



Sustainability Report for 2024

Motum Group



A Group Company of





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About this report

READER'S GUIDE

We are pleased to present Motum AB's sustainability report for the financial year 2024. In this report, you will learn about the risks and opportunities that have guided our operations throughout the year, upcoming challenges, and our continued efforts to become the preferred choice for conscientious elevator and automatic door buyers. The report focuses on the aspects we consider most critical to the business and where we have the greatest impact within the three areas of ecological, social, and economic sustainability.

SCOPE AND LIMITATIONS

This is Motum's fifth sustainability report, prepared in accordance with the Annual Accounts Act. Data and information have

been collected from the reporting cycle 1 January 2024, to 31 December 2024. Employee data is presented by the head count and has been compiled by the HR system. Unless otherwise specified, environmental data has been collected from third-party suppliers to Motum's subsidiaries. The sections on Our Sustainability Work and Environmental Impact as well as Health and Safety describe activities and data for Motum's Swedish operations. The sections on Transport and Waste include the Norwegian companies. The Norwegian companies will be fully included in next year's sustainability reports.

For questions about Motum's sustainability work or the content of this report, please contact info@motum.se.

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"Our mission is clear – to create accessibility with a focus on safety and sustainability – every day, in every project, with every effort we make."

A Word from Our Group CEO

Motum remains deeply committed to sustainable development – both in how we work and in what we offer. We continue to stand by our strategy of prioritising maintenance and modernisation of existing elevators and automatic doors over new installations – a choice that benefits both our customers and the environment. In 2024, we observed a growing aftermarket demand as investment willingness remained low, making it even more important to work preventively to keep our customers' elevators and automatic doors operating safely and sustainably. The limited investment capacity among Swedish property owners means that the country's elevators are aging – from an already strained starting point, as Sweden already had the oldest elevator stock in Europe. This further reinforces the need for our work in preventive maintenance and modernisation.

2024 IN BRIEF

The year has been marked by a continued challenging market environment, but also by important progress. Inflation and high interest rates have continued to negatively impact the construction sector, but the initial interest rate cuts by the central bank of Sweden have signalled a shift. We expect the market for modernisation and new installations to recover more significantly in 2026.

Following the tragic workplace accident at the end of 2023, both the Swedish Work Environment Authority and the police have concluded their investigations. Authorities found that the company had relevant procedures and measures in place at the time of the incident. Nevertheless, we have chosen to raise the bar even further in our safety efforts to prevent risks in a more systematic way. As part of this work, we have appointed a Head of Safety, established a group-wide safety committee, and introduced several new training initiatives. Additionally, together with our owners, Mitsubishi Electric, we have launched so-called "safety walks" – workplace visits aimed at developing and strengthening the safety culture in everyday operations. Safety work is, and will continue to be, an integral part of our entire business.

We have not only developed our working methods during



the year – we have also strengthened our geographical presence. Through the acquisition of Alt Heis in Bergen, we have taken an important step toward becoming an even stronger player in the Norwegian market. In Sweden, we have consolidated our operations in Stockholm through a merger between ITK and Hissgruppen, now operating under the joint name Motum Stockholm AB. These changes bring us closer to our customers and allow us to offer a broader and more coordinated range of services, while uniting our staff under a common brand.

In parallel with our market efforts, we have continued to advance our sustainability work. We are transitioning our vehicle fleet to reduce emissions – with more electric vehicles and a higher share of renewable fuels. In IT, we have prepared pilot projects to test how AI can support daily operations in the coming year – always with the goal of assisting and facilitating our staff, never replacing the valuable expertise our employees possess.

NEXT STEPS

We continue to focus clearly on our three most important areas: safety, sustainability, and profitable growth. Our strategy is delivering results – but we know that improvement is a continuous process. That's why we continue to invest in the transition to sustainable transport, strengthen our digital security, sharpen our offering, and, not least, develop our employees. As part of this, we are now launching the fourth round of Motum Academy – our own training programme for elevator technicians – giving more talents the opportunity to grow into the industry with us.

Our ambition is to be more than just an elevator and automatic door company. We want to be a role model for the entire industry – a company that drives innovation, takes responsibility, and builds solutions for an accessible society with care for both people and the environment.

Fredrik Eliasson,
Group CEO, Motum AB

2024 in Brief

Motum has reduced their carbon dioxide emissions per vehicle by 85% compared to the base year 2020.

940

MSEK in sales

CSI
4.1

ESI
3.8

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

By recommending and offering modernisation rather than the replacement of elevators, Motum contributes to reduced environmental impact. Modernising elevators results in at least 50% lower environmental impact according to a life cycle analysis*.

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 modernisation of elevators. Master's thesis at Chalmers University of Technology.



~400

employees

31%

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

67%

of the diesel used
is HVO100.

**25,000 elevators
and 9,000
automatic doors
in service.**

17%

of Motum's
vehicle fleet
consists of EVs.

About Motum

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

The Motum Group was formed in 2013, but many of the group's subsidiaries have existed for much longer; ITK and Hissgruppen are the oldest subsidiaries in the group and were established as early as the 1970s. In 2024, these companies merged and now operate under the name Motum Stockholm AB.

Since the formation of the Motum Group, we have grown steadily and are today Sweden's largest independent elevator and automatic door supplier with approximately 400 employees and a turnover of 940 million SEK. Since 2017, Motum has been present in Norway as well. Positioning Motum as the sustainable elevator and automatic door group is both a fact and a goal. Even if we have a clear focus and always try to find solutions that are good for both people and the environment, we have much work left to do. Climate change is one of the great challenges of our time, and we all need to do better. Therefore, we almost always recommend modernisation instead of new installation if possible – resulting in at least 50% less environmental impact.

OUR VISION AND MISSION

Our vision is to be the obvious choice for the conscious elevator and automatic door buyer. We want to lead the development of elevator and automatic door solutions in an innovative, sustainable, and responsible way into the future with a clear life cycle perspective.

With sustainability in focus, we provide people and companies with elevator and automatic door solutions that allow them to live and operate to their full potential.

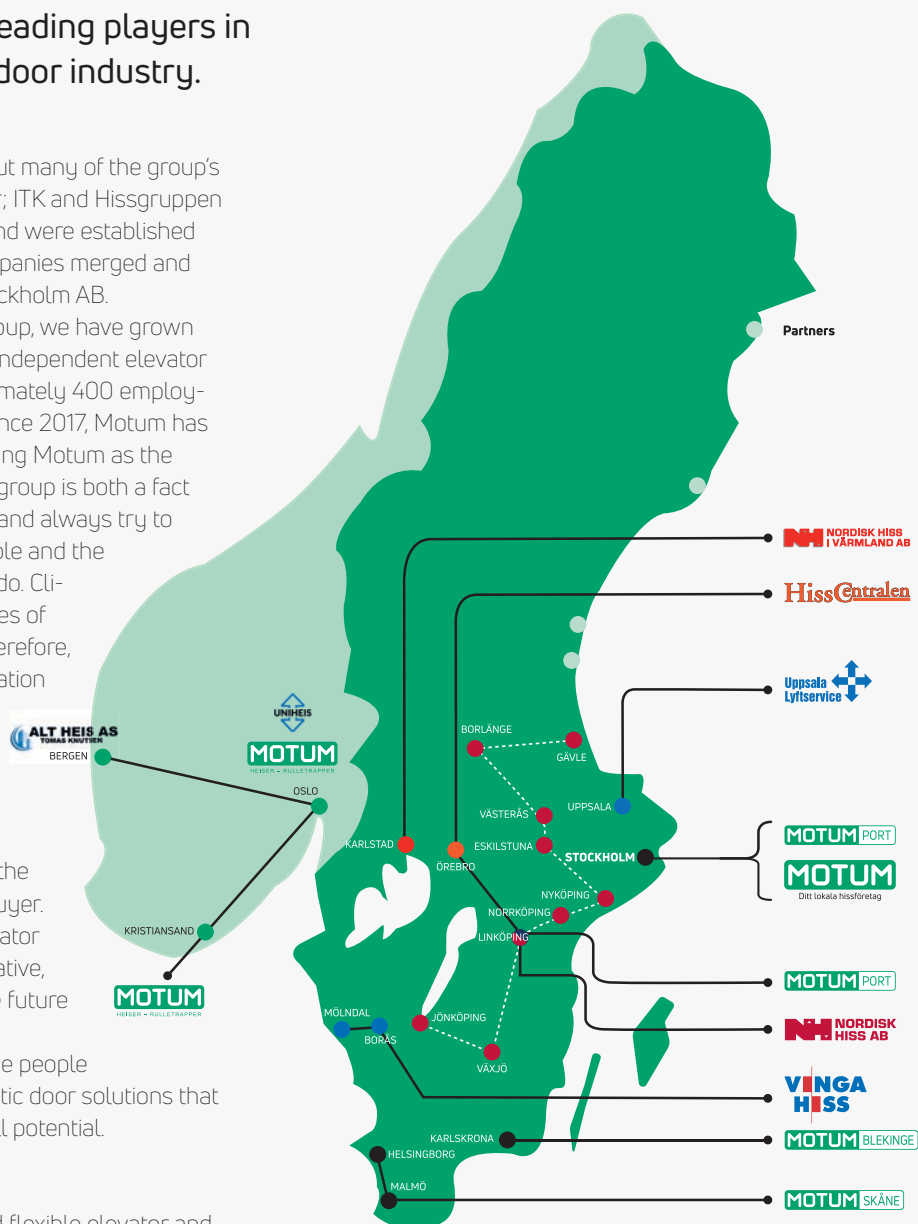
BUSINESS CONCEPT

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 find the best long-term solutions.

CORE VALUES

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

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



Simplicity

With simplicity in everything we do, we make everyday life easier for our customers and employees.

Commitment

With great commitment, we approach every project with energy, presence, and care.

Sustainability

With focus on sustainability in every aspect – people, environment, and economy – we become a responsible and long-term partner.



**With focus on sustainability
in every aspect – people,
environment, and economy
– we become a responsible
and long-term partner.**

The Year in Review

2024 has been a year marked by both challenges and progress – in the world around us, in our industry, and within our own operations. While the world continues to be affected by war, geopolitical tensions, and climate-related risks, we have also seen signs of economic recovery.

Inflation has begun to return to more normal levels, and the Riksbank has initiated interest rate cuts, offering hope for increased investment willingness in the future. Despite a continued cautious climate for new installations, demand for maintenance services has increased. Many property owners are choosing to extend the lifespan of their facilities rather than invest in new construction. This aligns perfectly with our sustainability strategy – to modernise and optimise existing lifts and automatic doors.

GROUP-WIDE COLLABORATION

Throughout the year, we have continued working toward a unified approach across the entire group, where quality, customer service, and professionalism are consistent regardless of which Motum company the customer interacts with. Our management system for environment, quality, and occupational health and safety has been a key platform for this and remains certified according to ISO 9001, 14001, and 45001. Our continuous improvement efforts have focused on streamlining processes and strengthening internal collaboration.

We also completed the merger between ITK and Hissgruppen in Stockholm, now operating under the joint name Motum Stockholm AB. This has improved our coordination and strengthened our offering in the important Stockholm market.

In Norway, we have expanded our presence through the acquisition of Alt Heis in Bergen – a company with strong expertise and local roots. This establishment makes us a more complete player in the Norwegian market.

WORK ENVIRONMENT AND SAFETY

Following the tragic workplace accident at the end of 2023, our focus on occupational health and safety has intensified. A new Head of Safety has been appointed, a group-wide safety committee has been established, and several new procedures, training programmes, and technical solutions have been implemented. We have also benefited from the knowledge and support of our owners, Mitsubishi Electric, who have introduced so-called “safety walks” – workplace visits aimed at developing a strong safety culture. Our goal is for safety to be embedded not just in procedures, but in every decision, every situation, every day.





EDUCATION AND TRAINING

Motum's technical training programme for elevator and automatic door technicians is now in its third year. The programme was established to meet the high demand for technicians in the industry and to increase interest in the profession. It consists of one year of basic training followed by six months of advanced training. During the basic training, participants are employed on a temporary basis with a salary at one of Motum's subsidiaries, and upon successful completion, they are offered continued employment at the same company. The practical training takes place at the location of employment, while the theoretical components are held at Motum Academy in Stockholm.

In addition to the technician training, shorter electrical training courses have also been conducted during the year to further strengthen employees' technical skills.

STRATEGIC WORK WITHIN MOTUM

The sustainability strategy has remained an integral part of our business development. The materiality analysis, which covers ecological, social, and economic aspects, continues to form the basis for our goals, action plans, and policies.

During the year, we also took important steps to prepare for the upcoming requirements of the EU's new Corporate Sustainability Reporting Directive (CSRD). A double materiality assessment was conducted, along with a gap analysis to identify areas that need strengthening ahead of 2025.

We have also continued efforts to reduce our climate impact by electrifying our vehicle fleet, transitioning to renewable fuels, and expanding charging infrastructure. In parallel, we

Regardless of whether you purchase services or products from Motum Stockholm, Motum Hiss Blekinge, or Hisscentralen in Närke, you should always feel confident that you will receive the same high quality and professional service.

have prepared digital pilot projects where we will test AI as a support tool in our work – not as a replacement for people, but to empower them.

THE COMING YEARS AND CONTINUED WORK

In 2025, we will continue our strategic sustainability efforts and deliver products and services that contribute to a more sustainable and accessible society. In the coming years, we aim to further develop our sustainability processes to align with the requirements of the new EU directive (CSRD) and to ensure our reporting complies with the EU Sustainability Reporting Standards (ESRS).

Considering the Unibus package and the "stop the clock" proposal, Motum will work more qualitatively with the action plan developed from the gap analysis. In 2024, we conducted a double materiality assessment to identify Motum's key sustainability areas based on both impact and financial materiality. This assessment will guide our continued sustainability work. To align our reporting with ESRS, we have performed a gap analysis of the standard requirements related to the identified material sustainability areas.



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



Our Value Chain

We continuously manage identified risks upstream and downstream throughout the value chain. This is a prerequisite for the continued development of our service offering and geographical coverage.

Our Customers

Customer satisfaction is the foundation of Motum's operations and is directly linked to corporate governance, delivery, and customer service. Our customers are mainly in the construction and facility management industries, but we also have customers in the manufacturing industry and the public sector. Motum's product and service offering consists of service, repair, and maintenance, modernisation, and new installation of elevators and automatic doors. In 2024, we had approximately 25,000 elevators and 9,000 automatic doors in service. Our technicians, supervisors, and administrators have daily customer contacts where professionalism and commitment contribute to positive and long-term sustainable customer relationships. In projects, we hold regular follow-up meetings with clients to ensure customer satisfaction with what we deliver. By finding out if our customers are satisfied with our service and delivered products, we can build continued trust. To ensure that our assignments meet customer expectations and to continually improve, we conduct annual customer surveys.

Our Suppliers

The Motum Group has around 30 central supplier agreements. We buy parts or entire elevators and automatic doors, which are then delivered and installed at our customers' sites. We also purchase chemical substances and products used for service, maintenance, installation, and repair. Additionally, we have suppliers for service vehicles and company cars, fuel, storage and office spaces, workwear, IT and telephony, management systems certification, various insurances, and trainings, etc. Local supplier agreements are signed by Motum's subsidiaries.

Motum's purchasing department works strategically with procurement within the group and functions as operational procurement support for the group's subsidiaries. Procurement is carried out according to a purchasing process with established purchasing routines that require ongoing follow-up and evaluation of our significant suppliers and subcontractors.

Our suppliers are encouraged to follow Motum's Code of Conduct. The Code of Conduct is based on the UN Global Compact's ten principles and is designed to create clarity on how we should conduct our business and how we work with sustainability within the group. In the Code of Conduct, we describe our core values and how we work for equality and a sustainable society while conducting long-term business. Motum expects all suppliers to support and respect the UN Declaration on Human Rights, to apply measures to protect the environment, and not accept any form of corruption. Preparations related to CSRD have led to closer and more in-depth engagement with

several suppliers. This has enhanced our understanding of their sustainability practices and allowed us to examine our supply chains in greater detail.

Risks and Opportunities in the Value Chain

Motum regularly carries out risk analyses from a sustainability perspective. As part of our CSRD preparations, we expanded our risk management efforts with additional analyses focused on sustainability. Risk assessment is carried out at both operational and strategic levels. At the operational level, economic, quality, environmental, and occupational health and safety risks are assessed for projects, recurring client assignments, and workplaces. When risks are identified, the process owner for the relevant process or site is responsible for developing action plans and taking measures.

Motum's group management has evaluated the group's sustainability risks and opportunities and prioritised them to define various areas for the group to continue working on in stages. Risks were identified in the areas of environment, human rights, labour rights, and corruption, but economic, operational, and brand risks were also considered. The risks and opportunities were identified and analysed from a value chain perspective, with the parameters' impact and likelihood forming the basis for the assessment. From this assessment, a baseline area, a focus area, and an area of excellence were identified, indicating the direction for Motum's sustainability work. The assessment results continue to guide our sustainability work. The risks and opportunities have, after evaluation, been deemed still applicable. Evaluations are conducted annually, and a new materiality assessment is carried out as needed or every four 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 reduced investment costs and environmental footprint.



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.

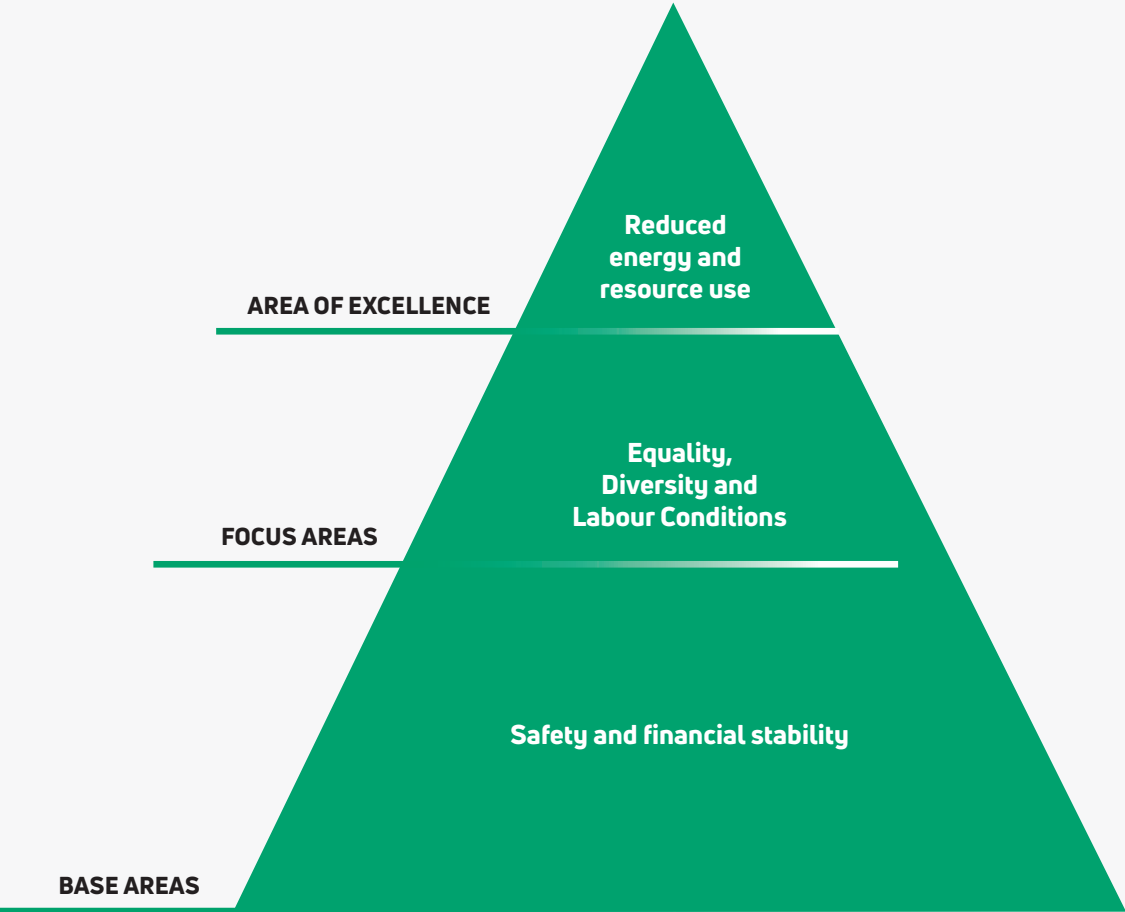
RISKS AND OPPORTUNITIES

- ✓ 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 essential for conducting a sustainable business.



Goals and future Work

The Motum Group currently has overarching goals in the areas of Market, Personnel, Environment, and Economy. These four areas connect the sustainability aspects of our operations and enable systematic and comprehensive monitoring and control. Continuous development in all these areas ensures responsible business development and long-term profitability for the Motum Group.

In 2025, we will continue to work towards our business goals, including various activities to increase satisfaction among our customers and employees, further renewal and electrification of our vehicle fleet, procurement of fossil-free fuels, and activities aimed at achieving long-term 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.



Dialogue with Our Stakeholders

The opinions of our stakeholders are important to us in order to prioritise our continued work within the area of sustainability. Motum has identified its key stakeholders and mapped out the demands, needs, and expectations that these stakeholders have on Motum's sustainability efforts through a stakeholder analysis. Motum's sustainability work is developed in collaboration with our customers, employees, owners, suppliers, authorities, and other significant stakeholders. The relevance of the stakeholder analysis is reviewed annually and updated as needed.

Customer Survey

Motum maintains an ongoing dialogue with stakeholders to ensure that we meet their expectations. Each year, a group-wide customer survey is conducted to ensure that our customers are satisfied with the services and products received.

The purpose of conducting customer surveys is to gain an understanding of how customers perceive our subsidiaries and thereby identify strengths and areas for improvement for each company. The customer survey is also an important tool for monitoring Motum's overall market goal: Customers should always be satisfied with the services provided. The target is for the Group's average Customer Satisfaction Index (CSI) to reach

4.4 on a 5-point scale by 2026. For 2024, the target was 4.2, and the actual result was 4.1. The survey was conducted via a web questionnaire and sent to all customers of our subsidiaries who have contact details in our business system, including Motum's Norwegian companies Motum AS and Uniheis.

The results for the CSI questions are at a high level, with 86 % of responding customers stating that they would turn to Motum for future projects. A majority of customers indicate that Motum meets their requirements regarding environmental and safety standards.



CSI
4.1

9 out of 10

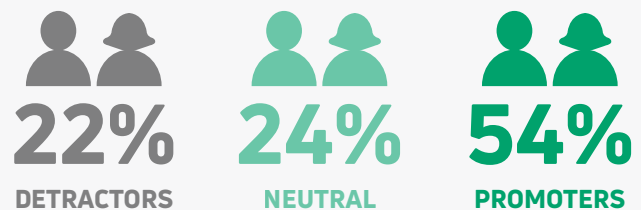
customers state that it is quite likely or very likely that they would turn to Motum for future projects.



NET PROMOTER SCORE (NPS)

The NPS value is based on a question about whether one would recommend the company to others in the industry. The question is answered on a scale from 0 to 10, where 0 = Very unlikely and 10 = Very likely. The question can be seen as a key metric for measuring customers' willingness to recommend and whether they will remain loyal customers. Based on the response, customers are divided into three groups. Those who answer 9-10 are promoters and actively spread the company's good reputation. Those who answer 7-8 are classified as neutrals and are satisfied with the company but nothing more. Those who answer 0-6 are detractors, who are dissatisfied with the company and actively discourage friends and acquaintances from using the company. The Net Promoter Score is then calculated by taking the percentage of promoters minus the percentage of detractors.

The average NPS value for the Motum Group in 2024 is 32, which indicates satisfied customers. The proportion of detractors is 22 %, neutrals 24 %, and promoters 54 %. This means that 54 % of customers answered 9 or 10 (on a scale from 0-10)



on how likely they are to recommend the company to others in the industry. This result is reinforced by the question of whether they would consider using the company again for future projects, where a large majority of surveyed customers have indicated that they would consider hiring the company again. Overall, Motum received a good result in this year's customer survey. Customer surveys will continue to be conducted annually and are considered a good complement to the reviews and project meetings held regularly with the group's customers. After this year's customer survey, each company has received its results and developed action plans to further increase the proportion of satisfied customers.

Employee Survey

To make the employee survey more accessible and manageable, we decided in 2024 to divide it into four separate parts distributed throughout the year. In previous years, the survey was sent out as a comprehensive whole, which many employees found time-consuming. By breaking it into smaller parts, we not only achieved a higher response rate but also gained the ability to focus more deeply on each area.

This year's measurement shows an Employee Satisfaction Index (ESI) of 3.8 on a scale from 1 to 5, indicating that a majority of our employees are satisfied with their work situation. Our Employee Net Promoter Score (eNPS) is 9, meaning that more

employees are willing to recommend Motum as an employer than those who are neutral or negative. This is an important metric that reflects engagement and loyalty within the organisation.

The results provide a solid foundation for continued development and show that we are on the right path in creating a work environment where employees thrive and feel involved. We will continue to use the results to support our improvement efforts, and we view the new survey structure as a step toward a more responsive and development-oriented organisation.



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



Sustainability Governance

At Motum, we work strategically with sustainability. The group management and the CEOs of the subsidiaries have the ultimate responsibility for sustainability within Motum. Motum also has a Sustainability Manager whose role is to drive the strategic and operational sustainability work within the group and support the group management and subsidiaries in their sustainability efforts.

GOVERNING DOCUMENTS

Our sustainability processes are based on the group's business and sustainability policy, which forms the foundation for the governance of sustainability issues. 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. It thus covers the four sustainability areas of human rights, labour rights, the environment, and anti-corruption. Both the business and sustainability policy and Motum's Code of Conduct apply in all business relationships and must be followed by all employees and business partners. Employees include all staff regardless of employment conditions, hired personnel, representatives, subcontractors, and collaboration/sales partners.

All employees are responsible for knowing and understanding the requirements of the Code of Conduct. Managers and supervisors are responsible for ensuring that employees receive the necessary training to understand the code and related policies. Motum's policies provide a framework for how the business should be governed and operated. The group's other routines, instructions, and templates complement these policies and describe in more detail how different parts of the business should be conducted. All governing documents for Motum are gathered in the company's management system and on the intranet.

ANTI-CORRUPTION EFFORTS

Motum maintains zero tolerance towards corruption. Upon hiring, employees receive Motum's Code of Conduct, which includes principles on non-competitive activities, cartel formation, and the giving and receiving of bribes. We also require our suppliers to act ethically in accordance with the Code of Conduct. Motum's owner, Mitsubishi Electric, has conducted training on Mitsubishi's anticorruption rules. No cases of corruption have been reported within the Motum Group during the year. Responsible information management in accordance with the General Data Protection Regulation (GDPR) is part of our anti-corruption work. Motum has a data protection policy with associated guidelines on how personal data may be handled and stored. No deviations in the storage or handling of personal data have been reported within the group during the year.

REPORTING DEVIATIONS

A systematic deviation management process increases our delivery precision by minimising and preventing the risk of delivering services that do not meet customer or our own requirements. We expect our employees and business partners to report circumstances that do not comply with the principles of the Code of Conduct, policies, or laws and regulations.

As an employee, irregularities are reported either directly to the nearest manager, a member of the group management, through the company's incident reporting system, or via an external whistleblower channel. All employees have access to the reporting system via computer and mobile and can also report accidents, incidents, risk observations, improvement suggestions, and environmental and quality deviations. All reports received are evaluated by the relevant subsidiary, and an initial investigation, including proposed actions, is prepared. Actions that cannot be taken immediately are transferred to an action plan, and a person responsible for the action is appointed.





CERTIFICATIONS

The Motum Group's management system, by which the Swedish companies work, is certified according to ISO 14001, 9001 and 45001. 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. Our vision is to lead the development towards a society where increased accessibility goes hand in hand with a more responsible use of the earth's resources.

Motum strives for a sustainable society. We continuously work to develop and improve our environmental efforts, as well as to reduce our customers' environmental impact. Motum's environmental work is well-rooted in the organisation through appropriate training, clear instructions, and the engagement of staff, suppliers, and customers. The ultimate responsibility for this lies with the Group CEO, with operational support from the Sustainability Manager and the CEOs of the subsidiaries. In 2024, Motum completed its first climate report, based on the year 2023. The report showed that our direct greenhouse gas emissions such as from transport and waste are relatively low. The majority of emissions occur in Scope 3, which has led us to focus more on working with suppliers to reduce environmental impact earlier in the supply chain. This insight also reinforces our core value of prioritising modernisation over replacement of elevators. Our overall environmental efforts are guided by our Code of Conduct, Business and Sustainability Policy, and Environmental Policy, all of which emphasise Motum's ambition to have 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 advocates for modernising older lifts instead of tearing them out and installing new ones. This approach retains the parts that are functional and in good condition while replacing worn parts or components that can be improved to, for example, increase safety, reliability, and reduce energy consumption. This way, you can get a modern and safe elevator while preserving the old charm.

Chalmers University in Gothenburg, in collaboration with Motum's subsidiary Vinga Hiss, has produced a report examining the potential environmental benefits of modernising an existing elevator compared to replacing and installing a new one. The results show that modernisation results in at least 50% lower environmental impact than installing a new one, and it is concluded that there are significant environmental gains to be realised by choosing modernisation over new installation. The study was conducted in the form of a life cycle analysis and was based on practical studies.

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 has a long-term environmental goal to reduce fossil carbon dioxide emissions per vehicle from its own transportation.

Reduced energy and resource use

ENERGY AND CLIMATE TRANSPORTATION

Motum's operations are dependent on transportation. Employees travel to various projects and customers, and materials are transported to and from our offices and out to sites across the country. This makes fuel consumption and the resulting greenhouse gas emissions the largest environmental impact for the Motum Group. Motum's vehicle fleet consists of service and transport vehicles used by elevator and automatic door technicians, as well as company cars used by supervisors and managers. Motum has a long-term environmental goal to reduce fossil carbon dioxide emissions from its own transportation. To achieve this, we aim to increase the proportion of vehicles powered by electricity and renewable fuels within the group. Motum purchases vehicles that run on electricity or renewable fuels where feasible for the operations.

- Motum's vehicle fleet is relatively new, with only 4% of vehicles being older than 10 years. 64% of the vehicles are not older than 5 years.
- The proportion of electric and hybrid vehicles constitutes 31% of the total vehicle fleet.
- The proportion of electric vehicles is 1 %.

In addition to increasing the proportion of electric and hybrid vehicles, we also aim to increase the proportion of HVO100-fueled in existing diesel vehicles. HVO100 is a fossil-free diesel made from renewable raw materials in the form of various animal and vegetable fats, usually waste and various by-products from food and ethanol production. Using HVO100 reduces fossil carbon dioxide emissions compared to conventional diesel, and most diesel cars can run on this fuel today. In 2024, the Motum Group used 286,946 litres of HVO100. HVO100 accounted for 67 % of the total amount of diesel used.

In 2024, 67% of all diesel fuel used by Motum consisted of HVO100.

Fossil CO₂ Emissions from Internal Transport in 2024 (in kg):

Diesel Mk1 (B7):	108 811
Petrol (E10):	91,081
Total fossil CO₂ emissions:	199,892

In 2024, the emissions of fossil carbon dioxide from diesel and gasoline used in internal vehicle transportation amounted to 200 tons. To calculate the emissions of fossil carbon dioxide, emission factors from Drivkraft Sverige were used. The emission factor for diesel Mk1 (B7) is stated to be 2.36 kg CO₂/litre, and for gasoline (E10), it is 2.12 kg CO₂/litre, TTW. TTW (Tank To Wheel) refers to a calculation based on the fossil carbon content in the products, which is released as carbon dioxide during combustion. Since HVO100 is made from renewable raw materials of biological origin, its emission factor is stated to be 0 kg CO₂/litre (TTW). On average, each vehicle emitted 0.44 tons of fossil CO₂ in 2024. The corresponding figure for 2020 was 2.8 tons of fossil CO₂ per vehicle. This means that Motum has reduced fossil carbon dioxide emissions from diesel and gasoline per vehicle by 85 % since 2020.

ENERGY AUDITS

In accordance with the law on energy audits in large companies, Motum conducted its first Energy audit in 2020. In accordance with the Swedish Energy Audit Act for large companies, Motum conducted its first energy audit in 2020. In



Motum has reduced fossil carbon dioxide emissions from its own transportation by 85% compared to the base year 2020.

2024, the second audit was initiated and completed in 2025 - more details will be shared next year.

Energy audits are conducted to identify how an organisation can improve its energy efficiency. Motum engaged a certified energy auditor who performed both a general and detailed mapping of the Group's total energy consumption. Significant energy usage was identified, and priority areas were selected. Measures related to these areas were developed and incorporated into Motum's operational goals. Motum continues to work on improving energy efficiency, and new energy audits will be conducted every four years — the next one covering 2024–2025.

The energy audit revealed that fuel consumption from internal transportation constitutes about 90% of the Motum Group's total energy consumption, with diesel being the largest single fuel source. Motum aims to reduce fossil carbon dioxide emissions from its own transportation per vehicle. As a measure to reduce the group's carbon dioxide emissions, the possibility of increasing the proportion of HVO100 used in the group's vehicles was identified. This measure was also included in the energy mapping. The other two proposed measures were to ensure at least a tire rating of B on all vehicles to reduce friction and thereby fuel consumption, and to replace lighting with LED lamps where possible.

TRAVEL

Most business trips are made by car, with carpooling applied where possible. Digital meetings are an integral part of Motum's meeting culture. Other modes of transport include air and rail travel. Since the Motum Group does not yet have a centralised system for booking and tracking air and train travel, CO₂ emissions from travel are not reported for 2024. In 2025, Motum will develop a system to enable travel tracking.

OTHER MEASURES

To achieve our long-term environmental goal of reducing fossil carbon dioxide emissions per vehicle from our own transportation, Motum set the following three activities for 2024:

- Increase the proportion of HVO100 to 65 % of the total amount of diesel fuel used.
- Each subsidiary should have at least 3 electric service vehicles, except Nordisk Hiss Värmland and Motum Skåne, which should have at least 1 electric service vehicle, and Motum Blekinge should have at least 2.
- Adopt a new vehicle policy enabling more electric and hybrid vehicles in operations.

Throughout the year, Motum has worked purposefully to increase the proportion of HVO100 used in the group's diesel vehicles. In 2024, the proportion of HVO100 was 67 % of the total diesel used. The corresponding proportion was 40% in 2022 and 9% in 2021. Regarding the activity to increase the number of electric service vehicles, all subsidiaries reached the goal. A new car policy that allows for more electric and hybrid vehicles was adopted during the year. The expansion of charging infrastructure at offices and home locations has continued, increasing the proportion of electric and hybrid vehicles from 19% in 2022 to 31% in 2024. The work to reduce fossil carbon dioxide emissions from our own transportation will continue in 2025.

WASTE MANAGEMENT

Motum works to reduce the environmental impact of our waste management. Source sorting and handling of waste and hazardous waste for customers are carried out in accordance with the recycling principle. Storage and handling of waste are done in a way that prevents leakage to the environment. In most cases, waste is collected by an external transporter directly from the projects or sites or from the subsidiaries' offices and then transported to an approved waste receiver.

In 2024, the most common waste fractions were:

Non-Hazardous Waste

- Iron and scrap metal
- Combustible waste
- Wood

Hazardous Waste

- Waste oil
- Oil-contaminated water from lift pit emptying
- Electronic waste

USE OF CHEMICAL PRODUCTS

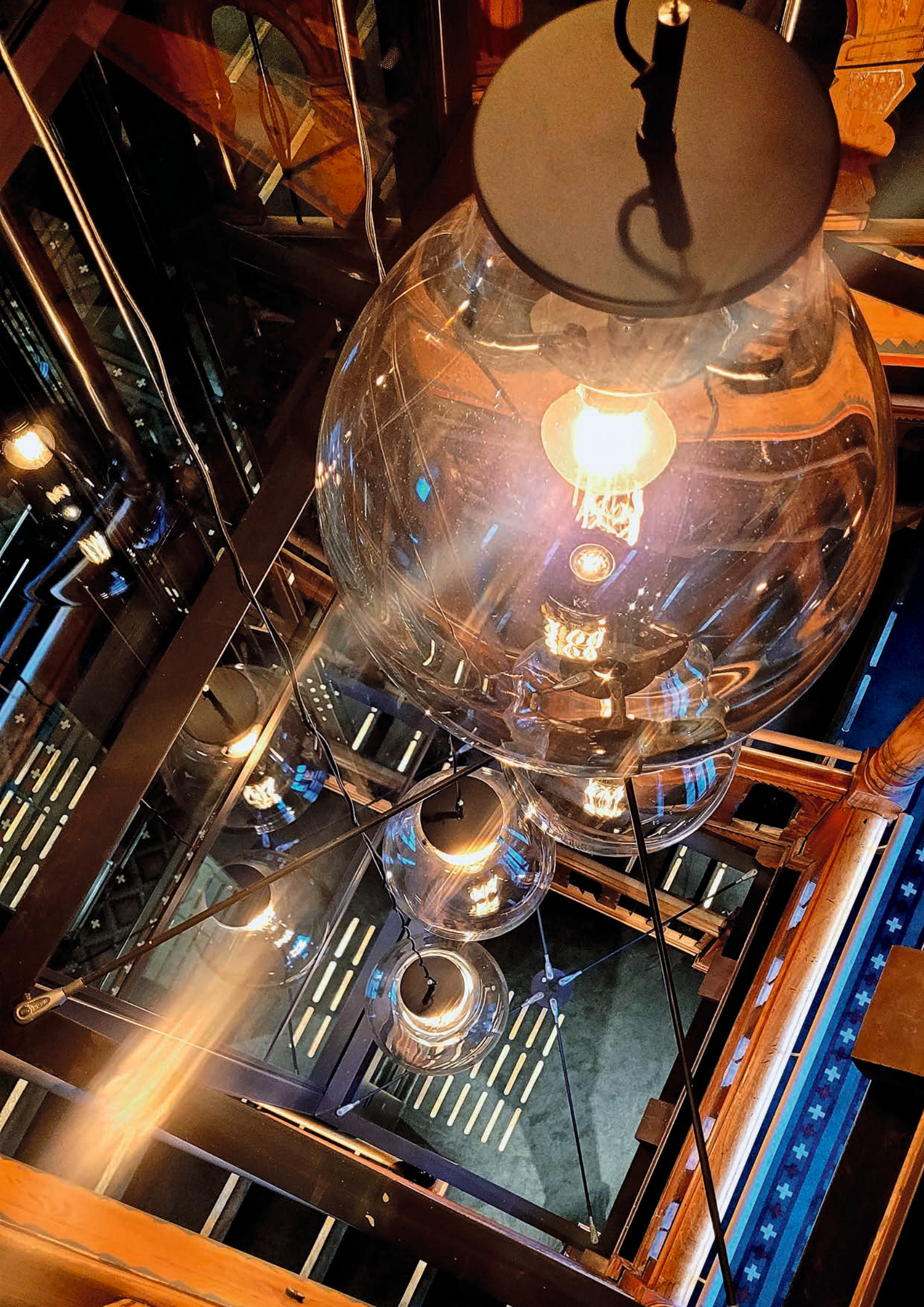
Chemicals can be harmful to human health. They can enter the body through the mouth, respiratory system, or skin. If released into the soil, air, or water, they can cause environmental damage.

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

At Motum, a limited number of chemicals are used. However, some chemical products are necessary for our operations, which requires us as an employer to assess the risks involved and provide our employees with the best possible conditions to work as safely as possible while ensuring that the surrounding environment is not harmed. The chemicals used in our operations are stored in approved cabinets, and liquid chemicals are contained according to current requirements.

Motum has a digital system for managing, risk assessing, and approving chemical products. This way, we can ensure that the right products are used from both a health and environmental perspective. It is important for employers to assess the risks of all chemical products used in the workplace to ensure that employees use the correct protective equipment and handle the products properly. With a common system, we can continuously work to reduce the range of chemicals and find better alternatives from an environmental and health perspective, in accordance with the substitution principle.





Attracting and Retaining Talent

The Motum Group has approximately 400 dedicated employees who deliver high-quality services in the areas of maintenance, new installation, and modernisation of lifts and automatic doors every day. Motum’s workplace conditions are described in our Code of Conduct, which includes principles regarding a good working environment, fair working conditions, and opportunities for skill development. We actively work towards a safe and healthy work environment for our employees, where both psychosocial and physical health are important factors. Workplace injuries, staff turnover, sick leave, and rehabilitation cases are continuously monitored to take measures for increased safety and well-being.

The average number of employees in the Motum Group during the year was 400. As the lift and automatic door industry is male-dominated, this is reflected in the staff statistics. The proportion of men is dominant among blue-collar workers and also among white-collar workers, although we see a higher proportion of women there. Motum strives to attract more women to the industry and collaborates with vocational schools to encourage more women to join the profession. Of the total number of employees, 10% are women and 90% are men. In the group management, 60 % are men and 40 % are women, while among the CEOs of the subsidiaries, 82% are men and 18% are women.

Age-wise, the distribution is even: 47% are younger than 40 years old and 53 % are 40 years old and older. Regarding employee turnover, the proportion of new hires was 15 % and a similar proportion of departures.

Gender distribution	Men	Women
	90%	10%

Age distribution	Younger than 40	40 and older
	47%	53%

SKILLS DEVELOPMENT

At Motum, we are committed to both recruiting the right individuals and ensuring that our employees thrive, develop, and choose to remain with us. We believe it is essential that everyone has the right skills for their role – and the opportunity to grow. We therefore offer professional development to all employees. This is a regular topic in our annual performance reviews, where we discuss each employee’s development, identify needs, and explore training or new challenges. To support this, we have developed a shared training catalogue and a digital learning platform, offering tailored courses for different roles – helping us maintain high standards while enabling everyone to expand their knowledge.

GENDER EQUALITY AND DIVERSITY

At Motum, we strive to create a workplace where everyone feels welcome and respected. We are committed to being an inclusive employer that values diversity, promotes gender equality, and ensures no one is subject to discrimination. We believe that diversity makes us stronger – it brings new perspectives, more ideas, and enhances our performance. By actively promoting diversity, we grow as a company and become more competitive.

GENDER EQUALITY

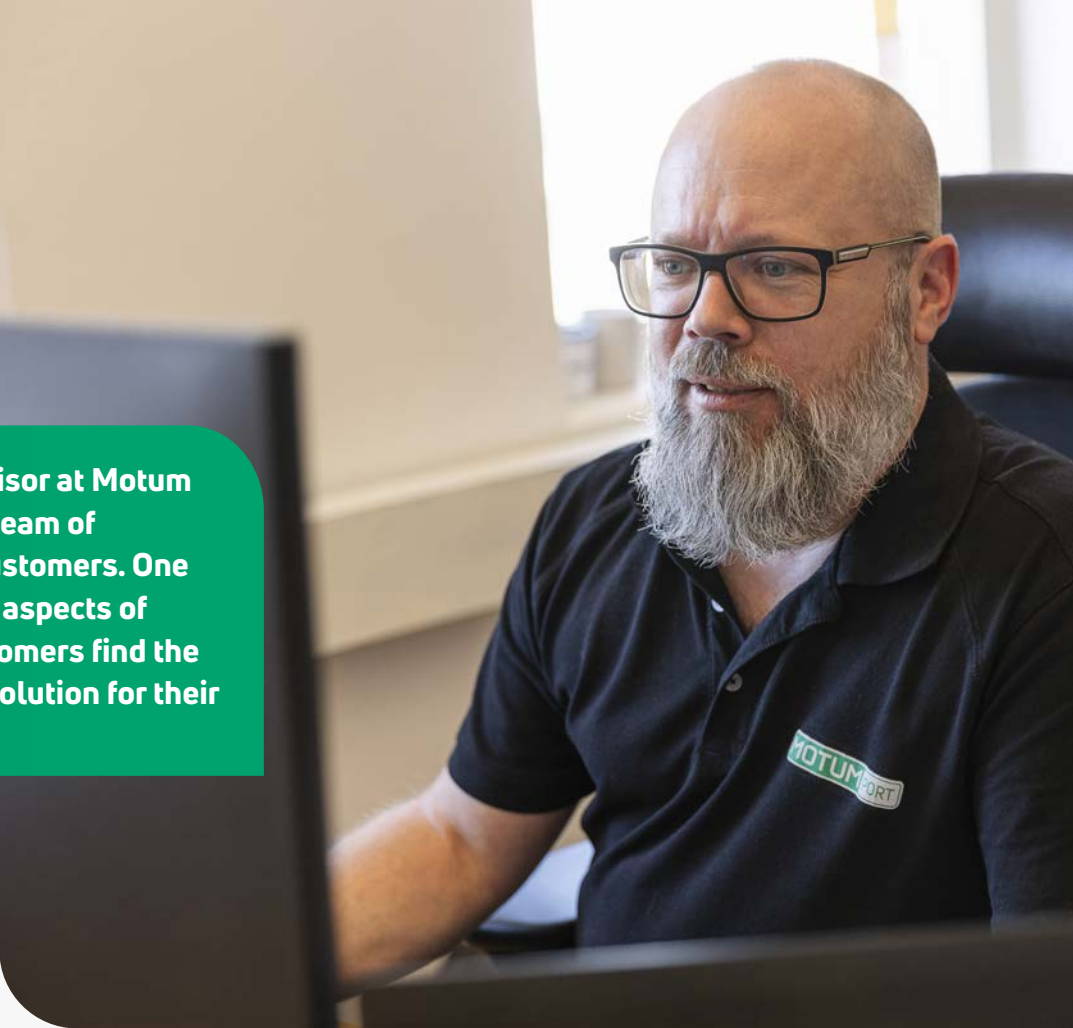
One challenge for Motum is that the lift and automatic door industry is male dominated, which is also reflected among our employees. However, we strive for a workplace with a balanced gender distribution. We are committed to creating a culture where equality is prioritised and write job advertisements in a gender-neutral manner.

DIVERSITY

In terms of diversity, we actively work to include people from different backgrounds. We believe that our business is strengthened by having employees who reflect contemporary Sweden and bring various experiences and knowledge. However, we cannot compromise on safety. Those who work with us must have sufficient knowledge of Swedish or English to understand safety instructions, both written and oral, to avoid endangering themselves or others.

DISCRIMINATION

If any of our employees feel they are subjected to bullying or discrimination, there are several reporting mechanisms in place. In some cases, the employee can talk to their immediate supervisor or that supervisor’s manager. Alternatively, HR or occupational health services can be contacted. How the case is handled depends on the specific situation. In 2024, no cases of harassment or discrimination were reported.



" In my role as a supervisor at Motum Port, I guide both our team of technicians and our customers. One of the most rewarding aspects of the job is helping customers find the ideal automatic door solution for their unique needs.

Meet one of our employees

Mikael Olsson has extensive experience in the automatic door industry. He began his career as a workshop technician in 1998, building automatic doors. Since December 2021, he has held the position of supervisor at Motum Port.

Can you briefly describe your background and what sparked your interest in automatic doors?

My interest in automatic doors and mechanics has always been part of who I am. At upper secondary school, I studied industrial engineering with a focus on sheet metal and welding. I loved taking things apart, exploring how they worked, and learning about their inner workings. That curiosity is what ignited the passion that has kept me engaged in the industry over the years.

What does your current role at Motum Port involve?

As a supervisor at Motum Port, I guide both our team of technicians and our customers. One of the most rewarding aspects of my job is helping customers find the perfect automatic door solution for their specific needs. I believe in going the extra mile by visiting customer sites, carefully analysing their conditions, and sharing my in-depth knowledge to ensure they receive the optimal solution.

What is the biggest challenge in your work today?

There are many challenges, but in recent years, sustainability has become a major focus in our automatic door solutions. Energy efficiency is especially important to me – it's one of my

passions. I understand the importance of choosing the right automatic door to reduce energy consumption. That's why we carefully select our partners to ensure we can offer the most sustainable automatic doors to our customers.

Certification and compliance with regulations and standards – especially CE marking – are things I always take seriously. Motum is more than just a product supplier – we provide peace of mind by adhering to the highest quality standards.

What are your top tips for reducing energy consumption in an automatic door system?

Here are a few practical suggestions from me:

- If you have a heated garage, consider installing two smaller doors instead of one large opening – it helps retain heat.
- Keep the opening size to a minimum to reduce energy loss.
- Choose the right automatic door for your needs – speak to an expert.
- Compare U-values between different suppliers – a lower U-value means better energy efficiency and less heat loss.
- With today's soaring electricity prices, everyone knows that energy is expensive – and a automatic door is a long-term investment.

Occupational Health and Safety

The Motum Group conducts preventive safety work with continuous safety inspections and risk assessments. Accidents, incidents, sick leave, and rehabilitation cases are investigated and followed up on.

In 2024, short-term sick leave (1-14 days) was 3.5%, and long-term sick leave (longer than 14 days) was 1.1%. The trend for sick leave is approaching pre-pandemic levels. The group offers employees benefits such as wellness allowances, lunch benefits, and/or health insurance. We believe that wellness activities like exercise, training, massage, and other leisure activities strengthen individual health and encourage our employees to use their wellness allowance. We consider lunch benefits to promote good, enjoyable, and social eating habits, and health insurance provides employees with quick access to qualified medical advice and care. Subsidiaries decide which benefits to offer their employees.

SAFETY AND PROTECTION

We conduct regular safety inspections and continuously perform risk analyses. Safety and lifting equipment are inspected annually by external providers. Employees have access to necessary personal protective equipment. In 2024, a Group-wide safety committee was established, with representatives from most subsidiaries. The committee's role is to strengthen Motum's safety work and develop a unified approach to occupational health and safety.

The Motum Group has a safety committee that includes the Group CEO, Sustainability Manager, subsidiary CEOs, and safety representatives. Several subsidiaries also have local safety committees. These meetings discuss safety culture and share lessons and experiences regarding systematic occupational health and safety work.

Since our on-call staff often work alone during evenings and weekends when regular staff are not present, Motum has introduced personal alarm devices as part of the on-call staff's equipment. This safety equipment allows for quick alarm activation even if the person is unconscious, as it reacts to a fall and remains still after the fall. If no response is received, emergency personnel are dispatched to the alarm's location. Personal alarm devices are a crucial feature to ensure our staff feel safe even when working at inconvenient times.

ACCIDENTS AND NEAR MISSES

Accidents and near misses are managed in our business system, reported digitally via computer or mobile. Registered events are followed up by the nearest supervisor for further handling and follow-up. Efficient handling of incidents within the organisation can prevent them from leading to accidents and health issues for staff. To understand the incidents within the group, it is essential that all staff engage and report what happens in the operations. Incidents should be reported to the employer as they help identify risks that could lead to accidents or work-related injuries.

During the year, we have actively worked to increase the number of reported events within the group. By reporting and managing events, we can identify, correct, and prevent risks and take measures. In 2024, 53 accidents and 45 incidents were registered in the group's Swedish subsidiaries. More severe accidents and incidents have been reported to the Swedish Work Environment Authority.

During the year, 53 accidents and 45 incidents were registered.

We have seen a positive increase in the number of risk observations reported, indicating a growing awareness and proactive safety culture. This work will continue in 2025.

Motum's long-term ambition is that no one should get injured at work. Examples of measures to reduce the number of accidents include continued systematic work with the group's safety committee, ensuring that risk analyses and safety inspections are conducted continuously, investigating and addressing accidents and incidents, and ensuring our staff have the right skills and knowledge. Future measures include more training in occupational health and safety and increased exchange of experiences within the group and with other companies in the industry organisations Swedish Association of Door and Shutter Suppliers and Swedish Lift Association.

OUR WORK FOR SAFER LIFTS FOR USERS

During the year, Motum has actively worked to improve the safety of older lifts that have not been modernised and therefore lack safety equipment that is now considered standard. Common risks with older lifts include the absence of inner doors or dangerous gates, which pose a high risk of severe crush injuries, especially for children. Through our industry organisation Swedish Lift Association, we have raised the issue to a political level. Motum and its subsidiaries have also sent information to a large number of housing associations to highlight the risks associated with older lifts that have not been modernised. Customers have also been informed about updated safety requirements for older lifts that will come into effect in October 2031.



**Your local elevator
and automatic door
company.**



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