



Sustainability 2025

At Etac, our dedication to sustainability is guided by three core commitments – we care for people, we care for the environment, and we act responsibly. These commitments shape our strategy and decisions, ensuring that our actions contribute to a better tomorrow.

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Introduction

Since 1973, we have been committed to improving quality of life and quality of care for the individual, family members and caregivers. We want to contribute to a world where our products and services not only improve health outcomes, but also have a positive impact on society while minimising negative impact on the environment.

This report outlines our approach, efforts and achievements during 2025 in the areas of environmental, social and governance performance.

We are proud of the progress we have made and remain committed to continuous improvement in our sustainability practices. Together with our stakeholders, we strive to contribute to a healthier, more sustainable future.

This is Etac AB's (556203-2879) sustainability report, prepared in accordance with the Swedish Annual Accounts Act (ÅRL), as it was worded prior to July 1st 2024. We have also taken steps towards compliance with the EU's Corporate Sustainability Reporting Directive, which applies to Etac in fiscal year 2027. It reflects Etac AB and its subsidiaries and summarises the activities and results in sustainability for the financial year 2025. Reporting is the responsibility of the Board of Directors, who approved the report on April 22, 2026. The sustainability report is available on our website: www.etac.com/sustainability.

Letter from the CEO

What we do matters. Our products make a meaningful difference to people's dignity, inclusion and participation. At the same time, we remain committed to continually improving our contribution to a more sustainable future.

Commitment backed by action

In 2025, we focused on reducing our direct greenhouse gas emissions and defining climate targets to guide our path forward. We are already on a positive trajectory – lowering electricity consumption, increasing our purchase of low-carbon fuels, and accelerating the shift to electric and hybrid vehicles.

This past year, teams across the company worked together to identify effective levers for further emissions reductions. This shared effort allows us to raise our ambition and commit to a more robust climate agenda for the years ahead.

2025 highlights

I am proud of the progress we made across our operations. As just a few examples, we introduced product updates and packaging redesigns that reduce material use and improve recyclability. We advanced community initiatives and strengthened our culture of ethical behaviour by launching a Code of Conduct training for all employees. As this year's case stories show, many of our best ideas came from employees themselves. I want to thank them for their engagement and commitment.

Our 2050 Net Zero Ambition

During 2025 we came a long way towards a more granular understanding of the environmental impacts of our operations. Etac's long-term ambition is to achieve Net Zero greenhouse gas emissions across our value chain by 2050. While we have made important progress in our own operations, we continue working to find effective ways to reduce value-chain emissions. Looking ahead, our ambition is to set a credible and relevant Scope 3 target aligned with the Science Based Targets initiative's (SBTi) methodology.

A science-aligned climate target

Supporting our climate ambitions, we are adopting a climate target to reduce our absolute Scope 1 and 2 emissions by at least 42% by 2030 using 2024 as our base year. Although not yet formally validated, the target is based on the SBTi's near-term methodology and thresholds. This target is both ambitious and achievable, and reflects our commitment to doing our part to mitigate climate change.

Why this matters

We see climate action as a key driver of product innovation, operational efficiency, and customer value. Most importantly, our actions contribute to a healthier planet and more resilient society.



Pär Åström
Group CEO

2025 highlights



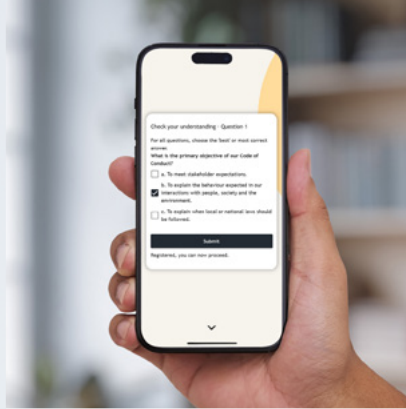
Employees team up to help local charities

A desire to make a positive impact on people and society is a strong element of both Etac's purpose and our company culture. From Stevens Point, US, to Tzcew, Poland, the employees of our local entities donated their time and in some cases, funds from their own pockets to support local charity activities, complemented by Etac company donations.



Rethinking packaging for circularity

With a focus on decreasing our use of plastic, increasing the use of recycled materials and easing recyclability, we changed several of our packaging designs.



New Code of Conduct training

A new online and classroom training was launched to help employees understand the Code's relevance in their daily work and interactions with each other.



Steps towards reducing emissions

As part of our continuous efforts to drive emission reductions in our own operations, we made significant progress in moving from internal combustion engine vehicles to electric and hybrid vehicles. At many of our sites in Europe the transition is well under way, and in 2025 our U.S. fleet received its first hybrid vehicles.



Continuous product improvements

We launched several product design updates that bring benefits to both product users and the environment. The updated products not only have improved functionality, they reduce material and resource consumption, facilitate recycling and enable re-use of materials at the end of the product's lifetime, an important part of our work with circularity.



Etac shares tips for user-centred design

A design agency's invitation to present on Etac's user-centered product design and development was another validation of our successful approach.



General information

Etac is a developer of innovative mobility, paediatric and patient handling solutions, with a comprehensive value chain and global sales. For us, ensuring responsible corporate conduct means having a governance model with clearly defined roles and responsibilities and a structure for assessing and managing our impacts and risks throughout our value chain.

About Etac

Etac is a developer of innovative assistive devices and patient handling equipment. Through our specialised product brands, we offer state-of-the-art solutions for a wide range of daily needs and care settings, for people at all stages of life. Our products are designed to promote the individual's abilities and support caregivers in their daily work – through high quality, user-friendly functionality, and by delivering great value over time.

Since 1973, we have grown into a global company with products and services that make a daily difference to the lives of end-users, patients and caregivers all around the world. We want to have a positive impact on society while minimising negative impact on the environment. As our business continues to grow, we see more and more opportunities to drive positive change.

📍 Headquarters Sweden	Employees ~1 500	Revenue ~SEK 5 billion	● Markets ~70 countries	📍 Sales companies 11
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Manufacturing & main distribution hubs

Anderstorp Sweden	Arnoldstein Austria	Gedved Denmark	Tczew Poland	Allentown United States	Stevens Point United States	Torrance United States
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Product brands

We have ten specialised product brands designed to meet a wide range of needs, across different care settings and stages of life. Each brand focuses on a specific area of assistive technology, ensuring that both users and caregivers benefit from solutions tailored to their individual challenges. Together, they create possibilities – supporting caregivers in their daily work, and helping children, adults, and older people live more active, dignified and independent lives.

 **etac**[®]

Adaptable wheelchairs, bathroom and daily living aids promoting abilities and independence in everyday life.

 **R82**[®]

Innovative paediatric assistive devices adapted to individual needs, providing support and encouraging participation in daily activities.

 **Convaid**

Lightweight paediatric wheelchairs, adaptive strollers and child restraint systems promoting participation in everyday activities.

 **Ki**

Innovatively designed range of adult and paediatric wheelchairs matching the user's needs, personality and lifestyle.

 **AXIOM**

State-of-the-art seating solutions meeting the wheelchair user's needs for positioning and tissue integrity.

 **STAR**

Adjustable vertical air cell cushions supporting individual needs for pressure redistribution, stability and positioning.

 **KLAXON**

Cutting-edge power assists providing manual wheelchair users with increased mobility, independence and freedom.

 **molift**[®]

Ergonomic hoists, slings and transfer assistive devices enabling safe and comfortable transfers with both caregivers and users in mind.

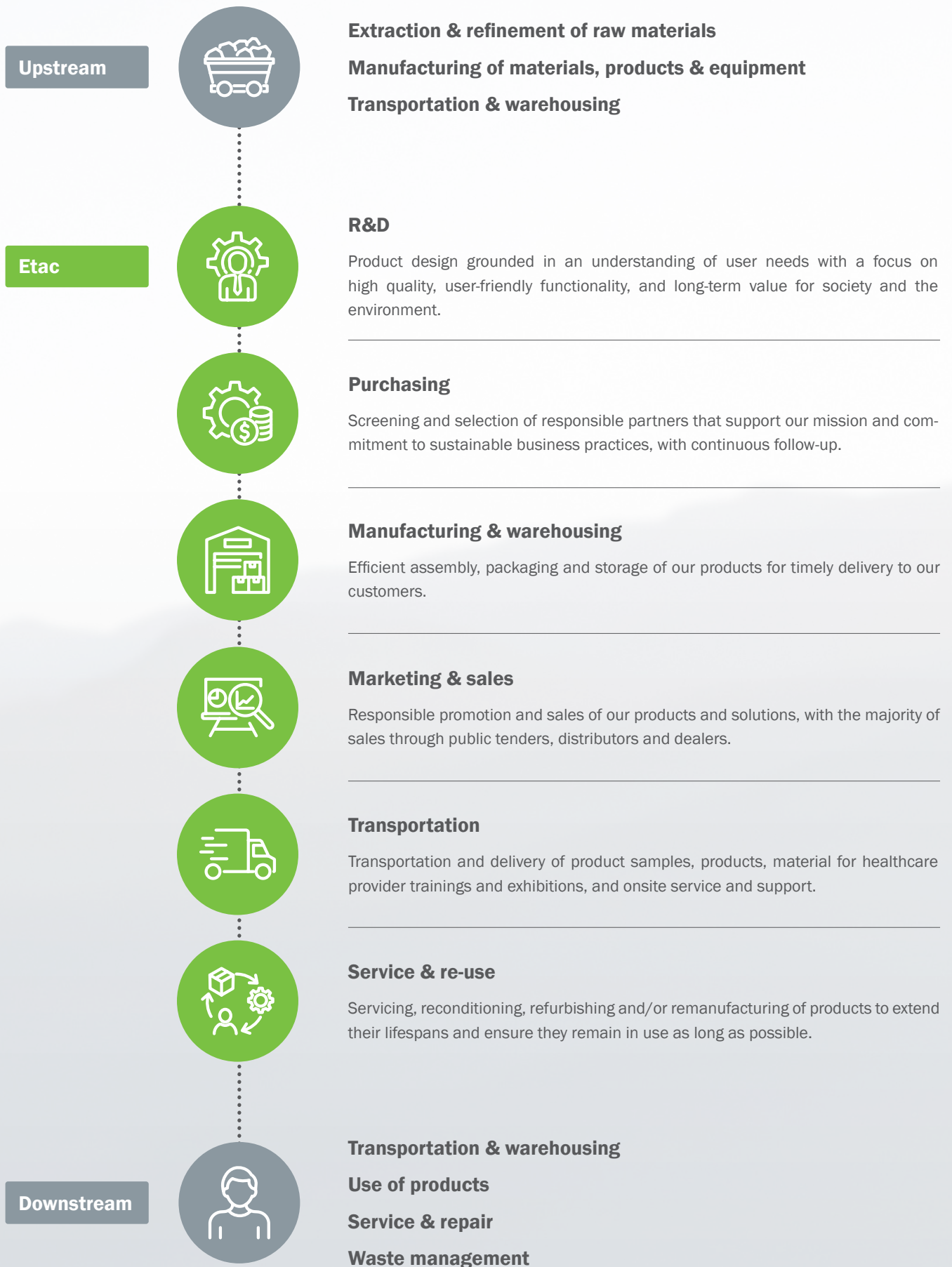
 **immedia**

User-friendly manual transfer and positioning aids making daily routines easy and safe for caregivers and users.

 **HOVERTECH**

Easy-to-use, air-assisted transfer and positioning devices ensuring a safe experience for both caregivers and patients.

Our role in the value chain



Sustainability commitments

Improving quality of life for our products' users, their families and caregivers has always been our core mission. But for Etac, sustainability is also about contributing to a better environment, a safe and inclusive society with equal opportunities, and a fair and responsible business climate. This is the reason for our three sustainability commitments – we care for people, we care for the environment, and we act responsibly.

In alignment with our commitments and materiality assessment, we have identified seven strategic focus areas that in turn support several of the UN's Sustainable Development Goals (SDGs).



We care for people

Our social commitment includes our employees, product users, healthcare providers and business partners

Users

Improving quality of life through innovative products and solutions

Employees

Being the industry-leading employer with inclusion and career growth

Partners

Ensuring responsible partnerships with a high focus on education, human rights and labour standards



We care for the environment

We work to reduce our environmental and climate impact in our business and across the value chain

Circularity

Closing the loop between production and consumption

Carbon footprint

Reducing our emissions across the value chain



We act responsibly

We are committed to ensuring a culture of trust, openness and accountability in every aspect of our business

Compliance & business ethics

Ensuring compliance and high ethical standards across the value chain

Transparency

Providing transparent communication about our sustainability work and results



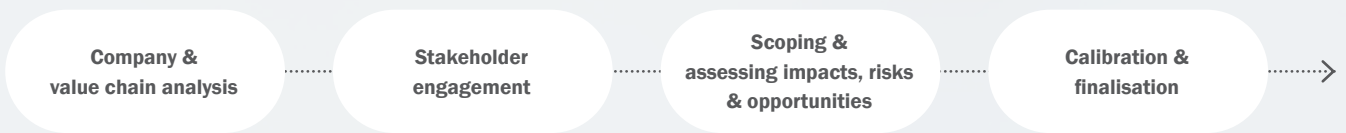
Material sustainability matters

Material sustainability matters relate to the areas where our business has the greatest impacts, risks and opportunities along our value chain. In other words, the material matters highlight what topics are important for us to focus on from a sustainability perspective and also guide us in our reporting. These topics are identified through a materiality assessment process informed by stakeholder interaction.

Materiality assessment process

In 2024, we conducted our first double materiality assessment in accordance with the EU's Corporate Sustainability Reporting Directive (CSRD). The process involves both an inside-out and an outside-in perspective. This means that, in addition to assessing the impacts Etac has or is likely to have on the environment and society, we also assess how external sustainability-related

matters affect or might affect Etac's financial performance and position. The process involves multiple steps, including a value chain analysis and stakeholder engagement. In 2025, we performed a light-touch validation of the previous year's findings, through a due diligence assessment which confirmed that our materiality assessment remains valid.



Company and value chain analysis

The process begins with a comprehensive analysis of our company, which includes a review of our geographical presence, organisation, manufacturing processes, policies, sustainability performance and financials. The analysis also encompasses

our value chain with a country- and industry-focused risk and opportunity assessment, based on our business partners' geographical locations and operations.



Stakeholder engagement

Regular engagement with our stakeholders provides crucial insights into our actual and potential impacts, risks and opportunities. These insights inform our strategy, sustainability priorities and reporting.

Our double materiality assessment involves interviews and/or surveys with representatives of our key stakeholder groups to gather their input on which topics we should prioritise.

Stakeholder	Prioritised topics
Users of our products	<ul style="list-style-type: none"> • Product quality and safety • Access to products • Social inclusion
Corporate customers	<ul style="list-style-type: none"> • Safe, high quality and durable products • Compliance and business ethics • Climate impact and circularity
Employees and future employees	<ul style="list-style-type: none"> • Company culture and purpose • Development opportunities • Safe and healthy work environment • Diversity, equality and inclusion
Suppliers and business partners	<ul style="list-style-type: none"> • Business ethics • Human rights and fair working conditions
Owner and financiers	<ul style="list-style-type: none"> • Corporate governance • Compliance and business ethics • Climate impact and resource efficiency • Personal development
Authorities	<ul style="list-style-type: none"> • Compliance • Climate impact



Scoping and assessing impacts, risks and opportunities

Based on our analyses and stakeholder engagement, we define and score our impacts, risks and opportunities throughout the value chain. Impacts are evaluated based on “severity” and “likelihood”, with severity being determined by scale, scope and irremediability.

Risks and opportunities are assessed based on the “magnitude” and “likelihood” of their influence on Etac’s financial position, financial performance, cash flows, access to finance or cost of capital over the short-, medium- or long-term.

Calibration and finalisation

After completing the initial materiality assessment, we review and calibrate the results through internal discussions to ensure a balanced perspective on Etac’s impact, risks and opportunities, and establish thresholds for materiality. The

materiality assessment was assessed by our auditors and approved by our Board of Directors. We continue to prepare for reporting in accordance with CSRD, which will apply to Etac in FY 2027.

Material topics

Through our double materiality assessment we have identified a number of material impacts, risks and opportunities. In line with the CSRD guidelines for sustainability reporting, these can be summarised in seven material topics and 16 material sub-topics.

Sustainability area	Material topics	Material subtopics
Environmental	Climate change	<ul style="list-style-type: none"> Climate change adaptation Climate change mitigation Energy
Environmental	Pollution	<ul style="list-style-type: none"> Pollution of air (upstream) Pollution of water (upstream)
Environmental	Resource use and circular economy	<ul style="list-style-type: none"> Resource outflows related to products and services
Social	Own workforce	<ul style="list-style-type: none"> Working conditions Equal treatment and opportunities for all
Social	Workers in the value chain	<ul style="list-style-type: none"> Working conditions Other work-related rights
Social	Consumers and end-users	<ul style="list-style-type: none"> Information-related impacts Personal safety Social inclusion
Governance	Business conduct	<ul style="list-style-type: none"> Corporate culture Protection of whistleblowers Corruption and bribery

Underlying material impacts, risks and opportunities

Environment

CLIMATE CHANGE MITIGATION

Sub-area	Type	Part of value chain	Description
Greenhouse gas emissions	Negative impact	Across the value chain	Greenhouse gases are generated in processes throughout the value chain and contribute negatively to climate change.
Increased costs	Risk	Upstream, Own operations	Decarbonisation may lead to increased costs as the demand for sustainable suppliers, products and services increases. Regulation related to GHG emissions might also lead to additional costs.
Customer requirements	Risk	Downstream	Customer requirements on climate change mitigation are increasing, and not keeping up might lead to loss of customers and a bad reputation.
Stakeholder preference	Opportunity	Across the value chain	Decarbonisation may strengthen Etac's market position and employer brand, and lead to reduced financing costs.

CLIMATE CHANGE ADAPTATION

Sub-area	Type	Part of value chain	Description
Value chain disruption	Risk	Upstream, Own operations	Climate change gives rise to physical risks which could pose financial effects on Etac directly or indirectly through supplier pricing.

ENERGY

Sub-area	Type	Part of value chain	Description
Energy use	Negative impact	Across the value chain	Energy is consumed during extraction of raw material, manufacturing and transportation, and for some products also in the use phase.
Shortage of green energy	Risk	Upstream, Own operations	The global demand for renewable energy is set to increase rapidly and put pressure on energy prices and access to renewable energy, which may have a negative financial effect on Etac directly or indirectly through our suppliers in the value chain.
Customer requirements	Risk	Downstream	Customer requirements on climate change mitigation, including use of green energy, are increasing, and not keeping up might lead to loss of customers and a bad reputation.
Stakeholder preference	Opportunity	Downstream, Own operations	Switching to green energy may strengthen Etac's market position and brand, and lead to reduced financing costs.

POLLUTION

Sub-area	Type	Part of value chain	Description
Pollution of air	Negative impact	Upstream	Production of raw materials and products used in Etac's production generates different kinds of emissions to the air.
Pollution of water	Potential negative impact	Upstream	Raw material extraction and processing of aluminium, steel, plastic, textiles and other important input materials can cause water pollution.

RESOURCE USE AND CIRCULAR ECONOMY

Sub-area	Type	Part of value chain	Description
Products placed on the market	Negative impact	Downstream	Not all products are reusable or recyclable, which leaves a negative impact on the environment.
Material source	Opportunity	Downstream, Own operations	Recyclable products and take-back programs may give Etac another source of materials leading to lower cost of goods sold. In addition, offering recyclable products and take-back programs may strengthen Etac's market position and employer brand.
New sales models	Opportunity	Downstream, Own operations	Etac could increase sales from offering take-back of products, refurbishment and maintenance of products as well as second-hand products. Regulatory development will likely increase this opportunity.
Non-circular products	Risk	Downstream	Not offering circular and sustainable products runs the risk of decreased revenue in the long term. In the short term customers might still prioritise price over sustainability investments. Regulation related to the circularity of Etac's products may also impose additional costs.

Social

OWN WORKFORCE			
Sub-area	Type	Part of value chain	Description
Health & safety and work-life balance	Potential negative impact	Own operations	Etac has a high focus on health and safety. However, due to the nature of manufacturing, which includes high-risk tasks like welding, cutting, and forklift traffic, there is an inherent potential for negative impacts. Similarly, for office workers, stress is a health-related risk.
Working conditions	Opportunity	Own operations	Further enhancing working conditions can reduce personnel turnover, boost efficiency, strengthen our employer brand, and improve our ability to attract relevant skills.
	Risk	Own operations	Etac's employees are vital to the company's success. Failing to maintain fair and attractive working conditions could result in higher personnel turnover, less efficiency and increased associated costs.
Equal treatment and opportunities for all	Potential negative impact	Own operations	Etac is committed to promoting diversity, inclusion and equality within the organisation. While we do not anticipate any actual negative impacts, we recognise that even the possibility of such impacts is significant and must be taken seriously.
	Opportunity	Own operations	Further enhancing our work within diversity, inclusion and equality could strengthen our employer brand and contribute to increased motivation, productivity and innovation, and improve our ability to attract people with relevant skills.
	Risk	Own operations	Etac's purpose is centred on diversity, inclusion and equality for our users. Failing to uphold these values in our own operations would damage our reputation and could lead to increased personnel turnover.
WORKERS IN THE VALUE CHAIN			
Sub-area	Type	Part of value chain	Description
Working conditions	Potential negative impact	Upstream	Etac operates an international supply chain and distribution network, which involves varying levels of country-specific risks related to working conditions. Although we have not identified any evidence of inappropriate working conditions, we recognise that the potential for such issues exists.
	Risk	Upstream	Potential inappropriate working conditions in our upstream value chain would not only contradict our values and harm vulnerable individuals but also damage our reputation and financial performance.
Other work-related rights	Potential negative impact	Upstream	Several of Etac's suppliers are based in countries with medium to high risks for violation of work-related rights, e.g., forced labour. While we have not found any evidence of violation among our suppliers, we acknowledge that the potential for such issues exists.
	Risk	Upstream	Any form of violation of human rights and other work-related rights would not only contradict our values and harm vulnerable individuals but also damage our reputation and financial performance.
CONSUMERS AND END-USERS			
Sub-area	Type	Part of value chain	Description
Health and safety	Opportunity	Downstream	Etac's contribution to well-being, coupled with an ageing population and a growing focus on health and safety in emerging markets, generates and expands business opportunities.
	Potential negative impact	Downstream	Etac's products are designed and manufactured to state-of-the-art standards and best practices. All our medical devices are CE marked and comply with regulatory requirements. However, we take the potential for safety issues very seriously and recognise the impact potential safety issues would have on end-users.
	Risk	Downstream	If Etac would have any safety issues with the products, we may face significant reputational risks, product liability claims and a critical loss of sales and growth opportunities.
Social inclusion	Opportunity	Downstream	Etac's contribution to social inclusion, along with the growing focus on accessibility, equality and inclusion in various markets, continuously generate and expand business opportunities for our products.
Access to quality information	Potential negative impact	Downstream	Comprehensive product user manuals and instructions are critical to preventing user injury.
	Risk	Downstream	Not providing manuals with sufficient information on installation and usage could pose a risk of injury and damage Etac's reputation and market position.
Privacy	Risk	Downstream	Etac primarily sells through public tenders, distributors and dealers, resulting in limited direct sales to end-users. However, if there would be a breach of the minimal end-user information held, Etac could face significant fines.

Governance

BUSINESS CONDUCT			
Sub-area	Type	Part of value chain	Description
Corporate culture	Potential negative impact	Own operations	Etac's culture is defined by a shared sense of purpose, allowing individuals to grow professionally while promoting the welfare of others. To ensure responsible behaviour, we also have a Code of Conduct that guides our daily work. Although we have no indications of negative impacts today, we acknowledge that even the potential for such impacts is significant and must be taken seriously.
	Opportunity	Own operations	By further cultivating our culture, we can enhance the sense of purpose among our employees, boost performance, and improve both employee retention and Etac's reputation.
	Risk	Own operations	Neglecting to maintain a positive and responsible culture could jeopardise employee well-being, increase the risk of misconduct and ultimately harm Etac's reputation and sales.
Corruption and bribery	Risk	Across the value chain	Etac has a multinational value chain involving suppliers, own operations and customers across diverse markets, with some of them having a high corruption risk. Engaging with risk-classified countries increases the likelihood of corruption and unethical business practices which could damage our reputation and business.
Protection of whistleblowers	Potential negative impact	Across the value chain	Etac has a third-party whistleblowing system that allows for anonymous reporting of suspected misconduct. Our Employee Code of Conduct, Supplier Code of Conduct and internal training in the Code make clear that Etac does not tolerate retaliation against whistleblowers. The potential for non-reporting and/or retaliation could result in unresolved negative impacts, a risk we take very seriously.

Explanatory note

We have not included Biodiversity as a material topic. Our own operations include no sites near biodiversity-sensitive areas and our initial assessment shows no significant risk of suppliers being located in biodiversity-sensitive areas. We will continue to investigate this risk.

Sustainability governance

To ensure our company acts responsibly, we have established a governance model with clear roles and responsibilities. This model is supported by guiding policies and processes, which we continuously review and update to ensure compliance and enhance our performance.

Board and management’s roles and responsibilities

Etac is owned by Nordstjernan, a Swedish foundation-controlled and unlisted investment company whose business concept is to develop companies through active ownership and create long-term value growth. Nordstjernan’s largest owner is a public

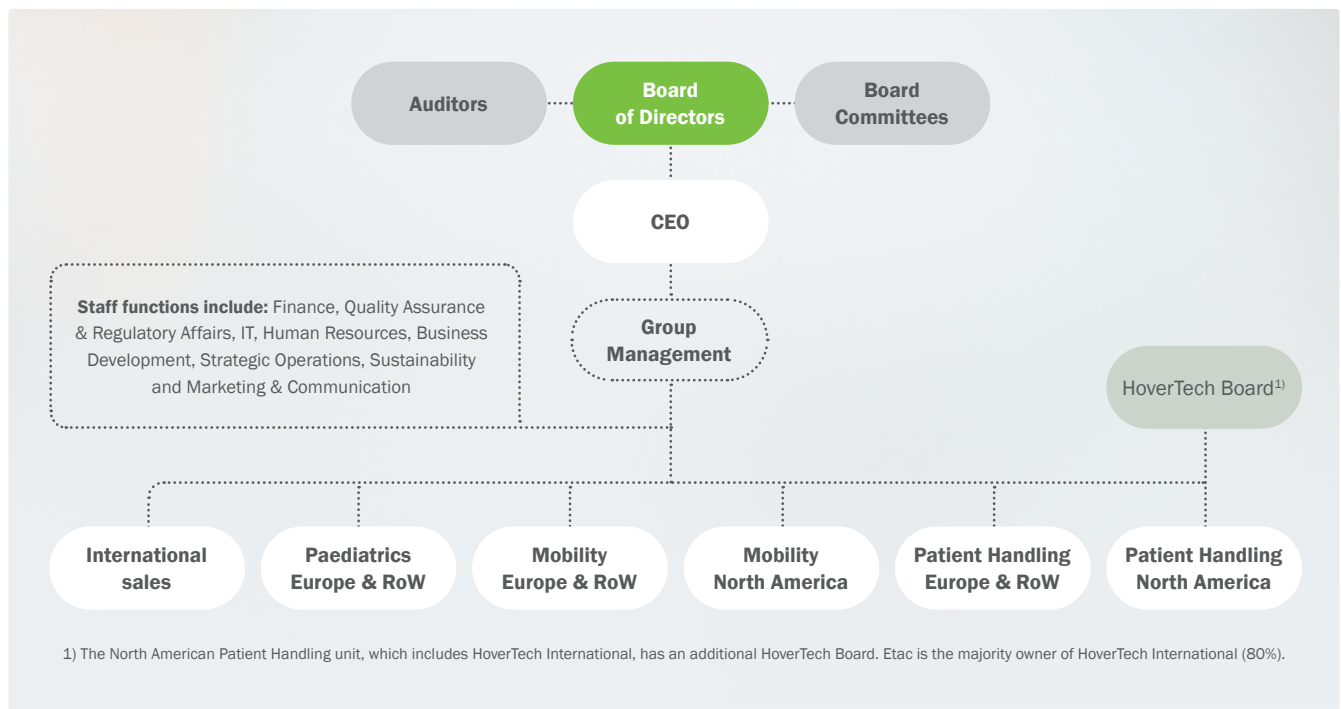
benefit foundation, the Axel and Margaret Ax:son Johnson Foundation for Public Benefit, whose primary purpose is to support scientific research.

Board of Directors

Our Board of Directors includes eight individuals from diverse nationalities and backgrounds, including Swedish, Danish, Norwegian, German, Dutch, and American members. The board includes two representatives of our owner, Nordstjernan, as well as professional board members and MedTech executives. Together, they bring a wealth of experience and expertise, guiding our strategic direction and ensuring responsible governance.

CEO and Group Management

Group Management, headed by our CEO, comprises leaders of all our business units and staff functions, and represents our geographical presence. We also have a Top Management Team comprised of colleagues who provide Group Management with strategic and operational support.



Board of Directors - Defines Etac's sustainability direction and ambition, decides on key policies, ensures due diligence, and oversees ESG risks, opportunities, performance, compliance, and reporting.

Chief Executive Officer - Sets the strategic direction for and ensures sustainability is embedded in the agenda, decision-making, allocation of resources, and clear accountability across the organization.

Group Management - Responsible for implementation of the sustainability direction and ambition by defining priorities, setting sustainability targets and goals, and embedding them in our operations.

Remuneration Committee - Prepares proposals for the CEO's remuneration, decides on the CEO's proposals for Group Management members' remuneration, and evaluates remuneration principles for senior executives.

Audit Committee - Oversees internal control, audit, risk management, accounting and reporting, and safeguards the integrity of the external whistleblowing channel by reviewing all reported messages and cases escalated for group investigation.

Chief Sustainability Officer - Leads the implementation of group sustainability strategy, supporting the business units and staff functions with their own initiatives and meeting Etac objectives.

Key policies

Etac's core sustainability-related policies include our Code of Conduct and Supplier Code of Conduct, supported by the Whistleblowing Policy. All three policies are published on our website.

Employee Code of Conduct		
Environmental topics	Social topics	Governance topics
<ul style="list-style-type: none"> • Climate change mitigation • Climate change adaptation • Energy efficiency • Renewable energy • Product development • Resource use • Circular business and collaboration models • Waste • Pollution of air, water and soil • Harmful substances 	<ul style="list-style-type: none"> • Human rights • Forced labour • Occupational health, safety and well-being • Fair employment conditions • Children's rights • Diversity and inclusion • Personal development • Users' rights • Innovation • Safety, quality and regulatory excellence • Business partners 	<ul style="list-style-type: none"> • Compliance and business ethics • Fair competition • Corruption and bribery • Fraud and money laundering • Conflicts of interest • Trade restrictions • Record keeping • Healthcare ethics • Data protection and cyber security • Communication • Whistleblowing
Supplier Code of Conduct		
Environmental topics	Social topics	Governance topics
<ul style="list-style-type: none"> • Managing environmental aspects • Compliance with environmental legislation • Continuously improving environmental performance 	<ul style="list-style-type: none"> • Forced labour • Child labour and young workers • Workplace health and safety • Employment and work conditions • Accidents and health 	<ul style="list-style-type: none"> • Corruption and bribery • Records and documentation • Whistleblowing

Internal control

Robust internal control processes are essential for sustainability reporting. Collecting and validating sustainability data presents challenges and risks, including ensuring data completeness and integrity, the accuracy of estimations, the availability of upstream and downstream value chain data, and the timely availability of information.

Today, our internal control process includes clearly defined roles and access rights. Each reporting entity has designated and trained reporters who follow clear instructions and use standardised reporting templates.

In 2025, we launched a new sustainability reporting platform that enables consistent data reporting and a Supplier Relationship Management system that will improve our collection and monitoring of supplier-related data. Within the next year finalization of our control framework and procedure will improve data quality and mitigate risks.

The Sustainability Department is responsible for consolidating and securing the quality of the data collected from our business entities. Group Management is responsible for reviewing and approving the sustainability statements, which are then reviewed by the Audit Committee before they are ultimately approved and signed off by the Board of Directors.



Environmental information

As a manufacturer with a comprehensive value chain and global sales, Etac has a significant impact on the environment. We are committed to minimising our environmental footprint through various measures, with a focus on reducing emissions across our value chain and promoting circular product development and circular collaboration models.

Climate change

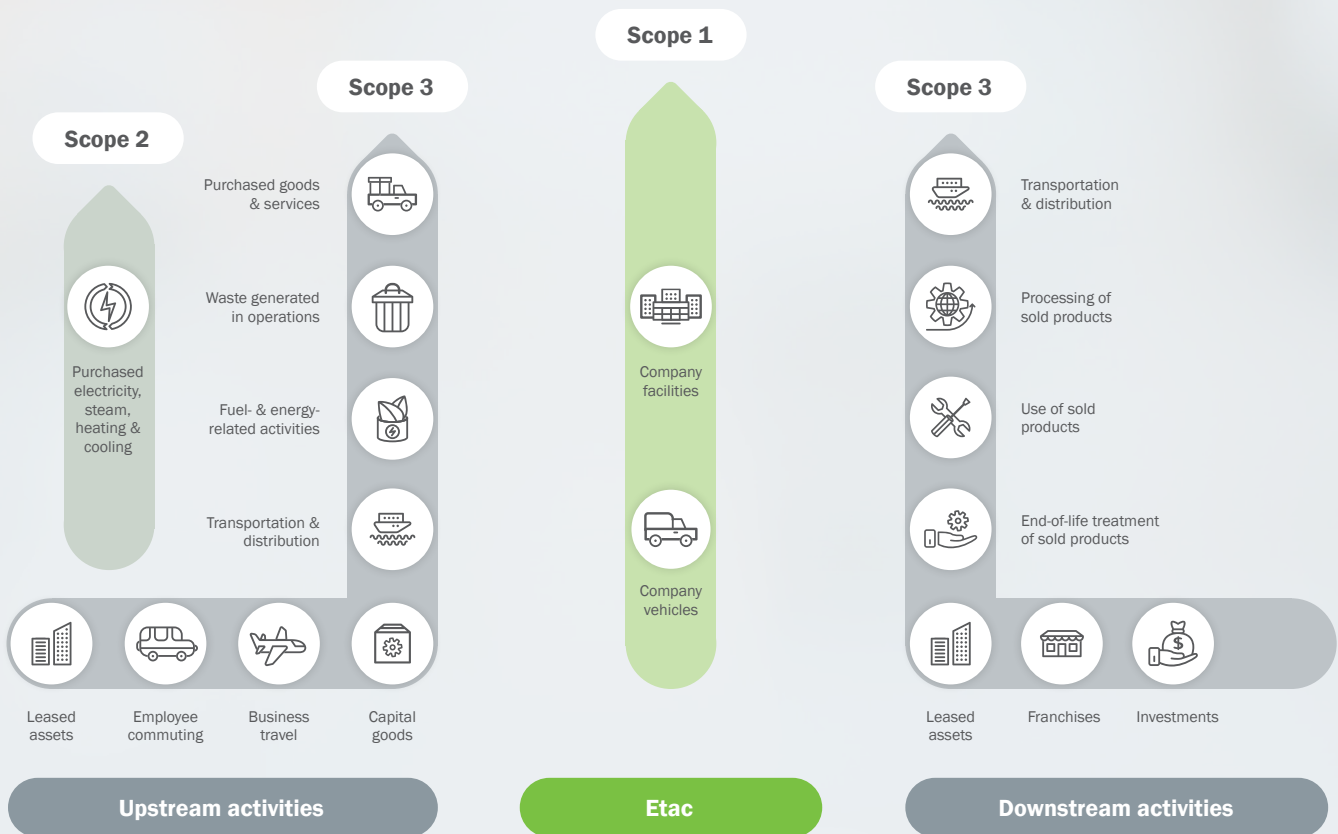
Climate change is reshaping the world we operate in, and we take seriously our responsibility to reduce our environmental impact. We are committed to cutting emissions across our operations, strengthening resilience, and investing in innovative solutions that help us adapt to a changing climate.

Climate change mitigation

Climate change is driven by greenhouse gas (GHG) emissions and like most other companies, Etac generates emissions across the value chain. We recognise the importance of minimising our carbon footprint. To demonstrate our commitment and accelerate our actions, we have set an ambition to achieve Net Zero emissions by 2050. This ambition is supported by an absolute Scope 1 and 2 greenhouse gas emissions reduction

target of -42%, to be achieved by 2030 with 2024 as base year. We recognize that value chain emissions make up a substantial part of our total climate footprint. Going forward, we will continue to monitor these emissions and identify reduction opportunities, with the intention of establishing a Scope 3 emissions target going forward.

Illustration of GHG Protocol scopes across the value chain



Carbon dioxide equivalents (CO₂e)

CO₂e is a standard unit for measuring carbon footprint that simplifies calculations of various greenhouse gases. The impact of each gas is converted to the amount of CO₂ it would take

to generate the same level of warming. A carbon footprint comprising many different greenhouse gases can consequently be expressed as a single number.

Emissions during 2025

Scope 1

Scope 1 emissions refer to direct emissions from owned or controlled sources¹⁾. In 2025, our Scope 1 emissions amounted to an estimated 2,785 tonnes CO₂e. This represents an increase of approximately 5% in absolute values compared with last year. The rise is partly driven by higher fuel consumption for facility heating and company vehicles, seasonal variations, and the

inclusion of a few minor emission sources that were not captured in the 2024 data. Despite the overall emissions increase, the continued transition to electrical vehicles in Scandinavia and partial transition from natural gas to biogas for heating resulted in approximately 98 tonnes CO₂e saved compared with last year.

1) Scope 1 includes leased assets.

Scope 2

Scope 2 emissions refer to indirect emissions from the generation of purchased energy¹⁾. In 2025, our Scope 2 emissions amounted to an estimated 1,116 tonnes CO₂e using the market-based approach. This represents a decrease of approximately 5% in absolute values compared with last year. The reduction is in part driven by an overall lower consumption of electricity and district heating, as well as the transition to renewable and self-generated solar electricity. Examples include a continued transition to renewable electricity and new warehouse and

office facilities in Australia with solar panels installed to cover parts of the electricity demand. In Anderstorp a continued reduction of electricity and district heating usage due to previous investments in energy efficiency continues to pay off, decreasing electricity and district heating consumption by 33% and 15% compared to last year. In addition, a continued adoption of supplier-specific emission factors for district heating contributed to lowering emissions by approximately 30 tonnes CO₂e.

1) Scope 2 includes leased assets.

Scope 3

Scope 3 emissions refer to all indirect emissions (not included in Scope 2) that occur in Etac's value chain, including both upstream and downstream emissions. Over the past two years, we have worked systematically to reduce reliance on spend-based data and capture all material subscopes of emissions to build a solid emissions base year.¹⁾ As a result of this work, we are pleased to reintroduce Scope 3 data to our sustainability report. Looking ahead, we will continue to work towards identifying and assessing a credible path to a Scope 3 target aligned with the methodology of the Science Based

Targets initiative (SBTi). We will also maintain our focus on improving the overall Scope 3 data quality. In 2025, our Scope 3 emissions amounted to 83,275 tonnes CO₂e. The largest contributing category was purchased goods and services, followed by upstream transportation, which together accounted for more than 90% of our total Scope 3 emissions.

1) The Scope 3 emissions presented for 2024 and 2025 cover all GHG Protocol subcategories considered material to Etac; Purchased goods & services, capital goods, fuel- & energy-related activities, upstream transportation & distribution, waste, business travel, employee commuting, downstream transportation and distribution, use of sold products, end-of-life treatment of sold products.





CASE FURTHER STEPS TOWARDS EMISSIONS REDUCTIONS

We are constantly striving to reduce our consumption of natural resources, greenhouse gas emissions and negative impact on the climate. The transition to renewable electricity and phase-out of internal combustion engines (ICE) vehicles plays an important role in reaching our Scope 1 and 2 target.

Renewable electricity

In 2025, our site in France transitioned to partial use of renewable electricity, adding to our sites across Europe that have already switched to 100% renewable energy in Denmark, Germany, the Netherlands, Sweden, and the U.K.

Electric and hybrid vehicles

We are advancing our transition from ICE vehicles to low-emission alternatives (electric and hybrid). In Europe, we are replacing ICE vehicles with low-emission alternatives each year. For example, our Norwegian, Swedish, Danish, and Dutch fleets have transitioned to between 30% and 80% low-emission vehicles. In North America, the transition to low-emission hybrid vehicles is also ongoing with the first batch of hybrid vehicles being delivered in 2025. While the pace varies by geography, we continue phasing out fossil fuel vehicles where possible.

Climate change adaptation

Climate change presents various risks for our world and society and could also impact our operations. The risks vary depending on where we operate, and in 2026 we strive to further explore potential risks and identify mitigation strategies and actions.

Climate change also drives an increased interest in durable products and circular collaboration models. We will continue to invest in this area to protect and strengthen our competitive position.

Energy

During 2025, Etac's total energy consumption increased by approximately 4%, primarily driven by an increased consumption of fuels for facility heating and company vehicles whilst electricity and district heating consumption decreased. A prioritised method of reducing our greenhouse gas emissions from energy consumption is increasing our share of renewable and low-carbon energy sources.

Examples of initiatives in 2025 included completing a LED lighting project, purchasing renewable electricity certificates and transitioning from natural gas to biogas for facility heating.

Pollution

As a manufacturing company, we generate emissions throughout our value chain. The most significant impacts occur in the upstream segment, especially in indirect suppliers' extraction and refinement of raw materials to be used in the production of parts for our products. Extraction, refinement and manufacturing all cause pollution, particularly affecting air and water quality.

Pollution of air and water

To minimise the impact on air and water from upstream value chain activities, our Supplier Code of Conduct mandates that our suppliers comply with environmental laws and regulations and continuously improve their environmental performance. We are enhancing our due diligence processes for screening

and auditing suppliers, including assessing their environmental protection measures. Our own manufacturing processes also cause some emissions. We make sure we comply with all environmental laws and regulations and strive to minimise our impact.



Resource use and circular economy

Resource use is about extraction and utilisation of natural resources, while the circular economy aims to keep products, materials, and resources valuable for as long as possible. Etac's commitments to securing quality and following strict medical device regulations often make use of recycled materials challenging. Our greatest impact lies in ensuring our products stay in use for as long as possible.

Resource outflows related to products and services

Resource outflows relate to the products and solutions we introduce to the market and more specifically their expected lifetime and recyclability at the end of their life cycles. It is closely

tied to circularity and to keeping the product and materials in use for as long as possible, and for this circular design principles are key.

Product development

We believe circular design to be the future of product development. We achieve this by designing for durability, maximising product lifetimes, and enabling reuse, repair, remanufacturing, and disassembly for materials recycling.

Our products have always been made to last and maintain high value and quality over time. The following principles are fundamental to our design process:

High quality

High-quality products better allow for heavy usage, reconditioning and subsequent re-usage. Etac's product design and high-quality materials allow the same product to be used by multiple people over time.

Durability

Our products are built to deliver value over time and often have warranties that exceed industry requirements. Long life expectancies reduce the use of natural resources and result in lower impacts.

Modularity

We strive to design by a principle of building blocks, making it possible to replace, rework or upgrade individual parts rather than the entire product. This reduces waste and extends the product's lifespan.

Compatibility

When updating our range we try to ensure that the same components are applicable to all generations of the same product. Older products can then continuously be reworked or upgraded with new parts.

Adjustability

Many of our products offer excellent adjustability, which means they can be adapted to an individual user's needs as they change over time. They can also be modified to suit the needs of several different users over time.

Separability

We aim to design our products so that at the end of the product's life, the materials can be separated from each other to enable materials recycling and re-manufacturing.

CASE CONTINUOUS PRODUCT IMPROVEMENTS BRING SUSTAINABILITY BENEFITS

Our product management and R&D teams not only work to introduce new products that meet newly identified user and market needs, they also work to continuously improve the existing product portfolio.

In 2025, our product brand Ki completed a project to increase standardisation of universal parts, replicating elements of the Rogue² wheelchair in the version for adolescents, the Rogue XP. Many of the design elements are now the same across both products.

The project not only successfully reduced the variety of parts, it improved quality, durability and adjustability with better clinical outcomes as the user grows. This is especially important for adolescents who can use the same chair for five or more years.

In 2025, optimisation of the aluminium legs in the Etac Swift shower stool has delivered a savings of around 4 tonnes of aluminium per year. Considering the energy

involved in the extraction and processing of aluminium, this means a significant reduction in the carbon emissions associated with the product.

For our Molift Rail System, which provides an ergonomic means of moving patients in care facilities and home care environments, a new design of the rail system has delivered both customer and environmental benefits.

Previously, many small welded steel parts and customisation of the rails were needed to install the coupling. The new traverse coupling device introduced in 2025 is less complex, reducing installation and service requirements. It can be attached on standard rails cut to length onsite, eliminating the need for both special machining and the transport of customised rails.

Another positive environmental effect is that at the end of the system's long life, the materials are easily separated for recycling.

Circular models

While circular product development is about designing our products with sustainability in mind from the start, we can also reduce their footprint by creating processes that close the loop between production and consumption. This requires a collaborative approach involving customers, suppliers or other stakeholders in co-creating solutions that add value for everyone.

Several of our sites have a long history of providing reconditioning and refurbishment services, which extends product lifetimes and allows them to recirculate for longer. Additionally, we have developed a remanufacturing concept, re:vive, which gives existing products a new lease on life. This concept is currently being used for our wheelchair model Etac Cross 6 and we continue to explore possibilities for similar projects.



Results

This overview summarises our environmental results for 2025 in brief. For key performance indicators, see the complete list on [page 40](#).

Climate change

- Increase in Scope 1 emissions.
- Reduction in Scope 2 emissions.
- Reintroduction of Scope 3 emissions.
- Electric vehicle adoption in Scandinavia and shifts to low-carbon fuels for heating limits Scope 1 increases.
- Lower consumption of electricity and district heating and procurement of renewable electricity contributed to Scope 2 reductions.

Greenhouse gas emissions	2024 ¹⁾ (Tonnes CO ₂ e)	2025 (Tonnes CO ₂ e)
Scope 1	2 653	2 785
Scope 2 (market-based)	1 179	1 116
Total scope 1 & 2	3 832	3 901
Scope 3	93 768	83 275
Total scope 1, 2, 3	97 600	87 176

Energy consumption & mix (Own operations)	2024 ¹⁾	2025
Energy consumption	18 142 MWh	18 870 MWh
Share of renewable electricity consumption	61%	60%

1) 2024 data has been recalculated compared with previous year

Resource use and circularity

- Reduced use of plastic, increased use of recycled material, and simplified recycling through packaging changes.
- Reduction of roughly 4 tonnes aluminium per year in manufacturing the Etac Swift shower stool.
- Easier disassembly and material recycling at the end of the product's life for the Molift ceiling hoist and R82 Addax standing frame.
- Collaboration with local suppliers for take-back and re-use of packaging materials.



CASE

RETHINKING PACKAGING TO INCREASE CIRCULARITY

At Etac, we believe that even small changes can make a meaningful difference. Several packaging initiatives have led to reduced material consumption, through re-use of packaging materials and increased use of both recycled and recyclable materials.

Enabling customers to purchase products packaged in bulk dramatically reduces the amount of packaging materials. Since many of our customers make large-quantity purchases, it was a natural improvement to find a multi-pack solution for the castors – the most commonly ordered part of our Etac wheelchairs.

Many of our products require packaging that protects them during transport. To protect the raised toilet seat Etac Hi-Loo, we replaced plastic bubble wrap with cardboard in 2025. The cardboard is 100% recycled material and has a lower carbon footprint than plastic.

We have changed the packaging of many smaller products to untreated, recycled cardboard packaging. Using cardboard with only black ink makes the packaging easily recyclable without extra processing to remove the colour and coatings. Stickers made of recycled paper are also being introduced to replace plastic tape, and foam inserts have been removed from some of our larger products' packaging, another win in the reduction of waste and plastic use.

In 2025, our site in Anderstorp, Sweden arranged for local suppliers to take back and re-use sheets of cardboard, foamed cardboard and masonite use for packaging. "These materials can be re-used indefinitely," said site manager Gertrud Tuppela.



Social information

Since our founding, we have been committed to promoting abilities for people at all stages of life. This remains our driving force today, and our dedication to contribute to the well-being of society runs through all our business activities. This includes promoting health and safety for customers, caregivers and end-users, as well as for our employees and suppliers.

Own workforce

Our success is built on the knowledge, skills and competencies of our employees, who are essential in developing, producing and delivering our innovative products and solutions. Ensuring our employees' well-being and providing equal and attractive development opportunities is crucial to our company's progress.

Working conditions

Fair and safe working conditions are essential for a positive work environment and culture. We have always prioritised complying with local labour laws and in 2025 we increased our data gathering and follow-up on working conditions.

We take workplace safety very seriously and are committed to protecting our people from hazards in their work environment. In 2025, we had one work-related accident. We constantly strive to improve our facilities, guidelines and procedures to reduce risks, including employee safety trainings. Wherever we operate

there are also local initiatives with a focus on well-being, from exercise activities and building healthy habits to participating in first aid training.

To ensure that we learn from our employees, we conduct regular employee engagement surveys across the company to collect anonymous feedback on individual engagement, motivation and well-being. In 2025, 54% of our employees responded to the surveys, providing our business leaders insights on what is going well in the organisation and what can be improved.





CASE EMPLOYEE IDEAS DRIVING POSITIVE CHANGE

Several of our larger sites have continuous improvement programs that tap into employees' experience and ideas, resulting in changes that positively impact people and the environment.

At our production site in Tzcew, Poland, a competition launched in 2025 awarded employees for the best improvement idea of the quarter. A review team of representatives from the various staff functions evaluated employees' suggestions and then coordinated implementation of the winning idea.

Some of the ideas implemented in Tzcew in 2025 include:

- The addition of a cooling system to the metal shop drilling table. The system reduces the number of drill bits consumed and reduces employee fatigue – a win-win in terms of reduced material consumption and a more ergonomic work environment.
- A new digital component conformity system uses scans, eliminating the need to print conformity certificates. This both saves employees time and reduces natural resource consumption.

Every month, our site in Anderstorp, Sweden celebrates the best idea of the month submitted by an employee. The winning idea is celebrated in the monthly team meeting and implemented directly.

Some of the ideas implemented in 2025 included:

- Implementation of motion sensors to activate lighting in common areas like changing rooms and halls, to reduce electricity consumption.
- Use of paper instead of plastic as protective packaging material around selected products, to reduce reliance on fossil-fuel-based materials and enable easier recycling.
- Introduction of bicycles that employees can borrow to travel between the two facilities that are 3 kilometers apart, or into town for lunch or errands. The bikes are so popular that there is a plan to introduce more next year.
- Installation of window panels in doors to prevent potential injuries to colleagues who may be on the other side of the door.

Equal treatment and opportunities

Inclusion and diversity are valued aspects of our company culture, enriching our workplace and promoting creativity and innovation. In 2025, our team consisted of 40% women and 60% men, representing a diverse array of nationalities, ethnicities and backgrounds, including firsthand experience of using our assistive devices.

We are committed to diversity, inclusion and equal opportunities, and have zero tolerance for discrimination, disrespectful behaviour, bullying or harassment. We also recognise the importance of offering development opportunities for our employees and are committed to providing training and opportunities to help them acquire new skills and advance their careers.

Workers in the value chain

In addition to our dedicated workforce, our success relies on the contributions of suppliers, sub-suppliers, and other business partners. We are committed to ensuring that everyone involved in our value chain works under safe and fair conditions, with their fundamental rights being fully protected.

Working conditions

We are dedicated to ensuring fair and safe working conditions for all workers in our value chain. While we have less direct control over our suppliers and partners, we mitigate this through our Supplier Code of Conduct. This document outlines our requirements and expectations related to suppliers' responsible business conduct. We are working on both a Supplier Sustainability and Risk Assessment Procedure and setting supplier-related KPIs.

Other work-related rights

We honour the principles of internationally recognised human rights and have processes in place to identify violations. Our stakeholder dialogues and audits have not revealed any violations. In 2025, Etac invested in a new Supplier Relationship Management system that facilitates supplier onboarding and following up on whether suppliers meet our requirements. It will help us and our suppliers identify improvement areas and enable performance oversight and report generation.



Consumers and end-users

With our products, we aim to enhance the capabilities of each individual user and promote participation and inclusion in society. We also aim to improve the conditions for everyone involved in caring for those with special needs. To achieve this, we ensure our products are safe and provide the necessary information and guidance to help users choose the right solution and understand how to safely use them.

Social inclusion

Since our founding in 1973, we have been dedicated to creating innovative assistive devices that help individuals integrate into society and live as independently as possible. Today, our unique portfolio caters to a wide range of daily needs and care settings,

for people at all stages of life. In addition to the physical and social benefits for end-users, we also have solutions that improve working conditions for healthcare providers.



CASE MOLIFT SMART 150 ENABLES TRAVEL, STUDIES AND INDEPENDENCE

Phillip Carrol, a passionate rock music fan from Surrey, was diagnosed with Duchenne Muscular Dystrophy (DMD) at age nine. Despite this condition, Phillip remains determined, excelling in education and charity work. His progressive muscle weakness means he relies on a powered wheelchair and assistive equipment for daily tasks. For safe transfers, Phillip and his mother Janet use the Molift Smart 150 – an award-winning portable hoist from Etac.

The Molift Smart 150 is designed for easy transport and smooth operation, with a compact folding mechanism and impressive lifting range, making it ideal for home and travel.

For Phillip's family, portability is essential. Janet, a barrister specialising in disability cases, calls the hoist "indispensable." It enables them to participate in DMD

charity activities and conferences worldwide and enjoy leisure activities like camping. "Packing it away is easy, and using it is even easier," Janet says. She recommends the rigid travel case for protection during flights, noting that some airlines accommodate the hoist and power chair without extra baggage fees.

Beyond travel, the hoist supports Phillip's everyday independence. It also empowers his education and career ambitions: after completing high-school and vocational training, Phillip interned at a research facility and plans to study Forensic Science at the University of West London. With the Molift Smart 150 and personal assistance, he will live on campus and enjoy greater inclusion.

For Phillip and Janet, the Molift Smart 150 is truly life-changing – enabling global advocacy, family adventures, and a future full of possibilities.

Advocacy and support

Our products give people of all ages opportunities to engage in their favourite activities and integrate in society. However, we recognise the need to further support our users in society and to draw attention to the limitations environmental and building

design can present to those with accessibility needs. We strive to support organisations and events that provide people with reduced mobility better access and increased opportunities for interaction and participation.

CASE ETAC SUPPORTS LOCAL COMMUNITIES

Contributing to local initiatives is a natural extension of our drive to make a positive impact on society. Several of this year's fundraising activities had the added benefit of bringing employees together and boosting team spirit.

Stevens Point supports families in need

For many years, both our Stevens Point, U.S. facility and employees themselves have donated 'back-to-school' items and funding to a local charity. In 2025, the site introduced a new activity specifically to support local families in need.

The Diaper Derby organised 120 employees in teams that competed to collect donated diapers, baby wipes, diaper rash cream and formula – all of which went to the local chapter of the United Way, a nationwide non-profit organisation that supports people in need.

Lindsay Mayer, who helped organise the competition

alongside her team, said, *"Our colleagues' generosity shows that with determination and a spark of creativity, we can achieve extraordinary things."*

Anderstorp employees walk to beat cancer

In Anderstorp, Sweden, employees participated in a 5-kilometer walk to raise money for the cancer charity Rosa Bandet (The Pink Ribbon). Etac contributed a donation for each participant to the charity and provided all the participants with a pink cap and refreshments after the walk.

Donation in Tzcew helps buy 'mobilers'

In 2025, our production facility in Tzcew, Poland donated funding to a charity fundraiser organised by the Association for Special Education in Tzcew.

Our Tzcew team's donation helped the association purchase six mobility aids that can make a real difference in each user's rehabilitation.



Product safety

Our products are developed according to best-practice principles. We work diligently to monitor all aspects of design and manufacturing, including in-house testing to minimise any risks, improve product safety, and to guarantee that our solutions meet the rigorous safety requirements for medical devices.

Information-related impacts

To ensure the safety of the individual, family members, caregivers and other stakeholders, manuals with instructions on how to assemble, install and use our products are a main component of every product we deliver. The manuals, along with other relevant product information are available on our website. We also develop and provide online trainings in safe use of our products.

Results

This overview summarises our social results for 2025 in brief. For key performance indicators, see the complete list on [page 40](#).

Own workforce

- Gender balance in the group: 40% women / 60% men.
- Gender balance in Top Management Team: 34% women / 66% men.
- Gender balance in Group Management: 38% women / 62% men.
- One work-related accident.
- 54% of employees responded to our employee engagement survey.
- Employee retention stood at 86%, a slight increase on 85% in 2024.

Workers in the value chain

- Invested in a new Supplier Relationship Management system to improve supplier screening, interaction and oversight.

Consumers and end-users

- Zero product recalls.
- Three field safety corrective actions.
- Supported local charities and initiatives to promote physical activity and inclusion.



CASE

CUSTOMER INTERACTION INFORMS AWARD-WINNING DESIGN

Since the 1970s Etac has been a leader in user-driven product development focusing on ergonomics, function and aesthetics. Our products are developed in close collaboration with industrial designers, healthcare providers and most importantly, the users of our products, earning us several design awards and long-term customer loyalty.

In 2025, one of our international product managers was a guest speaker at a recognised design consultancy on how we leverage user feedback in our product design process.

“Our products must fulfill tough medical product regulations. But we go beyond compliance. User-focused design thinking results in products that not only fill a real need, but have enhanced comfort, ergonomics, appearance and reliability. Design with the user in mind is the true mark of a sustainable product,” said Maria Clettborn-Persson, International Product Manager.

For Etac, design is closely tied to sustainability. By involving users in testing prototypes, we dramatically reduce the risk of costly errors in later stages of development and reduce the risk of wasting resources. Design also impacts the future recyclability of materials at the end of a product’s life.

Our designers’ belief that ergonomic usability and attractive design can go hand in hand has been validated by several international awards for excellent design over the years.



Governance information

To future-proof our success and ensure the maintained trust from our stakeholders, we see our responsibility as going beyond complying with applicable laws and regulations. We are committed to fostering a culture of trust, openness and accountability in every aspect of our business and across the entire value chain.

Business conduct

Good business conduct is fundamental to building and maintaining the trust and confidence of our stakeholders and ensuring our long-term reputation and performance. We have high ethical standards that guide our business decisions and actions, and are committed to acting responsibly in all our interactions to contribute to positive social and environmental outcomes.

Corporate culture

Our corporate culture is built on trust, openness and accountability. To maintain and strengthen this culture, it is crucial that we have a shared understanding of ethical business

conduct and our culture across the organisation. Our Code of Conduct and core values serve as the foundation for this understanding.



Code of Conduct

Our Code of Conduct sets out the standard of professional conduct that is expected in our interactions with people and the environment around us. The Code of Conduct explains what it means to live up to our sustainability commitments: we care for people, we care for the environment, and we act responsibly.

Everyone at Etac is required to read and sign the Code of Conduct. In 2025 we introduced a Whistleblowing Policy that documents our process for reporting a concern about suspected misconduct and makes clear that any stakeholder can report a concern anonymously via our whistleblowing channel, WhistleB.

Our Code of Conduct is guided by global standards and agreements, such as:

- The United Nations Agenda 2030 (17 Sustainable Development Goals)
- The United Nations Guiding Principles
- The International Bill of Human Rights
- The United Nations Convention on the Rights of the Child
- The International Labour Organization Standards
- The OECD Guidelines for Multinational Enterprises
- The United Nations Convention against Corruption
- The Paris Agreement adopted at the UN Climate Change Conference (COP21)

Core values

Even if we have business entities spread across the globe, our core values deepen our shared sense of purpose and foster a collaborative culture. Our core values are our 'cultural cornerstones' that provide a distinct purpose for the organisation and serve as a guiding light to achieving our shared goals.

The core values were developed based on input from a global employee survey. The data was analysed through a personality type framework to ensure we draw strengths from diverse

perspectives, engage all types of people, and develop in all areas of the spectrum. The findings were then discussed in management workshops to align across the group and ensure that our values are:

- **Rooted** in our humanitarian and pioneering past
- **Anchored** in what we already do really well
- **Aspirational** and include drive and a direction forward
- **Cultural** by conveying a sense of how we "get there"

We put
people
first

People are at the heart of what we do, and humanitarian values run through all our business activities. This means our first priority is always people – end-users, caregivers, customers, community, and each other.

We are
driven by
purpose

We are dedicated to our products' purpose and always walk the extra mile to deliver the best possible solution. We have a down-to-earth mentality, a service-minded attitude, and work hard to add value where we can.

We
pioneer
the future

We have pioneered the past – and will pioneer the future. We challenge old truths, are passionate about innovation and have an entrepreneurial approach in everything we do. We change with the times to meet the needs of tomorrow.

We do
it as a
team

To reach our goals we work as one team. We collaborate across functions and locations and meet each other with a helpful mindset. Our diverse perspectives help us to succeed, and we celebrate our achievements together.





CASE CAREFUL SELECTION OF PARTNERS HELPS SECURE A SUSTAINABLE SUPPLY CHAIN

Securing a supply chain of partners that are committed to reducing negative impact on people and the planet is critical to minimising risks and being a responsible corporate citizen.

Due to the higher risks of human rights abuses that exist in the textiles industry, our strategic purchasing department has put special focus on finding and developing collaborative relationships with contract manufacturers for the soft goods segment. Selection criteria include not only the suppliers' commercial and technical capabilities, but also their approach to social and environmental accountability.

For example, we selected a supplier with manufacturing sites in northern Africa for our HoverTech patient handling products. The supplier was chosen for its commitment to and performance in the social, environmental and

governance areas of corporate responsibility, and for its high standards for its own supply chain partners.

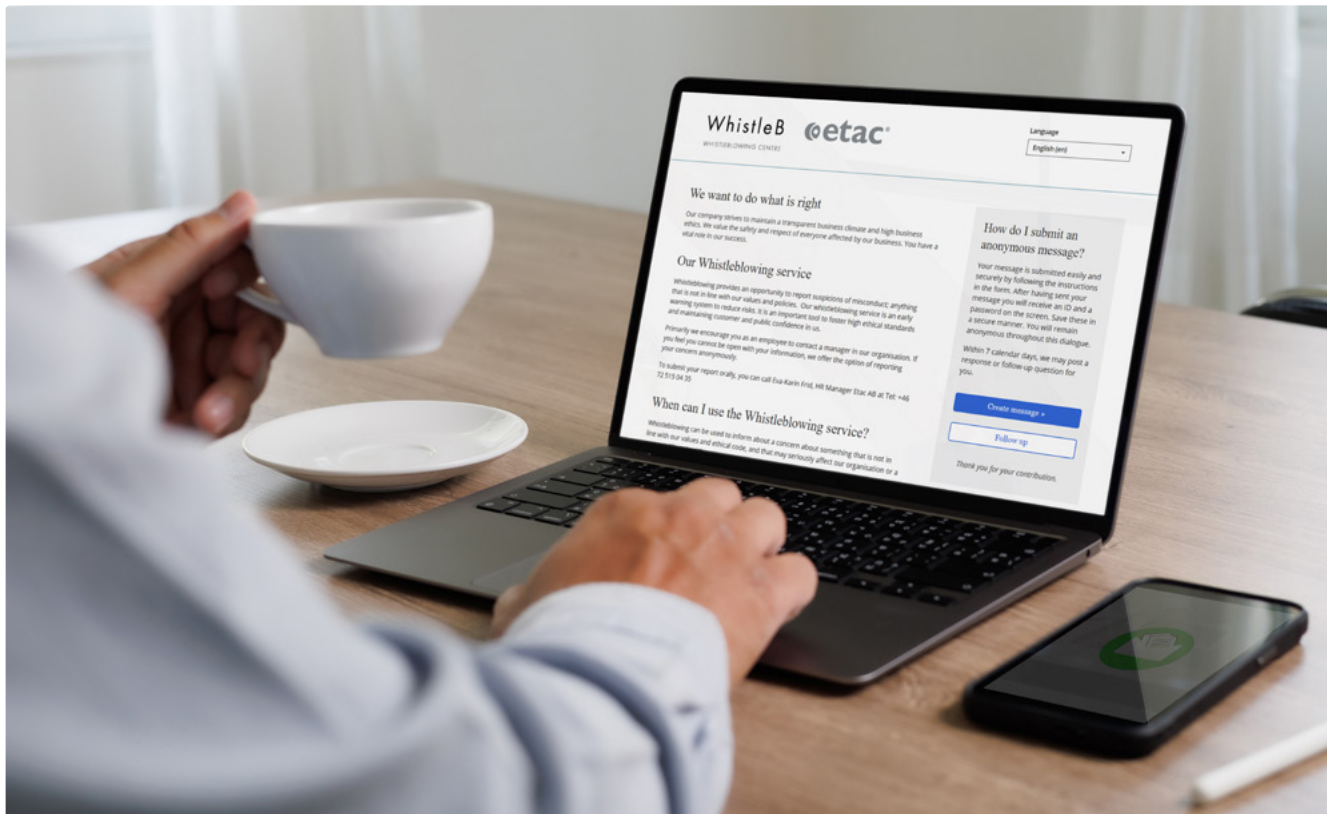
"The manufacturer has many ISO certifications that demonstrate solid processes for protecting people and the environment, but we have also visited the production sites several times to conduct audits and check that they act in line with our standards," said Kristina Lennartsdotter, Strategic Purchasing Category Manager.

Strategic purchasing has also focused on securing tier 2 and tier 3 textile and parts manufacturers that prioritise sustainability. As a result, the supply chain for Etac products today includes European and Asian manufacturers who follow best practices in their work with environmental, social and governance aspects aligned to the UN Sustainable Development Goals.

Corruption and bribery

Etac has zero tolerance for corruption and bribery. Under no circumstances may our employees or partners be engaged in, encourage, or tolerate bribery through payments or other benefits with the aim of obtaining or retaining business or any other advantages. To mitigate such risks, both our Code of Conduct

and Supplier Code of Conduct clearly stipulate our requirements and explain what we mean by corruption, conflicts of interest and bribery. In 2025, we launched a comprehensive training in our Code of Conduct for all employees, see [page 39](#).



Protection of whistleblowers

We encourage employees and all other stakeholders to report concerns about behaviour or activities that may be a breach of the law or our Codes of Conduct. We have a zero-tolerance policy for retaliation against anyone who reports such concerns. It is important that everyone feels safe and comfortable raising concerns related to any part of our value chain, including but not limited to potential corruption, discrimination, poor environmental practices, or other forms of misconduct.

In 2025, Etac introduced a Whistleblowing Policy to document and clarify for all stakeholders how we address reports of suspected misconduct. The policy is published both internally and externally on our website.

Our grievance procedure is well established, using a whistleblowing channel that is encrypted, password-protected and provided by an external partner to ensure anonymity. All communication through the channel is confidential and the person making a report remains anonymous in the subsequent dialogue with the whistleblowing team. The investigative team includes the Group Chief Executive Officer (CEO), Group Chief Financial Officer (CFO) and Group Chief HR Officer (CHRO). To safeguard the system, all reported messages are also reviewed by our audit committee, which includes the Chairman of the Board and our external auditor.

Our whistleblowing channel:

<https://report.whistleb.com/en/etac>



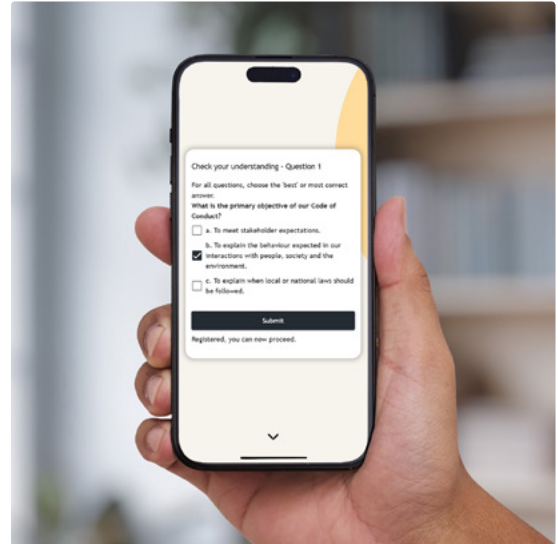
Results

This overview summarises our governance results for 2025 in brief. For key performance indicators, see the complete list on [page 40](#).

Business conduct

- Rolled out a new employee training in the Code of Conduct across the group in autumn 2025 and achieved 74% completion.
- Introduced a Whistleblowing Policy published both internally and externally on our website.
- Three substantiated whistleblowing incidents.*
- Zero corruption or bribery incidents.

*The whistleblowing channel was used six times during 2025, of which three incidents qualified as whistleblowing.



CASE

NEW EMPLOYEE TRAINING REINFORCES RESPECTFUL, RESPONSIBLE CONDUCT

Our Code of Conduct serves as the foundation of what we mean by responsible and ethical business conduct. It provides guidance on all matters related to sustainability – from how we treat each other in our daily interactions to how we protect the environment.

To support our commitment to acting responsibly and secure an understanding of how the Code applies to us in our daily work, in 2025 we introduced a new training required of all employees, including part-time employees and consultants.

All employees with a company e-mail receive a digital version of the assignment via mail. Those who work in distribution and production participate in a classroom version of the training led by a manager.

Participation in the training is a new KPI, and we have an ambition to achieve 100% participation each year.

Whistleblowing Policy

To complement the new training, Etac introduced a Whistleblowing Policy to document and reassert our commitment to responsible business conduct. Our channel for reporting suspected misconduct, WhistleB, ensures robust whistleblower protection. The policy, published on our website, clarifies the protection provided any stakeholder who reports suspected misconduct – whether they report directly to a manager or via Etac’s channel for anonymously reporting a concern, WhistleB.

Together, the new training and policy support us in safeguarding a responsible company culture in which we all contribute to protecting each other, society, and the environment.

Key performance indicators

Our key performance indicators (KPIs) are directly tied to our identified material sustainability topics. For each KPI we have established a target or ambition. With this report, our 2030 Scope 1 and 2 target and 2050 Net Zero ambition are presented – each measured with a separate KPI. Furthermore, we have also introduced a KPI showcasing employee participation in our Code of Conduct trainings.

KPI targets	2024	2025	Comments	Target 2030
GHG emissions (Scope 1 & 2)¹⁾	3 832 ²⁾ Tonnes CO ₂ e	3 901 (+2%) Tonnes CO ₂ e	2024 as base year.	2 223 (-42%) Tonnes CO ₂ e
Gender balance in the group	40 / 60% (women/men)	40 / 60% (women/men)	Target defined as the minimum % for the least represented gender.	Minimum 40%
KPI ambitions	2024	2025	Comments	Ambition
GHG emissions (Scope 1, 2, 3)¹⁾	97 600 Tonnes CO ₂ e	87 176 Tonnes CO ₂ e		Net Zero by 2050
Gender balance in Top Management Team³⁾	33 / 67% (women/men)	34 / 66 % (women/men)	Defined as the minimum % for the least represented gender.	Minimum 40%
Gender balance in Group Management	33 / 67% (women/men)	38 / 62% (women/men)	Defined as the minimum % for the least represented gender.	Minimum 40%
Work-related accidents	2	1		0
Product recalls	0	0		0
Field safety corrective actions	0	3		0
Employee participation in the CoC training	N/A	74%	Our mandatory training in the Code of Conduct was introduced in autumn 2025, which affected the completion rate.	100%

Explanatory notes

¹⁾ Emissions data is calculated using supplier-specific data (4%), average data (82%), and spend-based data (14%). Average data includes potential uncertainties. The % indicates the share of total emissions.

²⁾ 2024 data has been recalculated compared with previous year.

³⁾ Leaders reporting directly to Group Management.

Definitions of key performance indicators

Sustainability area	Definition
ENVIRONMENTAL	
Climate change	
GHG emissions (Scope 1 & 2)	CO ₂ e emissions from Scope 1 and 2. Scope 2 is calculated using the market-based method.
GHG emissions (Scope 1, 2, 3)	CO ₂ e emissions from Scope 1, 2, and 3. Scope 2 is calculated using the market-based method. Scope 3 includes Purchased goods & services, capital goods, fuel- & energy-related activities, upstream transportation & distribution, waste, business travel, employee commuting, downstream transportation and distribution, use of sold products, and end-of-life treatment of sold products.
SOCIAL	
Own workforce	
Gender balance in the group	Share of women and men among all full-time employees at the end of the year.
Gender balance in Top Management Team	Share of women and men amongst leaders reporting directly to Group Management at the end of the year.
Gender balance in Group Management	Share of women and men among full-time employees in Group Management at the end of the year.
Work-related accidents	Number of work-related accidents or incidents occurring at the workplace that have caused a minimum of one day's absence from work. Excluding transport to and from the workplace.
Consumers and end-users	
Product recalls	Number of products corrected or removed from the market, due to violation of medical regulations or risk of causing harm to users.
Field safety corrective actions	Number of field safety corrective actions (FSCAs) taken for technical or medical reasons, to prevent or reduce the risk of a serious incident.
GOVERNANCE	
Employee participation in the CoC training	Share of employees, including full-time, part-time and consultants, who have completed the annual Code of Conduct training.

Compliance with the Annual Accounts Act

Etac has started to prepare for reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD). We are subject to and report in accordance with the Swedish Annual Accounts Act (ÅRL) as it was worded prior to July 1, 2024. Below is a summary of how we fulfill the requirements.

ENVIRONMENT			
Material topics	Material risks	Governance	Results
Climate change adaptation, climate change mitigation, energy, pollution of air and water (upstream), and resource use and circular economy. For more information, please see pages 13-14.	Not meeting customer requirements, increased costs, value chain disruption and shortage of green energy. For more information, please see page 14.	Key policies include our Employee Code of Conduct, Supplier Code of Conduct, and Whistleblower Policy. For more information on governance, please see pages 35 and 38.	Progress in various product- and energy-related initiatives. Reduction of Scope 2 emissions. For results, please see pages 26 and 40.
PERSONNEL			
Material topics	Material risks	Governance	Results
Working conditions and equal treatment and opportunities for all. For more information, please see pages 13 and 15.	Failing to maintain fair and attractive working conditions, and upholding our values of diversity, inclusion and equality. For more information, please see page 15.	Key policies include our Employee Code of Conduct, Supplier Code of Conduct, and Whistleblower Policy. For more information on governance, please see pages 35 and 38.	We maintained a 40/60 gender balance across the group and rolled out an employee training in our Code of Conduct. For results, please see pages 33 and 40.
SOCIAL CONDITIONS			
Material topics	Material risks	Governance	Results
Personal safety of consumers and end-users, social inclusion, and information-related impacts. For more information, please see pages 13 and 15-16.	Safety issues, not providing manuals with sufficient information and breach of privacy. For more information, please see pages 15-16.	Key policies include our Employee Code of Conduct, Supplier Code of Conduct, and Whistleblower Policy. For more information on governance, please see pages 35 and 38.	Zero product recalls and field safety corrective actions, and supported local initiatives for participation, activity and accessibility. For results, please see pages 33 and 40.
HUMAN RIGHTS			
Material topics	Material risks	Governance	Results
Workers in the value chain. For more information, please see pages 13 and 15-16.	Any form of violation of human rights. For more information, please see pages 15-16.	Key policies include our Employee Code of Conduct, Supplier Code of Conduct, and Whistleblower Policy. For more information on governance, please see pages 35 and 38.	We invested in a new Supplier Relationship Management system. For results, please see page 33.
ANTI-CORRUPTION			
Material topics	Material risks	Governance	Results
Corporate culture, protection of whistleblowers, and corruption and bribery. For more information, please see pages 13 and 16.	Neglecting to maintain a positive and responsible culture, engaging with risk-classified countries, and failing to protect whistleblowers. For more information, please see page 16.	Key policies include our Employee Code of Conduct, Supplier Code of Conduct, and Whistleblower Policy. For more information on governance, please see pages 35 and 38.	We rolled out a Whistleblowing Policy and employee training in our Code of Conduct. For results, please see page 39.

Auditor's report



Auditor's report on the statutory sustainability report

To the general meeting of shareholders in Etac AB, Corporate Identity Number 556324-9746

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the financial year 2025 as attached to this document and that it has been prepared in accordance with the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Stockholm, as per our digital signature (April 22, 2026)

Öhrlings PricewaterhouseCoopers AB

A handwritten signature in blue ink, appearing to read 'Patrik Adolfson', written over a faint, illegible stamp or background.

Patrik Adolfson
Authorized Public Accountant
Partner in charge



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 **etac**[®]

Creating Possibilities

Etac Sustainability Report 2025
