

Sustainability Report for 2022

Motum Group



Den hållbara hiss- och portkoncernen

A Group Company of





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About this report

GUIDANCE FOR THE READER

We are pleased to present Motum AB's Sustainability Report for the 2022 financial year. This report presents the risks and opportunities that have guided our operations in 2022, future challenges and our continued efforts to become the first choice for environmentally aware buyers of elevators and automatic doors. The report focuses on the aspects that we have assessed as most critical for our operations and where we can make the greatest impact in the three sustainability areas: economic, social and environmental.

SCOPE AND BOUNDARIES

This is Motum's third sustainability report. Data and information contained in the report has been compiled from the reporting period from 1 January to 31 December 2022. Employee data is

presented by the head count and has been compiled by the HR system and refers to Motum's subsidiaries in Sweden. Unless otherwise specified, environmental data has been gathered from third-party suppliers to all of Motum's subsidiaries in Sweden. Only wholly owned business units are included in the report.

REPORTING FRAMEWORK

This Sustainability Report has been prepared based on the Global Reporting Initiative's (GRI) international reporting standard.

If you have any questions, please contact Head of Sustainability Madelene Carlsson, madelene.carlsson@motum.se.

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As the sustainable elevator and automatic door group, we are working proactively with preventive maintenance and regular servicing. Thereby, the lifespan of elevators and automatic doors will be prolonged while increasing security and accessibility towards our customers. The risk of downtime decreases, and unplanned repairs that will be expensive in the long run can be avoided.

A word from our CEO

Motum continues its strategic work with sustainability and proactively recommends preventive maintenance with regular servicing, as well as modernisation of older elevators instead of replacing them entirely. Extending the lifespan of elevators and automatic doors is something our customers demand increasingly more, which is fully in line with Motum's business concept. Dedicated and competent employees is the key to our position in sustainability, which leads to customised solutions including reduced use of resources, lower operating costs and reduced environmental impact for our customers. At Motum, we are proud of our sustainability work and hereby present our third sustainability report providing our readers with good insight into our efforts over the past year.

2022 IN BRIEF

This year has been characterised by uncertainty and unease in our world. The ongoing war in Ukraine, energy prices at record levels and increasing interest rates have contributed to high inflation in Sweden and the rest of the world. These combined factors have slowed down the market and discouraged investment, which will affect the elevator and door market, relating in particular to new installations. Increased costs, partly due to lack of access to spare parts and delays in delivery, continue to challenge the industry overall. Motum continues to offer its customers the best long-term solutions with focus on service, preventive maintenance, and modernisation.

In 2022, the Motum Group was acquired by Mitsubishi Electric, a leading global player in areas including elevators and escalators. Through the acquisition of Motum, Mitsubishi wants to enhance their capacity in new installations, modernisation and service in Sweden, the Nordic countries and Europe. Motum has continued to expand and has set up a business in Kristiansand in Norway.

During the year, Motum's management system, according



to which the Swedish companies are organised, was revised pursuant to ISO 9001, ISO 14001 and ISO 45001. The audit firm recommended continued certification, indicating that work is regimented within the companies to ensure a good working environment, a continuous improvement of our efforts and high delivery quality to our customers.

We have continued working on our operational goals during the year. For example, we have been focusing on reducing our fossil carbon dioxide emissions from transporting by increasing the share of renewable diesel, HVO100, that is used in our vehicles, and we have increased the share of electric and hybrid cars in our vehicle fleet. We will continue the electrification of our vehicle fleet and focus on building a charging infrastructure within the Group.

NEXT STEP

We have set ambitious new operational goals in the areas of Economy, Market, Personnel and Environment that will continue to challenge us in our work going forward. Our vision and our core values still represent us and our operations, and continue to govern our strategic work. To meet the increased demand for competent employees, we are introducing a second training round at Motum Academy – our own elevator and automatic door training. Our first students will be fully trained by the summer of 2023. We will also continue our sustainability work by offering products and services for a sustainable and available society. I am immensely proud of all our skilled employees who are making this possible.

Fredrik Eliasson, CEO
Motum AB

2022 in brief



Motum has reduced its carbon dioxide emissions per vehicle by 29% compared with the 2020 base year.

853

MSEK in sales

CSI
4.3

ESI
3.9

The Motum Group's management system, according to which the Swedish companies are organised, is certified according to ISO 9001, 14001 and 45001.

By recommending and offering modernising rather than replacing elevators, Motum contributes to lowering the environmental impact. Modernisation of elevators provides at least 50% lower environmental impact according to a life cycle assessment*.

By regularly servicing and maintaining elevators and automatic doors, Motum helps ensure good accessibility in society.



* Source; Selander, K. (2016) Life Cycle Assessment – A comparison between new installation and modernization of elevators. Master's thesis at Chalmers University of Technology.



~370

employees

19%

of Motum's
vehicle fleet
consists of EVs
and HEVs.

40%

of the diesel being
used consists of
HVO100.

Personal alarms
as mandatory
equipment for
on-call
personnel.

6%

of Motum's
vehicle fleet
consists
of EVs.

This is Motum

Motum is one of Sweden's leading players in the elevator and automatic door industry.

The Motum Group was founded in 2013 but many of the Group's subsidiaries are significantly older: ITK, Hissgruppen and Uppsala Lyftservice are the oldest subsidiaries in the Group and were established in the 1970s and 80s. The Motum Group has grown steadily since it was founded and is currently Sweden's largest, independent elevator and automatic door supplier, with over 370 employees and MSEK 850 in sales.

That Motum positions itself as the sustainable elevator and automatic door group is both a fact and a goal. Even if we have a clear focus, and we always strive to identify solutions that are good for people as well as the environment, we still have a lot left to do. Climate change is one of the greatest challenges of our time, and we all need to do better. That is why we almost always recommend modernisation instead of a new installation when possible – it means a reduction of at least 50 percent in environmental impact!

OUR VISION AND MISSION

Our vision is to be the first choice for sustainability aware buyers of elevators and automatic doors. We want to lead the development of elevator and automatic door solutions in an innovative, sustainable and responsible manner, and to do so with a clear life cycle perspective.

We provide people and companies with elevator and automatic door solutions that allow them to live and work to their full potential, all with a focus on sustainability.

BUSINESS CONCEPT

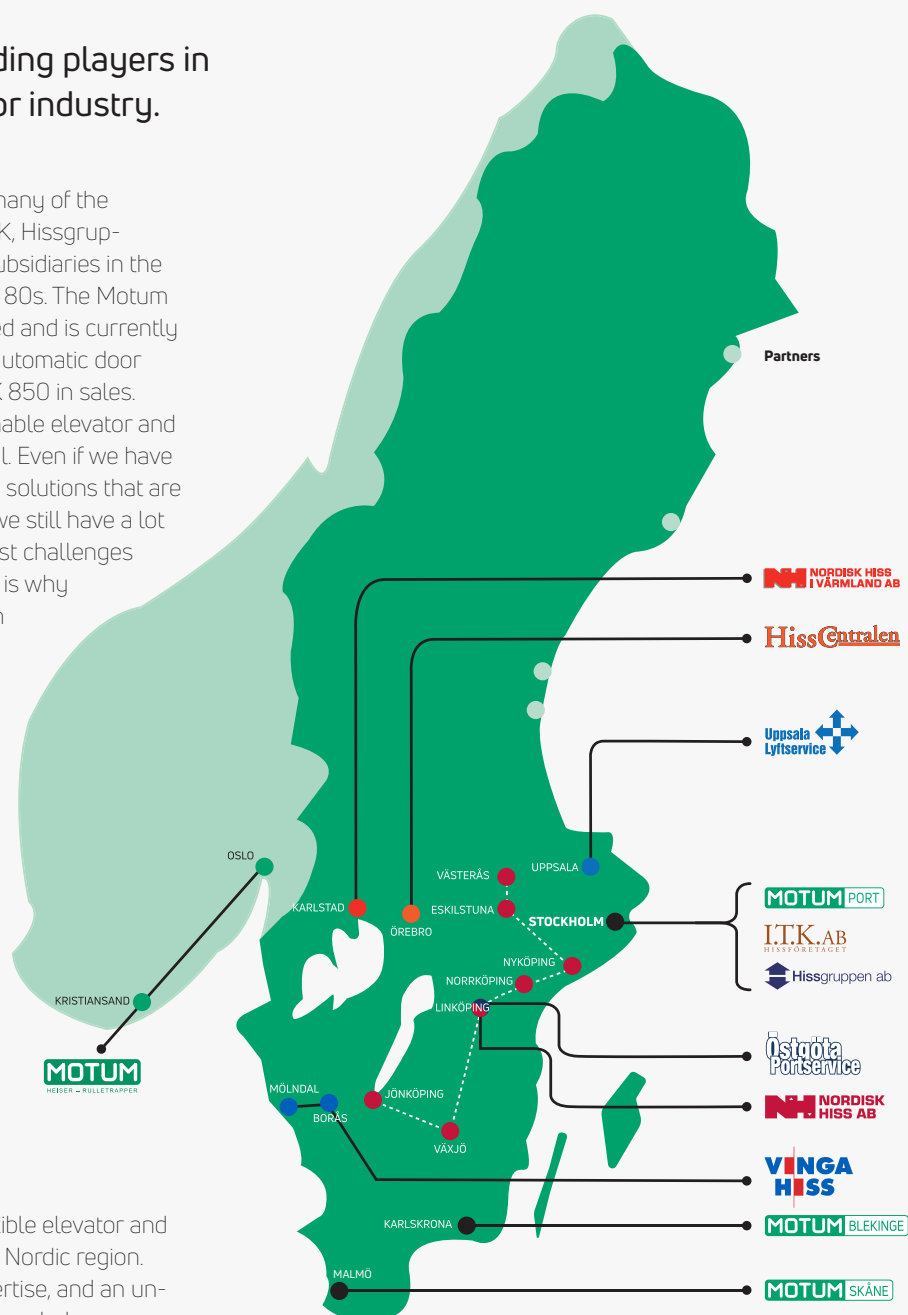
Motum offers sustainable, innovative and flexible elevator and automatic door solutions for properties in the Nordic region.

Through entrepreneurship, technical expertise, and an understanding of each property's unique needs, we help our customers identify the best long-term solutions

CORE VALUES

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

We want to lead the development of elevator and door solutions in an innovative, sustainable and responsible manner, and to do so with a clear life cycle perspective.



Simplicity

Simplicity in everything we do makes daily life easier for our customers and employees.

Engagement

Engagement means we take on each project with energy, presence and consideration.

Sustainability

A consistent sustainability-centric approach – for people, environment and financially – makes us a responsible long-term partner.



**A consistent
sustainability centric
approach – for people,
the environment and
financially – makes us
a responsible long term
partner.**

Review of 2022

2022 has been an eventful year. There are still many troubled parts in our world, the horrendous war in Ukraine continues, and energy prices and interests are high, which is affecting the rising inflation.

The current market economy situation with high inflation, high energy prices and rising interest rates means the economy is slowing down. Naturally, this affects the lift and automatic door market as well, and we see that this impacts the willingness to invest, especially regarding the market for new installations since several planned new property developments are put on hold. Last year was particularly challenging in terms of access to spare parts and delays in delivery, which meant an increased focus on cooperation with our suppliers.

An important event was that the Motum Group were taken over by Mitsubishi Electric Corporation, which is a leading global player in areas including elevators and escalators.

JOINT WORK IN THE GROUP

All subsidiaries are continuing to adopt to a consistent work approach so that our customers can rest assured that, regardless of where they are in the country, they can always rely on the same professional service and courteous treatment. To offer our customers several means of communication, a new

client portal has been introduced during the year. We have continued to expand our management systems for environmental, quality and occupational health and safety issues. This system is largely based on our business system, where we handle mandatory documents and report events, nonconformities and opportunities for improvement. The management system, according to which the Swedish companies are organised, went online in 2020. New audits were carried out in autumn 2022, which resulted in Motum's management system remaining ISO 9001, 14001 and 45001 certified. The management system streamlines our work with environmental, quality and occupational health and safety issues, optimises our operations and helps us focus on and meet our operational goals.

TRAINING

In 2022, Motum Academy was introduced – our own nationwide training for elevator and door technicians. There is a great shortage of elevator and automatic door technicians and Motum wants this training to increase the number of training





places, as well as promote the profession to a higher extent. The course consists of one year of fundamental training and six months of supplementary education. During the fundamental training, students are temporary, salaried employees at one of Motum's subsidiaries, where they are offered permanent employment after successfully completing their training. The practical elements of the training will be conducted where the students are employed, while the theory portions will be carried out at the Group's training centre, Motum Academy in Stockholm. The first round of training will be finished in 2023, while recruitment for a second round began during the year.

In 2022, a greater effort was made in leadership and team development. Many managers in the Motum Group were given the opportunity to take part in leadership training carried out on four occasions. The Group management was the first to go, followed by the subsidiaries' Managing Directors, regional managers and supervisors. The first round is planned to finish in 2023 and there will be continuous follow-ups when needed.

A new training portal was introduced in 2021 where we manage our web-based training courses. The portal includes mandatory training in environment, occupational health and safety, crisis preparedness and electrical safety. The portal has continued to develop during the year and will continue doing

Regardless of whether a customer purchases services or goods from ITK in Stockholm, Motum Hiss Blekinge or Hisscentralen in Närke, they should feel confident that they will always receive the same elevated level of quality and professional service.

so, since we believe web-based training makes us more flexible and means that we can train new employees in an efficient manner. Web-based education with a mix of instructor-led on-site training enables us to create good conditions for great and wide expertise in all our employees.

STRATEGIC WORK AT MOTUM

During the year, we continued to work with our sustainability strategy and plan for how we can become even better and be the first choice for sustainability aware buyers of elevators and automatic doors. In 2020, Motum carried out a materiality assessment where we highlighted all three dimensions of sustainability: the social, ecological and financial. The materiality assessment, which is still relevant, is the basis for the Group's operational goals, action plans and the policies developed.

THE COMING YEAR AND CONTINUED WORK

In 2023, we will continue our strategic sustainability work and deliver products and services that make society more sustainable and accessible. In the next few years, we intend to develop our processes for continued sustainability work and adapt them to the requirements laid down in the new EU directive, CSRD, as well as carry out reporting according to EU's sustainability reporting standards, ESRS. In order to reduce carbon dioxide emissions from our own transportation, we will adopt a new fleet policy in 2023 to enable more electric vehicles (EVs) and hybrid electric vehicles (HEVs) in our operations, work towards increasing the share of HVO100 used in our existing diesel vehicles and continue to expand our charging infrastructure. Our nationwide elevator and automatic door technician training will be starting up a second round.



Motum's sustainability vision is to lead development toward a society where increased accessibility goes hand in hand with a more responsible use of the planet's resources.



Our value chain

In 2022, Motum continued to work strategically with sustainability issues. We are continuously managing identified risks throughout the entire value chain. This is a precondition for the continued development of our service offering and geographic coverage.

Our customers

Customer satisfaction is the foundation of Motum's operations and is directly connected to company management, delivery and customer service. Our customers are primarily within the construction and property industry, but we also have customers in the manufacturing industry and the public sector. Our technicians and supervisors have daily customer contact where skills and engagement contribute to positive and long-term sustainable customer relationships. We hold regular follow-up meetings with customers during projects to ensure that they are satisfied with what we are supplying or to otherwise adjust our delivery in good time. By determining whether our customers are satisfied with our service and supplied products, we can create continued trust. To ensure that our assignments are in line with our customers' expectations and to keep improving ourselves, we are continuously conducting yearly customer surveys.

Our suppliers

The Motum Group has around 30 central supplier agreements. We buy parts or entire elevators and automatic doors for delivery and installation at our customers' premises. We also purchase chemical substances and products that are used for service, maintenance, installation and repairs. Furthermore, we have suppliers of service vehicles and company cars, vehicle fuels, warehouse and office space, work wear, IT and telephony, management systems certification, various insurances and trainings, etc. Local supplier agreements are signed by Motum's subsidiaries.

The Motum Group's purchasing department is working strategically with purchases within the Group and is also working as operative purchasing support for the Group's subsidiaries. Purchases are carried out according to a specific process with set purchasing routines that require continuous monitoring and evaluation of our suppliers and subcontractors related to our sustainability work.

Our suppliers also need to follow Motum's Code of Conduct, which was prepared in 2020. It is based on the ten principles of the UN Global Compact and was developed to clarify how we conduct our operations and how we work with sustainability within the Group. The Code of Conduct describes our core values, how we strive for equality and how we work toward a sustainable society while we conduct long-term operations. Motum expects all of its suppliers to support and respect the Universal Declaration of Human Rights adopted by the United Nations, to apply measures to protect the environment and to reject any form of corruption.

Risks and opportunities in the value chain

Motum regularly carries out risk analyses from a sustainability perspective. Risk evaluation is carried out at operational as well as strategical levels. At an operational level, assessments are made on economic, quality, environmental and occupational health and safety risks for projects, recurring client assignments and workplaces. When risks are detected, the process owner for the relevant process or location is responsible for preparing an action plan and take measures.

In 2020, Motum's Group management evaluated the Group's sustainability risks and possibilities and prioritised them to define areas for the Group to continue working on in stages. Risks were identified in the environment, human rights, labour rights and corruption, however consideration was also given to economic, operational and brand risks. The risks were identified and analysed from a value chain perspective, where the impact and likelihood of the various parameters formed the basis of assessment. The assessment was used to define one base area, one focus area and one Area of excellence to provide the way forward for the coming years. The evaluation carried out in 2020 continued to govern our sustainability work in 2022 and following an additional evaluation the associated risks were deemed still relevant. An assessment of the priorities is made annually and a new materiality assessment is conducted every 3-4 years.

By preventing risks in the value chain, we can strengthen our position as a sustainable supplier in the elevator and automatic door industry. Innovative method development and more efficient products and deliveries allow us to offer our customers added value in the form of decreased investment costs and reduced environmental impact.



OUR CUSTOMERS

- ✓ We work continuously with annual customer surveys to see if our deliveries meet customer expectations.

OUR SUPPLIERS

- ✓ Motum makes demands on all suppliers and subcontractors concerning sustainability work.
- ✓ Our suppliers need to follow Motum's Code of Conduct. It is based on the Ten Principles of the UN Global Compact.

RISKS AND OPPORTUNITIES

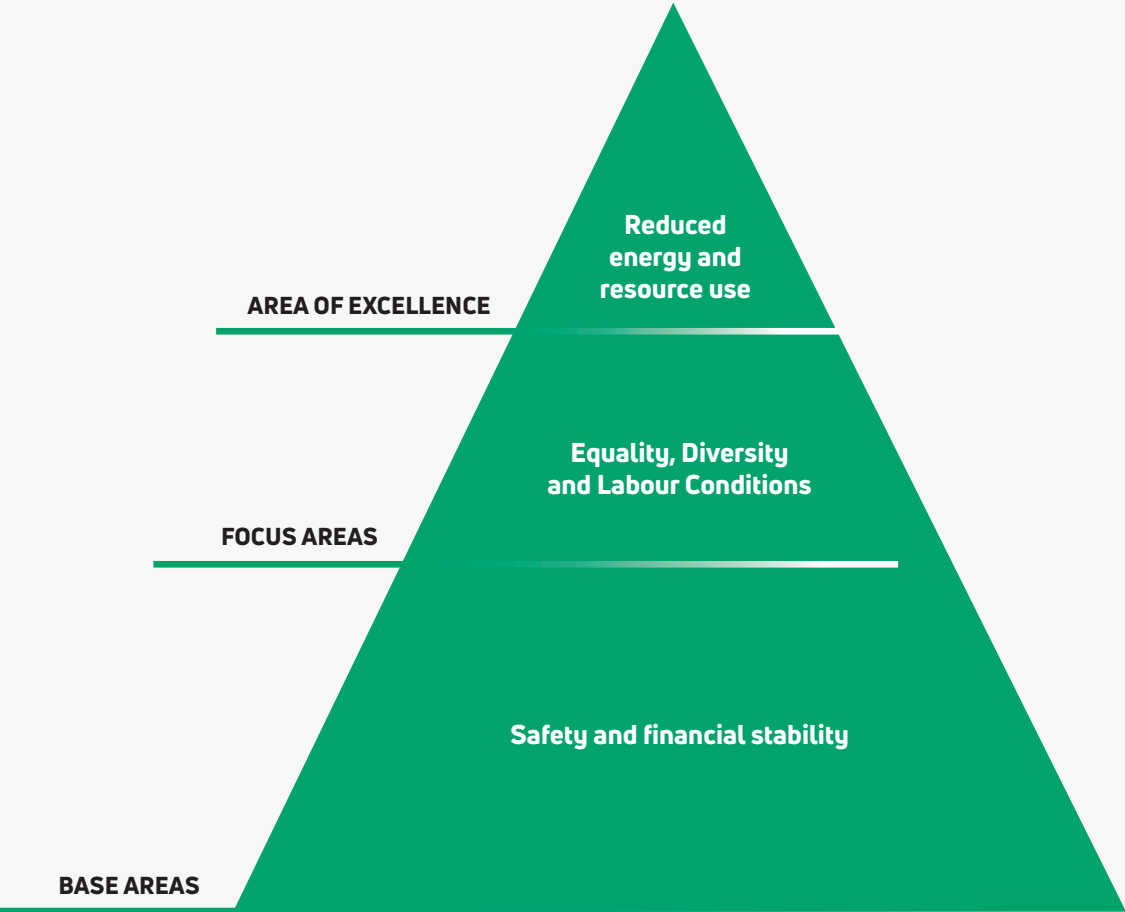
- ✓ We carry out regular quality, environmental, and occupational health and safety risk analysis.
- ✓ By preventing risks in the value chain, we can strengthen our position as a sustainable service supplier in the elevator and automatic door industry.

Focus areas

Motum has categorised its focus areas in three main groups:

Area of excellence, which is the area where we need to position ourselves and where we need to be leading in our industry.

Focus areas, which are the areas that we need to focus on in the immediate years. Base areas are the areas we consider hygiene factors for conducting a sustainable business.



Goals and future work

At present, the Motum Group has overall goals in the following areas: Market, Employees, Environmental and Economic. These four areas link together the aspects of sustainability in our operations and enable systematic and overall follow-up and control. Continuous development in all areas ensures continued responsible development of operations and long-term profitability for the Motum Group.

In 2023, we will continue to work with our operational goals, such as continued renewal and electrification of our vehicle fleet, various activities to increase our customer and employee satisfaction, and financial profitability and stability.

	OVERALL CENTRAL GOALS
Market	Customers should always be satisfied with the services we provide.
Employees	Motum is to be the best workplace in the industry.
Environmental	Motum is to minimise its environmental and climate impact.
Economic	We are to maintain profitability that creates long-term financial stability that enables growth.



Engagement with our stakeholders

The opinions of our stakeholders are important for us to prioritise our continued work with sustainability.

Customer surveys

Motum has ongoing dialogues with stakeholders to ensure that we meet their expectations of us. Each year, a Group-wide customer survey is conducted to ensure that our customers are satisfied with the services and products they receive from us.

The goal of a customer survey is to understand how customers experience the subsidiaries and thereby establish areas of strength and improvement for each company. Customer surveys are also a valuable tool for monitoring Motum's overall market goals: Customers should always be satisfied with the

services we provide and the associated target for 2022: Customer Satisfaction Index (CSI) should amount to 4.2 on a scale of 5. In 2022, the outcome for CSI was 4.3. The survey was carried out through a web survey and phone interviews, and was sent to 25 to 30 customers at each subsidiary, including Motum's Norwegian company Motum AS.

The results of the CSI questions are a high priority and 95% of the interviewed customers responded that they would turn to Motum for future assignments.



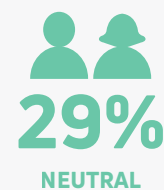


Motum's overall NPS value is 46, which indicates very satisfied customers.

NET PROMOTER SCORE (NPS)

NPS is based on whether someone would recommend the company to others in the industry, rated on a scale from 0 to 10, where 0 = Very unlikely and 10 = Very likely. The question is a key figure that measures how likely customers are to recommend the company and whether they will remain loyal customers. Customers can be sorted into three groups based on their answers. Answers of 9 and 10 are Promoters, actively spreading the company's good reputation. Answers of 7 and 8 are considered Neutrals, customers who are satisfied with the company but nothing more. Answers of 0 and 6 indicate Detractors, those who are not satisfied with the company and actively discourage friends and colleagues from the company. NPS is calculated by subtracting the portion of Detractors from Promoters.

The Motum Group's average NPS value was 46 in 2022, which indicates very satisfied customers. The share of Detractors was 13%, Neutrals 29% and Promoters 58%. This means that 58% of customers answered 9 or 10 (on a scale from 0 to 10) when asked how likely they were to recommend the company



to others in the industry. This result is strengthened by responses to the question of whether a customer would use the company again for a future task, were essentially all customers who answered said they would consider hiring the company again.

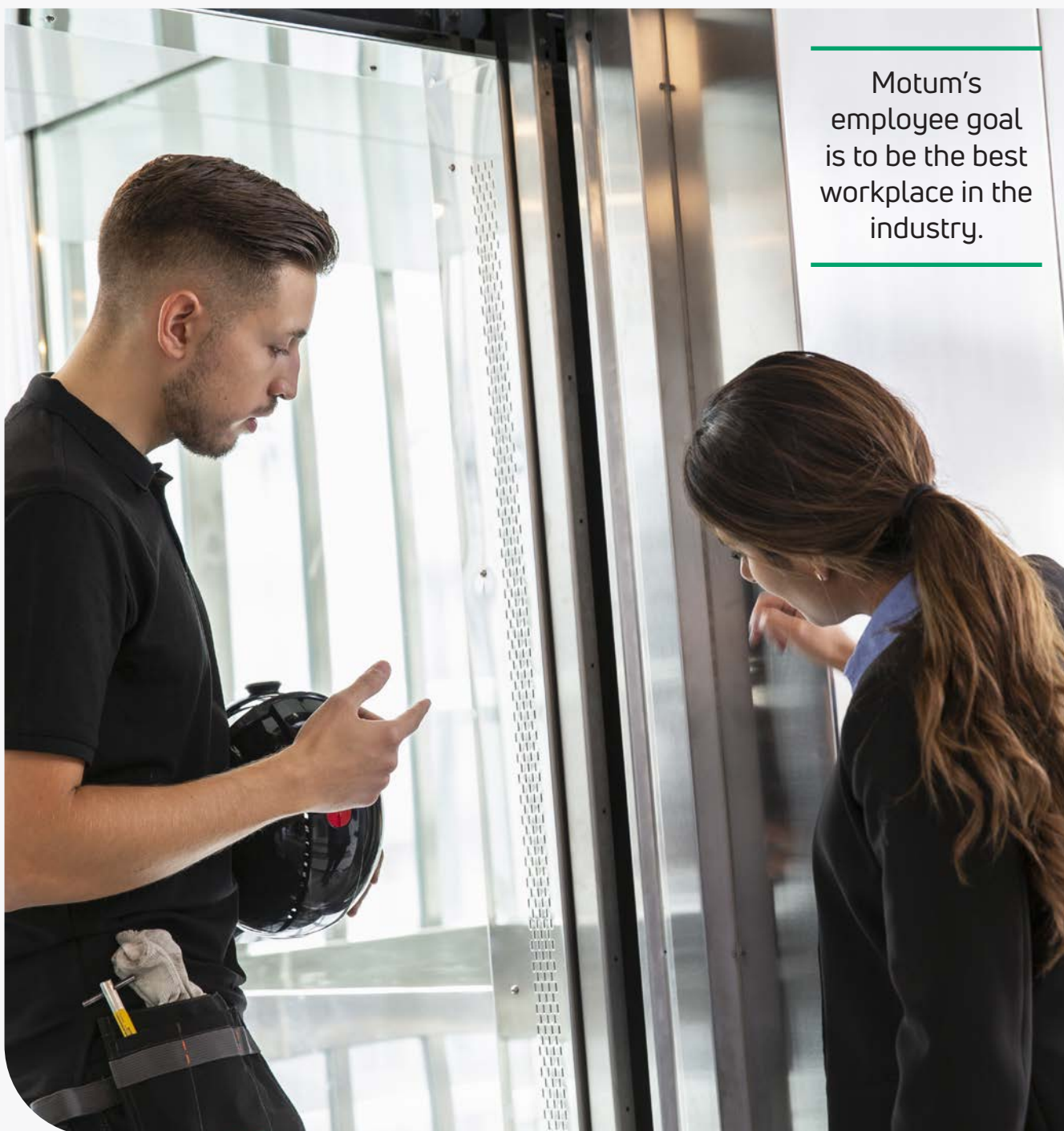
In total, Motum had very good results in this year's customer survey. Customer surveys will continue to be carried out annually and are considered an excellent supplement to the follow-up meetings and project meetings regularly held with the Group's customers. After this year's customer survey, each company was able to access their results and develop proposals for an action plan.

Employee survey

A major Group-wide employee survey was carried out for the first time at Motum in 2020. The questions were chosen to address the aspects that are most relevant to measure, given the nature of the Motum Group's operations. In 2022, a major Group-wide employee survey was carried out again. To enable comparisons, it was the same survey as in 2020. Employee surveys provide an excellent insight into the well-being of the employees and how they perceive their work situation. Repeated surveys enable comparisons and provide an exceptional understanding of how Motum is developing and which areas

or companies need to be reinforced or improved to become an even better employer.

In this year's survey, Motum received an average Employee Satisfaction Index (ESI) of 3.9 on a scale from 1 to 5. 93% of the employees who answered, said they are content with their tasks. Each company has taken note of the results and has sought to achieve action plans connected to their areas of improvement. Going forward, Motum plans to carry out major Group-wide employee surveys every two or three years, and smaller surveys in between.



Motum's
employee goal
is to be the best
workplace in the
industry.



Sustainability governance

At Motum, we work strategically with sustainability. The Group management and our subsidiaries' Managing Directors have the ultimate responsibility for sustainability at Motum. Motum also has a Head of Sustainability, whose role is to conduct strategic and operational sustainability work within the Group and to support Group management and the subsidiaries in their sustainability work.

GOVERNING DOCUMENTS

Our sustainability processes are based on the Group's Business and Sustainability Policy, which is the cornerstone of sustainability governance. Motum's Code of Conduct can be seen as a development and clarification of the Business and Sustainability Policy, which is based on the ten principles of the UN Global Compact. This covers the four sustainability areas: Human rights, Employment law, Environment and Anti-corruption. The Business and Sustainability Policy and Motum's Code of Conduct apply in all business relationships and are applicable to all employees and business partners. "Employees" refers to all employees regardless of employment terms, contracted employees, representatives, subcontractors and production/sales partners. All employees are responsible for familiarising themselves with the requirements in the Code of Conduct and understanding them. Managers/supervisors are responsible for ensuring that employees receive the necessary training for understanding the Code of Conduct and the related policies.

Motum's policies establish a framework for how operations are to be governed and conducted. The Groups' other procedures, instructions and templates supplement these policies and describe in more detail how different portions of operations are to be carried out. All governing documents for Motum are collected in the company's management system and on the intranet.

ANTI-CORRUPTION EFFORTS

Motum has zero tolerance for corruption. All new employees learn about the Group's Code of Conduct, which includes principles regarding anti-corruptive activities, cartels and offering and receiving bribes. We also have high expectations that our suppliers will act ethically in accordance with the Code of Conduct. As a result of Motum's new ownership, training in compliance has been carried out, on-site as well as online, to highlight the area and introduce Motum to Mitsubishi's regulations. These correspond with already existing regulations at Motum. No cases of corruption were reported in the Group during the year.

Responsible information processing is part of our anti-corruption efforts. After the introduction of the General Data Protection Regulation, GDPR, in May 2018, Motum reviewed its procedures for processing personal data. At the same time, a new data protection policy was introduced, with associated guidelines for how the Group is to process and store personal data. No deviations in storing or processing personal data were

reported in the Group during the year. A review of our GDPR processing was planned by the end of 2022 and will be implemented in 2023.

REPORTING DEVIATIONS

A systematic process for handling deviations increases our delivery precision by minimising and preventing the risk of delivering services that fail to meet our or our customers' requirements. We expect our employees and business partners to report circumstances that violate the principles in the Code of Conduct, our policies or laws and regulations.

Employees report improprieties either to their immediate manager, a member of Group management or directly through the company's event reporting system. All employees have access to the reporting system using a computer or on mobile, and can report accidents, near misses, risk observations, opportunities for improvement, as well as environmental and quality nonconformities.

All reports received are evaluated by the subsidiary in question and an initial investigation, including suggestions for immediate measures to implement is undertaken. Measures that cannot be implemented immediately are included in an action plan for whom an owner is appointed.





CERTIFICATIONS

The Motum Group's management system is certified according to ISO 14001, 9001 and 45001. This is a clear mark of quality indicating that we deliver services that meet our customers' high expectations. The environmental, occupational health and safety and quality certification of our management system shows that we work continuously with constant improvements, risk management and customer satisfaction.

Our sustainability agenda and environmental impact

Motum has a structured sustainability agenda. Motum's vision is to lead development toward a society where increased accessibility goes hand in hand with a more responsible use of the planet's resources.

Motum contributes to a sustainable society. We work continuously to develop and improve our own environmental efforts as well as to reduce our customers' indirect environmental impact. Motum's environmental agenda is to permeate the organisation through appropriate training, clear instructions and engagement from employees, suppliers and customers. The CEO has the ultimate responsibility for this, with operational support from the Head of Sustainability and the Managing Directors of the subsidiaries. Greenhouse gas emissions from transportation, resource and energy consumption and waste production are the environmental topics where Motum has the greatest impact. Our overall environment work is based on our Code of Conduct, Business and Sustainability Policy and Environmental Policy, which all clarify that Motum is to strive for a positive impact on people, society and the environment.

REDUCED ENERGY AND RESOURCE USE

Fighting climate change is one of the greatest challenges of our time. That is why Motum often recommends modernising older lifts instead of replacing them and installing new ones. That way, working parts in good condition can be saved, while those that are worn out can be replaced by better components – for example to improve safety and reliability or to reduce energy consumption – are exchanged. This provides a safe, modern elevator while retaining that vintage feeling.

Chalmers University of Technology in Gothenburg and Motum have jointly prepared a report investigating the environmental advantages of modernising an existing elevator compared to removing it and installing a new elevator. The results show that modernisation has an environmental impact that is at least 50% lower than installing a new elevator, and that there are major environmental benefits to realise by choosing modernisation rather than a new installation. The report* was carried out in the form of a life cycle assessment and based practical studies at Motum's subsidiary Vinga Hiss in Gothenburg.

By recommending modernising rather than replacing older elevators, Motum has helped reduce estimated emission savings of approximately 4,800 tons CO₂e in 2022, which is equivalent to approximately 900 flights around the world**.

* Source; Selander, K. (2016) Life Cycle Assessment – A comparison between new installation and modernization of elevators. Master's thesis at Chalmers University of Technology.

** Assumed flight distance around the world 40,000 km. Emission factor 130 g CO₂e per passenger kilometre in economy class. Source: <https://flightemissionmap.org>

Our sustainability agenda

Motum supports Agenda 2030 and the Sustainable Development Goals (SDGs). Our goal is to become a leading sustainability actor and to drive sustainability within the industry. Motum's sustainability work is based on tangible activities in these four SDGs:

#5 Gender equality

Motum follows applicable national laws and regulations and works actively to promote gender equality and diversity in the organisation.



#8 Decent work and economic growth

Motum follows applicable national laws and regulations and is subject to collective agreements. The company works continuously to ensure a safe occupational health and safety for employees.



#11 Sustainable cities and communities

Motum is leading the way to sustainable cities by increasing awareness among property owners and tenant-owners' associations concerning the environmental benefits achieved by modernising old elevators instead of replacing them.



#12 Sustainable consumption and production

Motum works actively to reduce the carbon emissions of the company, and the elevator industry, by promoting the reuse of old elevators. The company has also started gradually transitioning its vehicle fleet to EVs and HEVs.







Motum's long-term environmental goal is to halve its fossil fuel-related CO₂ emissions from their own transportation by 2025.

Reduced energy and resource use

ENERGY AND CLIMATE TRANSPORTATION

Motum's operations are dependent on transportation. Employees travel to various projects and customers, and material is transported to and from our offices and out to objects around the country. This means that the largest environmental impact that the Motum Group has is our fuel consumption and the subsequent carbon emissions. Large portions of Motum's vehicle fleet include various types of service vehicles, as well as company cars used by supervisors and managers. Motum's long-term environmental goal is to halve its fossil fuel-related CO₂ emissions from their own transportation by 2025 (compared with 2020). To succeed with this, we aim to increase the share of vehicles that run on electricity and other renewable fuels. Motum purchases vehicles that use alternative fuels when this is possible for operations.

Motum's vehicle fleet is relatively new and only 5% of the vehicles are over 10 years old, and 64% of all the vehicles are less than 5 years old.

- In total, Motum has 75 EVs and HEVs. 25 of these are EVs.
- The share of EVs and HEVs amounts to 19% of the total vehicle fleet.
- The share of EVs amounts to 6%.

In addition to increasing the share of EVs and HEVs in the Group, we also intend to increase the share of HVO100 used in our existing diesel vehicles. HVO100 is a fossil-free diesel fuel manufactured from renewable raw material in the form of waste and residual products from slaughterhouses and food and ethanol production. Using HVO100 will significantly reduce the fossil fuel-related CO₂ emissions compared to using regular diesel, and most diesel vehicles today can run on this fuel.

In 2022, the proportion of renewable diesel (HVO100) accounted for 40% of the total amount of used diesel.

In 2022, the Motum Group used 161,640 litres of HVO100. The proportion of HVO100 now accounts for 40% of the total amount of used diesel used in the Group's vehicles.

Motum's fossil fuel-related CO₂ emissions per kilo from transportation in 2022

Diesel	854,625
Petrol	212,237
	796,863

Fossil fuel-related carbon dioxide emissions from our own vehicle transportation amounted to 797 tons CO₂ in 2022. This is the equivalent of 2.0 tons CO₂ per vehicle in 2022. The corresponding figure in 2020 was 2.8 tons CO₂ per vehicle. This means that since 2020, Motum has reduced its fossil fuel-related CO₂ emissions per vehicle by 29%.

ENERGY AUDITS

Motum carried out its first energy audit in 2020. Energy audits show how an organisation can make its operations more efficiently. Motum carried out a general and detailed audit simultaneously, with the results presented in a joint report. The Group's total energy use was summarised, and significant energy consumption was identified and prioritised.

Measures related to the prioritised areas were developed and are included in Motum's operational goals. Motum continues to improve their energy efficiency of its operations



and new energy audits will be carried out every four years. The next one will be in 2024.

Fuel consumption in own transportation accounts for approximately 89 percent of Motum's total energy consumption, with diesel as the single largest fuel source. That is why one of Motum's environmental goals is to halve the Group's fossil fuel-related CO₂ emissions from own transportation over a five-year period. The ability to increase the share of HVO100 in the Group's vehicles has been identified as a means of reducing the Group's carbon dioxide emission. This measure was also presented in the energy audit. The other two measures that the Group decided to implement was to ensure a minimum tyre speed rating of B on all vehicles to reduce friction and to convert lighting to LED fixtures in the Group's properties wherever possible.

TRAVEL

2022 was a year where we travelled and met more. There was a greater need to meet physically after a lengthy period of restrictions due to the COVID-19 pandemic. However, digital meetings have continually been held to a great extent and have become an integrated part of Motum's meeting culture.

Most of our work travel was made by car, and carsharing was applied when possible. Emissions from work travel by cars are included in the report section **Transportation**. In 2022, employees in the Motum Group flew approximately 294,791 km, and travels by train amounted to 64,270 km. Since the Motum Group does not have a shared booking system, and consequently were unable to track train and air travel, employees estimated their number of completed travels as well as an average distance for these travels. To estimate the approximate amount of carbon dioxide emissions from travel made by train and air, standard amounts were used. Information regarding flight emissions was taken from the Flight Emission Map¹⁾, which specifies the emission factor to 130 g CO₂e per

passenger kilometre, and information regarding train emissions was taken from the Swedish national railway company, SJ²⁾, which says that the average train ride emits 0.0039 g CO₂e per passenger kilometre. Air travel emissions of CO₂e amount to 38 tons, and train travel emissions to 0.25 kg.

¹⁾ <https://flightemissionmap.org/>

²⁾ <https://www.sj.se/sv/om/om-sj/klimatsmart.html>

OTHER MEASURES

During the past year, Motum has carried out three environmental activities to reach our long-term environmental goal. In 2022, these were:

- Increase the share of HVO100 by 30% of the amount of used diesel.
- Each company should have at least 2 electric service vehicles, except for Motum Blekinge and Nordisk Hiss Värmland that should have at least 1 electric service vehicle.
- The Group should develop a plan to enable a charging infrastructure at offices and possibly at home.

During the year, Motum has worked deliberately to increase the share of HVO100 being used in the Group's diesel vehicles. In 2022, the share of HVO100 accounted for 40% of the total amount of diesel being used. The corresponding share was 9% in 2021. Concerning the efforts to increase the number of EVs, the goal was reached by 5 of the companies. Long delivery times, partly because of component shortage, resulted in not being able to reach the goal. A plan for how to implement a charging infrastructure in offices and at home was developed. In 2023, efforts to reduce emission from our own transportation will continue.

WASTE MANAGEMENT

Motum is striving to reduce environmental impact from our waste management. Recycling and the management of waste

and hazardous waste is sorted and handled for customers according to the circular economy principle. Storage and handling of waste is managed in a way that prevents leakage into the surrounding environment. In most cases, an external handler removes waste directly from the projects or objects, or from a subsidiary's office and transported to an approved waste recipient.

In 2022, the most common waste fractions in the Group were:

- Iron and scrap metal
- Combustible
- Wood
- Waste oil
- Electronics
- Absorbents

The largest fraction of non-hazardous waste was iron and scrap metal, while the largest fraction among hazardous waste was waste oil.

USE OF CHEMICAL PRODUCTS


Chemicals can have a negative impact on people's health. They can enter the body through the mouth, respiratory system or skin. If released into the ground, air or water they could cause environmental damage.

Motum has a digital system to manage, assess and approve chemical products in the Group.

At Motum, we use a limited number of chemicals. However, some chemicals are necessary for our operations. In these cases, we are required to carry out a risk assessment of the work and provide our employees with the best possible conditions to work as safely as possible while ensuring that the surrounding environment is not damaged. Chemicals that are used in our operations are kept in approved cabinets, and liquid chemicals in secondary containment according to current standards.

Motum has a shared digital system to manage, assess and approve chemical products. We can thus ensure that the right products are used, in terms of health as well as the environment. It is important that employers assess the risk of all chemical products used in operations to ensure that employees use the right protective equipment and handle the products correctly. With a shared system we can continuously work with reducing the range of chemicals we use and identify better alternatives from an environmental, health and safety perspective, according to the substitution principle.



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- A photograph of a modern building interior. In the foreground, two large, dark-framed glass doors are open, revealing a bright, polished floor. The hallway leads into a larger space with a high ceiling, featuring a series of recessed lights and a large arched window with a wooden frame. The walls are a mix of light-colored stone and dark wood paneling. The overall atmosphere is clean, modern, and well-lit.
- ✓ Since 2019, the share of paper invoicing to customers has been reduced by 59%.
 - ✓ Fossil fuel-related carbon dioxide emissions per vehicle have been reduced by 29% compared with the base year 2020.
 - ✓ 19% of the vehicle fleet consists of EVs and HEVs.
 - ✓ The share of renewable diesel (HVO100) accounts for 40% of the total amount of diesel used in the Group's vehicles.
 - ✓ By recommending modernisation rather than replacing older elevators, Motum has contributed to projected emissions savings equivalent to 900 flights around the world* in 2022.

* The comparison is based on a flight distance around the world of 40,000 km and an emission factor of 130 g CO₂e per passenger kilometre in economy class.
Source: <https://flightemissionmap>

Attracting and retaining talent

The Motum Group has approximately 370 employees that daily deliver high-quality elevator and automatic door services, including servicing, new installations and modernisation. Motum's approach to the workplace is established in our Code of Conduct, which includes principles regarding good occupational health and safety, fair terms of employment and the opportunity for skills development. We work actively for a positive and safe occupational health and safety for our employees, where psychosocial and physical health are key factors. Trends in occupational injuries, employee turnover, absences due to illness and rehabilitation matters are continuously monitored so that measures can be taken to achieve better safety and comfort.

The number of employees in the Motum Group averaged 370 during the year, though in total there have been 464. The elevator and automatic door industry is dominated by men, which is reflected in the employee statistics at Motum. The share of men is predominantly for both blue and white collar workers, even if the latter has a higher share of women. Motum strives to increase the number of women in the industry and partners with vocational schools to attract more women to the profession. Of the total number of employees, 10.1% are women and 89.9% are men. The Group management consists of 50% men and 50% women, while the companies' Managing Directors consist of 80% men and 20% women. The age distribution between younger and older employees is very even: 50.2% are younger than 40 and 49.8% are 40 and older. In terms of employee turnover, the share of new hires was 22.0%, and the share of terminated employments was 16.8%.

Gender distribution	Men	Women
	89.9%	10.1%
Age distribution	Younger than 40	40 and older
	50.2%	49.8%
Employee turnover	New hires	Terminated employments
	22.0%	16.8%

SKILLS DEVELOPMENT

Motum works actively to attract, develop, retain and ensure the right skills among our employees. All employees are offered skills development, which is a standing item in performance appraisals. Appraisals are held once a year to monitor each employee's development and needs or requests for skills development. Motum has developed an education catalogue and training portal to ensure that all employees receive the training and development required for the job.

A few examples of obligatory training for new employees are basic environmental and occupational health and safety training, basic electrical safety training, and customer-specific environmental and safety requirements and procedures.

In 2022, a new elevator and automatic door technician training course has been launched with good results. At every

follow-up, the students have been satisfied or very satisfied with their training and the various course components. Furthermore, we have carried out management training for the Group management, subsidiary Managing Directors, regional managers and supervisors. The leadership programme extends until 2023. Brief, practical courses for employees in specific areas have also been scheduled and are being developed together with the participants.

GENDER EQUALITY AND DIVERSITY

At the Motum Group, we strive for a workplace characterised by diversity, gender equality and non-discrimination. We respect each person's equal value and we treat people with respect for their individuality. We see differences as an asset, since they create opportunities and innovation, and work with diversity strengthens our skills and thereby our competitiveness.

GENDER EQUALITY

One challenge for Motum is that the elevator and door industry is male dominated, which is also reflected among our employees. Nonetheless, we strive to achieve a workplace with gender equality. We are careful to foster a culture built on diversity and publish gender-neutral job listings.

DIVERSITY

We work actively within diversity to include people of different backgrounds. We believe that our operations are strengthened by having employees that reflect today's society and who have a variety of experience and expertise. However, we cannot overlook safety. Our employees need to have adequate skills in Swedish or English to understand safety instructions, written as well as oral, so that they do not put themselves or others in danger.

DISCRIMINATION

If any of our employees experience bullying or discrimination, there are several efficient reporting mechanisms. In some cases, employees can have a discussion with their immediate manager or the next higher manager. In other cases, they can contact HR or our occupational healthcare provider. How the matter is addressed then depends on the situation. We did not have any reported cases of harassment or discrimination in 2022.



"The best part about working as an elevator technician is the everyday variation. One day I am servicing a door or a gate, and the next day an elevator table or an elevator. It is a mix of different items, different places and meeting new people."

A stimulating occupational health and safety!

Mikael Eklund works as an elevator and door technician at Motum Hiss Skåne, a subsidiary of the Motum Group. Mikael enjoys the work tasks, his colleagues and the variation in the job.

Mikael lives outside Helsingborg and has worked in the elevator and door industry since 2004. On a typical day, he takes care of customers' elevators and automatic doors in Helsingborg.

What is it like to work at Motum Hiss Skåne?

Since the start of Motum Hiss Skåne in 2021, I have been curious and widened my knowledge in lifts and find it new and varying. What I appreciate the most about Motum Hiss Skåne is the responsibility and possibility to influence my own work. It is flexible and suits my life situation. The ambience between colleagues is good and we have activities outside the office.

What does an ordinary working day look like?

I start at 7 am. I plan most of my time myself as well as which service and fault reporting assignments to take. When fault reporting for an elevator, -I always initiate troubleshooting. That also applies for doors that will not open.

Our safety thinking is high at Motum, and we check the mechanical parts of our objects to ensure nobody is hurt when trying to fix the error.

In the case of elevators, you troubleshoot the electricity first. The elevator contains safety components where errors can arise, which is why you usually start checking the electrical drawings. My experience with automatic doors is that it is often a matter of visible errors such as impact damage or a broken wire.

My day ends at 4 pm, but some days I am on call. Then I am available 24/7.

What do you like the most about your job?

The best thing about working as an elevator and door technician is the everyday variation. One day I am servicing a door or a gate, and the next day an elevator table or an elevator. It is a mix of different objects, various places and meetings with new people.

As a child I dreamed of becoming a race car driver, but I am very happy with my carrier choices in life. Being an elevator and door technician offers many challenges, surprises and daily excitement. Meeting different people in different situations never makes two workdays the same, which is varied and fun!

Occupational health and safety

The Motum Group conducts preventive safety work with careful management of occupational accidents, near misses, sick leave and rehabilitation.

We carry out regular safety inspections and continuously conduct risk analyses. All safety and lifting equipment is inspected annually by external suppliers.

Employees at the Group are offered benefits in the form of a wellness allowance and health insurance. The share of employees who had taken out all or part of their wellness allowance in 2022 was 30%. We believe that wellness in the form of movement, exercise, massages and other leisure time activities strengthen an individual's health, which is why we encourage our employees to use their wellness allowance.

Short-term sick leave in 2022 amounted to 3.9% and long-term sick leave to 1.2%. The trend for sick leave is approaching that which prevailed before the pandemic.

SAFETY AND PROTECTION

The Motum Group has a safety committee consisting of the CEO, Head of Sustainability, select Managing Directors of subsidiaries and all safety representatives. Several of the subsidiaries have local safety committees. At these meetings, they discuss the safety culture and share lessons and experiences.

Since our on-call personnel often work alone on evenings and weekends, when permanent staff is not on location, Motum has introduced personal alarms as mandatory equipment for all on-call personnel. This device can trigger a rapid alarm, even if the person is unconscious, since it is triggered after no motion is detected following a fall as well as by the fall itself. At that point, it sends a signal to the alarm central who try to contact the individual. If no response is received, rescue staff is sent out to the alarm's location. Personal alarms play a key role in enabling us to make sure our employees feel safe at work, even when they are working atypical hours.

ACCIDENTS AND NEAR MISSES

Accidents and near misses that happen in the Group are managed in our shared business system. Accidents and near misses are reported digitally via computer or mobile. Immediate managers follow up on registered events for further management and monitoring. Efficient management of near misses in the organisation allows us to prevent such near misses leading to future accidents and health problems for employees. To raise awareness of the near misses that happen in the Group, all employees are required to report what has happened during operations. Near misses must always be reported to employers, since it is an effective way to detect risks that could have led to accidents or occupational injuries.

During the year, we have worked actively to increase the reporting of incidents within the Group. We increased the share of reported incidents, and we see this purely as a positive development, since reported events give us an opportunity to identify, correct and prevent risks and to implement measures.

In 2022, 51 accidents and 91 near misses were registered at the Group's Swedish subsidiaries. 15 of the accidents entailed

absence from work. Accidents and near misses that were of a more serious nature were registered with the Swedish Work Environment Authority.

One way to demonstrate how well occupational health and safety efforts are working in the Group is to calculate Lost Time Injury Frequency Rate – LTIFR. This figure is an internationally recognised KPI, indicating the number of accidents leading to absence that happened per one million hours worked. LTIFR is calculated as follows:


LTIFR = Number of accidents leading to absence x 1,000,000 / number of hours worked during the year.

51 accidents were registered during the year.

LTIFR for Motum in 2022: 21. This means that for every one million hours worked at Motum, there were 21 accidents that led to absence. The incident rate has increased in recent years, and we estimate that this increase depends largely on our subsidiaries having become better at reporting accidents to the Group. The number of accidents needs to be reduced, and a long-term ambition is that nobody is injured at work. A few examples of measures to reduce the number of accidents are to keep working systematically with the Group's safety committee meetings, ensuring that risk analyses and safety rounds are made continuously, that accidents and near misses are investigated and measures taken, and ensuring that our employees have the right competence and knowledge. Measures that will be implemented include more trainings, the introduction of a safety week and increased experience sharing within the Group and with other companies in the trade associations the Swedish Association of Door and Shutter Suppliers and the Swedish Associations of Lifts and Escalators.

OUR WORK FOR SAFER ELEVATORS FOR USERS

During the year, Motum continued working actively to improve the safety of older elevators that have not been modernised and therefore lack safety equipment that is now considered standard. Typical risks in older elevators are a lack of inner doors or hazardous gates which entails a significant risk of crushing injuries – particularly for children. Through the trade association the Swedish Associations of Lifts and Escalators, we have brought the issue to a political level. Motum and its subsidiaries have also sent information to a large number of tenant-owner associations to draw attention to the risks associated with older elevators that have not been modernised. We have also developed a **Service Guide for elevators and automatic doors**, a **Guide on the modernisation of elevators**, and informed our customers on the upcoming phasing-out of 2G and 3G networks in Sweden, which will affect all customers with elevator emergency phones currently connected to the networks.

A full-page background image of a male worker with a beard, wearing a black t-shirt, black trousers, a black helmet with a headlamp, and orange gloves. He is climbing a silver metal ladder against a wall of light-colored wooden panels. A green circular callout is in the bottom left corner.

**For every one million
hours worked at
Motum, there were
21 accidents that led
to absence.**

Motum Group

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