

Regulatory design based on market trends and environmental sustainability

Copenhagen

26 April 2024



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At the core of CTT's Values



TRUST

We develop our activity with honesty and consistency, building relationships of trust that generate credibility with all stakeholders



SUSTAINABILITY

We are responsible in the social, environmental and economic dimensions with everyone we interact with. We protect our future and that of new generations



COMMITMENT

We work with commitment, dedication and diligence, resiliently to achieve our goals vis-à-vis all stakeholders



PROXIMITY

We are close and we bring people and companies together. We connect people and companies. We work with our focus on the needs of our customers



FOCUS ON THE CUSTOMER

We are customer centric in everything we do. We serve to their need, with the aim of exceeding their expectations

An aerial photograph of a winding asphalt road through a dense, lush green forest. The road curves from the top left towards the bottom right. A red semi-transparent overlay covers the top-left portion of the image. In the bottom right corner, there is a red triangular graphic containing the white text 'ctt'. A small red truck with 'ctt' written on its side is visible on the road in the lower right quadrant.

ESG Strategy

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An horizontal strategy ...



... underpinning business objectives and engaging stakeholders



Regulatory requirements

- Corporate Sustainability Reporting
- Contribution to environmental goals
- Reaching social requirements (e.g.. gender gap)
- Meet minimum selection criteria
- Due Diligence



Shareholders and Investors

10-20% valuation uplift possible for companies with strong sustainability focus



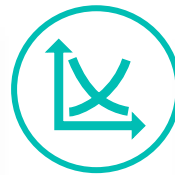
Employees

Priorities include participative engagement, recognition of merit, employee experience and retention, or management of diversity



Consumers

- Expectations convenience, responsibility and environmental care
- Priorities also include improvement of customer communication



Suppliers

Contribute to a significant portion of a company's environmental footprint, and involve social implications, such as labor practices, working conditions and human rights



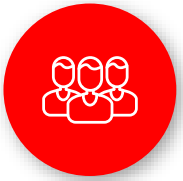
Communities and the Planet

Good corporate citizenship, in social and environmental terms



Climate change mitigation and adaptation (E)

- 100% of green vehicles in the last mile up to 2023 (50% by 2025)
- Reduction of 55% gross carbon emissions until 2030 with aim of compensating the balance
- Reach 80% of recycled and/or reusable packaging by 2025, and 100% by 2030



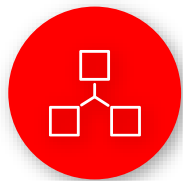
Caring people and diversity experience (S)

- Gender parity of top and mid-management by 2025
- One of the top employers in Portugal by leveraging employees' centric culture as one of the key priorities



Ambitious promotion of our local community (S)

- Allow CTT employees' active participation and an investment of 1% of EBIT, in volunteering and social impact programs that positively impact local communities by 2025



Leading ESG operating model (G)

- Introduce specific incentives linked to ESG goals to 50% for top and mid-management by 2025 and boost employee engagement

Linked with SGDS

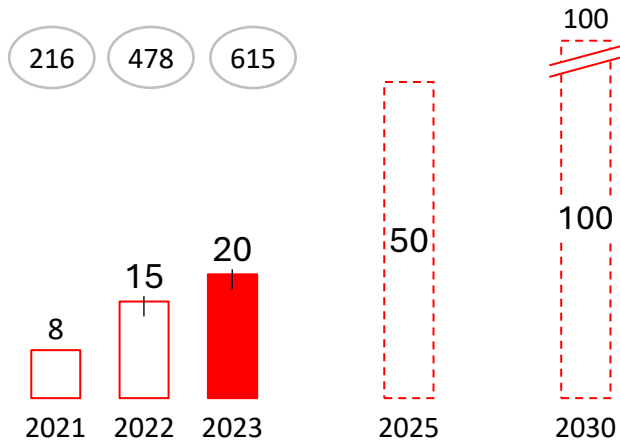


Last mile fleet electrification is picking up towards objectives and so is gender parity , recycled materials and social impact programs

2023 Review

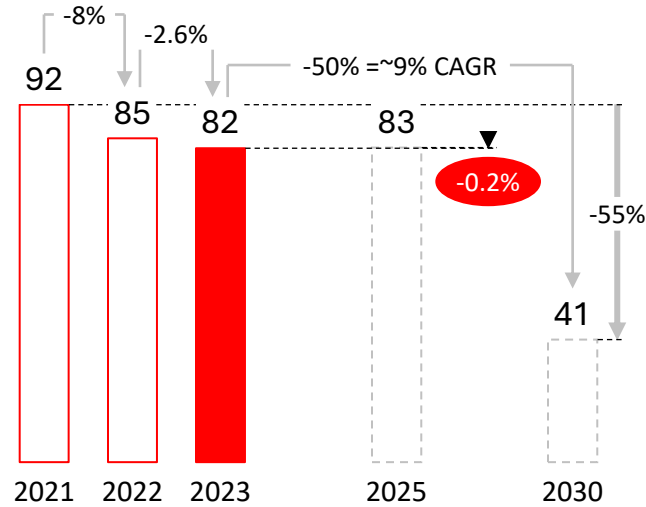
Last mile green vehicles (own fleet)

○ # electric vehicles

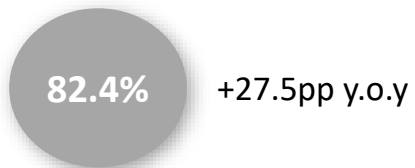


Carbon emissions reduction¹

thousand tonnes; % change vs. prior year

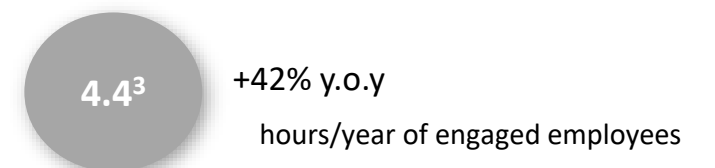


Recycled and/or reusable packaging



Already within of the 2025 targets

Volunteering & social programs participation



¹Reduction of carbon emissions related to transport activity (owned + subcontracted fleets)

²In 2023, there was an increased proportion of women in the Board and, especially, in the 1st Line Directors (+1,2 p.p. YoY). This was slightly offset a higher rate of male hiring as 2nd Line directors.

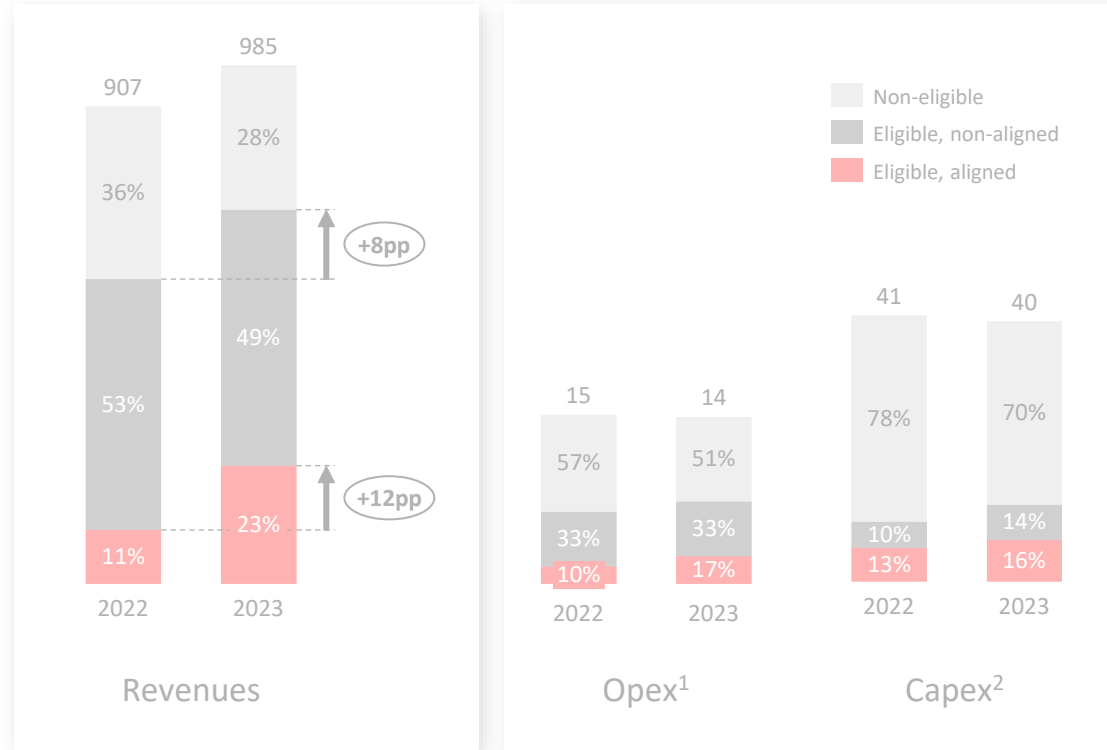
³17 initiatives, +400 participants, ~1,834 volunteering hours

Significant progress regarding sustainability reporting

2023 Review

Taxonomy, eligibility & alignment

% of Revenues, Opex and Capex



- **Eligible activities:** 72.2% of consolidated revenues (+8.1 pp yoy given the incorporation of air transport)
- **Aligned activities:** 22.8% of consolidated revenues (+11.5 pp yoy primarily due to last mile fleet electrification)

¹For taxonomy purposes, opex only includes buildings renovation/maintenance, non-capital R&D, short term leases and other non-capital lease costs and other expenses directly related to the maintenance of tangible assets or investment properties.

²For taxonomy purposes, capex is required to include new vehicles lease contracts booked as right of use and remeasurements.

E + S + G



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Goals and targets



How?

- ✓ Recognise intrinsic value in ESG policies
- ✓ Design operations and internal processes accordingly- Identify the highest-impact areas of intervention and set a plan to address priorities and gaps
- ✓ Alignment on ESG aspiration & roadmap
- ✓ Codification of ESG strategy and communication
- ✓ Reporting on sustainability since 2005 and adopted [integrated report](#) methodology in 2018

Committed to deliver



Better



Greener



Faster



An aerial photograph of a road bridge crossing a large body of water. The bridge is a multi-lane road with a central median. A red car is driving on the bridge. The water is a deep green color. There are some trees and a small landscaped area on the bridge. A red graphic overlay is in the top left corner.

Committed to deliver

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