

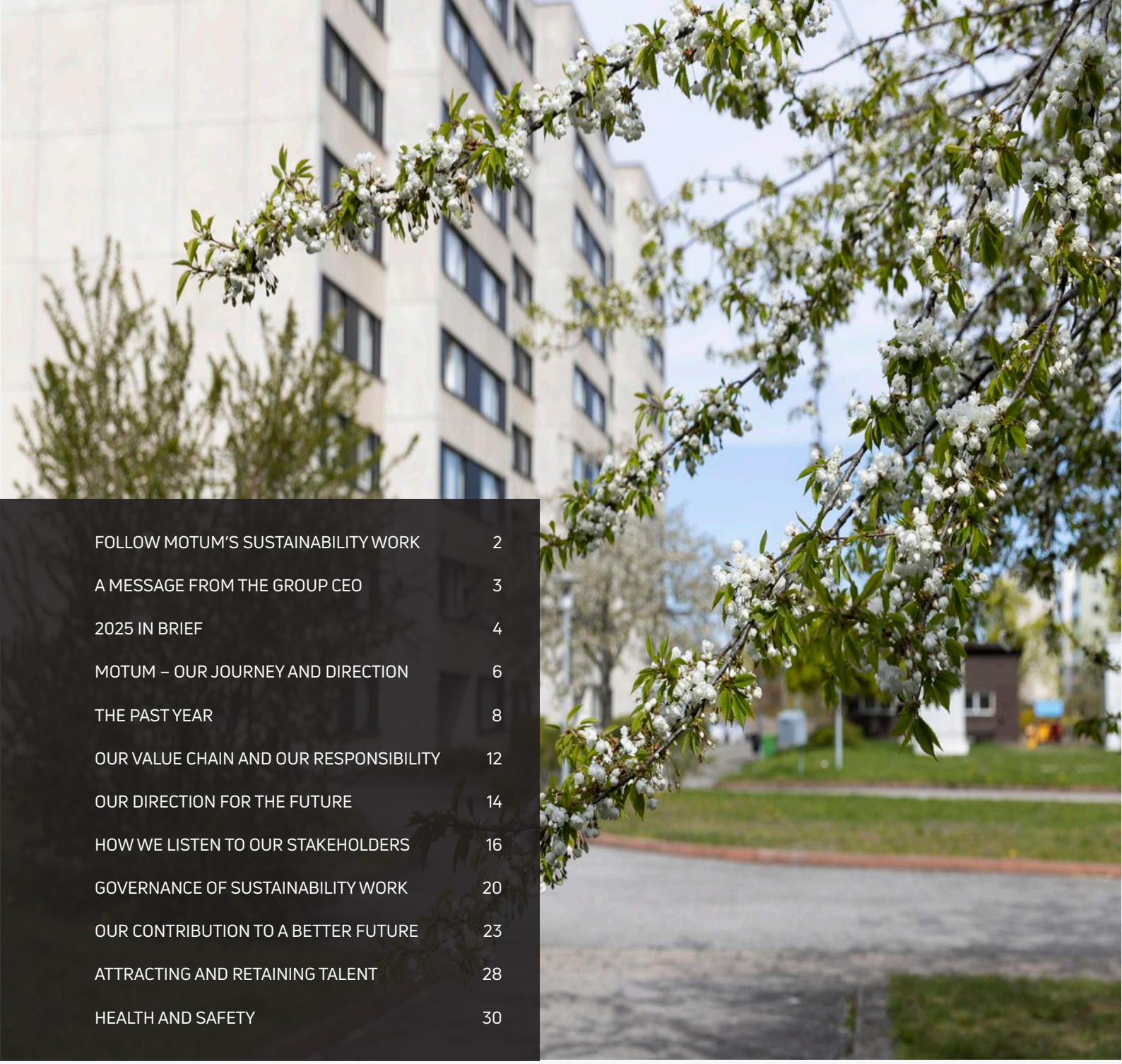
Sustainability Report for 2025

Motum Group

MOTUM

MITSUBISHI ELECTRIC

STRATEGIC PARTNER | BUILDING SOLUTIONS



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Keep up to date with Motum's sustainability work

Welcome to Motum AB's sustainability report for the financial year 2025. In this report, we summarise the risks, opportunities and priorities that have influenced our operations during the year, as well as how we are continuing to develop our sustainability work with the ambition of being the obvious choice for the conscious lift and door buyer.

The report focuses on the sustainability issues we consider most material for Motum and where our impact is greatest in terms of environmental, social and economic sustainability.

SCOPE AND DELIMITATION

This is Motum's sixth sustainability report, prepared in accordance with the Annual Accounts Act. The data and information cover the period from 1 January 2025 to 31 March 2026, as Motum is transitioning to a split financial year. Staff data is reported as the number of employees (Head Count) and has been sourced from the HR system. Companies in Norway and Ireland will be fully included in future sustainability reports.

For questions about this report or Motum's sustainability work, contact **info@motum.se.**

> Motum aims to be more than just a lift and door company. We want to be a driving force in the industry – through responsibility, expertise and solutions that create value for the environment, people and customers.



A message from the Group CEO

Motum continues to develop as a long-term partner to our customers and as a driving force for a safer and more sustainable lift and door industry. Throughout 2025, our focus on the service, maintenance and modernisation of existing installations has been a central part of our strategy. This extends the service life of key building systems, reduces resource consumption and creates value for both customers and the environment.

STABLE PERFORMANCE

Despite a continued challenging economic climate globally, Motum has shown stable growth in 2025. Our strength lies in the combination of our local presence, the Group's collective expertise and our broad range of high-quality services. Through close customer relationships and strong technical expertise, we help our customers make well-informed decisions about their lifts and doors - at the right time.

Safety has been one of our top priorities this year. We have worked purposefully to develop our procedures and our safety culture. In 2025, we continued this work with the same high priority, including through the introduction of 11 Group-wide safety rules that clarify our expectations in day-to-day work. Through shared working methods, training initiatives, safety dialogues and site visits, we are creating better conditions for safe working - every day and at every workplace. Safety is a fundamental part of how we conduct our business and how we take responsibility for our employees, customers and business partners.

STRONGER TOGETHER

Our collaboration with Mitsubishi Electric has also taken significant steps forward. We have now installed our first Mitsubishi lifts in Sweden. In 2025, we also established our operations in Europe through the acquisition of Ascension Lifts in Ireland. Together, these developments give us a clearer international position and create new opportunities to share experiences, working methods and technical expertise across national borders.

At the same time, our sustainability work has made significant progress. Since 2020, we have reduced fossil carbon dioxide emissions from our own transport by 53 per cent, whilst turnover has increased by over 50 per cent. We have achieved this, amongst other things, through increased use of renewable fuels and electric vehicles.

We are also continuing to work on more efficient working methods and smarter use of resources. In the areas of digitalisation and IT, for example, we are identifying new opportunities to simplify our employees' work, strengthen information security and provide our customers with faster service, clearer information and simpler ways to get in touch. In this way, we can create a simpler and better customer experience.

SKILLS FOR THE FUTURE

Our staff are our most important resource, which is why securing the right skills is a crucial part of our long-term development. Through initiatives such as Motum Academy and ongoing training programmes, we create opportunities for more people to grow within the industry and for our employees to continue to develop alongside us. This strengthens both our ability to meet our customers' needs and our role as an attractive employer.

I hope you enjoy reading this.



Fredrik Eliasson
Group CEO, Motum AB

2025 at a glance



1,1
billion SEK in turnover

Motum has reduced fossil carbon dioxide emissions from its own transport operations per vehicle by 53 % since 2020.

CSI
4,1

NMI
12

Motum reduces its environmental impact by modernising elevators rather than installing new ones - a solution that results in up to 70% lower environmental impact*

69%
of the diesel refuelled consist of HVO100

* Source: Willberg, A. & Peterson, H. (2025) Climate Impact Of Elevator Systems - A Comparative Life Cycle Assessment of Modernization and New Installation. Thesis at Malmö University.

23%
of Motum's vehicle fleet consists of electric vehicles

approx. 450
employes

30 000 lifts and 9 000 doors under maintenance

Motum helps ensure accessibility throughout society through the regular service and maintenance of elevators and doors.



The Motum Group's management system is certified to ISO 9001, 14001 and 45001

Strengthened safety measures - 11 safety rules were introduced

23% **EcoVadis sustainability assessment**
Among the top 23 % of companies in our industry category

Motum – our journey and direction

We are one of Sweden's leading players in the lift and door industry, with strong local roots and expertise in servicing, modernisation and new installations.

The Motum Group was formed in 2013, but many of the Group's subsidiaries have been in existence for considerably longer than that. Motum Stockholm AB was formed in 2024 through a merger of ITK and Hiss-gruppen. These companies are the Group's oldest subsidiaries and were established as far back as the 1970s. Since the Motum Group was formed, we have grown steadily and are now the Nordic region's largest independent lift and door supplier, with around 450 employees and a turnover of 1.1 billion kronor. Motum has also been present in Norway since 2017 and in Ireland since 2025. The fact that Motum positions itself as the sustainable lift and door group is both a reality today and an ongoing objective for the future. Although we have a clear focus and always strive to find solutions that are good for both people and the environment, we still have a great deal of work ahead of us. Climate change is one of the major challenges of our time, and we all have a responsibility to contribute to more sustainable development. That is why, wherever possible, we advocate modernisation over new installations - an approach that results in at least a 50 per cent reduction in environmental impact.

VISION
Motum aims to be the obvious choice for the discerning lift and door buyer. Together, we are leading the development of lift and door solutions in an innovative, sustainable and responsible way into the future with a clear life-cycle perspective.

MISSION
With sustainability at the heart of what we do, we provide people and business with lift and door solutions that enable them to live and operate to their full potential.

BUSINESS CONCEPT
Motum offers sustainable, innovative and flexible lift and door solutions. Through local entrepreneurship, expertise and an understanding of each customer's unique needs, we deliver the best long-term solutions.

CORE VALUES
Motum has established three core values that guide the way we work and describe what we stand for. Our core values permeate our corporate culture and help us achieve our goals and vision.

Simplicity
By keeping everything we do simple, we make everyday life easier for our customers and staff.

Commitment
We approach every project with energy, dedication and care.

Sustainability
By thinking sustainably in everything we do - people, the environment and the economy - we become a responsible and long-term partner.





We aim to lead the development of lift and door solutions in an innovative, sustainable and responsible way into the future, with a clear life-cycle perspective.

By thinking sustainably in everything we do - people, the environment and the economy - we become a responsible long-term partner.

The past year

2025 has been a year characterised by continued uncertainty in the world around us, but also by a gradual stabilisation of the Swedish economy. Geopolitical tensions, trade policy concerns and climate-related risks have continued to affect both businesses and society.

During the year, inflation has moved closer to more normal levels. Lower interest rates and improved household finances have created better conditions for investment and a cautious economic recovery.

However, the construction and property market has continued to be characterised by caution. Housing construction has shown signs of recovery, albeit from low levels, and the market for new installations remains significantly weaker than in previous years.

For us, this means a continued focus on service, maintenance and modernisation. When investment in new construction is held back, it becomes increasingly important to look after and develop the facilities that already exist. By modernising and optimising existing lifts and doors, we can extend their technical lifespan, improve performance and safety, whilst reducing the need for new resources.

This is very much in line with our approach to sustainability - using resources wisely, extending the service life of existing installations and, at the same time, creating a long-term sustainable business.

Collaborative efforts within the Group

In 2025, work continued on creating a more consistent approach across the Group. Our aim is for our customers to experience the same high standards of quality, service and professionalism regardless of which Motum company they come into contact with, whilst at the same time feeling a sense of local proximity and connection.

Our joint management system for the environment, quality and health and safety is a key foundation for this work. The Swedish operations remain certified to ISO 9001, ISO 14001 and ISO 45001, and during the year Motum AS in Norway was also certified to the same standards.

The Group has also continued to expand geographically. During the year, Motum established itself in the Irish market through the acquisition of Ascension Lifts. Towards the end of the year, further steps were taken in Norway with the merger of Motum AS and Uniheis into a single organisation under the name Motum AS.

In the Swedish market, AB Hisscompaniet Skåne was acquired. This strengthens our presence in Skåne and Blekinge and enables us to get even closer to our customers in the region. During the year, name changes were also implemented in Sweden to Motum Mitt, Motum Närke and Motum Syd.

This development gives us better opportunities to share expertise and experience between our companies and markets, whilst maintaining the local proximity that is an important part of Motum's way of working.

A SAFER WAY OF WORKING EVERY DAY

Health and safety has continued to be one of the Group's key focus areas in 2025. Following the workplace accident in 2023, we have devoted considerable effort to improving our working practices and, above all, to integrating safety issues more closely into our day-to-day operations.

The Group-wide safety group has continued its work, and we have further developed common procedures, training programmes and follow-up processes. Our work on 'safety walks' has also continued. The aim is simple - we need to be out on the shop floor, see how the work is actually carried out and, together with our employees, identify risks and opportunities for improvement.

A key part of this work is ensuring that safety is a natural part of everyday life, rather than simply something managed through rules and procedures. Good procedures are important, but they only make a difference when they are applied in day-to-day work.

Our aim is therefore to continue developing a culture where we talk about risks, react when something isn't right and help one another to work safely - every day.

SKILLS DEVELOPMENT FOR THE FUTURE

Motum's in-house technician training programme, Motum Academy, has continued throughout 2025 and is a key part of our long-term efforts to secure the right skills. The industry continues to have a significant need for qualified lift and door technicians, and through our own training programme we can combine theoretical knowledge with practical experience within our companies.

The programme consists of a one-year foundation course followed by a six-month advanced course. The practical elements take place at the company where the participant is employed, whilst the theoretical parts are mainly delivered at Motum Academy in Stockholm.

In addition to the technician training programme, we have carried out training courses and other skills-enhancing initiatives during the year in areas such as electrical engineering, health and safety, and security. This is an important part of both developing our staff and ensuring that we have the right skills for the future.



Motum's ambition is for our customers to experience the same high standards of quality, service and professionalism, regardless of which Motum company they come into contact with.

OUR ONGOING SUSTAINABILITY WORK

Sustainability has continued to be an integral part of Motum's business development in 2025. Our materiality analysis and the previously conducted dual materiality assessment have formed the basis for our ongoing work on targets, activities and monitoring within environmental, social and economic sustainability.

During the year, Motum carried out its first sustainability assessment via EcoVadis. In the overall assessment, Motum ranked amongst the top 23 per cent of companies in our industry category. In the area of ethics, the result was even stronger, with Motum ranking amongst the top 11 per cent of companies. This result provides us with both an external assessment of our sustainability work and a clearer picture of the
areas where we can continue to improve.
During the year, the framework for the EU's forthcoming sustainability reporting requirements has changed. Motum has therefore continued to monitor developments regarding the CSRD and the changes that have been decided and proposed within the EU. At the same time, we are continuing our work to improve our sustainability data and our internal processes. For us, it is not just a matter of meeting future reporting requirements. Good data and clear monitoring also give us better opportunities to identify areas for improvement and to make better business decisions.

Our efforts to reduce our climate impact have continued through, amongst other things, the electrification of our vehicle fleet, the use of renewable fuels and the development of charging infrastructure. We are also continuing our work to reduce resource consumption and extend the service life of existing lifts and doors through servicing, maintenance and modernisation.

For us, sustainability should not be a separate endeavour alongside our other operations. It should be an integral part of how we make decisions, develop our business and work with a long-term perspective.





Motum's sustainability vision is to lead the way towards a society where greater accessibility goes hand in hand with a more responsible use of the Earth's resources.

Our value chain and responsibility

Motum's operations are based on close collaboration between suppliers, our own companies and our customers. We therefore work continuously to identify and manage risks and opportunities both upstream and downstream in the value chain. This is an important part of our sustainability work and a prerequisite for us to be able to develop our offering and our geographical presence in the long term.

Customer dialogue as the basis for improvement

Customer satisfaction is a key foundation of Motum's operations and is closely linked to the quality of our deliveries, our customer service and how we work together with our customers.

Our customers operate across a range of different sectors, primarily in the construction and property sectors, but also in the manufacturing industry, the public sector and other areas. In 2025, we had around 30,000 lifts and 9,000 doors under maintenance.

Our technicians, supervisors and administrative staff are in daily contact with our customers. Professional expertise, commitment and a friendly approach are key to building trust and long-term customer relationships.

In our projects, we carry out regular follow-ups with clients and contractors to ensure that the delivery meets the customer's expectations. We also conduct regular customer surveys to understand what our customers value and where we need to improve. Customer feedback is a key part of our continuous improvement work.

SUPPLIER DIALOUGE AND RESPONSIBLE PROCUREMENT

The Motum Group has around 30 central supplier agreements, as well as local agreements managed by our subsidiaries.

A large proportion of our purchases consists of complete lifts and doors, or of components used in new installations, modernisation, servicing and repairs. These may include, for example, control systems, motors, doors and other technical components. We also purchase chemical products and consumables used in our day-to-day operations.

In addition, we have suppliers of, amongst other things, vehicles, fuel, workwear, IT and telephony, premises, insurance, training and services linked to our management systems.

Motum's procurement function works strategically with the Group's procurement whilst also providing support to our subsidiaries. Procurement follows established procedures which, amongst other things, require the monitoring and evaluation of key suppliers and subcontractors.

We expect our suppliers to adhere to the principles set out in Motum's Code of Conduct. The Code is based, amongst other things, on the ten principles of the UN Global



Compact and covers human rights, working conditions, the environment and anti-corruption.

Our preparations for the CSRD have led to closer dialogue with a number of our key suppliers and given us a better understanding of their sustainability work and the structure of our supply chains across multiple tiers. Although the framework for the CSRD changed during 2025, we continue to see value in this work.. A better understanding of the supply chain enables us to identify risks at an earlier stage and set clearer requirements in our procurement.

RISKS AND OPPORTUNITIES IN THE VALUE CHAIN

At Motum, risk analyses are carried out regularly in areas including finance, quality, the environment, health and safety, and sustainability.

These assessments are carried out at both operational and strategic levels.

In day-to-day operations, risk assessments are carried out for projects, recurring assignments and workplaces. When a risk is identified, the relevant manager or process owner is responsible for assessing the need for action and ensuring that these measures are implemented.

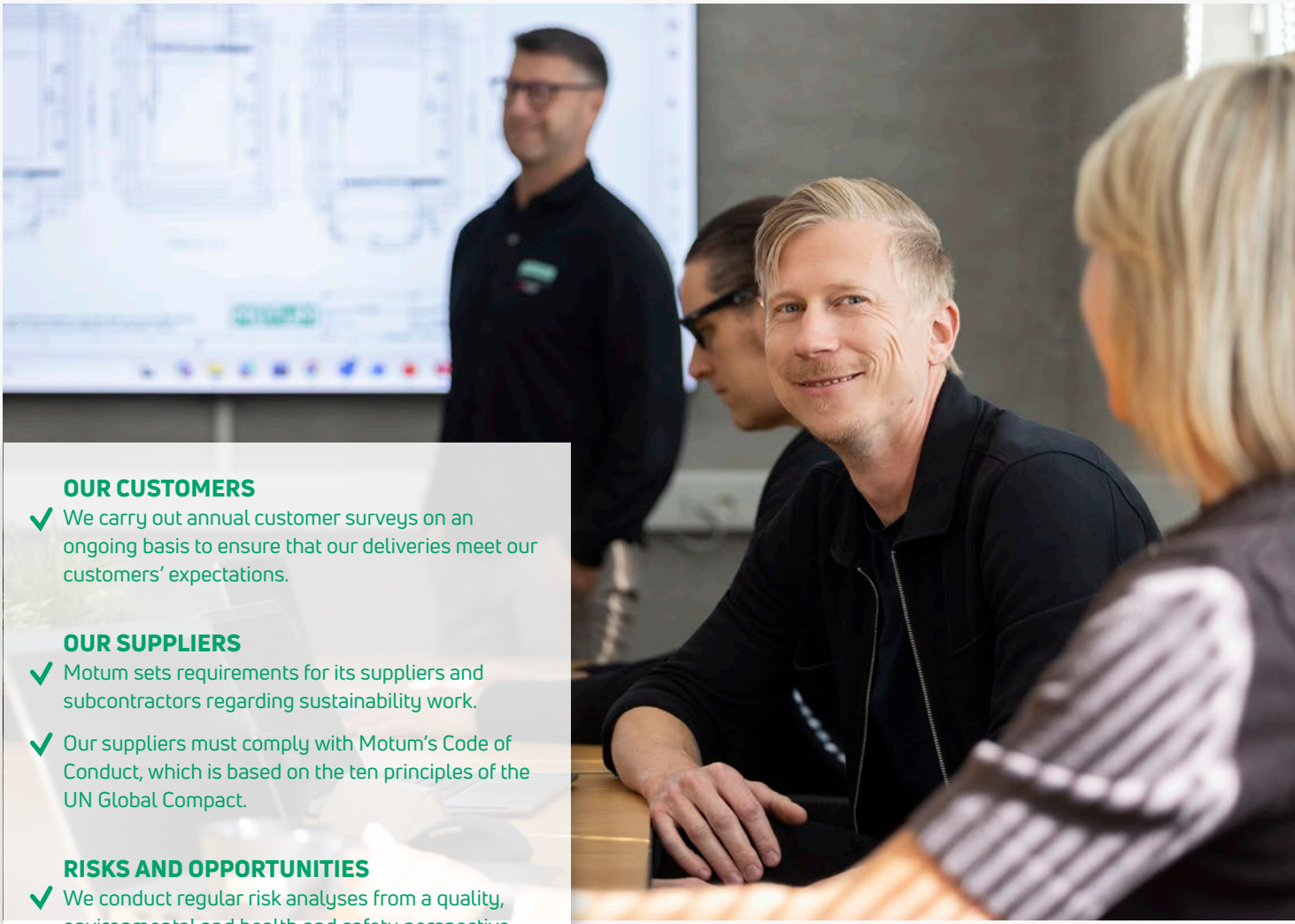
At Group level, a broader assessment is carried out of our most significant sustainability-related risks and opportunities. These include, amongst other things, the environment and climate, health and safety, human rights, working conditions and corruption, as well as financial, operational and brand-related risks.

Risks and opportunities are assessed from a value chain perspective where both probability and potential impact are taken into account. The results are used as a basis for prioritising the areas in which the Group needs to focus its efforts.

Based on previous risk and materiality assessments, Motum has structured its sustainability work into three levels: core areas, focus areas and Area of Excellence. These set the direction for our work and describe both the areas where we need to have systems in place and those where we wish to develop further.

The assessments are reviewed on an ongoing basis and updated as our operations or circumstances change. A new materiality assessment is carried out as and when necessary, or at least every four years.

By working systematically with risks and opportunities throughout the value chain, we can both reduce our environmental impact and develop our offering. For us, this involves, amongst other things, safer working practices, better procurement, more efficient use of resources and extending the service life of existing lifts and doors. This creates value for both Motum and our customers through a lower environmental impact and better overall cost-effectiveness over the lifetime of the installation.



OUR CUSTOMERS

- ✓ We carry out annual customer surveys on an ongoing basis to ensure that our deliveries meet our customers' expectations.

OUR SUPPLIERS

- ✓ Motum sets requirements for its suppliers and subcontractors regarding sustainability work.
- ✓ Our suppliers must comply with Motum's Code of Conduct, which is based on the ten principles of the UN Global Compact.

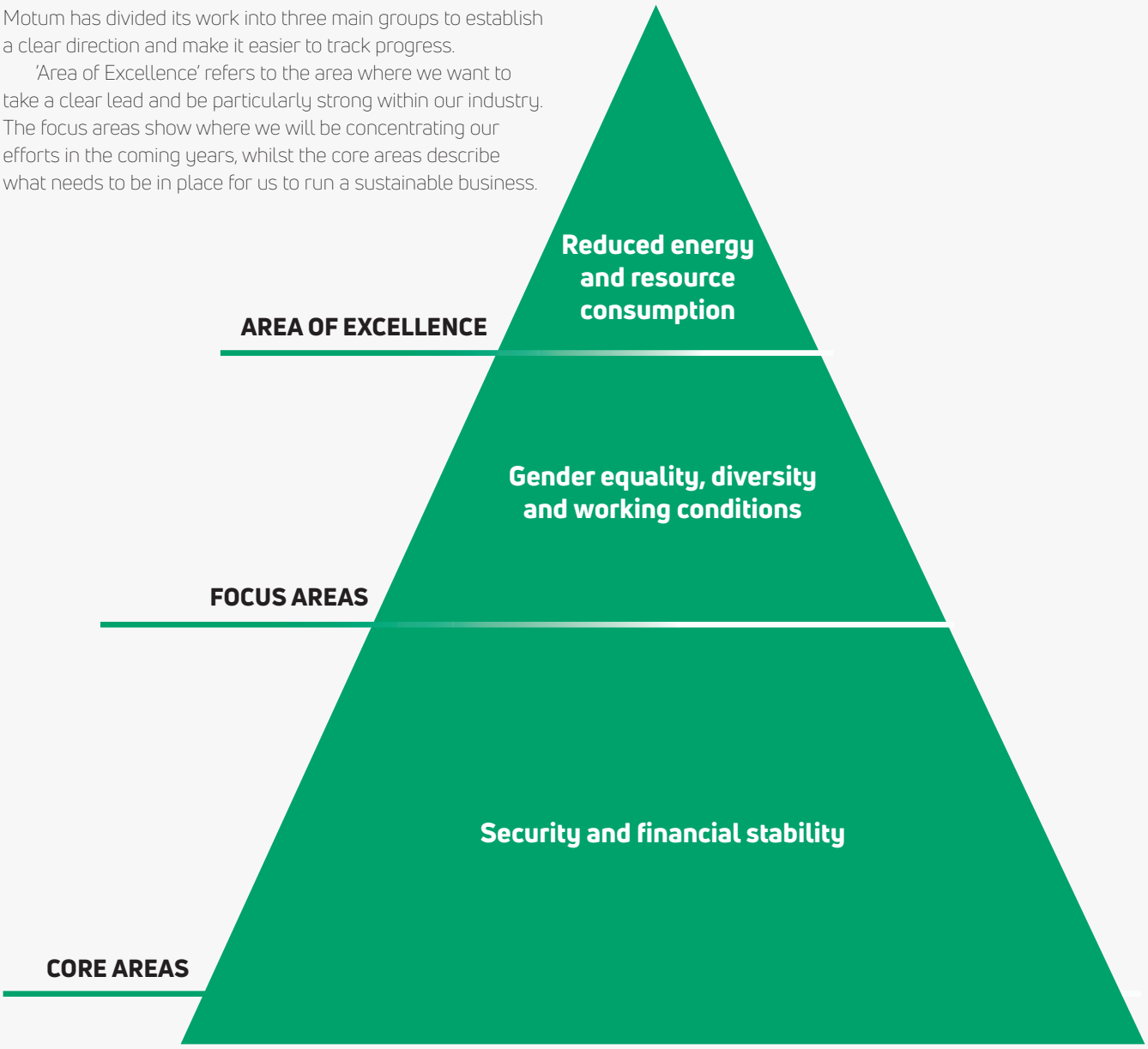
RISKS AND OPPORTUNITIES

- ✓ We conduct regular risk analyses from a quality, environmental and health and safety perspective.
- ✓ By preventing risks in the value chain, we can strengthen our position as a sustainable player in the lift and door industry.

Our direction for the future

Motum has divided its work into three main groups to establish a clear direction and make it easier to track progress.

'Area of Excellence' refers to the area where we want to take a clear lead and be particularly strong within our industry. The focus areas show where we will be concentrating our efforts in the coming years, whilst the core areas describe what needs to be in place for us to run a sustainable business.



Goals and the way forward

The Motum Group has overarching objectives relating to the market, people, the environment and finance. Together, these cover key aspects of our sustainability work and help us to monitor progress in a clear and structured way.

By continuing to develop our work in these areas, we strengthen both our business and our long-term profitability. In 2025, we therefore continued to work actively towards our business objectives.

This includes initiatives to increase customer and employee satisfaction, the continued renewal and electrification of the vehicle fleet, the procurement of fossil-free fuels, and measures to strengthen financial stability over time.

	OVERARCHING KEY OBJECTIVES
Market	The customer must always be satisfied with the service provided.
People	Motum shall be the best place to work in the industry.
Environ-ment	Motum shall minimise its environmental and climate impact.
Finance	We shall achieve a level of profitability that creates long-term financial stability, enabling growth.



We are proud to train new technicians at Motum Academy who contribute to a sustainable and accessible society.

How we listen to our stakeholders

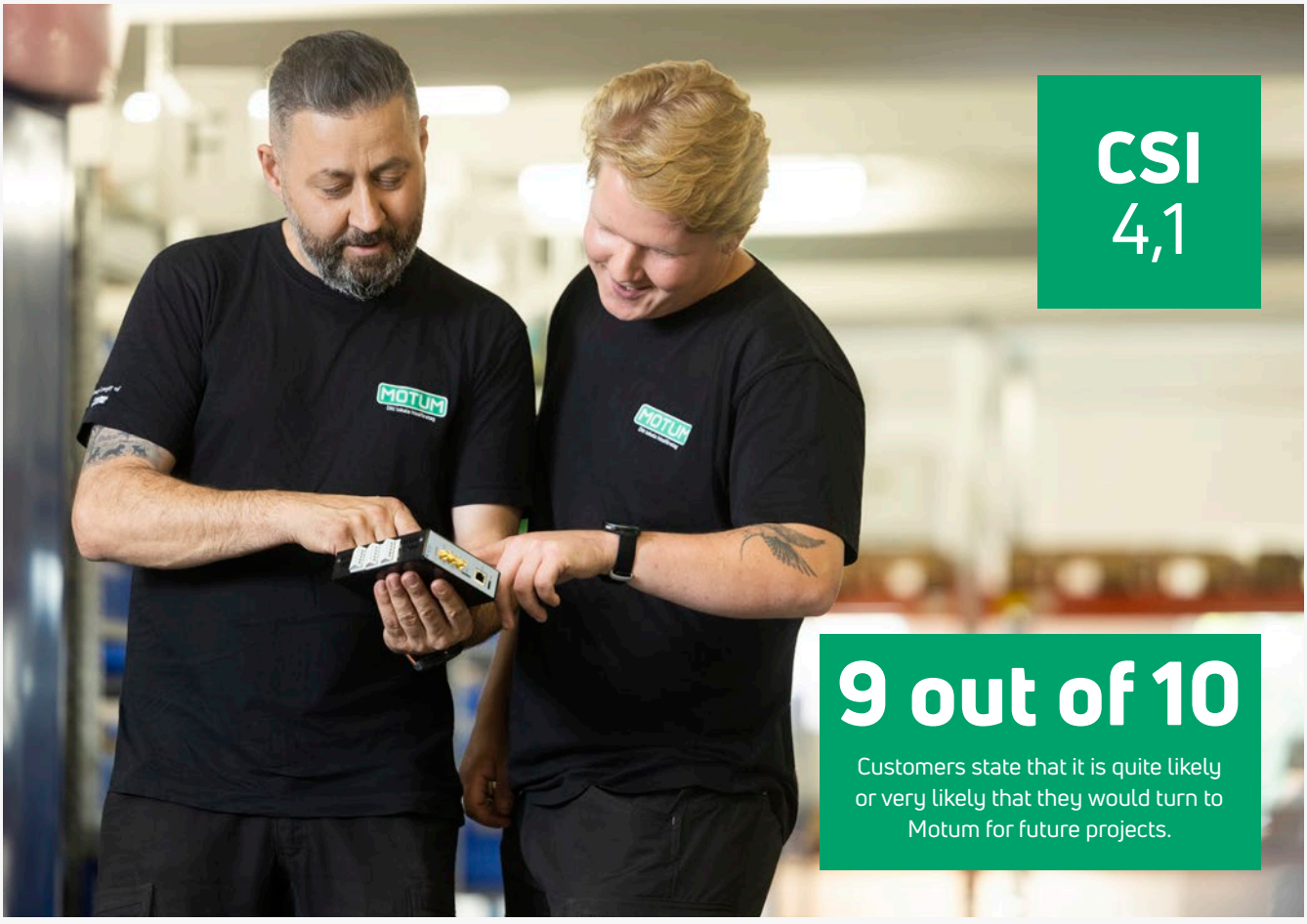
Close dialogue with our stakeholders is a key part of developing and prioritising Motum's sustainability work. Through our stakeholder analysis, we monitor the requirements, needs and expectations that our most important stakeholders have of us. This work is shaped in collaboration with customers, employees, owners, suppliers, public authorities and other stakeholders who, in various ways, influence or are influenced by our operations. The stakeholder analysis is reviewed annually and updated as necessary.

Customer survey

Motum maintains an ongoing dialogue with stakeholders to ensure that we meet the expectations placed upon us. As part of this, a Group-wide customer survey is conducted regularly to monitor how customers perceive our services and products.

The purpose of the survey is to show how customers perceive the subsidiaries and to identify strengths and areas for improvement in each company. It is also an important tool for monitoring Motum's overarching market objective: the customer must always be satisfied with the service provided. In the customer survey, the Group's average CSI is to reach 4.3 on a 5-point scale by 2029 at the latest. In 2025, the Group's CSI stood at 4.1, which is unchanged from 2024. The survey was conducted via an online questionnaire and sent to approximately 8,200 customers of Motum's companies in Sweden, Norway and Ireland. A total of 905 responses were received, corresponding to a response rate of 11 per cent.

This year's results show that Motum continues to enjoy a high and stable level of customer trust. The CSI remains at 4.1, whilst the NPS has risen from 32 to 34. Customers hold Motum's staff in high regard, particularly the technicians' customer service and expertise. At the same time, the survey highlights areas for improvement in communication, feedback and clarity in customer matters.





Motum's overall NPS score is 34, which indicates satisfied customers.

NET PROMOTER SCORE (NPS)

The NPS score is based on a question asking whether the customer would recommend the company to others in the industry. The question is answered on a scale from 0 to 10, where 0 corresponds to 'very unlikely' and 10 to 'very likely'. NPS is used as a key performance indicator to measuring customers' propensity to recommend the company and their loyalty. Based on the responses, customers are divided into three groups: promoters, passives and detractors. Promoters are those who score 9-10, passives 7-8 and detractors 0-6. The Net Promoter Score is then calculated by subtracting the proportion of critics from the proportion of ambassadors.

The Motum Group's average NPS score for 2025 is 34, representing an increase of two percentage points compared with 2024. The proportion of promoters is 22 per cent, the proportion of passives is 22 per cent and the proportion of detractors is 56 per cent.

Overall, this year's customer survey shows stable and consistently good results. At the same time, the analysis indicates that the customer experience is greatly influenced by how clearly Motum communicates, how feedback is handled, and how the customer perceives the support provided in relation to enquiries, issues and changes. These areas are therefore important to prioritise in our ongoing improvement work. Each company will be provided with its results and is responsible for analysing them locally and developing relevant measures to further enhance the customer experience.

22% PROMOTERS

22% PASSIVES

56% DETRACTORS

Employee survey

Motum regularly conducts employee surveys to monitor how our employees perceive their working situation, working environment and Motum as an employer. The results are used as a basis for identifying strengths, areas for development and the need for action within the organisation.

This year's survey shows an NMI (Employee Satisfaction Index) of approximately 3.9 on a five-point scale, which is in line with the previous year. Our eNPS (Employee Net Promoter Score) stands at 16, compared with 9 the previous year. This means that the proportion of employees who would actively recommend Motum as an employer is greater than the proportion who would not.

The results highlight several clear strengths. A large majority of employees state that they get on well with their workmates and receive support from their colleagues when needed. The results are also generally positive in the area of health and safety. Most state that they know how to prevent work-related injuries, use the available protective equipment and carry out risk assessments before work begins.

At the same time, there are areas, where we need to continue to improve. The results regarding recovery and work-life balance are more varied, as is the perception of the physical working environment.

The results are monitored within the organisation and used to support our ongoing improvement work.

We will continue to monitor our employees' experiences and gauge the state of our working environment and well-being. In this way, we gain a regular picture of what is working well and which areas may require continued attention.





Motum's HR objective is to be the best workplace in the industry.

Governance of sustainability work

At Motum, sustainability must be an integral part of how the business is managed and developed. Group management and the CEOs of the subsidiaries are responsible for ensuring that sustainability issues are integrated into operations and monitored in the same way as other key operational matters.

Central sustainability work is coordinated at Group level with the aim of driving development, monitoring results and supporting the subsidiaries in areas such as the environment, quality and health and safety. An important part of this work is to establish common working methods, whilst ensuring that responsibility for implementation remains close to day-to-day operations.

GUIDANCE DOCUMENT AND COMMON WORKING METHODS

Motum's business and sustainability policy, together with our Code of Conduct, form the basis for the management of sustainability issues. The Code of Conduct is based, amongst other things, on the ten principles of the UN Global Compact and covers human rights, working conditions, the environment and anti-corruption.

These policies and the Code of Conduct are supplemented by Group-wide processes, procedures, instructions and templates that describe how the work is to be carried out in practice. The documents are compiled within Motum's management system and made available to the relevant staff members.

All employees are responsible for complying with the requirements and working practices that apply within the organisation.

BUSINESS ETHICS AND ANTI-CORRUPTION

Motum has a zero-tolerance policy towards corruption and other forms of unethical business conduct. Our Code of Conduct sets out the fundamental requirements that apply within the Group, including those relating to bribery, conflicts of interest, competition and other business ethics issues.

These requirements apply both to our own operations and to our business relationships. We therefore expect our suppliers and business partners to act in an ethical and responsible manner.

During the year, work on providing information and training in this area has continued, including in collaboration with our owner, Mitsubishi Electric.

No cases of corruption have been reported within the Motum Group during the year.

Motum also works systematically on data protection and the responsible handling of information. The handling of personal data is governed by our data protection policy and associated procedures in accordance with the GDPR.

REPORTING OF NON-CONFORMITIES AND IMPROVEMENTS

An effective non-conformity management system is vital for us to identify shortcomings, prevent them from recurring and develop our operations.

All employees have the opportunity to report accidents, near misses, risk observations, quality and environmental non-conformities, and suggestions for improvement via our shared reporting system.

Suspected irregularities can also be reported to the immediate line manager, Group management or via our external whistleblowing service.

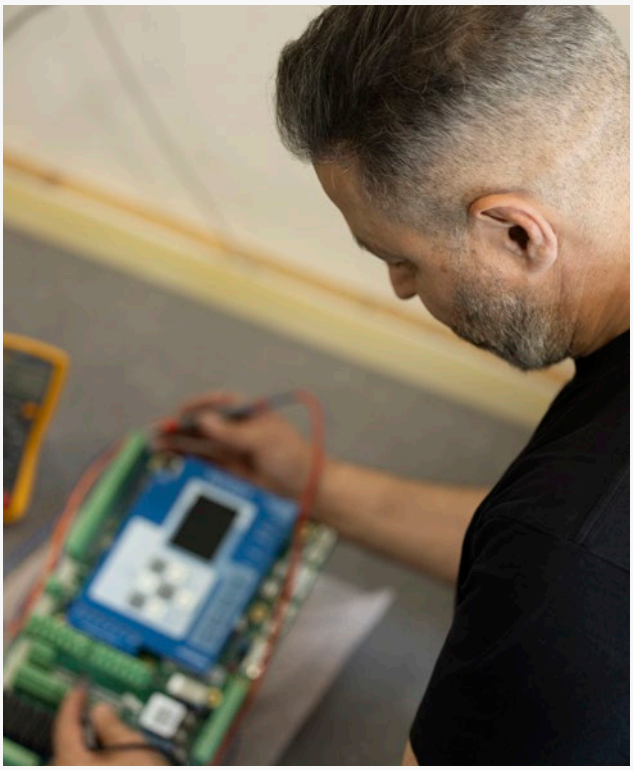
Reported incidents are investigated and followed up within the relevant company. Measures that cannot be implemented immediately are included in an action plan with clearly defined responsibilities and follow-up procedures.

For us, reporting is not just a way of dealing with what has gone wrong. It is just as important to identify risks and opportunities for improvement before anything happens.

CERTIFICATIONS THAT SUPPORT OUR WORK

Motum's Swedish operations are certified to ISO 9001, ISO 14001 and ISO 45001. In 2025, Motum AS in Norway was also certified to the same standards.

These certifications provide us with a common framework for our work on quality, the environment and health and safety, and support our systematic approach to risk improvement.





CERTIFICATIONS

The Motum Group's management system, which the Swedish companies operate in accordance with, is certified to ISO 14001, 9001 and 45001. The fact that our management system is certified for environmental, health and safety, and quality management demonstrates that we work continuously improvement, risk management and customer satisfaction.


BU
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Our contribution to a better future

Motum takes a structured approach to sustainability. Our vision is to lead the way towards a society where greater accessibility goes hand in hand with a more responsible use of the Earth's resources.

Motum aims to contribute to a more sustainable society. We are constantly working to develop and improve our environmental management, but also to reduce our customers' environmental impact. Motum's environmental management must be firmly embedded within the organisation through appropriate training, guidance and commitment from staff, suppliers and customers. Ultimate responsibility for this lies with the Group CEO, with operational support from the EQS Manager and the CEOs of the subsidiaries. In 2025, Motum produced its second climate report, covering the financial year 2024. The climate report continues to show that the majority of Motum's emissions arise in Scope 3, that is, within the value chain. The findings highlight the importance of continuing to develop our collaboration with our suppliers to reduce climate impact earlier in the supply chain. It also reinforces our focus on promoting modernisation over the installation of new lifts. Our overall environmental work is rooted in our Code of Conduct, Business and Sustainability Policy, and Environmental Policy. Together, these set out how Motum aims to make a positive contribution to people, society and the environment.

REDUCED ENERGY AND RESOURCE CONSUMPTION THROUGH MODERNISATION

Combating climate change is one of the greatest challenges of our time. Motum therefore often regards modernisation as the best option, rather than replacing the entire lift. During modernisation, functioning components are retained whilst worn or obsolete parts are replaced. In this way, the lift's service life can be extended, whilst resource consumption, waste volumes and climate impact are reduced.

In 2025, a further degree project* was carried out in collaboration with Motum, comparing the climate impact of modernising and installing new lifts through a life-cycle analysis. The study shows that modernisation can result in up to 70 percent lower environmental impact compared with a new installation. The findings confirm that reusing existing components delivers significant climate benefits and reinforces Motum's ambition to promote resource-efficient and circular solutions within the lift industry. The study also shows that further reductions in emissions can be achieved through increased use of recycled materials and fossil-free transport solutions.

Global goals guiding our sustainability work

Motum supports the 2030 Agenda and the Sustainable Development Goals. Our ambition is to become a leading player in sustainability and to drive the development of sustainability within the industry. Motum's sustainability work is based on concrete activities linked to the following four goal.

#5 Gender equality

Motum complies with applicable national laws and regulations and works actively to promote gender equality and diversity within the organisation.



#8 Decent work and economic growth

Motum complies with applicable national laws and regulations and adheres to collective bargaining agreements. The company is committed to ensuring that all employees have the right to a safe working environment.



#11 Sustainable cities and communities

Motum is leading the way towards sustainable cities by raising awareness amongst property owners and housing associations of the environmental benefits to be gained from modernising their lifts rather than replacing them entirely.



#12 Sustainable consumption and production

Motum is actively working to reduce the carbon footprint of the company and the lift industry by promoting the reuse of old lifts. The company has also begun a gradual transition of its vehicle fleet to electric and hybrid cars.



* Source: Willberg, A. & Petersson, H. (2025). The climate impact of lift systems - A comparative life-cycle anssessment of modernisation versus new installation. Thesis at Malmö University.



Motum's long-term environmental goal is to reduce fossil carbon dioxide emissions per vehicle from its own transport operations.

More efficient use of energy and resources

ENERGY AND CLIMATE IMPACT OF TRANSPORT

Motum's operations rely on transport. Staff travel to various projects and customers, and materials are transported to and from our offices and out to sites across the country. Motum's vehicle fleet consists of service and transport vehicles used by lift and door technicians, and company cars used by site managers and executives.

Motum is working across the Group to reduce the climate impact of its own transport operations. The focus is primarily on gradually electrifying the vehicle fleet and increasing the use of renewable fuels. The circumstances differ between our operations in Sweden, Norway and Ireland, but the aim is the same: to reduce dependence on fossil fuels and transition the vehicle fleet as business operations and infrastructure allow.

In 2025, HVO100 accounted for 69 per cent of the reported volume of diesel refuelled in Sweden

CONTINUED TRANSITION OF THE VEHICLE FLEETS

In Sweden, the reported vehicle fleet comprised 374 vehicles in 2025. Of these, 73 were fully electric and 51 were hybrid vehicles. This means that 33 per cent of the Swedish vehicle fleet consisted of electric or hybrid vehicles and that 20 per cent were fully electric.

Electrification has progressed further in the Norwegian operations. In Norway, 25 out of a total of 45 vehicles were fully electric, corresponding to 55 per cent. For the newly acquired Irish business, Ascension Lifts, the proportion of electric vehicles stood at 19 per cent, corresponding to 7 out of a total of 37 vehicles.

VEHICLE FLEET 2025

Operations	Total number of vehicles	Electric vehicles	Proportion of electric vehicles
Sweden	374	73	20%
Norway	45	25	55%
Ireland	37	7	19%
Motum total	**456**	**105**	**23%**

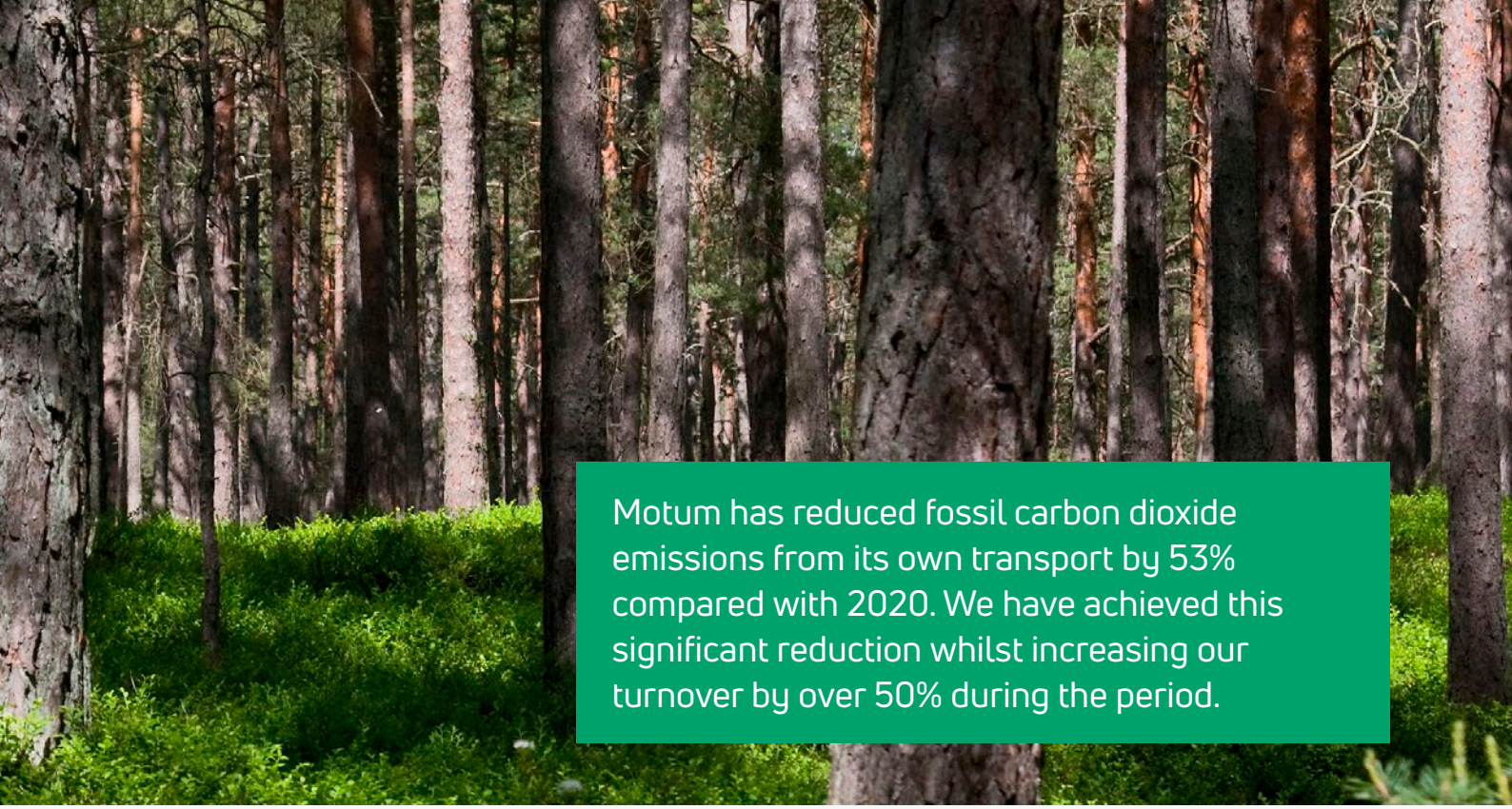
INCREASED USE OF HVO100

For those diesel vehicles that are still required for operations, the use of HVO100 is a key part of the transition. HVO100 is a renewable diesel fuel that produces lower emissions of fossil carbon dioxide when used than conventional diesel.

In the Swedish operations, 276,486 litres of HVO100 and 122,797 litres of conventional diesel were refuelled in 2025. HVO100 thus accounted for 69 per cent of the total volume of diesel refuelled, compared with 67 per cent the previous year.

EMISSIONS FROM FOSSIL FUELS

Fuel	Consumption	Emissions-factor	Fossil CO_2
Petrol	98 805 litres	2,18 kg CO_2/litre	215 395 kg
MK1 diesel	166 321 litres	2,31 kg CO_2/litre	384 201 kg
Total			**599 597 kg**



Motum has reduced fossil carbon dioxide emissions from its own transport by 53% compared with 2020. We have achieved this significant reduction whilst increasing our turnover by over 50% during the period.

Fossil carbon dioxide emissions from diesel and petrol in the Motum Group's internal vehicle transport amounted to approximately 600 tonnes in 2025. The emissions have been calculated using emission factors from Drivkraft Sverige and relate to direct emissions from the use of fuels in accordance with the tank-to-wheel (TTW) principle. As HVO100 is produced from renewable raw materials of biological origin, the fuel is not counted as a source of fossil carbon dioxide emissions in this calculation.

On a per-vehicle basis, emissions amounted to 1.31 tonnes of fossil CO2 in 2025. The corresponding figure for the base year 2020 was 2.8 tonnes of fossil CO2 per vehicle. This means that Motum has reduced fossil carbon dioxide emissions from its own transport operations per vehicle by 53 per cent since 2020.

The 85 per cent reduction reported for 2024 was based on incorrect data. The calculation has since been corrected, and the previously reported figure is therefore not comparable with this year's results.

The transition of the vehicle fleet is a key part of Motum's climate strategy. Work continues on the gradual electrification of the fleet, increased use of renewable fuels and more energy-efficient transport in Sweden, Norway and Ireland. The aim is to eliminate Scope 1 and Scope 2 emissions by 2030 at the latest.

ENERGY AUDIT

In 2025, Motum completed its second energy audit in accordance with the Act on Energy Audits in Large Companies. The audit was carried out with the support of a certified energy auditor and covered Motum's Swedish operations. The results show that transport continues to account for the overwhelming part of energy consumption. The greatest identified potential for savings lies in the continued electrification of the vehicle fleet. A complete transition from diesel- and HVO-powered vehicles to electric vehicles is estimated to reduce transport energy consumption by approximately 2,470 MWh per year.

The survey also followed up on measures from the previous period. Motum continues to work on reducing energy consumption through guidelines stipulating that new tyres must meet at least tyre class B, and by gradually replacing older lighting with LED.

TRAVEL

Motum operates in Sweden, Norway and Ireland, which means that travel is a natural part of its operations. The majority of business travel takes place using the Group's service and commercial vehicles and is reported in the 'Transport' section. At the same time, digital meetings are an integral part of the way we work and are used extensively when face-to-face meetings are not deemed necessary.

In addition to the vehicle journeys already monitored within the Group, Motum also collects data on business travel by air and rail. The monitoring primarily covers Group management and other functions involving frequent travel between companies, operations and countries within the Group. In 2025, the reported data comprised 8,246 passenger-kilometres by train, corresponding to approximately 2.8 kg CO2e, as well as air travel that generated approximately 46 tonnes of CO2e. Emissions have been calculated using emission factors from the Flight Emission Map for air travel and SJ's sustainability report for rail travel.

This monitoring contributes to a better understanding of the climate impact of business travel and forms an important complement to the monitoring of the Group's vehicle fleet. This

work will continue to evolve as the Group's operations grow and the need for more consistent monitoring increases.

GOALS AND FUTURE WORK

Motum's overarching environmental objective is to minimise the Group's environmental and climate impact. By 2030, the aim is to achieve net-zero emissions within Scope 1 and 2. To achieve this goal, the vehicle fleet will be gradually converted, with the aim that all vehicles will be electric or use climate-neutral fuels by 2030 at the latest. The Group has drawn up a plan for how the vehicles will be replaced each year up to the target year. All offices are also to purchase renewable electricity.

Motum must also draw up a clear plan and initiate activities to reduce Scope 3 emissions. As part of this work, the Group's 15 largest suppliers will be identified and a dialogue will be held on how climate impact can be reduced through a transition within the supply chain.

The electrification of the vehicle fleet and the transition to renewable fuels are key elements of the work towards 2030. This work is complemented by energy efficiency measures and a progressively developed system for monitoring the Group's energy and climate impact.

WASTE

Motum works to reduce the environmental impact of waste generated by its operations. Waste arising from servicing, repairs and projects is sorted at source and delivered to approved waste reception facilities. Hazardous waste is stored and handled in a way that prevents leakage and other impacts on people and the environment.

In 2025, the reported volume of waste amounted to approximately 501 tonnes. The waste profile was largely the same as in the previous year.

In 2025, the most common waste fractions were:
Non-hazardous waste

- Iron and metal scrap
- Combustible
- Wood

Hazardous waste

- Waste oil
- Oil-contaminated water from the draining of lift pits
- Electrical waste

A joint waste management solution for large parts of the Swedish operations has improved the conditions for more consistent monitoring and increased recycling. This work will continue in the coming years, as certain operations still use other local solutions.

As certain products may pose risks to human health and the environment, they must be risk-assessed, stored properly and handled using suitable protective equipment.

USE OF CHEMICAL PRODUCTS

Chemical products are used in areas such as servicing, maintenance, installation and repairs. As certain products may pose risks to human health and the environment, they must be risk-assessed, stored correctly and handled using appropriate protective equipment.

Each company has one or more chemical safety officers. In 2025, their responsibilities were clarified, and only these individuals are authorised to approve and introduce new chemical products into the business. Motum has also held joint meetings within the chemicals group to coordinate working methods and exchange experiences.

Motum is working to limit the number of chemical products and uses a jointly procured supplier of chemical products. During the year, the chemicals management system was updated to improve control, risk assessment and monitoring of the products.





Motum's overarching environmental objective is to minimise the Group's environmental and climate impact.

Attracting and retaining talent

The Motum Group comprises around 450 employees who work every day on servicing, new installations and the modernisation of lifts and doors. Our employees' expertise and commitment are crucial to our business, to the quality we can offer our customers, and to the Group's long-term development.

For us, a good workplace is about more than just terms and conditions and benefits. We want to create a working environment where people feel secure, are given the opportunity to develop, and want to stay with us over the long term. Our Code of Conduct sets out the fundamental principles for how we should treat one another and how we want the workplace to function. We regularly monitor, amongst other things, work-related injuries, sick leave, staff turnover and rehabilitation cases. This monitoring provides us with a basis for identifying areas for improvement and implementing measures, in the physical, organisational and social aspects of the working environment.

The lift and door industry remains male-dominated, a trend that is also reflected in Motum's workforce structure. In 2025, men accounted for 90 per cent of staff and women for 9 per cent, whilst gender data was missing for 1 per cent of staff. The average age across the Group was 42.9 years. In total, 44 per cent were under 40 years of age and 56 per cent were 40 years or older.

Gender distribution	Men	Women
	90%	9%

Age distribution	Under 40	40 years and over
	44%	56%

SKILLS FOR THE FUTURE

Finding the right skills is a challenge in our industry. It is just as important to develop and retain the staff we already have. Our staff must have the right knowledge for their work whilst also being given the opportunity to develop and take new steps within the organisation. An important part of our long-term skills provision is Motum's own technician training programme, Motum Academy. We take on participants who, over three terms, are trained as lift technicians. The programme combines theory at Motum Academy in Stockholm with practical work at our companies alongside experienced technicians. This enables us to broaden our recruitment base whilst providing participants with a common foundation in technology, safety, health and safety, and Motum's working methods.

We also work continuously on skills development for our existing staff. Needs are identified, amongst other things, during the annual staff appraisals and through our shared training catalogue and digital training portal. We also run regular training courses in areas such as technology, electrical engineering, health and safety, and security. The aim is to ensure we have the right skills for the work we carry out today, whilst developing our staff and building the skills we will need in the future.

EQUALITY AND DIVERSITY

Motum aims to be a workplace where people feel welcome and respected. We want to draw on different experiences, backgrounds and perspectives, and give people the opportunity to develop based on their skills and circumstances.

For us, equality and diversity are as much about how we treat one another as they are about our ability to identify and retain the right skills in the long term. An inclusive working environment also strengthens our ability to attract, develop and retain staff over time.

A MORE EQUAL INDUSTRY OVER TIME

The lift and door industry remains heavily male-dominated, which is also reflected in our own gender breakdown. We want to help changing this and encouraging more women to recognise the careers and development opportunities available in the sector.

We collaborate with schools and educational institutions, amongst others, and work to ensure that our recruitment processes and job advertisements are inclusive and gender-neutral.

In 2025, 25 per cent of Group management were women and 75 per cent were men. Among the companies' CEOs, 14 per cent were women and 86 per cent were men. This is a change that will take time, but a more balanced gender distribution is important both for Motum and for the sector's long-term supply of talent.

DIVERSE BACKGROUNDS AND PERSPECTIVES

We aim to be a workplace that values people with different experiences and backgrounds. Different perspectives can contribute to better decisions and help develop the business. At the same time, we can never compromise on safety. All employees must be able to understand the information and instructions required to carry out their work safely. For certain roles, this therefore requires a sufficient level of proficiency in Swedish or English.

This is not about setting higher standards than the job requires, but about ensuring that no one puts themselves or others at risk.

ZERO TOLERANCE FOR DISCRIMINATION AND HARASSMENT

Motum does not tolerate discrimination, harassment, sexual harassment or unfair treatment. Any employee who feels they have been subjected to such behaviour should be able to turn to their line manager, their line manager's manager, HR or the occupational health service. It is also possible to use the Group's whistleblowing scheme where relevant.

How a case is handled depends on the circumstances, but any indications of discrimination, harassment, sexual harassment or abusive treatment must be taken seriously and dealt with promptly. In 2025, no reported cases of harassment or discrimination were recorded.

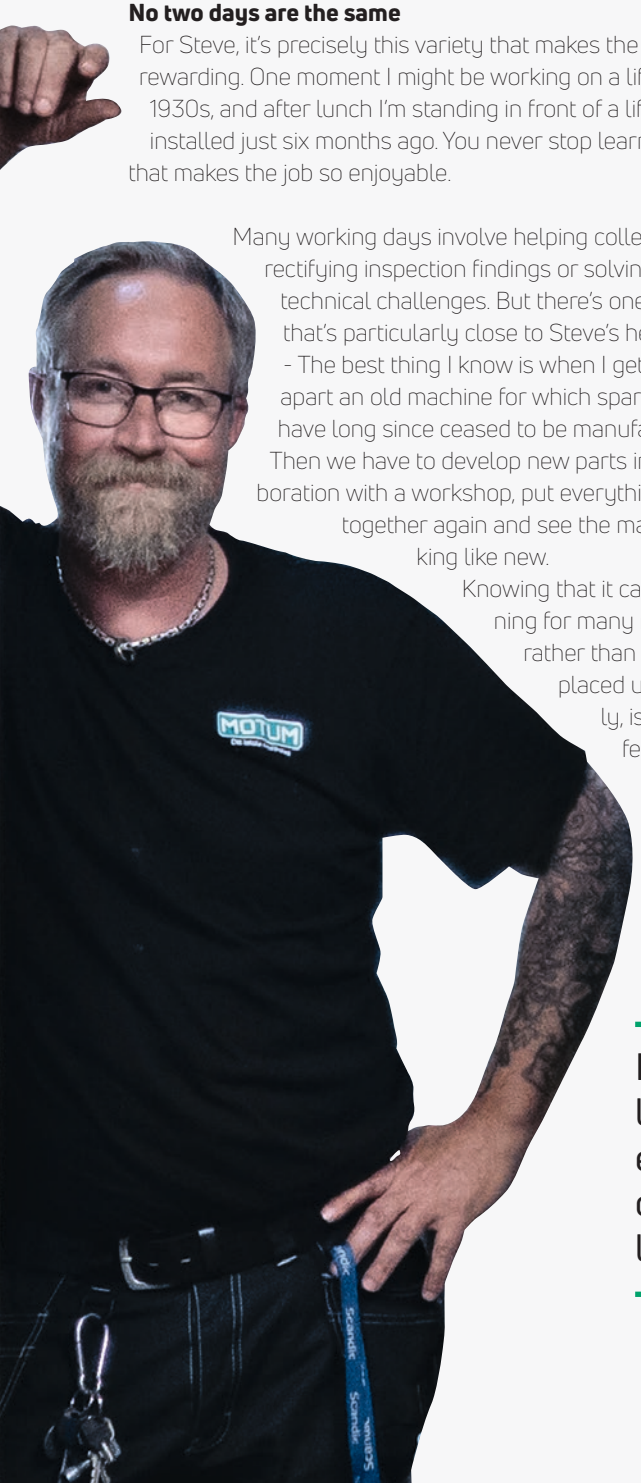
Meet one of our employees

Steve Sundberg - 32 years in the industry and still just as curious.
After 32 years as a lift technician, Steve Sundberg still looks forward to Monday mornings.
"I still think it's great fun to go to work," he says with a smile.

Steve works as a repair technician at Motum in Gothenburg and is driven by what makes the profession unique - the variety, the problem-solving and the opportunity to extend the lifespan of lifts that many believe have had their day.

No two days are the same

For Steve, it's precisely this variety that makes the job so rewarding. One moment I might be working on a lift from the 1930s, and after lunch I'm standing in front of a lift that was installed just six months ago. You never stop learning, and that makes the job so enjoyable.



Many working days involve helping colleagues, rectifying inspection findings or solving technical challenges. But there's one type of job that's particularly close to Steve's heart.

- The best thing I know is when I get to take apart an old machine for which spare parts have long since ceased to be manufactured. Then we have to develop new parts in collaboration with a workshop, put everything back together again and see the machine working like new.

Knowing that it can keep running for many more years, rather than being replaced unnecessarily, is a fantastic feeling.

Steve's work demonstrates how technical expertise contributes to Motum's sustainability efforts. By repairing, refurbishing and making the most of existing technology, we can extend the service life of lifts, reduce the need for new materials and contribute to safe, accessible properties.

Freedom with responsibility

After many years in the industry, Steve knows what it takes to thrive. At Motum, he particularly appreciates the culture.

- Teamwork, camaraderie and the fact that they really listen to the technicians. Here, we have freedom with responsibility and no manager standing over our shoulders. That creates both trust and commitment.

When work makes a difference

Over the years, Steve has accumulated many memories, but one stands out. At Liseberg, he completely overhauled an older Asea machine that had broken down.

- When I'd finished, I was sitting in my car writing up the work order. Then an elderly man on crutches came through the snow and knocked on the window. He wanted to thank me for fixing the lift so that he wouldn't be stuck inside all weekend. That encounter made my whole weekend.

"A fantastic job"

If Steve were to sum up his job as a lift technician himself, the answer would be simple.

- It's a fantastic job full of personal responsibility, problem-solving, challenges and brilliant colleagues. After 32 years, I'm still learning - and that's probably why I still love it.

For Steve, the job is about more than just repairing lifts. It's about making the most of what's available, extending the lifespan of the technology and creating a sense of security in people's everyday lives - every day.

Health and Safety

Within the Motum Group, preventive safety work is carried out through continuous safety inspections and risk analyses. Accidents, near-misses, sick leave and rehabilitation cases are investigated and followed up.

HEALTH AND SAFETY IN EVERYDAY WORK

A safe and secure workplace is a fundamental part of Motum's operations. Our long-term goal is that no one should be injured or fall ill as a result of their work. To achieve this, we need to address the risks we are already aware of and improve our ability to identify risks before anything happens.

In 2025, short-term sickness absence (1-14 days) stood at 2.89 per cent and long-term sickness absence (more than 14 days) at 1.14 per cent. Sickness absence and rehabilitation cases are monitored on an ongoing basis so that we can provide the right support and take preventive measures at an early stage.

Various health-promoting benefits are offered within the Group, including a wellness allowance, a lunch allowance and health insurance. The specific benefits offered are decided by each subsidiary.

SAFEETY IN DAY-TO-DAY OPERATIONS

In 2025, we continued to develop our systematic approach to health and safety across the Group. Regular safety inspections, risk assessments and follow-ups form the basis of this work, but we have also placed greater emphasis on strengthening the safety culture and integrating safety work more closely into our day-to-day operations. Safety needs to be a natural part of how we work every day, rather than something dealt with separately from our day-to-day operations.

During the year, we have therefore carried out several joint initiatives. Motum's 11 safety rules have been introduced and safety days have been held across the companies. In Sweden, we have also delivered behavioural training for staff and training in improving the working environment (BAM) for managers with staff responsibility. We have identified risks in lift and door-related work and continued to develop support for safe electrical work.

The Group-wide safety group, which was established in 2024, has continued its work on developing common working methods and sharing experiences between the companies. Work on 'safety walks', where managers and staff jointly inspect the working environment on site, has also been developed. By visiting workplaces and observing, alongside our staff, how the work is actually carried out, we can identify risks and opportunities for improvement that are not always apparent in a routine or instruction.

The Group's Health and Safety Committee and the local health and safety committees remain important forums for monitoring health and safety work. Among other things, they discuss accidents, near-misses, risk observations, safety culture and experiences from operations. Our technicians often work in environments with specific risks and sometimes work alone. Therefore, the right training, work equipment and personal protective equipment are crucial. The personal alarm equipment introduced for emergency response staff remains an important part of safety measures for those working alone.

ACCIDENTS, INCIDENTS AND RISK OBSERVATIONS

All accidents, near-misses and risk observations are reported in our shared system and followed up by the line manager. In 2025, 45 accidents, 60 near-misses and 54 risk observations were recorded in the Group's Swedish operations.

We have been working for several years to encourage greater willingness to report incidents.

For us, an increase in the number of reported incidents is therefore not automatically a sign of a deteriorating working environment. On the contrary, it is important that our employees identify and report anything that could lead to an accident.

It is particularly important that we continue to increase the number of risk observations. The earlier we identify a risk, the greater the chance we have of addressing it before anyone is injured.

During the year, we have also strengthened our efforts to follow up on and analyse accidents, near-misses and risk observations. By reviewing reported incidents more systematically, we can identify recurring risks and target our preventive measures at the areas where they are most effective.

In 2025, electrical safety was identified as a priority area, which has led to targeted initiatives across the Group.

However, reporting is only the first step. Incidents need to be investigated, the underlying causes understood, and measures implemented and followed up. Lessons learnt from an incident must also be shared across companies so that we can prevent the same thing from happening elsewhere in the Group.

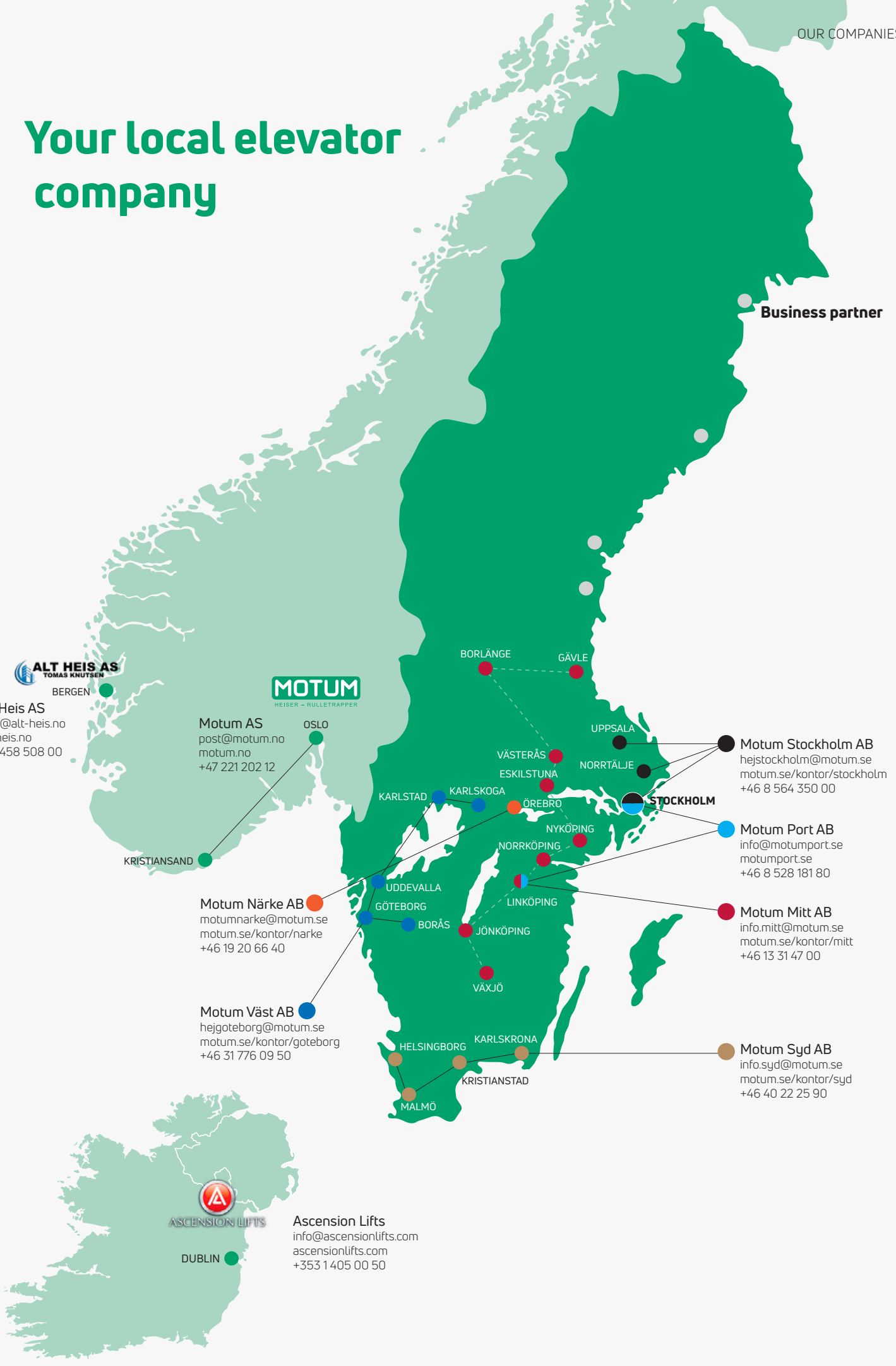
In 2025, 45 accidents and 60 near-misses were reported.

SAFER LIFTS FOR USERS

Our responsibility for safety is not limited to our own employees. We also work to improve safety for the people who use the lifts and doors we install and maintain every day.

The Swedish lift fleet still contains many older lifts that lack safety features which are standard in modern installations. Examples include lifts without an inner door or with older gate systems, where there is a risk of serious crushing injuries. We therefore continue to inform customers about the risks associated with older installations and about the measures that can improve safety. Through our involvement in the Swedish Lift Association, we also contribute to the industry's efforts to ensure a safer lift fleet. This is particularly important as many lifts are in use for long periods and need to be upgraded to meet today's safety requirements.

Your local elevator company



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