departments and markets

5 JÄMSTÄLLDHET   **10** MINSKAD OJÄMLIKHET

UN's global targets: 5.5 & 10.3

3 Reduced climate impact

As a service company, Lime's primary climate impact is in three areas – energy used for data storage, hardware and business travel.

We are investing in areas such as…
- Climate-smart IT: extending the life of computers, mobile phones and servers, reducing electricity consumption from local data storage
- Investments in solar parks, new electric and hybrid cars, charging points and energy-efficient cloud solutions.
- Climate-smart procurement and supply chains

13 BEKÄMPA KLIMAT-FÖRÄNDRINGARNA

UN's global targets: 13.2

Lime's work and objectives in these three focus areas are presented on pages 13–21. The materiality and stakeholder analysis on pages 11–12 shows how the selection process was carried out and why we chose these particular areas.

ESG – a sustainable business at every level

For Lime, sustainability is about running our business with a long-term view, combining profitability and growth with environmental considerations and social commitment. Based on the three pillars of ESG – Environment, Social, Governance – we run a sustainable company at every level.

Responsibility for environmental and climate impact

Lime strives to be an environmentally conscious company that minimises its negative environmental and climate impact and maximises the positive effects of our products and services. Emissions are calculated and reported on the basis of the Greenhouse Gas Protocol (GHG) where the focus so far has been on scope 1 (emissions from owned or controlled sources) and scope 2 (emissions from purchased sources). In 2022, we started work on mapping indirect emissions (scope 3), elements of which are reported.

Lime does not currently have a separate environmental policy, but our goal is to develop one in 2023. Guidelines on responsible travelling, purchasing and procurement can be found in our internal policies, complemented by our Code of Conduct. These documents also state how Lime will address the environmental and climate impact of its suppliers.

Read more about how Lime works with climate issues on pages 19–25.

A responsible employer, supplier and contributor to society

Lime is a values-driven company fuelled by what we call a caring performance culture. We strive to be an ethical and well-managed company that grows sustainably by being an attractive and long-term employer, supplier and contributor to society. Sustainable growth also means that Lime continuously ensures ethical business practices and compliance throughout the organisation.

Employee well-being – the cornerstone of Lime's sustainable growth

One of Lime's key strategic focus areas is to attract and retain highly skilled staff and we are committed to creating a caring, safe and healthy working environment that promotes performance, creativity and advancement.

We value meaningful time both in and out of work and understand the importance of rest, reasonable working hours and an active, healthy lifestyle.

Lime conducts weekly surveys where we monitor employee well-being, such as commitment, participation, stress levels and opportunities for advancement. The results are processed at several levels and form the basis for further measures to improve the health, well-being and performance of our employees.

Total sick leave	%
2022	3
2021	4
2020	3

Work environment – Lime should feel like a second home

Lime takes a long-term view of all recruitments and our offices should feel like a second home. Employees in Sweden and Finland are covered by collective agreements. The company also has generous employment contracts of a similar standard in other markets.

Lime's Work Environment Policy, together with the Code of Conduct, describes the work environment and what is expected of each employee in terms of behaviour and responsibility. As stated in the Code of Conduct, Lime has zero tolerance for harassment, sexual harassment, bullying and retaliation. If Lime becomes aware of such behaviour, it will investigate and take appropriate action, which may include termination of employment. Employees are often the first to detect any suspected irregular conduct or inappropriate behaviour. The Code of Conduct requires them to report this to their immediate manager. If the employee has concerns about doing this, the whistleblowing system provides an alternative route.

Whistleblowing policy

The aim of the whistleblowing system is to ensure that employees have an alternative way to deal with and raise suspected cases of irregular conduct or inappropriate behaviour without the risk of harassment or

retaliation. It also aims to ensure that all reported suspicions of this type of serious incident are handled in a professional manner and in accordance with applicable laws.

Lime's whistleblowing policy covers serious irregular conduct in a work-related context that may have a detrimental effect on the organisation, employees, customers and the public and which, due to the nature of the irregularity, cannot be reported in the usual way:

- All illegal activities
- Financial fraud (e.g., false accounting, breach of internal controls, improper proceedings, misappropriation of assets or other types of fraud)
- Bribery and corruption (e.g., conflicts of interest, bribes, sponsorship and donations, gifts)
- Infringement of competition law (e.g., price fixing, exchange of price sensitive information, colluding on bids with competitors)
- Serious threats to the environment, health and safety
- Threats to public health
- Consumer protection
- Protection of privacy and personal data and network and information security
- Discriminatory labour practices and sexual harassment
- Human rights violations

The policy also applies to the reporting of information on irregular conduct in a work-related context where there is a public interest in disclosure. In general, any irregular conduct involving the reporting person's own working or employment conditions are not considered to be of public interest, unless they involve acts or omissions that are unacceptable from a broader societal perspective.

Serious incidents	Number
2022	0
2021	0
2020	0

No serious incidents were reported or brought to the company's attention during the reporting period.

Diversity and inclusion

Lime works to attract people with different perspectives, backgrounds and approaches. We therefore work actively to be an inclusive and diverse employer, as described in more detail under the focus area 'equal opportunities for all' on pages 16–18.

Proportion of women	2022	2021
Board	40%	40%
Executive management team	40%	25%
Managerial positions	35%	33%
Whole organisation	35%	34%

The company's long-term goal is to become a fully gender equal organisation with 40-60% women across all departments, offices and levels.

As an important part of our efforts to attract and retain highly qualified staff, as well as to get the entire organisation to adopt business-critical behaviours, Lime has intensified its work on goal-driven and inclusive leadership in 2022. This includes the launch of two different leadership programmes – one for future and one for existing leaders – and the creation of a new internal leadership coach position. In 2023, the outcome will be evaluated based on multiple metrics to allow for further improvements and target setting.

Anti-corruption work and ethical competition – We compete tough but fair

Lime has zero tolerance for bribery and anti-competitive agreements in any form and uses honest practices in our dealings with customers, suppliers and other partners. We always follow the market competition laws and rules applicable in each individual market.

The Code of Conduct and Lime's Purchasing and Procurement Policy provide several examples of relevant scenarios and how they should be handled according to the principle that:

'Activities to build relationships that will not affect our privacy or business decisions may take the following form:

- *Ordinary hospitality in a business context, such as meals or entertainment in the company of existing customers or suppliers, provided that the market value of such offers is kept at a reasonable level. The only reason to accept or initiate these activities is to develop and strengthen the relationship and therefore representatives from both parties must be present at the actual meeting.*

- *Gifts from/to potential or existing suppliers/ customers may be accepted/given occasionally if the market value of the gift is insignificant (coffee mugs, notebooks or other types of trivial gifts). In all other cases, Lime employees must politely decline the offer.'*

The Code of Conduct also sets out the company's zero tolerance for taking advantage of any position, role or company information, or acting in any way that conflicts with our corporate obligations, in order to seek or obtain benefits for oneself, one's relatives, friends or other third parties.

To ensure that all employees are aware of this, business ethics – being fierce but fair competitors – are included in the training of all new staff.

Commitment to human rights

Lime supports the human rights of every individual in accordance with ILO Convention 138 and has zero tolerance for any form of discrimination, including on the basis of ethnicity, colour, religion or belief, gender, age, social status, family origin, sexual orientation and physical or mental disability. It goes without saying that we also reject all forms of child and forced labour, as stated in our Code of Conduct, and that we support freedom of association and collective membership.

To further strengthen our commitment to human rights, in 2023 we will apply to join the UN Global Compact's responsible business initiative based on ten principles in the areas of human rights, labour, environment and anti-corruption.

Information security and the protection of personal data

Lime's core business is based on collecting companies' customer data in a single system, and our ability to provide software to customers depends on the security, integrity, reliability and operational performance of the systems, products and services that we offer. Disruptions in Lime's or any of Lime's suppliers' IT environment may have a negative impact on Lime's operations, financial position and results. As such, information security is a central part of the company's overall work on compliance, risk and control.

In 2022, the Company worked intensively with Lime's information security management system according to the ISO 27001 standard, and in early 2023 the certification was granted, confirming that we are working in a structured and targeted way to reduce the risk of incidents.

Read more about Lime's information security work on pages 13–14 of the Sustainability Report and on pages 16–17 of the Annual Report.

GDPR legislation, which regulates individuals' fundamental right to the protection of their personal data, primarily affects Lime's business in two ways:

- in the processing of personal data for internal use, such as keeping track of employees, customer contacts, marketing recipients, etc. This means, among other things, that we have a legal basis for processing personal data (e.g., written consent), only collect personal data for specific, explicit and legitimate purposes and do not process more personal data than is necessary for those purposes, and protect the personal data and delete it when it is no longer needed.

- in the processing of personal data on behalf of our customers, as we do in our cloud products/add-on services, or when we provide consultancy services. This implies that we always have authorisation from the data controller if we want to use other data processors (e.g., if we want to use cloud providers), that we only process personal data according to instructions from the data controller, and that we protect the personal data we process, among other things.

To ensure compliance, Lime has clear processes for processing personal data and is guided by the privacy policy. Continuous training of both employees and customers is an important element, as is restricted access to ensure that only authorised, trained employees have access to relevant personal data.

All of Lime's products and services are GDPR-compliant, which means that workflows and functionality are designed to comply with the legislation, as well as that the underlying technology fulfils the requirements for personal data protection.

Responsible corporate governance

The basis for sustainable growth is to always act responsibly as a company. All of these essential areas are hygiene factors that Lime must be able to manage.

Read more about corporate governance in Lime's Corporate Governance Report.

Policies and guidelines

Lime's policies and guidelines aim to ensure compliance with our regulations within the organisation, and also help Lime's employees to act ethically and in accordance with the Code of Conduct.

The Code of Conduct is introduced during the recruitment process, and the induction programme introduces new employees to Lime's culture, values and

how Lime operates as a company. The Code of Conduct covers aspects including the company's overall vision and core values, human rights and equal opportunities for all, health and safety, the company's role and impact in society, confidentiality and communication, privacy and protection of personal data, and competition, corruption and bribery. All new employees are expected to read and understand the Code of Conduct, as well as the information security, communication and insider trading policies during the first weeks of employment.

In 2023, monitoring procedures will be developed to further ensure that all employees have read and understood the content of the Code of Conduct.

Lime's policies address the following areas and are revised annually:

- Code of Conduct
- Occupational health and safety
- Business travel
- Information security
- Privacy policy (personal data protection)
- Incident management
- Purchasing and procurement
- Gender equality and equal treatment
- Alcohol and drugs
- Insider trading
- Communication and information

Lime's whistleblowing system is designed to ensure that unethical behaviour and deviations from these policies can be reported without fear of retaliation.

Legal requirements and further development of sustainability work

There are no legal requirements for a sustainability report, but we comply with the Swedish Annual Accounts Act and are working to gradually align with the EU's new law on sustainability reporting, CSRD, and the ESRS reporting standard, which Lime will adopt in 2025.

Sustainability responsibilities and monitoring

Lime's management team, together with the designated sustainability manager, is responsible for defining a sustainability strategy anchored in our core business and our strongest drivers, and for ensuring compliance. We continuously evaluate activities to ensure that they are meaningful in terms of both business and sustainability. The work is driven forward by Lime's sustainability group, consisting of the overall sustainability manager and one or two representatives for each of the three focus areas presented on pages 13–21.

Once a year, sustainability-related objectives, strategies and processes are reviewed by the Board of Directors. Lime reports on the progress made on the way to the goals in the annual Sustainability Report which is made available on Lime's website in conjunction with the publication of the company's Annual Report.

'A lot of people are wondering: What do digitalisation and gender equality have to do with sustainability?'

Sustainability is about more than the environment, although climate change is one of the biggest challenges of our time. In the interview below, Jennie Everhed, Sustainability Manager, explains how Lime has used its business model, core values and internal and external impact to drive profitable growth that holds up over time.

What does sustainability mean for Lime?

We are guided by both ESG – Environment, Social, Governance – and the UN's SDGs for people and planet. At the heart of Lime is a caring performance culture and we have always driven initiatives to contribute to society, share our knowledge, manage resources responsibly and promote health and well-being – long before sustainability was an established concept. Our entire core business is about helping businesses succeed, which creates growth and jobs in society. We want to capture the essence of this engagement, map it to our activities and impact, and prioritise it clearly by setting targets, scaling and monitoring more comprehensively. A lot of people are wondering: 'What do digitalisation and gender equality have to do with sustainability?', but we need to focus on more than just the environment in order to run businesses that generate sustainable growth, both today and in the future.

As a service company, it is easy to think that your impact on the environment and climate is limited. What is your view on this?

Clearly, you cannot draw a parallel with companies that manufacture, but that doesn't mean that we automatically operate in a green way. Contrary to popular belief, all forms of data traffic and data storage have a significant impact on the climate. It takes a lot of energy to deal with the huge amount of zeros and ones circulating out there. We also have the

opportunity to make a positive impact on the climate by enabling our customers to work smarter using just one tool. If they didn't have a CRM, they would have to use a range of other programmes and data storage functions, which is much less efficient – both for the business and energy consumption.

If you were to choose one area of sustainability where Lime is doing a really good job, what would it be?

Information security. This is our most business-critical area of sustainability and involves both taking responsibility for our own and our customers' data and combating external threats in the form of illegal data breaches that directly or indirectly affect society as a whole.

Lime has no legal requirement to report on sustainability. Why do you choose to do so anyway?

We want to be a fair, responsible and attractive company that we can be proud of, today and tomorrow. If you look at our primary stakeholder groups – customers, employees and shareholders – they expect a high standard in our sustainability work, and consequently transparent and targeted reporting. We also need to move towards the new legal requirements that will enter into force in 2024 and to which we are subject in 2025. The EU is doing an important job in creating standards that drive responsible development among businesses in member states, but it requires a lot from us as businesses, so we need to start the work well in advance.

Materiality analysis & stakeholder analysis

Value-driven accountability based on a common core

A major part of the challenge for us as a company is prioritising and focusing our efforts and embedding them in the areas in which Lime lives and breathes. We genuinely believe that it is only then that we can make a real difference. During 2021, Lime's sustainability group produced a materiality analysis for the Company's sustainability initiatives.

The composite picture also takes account of Lime's most important stakeholders and their expectations. An employee survey and a customer analysis were carried out. Similarly, the UN's global development goals and targets were mapped, and the goals that Lime considered to have the greatest potential to influence were identified. Lime's Executive Management Team and Board of Directors were involved in the process and the choice of focus areas was ultimately made by Group Management. In 2022, the materiality analysis was reviewed and discussed on the basis of ongoing stakeholder dialogues, but no significant changes were identified during the reporting year, other than an increased focus on information security.

Clarification of stakeholders' expectations and priorities	Identification of the organisation's impact on sustainable development	Mapping and selection of global goals and targets in relation to core business	Development of high priority focus areas

Our most important stakeholders

Stakeholders	Expectations of Lime	Example of dialogue
Customers	• Innovative and sustainable digital solutions which help organisations to improve their operations • Ethical, sustainable and climate-smart delivery chain • Information security and GDPR-compliant solutions	• Customer surveys • Qualitative dialogue with customers • Procurement requirements • Supplier surveys from customers
Employees	• Professional development • Sound work environment and favourable working conditions • Gender equality • Value-based leadership • Focus on health and well-being • Initiatives to reduce climate impact	• Employee surveys • Daily collaboration • Digital forum for sustainability issues
Shareholders	• Satisfactory return and ability to meet changed market requirements • Ethical, sustainable and climate-smart operation • Well-managed corporate governance • Risk awareness	• Annual General Meeting • Owner dialogue and owner directives • Annual and sustainability reports • Investor meetings • Participation in a number of seminars and investor meetings throughout the year

Business model, risk identification and impact

A direct business model: We are a local supplier that covers the entire value chain

Lime's business model is based on a competitive full-service offering with a strong local presence. As a full-service provider of CRM software, we manage all parts of the value chain, from development and sales to implementation and support. At each stage of the value chain, Lime has a greater or lesser impact on sustainability aspects. Similarly, Lime is more or less exposed to external influences and risks. The materiality analysis conducted primarily identified the sustainability factors listed below.

Value chain – one-stop-shop CRM supplier			
1. Development	**2. Sales**	**3. Implementation**	**4. Support**
lime◯	lime◯	lime◯	lime◯
+30 years' experience in **developing** CRM software	Strong and local **sales**	>7 000 **CRM implementations**	'Local hero'– top ranked **local support service**

Lime's value chain

Lime's negative impact in relevant areas:

- Climate impact linked to energy consumption associated with data storage (*value chain: development, sales and implementation*)
- Climate impact of using hardware (computers, mobile phones, screens, etc.) (*value chain: whole*)
- Climate impact caused by business travel (*value chain: primarily sales and implementation*)
- Climate impact of heating and electricity consumption in offices (*value chain:whole*)

Lime's positive impact in relevant areas:

- Digital innovation that contributes to successful entrepreneurship with increased growth in society and more quality jobs (*value chain: whole*)
- Increasing the attractiveness of the tech sector to reduce skills shortages and promote digital innovation (*value chain: whole*).
- Increased diversity in the tech sector contributing to innovation and improved skills supply as well as a more ethically sustainable and inclusive business (*value chain: whole*).
- Attractive and long-term employer with healthy employees who stay with the organisation for a long time and contribute to future sustainable growth and skills development of the workforce (*value chain: whole*).
- Digital innovation that helps non-profit organisations serve more people through streamlined partnership and membership management (*value chain: development, sales, implementation*).

Other impact in relevant areas:

- Geopolitical challenges related to information security in the form of data breach threats from various illegal groups and forces in society (*value chain: primarily development and implementation*).
- More extensive personal data processing requirements (*value chain: whole*)

Lime's three focus areas for sustainability

Based on our core business, areas of expertise, risks, driving forces and opportunities to influence, the materiality and stakeholder analysis resulted in three specific focus areas, which are presented in detail on the following pages.

1. *Promote digitalisation*
2. *Equal opportunities for all*
3. *Reduced climate impact*

1 Promote digitalisation

The core of Lime's market offering and our own driving force is to create the conditions for successful entrepreneurship and long-term growth. With the huge development potential of technological innovation, we are also convinced that digitalisation is a key factor in solving both economic and environmental challenges. With the right conditions, it can open up new markets, create quality jobs and contribute to inclusive growth. At the same time, increasing demands on personal data processing and increasingly sophisticated data breaches mean that proactive information security work is a prerequisite to future-proofing digitalisation and sustainable growth in general.

Increasing the attractiveness of the technology sector – the key to future innovation

Skills supply is a key issue for the tech industry and consequently for the continued acceleration of digitalisation. From a future-proofing perspective, it is a matter of awakening an interest in technology among children and young people, as well as increasing the attractiveness of technical programmes at colleges and universities. By being an attractive employer ourselves and pursuing initiatives and partnerships with organisations focusing on this area, we want to increase the attractiveness of the entire technology sector.

77 event

In 2022, we organised or participated in 77 activities focusing on increasing the attractiveness of the technology sector, including...

- Kvinner i Tech [Women in Tech], Oslo
- 'Tjejer i business', [Ladies in business] breakfast event, Lund
- Guest lectures at colleges and universities, including LTH computer science department, Stockholm School of Business, ITU Denmark, Uppsalaekonomerna, Metropolia and Haaga Helia, Finland
- Women's Finance Days, Linköping University – focusing on women's career journeys
- Ungt Företagande [Young Entrepreneurs] – training in entrepreneurship, all UF companies have free access to the Lime Go sales tool

Digitalisation for empowerment and growth

Lime's digital customer care services, such as marketing, sales and case management, are constantly creating new opportunities to reach various markets and achieve business success, resulting in increased growth. We want to make these digital tools available to more people, including through the possibility for non-profit and business promotion organisations as well as colleges and universities to apply for partnerships that give them access to Lime's products and services based on a specially developed offer. Read more about this on page 15.

Cutting-edge information security

Given the core business of collecting corporate data and the external threat of escalating data breaches, information security is at the centre of Lime's compliance, risk and control efforts.

Read more about information security in the Annual Report, pages 16–17

In addition to flexible data storage and effective solutions such as encryption, secure communication, backup and incident management, Lime works proactively with incidents. This is accomplished partly through a security-focused development process where vulnerabilities can be detected at an early stage, and partly through customised training for all staff. Training is an important part of the induction programme for all new employees, and it is also mandatory for other employees to undergo training every year. Implementation is documented and in 2022 it was 100%.

THE AREAS WE WORK IN	ACTIVITIES 2022	PLANS FOR 2023
• Digital innovation that helps companies succeed in sales and customer care, contributing to both economic growth and faster societal development	• Helped thousands of customers across Europe to succeed with sales and customer care	• Continuously develop our offering to the market and reach more customers
• Information security	• Certification of information security management systems according to the ISO 27001 standard	• Restructure the work on activities to promote the attractiveness of the tech sector to ensure quality over quantity and target more markets
• Collaboration with forums and organisations that… …increase children's, young people's and students' interest in technology …promote entrepreneurship and the creation of new jobs	• Participated in 77 activities to make the technology sector more attractive	• Continue to work proactively to protect our own and our customers' data
• Partnerships with universities, non-profit organisations, etc. for improved customer and member care that increases influence and revenue	• Developed a partnership offering that non-profit organisations can apply for	• Raise awareness of our special partnership offering for non-profit organisations through proactive marketing
• Own innovation work for sustainability monitoring	• Further developed collaborations with the non-profit organisations Team Rynkeby and UF	• Increase the number of markets where non-profit organisations can apply for partnerships
	• New partnerships, including with Ätbart and Kodcentrum	• Take the innovation work on digital collection and monitoring of sustainability data forward
	• Started innovation work to collect and monitor sustainability data in our own CRM system	

Key figures

	Target 2023	2022	2021
Number of activities to increase the attractiveness of the tech industry	50*	77	73
Number of markets where we are active in the field	5	4	3
Number of partnerships with non-profit organisations where we offer access to Lime's products	12	9 (180 licences)	6 (123 licences)
Number of markets where we partner with non-profit organisations	3	1	1
Employees who have completed training in information security	100%	100%	100%

*As stated in the 2023 plans, we will reorganise our work to ensure quality over quantity. Consequently, there will be fewer activities in 2023.

UN SDGs for labour conditions, economic growth, sustainable industry and innovation

Target 8.3 Promote policies to support job creation and growing enterprises

Target 9.3 Increase access to financial services and markets

Favourable conditions for private enterprise and entrepreneurship are one of the pillars for growth in which the whole community can participate. Through Lime's commitment in this area, we intend to improve conditions, especially for young entrepreneurs. This approach also goes hand in hand with the creation of new job opportunities and the provision of decent working conditions for more people throughout society – both directly through the technology sector itself requiring an increasing work force, and indirectly since technical innovation creates new conditions for entrepreneurs to operate their businesses.

One of the infinite opportunities opened up by increased digitalisation and innovation – globally and locally – is greater interconnection and availability. Through Lime's digital solutions we are constantly creating new conditions for our customers to reach out to different markets and succeed in their business operations. As part of making this more accessible, we want to establish more partnerships with selected non-profit organisations and universities to increase their influence.

Smart systems help non-profit organisations to help more people

Lime enables non-profit organisations to increase their influence through access to CRM systems. We have been doing this for many years. In 2022, work began on a clearer partnership offering to charitable, environmental and climate, student and entrepreneurial organisations. By centralising the management of sponsors, members and activities in one place, we can help them to help more people.

Team Rynkeby is a European charity cycling team that cycles to Paris every year to raise money for children with critical illnesses and their families.

One of the organisations Lime has supported for some time is Team Rynkeby – a European charity cycling team that cycles to Paris every year to raise money for children with critical illnesses and their families. For 4 years, Lime has provided the 16 teams established in Sweden with a common CRM system, Lime Go. By gathering all the contact details, dialogues and agreements with different sponsors in one and the same system instead of local excel sheets, post-it notes and email inboxes, it has been possible to streamline operations significantly. This doesn't only generate a more professional approach to sponsors – it also frees up time for teams to reach out to more sponsors and raise more money for the organisation.

In 2023, Lime will also establish collaborations with Team Rynkeby's teams in Denmark and Norway.

Use the QR code to access the film where Team Rynkeby explains how Lime Go helps them achieve better results and ultimately help more children with serious diseases.

Some of Lime's partnerships with non-profit organisations using our CRM systems

As part of Lime's sustainability work, we developed a clearer partnership offering in 2022 that non-profit organisations can apply for. The offering includes both Lime Go and Lime CRM.

- Ung Företagsamhet (UF) – helps upper secondary school students start and run businesses. All member companies get access to the Lime Go sales and marketing tool.

- In 2022, Lime established cooperation with the organisation 'Ätbart – en värld utan matsvinn' [Edible – a world without food waste], with the aim of promoting the ecologically, socially and economically sustainable production and consumption of food.

- In 2022, Kodcentrum, which strengthens children's digital knowledge and skills, and contributes to greater digital understanding, was also given access to Lime's CRM system.

In 2023, we will work more proactively to reach out to more non-profit organisations, as well as to markets outside Sweden.

2 Equal opportunities for all

Diversity fosters innovation

Lime is a fast-growing, innovative company that faces new opportunities and challenges every day. For this reason, we rely on attracting people who bring different perspectives, backgrounds and approaches. We share the same core values – guiding principles that allow us to strive for the same goals and make sure we don't break the chain.

We give more young people the chance to enter the industry and grow into new roles, especially through our well-established trainee programme for employees coming directly from universities and colleges. In doing this, we also contribute to society in the form of skills development for the labour force.

Bringing more women into the tech industry - a key challenge for future skills supply

Skills supply is a core issue, not just for Lime, but for the entire tech industry. The shortage of skilled labour is so severe that the European Commission warns that Europe will soon lack the equivalent of one million employees with IT or digital skills – this gap can be partly filled by getting more women to work in IT. The issue of a more equal industry is therefore much more than idealistic; it is central to the development and growth of the industry.

THE AREAS WE WORK IN	ACTIVITIES 2022	PLANS FOR 2023
• Diversity and gender equality • Attract and retain employees with different backgrounds and perspectives to ensure the supply of skills and increase innovation • The recruitment and management of employees based on competence and unaffected by prejudice or irrelevant norms • Transparent and objective recruitment process • Involvement in external activities and forums aimed at increasing diversity in Lime and in the tech industry	• Development of objective internal recruitment procedures • Training on unconscious bias for all staff involved in the recruitment process • Implemented reverse mentoring programme for members of the Executive Management Team • Participated in several external activities related to the area	• Continue to work towards an inclusive recruitment process, for example through e-learning • Investment in leadership with clear targets to promote greater inclusiveness and a caring performance culture • Work actively with the gender aspect when investigating potential acquisitions – 'Du(d)e Diligence' • New reverse mentoring programme for broader perspectives and increased participation in Lime • Committing to equal rights regardless of gender expression

Awareness of how we assess others creates a more inclusive recruitment process

Of course, Lime always aims to hire the candidate who is most suitable for the position. At the same time, research shows that all people tend to attract and hire the kind of people who are similar to themselves, reducing the chances of including the candidate base that does not immediately fit the established, subconscious template. Therefore, many of Lime's initiatives in the area of sustainability revolve around conditions for an objective and inclusive recruitment process, including training in unconscious bias for all employees involved in the recruitment process.

Our long-term goal: a gender-equal organisation

Lime works actively to achieve an equal and diverse organisation in general and in decision-making positions in particular. At present, 35% of Lime's employees are women, which is also reflected among employees in managerial positions. Our objective is to achieve the established gender equality ratio of 40-60% in all departments, offices and levels of the organisation.

Our measuring points for monitoring progress are:

- New recruitment
- Promotions
- Distribution over departments and positions
- Staff turnover and length of employment
- Perceived opportunity for personal development
- Internal perception of inclusiveness

40%

40% of Lime's Board of Directors and Executive Management Team are women, which is within the established gender equality range.

Key figures	Target 2023	2022	2021
Proportion of women on the Board of Directors	40–60%	40%	40%
Proportion of women in the Management Team	40–60%	40%	25%
Proportion of women employees throughout the organisation	40–60%	35%	34%
Proportion of women in managerial positions	40–60%	35%	33%
Proportion of women employees among new recruits	40–60%	35%	42%
Proportion of women promoted to managerial positions	40–60%	29%	33%
Perceived opportunity for personal development (1–10)	8	Women: 7.4 Men: 7.2	Women: 7.9 Men: 7.6
Perception of inclusiveness (internal) (1–10)	8	Women: 7.9 Men: 7.9	Women: 8.8 Men: 8.2

UN SDGs for gender equality and reducing inequalities

5 JÄMSTÄLLDHET

Target 5.1 End all forms of discrimination against women

Lime's efforts to achieve a more gender-equal organisation, not least in decision-making positions is very much in line with the UN's global target for eradicating discrimination against women. Through concrete objectives and targeted activities for a more gender-equal organisation, we aim to influence, not just our own organisation, but the technology sector and business in general, in a positive direction.

10 MINSKAD OJÄMLIKHET

Target 10.3 Ensure equal opportunity and reduce inequalities of outcome

In a similar way, our initiatives in areas which will reduce the effect of unconscious bias will contribute to avoiding the occurrence of both conscious and unconscious discrimination on grounds unrelated to relevant competence.

Greater inclusion & diversity

The reverse mentoring programme broadens perspectives

For the third year in a row, Lime has implemented a reverse mentoring programme, where members of the Executive Management Team are each assigned a mentor from various parts of the organisation. The mentor should not be in a managerial position and, at regular meetings, there are discussion opportunities focusing on how Lime can become a more inclusive company.

Nils Olsson, CEO of Lime, together with his mentor Alenka Bavdaz, technical project manager in Utrecht, the Netherlands.

The idea of reverse mentoring was already tested in the US in 1999 and aims to promote a new type of knowledge exchange. By allowing senior managers to learn from people representing different parts of the organisation who are not in a managerial position, we create space for new ideas, perspectives and discussions. In this year's edition of the reverse mentoring programme, extra focus was placed on supporting Lime's internationalisation.

In a message posted on the company's intranet after Nils Olsson, CEO of Lime, and Alenka Bavdaz, technical project manager in Utrecht, had one of their discussion sessions, they shared ideas about...

- Localisation – adapting operations to work in the local market without losing the common core
- Knowledge sharing – promoting co-operation and the sharing of experience between offices and countries
- Increasing the sense of inclusion – ways to create cohesion between countries, offices and distributed teams

At the end of each mentoring programme, an evaluation is carried out where the insights are gathered and shared with a larger group.

Focus areas for Limes reverse mentoring programmes

2020: Gender equality

Focus on how to attract more women and non-binary people to the tech scene and what it's like to work in a male-dominated industry. Each member of the Executive Board was assigned a mentor of the opposite sex.

2021: A broader view of diversity

Focus on diversity beyond gender, with an increased emphasis on dissent, unconscious bias, and mental and physical disability.

2022: Internationalisation

Focus on countries outside the Swedish home market and how we can promote a culture of more internal synergies and localisation.

3 Reduced climate impact

Digitalisation is one of the key factors in reaching climate goals and can help reduce global emissions by 15 to 30% over the next ten years, according to the UN climate summit in New York. Through the smarter use of shared resources, increased flexibility and better measurability, digital innovation and even Lime's solutions promote sustainable development. It also paves the way for a transition from physical to more energy-efficient, digital alternatives.

Climate impact of data processing – emissions from zeros and ones

While the shift to digital solutions helps to reduce CO_2 emissions in many ways, all digital services are energy dependent. From storage in server halls to data transmission and final consumption in computers and mobiles – everything requires energy and therefore has a very real carbon footprint. Energy authorities estimate that the fast-growing IT and telecoms industry currently accounts for over 9% of global energy consumption. This represents around 3% of CO_2 emissions, just above the global aviation sector. However, the impact should be assessed in relation to the alternatives. For example, businesses that do not work in a CRM system will need more stand-alone software but also resources for more meetings and communication as customer management will be less efficient – and these aspects affect the size of the carbon footprint.

In 2023, Lime's ambition is to start mapping our indirect emissions linked to data storage – both our own and the data customers store in our products – with the aim of gradually moving towards even more energy-efficient solutions. In 2022, work began on phasing out our local data centres in favour of much more climate-smart cloud-based solutions.

Extended lifespan and reuse

As users, Lime's employees depend on hardware to create and use our digital services. At the same time, computers, mobile phones and other IT products emit climate-changing gases throughout their life cycle. By extending the lifespan of all our technology and creating conditions for responsible recycling, we want to emphasise Lime's core value 'spend resources wisely' with positive effects on both profitability and climate.

Sustainable IT at Lime means, for example, that we...

...keep Lime's computers until they are no longer functional and gladly repair them when possible

...buy computers to suit everyone – from development to finance, with the aim of reducing new purchases and increasing reuse when new employees join

...buy the phones at the end of the lease period instead of getting brand new ones, extending the lifespan by 6–24 months.

10–20% of emissions from service companies come from hardware

262 kg CO_2e
/employee (FTE)

... or 0.213 kg CO_2/kSEK turnover – this was the carbon footprint of computers, mobile phones and screens at Lime in 2022.*

For every new purchase we DON'T make and for every month we extend the life of our IT products, we can create a positive impact on the climate.

1 computer is equivalent to... **driving a car for 1,373 km**

10 computers is equivalent to... what **2 hectares of forest** can absorb in one year

100 computers is equivalent to... the annual average carbon footprint of **7 people**

*More detailed figures and calculation methods can be found in the Environmental Performance Indicators on page 26.

Investments in climate-smart contracts and solar parks

A large proportion of the increase in greenhouse gas emissions in the atmosphere comes from the use of fossil fuels. Ensuring that Lime has climate-smart contracts for electricity, district heating, technology, car leasing and data storage is therefore an important step in reducing our negative impact on the environment. At the same time, we have continued to invest in green energy in the form of solar parks since 2019. In 2022, Lime obtained a certificate stating that we contributed to the production of 300 MWh of clean solar energy, which more than covers Lime's electricity consumption in all offices.

THE AREAS WE WORK IN	ACTIVITIES 2022	PLANS FOR 2023
Digital innovation that creates smarter use of resources, increased flexibility and better measurability, and promotes the transition from physical to energy-efficient digital alternatives	Helped thousands of customers work smarter and more energy efficiently through digital innovation	Start mapping the climate impact of data storage (indirect emissions)
Energy efficient data storage	Beginning to phase out local data centres and move to energy-efficient, cloud-based solutions	Start phasing out local data centres and moving to energy-efficient, cloud-based solutions
Extending the service life of computers, phones and servers	New contract for the recycling of computers, servers and old mobile phones	Develop a calculation model for emissions from hardware based on lifespan and reuse
Responsible recycling of end-of-life technology	Started buying the mobile phones after the end of the leasing period (Goal: extend lifespan by 6–24 months)	Installation of more charging points for offices
Climate-smart contracts for hardware, electricity, heating, cars, etc.	Internal and external communication on the value of extending the life of hardware and reusing technology	Investments in new electric and hybrid cars
Investments in solar parks	Improved monitoring of climate emissions based on the Greenhouse Gas Protocol (GHG)	Introduction of composting machines in offices
Reduced climate impact from business travel, including through investments in charging points and electric and hybrid cars		Development of an environmental policy
Climate awareness and employee engagement		Clarify the KPIs and targets for Lime's reduced climate impact

Key performance indicators and targets

Environmental key performance indicators for the various types of hardware, emissions from Lime's own cars and business trips with private cars, and energy consumption and heating of Lime's offices can be found on pages 22–27. The calculations are based on the Greenhouse Gas Protocol (GHG).

The in-depth work that will be carried out in 2023 to calculate and monitor Lime's climate footprint will also define clearer targets in each area.

UN SDGs for climate change
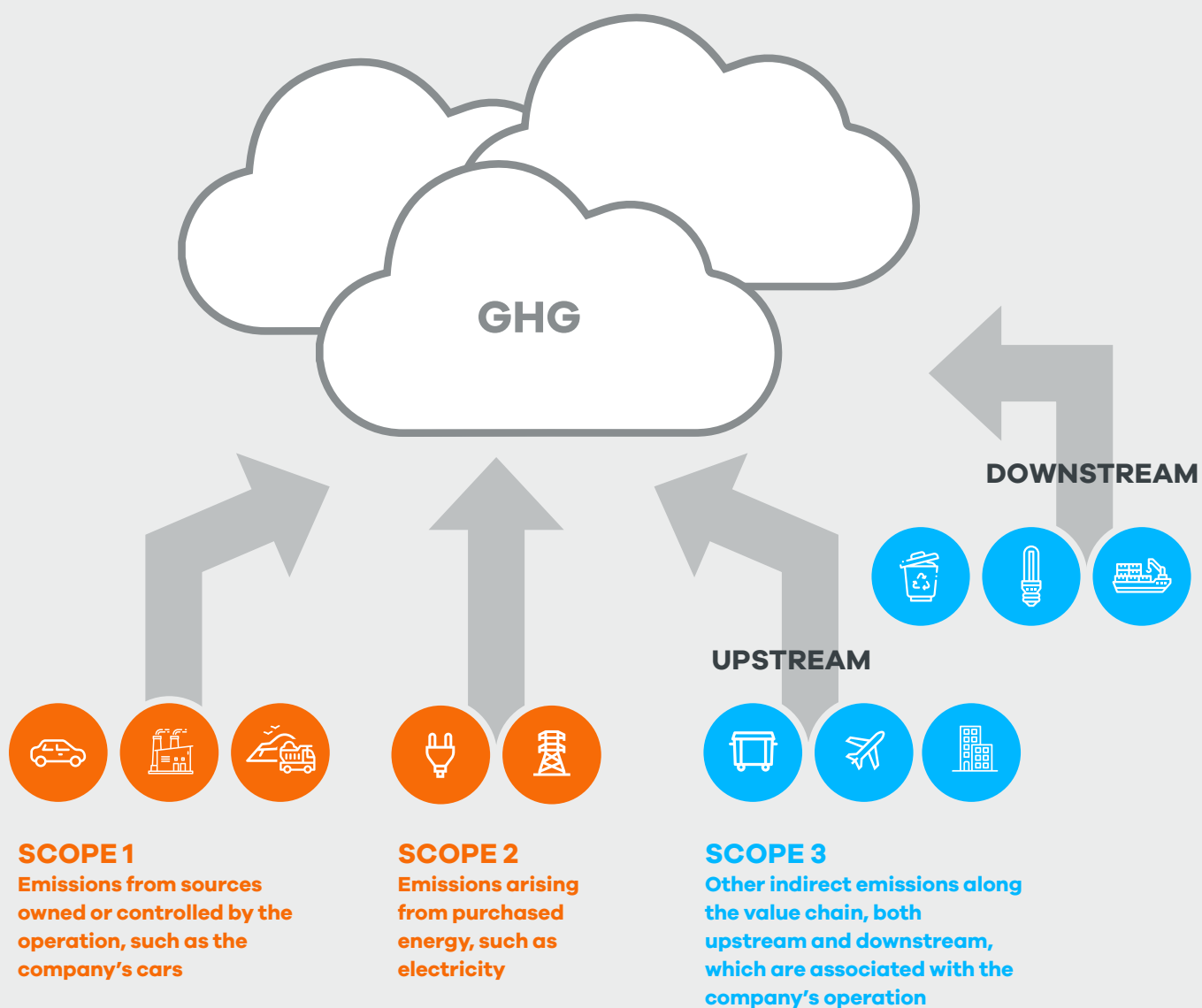
13 BEKÄMPA KLIMAT-FÖRÄNDRINGARNA

Target 13.2 Integrate climate change measures into policies and planning

Climate change is one of the greatest challenges of our time and must be mitigated to create the conditions for tackling poverty and ensuring long-term sustainable development. By promoting digitalisation, which among other things contributes to a more energy-efficient use of resources, as well as efforts to reduce both direct and indirect carbon emissions along the value chain, Lime wants to contribute to sustainable growth and highlight the urgency of the issue.

Climate impact

The GHG Protocol classifies a company's greenhouse gas footprint in three different Scopes: Scopes 1, 2 and 3

GHG

DOWNSTREAM

UPSTREAM

SCOPE 1
Emissions from sources owned or controlled by the operation, such as the company's cars

SCOPE 2
Emissions arising from purchased energy, such as electricity

SCOPE 3
Other indirect emissions along the value chain, both upstream and downstream, which are associated with the company's operation

Environmental Performance Indicators 2022

In accordance with NASDAQ's voluntary ESG Reporting Guide, Lime Technologies reports key environmental performance indicators. The performance indicator work serves as a starting point for both improving the company's sustainability performance and further developing the annual transparent sustainability reporting.

Overview, climate impact

Estimated CO_2 emissions

Area	2022	2021
Business trips with company cars	19,735 kg CO_2	N/A
Energy and district heating for offices	36,353.1 kg CO_2	47,303 kg CO_2
Business trips with privately owned cars	18,155 kg CO_2	N/A
Use of hardware	104,356 kg CO_2	N/A
Total emissions	**178,599 kg CO_2**	**47,303 kg CO_2**
Total emissions/kSEK	**0.364 kg CO_2/kSEK**	**0.117 kg CO_2/kSEK**

Comments on the comparative figures

As is clear from the table above, the comparative figures are affected by the absence of a lot of data from previous years. The significant increase in CO_2 emissions shown in the overview is therefore due to the fact that direct emissions in the form of business travel with company cars (scope 1), as well as indirect emissions (scope 3) in the form of business travel with privately owned cars and use of hardware, were not included in the calculations for 2021.

Comments on the environmental performance indicators

Intensity reporting A common way to report key figures is to compare them to the size of the organisation. For 2022, Lime reports its emissions related to total sales (SEK thousand) and in some cases to additional relevant variables depending on the type of performance indicator.

Energy Lime Technologies' reported energy consumption for 2022 is both direct and indirect via purchased energy.

Direct emissions from self-owned and self-controlled sources come from the company cars used in operations, which currently only applies to the Nordic countries. The calculations are based on fuel consumption reported by the suppliers where Lime has contracts.

Indirect emissions come mainly from energy purchased for the operation of the business (electricity) and for the heating/cooling of premises (district heating).

The reported electricity consumption is based on invoices, except in one case where electricity is included in the annual rent and was therefore calculated (see table below). District heating consumption has in most cases been calculated: in cases where there is an annual adjustment by the landlord for the past year, it is often provided too late to be included in the annual reporting.

Renewable energy Lime Technologies' primary energy source is solar energy, via the agreement on solar cell-based electricity that Lime entered into with Svea Solar's solar cell park in Sjöbo, where 300 MWh has been allocated to Lime Technologies annually since 2020.

Energy consumption from self-owned or self-controlled sources
Hybrid, petrol and diesel cars

Country	Estimated CO_2 emissions	Comment/conversion factor
Sweden	Petrol: 48,367.31 kWh Diesel: 179.34 kWh	9.044 kWh/litre petrol 9.9633 kWh/litre diesel
Norway	Petrol: 4,087.89 kWh	9.044 kWh/litre petrol
Denmark	Petrol: 7,072.41 kWh	9.044 kWh/litre petrol
Finland	Petrol: 5,607.28 kWh	9.044 kWh/litre petrol
Total energy consumption	**65,314.23 kWh**	
Total energy consumption per kSEK	**0.133kWh/kSEK**	**Net sales kSEk 490,350**

Energy consumption from purchased energy
Electricity consumption and heating of premises

Offices	Estimated CO_2 emissions	Comment/conversion factor
Lund, Sankt Lars väg 46 1612 m²	Electricity: 89,160 kWh District heating: 274,821 kWh	
Lund, Sankt Lars väg 43 287 m²	Electricity: 10,060 kWh District heating: 48,929 kWh	
Stockholm 1019 m²	Electricity: 39,343 kWh District heating: 119,103 kWh	
Gothenburg 738 m²	Electricity: 45,399 kWh District heating: 3,090 kWh	
Gävle 164 m²	Electricity: 976 kWh District heating: 2,828 kWh	
Oslo 510 m²	Electricity: 38,315 kWh District heating: 45,476 kWh	
Helsinki 289 m²	Electricity: 10,245 kWh District heating: 25,500 kWh	
Copenhagen 288 m²	Electricity: 5,459 kWh District heating: 24,010 kWh	
Utrecht 225 m²	Electricity: 3,438 kWh District heating: 15,184 kWh	
Cologne 381 m²	Electricity: 5,130 kWh Oil: 26,895 kWh	
Total energy consumption	**806,361 kWh**	
Total energy consumption per kSEK	**1.644 kWh/kSEK**	**Net sales kSEk 490,350**

Direct and indirect greenhouse gas emissions from the operation itself

Direct and indirect greenhouse gas emissions from the operation itself (in Lime's case, these emissions consist solely of CO_2), in what are generally defined as Scopes 1 and 2 (see figure on p. 21) and are related to the fuel consumption of vehicles (Scope 1) and to the consumption of purchased energy (Scope 2) required for the operation of the business and for heating/cooling the premises.

Emissions from self-owned or self-controlled sources
Hybrid, petrol and diesel cars

Country	Estimated CO_2 emissions	Comment/conversion factor
Sweden	Petrol: 14,612.02 kg CO_2 Diesel: 57.01 kg CO_2	Emission factor petrol: 2.73224 Emission factor diesel: 3.16698
Norway	Petrol: 1,234.97 kg CO_2	Emission factor petrol: 2.73224
Denmark	Petrol: 2,136.61 kg CO_2	Emission factor petrol: 2.73224
Finland	Petrol: 1,693.99 kg CO_2	Emission factor petrol: 2.73224
Whole operation: **Total emissions**	**19,735 kg CO_2**	
Total emissions per kSEK	**0.04 kg CO_2/kSEK**	**Net sales kSEk 490,350**

Emissions from purchased energy
Electricity consumption and heating of premises

Offices	Estimated CO_2 emissions	Comment/conversion factor
Lund	Electricity: 0 kg District heating: 0 kg	Fossil-free electricity with zero emissions Fossil-free district heating with zero emissions
Stockholm	Electricity: 0 kg District heating 4,168.6 kg	Fossil-free electricity with zero emissions District heating: 0.035 kg CO_2/kWh
Gothenburg	Electricity: 0 kg District heating: 197.8 kg	Fossil-free electricity with zero emissions District heating: 0,064 kg CO_2/kWh
Gävle	Electricity: 0 kg District heating: 107 kg	Fossil-free electricity with zero emissions District heating: 0.003 kg CO_2/kWh
Oslo	Electricity: 0 kg District heating: 591.2 kg	Solar power with zero emissions District heating: 0.013 kg CO_2/kWh
Helsinki	Electricity: 0 kg District heating: 10,200 kg	Solar power with zero emissions District heating: 0.198 kg CO_2/kWh
Copenhagen	Electricity: 0 kg District heating: 9,604 kg	Solar power with zero emissions District heating: 0.068 kg CO_2/kWh
Utrecht	Electricity: 0 kg District heating: 3,416 kg	Solar power with zero emissions District heating: 0.225
Cologne	Electricity: 0 kg Oil: 8,068.5 kg	Solar power with zero emissions Oil: 0.3
Whole operation: **Total emissions**	**36,353.1 kg CO_2**	
Total emissions per kSEK	**0.074 kg CO_2/kSEK**	**Net sales kSEk 490,350**
Total emissions per m²	**6.594 kg CO_2/ m²**	**Total area 5,513 m²**

Other indirect GHG emissions

During 2022, Lime also started mapping and reporting indirect emissions along the value chain linked to its own operations, i.e., Scope 3 in the figure on page 24. This report presents Scope 3 emissions in the area of Purchased goods and services as the first category. Emissions from hardware and business travel by private car are shown below. In future Scope 3 analyses, it is likely that emissions from business travel in the form of flights, trains and other means of transport will also be included, as well as emissions generated by energy consumption for data storage in cloud-based solutions for both Lime's own use and the storage of customers' data.

The calculations in the table below are based on Lime's internal records of the number of each piece of hardware owned and distributed by the company, and on the suppliers' indication of the total climate impact for each model of IT product divided by the estimated average lifespan of each product.

Indirect emissions throughout the value chain
Use of hardware

Hardware	Estimated CO_2 emissions	Comment/conversion factor
Computers Number: 478	Lifespan: 26,395.5 kg/year	CO_2 equiv. lifespan/unit: 220.88 kg Estimated lifespan: 4 years
Mobile phones Number: 279	Lifespan: 6,045 kg/year	CO_2 equiv. lifespan/unit: 65 kg Estimated lifespan: 3 years
Screens Number: 686	Lifespan: 71,485 kg/year	CO_2 equiv. lifespan/unit: 521.03 kg Estimated lifespan: 5 years
Whole operation's hardware: Total emissions	**104,356 kg CO_2**	
Total emissions per kSEK	**0.213 kg CO_2/kSEK**	**Net sales kSEk 490,350**

The second category of Scope 3 emissions presented belongs to the business travel category, where a significant share is made up of business travel in privately owned cars. The calculations on the following page are based on travel calculations from the payroll system, as well as the average energy efficiency of vehicles in Sweden as a majority of the emissions are generated in our home market. Figures do not include the Netherlands.

Business trips in privately owned cars

Country	Estimated CO_2 emissions	Comment/conversion factor
Sweden	14,635 kg CO_2	140 g CO_2/km
Norway	56 kg CO_2	140 g CO_2/km
Denmark	519 kg CO_2	140 g CO_2/km
Finland	2,867 kg CO_2	140 g CO_2/km
Germany	79 kg CO_2	140 g CO_2/km
The Netherlands	No data available	
Whole operation (excl. The Netherlands) Total emissions	**18,155 kg CO_2**	
Total emissions per kSEK	**0.037 kg CO_2/kSEK**	**Net sales kSEk 490,350**

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The Sustainability report, like all other reports, annual reports and presentations are published at investors.lime-technologies.com where it is also possible to subscribe to mailings containing financial and company-related information.