

Sustainability Report 2025

# AWARD-WINNING LIFTS FOR HOMES AND PUBLIC SPACES



CELEBRATING 30 YEARS OF INNOVATION



# VISION AND MISSION

*“ We are devoted to opening up possibilities for everyone, by driving sustainable and smart breakthroughs, making us the undisputed leader in lifts.”*



# Sustainability Report

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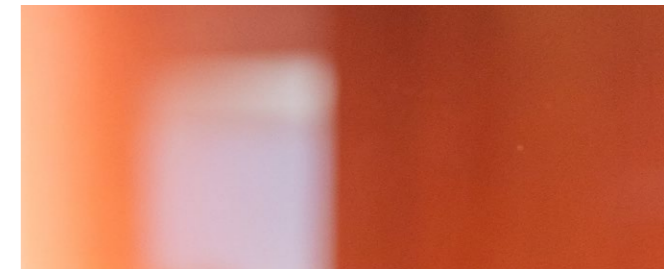
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This is Aritco

# MANUFACTURER OF PLATFORM LIFTS MAKE IN SWEDEN

## Award-winning lifts for every situation

Aritco is an award-winning manufacturer of platform lifts. We design and produce a selected range of lifts for homes, public and commercial spaces – meeting the highest requirements regarding accessibility, comfort, space efficiency and design.

Our lifts are built and designed with outstanding quality, safety and reliability in mind with various options to suit both new and existing buildings perfectly. Since the start in 1995, more than 48,000 Aritco lifts have been installed in buildings worldwide, creating possibilities for millions of people.

## A part of Innovalift and Investment AB Latour

Aritco Lift is part of Innovalift, a business area of Investment AB Latour. Innovalift is a group of leading companies designing, manufacturing and installing vertical and inclined platform lifts, stair lifts and lift components. The company group centers on a high innovation pace, superior product quality, attractive design and sustainability.



# 30

years of innovative design

# 1995

year of our foundation

# 48,000

lifts have been installed

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**Global network of sales partners**

We work with a global network of 170 distributors, installers and service units across 50 countries. Our partner network is vital to our success, and we collaborate closely to equip them with the resources needed for strong and efficient sales processes. Our key markets include Europe, Asia and the Middle East, and this global reach strengthens our ability to support customers wherever they are.



# 30 YEARS OF INNOVATION

Aritco was founded in 1995 by four entrepreneurs who shared a big idea - to build smarter lifts that were simpler, more elegant and accessible to all. The four engineers built their first lift by hand, guided by passion and ingenuity. Today, Aritco lifts move people in over 60 countries, creating experiences with IoT connectivity, remote diagnostics, smart lift controls and intuitive design. Our foundation remains the same - innovation, quality and a belief that great ideas start with brave minds. We guide how we act and collaborate every day.



**Our core values**

A brand is more than the logo, the product and the words we use to describe ourselves. At Aritco, our core values - innovation, reliability and teamwork - guide how we act and collaborate every day.

**Read more** about our core values on page 13.

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The year in brief

# STRATEGIC PROGRESS IN OUR 30TH YEAR

In 2025 we marked 30 years of innovation and continued to advance our strategy of building a truly great company, focusing on an industry leading offer, world class sales and marketing, and operational excellence. These strategic focus areas shaped our priorities throughout the year.

**Showroom opening in Bangkok**

In February, Aritco opened its first showroom in Bangkok, marking an important step in our development in Southeast Asia. Designed with sustainability in mind, it serves both as a meeting place for partners and as a hub for training and product knowledge. Learn more on page 14.

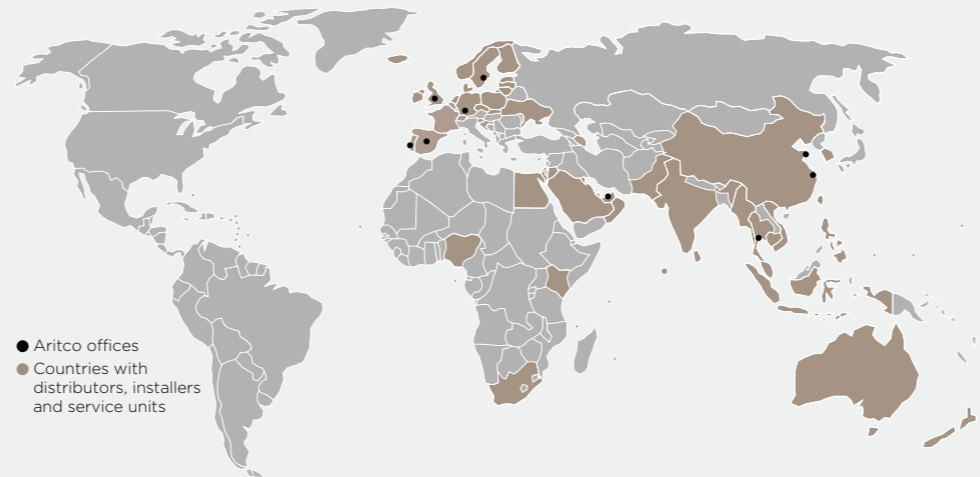
**The future of living at Design Shanghai**

In June, Aritco exhibited at Design Shanghai, one of the world's most prestigious design events. As Asia's leading platform for contemporary design, it offered an important opportunity to present our perspective on the future of living, where thoughtful design, sustainable innovation and everyday functionality come together. As part of the programme, Aritco also contributed to a sustainability-focused panel discussion.

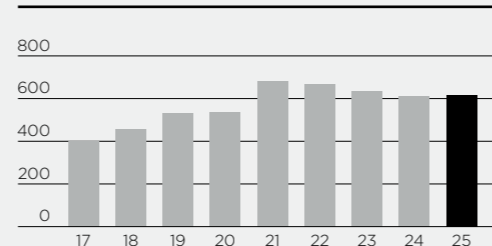
**Top results in Great Place to Work**

This year, we achieved a Trust Index of 89 percent in our annual Great Place to Work employee survey, and 92 percent of employees agreed with the statement, "Taking everything into account, I would say this is a great place to work." These results place Aritco among the best workplaces in Sweden.

**ARITCO AROUND THE WORLD**



Net sales, MSEK



**146**  
Number of employees

**3,000**  
Sold lifts

**89%**  
Trust Index total in Great Place to Work

**-71%**  
reduction in CO<sub>2</sub>e emissions in Scope 1 and 2 (market based, compared to 2024)

**67**  
Number of Solvatten units funded

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## CEO statement

# A YEAR OF STRENGTHENED FOUNDATIONS

2025 was a year of continued development and renewed strength for Aritco. We invested in our people and strengthened our structure and all while staying true to the culture and values that have shaped our company. It was a year defined by progress, resilience and shared commitment.

Stepping into the role of CEO during 2025 has been both an honor and a responsibility. In late 2025, we lost our dear colleague and friend, Martin Idbrant, who passed away after a period of illness. Martin led Aritco from 2017 to mid 2025, with a strong focus on the people who make the company, and his leadership and values continue to shape the culture we build on today.

As I took over, my focus was to continue the journey already underway together with a partly renewed management team. Bringing in new perspectives while preserving what defines Aritco has been central. I am grateful for the commitment shown across the organization.

“*The result reflects everyday leadership throughout Aritco and the collective effort of all employees.*”

### A people driven year

A significant part of this work has been to strengthen our foundation. During the year, we took several steps to support this, from giving all managers a shared platform through the three day Better Work Environment training, to introducing the incident reporting app to make reporting more systematic and preventive, and achieving ISO 9001 and ISO 14001 certification, which strengthen how we work with quality and environmental management. Together, these initiatives reinforce how we operate across the organization and provide a clearer structure for the years ahead.

This year's result in the Great Place to Work survey - with a Trust Index of 89 percent and when we ask our employees "I would say this is a great place to work" 92 percent answer yes - is a clear sign of our focus and the strong engagement across the company. The result is something we have achieved together. It reflects everyday leadership throughout Aritco and the collective effort of all employees. Reaching our long term goal of 90 percent remains a shared ambition going forward.



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“ *With a strong culture, a committed organization and a clear direction, I feel confident about our continued journey.* ”

#### **Aritco at 30 - staying true to our origin**

The original idea behind Aritco - to develop smarter lifts that are simpler, more elegant and accessible to more people - still guides us today as we celebrate 30 years as a company. Innovation, quality and the belief in developing ideas together continue to define who we are. This is reflected in our annual internal awards, where categories such as strong leaders, innovators, steady rocks and team players highlight the qualities at the core of our culture.

At the Aritco Awards this year, we introduced a new award recognizing exceptional partner collaboration, reflecting the importance of strong relationships in our business. Our Innovator of the Year award went to one of our software developers, whose solutions within AI and digitalization have supported our day to day work and created value for our customers. We see continued opportunities where digital tools can strengthen our operations, customer experience and sustainability efforts.

#### **Strengthened environmental efforts**

2025 was also a year where several important parts of our environmental work took shape. We began forming longer term plans to continue reducing our footprint. Several operational improvements were implemented



during the year, and more are planned for 2026 as we gradually increase our pace in line with our goals and Innovalift's SBTi approved targets. Our social engagement also remains important, both in our local communities and through our collaboration with Solvatten.

#### **A global focus on growth**

It remains strategically important for Aritco to stand on several pillars. Europe continues to be a strong base for us, while Asia Pacific and the Middle East remain important regions in our long term strategy. Strengthening our presence in Asia will continue to be a priority, and during the year we took an important step by opening our first own showroom in Bangkok. The showroom strengthens our local presence and serves as a platform for partner training in the region.

We see considerable potential in Asia as we continue developing our global footprint.

#### **Looking ahead**

Overall, 2025 was a year where we continued focusing on the people who make Aritco happen every day, while reinforcing the structures that support sustainable global expansion. With a strong culture, a committed organization and a clear direction, I feel confident about our continued journey and the company we are building together.

Let's keep moving forward.

Jonas Sjö Dahl  
CEO, Aritco Lift

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# EXECUTIVE MANAGEMENT



**Jonas Sjödah** Chief Executive Officer  
With Aritco since 2018



**Caroline Bohlin** Chief Financial Officer  
With Aritco since 2025



**Johan Borg** Chief Operations Officer  
With Aritco since 2023



**Ida Lindvall** Chief Commercial Officer  
With Aritco since 2024



**Johanna Olsson** Chief Digital Officer  
With Aritco since 2019



**Erik Sundström** Chief Product & Service Officer  
With Aritco since 2025



**Elin Åhrberg** Chief Human Resources Officer  
With Aritco since 2024

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## Product portfolio

# AWARD-WINNING LIFTS FOR HOMES AND PUBLIC SPACES

We supply a selected range of lifts for homes, public and commercial spaces that meet the highest requirements for accessibility, comfort, space efficiency and design. Built with outstanding quality, safety and reliability in mind, our lifts come with a variety of options to suit both new and existing buildings, as well as indoor and outdoor installations.



### ARITCO HOME LIFTS

Our home lifts improve accessibility and mobility within the homes of our users, making it easier to move between floors and creating a more comfortable living space. With a wide range of options for colors, different DesignWall artwork, flooring and materials, our home lifts can either blend in seamlessly or become a bespoke centerpiece in any home.

### PUBLIC & COMMERCIAL LIFTS

Our public and commercial lifts are designed with outstanding quality, comfort and safety in mind. Our vision is to create lifts for public and commercial environments that are both elegant and functional, providing reliable and safe access for everyone while meeting and exceeding all standards for use in commercial and public environments.



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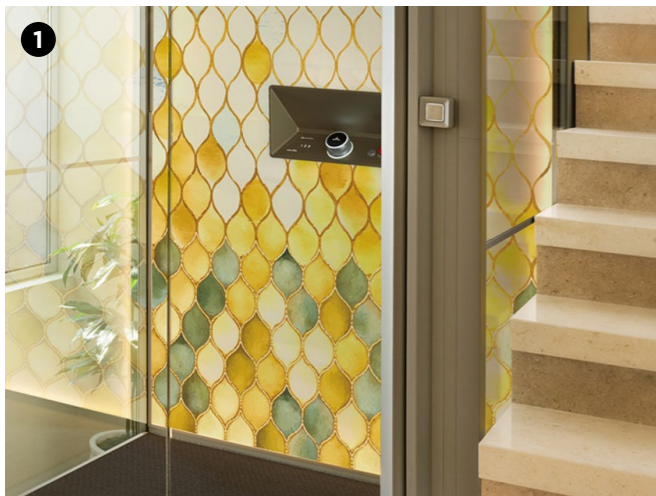
Product portfolio

# ARITCO HOME LIFTS

A home lift from Aritco improves accessibility and mobility within your home. It makes it easier to move between floors and makes your living space more comfortable.

**Domestic lifts that meet every need**

We offer a range of home lifts designed for different types of needs and homes, accommodating requirements related to accessibility, comfort and available space. Our compact models suit apartments and limited areas, while larger models comfortably support wheelchairs and mobility aids. All are built with thoughtful ergonomics and equipped with our SmartSafety system to provide peace of mind at all times. Our minimalist Scandinavian design can be a subtle part of the interior or a standout feature with bright colors, glass walls, DesignWall™ patterns and custom flooring options.



**1 Aritco HomeLift**

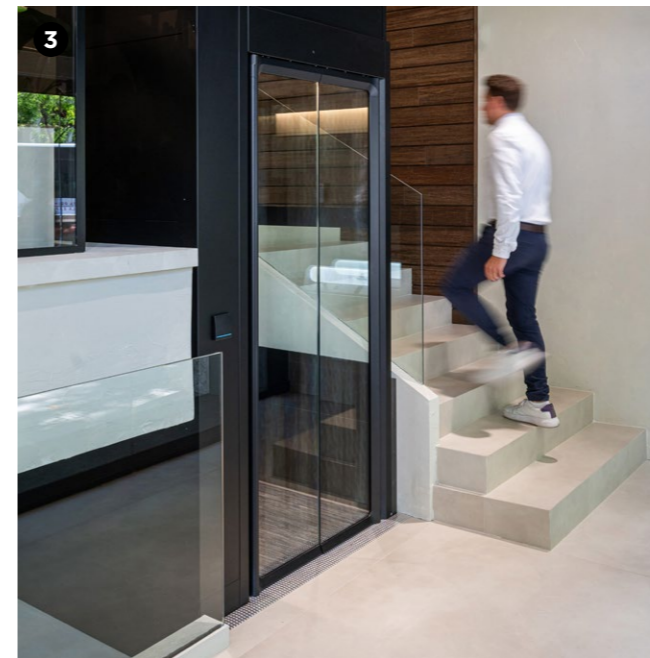
A decorative and a spectacular design feature, which makes your home unique. Can be designed in different sizes and options to be a truly bespoke lift in any home. Ranging from two-person models to an impressive five-person capacity.

**2 Aritco HomeLift Compact**

Our most space-efficient lift opens a world of possibilities in homes that were previously considered too small for a lift. This compact model offers a sleek and customizable design, specifically engineered to fit into smaller spaces.

**3 Aritco HomeLift Access**

A versatile and customizable home lift available in multiple sizes to accommodate different mobility needs as well as spatial requirements and building layouts. Extensive personalization options allow the lift to integrate seamlessly with home designs and individual preferences.



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## Product portfolio

# PUBLIC & COMMERCIAL LIFTS

We build lifts for public and commercial spaces that are both elegant, reliable and safe.

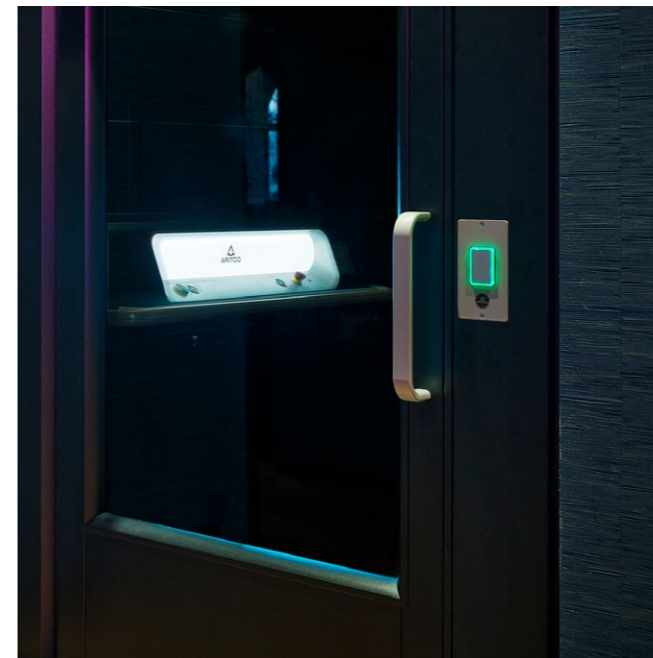
### Designed with quality, comfort and safety in mind

We design and build lifts for commercial and public environments such as schools, offices, shopping malls and any other public use. Our vision is to create lifts that are both elegant and functional, exceeding all standards for use in commercial and public environments. Our lifts meet international safety regulations as well as building standards and are designed with outstanding quality, comfort and safety in mind with a variety of options to perfectly suit new and existing buildings.

### Aritco PublicLift Access

Aritco PublicLift Access is a lift designed to provide reliable and safe access for everyone in public and commercial buildings. It is practical and smart, available in sizes that meet a wide range of needs and engineered to meet high standards for quality, safety and service life. Equipped with our SmartSafety system, it includes functions tailored for public environments. The lift expresses a Scandinavian design aesthetic and features a backlit panel and illuminated handlebar.

Aritco PublicLift Access is also available in an outdoor version designed for external use. All outdoor models are weather-proof and delivered with corrosion class C5 guides for long-term durability.



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## Our core values

# GUIDING OUR EVERYDAY WORK

Who we are is shaped by the choices we make and how we work together every day. Our core values of innovation, reliability and teamwork guide our decisions and support the way we create new solutions, build trust and collaborate with each other and our partners. They reflect what we stand for as a company.

### INNOVATION

We continuously seek new and better ways to develop technology, products and services, always keeping the customer in focus. Drawing inspiration from across industries, we foster a culture of creativity, improvement and smart solutions.

### RELIABILITY

We are committed to being trustworthy and dependable, delivering on our promises with honesty, confidentiality and consistent quality. Accountability and integrity are at the core of everything we do.

### TEAMWORK

We work together with respect, empathy and inclusion, valuing diverse perspectives. Strong collaboration and shared responsibility drive our success internally and with our partners.



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## Southeast Asia showroom

# CREATING A PLATFORM FOR INSPIRATION

Designed as a living space with sustainability at its core, Aritco has opened its first Southeast Asia showroom, fully curated by the Aritco team. Strategically located in one of Bangkok's best areas Bang Na-Trat, the two-floor, 300-square-meter space serves both as a showcase and a training hub.

### Meeting the needs of a changing market

Throughout Asia Pacific, home lifts are increasingly becoming a standard rather than option for convenience and long-term living solutions. With an aging population and a strong emphasis on family-oriented living, many homeowners see home lifts as an investment in the future, allowing them to remain in their homes comfortably for years to come.

### A showroom designed to feel like home

To reflect how people experience home lifts in everyday life, the showroom has been designed to feel like an actual home. Visitors can explore different settings, including a living room, dining area, a fully functional kitchen, and a garden planted with fresh herbs like rosemary and edible flowers, adding a warm and sensory touch. The space offers Aritco a unique opportunity to host clients, partners, architects, interior designers and developers in an environment that mirrors real-life use, setting a new standard for showrooms in the industry.

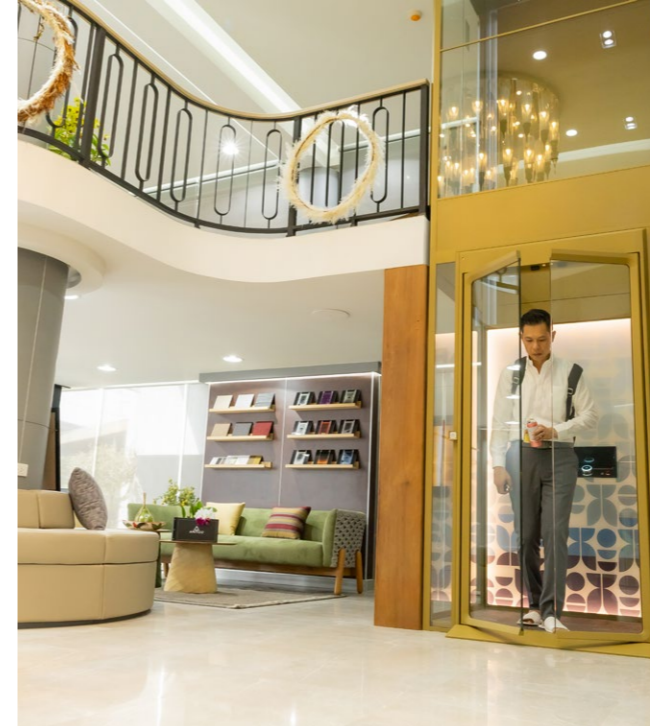
"The demand for home lifts in this region is significant, particularly in the premium and luxury residential

markets. With 80-90 percent of our customers coming from this segment, we knew that showcasing our lifts in a home-like setting would be the best way to demonstrate their value," explains Sutharud Phuajarean, Marketing Manager Southeast Asia.

### Sustainability at the core – from design to everyday use

Sustainability is a fundamental part of Aritco's vision. The showroom reflects this commitment at every level – from material sourcing to interior design. The building process involved nearly 100 suppliers, prioritizing sustainable materials and applying circular principles where possible. Recycled materials were thoughtfully integrated throughout the space, and cabinetry was custom-made from 60- to 80-year-old reclaimed wood, carefully handled with traditional craftsmanship and transformed into high-quality furniture.

Once in use, the showroom is designed to support everyday choices with a lower environmental impact. This includes reducing single-use plastics, installing a water filter and serving beverages in glass bottles, using reusable cups, and sorting waste in collabora-



tion with local recycling partners. To lower energy consumption, the air-conditioning is turned off when outdoor temperatures drop, ensuring comfort without unnecessary use of electricity. The showroom also serves a social purpose, featuring artwork created by people with disabilities, giving them a platform to showcase their work.

"Sustainability is a core part of our strategic efforts as a company. Everything we do here locally must align with Aritco's core principles. That's why we carefully select materials from trustworthy sources, the preservation of materials, culture, and history were all part of our sustainability mission to creating the showroom," said Sutharud.

### Strategic location in Bang Na-Trat

The showroom is situated in Bang Na-Trat, a prime location strategically positioned near public transport, major highways and key business areas. The two-floor, 300-square-meter space is designed for both showcasing and training, with one-third dedicated to a training center, small office and meeting rooms, while the rest is a fully functional showroom.

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How Aritco lifts make a difference

# ENABLING FREEDOM AND MOBILITY

For 30 years, Aritco has supported greater mobility in homes and public spaces. When mobility is affected by injury, illness, aging or unexpected life events, everyday activities can become harder to manage. Accessibility is not only about convenience, it is about enabling independence and improving quality of life.

## Creating a home without limits

Svenja, a homeowner and wheelchair user in Eutingen im Gäu in Germany, was frustrated by the limits of her stair lift, feeling like the flight of stairs put up a wall between her and her freedom as it was slow and inconvenient for everyday life. When building her new family home, she decided to integrate a lift from the start.

The Aritco HomeLift stood out as a holistic solution that felt easy to use, safe, modern and well suited to her home, combining functionality with design. Coordination with the property developer went smoothly, and from the first consultation through measurements and installation, the process felt well supported.

Today, the lift fits naturally into the home and feels like a design element rather than a technical addition. Moving between floors is now much faster and more comfortable, creating a sense of freedom in her own home. Small but meaningful moments have become possible again, such as taking her child on her lap and carrying her comfortably up to bed in the evening.



## A Family United – The Arpa’s Story

When young Mateo was diagnosed with a neuromuscular disease, his family faced a crucial decision about their living situation. The Aritco HomeLift Compact proved to be the perfect solution, allowing a level of freedom and independence they worried would never be possible for their son. Installed in just five days, its elegant design so seamlessly integrates with their home that visitors often mistake it for a display case.

The ripple effects of the installation surprised even the family. What started as a solution for Mateo has become a multi-generational asset, helping grandparents visit more easily and making everyday tasks like moving laundry between floors effortless. “We are a humble family who managed to have design and quality at a fairly affordable price,” says Sheila, Mateo’s mother.

*“We are a humble family who managed to have design and quality at a fairly affordable price,” says Sheila, Mateo’s mother.*

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# SUSTAINABILITY REPORT

We are proud to present Aritco's second sustainability report. It reflects the continued progress in our sustainability work and our commitment to greater transparency and accountability. While the report remains voluntary and not aligned with a specific framework, we continue strengthening the quality and comparability of our data and disclosures.

The report follows the same structure as last year, focusing on Environment, People and How we do business, to provide a clear and consistent overview of our efforts across key sustainability areas.

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## Sustainability leadership statement

# A YEAR OF FOCUSED PROGRESS

Our second sustainability report highlights a year defined by strengthened structures and a renewed focus on our people. We advanced our culture, formalized key processes and continued building the foundation needed for long-term sustainability progress across the company.

### A year centered on our people

In 2025 we placed particular focus on the people who make up Aritco. We reached an all-time high in the Great Place to Work survey, which is something we are very proud of. This outcome reflects long-term and dedicated efforts to strengthen our culture and how we work together. All managers completed a three-day “better work environment” training, and we held health and safety days that covered both essential topics and activities connected to well-being and collaboration. These efforts helped reinforce our values and the way they guide our daily work.

### Strengthening our structure through ISO certification

A major part of the year was dedicated to the work leading up to our ISO 9001 and ISO 14001 certification. The certification itself is an important achievement, but the real value lies in the work behind it. Following the preparation that began in 2024, we have now put in place clearer routines, defined responsibilities and more consistent follow-up across teams. Several key governing documents and work processes have been formalized, giving us a solid structure to build on as we continue to develop. The certifications also serve as confirmation that our systematic efforts have delivered results.

### Improved reporting for better prevention

During the year we also introduced our updated IA app, which allows all employees to report deviations easily. Early use has already given us valuable insights, including patterns we did not fully see before. This helps us investigate underlying causes and work more preventively, something that will be an important part of our continuous improvement.

### Progress in our environmental work

We continued to refine our climate calculations and our efforts to reduce our environmental footprint. Building on the full emissions inventory completed last year, we are now translating that baseline into concrete actions. Switching our truck to HVO100 contributed to a clear reduction in Scope 1 emissions, and compared with our base year 2022 we remain ahead of our targets for all three scopes. At the same time emissions increased slightly compared with last year, mainly driven by Scope 3.1 related to purchased goods and services. This shows that while we are making important progress, we still have substantial work ahead of us to reduce our impact across the value chain.



↑  
Maria Torpo  
Head of Sustainability  
& Quality

↑  
Elin Åhrberg  
Chief Human Resources  
Officer

### Engagement in our communities

Our work to support local and international communities continued during the year. Solvatten remains one of our key initiatives, and our colleagues in Bangkok have also been highly engaged through activities such as tree planting under the One Million Trees initiative and a restoration and coastal clean-up project in Samut Prakan. Their commitment reflects the engagement that exists across Aritco.

### Guided by our sustainability strategy

Looking ahead, we are confident that we as a company will remain guided by our sustainability strategy and true to its direction. It shapes our daily decisions, our priorities and the way we work together. We are proud of what we have achieved this year and look forward to continuing the progress in the years ahead.

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Sustainability strategy

# OUR SUSTAINABILITY ACTION AREAS

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**PEOPLE**

Our people are Aritco's most valuable resource. We are also committed to positively impact the society around us.

**FOCAL POINTS:**

- Health & Safety.
- Reducing behavioral as well as environmental health risk factors.
- Diversity & Inclusion.
- Accessibility with the help of our products.
- Social engagement, for example Solvatten and voluntary work.



**ENVIRONMENT**

We live and work in a fragile eco-system and we need to reduce our climate impact from our products and production by innovative products and ways of working.

**FOCAL POINTS:**

- Reduce CO<sub>2</sub> footprint and climate impact focusing on energy consumption in production, embodied product carbon, transportation and the products' use-phase.
- Design new products according to circular principles.
- Reduce waste, use of chemicals and water.

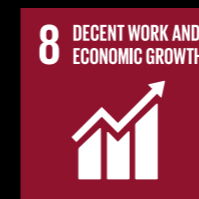


**HOW WE DO BUSINESS**

That we, as a company and as individuals, behave in an ethical and reliable way is important and have an impact. It is equally important that we work with suppliers and partners that share our values.

**FOCAL POINTS:**

- We act at all levels according to Aritco's Code of Conduct.
- Transparency and business ethics in supply chain as well as from our partners.



Sustainability highlights 2025

# PROGRESS ACROSS OUR ACTION AREAS

In 2025, we strengthened the foundations of our sustainability work by investing in our people, improving key structures and systems, and advancing our environmental performance. Together, these efforts helped us build greater consistency and resilience across the organization.



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**PEOPLE**

- Achieved a Trust Index of 89% (85%) in our annual Great Place To Work survey, with a response rate of 95% (93%).
- 92% of employees agree with the statement “Taking everything into account, I would say this is a great place to work”.
- Launched our IA app for easier reporting of incidents and accidents.
- Conducted a three-day Better Work Environment training for all managers.

**89%**

Trust Index total in Great Place to Work

**57%**

Women in management team

**ENVIRONMENT**

- Switched to HVO100 for our own truck, lowering our Scope 1 CO<sub>2</sub>e emission with 71% compared to 2024.
- Achieved a total reduction of 21% in our Scope 1, 2 (market based) and 3 CO<sub>2</sub>e emissions compared to base year 2022\*.
- Achieved ISO14001 certification strengthening our environmental governance.

**-71%**

reduction in CO<sub>2</sub>e emissions in Scope 1 and 2 (market based, compared to 2024)

**9%**

increase in CO<sub>2</sub>e emission in Scope 3 (compared to 2024)

**HOW WE DO BUSINESS**

- Achieved ISO 9001 certification offering a structured foundation for consistent quality.

**83**

suppliers signed the new Supplier Code of Conduct introduced in 2024

\*As we are making progress towards our CO<sub>2</sub>e emissions reduction targets, we experienced a slight increase in Scope 3 emissions during 2025. See full emissions disclosure on page 29.

# PEOPLE

Our people are at the core of our company, and we work to build a culture shaped by collaboration, respect and clear communication. A strong team spirit and shared responsibility guide our daily work, which is reflected in solid results in our annual employee survey Great Place to Work. We also support our communities through initiatives such as Solvatten and volunteer engagement.



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Safe place to work

# PUTTING HEALTH AND SAFETY AT THE CENTRE

Our employees' well-being is essential to our long-term success, and we continue to build a workplace where people can feel supported, included and able to perform at their best. In 2025, we took important steps to strengthen both the physical and the organizational work environment, with clearer structures, better tools and a more proactive approach to everyday safety.

**Implementing a unified incident reporting system**

In April 2025, we had initiated a implementation on a new incident reporting system, IA, as part of our on-going efforts to improve systematic work environment management. The system brings all reports of incidents, near misses, non-conformities and improvement opportunities into one place, improving traceability and enabling more efficient follow-up and analysis.

Early use has already given us valuable insights. For example, increased reporting has revealed more cut-related injuries than previously captured. This allows us to investigate underlying causes linked to behaviors, equipment, materials and work methods, insights that are essential for long-term improvement and prevention. To further strengthen our safety work and ensure these insights are acted on in daily operations, regular safety walks were introduced this year and are now a standing part of our routines, supporting early risk detection and shared responsibility for safety.

**Promoting well-being and everyday health**

A healthy workplace is about more than preventing injuries. In 2025, we continued our annual Health & Safety Days, where all employees took part in sessions and activities focused on stress, physical health, culture and everyday routines. The two-day program included training and exercise, mindfulness, a session on exercise and everyday well-being, and an introduction to how and why IA reporting contributes to a safer workplace.

These efforts, together with strengthened leadership and clearer processes, have supported a positive trend in employee well-being. Our sick-leave levels reached an all-time low during the year, and the increased use of our raised wellness allowance of SEK 5,000 per year and person, shows that more employees are actively investing in their health.

**Building a more data-driven approach**

To further strengthen transparency and continuous improvement, we are developing dashboards that will track key social and work environment indicators. This will allow us to identify trends earlier, follow up on preventive actions more consistently, and support a more structured and sustainable approach to health and safety across Aritco.

Workplace health & safety	2022	2023	2024	2025
Sickness rate	n/a	3.51%	4.18%	3.36%
Near-miss (work-related incidents)	21	4	10	44
LTI, Lost Time Injury (work-related accidents) <sup>1)</sup>	3	5	1	1
Risk-observation	n/a	n/a	9	64

<sup>1)</sup> We track lost time injury (LTI), defined as work-related injuries resulting in more than one day of absence.

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## A Great Place To Work

# CREATING A PLACE TO THRIVE

We continue strengthening our focus on employee well-being and development. Guided by our ambition to be a truly great place to work, we maintain a long-term approach that supports engagement, growth and a sustainable employee experience.

2025 has been a year of strengthening everyday aspects of how we work together. We followed up on insights from the Great Place to Work survey and carried out targeted leadership training to support clearer communication, smoother collaboration and better conditions for people to grow in their roles.

### Great Place To Work

This year marked Aritco's eighth annual measurement in Great Place To Work, a trusted international survey that helps us understand how employees experience trust, pride and collaboration at work. The survey remains one of our most important tools for tracking cultural progress over time and ensuring that everyday work feels meaningful and supportive.

After a slight dip in some KPIs in 2024, our results this year are back at the strong levels from 2023, with a Trust Index of 89 percent (85). In addition, 92 percent of employees agree with the statement "Taking everything into account, I would say this is a great place to work". This year, 95 percent (93) of all employees responded to the survey. These results place us among the best workplaces in Sweden and represent a fantastic achievement. Yet we still have a small way to go before reaching our long-term goal of a 90 percent Trust Index score, and this work will continue in 2026.

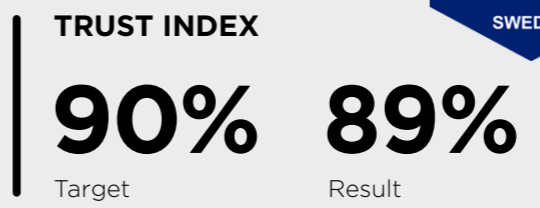
### Better Work Environment training

In April and May 2025, all managers in Sweden completed a three-day Better Work Environment training together with an external expert partner. The purpose of the training was to strengthen leadership in the organizational and social work environment, with a clear focus on collaboration, expectations, and the manager's responsibility in everyday situations.

The initiative was based on insights from our employee survey, where we saw opportunities to improve clarity and ways of working. By giving our leaders a shared foundation and a more structured approach, the training supports a more transparent, collaborative and sustainable work environment across teams.

### Aritco Awards

Our annual internal awards tradition, in place since 2018, continued this year as we once again recognized colleagues who exemplify our core values - Innovation, Reliability and Teamwork. The celebration brought the company together to appreciate the people behind our achievements and the collaboration that drives Aritco forward. Awards were presented to colleagues who had distinguished themselves during the year as strong leaders, innovators, team players, steady rocks, promising rookies and, new this year, champions in partner collaboration.



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## Diversity and inclusion

# FOSTERING AN INCLUSIVE ARITCO

Diversity and inclusion are part of how we work every day. Our focus is on creating a respectful and fair workplace, strengthening representation, and supporting future talent through structured efforts and long-term commitment. This approach guides how we develop our culture, leadership and organisation.

### Guided by Our Codes of Conduct

Our Codes of Conduct for employees, partners and suppliers guide our work in creating a workplace where everyone is treated with respect and has equal opportunities to contribute and develop. Recruitment, development and advancement are based on competence and performance, and discrimination or harassment has no place in our culture. We support freedom of association and encourage open dialogue between employees and leadership. Inclusion and fairness remain central as we continue to strengthen our culture.

### Promoting respect in everyday work

In production, managers and teams participated in

value-based workshops during the year, focusing on expected behaviour, respectful interactions and the principles of the Swedish Discrimination Act. These sessions support a working environment where employees feel safe, treated fairly and comfortable raising concerns.

### Strengthening representation

Our efforts to build a more inclusive and representative organisation continued throughout the year. In 2025, our management team was completed and now consists of seven members, four women and three men, meaning women represent 57 percent of the team. Achieving and maintaining gender balance at senior levels remains an important long-term priority.

### Supporting future talent

We also broadened our efforts to attract and support future talent. Through Tekniskprånget, a Swedish national internship programme introducing young adults to engineering and technical careers, we welcomed an intern whose placement was extended into 2026. In 2026, we will expand this work through Jobbsprånget, a programme supporting foreign-born academics entering the Swedish labour market. Together, these initiatives bring new perspectives and strengthen our long-term talent pipeline.

Employees by age group (HC):	2024	2025	Employees by contract type	2025	Employees per country, FTEs	2025
Under 30 years old	21	13	Permanent	138	Sweden	116
30-50 years old	87	102	Temporary	3	South East Asia	12
Over 50 years old	38	26	Non-guaranteed hours	0	Germany	3
					UK	3
					China	7

Gender equality	2022			2023			2024			2025		
	Total	Female	%	Total	Female	%	Total	Female	%	Total	Female	%
Managers	22	9	41%	22	7	32%	19	5	26%	18	5	28%
Management team	9	3	33%	8	1	13%	5	2	40%	7	4	57%
Company	-	-	-	-	-	-	-	-	-	141	28	20%

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## TARGETS

40%

gender representation among managers by 2040.

40%

gender representation within the management team by 2040.

## RESULTS

28%

57%

## Social commitment

# ENGAGING IN OUR COMMUNITIES

Social engagement is an integral part of our identity and a clear priority in our business strategy. We encourage our employees to contribute to their local communities through volunteer work, as well as through our longstanding support for Solvatten's mission to secure clean water for all.

Each year, all employees can take five paid volunteer days to engage in initiatives within their local communities and are encouraged to do so. Our teams across Aritco continue to build on this commitment, showing how shared values can create a positive impact in different parts of the world – from expanding green spaces in Bangkok's urban areas to creating joy and reducing social isolation among the oldest members of our society.

### Supporting urban and coastal restoration, Thailand

During the year, Aritco Southeast Asia took part in several environmental initiatives focused on strengthening local ecosystems. For example, at Benjakitti Park in Bangkok, five employees and family members joined the One Million Trees Project, planting some 50 trees and collecting litter for proper recycling. The activity highlighted the role of urban greening in improving air quality, reducing heat and supporting long-term biodiversity.

The team also participated in a mangrove restoration and coastal clean-up in Samut Prakan. Together with partners, 21 participants planted some 110 mangrove trees and removed around 1,200 liters of debris from the shoreline. The initiative supported the recovery of an important coastal habitat while addressing plastic pollution in sensitive areas.

### Joy and movement for all, Sweden

Every week for the past three years, three members of our Swedish team have been running a gymnastics group for children with special needs through the initiative Alla kan gympa (Gymnastics for all). The purpose is simple – to bring joy, share their passion for movement, and support the children in practicing motor skills. A key focus is ensuring that every participant feels capable and experiences success. After last year's milestone, taking part in Sweden's first para-gymnastics competition, the engagement received an extra boost and continues to grow.

**Learn more** on [www.gymnastik.se/verksamheter/paragymnastik/alla-kan-gympa](http://www.gymnastik.se/verksamheter/paragymnastik/alla-kan-gympa)

Creating companionships across generations, Sweden Äldrekontakt (Connecting with seniors) is a Swedish national initiative aimed at helping seniors who live alone experience much-needed connection, warmth and a sense of meaning. The concept is built on a simple idea: meeting once a month for a "fika", a cup of coffee and something sweet, spending time together across generations and breaking social isolation.

Volunteers in the initiative can sign up either as hosts who welcome guests into their homes for fika, or as



chauffeurs who drive and accompany participants to and from the gatherings. This year, members of our Swedish team volunteered as hosts and chauffeurs in their local communities, spending Sunday afternoons creating companionship and joy for some of the oldest members of society.

**Learn more** on <https://www.aldrekontakt.se>

### Securing clean water, globally

Aritco's longstanding commitment to Solvatten, a Swedish invention with the mission to provide clean water for all, continued in 2025. Solvatten is a portable water treatment and heating system designed for off-grid household use in the developing world, providing both safe and hot water. In 2025, Aritco, together with Latour, funded 67 Solvatten units. Since the start of Aritco's commitment in 2018, we have jointly funded 990 units.

One Solvatten unit can supply a family with clean, hot water for 7-10 years, making a life-changing difference, especially for children under the age of five who are at the greatest risk of waterborne diseases. Today, Solvatten is used in 40 countries and is improving the lives of more than 600,000 people.

**Learn more** about Solvatten's efforts to provide clean water for all on [www.solvatten.org](http://www.solvatten.org).

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# ENVIRONMENT

We work to reduce our environmental impact across the company. Our focus includes lowering the climate footprint of our products, improving energy efficiency, using resources carefully and reducing waste and chemicals. By integrating environmental considerations into daily decisions and following up on progress we support long-term performance and more sustainable development.

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## Product material footprint

# WHAT OUR PRODUCTS ARE MADE OF

At Aritco, every lift is customized, which means designs and material use vary for each product. To give an overview of what materials are typically used and in what amounts, we created a breakdown using the Aritco HomeLift Compact from our home range as a reference product.

### Material composition of our lifts

The material composition differs depending on the configuration of the lift. Each lift is unique when it comes to travel height, number of stops and doors and type of shaft. All these factors affect material configuration.

In this example we use a standard Aritco HomeLift Compact lift with four stops, 10 m travel height, glass doors and panels. The total lift weight is around 1,600 kg and the approximate material composition is as follows:

- **Steel:** Estimated at 55% of total lift weight. Steel is primarily used for structural components, shaft framework, rails, and mechanical parts.
- **Glass:** Estimated at 35% of total lift weight. Glass is used in the lift doors and any additional glass paneling.
- **Aluminum:** Estimated at 4% of total lift weight. Aluminum is used around glass panels and the lift doors.
- **Other:** The remaining 6% of total lift weight consists of different materials such as plastic, used in control panels and wiring insulation, and electronics.



### Packaging materials

We strive to minimize the use of plastic in our packaging while ensuring product protection during transportation. We continuously evaluate opportunities to reduce plastic usage and enhance the recyclability of our packaging materials.

Currently, our packaging consists of:

- **Recyclable or biodegradable alternatives** were feasible, such as corrugated cardboard and wood, as part of our sustainability initiatives.
- **Plastic-based cushioning materials**, for example Styrofoam/EPS, used selectively where necessary to prevent damage.
- **Protective plastic films and wraps** for safeguarding glass and sensitive surfaces during shipment.

Details regarding our lifts' energy consumption are available in our energy classification datasheets.

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Resource use & circular improvements

# USING RESOURCES MORE RESPONSIBLY

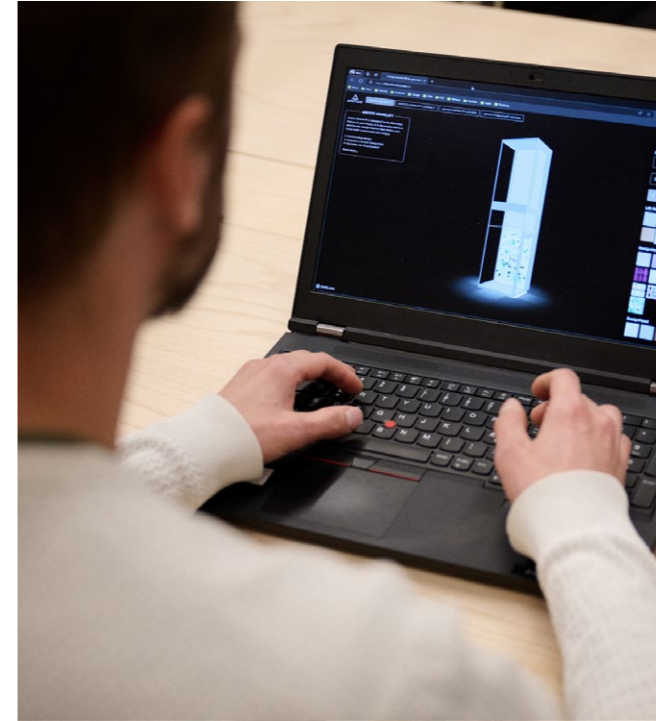
In 2025, we worked to make our resource use more efficient through small but meaningful improvements. Through digitalization, supplier collaboration and practical day-to-day improvements, we are laying the groundwork for more sustainable material flows.

**Digitalization and reduced material use**

One of the year’s most meaningful steps toward reducing material use was the transition from printed technical manuals to fully digital access. Before launching the project, we estimated that Aritco printed approximately one million A4 pages annually. By shifting to a digital platform, we substantially reduce the need for printed materials and the emissions associated with their production and distribution. The project also improves accessibility and ensures that users always have the latest version of the documentation.

**Packaging improvements with suppliers**

Our collaboration with suppliers plays an important role in reducing material use and improving resource efficiency. During 2025, we worked together to identify smarter packaging solutions for incoming materials, including initial reductions in plastic use. While the environmental benefit cannot yet be quantified, these efforts are part of a broader dialogue on material choices, packaging adjustments and opportunities to make our material flows more resource-efficient over time.



**Waste and material handling**

We have also explored waste management providers to evaluate options that could help reduce climate impact from transport and improve the quality of the data we receive. A key objective is to manage waste volumes more effectively and strengthen the reliability of our reporting to support future environmental targets. Although we have not yet established quantitative waste reduction targets, this remains a clear long-term ambition.

**Transport and packaging focus for 2026**

Looking ahead, we will focus on developing smarter packaging solutions for our own products and identifying lower-impact transport options. This includes offering alternatives to air freight for spare parts where feasible. We recognize that urgent deliveries will remain necessary in some cases, but improved planning may help lower emissions where operationally feasible.

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## Climate impact

# WORKING TOWARDS OUR CLIMATE TARGETS

In 2025, we continued strengthening our climate work through both practical measures and improved data quality. With clearer insight into our climate footprint and several operational improvements implemented during the year, we are better equipped to plan and prioritize the reductions needed in the years ahead.

During the year, Innovalift's science-based climate targets were officially approved by the Science Based Targets initiative (SBTi), marking an important milestone for the group. As a subsidiary, Aritco is included within these group-level targets and contributes data and insight to support their implementation. While we do not have separate SBTi-validated targets of our own, we continue to pursue ambitious climate goals and align our efforts with the direction set at group level.

### Reductions and developments in 2025

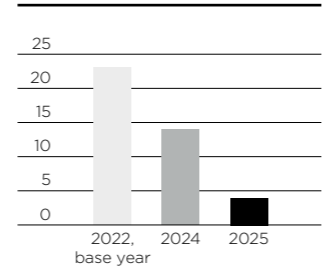
Our Scope 1 emissions decreased significantly in 2025, largely due to switching our truck to HVO100 fuel, resulting in a 71 percent reduction compared with 2024. Overall, Scope 1 and 2 emissions are now 30 percent below the 2022 baseline, and our Scope 3 emissions are down 21 percent meaning we have already reached our 2030 targets for emissions reductions in these scopes.

At the same time, absolute emissions increased slightly compared with 2024, driven mainly by higher Scope 3.1 emissions from purchased goods and services. This development underscores the importance of continued progress in upstream categories and highlights that further collaboration across the value chain will be essential for long-term reductions.

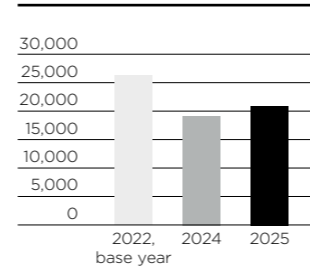
### Focus going forward

As production volumes increase, our climate work will shift focus toward reducing emission intensity while maintaining the progress achieved so far. Continued improvements in data quality and supplier collaboration will play an important role in this.

Scope 1 & 2, market based, tCO<sub>2</sub>e



Scope 3, tCO<sub>2</sub>e



### TARGETS

### RESULTS

**-40%** **-83%**

reduction in absolute emissions in Scope 1 and market-based Scope 2 by 2030 (tCO<sub>2</sub>e, base year 2022)

**-20%** **-21%**

reduction in absolute emissions in Scope 3 by 2030 (tCO<sub>2</sub>e, base year 2022)

**-30%** **-13%**

reduction in emissions in Scope 1, 2 & 3 relative to sales by 2027 (tCO<sub>2</sub>e, base year 2022)

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## EMISSIONS DATA AND METHODOLOGY

### Comments on the 2025 data

Although our long term reductions remain ahead of the 2022 baseline, year to year comparisons are influenced by several factors worth noting. Updated emission factors for Swedish electricity and district heating led to an increase in location based Scope 2 emissions despite slightly lower energy use. Variations in Scope 3 also reflect activity levels and the composition of purchased goods and services, which remain the most influential categories in our value chain. Changes in organizational boundaries and data availability also affect comparability.

### Methodology and reporting principles

Aritco calculates and reports greenhouse gas emissions in accordance with the GHG Protocol Corporate Standard and the Corporate Value Chain (Scope 3) Standard, using the operational control approach.

Aritco reports greenhouse gas emissions using the operational control approach, meaning we include sites where we manage day-to-day operations and environmental performance. We apply the principles of the GHG Protocol Corporate Standard and the Corporate Value Chain (Scope 3) Standard.

Reporting covers Aritco Lift AB's headquarters in Järfälla, Sweden, which is the only site under full operational control with more than ten employees. Sales offices in China and Thailand are currently excluded based on materiality, although small data points from these offices are included but represent only a minor share of total emissions. As the Thailand office now exceeds the threshold, it will be included in future reporting cycles.

GHG emissions (tCO <sub>2</sub> e)	2022	2023	2024	2025	Change 2025/ base year 2022
<b>Scope 1 - Own source</b>					
Gross Scope 1 GHG emissions	23	20	14	4	-83%
<b>Scope 2 - Purchases energy</b>					
Gross Scope 2 GHG emissions market based	0	0	0	0	-
Gross Scope 2 GHG emissions location based	43	44	73	94	119%
<b>Total Scope 1, 2 emissions market based</b>	<b>23</b>	<b>20</b>	<b>14</b>	<b>4</b>	<b>-83%</b>
<b>Total Scope 1, 2 emissions location based</b>	<b>66</b>	<b>64</b>	<b>87</b>	<b>98</b>	<b>48%</b>
<b>Scope 3 - Significant categories of indirect emissions</b>					
<b>Total Scope 3 GHG emissions</b>	<b>26,055</b>	<b>20,361</b>	<b>18,945</b>	<b>20,712</b>	<b>-21%</b>
3.1 Purchased goods and services	18,118	13,306	11,694	13,693	-24%
3.2 Capital goods	66	32	24	20	-70%
3.3 Fuel- and energy-related activities	11	13	11	5	-55%
3.4 Upstream transportation and distribution	1,297	1,420	2,151	2,227	72%
3.5 Waste generated in operations	22	5	24	27	23%
3.6 Business travel	144	278	337	230	60%
3.7 Employee commuting	271	273	258	258	-5%
3.9 Downstream transportation and distribution	309	321	342	276	-11%
3.11 Use of sold products	5,578	4,545	3,938	3,802	-32%
3.12 End-of-life treatment of sold products	240	169	166	174	-28%
<b>Total Scope 1, 2, 3 emissions market based</b>	<b>26,078</b>	<b>20,381</b>	<b>18,959</b>	<b>20,716</b>	<b>-21%</b>

### Scope 1 and Scope 2

Scope 1 covers direct emissions from company controlled vehicles, including fuel use for Aritco's internal truck and hybrid car. Scope 2 covers indirect emissions from purchased electricity and district heating. Energy use outside Sweden is excluded due to its limited scale.

Scope 1 emissions decreased in 2025 because fossil fuel use declined and the internal truck switched to HVO100. Scope 2 emissions increased slightly due to updated emission factors for Swedish electricity and Järfälla district heating, even though overall energy use was marginally lower.

Aritco applies annually updated location based emission factors. For Sweden, the electricity emission factor increased from 0.03895 kg CO<sub>2</sub>e/kWh in 2024 to 0.08552 kg CO<sub>2</sub>e/kWh in 2025 (Residual Mix). For district heating, the factor decreased from 0.0477 to 0.037 kg CO<sub>2</sub>e/kWh. The updated 2025 factors were released mid year and applied to full year calculations, affecting comparability.

### Scope 3 emissions

Scope 3 emissions are calculated across the relevant categories defined by the GHG Protocol. Depending on data availability, Aritco uses a mix of activity based, hybrid and spend based methods. The following categories have been assessed as material for Aritco and are included in the report:

**3.1 Purchased goods and services** This is Aritco's largest emission source. Production related goods are calculated using activity data such as number of items, weight and material classification, combined with industry average emission factors. Purchased goods and services not directly linked to production, such as office supplies or consultancy, are calculated using spend based methods.

**3.2 Capital goods** Emissions are calculated using spend based data and secondary emission factors covering capital investments.

**3.3 Fuel and energy related activities** This category is calculated using industry average emission factors for upstream fuel production and energy related activities.

### 3.4 and 3.9 Upstream and downstream transportation

Where transport providers submit CO<sub>2</sub> data, their figures are used directly. For remaining shipments, emissions are estimated using shipment counts or weight multiplied by distance and industry average emission factors. A small share relies on spend based calculations.

**3.5 Waste generated in operations** One waste provider supplies site specific activity based data. For thesecond, emissions are calculated by combining tonnes of waste with industry average emission factors.

**3.6 Business travel** Air and rail travel booked through Aritco's travel agency are calculated using activity based data. Bookings outside the agency rely on spend based calculations. Business travel using personal vehicles is based on mileage reporting with industry average emission factors.

**3.7 Employee commuting** Emissions are estimated using assumptions on average commuting distance and transport mode, based on industry standard data.

**3.11 Use of sold products** Emissions are calculated using activity based data on the number of sold lifts and their destination countries, combined with country specific electricity emission factors. Expected annual electricity use is based on earlier energy classification studies.

**3.12 End of life treatment of sold products** Emissions are estimated using the material composition of lifts together with industry average emission factors related to disposal.

The following Scope 3 categories have been assessed as non-material for Aritco as of 2025 and are therefore not included in the calculations: 3.8, 3.13, 3.14 and 3.15.

**Tools and quality control** Activity data is gathered from operations, logistics, procurement, HR and finance. Emission factors are updated annually where available. Material classifications will be refined over time. Year to year variations may occur due to updated emission factors, refinements in underlying data, and changes to organizational boundaries.

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## Energy use

# MANAGING OUR ENERGY FOOTPRINT

Our energy use mainly relates to electricity, heating and transport at our headquarters. This year, we also took steps to reduce emissions from internal transport by switching to renewable fuel for our truck, complementing ongoing monitoring of our overall energy footprint.

### Renewable electricity and heating

Aritco sources 100 percent of its purchased electricity from renewable sources, reinforcing our commitment to responsible energy use. Heating for the headquarters is supplied through geothermal energy and solar panels operated by the landlord, providing a stable and low-impact energy mix. Our operations do not rely on nuclear energy, nor do we generate renewable energy on site.

### Energy use in 2025

Electricity consumption remained relatively stable during the year, with minor fluctuations largely tied to seasonal heating needs. Heating use followed a similar pattern. Fuel consumption is limited to our internal truck used for local transport and material collection.

In 2025, we made an important change by switching our truck to HVO100, a renewable fuel that significantly lowers climate impact compared with conventional diesel. This contributed to the reduction in Scope 1 emissions reported in our climate section.

### How we measure

Energy figures are based on actual usage data from electricity bills, fuel records and heating data from the landlord. Reporting follows the same methodology used in our emissions calculations. Data covers our headquarters in Sweden, our sales offices in China and Thailand are excluded because they each have fewer than ten employees.

Energy Mix	2022	2023	2024	2025
Total purchased electricity (MWh)	691.6	705.5	695.8	690.3
Of which renewable (%)	100	100	100	100

Energy Consumption (MWh)	2022	2023	2024	2025
Total energy consumption	1,943.1	1,974.8	1,933.2	1,684.0
Energy consumption from fossil sources	n/a	n/a	59.9	16.1
Energy consumption from nuclear sources	n/a	n/a	0	0
Energy consumption from fuel consumption from renewable sources	n/a	n/a	695.8	731.6
Energy consumption of self-generated non-fuel renewable energy	n/a	n/a	0	0
Energy consumption from purchased or acquired heat, steam and cooling from renewable sources	n/a	n/a	1,177.4	936.3
Energy consumption reduction relative to sales, (%)	n/a	+7	+2	-13

### TARGETS

### RESULTS

**100%** **100%**

Renewable energy

**-5%** **-13%**

Annual reduction in energy consumption (Scope 1 and 2), relative to sales (MWh)

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## ISO 14001 certification

# A STRUCTURED ENVIRONMENTAL APPROACH

During 2025 we completed the work to certify our environmental management system according to ISO 14001. The certification is important, but the process of getting there has been even more valuable, giving us practical tools, clearer structures and a solid foundation for how we manage environmental matters going forward.

### Strengthening our environmental management

ISO 14001 gives us a coherent structure for managing environmental impact and brings together routines for waste, energy use and materials. The process has helped us refine documentation, clarify responsibilities and introduce regular internal reviews, making environmental considerations part of daily decisions and supporting predictable work as the company grows.

### Identifying risks and opportunities

A core element is structured, risk-based assessment. By reviewing where environmental impacts may arise in our main workflows, we can identify improvement areas earlier and prioritize actions that deliver meaningful environmental and operational benefits. We also began adapting our IA app to include environmental deviations such as chemical spills or incorrect waste sorting. The tool is still being refined, and we are training teams in how to report so we can track incidents, follow up and work more preventively.

### Goals, progress and market expectations

ISO 14001 provides a defined method for setting objectives and evaluating results. The framework creates a cycle of planning, monitoring and adjusting actions so improvements are maintained over time. It also helps us meet expectations in tenders and partnerships where documented environmental management is required and strengthens how we communicate our work credibly.

### Compliance, accountability and continuous improvement

Regular internal audits and corrective and preventive actions confirm that routines function as intended. As part of the certification, we conduct annual reviews to ensure compliance with laws and regulations using the legal register developed during the process. ISO 14001 has become a practical work tool that supports accountability, long-term performance and continuous improvement as we reduce our footprint over time.



“The framework creates a cycle of planning, monitoring and adjusting actions so improvements are maintained over time.”

## INTRODUCTION

### SUSTAINABILITY REPORT

#### People

#### Environment

- Product material footprint
- Resource use & circular improvements
- Climate impact
- Energy use

- ISO 14001 certification

#### How we do business

#### OTHER

# HOW WE DO BUSINESS

Acting ethically and responsibly guides how we work, both internally and with partners. We follow clear principles for integrity, accountability and transparent decision-making across the company. Our Code of Conduct supports this structure and sets expectations for colleagues, suppliers and other partners to ensure sound and responsible business practices throughout our value chain.



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Business ethics

# HOW WE WORK RESPONSIBLY

We are committed to acting with integrity, responsibility and transparency. Our approach supports ethical conduct, compliance with laws and clear expectations for colleagues, suppliers and partners, forming a solid foundation for how we work across the company.



**Our Codes of Conduct**

We work according to our Code of Conduct, Code of Conduct for Suppliers and Code of Conduct for Partners. As part of Latour, a signatory of the UN Global Compact, we support its principles on human rights, labor, the environment and anti-corruption.

Our Codes of Conduct set clear expectations for ethical conduct wherever we operate. This includes zero tolerance for corruption such as bribery or embezzlement and prevention of money laundering and other financial crime. They also outline our commitments to equal treatment, safe and healthy workplaces, freedom of association and the protection of human rights. We do not accept any form of forced or child labor. Environmental responsibility is another central element, covering emissions, waste, resource efficiency and the avoidance of harmful substances. We expect the same standards from our suppliers and partners. All three codes are signed by the CEO and apply to all employees, suppliers and partners respectively.

**Continued Supplier Code roll-out**

Implementation of our updated Supplier Code of Conduct continued during 2025. By the end of the year 83 suppliers had signed the Code, and new suppliers are introduced to it as part of onboarding. Ongoing



implementation strengthens expectations across the supply chain and supports more consistent and transparent supplier management.

**Structured governance and management systems**

As part of strengthening the principles that guide our work, the efforts leading to our ISO 9001 and ISO 14001 certifications have played an important role. Beginning in 2024 and completed during the year, the process helped translate our governance ambitions into clearer routines, aligned ways of working and more consistent follow-up across teams. These systems now support transparent decision-making and provide a predictable framework for planning, monitoring and improving our operations (read more on pages 31 for ISO 14001 and 34 for ISO 9001).

**Whistleblowing system and handling**

Through our owner Latour, we provide a whistleblowing service available to all employees, suppliers and partners. The service is operated by the external partner WhistleB, is accessible 24/7 and allows reports to be submitted openly or anonymously in local languages. Being able to detect and address suspected irregularities at an early stage helps reduce risk and maintain confidence in the business. Reports are handled confidentially by a limited and authorized group to ensure independence and protect all individuals involved.

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## ISO 9001 certification

# A STRUCTURED FOUNDATION FOR CONSISTENT QUALITY

Aritco completed its ISO 9001 certification in 2025. The framework builds on our established way of working and helps us coordinate processes across the organization. It strengthens accountability, supports good governance and gives us a clearer structure for continuous improvement.

### Strengthening our operating model

The certification brings together existing routines in a more systematic way. With ISO 9001 we document core processes with greater clarity and ensure that teams follow the same approach across departments and markets. This helps us manage daily work more predictably and reduces the risk of variation that can affect efficiency or customer experience.

### Clearer roles and responsibilities

As part of the certification, we refined how roles, responsibilities and decision pathways are described. This did not change our organization but made expectations more transparent and easier to access. Clear guidance supports smoother collaboration and helps teams make decisions based on a shared understanding of how work should be carried out.

### Applying risk-based thinking

The framework encourages a practical approach to risk. We have incorporated structured risk assessments into our key workflows to identify where deviations can occur and how they may influence product quality or customer outcomes. This supports early issue detection and helps maintain a reliable level of performance across markets.

### Consistent follow-up and improvements

ISO 9001 includes internal audits and structured corrective and preventive actions. These activities help us review how processes function in practice, evaluate previous improvements and identify where further adjustments can strengthen performance. The regular follow-up supports operational resilience and provides a stable foundation for future development.



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## SDG definitions

# UN SUSTAINABILITY DEVELOPMENT GOALS

Aritco has identified the UN Sustainable Development Goals most relevant to our operations and long-term sustainability work, focusing on areas where we can contribute meaningfully.

Our commitments span promoting health and well-being, advancing equality and fair opportunities, supporting inclusive and responsible economic development, strengthening sustainable production and resource use, and contributing to global efforts to address climate change. Together, these goals complement our existing strategy and help us reflect on how our work connects to broader global ambitions.



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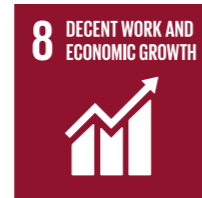
How we do business

OTHER

● SDG DEFINITIONS



Ensure healthy lives and promote well-being for all at all ages.



Take urgent action to combat climate change and its impacts.



Achieve gender equality and empower all women and girls.



Ensure sustainable consumption and production patterns.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

# NEXT LEVEL LIVING

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