

Sustainability is key to Arjo's success

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SUSTAINABILITY IS KEY TO ARJO'S SUCCESS



"We want to be part of the transition to a more sustainable society and, together with our customers and partners, we can contribute to more sustainable healthcare."

Joacim Lindoff
President & CEO



Sustainability is key to Arjo's success and the company sees opportunities to further strengthen its competitiveness by offering more circular solutions and business models. As a global medtech company, Arjo plays an important role in society. The company's products and solutions contribute daily to increased patient safety, a better work environment for healthcare professionals and more efficient work processes in care environments.

With the Group's Sustainability Framework, Arjo works actively to reduce climate and environmental impact throughout the value chain, to ensure responsible and ethical business operations and to be an attractive and responsible employer.

This chapter describes Arjo's sustainability efforts in brief. For more in-depth descriptions of targets and activities, as well as the initiatives carried out during the year, see the full Sustainability Report starting on page 21.

→ Read more about Arjo's GRI reporting on page 43

Better and more sustainable healthcare

The global healthcare system is facing significant challenges with a growing and aging population, more lifestyle-related complications and a higher number of people living with a combination of different health conditions. At the same time, staff shortages, an uncertain economic situation and a greater focus on the climate and environmental impact of healthcare are putting health and medical care under increasing pressure.

Arjo contributes to better and more sustainable healthcare that can meet the challenges of both today and tomorrow. This is achieved through the company's products and solutions that, on a daily basis, increase safety and the quality of life for patients, improve the work environment for healthcare professionals, add more resource-efficient work processes and reduce healthcare-related costs.

In addition, Arjo is committed to reducing its climate and environmental impact while offering circular solutions that help customers achieve their sustainability targets.

Arjo thereby contributes to better and more sustainable healthcare by creating value for patients, healthcare professionals, healthcare providers, shareholders and society as a whole.

Environment and climate

- Reduce the climate and environmental impact of the company's own operations and value chain
- Offer circular solutions and products that reduce healthcare's climate and environmental impact

Social values

- Increase safety and quality of life for patients
- Improve the work environment for healthcare professionals
- Ensure responsible and ethical business
- Be an attractive and responsible employer

Financial values

- Ensure profitable growth for Arjo
- Create long-term value for Arjo shareholders
- Create more efficient work processes and resource efficiency in healthcare
- Reduce costs in healthcare and thus for society as a whole



2023 Highlights

-11%

greenhouse gas emissions from own operations (scope 1 & 2) since base year 2021

37%

share of female managers in senior positions

91%

share of purchases of direct materials from suppliers who have signed Arjo's Business Partner Code of Conduct

AA

ranking according to Morgan Stanley Capital International (MSCI)

20.5

improved ESG risk rating from Sustainalytics, top ten in medical technology sector

3,400,000

single use medical consumables have been reprocessed during the year through Arjo ReNu

Sustainability targets in incentive programs

To strengthen internal governance and monitoring, Arjo decided during the year that incentive programs for managers reporting directly to the the Management Team should include targets for reduced greenhouse gas emissions. Arjo's Group Management Team already has sustainability targets included in its variable remuneration.

Rankings and collaboration



MSCI
ESG RATINGS

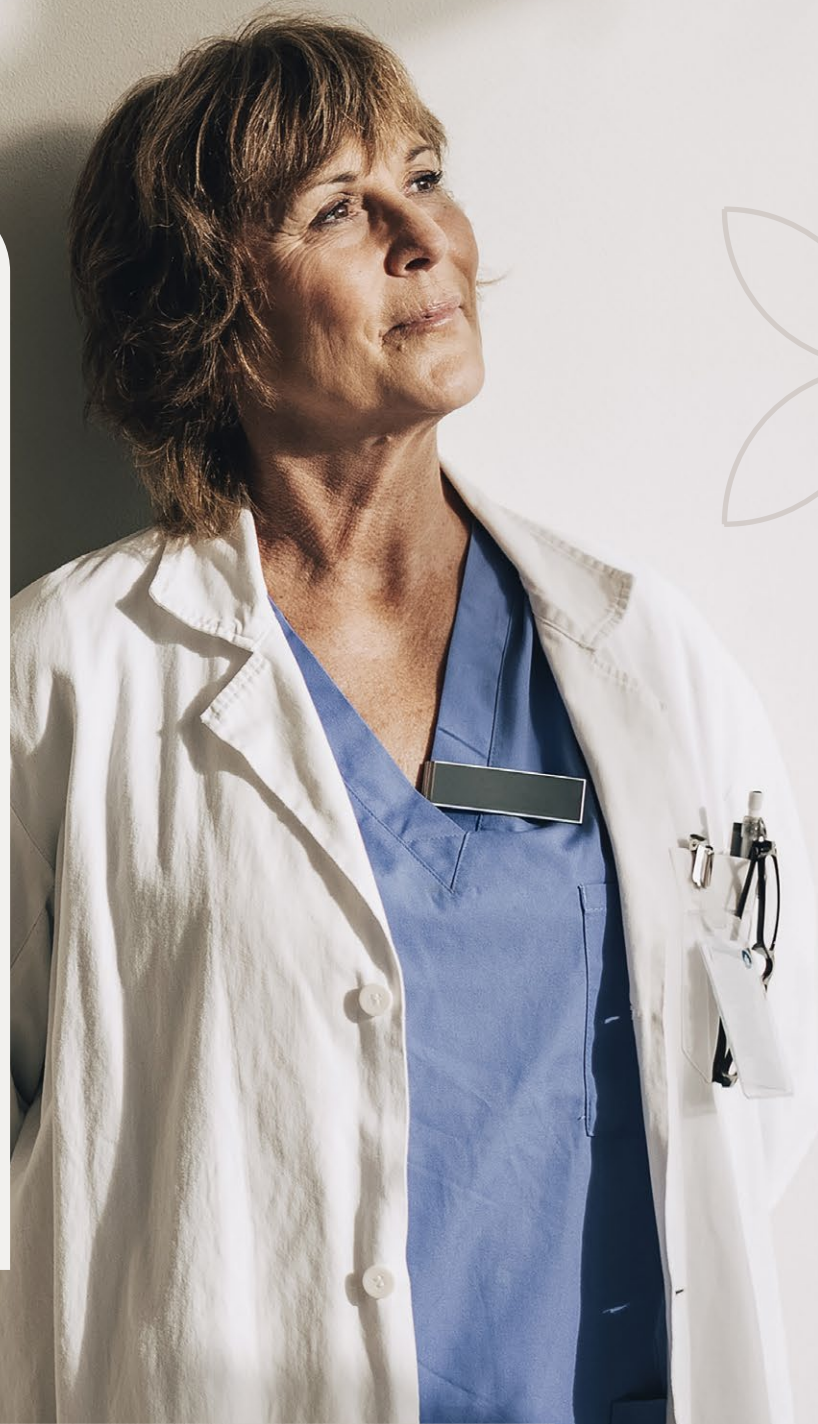


CCC | B | BB | BBB | A | AA | AAA

Improved ESG risk rating

In 2023, Arjo received an improved Environmental, Social and Governance (ESG) rating from analyst firm Sustainalytics. This was the result of a significant improvement in the ESG risk rating, meaning that Arjo ranks among the ten best performing companies in terms of listed, ranked medical technology companies.

Arjo works continuously to reduce its exposure to sustainability risks throughout the value chain. In 2023, the company conducted an internal program to develop and communicate its work with sustainability-related risks. Arjo's positions and policies in a number of ESG topics have been developed and are now available in a new ESG index on Arjo's website and in a document containing the company's positions regarding responsible and sustainable business operations.



VÄRDEKEDJA

Impacts and actions throughout Arjo's value chain

Arjo's sustainability efforts are based on an analysis of the impacts from the company's value chain. The Group works continuously to assess and manage the company's impact throughout the value chain.

To maximize positive impacts and minimize negative impacts, Arjo continuously analyzes how the company's operations impact various sustainability areas in the value chain. These efforts identify opportunities and risks related to sustainability aspects in the areas of environment and climate, social responsibility and corporate governance. The analysis forms the basis of Arjo's Sustainability Framework and is crucial in determining the company's sustainability priorities.

The illustration on the following page demonstrates the degree to which the Group can influence various sustainability aspects in the value chain. Arjo has a high degree of influence on the operations that the company controls, such as its own factories and offices. Impacts deriving from supplier's part of the value chain are outside of Arjo's direct control and therefore require close collaboration with suppliers and other business partners.

→ For a more detailed account of the impact and actions, see page 24

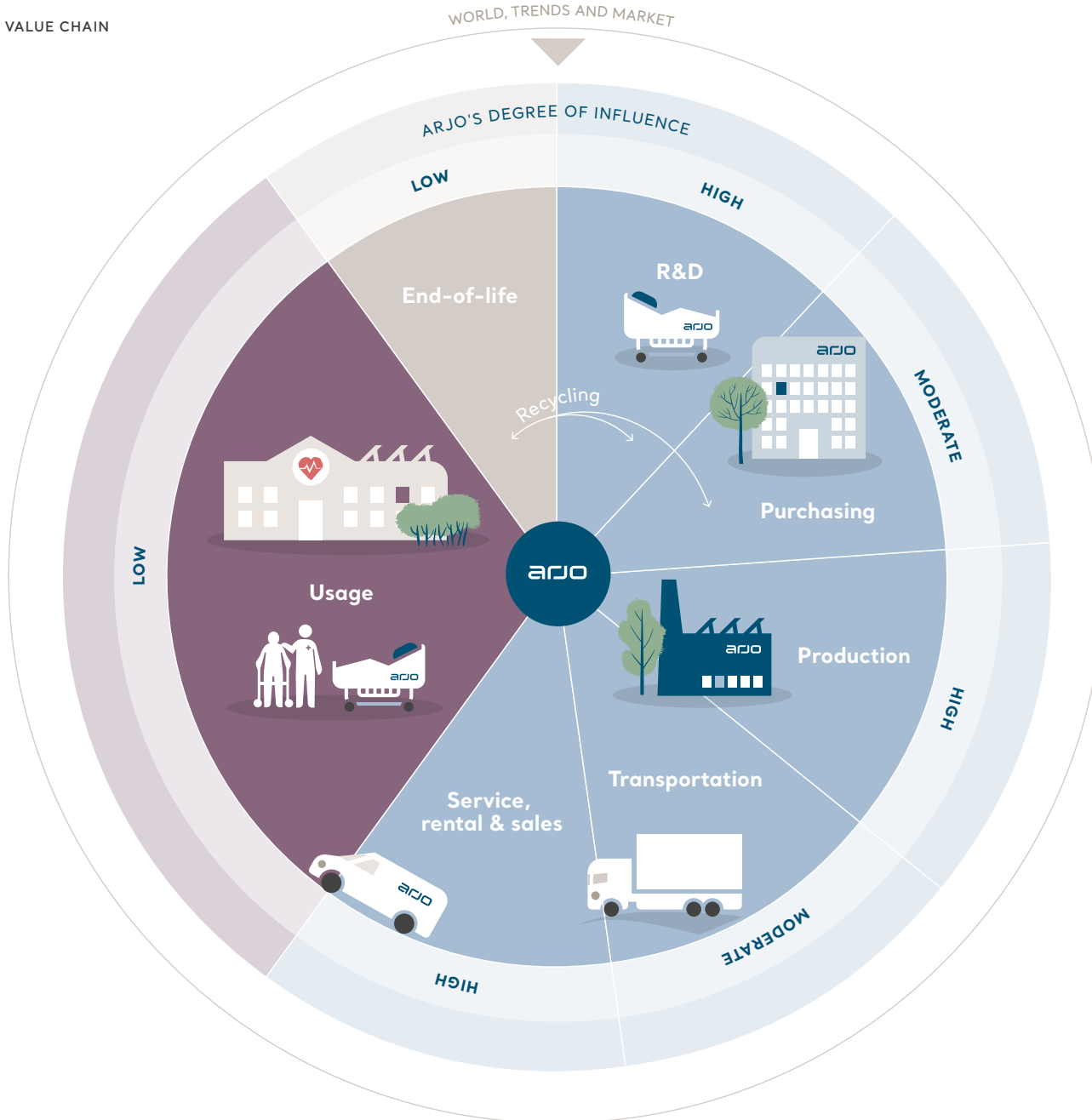


"We are continuously developing our collaboration with suppliers and other partners, which is crucial in transforming to a more sustainable value chain."

Jonas Cederhage

EVP Supply Chain and Product
Development & Operations

VALUE CHAIN



Research and development

Arjo's research and development process has a high degree of influence on various sustainability aspects and the company works continuously to develop existing and new products based on, for example, resource and energy efficiency, circularity and product safety.

Purchasing

With regards to purchasing, Arjo has a moderate degree of influence on various sustainability aspects since the company does not have direct control over the supply chain. Arjo collaborates with suppliers throughout the value chain and has launched a program to transition to a more sustainable supplier base.

Production

The company has a high degree of influence on its own production given that Arjo has full control over the operations. Arjo's efforts focus on the transition to renewable electricity, energy efficiency enhancements, waste reduction efforts and occupational health and safety.

Transportation

Arjo has a moderate degree of influence on transportation since this is carried out by external parties. Arjo works continuously to reduce the impact of transportation through in-depth collaborations with transport providers and continuous development of packaging as well as the transition to low-emission transport options.

Service, rental and sales

Within Arjo's own service, rental and sales operations, the company has a high degree of influence on various aspects of sustainability. These primarily involve increasing the use of renewable electricity in buildings, reducing emissions from company vehicles and focusing on health and safety in the workplace. Arjo ReNu enables the reuse of medical consumables, which reduces the climate impact from healthcare.

Usage

In the usage phase, Arjo has a low degree of influence on various sustainability aspects, but by offering high quality products with long life cycles, its impact can be limited. Arjo works continuously to improve the resource and energy efficiency of its products.

End-of-life

Arjo has a low degree of influence on sustainability aspects in end-of-lifecycle treatment since this is carried out by external parties. Both the preparation of product dismantling instructions and the improvement of possibilities to recycle material from the company's products are currently being evaluated.

MATERIALITY ASSESSMENT

Material topics form a base for priorities

Regular materiality assessments of Arjo's impact and an ongoing dialogue with stakeholders in the value chain ensure that the Group's efforts are targeted to the areas where they have the greatest effect.

The materiality assessment is carried out by Arjo's sustainability function, in close collaboration with other internal functions and in dialogue with the Management Team and Board of Directors. The relevance of various sustainability aspects are assessed and matters that are material for the company's sustainability efforts are identified through interviews and surveys with internal and external stakeholders.

The 2023 assessment found that those topics identified with the latest materiality assessment performed in 2022 were unchanged.

During the first half of 2024, Arjo will conduct a double materiality assessment in accordance with EU's new Corporate Sustainability Reporting Directive (CSRD). This will pave the way for beginning to report on sustainability in accordance with the CSRD.

Arjo's material topics:

- Product quality and safety
- Compliance, ethics and anti-corruption
- Occupational health and safety
- Circularity in product design
- Purchasing/supplier base
- Greenhouse gas emissions and energy efficiency
- Human capital and fair labor conditions

→ For more detailed information on Arjo's material topics, see page 22



"By mapping the needs of our stakeholders and analyzing our impact in the value chain, we can identify our most material topics and ensure that we target our efforts in an efficient manner."

Marion Gullstrand
EVP HR & Sustainability

Arjo Sustainability Framework

Contributing to more sustainable healthcare is at the core of Arjo's business model. To achieve this, a framework has been developed with three focus areas. These focus areas are based on the results of regular materiality assessments and analysis of the company's positive and negative impacts throughout the value chain. The framework forms the foundation of Arjo's sustainability efforts and is based on the three pillars of environment, social responsibility and governance (ESG). The work is driven and developed by the company's own ambitions as well as increased demands from customers and other stakeholders.



A sustainable offering

Arjo works actively to reduce emissions from its own operations and from the value chain. The company's product development is based on the principles of EcoDesign and Arjo strives to reduce resource consumption and offer customers more circular solutions.

→ [Read more on page 11](#)



A responsible company

Arjo's relationships with various stakeholders are based on a high level of business ethics and compliance. The company sets the same high demands for its own operations as for its business partners, with zero tolerance for corruption, fraud and bribery.

→ [Read more on page 14](#)



An attractive employer

Arjo promotes a culture of diversity, equity and inclusion and the continual development of employees. Health and safety in the workplace is of utmost importance to Arjo and the company follows international frameworks and guidelines for human rights and fair labor conditions.

→ [Read more on page 17](#)

Clear governance ensures results

Arjo's sustainability efforts are based on directives, policies and clear governance involving all levels in the company - a systematic work process that enables the implementation of approved activities.

→ [Read more about the governance of Arjo's sustainability efforts on page 21.](#)



A sustainable offering

To reduce the company's climate impact, Arjo strives for sustainable use of energy and resources and to increase the Group's contribution to a circular economy - thereby contributing to long-term sustainable development.

The effects of climate change are increasing the pressure on healthcare systems. At the same time, the healthcare sector accounts for approximately 4.4 percent of global greenhouse gas emissions. About 60 percent derives from the supply chain, of which 10 percent comes from medical devices.

Arjo's climate targets

Arjo wants to contribute to the transition to more sustainable healthcare. The Group's target is to reduce greenhouse gas emissions from the company's own operations (scope 1 and 2) by 50 percent by 2030, with 2021 as the base year. To achieve the target, action plans have been developed with sub-targets for the various operations in the Group. Since sustainability efforts permeate the entire organization and are often conducted across internal functions, the work is increasingly carried out through cross-functional programs and teams.

For emissions in the value chain (scope 3), Arjo's target is to reduce emissions for the most material categories by 25 percent

by 2030, with 2021 as the base year. A number of initiatives have been launched to achieve the target in the areas of purchasing, transportation and product development.

During the first quarter of 2024, Arjo's climate goals were approved by Science Based Targets initiative - an important milestone in the group's sustainability work. This means that the climate goals are considered to be in line with the latest climate science and the Paris Agreement.

Climate impact in the value chain

About 9 percent of Arjo's greenhouse gas emissions stem from the company's own operations (scope 1 and 2), mainly from vehicle fuel and heating of the Group's facilities.

The majority of Arjo's greenhouse gas emissions - about 91 percent - originate from the value chain (scope 3). The emissions derive mainly from material production of components for Arjo's products, purchased transportation and from customer use of the Group's products. Metals and plastics are the company's

most prevalent materials and account for a significant share of emissions from material production. In the usage phase, when customers use the company's products the emissions are linked to the products' energy consumption.

Climate impact from Arjo's products

The Group's products are developed with a focus on high quality and in accordance with the principles of EcoDesign. This method is used to ensure long life cycles and limited environmental impact during the product's entire life cycle. Arjo focuses on the resource-efficient use of materials, waste reduction and recycling opportunities. The products are designed to be easily updated and maintained and to reduce energy consumption when in use.

To evaluate the climate and environmental impact of the products and to identify improvement potential, Arjo regularly carries out life cycle assessments of existing products. In 2023, a life cycle assessment was conducted of Arjo ReNu, the Group's business for reprocessing of single-use medical devices.

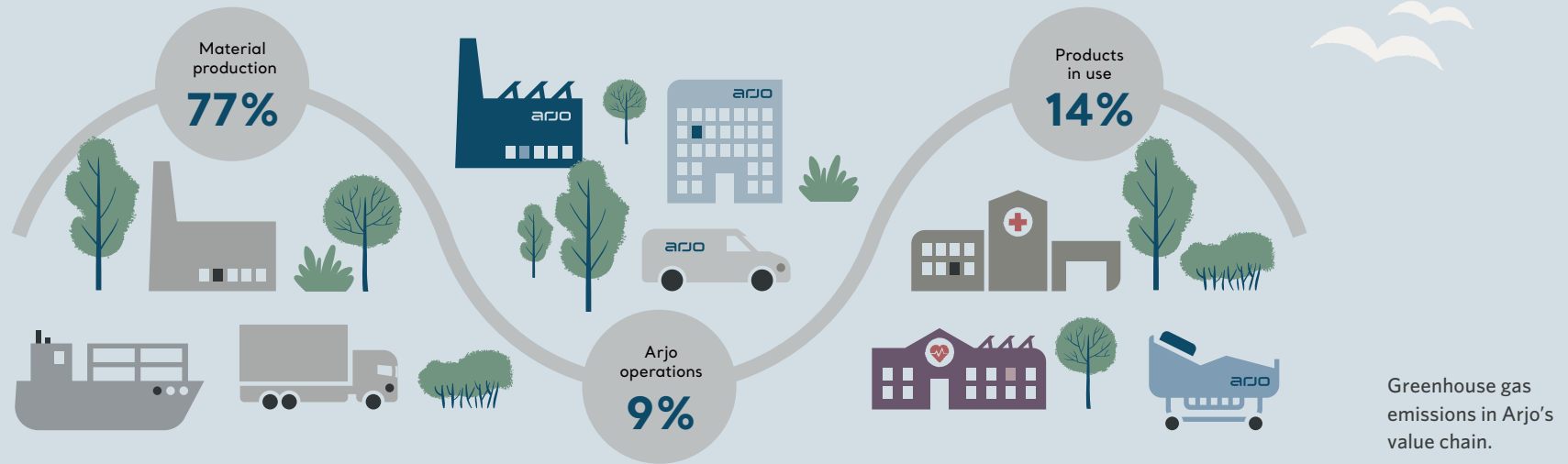
Arjo's material topics:

A sustainable offering

- Circularity in product design
- Greenhouse gas emissions and energy efficiency



A SUSTAINABLE OFFERING



Arjo is continuously developing its circularity efforts, and in 2023, the company initiated efforts to develop a framework that will cover the entire life cycle of the company's products. The framework is to be integrated with EcoDesign before being implemented into relevant parts of the organization.

Increased circularity through rental and reuse

Two of Arjo's operations have inherent circular qualities that help reduce the climate and environmental impact of health-care in terms of reduced emissions, the reduced use of raw materials and reduced waste.

For rental operations, customers rent the products they require for the period of time they are needed. This means that the use of resources is optimized as the same products can be used over time by several different care units. This in turn leads to fewer products being produced, reducing the use of raw materials and reducing waste, in line with the transition to a more circular economy.

Arjo's rental operations include products that are specifically developed to be able to be transported between different care providers while retaining their quality, function and safety. After each rental, Arjo checks, cleans and, if necessary, conducts maintenance on the products.

The Group's other business with a circular business model is Arjo ReNu, which enables the reuse of single-use medical consumables through a water-based process. Arjo acquired ReNu, with operations in the US, in 2018 and in 2023, Arjo launched the ReNu business on the Australian market.

"We work purposefully to reduce emissions from our own operations and throughout the value chain. To achieve our targets, we work across various internal functions and markets in cross-functional projects."



Johan Östblad
Head of Sustainability



Arjo ReNu reduces the climate impact of healthcare

Medical consumables comprise a large proportion of the total climate impact of healthcare. As such, recycling solutions provide significant opportunities to reduce emissions.

"The reuse of consumables is becoming increasingly common in line with the healthcare sector scaling up its sustainability initiatives. During the Pandemic, this also became a way of dealing with material shortages due to disruptions in the supply chain," says Julien Bouchard, Senior Director Operations & VP Operations Arjo ReNu.

Arjo ReNu is currently available in the US and Australia and helps healthcare providers to safely and economically reuse consumables. Over 280,000 products are handled each month such as garments for the prevention of blood clots (venous thromboembolism, VTE).

"Through Arjo ReNu, we contribute to more sustainable healthcare while helping our customers achieve their sustainability ambitions. The circular business model reduces the need for raw materials, requires less transportation and reduces waste," says Julien Bouchard.

Many established methods for reuse include chemicals with substances that are hazardous to the environment and health. Arjo ReNu uses a completely water-based process that is chemical free.

In 2023, a life cycle assessment was conducted for the US market demonstrating that reusing VTE garments using the Arjo ReNu process reduces climate impact by 54–64 percent compared with single use. In total, Arjo ReNu has made it possible to avoid carbon emissions from VTE garments corresponding to 165 tons per year.

"The analysis shows that the process extends the life time of garments that would otherwise be disposed of after just one use. This significantly reduces emissions," says Julien Bouchard.

The global market for the reuse of medical consumables is growing and the possibility of launching the ReNu business in additional markets is continuously evaluated.



Julien Bouchard

Senior Director Operations
& VP Operations Arjo ReNu

possibilities
efficiency
customer value





A responsible company

As a global medical technology company, Arjo's products and solutions contribute to helping people in an often vulnerable situation in healthcare. A significant proportion of the company's customers are publicly funded which means that Arjo has a particular responsibility to ensure responsible business conduct. Arjo's growth and success are dependent on stakeholders' trust, and long-term relationships with both customers and suppliers are based on sound business ethics and clear principles for regulatory compliance.

Arjo has a broad network of suppliers and other business partners, and place the same high demands on them as on its own operations, with zero tolerance for all forms of corruption, fraud and bribery. The company's ambition is to impact this network in contributing to the development of a fair global market. Arjo has signed the UN Global Compact and supports the ten principles that apply to human rights, labor, the environment and anti-corruption.

Responsible business an important aspect of the culture

Arjo's success must always be the result of the value it creates for customers through its products and solutions and its own work and never by offering dubious benefits circumventing rules or engaging in other unethical behavior. Arjo is to only engage in business activities where competition is honest and fair, based on the company's offering.

Arjo's material topics:

A responsible company

- Product quality and safety
- Compliance, ethics and anti-corruption
- Purchasing/supplier base



"We expect the highest level of business ethics from our own operations as well as from our suppliers and business partners. Our Code of Conduct play a central role and we work actively with training to ensure compliance."

Ingrid Carlsson

EVP Legal & Business Compliance



A RESPONSIBLE COMPANY

Arjo promotes an inclusive and safe culture where employees, suppliers and other partners are willing and able to speak up when they experience questionable behavior. Employees are expected to take ownership and personal responsibility for acting correctly, in accordance with laws and regulations and in line with Arjo's ethical guidelines.

Code of Conduct guides

Sound business ethics, transparency, honesty and well-defined principles for compliance are at the core of Arjo's long-term business relations. This commitment starts with the Board of Directors and is solidified in the organization through the company's Code of Conduct for employees.

The Code of Conduct is based on international principles and covers issues such as anti-corruption, fair competition, human rights and work environment responsibility. The Code applies to all employees and the company holds regular training to ensure compliance with the Code.

Arjo's contracts with external parties also include a specific Code of Conduct. This Code of Conduct describes how suppliers, distributors and other business partners of Arjo are expected to act and what targets they are expected to contribute to. Compliance is ensured through ongoing dialogue and screening.

Product quality and safety

Safe, high-quality products are Arjo's hallmark, which the company is always working to ensure. Medical devices are strongly regulated and Arjo ensures that the Group's products follow laws and regulation in all markets in which the company operates.

Considerable importance and resources are placed on safety, quality and compliance. A quality management system with clear policies ensures that the right processes and procedures are used in operations. To meet changes in regulations from authorities and legislation, Arjo carefully monitors developments of national, regional and local regulations and evaluates and improves products and processes. Arjo also continuously collects feedback from customers in the development of existing and new products.

Together with our suppliers, we reach our sustainability targets

Responsible purchasing is a prerequisite for being a responsible company. Arjo has developed a program for evaluating suppliers with a focus on issues such as the climate and environment, social responsibility and health and safety. The work aims to maintain a high level of business ethics by identifying, managing and, where possible, preventing risks in the supply chain.

"The first screenings were conducted on site at selected suppliers in 2023 and the results provided us with the opportunity to develop plans together to reduce sustainability risks and impacts in the value chain," says Lyudmyla Bagiryana, Procurement Sustainability Manager of Arjo.

In 2024, the program will be rolled out in the supplier base and will play an important role for achieving the company's sustainability targets for the value chain.



Lyudmyla Bagiryana

Procurement Sustainability
Manager, Supply Chain



A RESPONSIBLE COMPANY



Common ground for business ethics

Continuous dialogue and training are key elements in Arjo's work with business ethics. In March 2023, distributors and sales representatives in Latin America came together to create a common ground for business ethics. Over 70 participants discussed various ethical dilemmas based on local challenges, perspectives and experiences. Arjo's VP Business Compliance hosted the program, which also saw participation from the Managing Director for Latin America and the President for Global Sales. The training session was designed based on the company's rules and procedures with the aim of building a culture that has business ethics as a top priority. Similar sessions will be held in more markets in 2024.

To ensure that suppliers and distributors in the different regions comply with the Code of Conduct, Arjo has trained special ambassadors in recent years whose task is to support the markets in issues related to business ethics. The ambassadors use a digital evaluation tool in the form of a global database that stores observations on suppliers and distributors. The ambassadors work closely with other functions at Arjo for selecting suitable partners.





An attractive employer

To attract and retain employees, it is essential for Arjo to offer healthy and equal working conditions combined with a strong and compelling purpose. Diversity, equity and inclusion are top priorities for Arjo and the company values high level of health and safety for employees and business partners.

Arjo has knowledgeable and committed employees from all over the world who work closely towards common goals. Using the Group's Guiding Principles and Leadership Behaviors as the starting point, Arjo strives to create an engaging culture and workplaces that offer all employees opportunities for growth and development.

Diversity, equity and inclusion

Arjo strongly believes that diversity, equity and inclusion are crucial factors for building a strong company and achieving success. By focusing on openness and continuous learning, Arjo fosters a culture that nurtures every employee's talent, potential and contribution to the company. Arjo's objective is to develop the business and employees together.

Eleven commitments have been established to continue to guide the workplace in the right direction. These include training and coaching for managers, and measurement and follow-up processes to ensure the right focus and priorities throughout the organization. A governing committee sets targets and provides guidance and recommendations to the organization in the areas of diversity, equity and inclusion.

Focus on attracting and developing employees

Attracting and retaining employees with the right competencies is a key strategic priority for Arjo. Based on the organization's needs, the right skills are identified in a well-defined process using various assessment tools.



Arjo's material topics:

An attractive employer

- Occupational health and safety
- Human capital and fair labor conditions



AN ATTRACTIVE EMPLOYER

Arjo provides conditions for employees to develop and grow together with the company through structured actions including talent programs, mentorship programs and development plans at both individual and team levels.

Arjo works together with local universities and colleges to attract new talent. Arjo also provides internships for students, offers degree projects and, in many markets, has trainee programs that give students the opportunity to participate in interdisciplinary projects while receiving internal training.

Arjo's efforts focus on continuous dialogue about employee skills, personal targets and development linked to the company's strategic business objectives. Arjo follows up all parts of the Group's HR strategy in its annual People Survey and the results are applied actively to develop the organization.

Occupational health and safety

The health and safety of Arjo's employees and partners is of great importance. The company makes continuous improvements based on Arjo's Directive for Occupational Health and Safety.

As part of these efforts, Arjo has implemented a management system and a framework for achieving a consistently high safety standard and ensuring a healthy physical and psychosocial work environment at its various workplaces.

Arjo's work environment is regularly evaluated by work environment representatives and committees comprising employees from different functions and levels. This structure fosters a mutual understanding and enables need-based decisions at every facility. Audits are conducted every year to verify that the Group's facilities meet established targets and applicable regulations and requirements.

Human rights and fair labor conditions

Arjo complies with internationally recognized principles, frameworks and guidelines on human rights. These also form the base of Arjo's Code of Conduct for suppliers and other business partners. The company continuously develops its work on human rights and intends to perform human and labor rights due diligence in its supplier base..

Fair labor is in line with international conventions, and local laws and collective agreements always apply to Arjo's operations. Disciplinary action or discriminatory behavior against employees who legally decide to join a trade union is not accepted. A target for the organisation is to balance out unfair salary differences. The aim is for all employees to be offered the opportunity to receive appropriate training in order to develop relevant skills and to promote growth and career development within the company.



Awards in 2023

Arjo Canada and Australia was recognized as a Great Place to Work® in 2023. The certification is based on feedback from Arjo's employees who complete an anonymous survey.

Arjo Canada was recognized in 2023 as one of the Best Workplaces™ Managed by Women 2023 from Great Place to Work®.

Arjo Australia was selected for the Best Workplace List for Women 2023 from Great Place to Work®.

Arjo Canada was selected in 2023 for The Career Directory as one of Canada's Best Employers for Recent Graduates, a guide to entry-level recruitment for recent college and university graduates.



AN ATTRACTIVE EMPLOYER

Opportunity to grow as an employee and a person

Kajsa Haraldsson started working in product development at Arjo in 2008. In her role, she follows products from the drawing board to production and delivery to healthcare facilities. Kajsa was given the opportunity to participate in Arjo's talent program in 2017 and a year later she became a group manager. Kajsa has served as Director Product Development, Hygiene & Medical Beds since 2020.

"During my studies, I realized that my two main interests – people and technology – could be combined in medtech. On my journey at Arjo, I have grown as both an employee and a person. I was very inspired by the opportunity to develop and take on new roles, and this has now become an important part of my leadership. I want to inspire others to develop in areas they are passionate about."



Kajsa Haraldsson

Director Product Development, Hygiene & Medical Beds

innovation
people
growth



AN ATTRACTIVE EMPLOYER

mentorship
ambition
inclusiveness

Efforts to reduce youth unemployment in South Africa

With youth unemployment at almost 60 percent, South Africa faces a major challenge with its labor market. To turn this situation around, the country has a Youth Employment Services Program (YES) aimed at getting more young people into the labor market. Arjo has participated in the YES program since 2019 and so far welcomed more than 50 people who have gained valuable work experience.

"During a year, we help 12 young adults gain experience from different parts of our company. They are also assigned a mentor at Arjo who provides guidance. We have decided to offer permanent employment for every round of the YES program and to date we have hired five people," says Abdullah Ebrahim, President Arjo Africa.



Abdullah Ebrahim
President Arjo Africa

Sustainability report

Sustainability reporting at Arjo takes place in accordance with the Global Reporting Initiative (GRI) 2021, follows the reporting period January 1 to December 31, 2023 and encompasses the entire Arjo Group.

The sustainability report is structured based on the company's Sustainability Framework with three focus areas: A sustainable offering, A responsible company and An attractive employer.

During the year, no significant changes took place in Arjo's organization or value chain that affected the sustainability report. A significant change in reporting occurred due to the validation process of the Group's climate targets by the Science Based Target initiative. This change means that the base year for reporting has been adjusted from 2019 to 2021. Reporting in the focus area A sustainable offering was changed in 2023 to reflect the identified material topics for greenhouse gas emissions. These changes or deviations are presented in the relevant sections. There were no material changes to the reporting of the focus areas A responsible company and An attractive employer.

Sustainability at Arjo is integrated into the various parts of the line organization. Some sustainability information is included in other parts of the Annual Report. Arjo works continuously to ensure that the company complies with the most recent sustainability legislation. The auditor's statement on the statutory sustainability report can be found on page 48. The scope of the review of the sustainability report was not expanded.

Arjo has a revolving credit facility for a total of EUR 600 M that is linked to three of Arjo's long-term sustainability targets. These targets were subject to a limited assurance review in 2023. The credit facility expires in 2028.

Sustainability governance

To meet ambitions and goals, Arjo's sustainability agenda follows a clear structure that involves all levels of the company. The governance model is based on relevant directives and policies, and ensures systematic implementation and follow-up of approved activities.

The Arjo Sustainability Framework is the foundation of the Group's sustainability efforts and forms an integral part of the business, through both daily decisions and more far-reaching activities. A clear governance process ensures that the work is carried out methodically and with the right priorities to achieve the desired results.

Starting 2022, 10 percent of the Arjo Management Team's variable remuneration is based on sustainability targets. Two targets have been identified for 2023: reducing the Group's carbon emissions and making it possible for the organization to set climate targets according to Science Based Targets initiative in line with the Paris Climate Agreement. In 2023, Arjo also decided to include a target for reducing carbon emissions in the incentive program for employees who report directly to the Arjo Management Team.

During the year, Arjo's Management Team and relevant employees received training on the new EU Corporate Sustainability Reporting Directive (CSRD). The company's Board of Directors received similar training in January 2024. A process is underway to ensure that Arjo's sustainability reporting meets the requirements of the CSRD.

A governance process that involves all levels

Arjo's Board of Directors is responsible for the sustainability report and for governing and reviewing sustainability efforts at Arjo. The Board decides on guidelines and policies and follows up on sustainability activities by holding regular meetings on target achievement and future planning. The Audit Committee oversees business ethics, compliance and sustainability, and reports to the Board.

Arjo's CEO and Management Team assume operational responsibility for sustainability activities and sustainability issues are followed up at management team meetings. The CEO and Management Team actively participate in these efforts by deciding on priorities and targets, evaluating results and identifying areas for improvement.

The day-to-day operational responsibility for sustainability activities at Arjo lies with the Group's line organization, often through cross-functional teams responsible for carrying out projects. The local units report data which is then compiled by the central sustainability function and presented to the Arjo Management Team and Board of Directors every quarter.



Materiality assessment

Arjo performs regular materiality assessments to prioritize the sustainability topics that are material to the company and to identify topics that are important to various stakeholders. In turn, these material topics govern Arjo's sustainability reporting. The work process for the materiality assessment follows the requirements of the Global Reporting Initiative (GRI) 2021 and comprises four steps.

Step 1

Understand the organization's context.

Step 2

Identify actual and potential impacts.

Step 3

Assess the significance of the impacts.

Step 4

Prioritize the most significant impacts for reporting and validation.

In its materiality assessment, Arjo studies the company's business activities and relationships and its sustainability context and stakeholders in the value chain. The materiality assessment is confirmed and approved by Arjo's Management Team and Board of Directors.

In 2023, Arjo performed an annual review of its materiality assessment to ensure that no material changes had taken place that could affect the company's sustainability agenda. This review did not reveal any material changes and accordingly the materiality assessment from 2022 remains unchanged.

In the first quarter of 2024, Arjo will conduct a double materiality assessment in accordance with the CSRD. The result of it will be described in the annual and sustainability report for the year when the reporting requirement for CSRD enters into force.

Arjo's material topics:

- Product quality and safety
- Compliance, ethics and anti-corruption
- Occupational health and safety
- Circularity in product design
- Purchasing/supplier base
- Greenhouse gas emissions and energy efficiency improvements
- Human capital and fair labor conditions



MATERIALITY ASSESSMENT

Stakeholder dialogue

Arjo's stakeholder dialogue is an important part of the materiality assessment process and aims to ensure that the Group lives up to external expectations. Stakeholders are regularly engaged in dialogue and in 2023 Arjo conducted surveys among employees, suppliers and customers to obtain feedback on sustainability. Arjo's sustainability function is in continuous contact with stakeholders to evaluate the company's impact throughout the value chain.

Stakeholder dialogues provide valuable insights into the views of external parties on Arjo's sustainability agenda and priorities, and enhance the Group's current understanding of prioritized topics. Feedback from the company's stakeholders is crucial to the success of its sustainability efforts.



Stakeholders	Prioritized topics	Dialogue channels
Customers	Sustainable and safe products and services that contribute to the customers' sustainability targets Business ethics and compliance Climate impact	Individual meetings, training, trade fairs, etc. via the sales and service organization
Shareholders and financiers	Corporate governance Transparent and relevant reporting Business ethics and compliance Climate impact	Financial reporting and sustainability reporting including capital markets days Regular meetings and teleconferences for quarterly reports and year-end reports
Employees and future employees	Corporate culture Healthy and safe work environment Diversity, equity and inclusion Leadership and career opportunities	Annual People Survey Cooperation with trade unions, Board employee representatives, European Workers Council (EWC) Continuous dialogue and feedback between managers and employees Communication via channels including intranet, meetings and global training platform
Suppliers and business partners	Business ethics Product quality and safety Human rights and fair labor conditions	Regular meetings on strategic, technical and commercial solutions and regulatory compliance Review of Code of Conduct for suppliers and other business partners. Supplier assessments and audits
Authorities and decision-makers	Compliance with rules and laws Climate impact	Audits of regulatory compliance Audits of certifications and quality management systems Industry associations

ARJO'S IMPACTS

Impacts and actions in the value chain

The table describes Arjo's value chain, Arjo's degree of influence, actual impact in each part of the value chain and activities to manage impacts.

	Arjo's degree of influence	Impact	Activities
Research & development	High	<ul style="list-style-type: none"> Environmental and climate impact from materials in the company's products and the energy consumption of the products. 	<ul style="list-style-type: none"> Product development follows the process for EcoDesign at every stage, from concept to finished product. Frameworks will be developed to integrate circularity throughout the business and the value chain. New standardized measurement method for the energy efficiency of products. Increased cooperation between supply chain and product development functions to identify and replace hazardous substances. Life cycle assessment of Arjo's process enabling the reuse of VTE garments (Arjo ReNu).
Purchasing	Moderate	<ul style="list-style-type: none"> Environmental and climate impact from manufacturing of components in supplier base. Human rights and fair labor conditions for workers in the supply chain. 	<ul style="list-style-type: none"> Code of Conduct for suppliers and business partners as part of Arjo's standard contract. Implementing IT systems for collecting sustainability data from suppliers. Implementing IT systems for risk assessment, identification and management of corruption risks throughout the value chain. Pilot study to test process for assessing sustainability risks in the supplier base, including fair labor conditions, human rights and the environment. Program for identifying and reporting SVHCs (Substance of Very High Concern) in purchased materials.
Production	High	<ul style="list-style-type: none"> Environmental and climate impact of operating and heating the Group's facilities. Human rights and fair labor conditions for Arjo's employees. Occupational health and safety for Arjo's employees. 	<ul style="list-style-type: none"> Transfer to renewable electricity in warehouses and production facilities. Energy-efficiency enhancements by optimizing ventilation and cooling systems in the company's facilities, such as offices, production sites and service facilities. Identifying opportunities to reduce the total amount of waste and increase the share of recycled or reused materials. Reducing the volume of hazardous waste and identifying alternatives for SVHCs. Increased focus on occupational health and safety with in-depth training and follow-up. Pilot study for internal audits of occupational health and safety.
Transportation	Moderate	<ul style="list-style-type: none"> Environmental and climate impact of transporting components and the company's products. Human rights and fair labor conditions for workers in the supply chain. 	<ul style="list-style-type: none"> Internal program to optimize and improve efficiency of transportation and closer partnerships with carriers. Reduced use of air freight in favor of lower-emission land and sea transport. Expanded resources for developing packaging and logistics that generate lower emissions. Improved filling ratio in packaging and transportation. Implementation of transactional data (weight, distance, volume), which provides higher precision of carbon calculations. Code of Conduct for suppliers and business partners now integrated into all transport contracts.
Service, rental & sales	High	<ul style="list-style-type: none"> Environmental and climate impact of operating and heating the Group's facilities, and chemicals for cleaning and reusing products. Occupational health and safety for Arjo's employees. Human rights and fair labor conditions for Arjo's employees. 	<ul style="list-style-type: none"> Arjo's offering for reprocessing single use medical devices is now also available in Australia. Increased focus on occupational health and safety with internal audits of service facilities and training of service personnel. Increasing the use of renewable electricity in properties.
Usage	Low	<ul style="list-style-type: none"> Environmental and climate impact of electricity from the use of Arjo's products, and chemicals for cleaning products. 	<ul style="list-style-type: none"> Training in architecture tool for planning healthcare environments including ergonomic use of Arjo's products. Ongoing measures to improve energy efficiency of the company's products.
End-of-life	Low	<ul style="list-style-type: none"> Environmental and climate impact of recycling materials and landfill. 	<ul style="list-style-type: none"> Evaluation of dismantling instructions for products and continuous dialogue for phasing out unwanted substances to improve recycling possibilities.

A sustainable offering

Arjo's Sustainability Framework and environmental and climate policy describe the Group's ambitions regarding environmental and climate issues, such as protecting the environment, reducing greenhouse gas emissions and promoting a circular economy.

The Group's total greenhouse gas emissions (scope 1, 2 and 3) were analyzed in 2022-2023 to establish reduction targets aligned with the Paris Agreement. The goals were submitted for validation by the Science Based Targets initiative in September 2023 and in February 2024, the goals were approved.

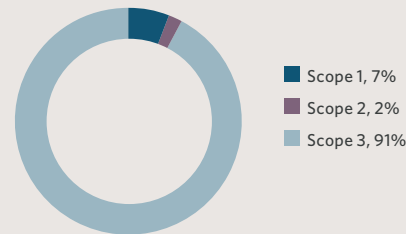
Arjo's targets are to reduce the company's greenhouse gas emissions in its own operations (scope 1 and 2) by 50 percent by 2030 and reduce greenhouse gas emissions in the value chain by 25 percent by 2030. Both targets have 2021 as the base year.

A number of changes have been made to this year's sustainability reporting, as outlined below:

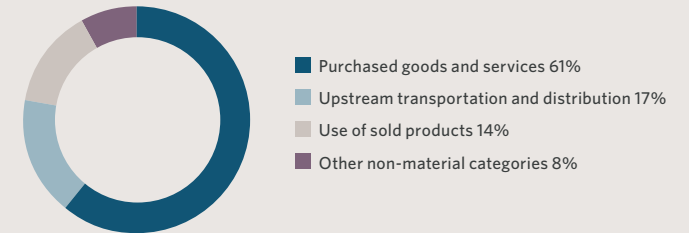
- The scope 1 and 2 category Energy and related emissions now include all of Arjo's facilities.
- The scope 3 category Upstream transportation and distribution has been divided into two categories and includes all upstream transportation and distribution. Previously reported global transportation has been recalculated and greenhouse gas calculations are now based on ton-kilometers. Transportation in sales and services has been added and the greenhouse gas emission calculations are based on cost.
- The scope 3 categories Use of sold products and Purchased goods and services have been identified as material and are now included in the reporting.
- The scope 3 category Business travel is not included in the reporting since it has not been deemed to be material in the mapping of Arjo's total emissions. Arjo applies a restrictive travel policy which clearly states that virtual meetings are to be prioritized. The company will continue to track and work to keep emissions from business travel at a low level.

Arjo's calculations of energy consumption and emissions follow the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and the Group reports greenhouse gases as carbon dioxide equivalents (CO₂e). All greenhouse gas emissions are consolidated from units over which Arjo has operational control.

DISTRIBUTION BETWEEN SCOPE 1, 2 AND 3



DISTRIBUTION OF SCOPE 3 CATEGORIES



The pie chart on the left shows the distribution of Arjo's total greenhouse gas emissions (scope 1, 2 and 3) for the base year 2021. Total greenhouse gas emissions for the base year 2021 are 323,059 tons CO₂e. The pie chart on the right shows the distribution of scope 3 emissions. The categories of Purchased goods and services, Upstream transportation and distribution and Use of sold products account for 92 percent of total scope 3 emissions. Other non-material categories account for 8 percent and include the following categories: Capital goods, Fuel and energy-related activities, Waste, Business travel, Employee commuting, Downstream transportation and distribution, End-of-life treatment of sold products, Downstream leased assets and Investments. Three categories were not deemed applicable to Arjo: Upstream leased assets, Processing of sold products and Franchises.

Arjo reports greenhouse gas emissions according to the GHG Protocol

Scope 1

Fuel-related emissions from facilities and vehicles

Scope 2

Electricity, heating and cooling from facilities

Scope 3

The following categories are reported:

1. Purchased goods and services
4. Upstream transportation and distribution
11. Use of sold products



Reduction in scope 1 & 2 greenhouse gas emissions

-11%

Arjo has reduced the Group's greenhouse gas emissions from its own operations (scope 1 and 2) by 11 percent since the base year 2021.

A SUSTAINABLE OFFERING

Greenhouse gas emissions throughout the value chain

Scope 1 (tons CO ₂ e) – direct emissions	2023	2022	2021
Natural gas	2,118	2,546	2,181
Oil/diesel	124	175	46
Vehicle fuel	19,146	21,100	19,170
Total scope 1 – direct emissions	21,388	23,821	21,397
Scope 2 (tons CO ₂ e) – indirect emissions			
Electricity (market-based)	2,639	3,705	5,841
Solar power electricity	0	0	0
District heating	64	63	24
Electricity vehicles	47	23	2
Total scope 2 – indirect emissions	2,750	3,791	5,867
Scope 3 (tons CO ₂ e) – indirect emissions			
Upstream transportation and distribution	35,234	45,557	49,817
Use of sold products	34,388	34,155	41,386
Purchased goods and services	143,504	171,415	180,599
Total scope 3 – indirect emissions	213,126	251,127	271,802

The estimated reduction in scope 1 and 2 emissions is a combination of factors such as increased use of renewable electricity and reduced emissions from the company's fleet of vehicles. The estimated reduction in scope 3 emissions is a combination of factors such as changes to sales and purchasing volumes, in the product mix and transportation methods. No significant changes were identified of other scope 3 indirect emissions. The emissions are estimated to be about 8 percent of the measured greenhouse gas emissions and are related to the categories Downstream transportation and distribution, Business travel, Waste, etc. These other indirect emissions are not included in the reporting, but internal targets exist for some activities, including the Business Travel category.

Target by 2030

50%

Reduction of greenhouse gas emissions from the company's own operations (scope 1 and 2) by 50 percent by 2030, with 2021 as the base year.

25%

Reduction of greenhouse gas emissions in the value chain (scope 3) by 25 percent by 2030, with 2021 as the base year. The most material scope 3 categories are Purchased goods and services, Upstream transportation and distribution and Use of sold products.



Greenhouse gases and energy in Arjo's own operations (scope 1 & 2)

Emissions from Arjo's own operations (scope 1 & 2) mainly derive from energy consumption at the Group's facilities and from vehicles, and represent a minor share (9 percent) of Arjo's total greenhouse gas emissions.

Energy and greenhouse gas emissions for all of the Group's facilities are reported from 2023. Emissions from production facilities that were reported in prior years are included in the reporting and have not been recalculated.

The information is based on data reported by each facility and is collected quarterly for the facilities and every six months for vehicles.

Energy consumption at Arjo's facilities

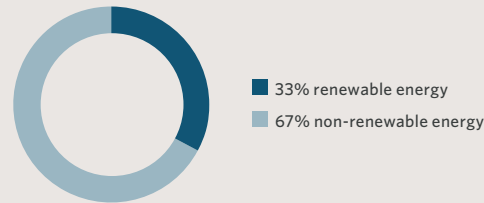
The energy consumption reported below is based on Arjo's total consumption and includes energy for heating or cooling the Group's facilities. A small amount of diesel is used to generate electricity during power cuts. Arjo is undertaking targeted actions to reduce the risk of power cuts and reduce emissions by installing solar panels. A small number of facilities currently have solar power electricity owned by the property owner, which means that Arjo has not sold any solar power.

Total energy consumption at Arjo's facilities

Energy (MWh)	2023	2022	2021 (base year)
Natural gas	11,524	13,816	11,835
Oil	217	371	126
Diesel for generators	212	224	24
District heating/cooling	602	574	161
Electricity	17,854	18,689	17,775
Solar power electricity	157	236	0
Total energy (MWh)	30,565	33,910	29,921

Previously reported data for Arjo's factories is included in the total and has not been recalculated. The total for factories is 7,661 MWh.

Percent of renewable energy in facilities 2023



Renewable energy sources

Renewable energy (%)	2023	2022	2021
Percentage of renewable energy	33	28	5

Greenhouse gas emissions from Arjo's facilities

The greenhouse gases reported are based on Arjo's total energy consumption in its own facilities. Certified renewable electricity represents 33 percent of the company's electricity consumption (in kWh) and the climate impact is calculated to be 0 g/kWh for market-based electricity.

Greenhouse gas emissions from facilities

Scope 1 (tons CO ₂ e) – direct emissions	2023	2022	2021 (base year)
Natural gas	2,118	2,546	2,181
Oil	69	118	40
Diesel	55	57	6
Total scope 1 direct emissions	2,242	2,721	2,227

Scope 2 (tons CO ₂ e) – indirect emissions	2023	2022	2021 (base year)
	Market-based ¹⁾ / Location-based	Market-based/ Location-based	Market-based/ Location-based
Electricity	2,639/6,808	3,705/7,155	5,841/6,657
Solar electricity ²⁾	0	0	0
District heating	64	63	24
Total scope 2 – indirect emissions	2,703/6,808	3,768/7,155	5,865/6,657

The emission factors are country-specific. The sources are: Natural gas DEFRA(2022), Oil DEFRA (2021), Diesel DEFRA 2022, Electricity AIB(2020) IEA(2021), District heating/cooling Swedenergy (2020).

1. Market-based renewable electricity is certified renewable electricity.

2. Solar power electricity production is not owned by Arjo and Arjo does not sell solar power electricity.

Arjo does not use carbon offsets to reduce emissions.

Arjo does not use bioenergy.

Previously reported data for Arjo's factories is included in the total and has not been recalculated. Total greenhouse gas emissions from factories in scope 1: 318 tons CO₂e, scope 2 Market-based: 318 tons CO₂e, scope 2 Location-based: 3,261 tons CO₂e.

2023 is the first year that Arjo reports greenhouse gas emissions for all facilities in the Group. Certified renewable energy was purchased during the year to help reduce greenhouse gas emissions for market-based electricity.

Greenhouse gas emissions from vehicles

Arjo's Global Fleet Directive contains guidelines and principles concerning the company's fleet of vehicles to ensure that it is cost-efficient, has a low climate and environmental impact and is safe. Greenhouse gas emissions from Arjo's vehicles (owned and leased) are based on reported fuel consumption and data from car manufacturers.

For 54 percent of the vehicles, scope 1 greenhouse gas emissions are calculated based on reported fuel consumption. For the remaining vehicles (46 percent), the calculations are based on the car manufacturers' data on greenhouse gas emissions per kilometer and include both scope 1 and 3. Efforts are being made to improve the collection of data to harmonize reporting.

A SUSTAINABLE OFFERING

Greenhouse gas emissions and energy in Arjo's own operations (scope 1 & 2), cont.

Greenhouse gas emissions from vehicles

Scope 1 & 2 (tons CO ₂ e) – direct and indirect emissions	2023	2022	2021 (base year)
Vehicle fuel, scope 1	19,146	21,100	19,170
Electricity, vehicles, scope 2	47	23	2
Total Vehicles	19,193	21,123	19,172

Scope 1 greenhouse gas emissions from leased or owned vehicles are calculated in two ways: 1. Multiplying the contracted mileage by CO₂ emission factors per vehicle from the vehicle manufacturer. 2. by actual fuel consumption. 54 percent currently report actual fuel consumption and emission factor per type of fuel. The target is for all vehicles to report using method 2. The source of emission factors for fuel is TTW Swedish Energy Agency Swedish Fuel Quality Act (2019 & TTW Swedish Environmental Protection Agency emission factors and calorific values, 2020).

Greenhouse gas emissions from Arjo's vehicles have been reduced compared with last year. This was due to more electric and hybrid cars in the fleet and improved reported data for actual fuel consumption. Data for the base year has been recalculated and differs from previous reporting (for 2021, 22,000 tons CO₂e) since the data was imported to the global reporting system and the conversion factors differ slightly.

Greenhouse gas emission intensity

Intensity figures for scope 1 and 2 in relation to net sales and number of employees	2023	2022	2021 (base year)
Intensity in relation to net sales (tons CO ₂ e/SEK M)	2	2.8	3.0
Intensity in relations to number of employees (CO ₂ e/number of employees)	3.6	4.0	4.2

Reduction of greenhouse gas emissions in relation to base year	2023	2022	2021 (base year)
Scope 1 & 2 emissions (%)	-11	1	—

Greenhouse gas emissions in the value chain (scope 3)

The mapping of Arjo's total greenhouse gas emissions showed that 91 percent derive from the value chain (scope 3). The most material GHG categories are Purchased goods and services, Upstream transportation and distribution and Use of sold products.

In this year's report, these three categories are included and the previously reported category Business travel is excluded since it is no longer considered material.

Purchased goods and services

The majority of Arjo's scope 3 emissions come from the category Purchased goods and services. These are mainly raw materials for components for the company's products. Metal and plastic are Arjo's most commonly used materials and account for the majority of emissions in the Purchased goods and services category. A program to reduce the environmental and climate impact in the value chain was initiated in 2023. Read more in the Responsible purchasing section on page 32.

Greenhouse gas emissions from Purchased goods and services

Scope 3 (tons CO ₂ e) – indirect emissions	2023	2022	2021 (base year)
Purchased goods and services	143,504	171,415	180,599

Source of emission factors: National Agency for Public Procurement (2021)

Greenhouse gas emissions related to the category of Purchased goods and services are calculated based on cost. The emissions reduction in 2023 was mainly related to the reduction of metal purchases. Arjo has identified the key impact areas in the Group's value chain and in 2024, Arjo will conduct a more in-depth analysis to improve reporting. Dialogue and collaboration with the company's suppliers has commenced to gain access to primary data and to set detailed reduction targets.

Upstream transportation and distribution

Transporting products and components to customers worldwide is a critical part of Arjo's value chain. During the year, the company worked on a number of initiatives to reduce the impact of transportation, such as improving the filling ratio in packaging, optimizing and consolidating intercontinental and continental transport flows and closer cooperation with carriers to jointly find new solutions to reduce emissions.

Arjo also conducted training sessions with transport providers on its Code of Conduct for suppliers and other business partners and sent out a survey to map the carriers' sustainability efforts. This mapping helps Arjo to make well-founded decisions regarding the choice of carriers, which by extension is expected to help further reduce emissions. The company has also worked on developing the level of detail in transportation data to improve reporting.

Greenhouse gas emissions from Upstream transportation and distribution

Scope 3 (tons CO ₂ e) – indirect emissions	2023	2022	2021
Upstream transportation and distribution (calculation based on ton-kilometers)	19,970	32,229	35,242
Upstream transportation and distribution (calculation based on cost)	15,264	13,328	14,575
Total Upstream transportation and distribution	35,234	45,557	49,817

The source of the emission factors is NTM 2021 and Quantis 2021.

A SUSTAINABLE OFFERING

Greenhouse gas emissions in the value chain (scope 3), cont.

The reporting of the Upstream transportation and distribution category was changed in 2023 and now also includes the company's sales and service units. In the past, the company's global transportation function based emissions calculations on cost. In 2022, data started to be collected based on ton-kilometers and 2023 is the first year that calculations are based on ton-kilometers. Data for 2021 and 2022 are retroactively calculated estimates based on transportation data that the company has compiled in 2022-2023. Arjo's service and sales units still calculate emissions from transportation based on cost. To ensure consistent reporting of transportation emissions, reporting will be centralized.

Arjo reduced its share of air freight in 2023, which resulted in lower emissions. In 2024, work will continue to improve the quality of data by standardizing reporting for all entities in the Group and by training relevant staff.

Use of sold products

Arjo's product development follows the principles for EcoDesign at every stage, from concept to finished product. Product development is based on the Group's environmental and climate policy, quality policy and follows the regulatory requirements that apply to medical devices.

Arjo has carried out life cycle assessments for two products in the past, and another life cycle assessment was conducted in 2023. The results identified several sustainability-related improvement areas, one of which is the energy consumption from when customers use the sold products.

During the year, Arjo calculated the total energy consumption of the use of sold products over the expected life span of the products. The amounts were recalculated as greenhouse gas emissions and will comprise the 2021 baseline with the target of reducing energy consumption and thus emissions. This work resulted in a joint measuring method for the energy consumption of different products that will be enhanced and standardized in 2024.

It will also support customers' sustainability targets by improving energy efficiency and reducing greenhouse gas emissions.

Greenhouse gas emissions from Use of sold products

Scope 3 (tons CO ₂ e) – indirect emissions	2023	2022	2021 (base year)
Use of sold products	34,388	34,155	41,386

Emission factor for the CO₂ calculation is country-specific location-based, source IEA 2021, AIB 2021.

The decrease in greenhouse gas emissions in the Use of sold products category from 2021 to 2022 was mainly due to a change in the product mix. From 2024 onwards, Arjo will develop its reporting and clarify actual improvements.

Waste and recycling

Packaging material

Arjo's products are appropriately packaged to ensure that the products can be handled and transported safely. Arjo's goal is to reduce the total amount of packaging, increase the share of recyclable packaging and increase the share of reused material in packaging.

Total amount of packaging from production

Packaging material (ton)	2023	2022	2021 (base year)
Cardboard	849	1,072	813
Plastic	115	57	34
Wood	1,435	1,529	1,227
Total weight packaging material	2,398	2,658	2,074

The amount of packaging material is compiled based on reporting from each production unit on a quarterly basis.

Percentage of renewable packaging in relation to total amount of packaging (tons)

Percentage (%)	2023	2022	2021 (base year)
Share of renewable packaging material	95%	98%	98%

A SUSTAINABLE OFFERING

Waste and recycling, cont.

Total waste from production

Arjo's goal is to reduce the percentage of waste that goes to landfill and incineration by 50 percent by 2030, with 2021 as the base year. Most of Arjo's waste comes from the company's production facilities. Waste management is continuously developed according to the waste hierarchy which is based on the principle of minimize, reuse and recycle materials.

Continuous improvements are made at Arjo's production facilities to reduce the share of waste. This includes improving material efficiency and initiating collaborations with other companies to reuse, for example, textile waste. In 2023, work continued to identify opportunities to reduce the total amount of waste and increase the share of recycled or reused waste.

Hazardous waste amounted to 1.4 percent and mainly comprised chemical packaging, light sources and oils. The work of reducing hazardous waste and identifying alternatives for those chemicals considered to be substances of very high concern (SVHC) is constantly in progress. Arjo's production facilities are ISO 14001 certified and have processes for safe chemicals management and waste management. Waste is managed in accordance with local regulations and rules.

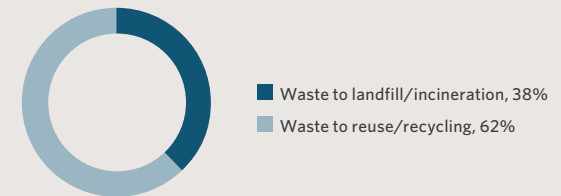
The data presented below are based on reported data from production and are compiled centrally every quarter. The data are primarily based on information from waste management contractors at each facility. All waste is managed off-site by an approved waste management contractor except for certain textiles that are reused via partnership with a third party.

Total amount of waste from production per category

Type of waste (tons)	2023			2022			2021 (base year)		
	Total amount of waste	Waste to reuse and recycling	Waste to landfills and incineration	Total amount of waste	Waste to reuse and recycling	Waste to landfills and incineration	Total amount of waste	Waste to reuse and recycling	Waste to landfills and incineration
Cardboard	427	427	0	502	502	0	443	443	0
Textiles	88	13	74	275	13	262	252	9	243
Plastic	237	101	135	300	144	156	229	101	128
Metal	56	56	0	109	109	0	94	94	0
Wood	234	195	39	68	68	0	38	38	0
Other non-hazardous waste	250	19	231	138	20	118	123	31	92
Hazardous waste	18	6	11	14	3	11	39	8	31
Total amount of waste (tons)	1,309	817	491	1,405	858	547	1,218	723	495

Arjo reports waste efficiency based on total amount of waste from production in relation to net sales and the share of reused and recycled materials in relation to the total amount of waste from production. The share of hazardous waste is reported in relation to total amount of waste.

Waste by treatment method



Efficiency figures for amount of waste in relation to net sales

Intensity figures for amount of waste in relation to net sales	2023	2022	2021 (base year)
Tons waste/SEK M	0.12	0.14	0.13

Share of reusable and recyclable waste

Share of reusable and recyclable waste	2023	2022	2021 (base year)
Waste, %	62	61	59

Waste from production is compiled every quarter based on reporting from each production unit. Hazardous waste classified and managed in accordance with local regulations.

A responsible company

Business ethics

Arjo's Business Compliance Committee leads and coordinates business ethics and compliance in the Group, and makes decisions on Arjo's business ethics strategy. The Committee comprises the President & CEO (Chairman), EVP Legal & Business Compliance (Vice Chairman), CFO, EVP Communication & PR, EVP HR & Sustainability, Director Internal Control and additional members appointed as needed. VP Business Compliance is responsible for the day-to-day administration of compliance and serves as secretary for the Committee. Documented meetings are to be held regularly, and four meetings were held in 2023.

Two support committees have previously been established in North America to meet local regulatory requirements. They continued to develop and improve the organization's compliance activities in each market. In 2023, the Canadian Support Committee held three documented meetings and the US Support Committee held four documented meetings.

Arjo works actively with risk assessments to identify and manage corruption risks within the entire organization. As a result of this process, during which some material risks were identified, Arjo decided to continuously review and monitor its distributors in certain countries and regions. In addition to the global process, regular risk assessments are carried out in North America, for example by analyzing potential conflicts of interest. Suitable follow-up measures are taken based on the outcome of each risk assessment process.

Policies, directives and processes

Arjo's process for evaluating and screening business partners was reviewed at the end of 2023. A new and improved analysis and monitoring tool was implemented and the existing due diligence and screening process will be regularly improved. This is an important process for minimizing risks of contact with inappropriate entities and individuals.

By including examples and scenarios in the Anti-Corruption Directive and the company's ethical guidelines, particular support is given for contacting business partners. In response to compliance with local regulatory requirements, Arjo launched local policies in North America in 2023. These were implemented by arranging local training courses.

Training

To provide a common basic understanding of Arjo's anti-corruption rules, all employees in managerial positions, and employees who have regular contact with business partners must complete at least one anti-corruption training session every year. An updated digital anti-corruption training course was launched at the end of the fourth quarter of 2023. It requires a digital signature and is available in 12 different languages to include all target groups. The participation rate at year-end was more than 50 percent and implementation will continue in 2024. In addition to this course, other targeted training is also available for different markets. In 2023, Arjo also focused on training distributors in Latin American. Furthermore, the company conducted training sessions for distributors in Japan and South Korea.

Arjo's Code of Conduct for suppliers and other business partners covers multiple areas including business ethics and corruption, and is part of standard contracts for distributors and suppliers alike.

Monitoring

Arjo continued to review and develop the company's global process for evaluating and screening distributors and intermediaries in terms of business ethics and anti-corruption. The focal point in 2023 was North America and one of the processes in particular was tested and evaluated during the year. The aim was to control target realization and further improve an already well-functioning process. The outcome was positive and resulted in only minor adjustments to make further improvements to the process.

Incidents and whistleblowing

Arjo encourages employees and other stakeholders to communicate any observed or suspected misconduct in terms of compliance, either directly to their manager, local HR or to the company's compliance function. Misconduct can also be reported anonymously via a whistleblowing service in the form of a secure external website that is also available to external parties.

Arjo acknowledges that it can be difficult to decide to report a suspicion and therefore the company is committed to protect employees who file a report in good faith. No employee is to be subject to harassment, retaliations or negative consequences in their employment due to filing such report.

To further facilitate the procedure of processing compliance-related questions in North America, at the end of 2022, a phone hotline was introduced that is available alongside the online whistleblowing channel.

Misconduct in compliance includes corruption, violation of competition laws, serious risks to the environment, health and safety, violation of laws, treaties or other forms of agreements and all other observed or suspected violations of laws or Arjo's Code of Conduct.

A total of 30 incidents were reported in 2023, including one case of fraud and one case of conflict of interest. Two employees were dismissed from the company due to behavior that violated the Group's Code of Conduct. Neither of these individuals held a managerial position and the incidents had no significant impact on the company's operations. The other 28 incidents were addressed and handled in accordance with established investigative procedures. One incident is still under investigation. There is no ongoing corruption-related case against Arjo in court. Also, Arjo has not been forced to terminate any agreement with a business partner due to corrupt actions by the partner.

A RESPONSIBLE COMPANY

Arjo's Code of Conduct

	Goal	2023	2022	2021
Incidents and whistleblowing	N/A	30	14	—
New employees who have completed training and accepted Arjo's Code of Conduct	100%	80%	85%	86%

Arjo aims for all new employees to be trained in the company's Code of Conduct within three months of starting their employment. This applies to all employees regardless of their position in the organization. The training course is digital, and for employees who do not have access to their own computer, such as production staff, the course is held in a class room or computers are lent out. An action plan is being developed to increase the share of new employees being trained in the Group's Code of Conduct.

Responsible purchasing

Arjo works actively to manage its impact from the supply chain. A program was launched at the end of 2022 to screen suppliers focusing on climate and environmental impact, social responsibility and other sustainability risks. The aim of the program is to maintain a high level of business ethics by identifying, managing and, where possible, preventing risks in the supply chain. The first screenings were conducted on site at selected suppliers in 2023 and the results are being used to develop plans together with suppliers to reduce impacts throughout the value chain.

The process of informing the company's suppliers about the Code of Conduct for suppliers and other business partners continued during the year. 91 percent of suppliers of direct materials signed the Code of Conduct for suppliers and other business partners, which indicates that a large number of suppliers share Arjo's values and view of ethical business methods.

Arjo has initiated a program to track and replace chemicals that could have a serious impact on human health and the environment (SVHCs). The aim is to reduce the amount of SVHCs for safe production, use and recycling of the products in accordance with the RoHS/REACH Directive.

Arjo's Code of Conduct for suppliers and other business partners

	Goal	2023	2022	2021
By 2030, 97% of Arjo's total purchases of direct materials are to be made from suppliers who have signed Arjo's Code of Conduct for suppliers and other business partners	97%	91%	91%	95%

Arjo works continuously to increase the percentage of purchases of direct materials from suppliers who have signed the company's Code of Conduct for suppliers and other business partners.

The number of suppliers who signed the Code of Conduct increased during the year. The outcome varies over time since the target is based on purchasing volume. Low volume suppliers have a limited impact on the outcome. During the year, it was primarily low volume suppliers that were contracted.

Product quality and safety

Medical devices are strictly regulated in all countries where Arjo conducts business. The company's product range is subject to strict regulatory requirements from, for example, the EU and the US Food and Drug Administration (FDA), medical device regulations and related quality system requirements. These include extensive requirements on assessments, quality assurance and product documentation. The majority of Arjo's medical devices have a low-risk profile (risk classification 1).

Arjo's quality policy is to deliver well-designed and safe products, with a high degree of clinical and ergonomic efficiency. The company is to follow regional, national and international regulatory requirements for product and management systems.

Compliance standards and controls

Arjo devotes significant efforts and resources to implementing and applying processes to ensure regulatory compliance. To meet the growing demands and expectations within the medical device industry, the company is directing its focus on continuously evaluating and improving products and processes.

Arjo's quality management and product compliance function maintains Arjo's global quality management systems. This has been established with six multi-site quality management system certificates issued by the regulatory body BSI:

- ISO 9001
- ISO 13485
- EU Medical Device Directive (MDD)
- EU Medical Device Regulation (MDR)
- Medical Device Single Audit Program (MDSAP) covering medical devices in the US, Canada, Australia, Japan and Brazil
- UK Conformity Assessment (UKCA) covering the UK Medical Device Regulation (UK MDR)

The certificates show that policies, directives and processes in the company's global quality management system meet the supervisory requirements in regulatory standards and laws.

ISO 9001 certification is voluntary, while other global certifications are required for regulatory purposes. Internal audits and audits by external regulatory bodies and audit organizations are conducted annually at both local and company level to ensure compliance with policies and standards and for continued certification and CE marking.

The deviations identified in internal and external audits in 2023 are assessed, analyzed and corrected to both address the deviation and to prevent recurrence.

This led to improvements during the year in such areas as monitoring and implementing changes relating to standards and regulations and how the company maintains technical product documentation, including clinical evaluations. No major deviations were noted in external audits and inspections of the quality management system in 2023.

In 2023, Arjo continued its efforts to comply with the EU MDR that came into force in May 2021. Arjo's class Im products and class II systems for intermittent pneumatic compression and

A RESPONSIBLE COMPANY

Quality and environmental certifications 2023

Certificate	Unit	Global certifications	Certification of production units				
		ArjoHuntleigh AB	Suzhou, China	Poznan, Poland	Magog, Canada	San Cristobal, Dominican Republic	Cardiff, UK
ISO 9001		X	X	X	X	X	X
ISO 13485		X	X	X	X	X	X
MDSAP		X	X	X			X
CE (MDD)		X	X	X	X	X	X
CE (EU MDR)		X	X	X	X	X	X
UKCA (UK MDR)		X	X	X	X	X	X
ISO 14001			X	X	X	X	X

pressure area management were MDR certified in 2021. Activities continued in 2022 and 2023 to ensure that the requirements of the MDR on technical documentation were met. Arjo was issued an updated MDR certificate at the end of 2023, encompassing all product groups that Arjo planned to transition to the MDR.

Product quality improvements

Processes are established in Arjo's global quality management systems for monitoring and managing customer complaints to ensure that inquiries, root cause analysis and investigations are carried out in order to continuously improve product quality processes, address any negative side effects of products criticized by the market and serve as input for the development of new products.

Customer complaints received from the market are registered in a global database. The central Complaint & Vigilance function ensures that complaints are investigated and trend analyses carried out for all product groups at regular intervals to serve as a basis for assessing health and safety effects, maintaining product risk management files and product quality improvements.

This function also ensures that the obligations in terms of post market surveillance and in medical device reporting to the relevant authorities are fulfilled.

Health and safety effects are continuously assessed to improve all of the company's products and solutions. This is part of the clinical assessments and risk assessments carried out in product development and in the post market surveillance process. Such evaluations are required by current market regulations, including the EU MDR that applies to CE marked products. 90 percent of the products that Arjo manufactures are CE marked. A global quality board assesses any needs for field actions based on a health risk assessment as well as supplementary analyses, updates and verifications. If field actions are initiated, they are coordinated by a global field action manager in cooperation with the manufacturing sites delivering the technical solutions and the sales and service organization.

Incidents of regulatory non-compliance

Arjo investigates and analyses all cases of non-compliance in order to correct any shortcomings and prevent them from repeating.

Incidents of regulatory non-compliance

	2023	2022	2021
Incidents resulting in fines, sanctions or warnings issued by authorities related to customer health and safety, or health and safety aspects of Arjo's products and services, and due to non-compliance with quality management system requirements as defined by the standards, laws and regulations on which the global QMS certificates held by ArjoHuntleigh AB are based.	1	0	0
Major deviations during external quality management system inspections or audits	0	0	0
Number of safety-related field actions initiated	3	1	4

The field actions are reported by a corporate function that coordinates all field actions following a process in the global quality management system. The data for incidents and major deviations are reported by each legal entity in Arjo and compiled centrally every quarter. There were zero cases of non-compliance with voluntary codes in 2023.

Three instances of field actions (reports and corrections) related to product safety were initiated during the year. They resulted in messages being sent to customers to inform them of the issue/risk in question and what preventive measures can be taken until the root cause is resolved. These field actions were reported to the relevant authorities and the notified body BSI.

Established process for ethical marketing

Arjo markets the company's products and solutions in accordance with high ethical and regulatory standards as well as applicable legal requirements. The activities are governed by Arjo's Code of Conduct, quality policy and the directive for design and development of customer solutions that describes the procedure for the development of sales and marketing material, as well as the approval process for all external material containing statements regarding products or performance. Both internal and external audits are carried out regularly to ensure compliance with policies and standards. All relevant staff receive training in Arjo's ethical guidelines for interaction with business partners and healthcare professionals.

An attractive employer

Diversity, equity and inclusion

Arjo's Code of Conduct and Directive for Diversity, Equity and Inclusion describes the company's standpoint, processes and procedures for creating a workplace where every employee is treated fairly and in a non-discriminatory manner. Compliance is ensured locally and followed up by Arjo's global team and steering committee that meet once a month to monitor implementation of the directive. Arjo arranges regular training courses and the HR function supports the organization in the areas of diversity, equity and inclusion.

Number of employees per region, gender and age group

Region/age	2023			2022		
	Women	Men	Total	Women	Men	Total
Europe						
15-29	178	203	381	—	—	—
30-49	734	1,154	1,888	—	—	—
≥50	450	926	1,376	—	—	—
North America						
15-29	40	93	133	—	—	—
30-49	199	395	594	—	—	—
≥50	183	407	590	—	—	—
Other						
15-29	306	199	505	—	—	—
30-49	555	483	1,038	—	—	—
≥50	139	154	293	—	—	—
Total	2,784	4,014	6,798	2,900	4,024	6,924

The number of employees by region, gender and age group is based on data from the global HR system SuccessFactors as of December 31, 2023.

Arjo's People Survey showed positive results in response to questions on diversity and inclusion. The question of whether diversity was a high priority at Arjo had a score of 8.2 out of 10. The question of whether Arjo's recruitment process contributes to diversity in the organization had a score of 8.2 out of 10. The question of whether employees believe that Arjo takes action on any cases of discrimination was added in 2023. The score for this question was 8.5 out of 10.

Using Arjo's assessment processes and global development programs, the company works actively to give all employees at all levels the chance to grow and develop. This work is based on systematic succession planning and competence mapping. At an individual level, follow-up and planning take place through regular discussions between employees and managers.

Share of women per category

	2023	2022	2021
Percentage of women, total	41%	42%	40%
Percentage of female managers in senior positions ¹⁾	37%	34%	38%
Percentage of women in the Management Team	50%	50%	50%
Percentage of women on the Board of Directors	29%	29%	29%

1. Senior positions pertains to level 1-3 managerial roles under the President & CEO.

Human capital

There is a global recruitment process that includes assessment tools for specialist and managerial roles to ensure that the company hires the right competence based on business needs and values. All new employees complete a global induction process to learn about the company's vision, strategy, functions and value-creating solutions. The induction program for new employees also includes compulsory training in Arjo's Guiding Principles, and the company's Code of Conduct, policies and directives. Employees in key positions are provided with additional, function-

specific training concerning matters such as the company's quality management system, design process and ethical marketing. This training includes virtual courses via a digital platform.

Arjo has a global talent program with a nomination process to identify participants who have potential to favorably contribute to the development of the company. This program brings together 20-30 employees each year who take on a development project. The results were reported to the relevant function and to the Arjo Management Team and several of the projects have been implemented in the organization. Internal mentors are also appointed to the program participants through Arjo's global mentorship program. A decision was made in 2023 to pause the program and instead focus on individual talent development in existing and new talent pools.

Full-time/part-time employees per region and gender

Region/age	2023			2022		
	Women	Men	Total	Women	Men	Total
Europe						
Full time	1,215	2,215	3,430	—	—	—
Part time	147	68	215	—	—	—
North America						
Full time	417	885	1,302	—	—	—
Part time	5	10	15	—	—	—
Other						
Full time	982	821	1,803	—	—	—
Part time	18	15	33	—	—	—
Total full time	2,614	3,921	6,535	2,729	3,933	6,662
Total part time	170	93	263	171	91	262
Total	2,784	4,014	6,798	2,900	4,024	6,924

The number of employees by degree of employment, gender and region is based on data from the global HR system SuccessFactors as of December 31, 2023.



AN ATTRACTIVE EMPLOYER

Employees by type of employment, region and gender

Type of employment	2023			2022		
	Women	Men	Total	Women	Men	Total
Permanent employment	2,631	3,851	6,482	2,661	3,836	6,497
Europe	1,228	2,154	3,382	—	—	—
North America	421	887	1,308	—	—	—
Other	982	810	1,792	—	—	—
Fixed-term employment	153	163	316	239	188	427
Europe	134	129	263	—	—	—
North America	1	8	9	—	—	—
Other	18	26	44	—	—	—
Total	2,784	4,014	6,798	2,900	4,024	6,924

The number of employees by type of employment, gender and country is based on data from the global HR system SuccessFactors as of December 31, 2023.

Workers who are not employees

Total FTEs per region	2023
Europe	270
North America	171
Other	230
Total	672

The number of employees has been recalculated as full-time equivalents (FTEs). All employee data was taken from the global HR system as of December 31, 2023. Workers who are not employees and whose work is controlled by the organization include consultants in such areas as IT, rental or production activities and finance.

Staff turnover (voluntary)

Region/age group	Women		Men		Other		Total	
	Number	Turnover	Number	Turnover	Number	Turnover	Number	Turnover
Europe	121	10.30%	196	9.20%		0.00%	318	9.60%
15-29	23	15.70%	36	20.70%		0.00%	59	18.40%
30-49	55	8.60%	98	9.10%		0.00%	154	8.90%
50+	43	11.10%	62	7.20%		0.00%	105	8.40%
North America	53	13.00%	136	15.60%	1	100.00%	190	14.80%
15-29	15	34.50%	35	36.10%	1	100.00%	51	36.20%
30-49	22	11.40%	65	16.60%		0.00%	87	14.90%
50+	16	9.30%	36	9.40%		0.00%	52	9.40%
Other	111	11.60%	98	12.40%		0.00%	209	12.00%
15-29	43	14.00%	41	20.60%		0.00%	84	16.60%
30-49	64	11.90%	49	10.70%		0.00%	113	11.30%
50+	5	4.10%	8	6.00%		0.00%	13	5.10%
Total	286	11.20%	430	11.40%	1	100.00%	717	11.30%

The table shows the turnover of permanent employees recalculated as FTEs on a rolling 12-month basis, which means that this is an average for 2023. Staff turnover is continuously analyzed and monitored by global and local teams. The data is also regularly shared with relevant stakeholders on a monthly and quarterly basis.

People Survey

Arjo's annual People Survey gives every employee the opportunity to provide feedback about what it is like to work at Arjo. An analysis of the results forms the basis for perpetual work on action plans to foster engagement in both individuals and teams, but also to retain talent and skills within the company.

Percentage of participants in the annual People Survey

	2023	2022	2021
Percentage of participants in the annual People Survey	89%	88%	89%

AN ATTRACTIVE EMPLOYER

Occupational health and safety

Occupational health and safety at Arjo is based on the Group's global directive and occupational health and safety manual, and it applies to all Arjo workplaces and both employees and consultants. These documents are based on work environment legislation and describe the key elements of Arjo's occupational health and safety management system.

Each legal entity at Arjo is responsible for implementing procedures and processes that comply with the global directive and the occupational health and safety manual. The entities are responsible for following the requirements of local laws and regulations.

Arjo has appointed local, dedicated work environment representatives and committees comprising employees from different functions and levels to carry out risk assessments and audits that enable needs-based action to be taken at every site. The committees were tasked with ensuring implementation, follow-up and continuity in efforts to integrate health and safety into the work culture. Local activities are reported centrally twice a year. A joint global committee featuring representatives from the various markets has been established to share knowledge.

At local level, health and safety representatives arrange training with all employees. Contractors and employees also receive a safety introduction and crisis management training. Occupational health and safety is regularly discussed at group meetings and all employees receive the necessary training so that they can perform their duties in a safe, efficient and correct manner, in accordance with Arjo's rules and requirements. Arjo reports notifiable accidents to local authorities. All local sites record incidents and accidents and these are compiled centrally. The company complies with local laws and regulations on privacy and the GDPR. A program of internal occupational health and safety audits has been initiated with pilot screenings at two sites. The

program includes training for the employees who will perform the audits. In 2024, the program will be implemented at four additional sites with the aim of rolling it out to all of the Group's sites within three years.

The data for inspections and corrective actions is reported by each legal entity in a global reporting system and compiled for central follow-up twice a year. Each site is responsible for following Arjo's occupational health and safety manual and rectifying any shortcomings.

Workplace inspections and corrective measures

	Target for 2030	2023	2022	2021
Percentage of planned inspections completed ¹⁾	100%	92%	89%	91%
Percentage of corrective measures completed	100%	87%	80%	81%
Accidents per 100 employees	0	1.4	1.6	1.8

1. The data for percentage of planned inspections completed and corrective action was incorrectly placed in the same table in the 2022 Annual and Sustainability Report. This data has been placed correctly in this year's Annual and Sustainability Report.

The data for incidents and accidents is reported by each legal entity in a global reporting system and compiled for central follow-up twice a year. The reported incidents considered to be near accidents are at a high level, which shows that incidents are reported and that Arjo can therefore develop its preventive actions.

The number of accidents with minor consequences is at the same level as last year and most accidents are related to physical and safety-related hazards.

Three accidents with more serious consequences occurred during the year. All three were reported to the authorities.

Total number of incidents and accidents

	Goal	2023	2022	2021
Incidents	N/A	211	286	117
Accidents with minor consequences	0	107	108	140
Accidents with major consequences	0	3	3	12
Fatalities	0	0	0	0

Human rights and fair labor conditions

During the year, a policy on human and labor rights was prepared and approved by Arjo's Board of Directors. The policy describes Arjo's position and commitments to ensure that the company complies with international principles on human rights and fair labor conditions.

Arjo is a signatory of the UN Global Company and has a Code of Conduct that is structured in accordance with the four focus areas of human rights, labor, the environment and anti-corruption.



Work based on international principles and global initiatives

Arjo's Sustainability Framework and Code of Conduct are based on international principles and acknowledged global initiatives, such as:

- **UN Global Compact** – Arjo supports and follows the ten principles that apply to human rights, labor, the environment and anti-corruption.
- **UN Climate Agreement** – the Paris Climate Agreement.
- **OECD Guidelines for Multinational Enterprises**
- **International Labour Organization (ILO)** – The UN's labor organization for work and employment issues.
- **UN Sustainable Development Goals** – on the basis of Arjo's materiality assessment, the company has chosen to present its sustainability activities in relation to the seven most relevant SDGs.



Good health and well-being

Improving general health for patients and residents, as well as work conditions for care-givers, is at the very core of Arjo's business.



Quality education

Access to high quality education for all is one of the primary premises for prosperity, health and equal opportunities. Arjo has a long tradition of targeted advisory and training initiatives for healthcare professionals. Further, the company supports a research project within the Swedish Industry for Quality Education in India that focuses on improving education opportunities for children in grade school.



Gender equality

Arjo values the company's employees and advocates fairness, gender equality and non-discrimination. The company's goal is to cultivate a diverse and inclusive workplace that maximizes every employee's talent, potential and contribution by providing equal opportunities for all.



Decent work conditions and economic growth

The correlation between employee health, safety and development is central in the company's operations, and is backed by Arjo's Directive for Occupational Health and Safety. It emphasizes the importance of sound work conditions and a healthy work-life balance.



Responsible consumption and production

Collaborating throughout the value chain to reduce environmental impact is central to global health in the long term. Arjo endeavors to constantly reduce the company's environmental impact and ensure a more effective use of resources.



Climate action

Climate change has already a considerable adverse impact on global health, and efforts to reduce greenhouse gas emissions are paramount to realizing the goal of good health for all. Arjo has set goals to reduce the Group's carbon emissions that are in line with the Paris Climate Agreement, and encourages suppliers and other business partners to do the same.



Peaceful and inclusive societies

Arjo assumes a major ethical responsibility for employees, customers and partners. Business ethics and well-defined principles for compliance are the foundation of Arjo's long-term business relations. The company continues to strive for ultimate business ethics on all levels and to ensure that compliance is part of the daily work.

EU Taxonomy

The taxonomy is an EU regulation established to identify environmentally sustainable economic activities that are in line with the EU's sustainability targets for 2030. The purpose is to help investors and other stakeholders to compare investments based on a classification system. The base is a selection of economic activities that are listed in the taxonomy.

The taxonomy stipulates that an economic activity qualifies as sustainable if it:

1. Makes a substantial contribution to one or more of the following six environmental objectives:
 - a) Climate change mitigation
 - b) Climate change adaptation
 - c) The sustainable use and protection of water and marine resources
 - d) The transition to a circular economy
 - e) Pollution prevention and control
 - f) The protection and restoration of biodiversity and ecosystems.
2. Doing no significant harm to any of the other environmental objectives
3. Carried out in compliance with the minimum safeguards as stipulated in Article 18 of the Taxonomy Regulation

Approach

In order to identify Taxonomy-eligible activities, Arjo continued to pursue activities in the team appointed in 2022. With support from external experts, the team has analyzed the company's economic activities and investments, and mapped these against the Taxonomy Regulation and its delegated acts. The environmental objectives and activities added in 2023 have been analyzed.

Data was collected from all Group units via a digital platform. The collected data has then been analyzed in detail to examine if the activities are Taxonomy-eligible and, if so, whether they are Taxonomy-aligned.

An analysis has been made of whether activity 1.2 Manufacture of electrical and electronic equipment in the environmental objective Transition to a circular economy is applicable to Arjo, but since guidelines and the Directive are unclear regarding who and what it should be applied to, the activity was not considered applicable in 2023. Arjo is awaiting clarification and new directives from legislators regarding how this activity is to be applied, and which products and industries it is to be applied to. Follow-up will take place in 2024.

Results

Turnover

The Group's main operations in the form of manufacturing medical devices has been evaluated and it was concluded that the activity is not eligible as one of the economic activities defined in the Taxonomy and therefore the eligible turnover is 0 percent. For total turnover, see Note 2 Segment reporting.

CapEx

According to the analysis conducted, the following CapEx (capital expenditure) fell under the taxonomy:

Activity according to the taxonomy's definition	Environmental objective	Examples of CapEx:
5.2 Renewal of water collection, treatment and supply systems	CCA ¹⁾ , CCM	Investments in water tanks
6.5 Transport by motorbikes, passenger cars and light commercial vehicles	CCA, CCM ¹⁾	Right-of-use related to cars
7.3 Installation, maintenance and repair of energy efficiency equipment	CCA, CCM ¹⁾	Installation of LED lights and air conditioning
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCA, CCM ¹⁾	Investments in charging stations
7.7 Acquisition and ownership of buildings	CCA, CCM ¹⁾	Right-of-use assets related to offices and plants

1. Indicates which environmental objective the activity is allocated to.

CapEx under the Taxonomy has been allocated to the environmental objective to which the activity primarily contributes, since the Taxonomy does not allow double counting.

In order for CapEx to be classified as Taxonomy-aligned, not only are they to substantially contribute to one or more of the established environmental objectives, but they are also to do no significant harm to any other environmental objective and comply with minimum safeguards.

Arjo's team has opted for a strict interpretation of the requirement for due diligence in terms of human rights throughout the value chain. Arjo has a Code of Conduct that is structured in accordance with the four focus areas identified in the UN Global Compact (human rights, labor, the environment and anti-corruption) and in which all employees receive training and sign. Arjo has several programs within the framework of the UN Global Compact, and works continuously on development, training and

TAXONOMY

follow up of business ethics, health and safety and the environment in the value chain. More information about Arjo's sustainability framework, ambitions and activities can be found on pages 3-37.

In addition to the company's Code of Conduct, Arjo has a separate Code of Conduct for suppliers and other business partners, which is a requirement for all of Arjo's suppliers of direct materials and other business partners. In 2023, the company started working to gain acceptance for the Code of Conduct for suppliers and other business partners also from indirect suppliers, but some work remains to be done before this is considered to be in place. Based on a strict interpretation of the minimum safeguards, Arjo has deemed that the company at present does not meet the minimum safeguards and thus cannot report any activities that are Taxonomy-aligned in 2023.

In 2023, Arjo implemented a supplier sustainability audit program to proactively identify, analyze and mitigate ESG-related risks among suppliers. Arjo has conducted pilot audits with positive results in the fourth quarter of 2023. The sustainability audit included screening of environmental management systems, the handling of chemicals, waste management, occupational health and safety, working conditions, human rights and governance. The audit also included examining policies, documents, conducting interviews with employees and evaluating overall sustainability efforts. After the audit, the conclusions were presented to the Management Team and sent to the supplier. Any deviations are closely monitored until they have been corrected.

OpEx

The Group's OpEx as defined in the EU taxonomy has been analyzed. It was concluded after the analysis that the operations did not have any OpEx in 2023 that are eligible as one of the economic activities defined in the Taxonomy and therefore the eligible OpEx is SEK 0 M.

Nuclear and fossil gas related activities

Nuclear energy related activities	Yes/No
The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Fossil gas related activities	Yes/No
The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

Proportion of CapEx contributing substantially to several objectives

	Proportion of CapEx/ Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%



TAXONOMY

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities

Fiscal year 2023	Code(s)	Absolute turnover, year 2023	Proportion of turnover	Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum safeguards	Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) proportion of turnover in 2022	Category (enabling activity)	Category (transitional activity)
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems				
Economic activities		SEK M	%	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of eligible taxonomy-aligned activities (A.1)		—	—															—	
Of which Enabling		—	—															—	
Of which Transitional		—	—															—	
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		—	—	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL		—	
Total (A.1 + A.2)		—	—															—	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of non-eligible activities (B)		10,980	100																
Total (A+B)		10,980	100																

Definition of turnover

The key performance indicator for total revenue have been defined as revenue from the normal business operations recognized in accordance with IFRS 15.



TAXONOMY

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities

Fiscal year 2023	Code (s)	Absolute CapEx, year 2023	Proportion of CapEx	Substantial contribution criteria						DNSH criteria (‘Does Not Significantly Harm’)						Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) proportion of CapEx in 2022	Category (enabling activity)	Category (transitional activity)
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems			
Economic activities		SEK M	%	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																		
A.1 Environmentally sustainable activities (Taxonomy-aligned)																		
CapEx of eligible taxonomy-aligned activities (A.1)		—	—													—		
Of which Enabling		—	—													—		
Of which Transitional		—	—													—		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																		
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL									
Renewal of water collection, treatment and supply systems	CCM & CCA 5.2	0	0	EL	EL	N/EL	N/EL	N/EL	N/EL							—		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM & CCA 6.5	0	0	EL	EL	N/EL	N/EL	N/EL	N/EL							0		
Installation, maintenance and repair of energy efficiency equipment	CCM & CCA 7.3	0	0	EL	EL	N/EL	N/EL	N/EL	N/EL							0		
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM & CCA 7.4	1	0	EL	EL	N/EL	N/EL	N/EL	N/EL							0		
Acquisition and ownership of buildings	CCM & CCA 7.7	0	0	EL	EL	N/EL	N/EL	N/EL	N/EL							0		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1	0													0		
Total (A.1 + A.2)		1	0													0		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																		
CapEx of Taxonomy-non-eligible activities (B)		957	100															
Total (A+B)		958	100															

Definition of CapEx

The key performance indicator for CapEx comprises the total of all investments for the year in tangible assets, intangible assets and right-of-use assets according to IFRS 16 (see notes 12-14).



TAXONOMY

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities

Fiscal year 2023	Code (s)	Absolute OpEx, year 2023	Proportion of OpEx	Substantial contribution criteria							DNSH criteria (Does Not Significantly Harm)					Minimum safeguards	Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) proportion of OpEx in year 2022	Category (enabling activity)	Category (transitional activity)		
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems						
Fiscal year 2023		SEK M	%	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1 Environmentally sustainable activities (Taxonomy-aligned)																					
OpEx of eligible taxonomy-aligned activities (A.1)		—	—																—		
Of which Enabling		—	—																—		
Of which Transitional		—	—																—		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																					
				EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL				
Installation, maintenance and repair of energy efficiency equipment	CCM & CCA 7.3	—	—																0		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		—	—																0		
Total (A.1 + A.2)		—	—																0		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
OpEx of Taxonomy-non-eligible activities (B)		293	100																		
Total (A+B)		293	100																		

Definition of OpEx

Total OpEx comprises direct non-capitalized costs for research and development (R&D), building renovation, short-term leases, maintenance and repairs, and other direct costs required for the efficient day-to-day operation of tangible assets.



GRI Content Index

Statement of use	Arjo has reported in accordance with the GRI Standards for the period January 1, 2023 – December 31, 2023
GRI 1 used	GRI 1 Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standards were available for reporting 2023 data

GRI Standard	Disclosure	Location*	Requirement(s) omitted	Reason	Deviation	
					Explanation	
General disclosures						
GRI 2: General disclosures 2021	2-1	Organizational details	2-3, 49, 158			
	2-2	Entities included in the organization's sustainability reporting	110, 148-149			
	2-3	Reporting period, frequency and contact point	154			
	2-4	Restatements of information	110, 114-118			
	2-5	External assurance	110			
	2-6	Activities, value chain and other business relationships	3, 5, 7, 20-25, 30-31, 112, 113			
	2-7	Employees	123	2-7, b iii	Not applicable	Arjo does not report non-guaranteed hourly employees since no such employee relationships exist.
	2-8	Workers who are not employees	124			
	2-9	Governance structure and composition	49-58, 110	2-9 vi	Legal prohibitions	Arjo does not report facts about underrepresented social groups. The collection of such information is not permitted under Swedish law.
	2-10	Nomination and selection of the highest governance body	50-52			
	2-11	Chair of the highest governance body	51-52			

* All page references refer to Arjo's complete Annual and Sustainability report.



GRI CONTENT INDEX

GRI Standard	Disclosure	Location*	Requirement(s) omitted	Deviation	
				Reason	Explanation
	2-12 Role of the highest governance body in overseeing the management of impacts	49-56, 110	2-12 b	The information is unavailable or incomplete	Arjo has opted for a strict interpretation of the requirement for due diligence of human rights throughout the value chain. Arjo has a Code of Conduct that is structured in accordance with the four focus areas of human rights, labor, the environment and anti-corruption. Arjo has several programs within the framework of the UN Global Compact, and works continuously on development, training and follow up of business ethics, health and safety and the environment in the value chain.
	2-13 Delegation of responsibility for managing impacts	49-56, 110			
	2-14 Role of the highest governance body in sustainability reporting	49-56, 110			
	2-15 Conflicts of interest	52			
	2-16 Communication of critical concerns	52, 54	2-16 b	Confidentiality restrictions	The total number and nature of critical concerns communicated to the Board of Directors during the year are not communicated externally.
	2-17 Collective knowledge of the highest governance body	50-52			
	2-18 Evaluation of the performance of the highest governance body	50-53	2-18 a, c	Confidentiality restrictions	Arjo does not report any action taken on the evaluation of the Board's work other than recommendations from the Nomination Committee regarding proposals for the composition of the Board.
	2-19 Remuneration policies	65-67			
	2-20 Process to determine remuneration	50, 54			
	2-21 Annual total compensation ratio	62-64	2-21	The information is unavailable or incomplete	Arjo follows Swedish practice for remuneration reports, which contain similar information as prescribed by GRI. The presentation of key performance indicator is not exactly as prescribed by GRI.
	2-22 Statement on sustainable development strategy	8-10			
	2-23 Policy commitments	37-39, 49, 110, 125, 126 Arjo's ESG index can be found at www.arjo.com	2-23 a	The information is unavailable or incomplete	Arjo has opted for a strict interpretation of the requirement for due diligence of human rights throughout the value chain. Arjo has a Code of Conduct that is structured in accordance with the four focus areas identified in the UN Global Compact (human rights, labor, the environment and anti-corruption) that all employees are trained in, and sign upon completion. Arjo has several programs within the framework of the UN Global Compact, and works continuously on development, training and follow up of business ethics, health and safety and the environment in the value chain.

* All page references refer to Arjo's complete Annual and Sustainability report.



GRI CONTENT INDEX

GRI Standard	Disclosure	Location*	Requirement(s) omitted	Reason	Deviation
					Explanation
	2-24 Embedding policy commitments	37-39, 49-56, 110, 120, 121, 125			
	2-25 Processes to remediate negative impacts	37-39, 120-122			
	2-26 Mechanisms for seeking advice and raising concerns	120			
	2-27 Compliance with laws and regulations	37-39, 120-122	2-27 b, d	The information is unavailable or incomplete	Arjo discloses significant cases of non-compliance with laws and regulations on the indicated pages but does not disclose the monetary value of fines or provide a breakdown of instances to cover all standard requirements.
	2-28 Membership associations	29			Member of Swecare and Swedish Medtech.
	2-29 Approach to stakeholder engagement	112			
	2-30 Collective bargaining agreements	41	2-30	The information is unavailable or incomplete	Arjo acknowledges the right to collective bargaining negotiations and agreements, and follows local regulations in all countries of operation but does not collect country-specific information about collective agreements at global level.
Material topics:					
GRI 3: Material topics 2021	3-1 Process to determine material topics	32, 111-112			
	3-2 List of material topics	32, 111			
Anti-corruption					
GRI 3: Material topics 2021	3-3 Management of material topics	37-39, 120-121			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	120	205-1 a, b	The information is unavailable or incomplete	Corruption risks are assessed but not at a detailed level stipulated under 205-1 a and the share of the operations assessed for risks related to corruption was not available for 2023.
	205-2 Communication and training about anti-corruption policies and procedures	37-39, 120-121	205-2	The information is unavailable or incomplete	Arjo has not collected sufficiently detailed data for 2023 and does not report the number, share or region of senior employees trained in anti-corruption.
	205-3 Confirmed incidents of corruption and actions taken	120			
Emissions					
GRI 3: Material topics 2021	3-3 Management of material topics	34-36, 114-118			
	305-1 Direct (scope 1) greenhouse gas emissions	116-117			
	305-2 Energy indirect (scope 2) greenhouse gas emissions	116			

* All page references refer to Arjo's complete Annual and Sustainability report.



GRI CONTENT INDEX

GRI Standard	Disclosure	Location*	Requirement(s) omitted	Reason	Deviation
					Explanation
	305-3 Other indirect (scope 3) greenhouse gas emissions	117-118			
	305-4 Greenhouse gas emissions intensity	117			
	305-5 Reduction of greenhouse gas emissions	117			
Employment					
GRI 3: Material topics 2021	3-3 Management of material topics	40-43, 123-125			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	123-124			
Occupational health and safety					
GRI 3: Material topics 2021	3-3 Management of material topics	40-43, 125			
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	125			
	403-2 Hazard identification, risk assessment, and incident investigation	125			
	403-3 Occupational health services	—	403-3	The information is unavailable or incomplete	Workers' access to occupational health services varies between countries and is governed locally. Aggregated data is not available.
	403-4 Worker participation, consultation, and communication on occupational health and safety	125	403-4 b	The information is unavailable or incomplete	Occupational health and safety committee meetings are planned and held locally and aggregated data on the number of meetings is not available.
	403-5 Worker training on occupational health and safety	125			
	403-6 Promotion of worker health	—	403-6	The information is unavailable or incomplete	Workers' access to non-occupational health services and health and medical care services varies between countries and is governed locally. Aggregated data is not available.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	121	403-7	The information is unavailable or incomplete	Arjo does not collect any information on occupational health and safety in the value chain. For information on Arjo's work on screening suppliers based on environment and occupational health and safety, see the section Responsible purchasing, page 121*.
	403-8 Workers covered by an occupational health and safety management system	121, 126			
	403-9 Work-related injuries	125	403-9	The information is unavailable or incomplete	Arjo reports incidents and accidents for employees and non-employees jointly. Arjo does not report time worked or the percentage of accidents/incidents. Arjo plans to report work-related risks for high consequence accidents in the future.

* All page references refer to Arjo's complete Annual and Sustainability report.



GRI CONTENT INDEX

GRI Standard	Disclosure	Location*	Requirement(s) omitted	Reason	Deviation
					Explanation
Diversity and Equal Opportunity					
GRI 3: Material topics 2021	3-3	Management of material topics			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees			
Customer health and safety					
GRI 3: Material topics 2021	3-3	Management of material topics			
GRI 416: Customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories			
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services			

* All page references refer to Arjo's complete Annual and Sustainability report.

Auditor's report on the statutory sustainability report

It is the board of directors who is responsible for the statutory sustainability report on pages 3-47 and that it has been prepared in accordance with the Annual Accounts Act.

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.

A statutory sustainability report has been prepared.

Öhrlings PricewaterhouseCoopers AB was appointed auditor of Arjo AB (publ) by the general meeting of the shareholders on the 20 April 2023 and has been the company's auditor since 21 December 2016.

Malmö on the day shown by our electronic signature

Öhrlings PricewaterhouseCoopers AB

Cecilia Andrén Dorselius
Authorized Public Accountant
Auditor in charge

Vicky Johansson
Authorized Public Accountant



Arjo's journey began with entrepreneur and founder Arne Johansson in 1957. When he came to understand the burden his wife experienced in her work as a nurse, he had found his mission in life – to develop equipment that makes it safer to handle patients. The first Arjo products then saw the light of day, followed by many, many more. Today, our solutions help improve mobility in care settings around the world, and drive healthier outcomes for everyone involved.

For more than 65 years, we have had a close cooperation with healthcare providers, giving us an in-depth understanding of their daily challenges. Together, we strive to minimize patient challenges such as loss of muscle strength, blood clots, pressure injuries, falls, anxiety and depression as well as work-related injuries among staff. Our products and solutions for patient handling, hygiene, disinfection, diagnostics, treating leg ulcers, prevention of pressure injuries and blood clots, and our medical beds, are all designed to promote mobility, safety and dignity in all care situations.

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www.arjo.com

ARJO
EMPOWERING MOVEMENT



hope
movement
together

ARJO IS EMPOWERING MOVEMENT in healthcare to drive healthier outcomes for people facing mobility challenges.