



CTC Analytics AG

Sustainability Report

## Management Commitment / Sustainability Commitment

Sustainability is a key part of our strategy/values - this already since the foundation of the company in 1984. It is deeply anchored in our business activities and investment decision-making. Our commitment goes far beyond compliance with legal requirements. We are convinced that a careful use of resources is key to our long-term success. Consequently, we live a very sustainable culture in our company, which shapes the decisions and behavior of our employees.



## No Poverty

1 NO POVERTY



CTC pays reasonable salaries and ensures a decent standard of living for employees and their families.



Furthermore, the company provides an exceptionally good package for private pension provision, so that all employees are financially well protected in old age in addition to the government pension plan.



## Good Health

3 GOOD HEALTH



CTC offers employees twice a week a guided group exercise class at the nearby fitness center.

Every employee is provided with an ergonomic workplace with height-adjustable desks.

Our employees are insured by CTC for both private and work accidents. To ensure optimal health care and rapid recovery, 1st class insurance is provided.



## Good Health

3 GOOD HEALTH



Furthermore, company's bicycle infrastructure is well developed. Employees who come by bicycle have access to a well-developed bicycle shelter with adjoining checkroom facilities. There are charging points for e-bikes. At nearby train station, CTC operates a bike box where employees can park their bikes in a protected area. The company regularly participates in the bike to work program.



## Quality Education

4 QUALITY EDUCATION



Every year, CTC provides a considerable sum of money for the training of its employees. In this way, the company ensures that its workforce has a good and up-to-date level of education.

The company also offers multi-year formation with national graduation for young people in various professions.

To make it easier for teenagers to start their careers, the company offers internships and vacation jobs.



## Gender Equality

5 GENDER  
EQUALITY



At CTC, women receive the same remuneration as men for work of equal value, as is also stipulated in Swiss law.

Thanks to a system that allows specialist careers as well as management careers, all employees, regardless of gender, have the same opportunity for professional development.



## Clean Water and Sanitation

### 6 CLEAN WATER AND SANITATION



CTC uses natural spring water for its water supply, which requires neither energy-intensive treatment nor chemical treatment.

To further preserve the resource of spring water, CTC collects rainwater and uses it to flush toilets.

All wastewater is collected and treated in a wastewater treatment plant so that it can be returned to the natural water cycle.



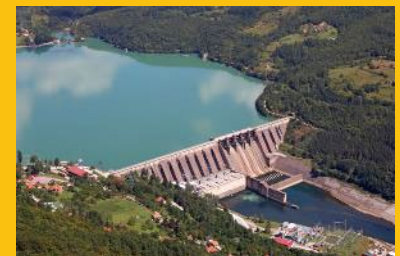
## Renewable Energy

### 7 RENEWABLE ENERGY



With the installation of a large-scale rooftop solar power plant in 1994, CTC is one of the pioneers of industrial self-supply of solar power.

The company still purchases about 210 MWh of external electricity yearly (100% CO2 neutral), about half of which is generated by hydropower. We are constantly working on optimizing energy consumption and implementing energy-saving projects. Combined with the building extension, it is planned to extend solar power production to cover CTC's energy demand entirely through solar energy.



## Renewable Energy

7 RENEWABLE ENERGY



A wood pellet heating system is used for CO2 neutral heat production.



One third of the company's vehicles run on an electric drive. Charging stations are available for private vehicles, where employees can recharge their vehicles at cost price.



## Good Jobs and Economic Growth

### 8 GOOD JOBS AND ECONOMIC GROWTH



CTC offers its employees very high-quality workplaces, both in production and in the office.

CTC is constantly developing its solutions together with its customers, so that more and more laboratories can benefit from top-class automation.



## Innovation and Infrastructure

### 9 INNOVATION AND INFRASTRUCTURE



Employees are explicitly given free time to pursue ideas and innovations. We live innovation culture.



Our well-developed infrastructure meets the high requirements of the various teams.



## Reduced Inequalities

10 REDUCED INEQUALITIES



At CTC, people work together regardless of age, gender and national origin.



## Responsible Consumption

12 RESPONSIBLE  
CONSUMPTION



For almost half of the purchasing volume, CTC uses packaging cycles to consistently avoid disposable packaging in the form of plastic and cardboard. When selecting suppliers, the transport distance is a criteria to reduce impact on environment.



Our products are designed to be very durable and consume little energy in operation.

Our products are REACH and RoHS compliant and improve with the constant development of these regulations



## Responsible Consumption

12 RESPONSIBLE  
CONSUMPTION



Where waste is still generated, company carries out strict waste separation and ensures that all recyclables are sent for recycling.

CTC is also committed to keeping travel activities to the necessary minimum. Accordingly, a good infrastructure is available for online meetings, which is actively used.

To promote the use of public transport, CTC pays its employees the Half-Fare Card which can be used for travel throughout Switzerland.



# The global Goals

CTC Analytics

For Sustainable Development

