
Örsjö

SUSTAINABILITY REPORT

2025/2026

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A MESSAGE FROM THE CEO

I am proud to present our sustainability report—a testament to our long-term commitment to creating value that extends beyond products and financial results. In an era marked by rapid change and heightened expectations from the outside world, sustainability is not a side issue, but a priority and an integral part of our business strategy.

Over the past year, we have continued to strengthen our work in the areas of the environment, social responsibility, and business ethics. We have taken important steps and made key decisions to reduce our climate impact, develop sustainable offerings and products, and ensure that we act responsibly throughout our entire value chain. All products are manufactured using the finest materials in our own factory in Nybro, and we draw on a long and proud tradition of craftsmanship. Our ambition is clear: to leave the smallest possible footprint on our planet.

This report reflects our progress, our goals, and our commitment to continue evolving together with our employees, customers, and partners.

Nybro, April 22, 2026
Fredrik Ehrnström
CEO

A LEGACY OF LIGHT AND CRAFTSMANSHIP

Since 1948, our family-owned company, Örsjö Belysning, has been crafting lighting for generations in the heart of Småland. For us, sustainability is not just a trend, but a natural extension of the Småland tradition of craftsmanship from which we have grown, and the very soul of our craft. Our philosophy stems from over 75 years of accumulated experience and craftsmanship, which form the foundation of everything we do.

For us, manufacturing with a long-term perspective means creating premium products that stand the test of time. By combining timeless design with enduring quality, we create lighting fixtures that will last for generations. In doing so, we build a conscious resilience against today's fleeting trends and short-sighted consumer culture.

Our most significant contribution to sustainable development is our goal to leave the best possible footprint on our planet by creating lighting built to withstand the test of time. A luminaire from Örsjö Belysning should never need to be replaced, but rather be a lifelong companion that never loses its function or relevance.



OUR CONTRIBUTION TO A MORE SUSTAINABLE FUTURE: THE 2030 AGENDA

On September 25, 2015, the member states of the United Nations took a historic step toward developing an action plan to drive a global transition toward sustainable development. This meeting gave rise to what came to be known as the 17 Sustainable Development Goals, or, in other words, the 2030 Agenda: a shared vision of what the world should look like by the year 2030. Agenda 2030 constitutes a detailed plan for how economic, social, and environmental sustainability should be linked to address the greatest global challenges of our time.

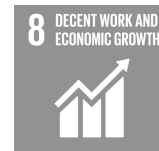
As an active part of both the global and local business community, we at Örsjö Belysning are deeply committed to doing our part to contribute to this vision. We therefore view the global goals as a natural extension of our own sustainability efforts and strive daily to do our part. By making decisions that both promote and bring us closer to sustainable development and a sustainable future for future generations.

To ensure that our contribution to Agenda 2030 is as concrete and meaningful as possible, we have chosen to focus on the Global Goals where our business has the greatest impact and the greatest opportunity to make a difference and drive change.



5 GENDER EQUALITY

We strive to create an inclusive workplace where craftsmanship and expertise are valued regardless of gender. By promoting gender equality within our organization, we foster a dynamic work environment—which we believe is essential to a sustainable and thriving organization.



8 DECENT WORK AND ECONOMIC GROWTH

Ensure and promote steady economic growth and ensure stability for employees through collective agreement, a safe workplace, and productive employment.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Design and manufacture lighting fixtures in a sustainable and more efficient manner, using more environmentally friendly production methods. This is achieved by optimizing resource use and avoiding waste or spillage of materials.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Design lighting fixtures with a more sustainable construction to reduce waste. A more sustainable design extends the fixture's lifespan, making it possible to restore, maintain, and care for the product.



13 CLIMATE ACTION

By reducing the use of fossil fuels in our operations and in transportation related to our operations. Switching to climate-friendly alternatives for both—such as electric trucks, district heating, and solar panels—thereby reducing CO2 emissions.

OUR LEGACY, OUR PRIDE

For us, sustainability is not just a single item on an agenda, but is deeply embedded in our daily operations and the responsibility we take to reduce our carbon footprint. We are guided by the owner's clear ambition that sustainability and circularity should be integrated into every process within the business. These values serve as the common thread that runs through and reflects the entire company, therefore we continuously strive to improve our operations and reduce our environmental footprint.

TIMELESS DESIGN AND CIRCULARITY

By developing timeless lighting fixtures in collaboration with designers who share our ambition and vision. Lighting fixtures with a circular design that can be repaired and reused.

LOCAL ROOTS FOR A SUSTAINABLE VALUE CHAIN

We work closely with local suppliers to maintain close oversight of the entire process, from start to finish, in order to reduce transportation emissions.



RESPONSIBLE MATERIAL SELECTION AND RESOURCE EFFICIENCY

We are continuously working to phase out materials and substances that are harmful to the environment and human health from our production. In addition, we are actively working to reduce our waste and increase the circular use of materials. As part of this effort, we strive to reduce the company's carbon footprint through analysis and measurable actions regarding material selection and energy use.

We view energy as one of our most important resources, which is why we strive to transition to renewable fuels and energy sources throughout the entire supply chain wherever possible. This includes our new, fully electric truck. We do this to ensure that the energy behind our products is also sustainable in the long term.

SUSTAINABLE CRAFTSMANSHIP FROM THE GROUND UP

In our efforts to minimize our environmental impact, we operate according to a clear principle: we always prioritize concrete improvements in our own operations over relying on external climate projects. This approach is based on established research and available technology.



OUR CRAFTSMANSHIP, OUR LEGACY

For us, quality isn't just a word—it's a commitment to the future. Every fixture created in our factory is the result of craftsmanship and knowledge accumulated over generations. We constantly strive to ensure that our products withstand both the passage of time and the test of the eye. This is a promise that what we create today will shine just as brightly and clearly for the next generation and serve as a legacy to be passed on.

CARING FOR PEOPLE AND MATERIALS

From our perspective, quality and ethics are inseparable. This means that our top priorities are ensuring good working conditions and achieving the highest standards for materials and components throughout every stage of our production process. We therefore aim to collaborate with suppliers who share our commitment to providing good working conditions and adhering to collective bargaining agreements.

TRUST THROUGH OPEN DIALOGUE

Relationships built on trust and transparency are the foundation of our business. By maintaining professional, clear, and open communication with both our employees and customers, we can ensure that we deliver value over time—not just meet today's requirements.

A COMMITMENT THAT GOES ABOVE AND BEYOND

Compliance with applicable laws and regulations is a given for us, but we don't stop there. We take a proactive approach to risk assessments and preventive measures to ensure that our operations and products are safe. We constantly strive to challenge ourselves and go above and beyond what is required of us.

FORWARD-LOOKING LEARNING AT EVERY STAGE

Our management system is a dynamic tool that we constantly strive to improve and refine by systematically following up on our goals and suggestions for improvement. We also strongly believe in harnessing our employees' ideas, creativity, and their unique craftsmanship and knowledge. We consider this an invaluable resource that enables us to continue evolving in step with Örsjö Belysning and the demands of tomorrow.



OUR LIFE CYCLE, OUR RESPONSIBILITY

When it comes to circularity, our commitment does not stop at the factory gates. We take our responsibility to contribute to sustainable development very seriously. By viewing every luminaire from a holistic perspective, we are guided to make informed decisions at every stage of its life cycle. We manage resources with humility and ensure that every choice, from transport to energy source, minimises our carbon footprint. In this way, we contribute to a future where nothing goes to waste, but is recycled and given new life.

RESPONSIBLE USE OF RESOURCES

It all starts with the choice of raw materials. We choose to prioritise what we call 'honest materials' – genuine materials which, as well as having a long lifespan and being circular, also age with a natural beauty that becomes more beautiful over time. Through this prioritisation, we can ensure a supply chain that is genuinely resource-efficient and circular.

To highlight our ambition that nothing should go to waste, we have created an upcycled luminaire in this spirit, named Terrace. By making use of waste material generated during the manufacture of the Star pendant and the classic Tratten. The waste material is given a new lease of life through skilled craftsmanship and design. Terrace is concrete proof of our holistic circular approach. Proof that every part of the material is utilised with humility.

SUSTAINABLE DESIGN FOR GENERATIONS

Our sustainability work begins right at the drawing board. Together with designers, we create products where timeless design meets circularity from the very first stroke of the brush. By creating luminaires that are easy to maintain and dismantle, we can help foster economic sustainability and offer a luminaire that will endure for generations to come.

RESPONSIBLE MANUFACTURING

What we value most, and what lies at the very heart of our business, is all the staff who work to bring our designs to life. This means that collective agreements and a systematic approach to health and safety are of the utmost importance to us, ensuring we create a safe and secure workplace for our employees. At the same time, we also take direct responsibility for our energy consumption. Our premises are heated using district heating, and a full 75% of our total electricity consumption is generated by our own solar panels. We sell the surplus electricity generated during the summer months to ensure that it is not wasted. We also plan to switch to geothermal heating and, as part of this transition, are evaluating battery storage to become as self-sufficient as possible in terms of renewable energy.



OUR LIFE CYCLE, OUR RESPONSIBILITY

CONSCIOUS LOGISTICS AND TRANSPORT

Our commitment to responsibility extends all the way out onto the roads. We are able to ensure efficient and short transport routes because 80% of our suppliers are located within a three-hour radius of our operations. This geographical proximity means we are centralised, which reduces the need for heavy goods transport. We choose sea transport over air for longer journeys and always prioritise local carriers where possible.

This commitment is also reflected in our day-to-day operations, where our established travel policy guides us in our daily work. We will always prioritise the means of transport that has the lowest environmental impact. Every choice is made with the aim of working together to minimise our carbon footprint.



A LONG-TERM RELATIONSHIP AND SERVICE

When it comes to the luminaires we create, our responsibility does not end once they leave our factory. We design our products in collaboration with designers to ensure they are easy to install, use and maintain throughout their entire lifespan. We do this by focusing on timeless design and technical quality. In addition, we provide our customers with practical solutions to facilitate repairs if a luminaire require them. By supplying customers with repair kits and spare parts sent directly to them when needed, we can ensure the extended lifespan of our products, thereby ensuring they can be passed on to the next generation.

CLOSING THE LOOP

When a luminaire has reached the end of its life cycle, it is time for it to be returned to the cycle and recycled. Thanks to the well-thought-out design of our products, they are easy to dismantle. This, in turn, makes it possible to sort and recycle every component efficiently and easily. When it comes to our own operations, approximately 99% of all waste from our production is recycled. This is to ensure that nothing goes to waste, but is instead recycled and given a new lease of life.

OUR ACTION PLANS: FROM POLICY TO ACTION

In line with the 2030 Agenda and the goals of our organisation, we believe that clear priorities and measurable targets are required. With this in mind, we have chosen to break these goals down into two concrete action plans. These plans, together with our policies and life-cycle perspective, will serve as our collective tools. By purposefully mapping out and steering our way forward with the aim of helping to ensure sustainable development for the needs of future generations.



ACTION PLAN 1: OUR PATH TOWARDS A FOSSIL-FREE BUSINESS

STRATEGY PERIOD: JULY 2026 – JULY 2029

YEAR 1: 2026–2027

Main focus on assessment, decision-making and the start of the transition.

FOSSIL-FREE LOGISTICS AND MOBILITY

As part of our efforts to minimise our carbon footprint across the value chain, we have converted our vehicle fleet to electric power and installed charging infrastructure at our premises. In conjunction with this, we plan to assess and minimise the carbon impact of our transport operations. By reviewing our supply chains and replacing traditional packaging with plastic-free and recycled alternatives, as well as engaging in dialogue with transport providers.

We also plan to update our travel policy in line with these changes so that it aligns with our goals and the requirements set.

FUTURE-PROOF ENERGY SUPPLY AND OPERATIONS

Ensuring production that is both energy-efficient and self-sufficient. By optimising our use of self-generated solar energy, reviewing our planning and driving forward the project to install geothermal heating. We also continuously analyse our operations' energy consumption to identify energy spikes, enabling us to optimise operations at our premises.

SUSTAINABLE PROCESSES AND MATERIAL CHOICES

Exploring and identifying where, within our traditional manufacturing methods, we can phase out fossil fuels. This includes testing both fossil-free gas alternatives and fire-based solutions, as well as induction brazing. In parallel with this initiative, we are continuously working to both identify and replace chemicals with more sustainable alternatives wherever possible. To ensure a safe and environmentally friendly environment for both staff and the end product. Alongside this, we will work systematically to establish baselines for our plastic flows and residual waste. By informing and training our staff and visualising our results in production.

An integral part of this work is securing a sustainable supply chain; we will therefore continuously request specific climate data from our key suppliers. From this climate data, we identify the materials that contribute to a high climate impact. Engaging in active dialogue about fossil-free alternatives ensures that our use of resources is both responsible and respectful of the environment.

ACTION PLAN 1: OUR PATH TOWARDS A FOSSIL-FREE BUSINESS

ÅR 2-3: 2027/2028 - 2028/2029

Huvudfokus på implementeringar samt systemförändring.

ENERGY OPTIMISATION

Over the coming years, the focus will shift to optimising our energy consumption and technical processes. By evaluating potential energy storage solutions and optimising the operation of our geothermal heating system, we can further strengthen our self-sufficiency in energy production. This will also enable us to reduce our energy consumption even further and eliminate any remaining energy spikes within our operations.

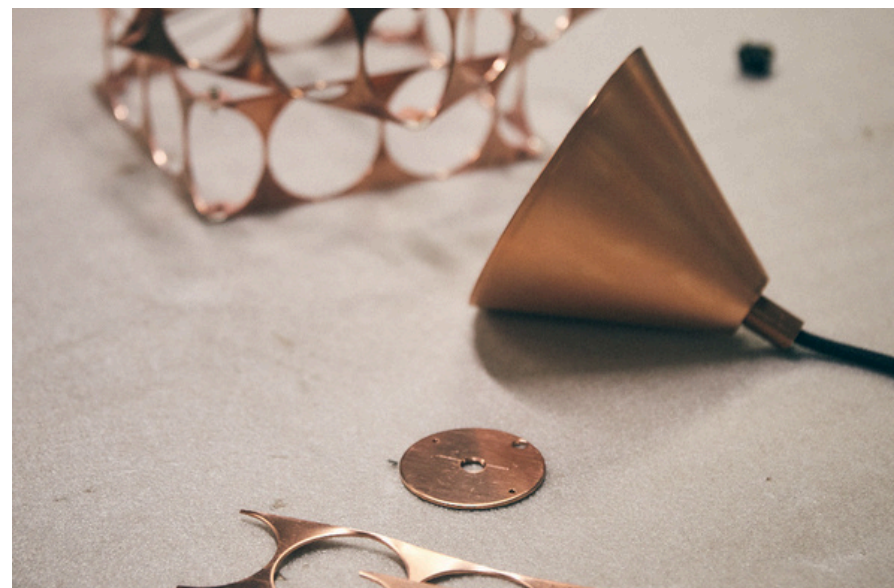
RESPONSIBLE PRODUCTION AND VALUE CHAIN

Over the coming years, we intend to integrate clear climate requirements into our procurement policy and, in doing so, increase the proportion of materials with a low carbon footprint in our production. In parallel with this, we plan to scale up the use of fossil-free soldering and streamline our processes and production flows within the business. We also plan to complete the substitution of chemicals in favour of more sustainable alternatives and introduce a continuous evaluation system.

Our focus on selecting sustainable materials applies not only to our production but also to our packaging, by implementing plastic-reducing solutions to minimise the carbon footprint of our supply chain.

CLOSING THE CYCLE: THE PATH TO ZERO WASTE

To safeguard our internal cycle and close the loop, we will work purposefully to further reduce our volume of residual waste and promote a way of working that prioritises material recovery and recycling. In doing so, we will ensure that we manage and make the most of our resources.



ACTION PLAN 2: THE PATH TO REDUCING OUR CARBON FOOTPRINT

STRATEGY PERIOD: JULY 2026 – JULY 2029

This action plan outlines the company's strategic efforts to reduce its total climate impact in terms of CO2 across the entire value chain. The work will begin with a focus on eliminating fossil fuel emissions, followed by continued targeted measures to minimise the climate footprint from energy use, materials and the product life cycle.

STRATEGIC GOALS AND CLIMATE AMBITIONS

Our overall goal is to establish a clear climate baseline by 2026. Thereafter, we will focus on reducing the climate intensity per luminaire produced by 2030.

SUB-GOALS AND PRIORITY INITIATIVES

Sub-goals and priority initiatives relevant to the overall goals and our work towards the 2030 Agenda.

ENERGY AND EFFICIENCY

Focus on reducing our energy consumption per luminaire produced by 2028 and actively reducing energy spikes following the completion of an energy audit.

CLIMATE DATA, SUPPLIER COLLABORATION AND TRANSPARENCY

To ensure that our operations are grounded in measurability and transparency, we plan to collect relevant climate data from strategic suppliers, with a particular focus on materials that have a significant climate impact. Our ambition is for climate data to be available for a specified product volume by 2027 at the latest. We plan to achieve this by annually monitoring carbon dioxide equivalents in the form of CO2 per luminaire and publishing an annual sustainability report in conjunction with our financial statements. Through this, we aim to highlight and foster an open and honest dialogue about our progress.

WASTE, RESOURCE EFFICIENCY, CIRCULARITY AND UPCYCLING

We strive to make our production more resource-efficient to ensure that every raw material is utilised. This means we plan to improve our material utilisation and ensure that all material waste is returned to the material cycle.

As part of our circular life-cycle perspective, we continuously analyse and evaluate opportunities to increase our use of recycled materials in our production. Therefore, our goal during the strategy period is to develop at least one new product based on residual materials. In doing so, we will recover and circulate what would otherwise have been lost, giving it a new lease of life in the form of a timeless new design.

ACTION PLAN 2: THE PATH TO REDUCING OUR CARBON FOOTPRINT

YEAR 1: 2026–2027

The main focus will be on data collection and establishing a baseline.

The first year will primarily involve moving away from making assumptions and towards establishing insights. The focus will be on integrating a sustainability module into our internal system, Monitor, and ensuring that data quality meets the standards and level of information we aim to achieve. In conjunction with this, we will establish a climate baseline for carbon dioxide equivalents, expressed as CO₂ per luminaire produced.

In parallel, we plan to carry out a comprehensive energy audit of both our production facilities and our premises to identify and prioritise measures that lead to increased resource efficiency.

A key step in this work is to continue the structured collection of climate data from our key suppliers, with a particular focus on the materials that have the greatest climate impact.

YEARS 2–3: 2027–2028: 2028–2029

The main focus will be on implementation and optimisation.

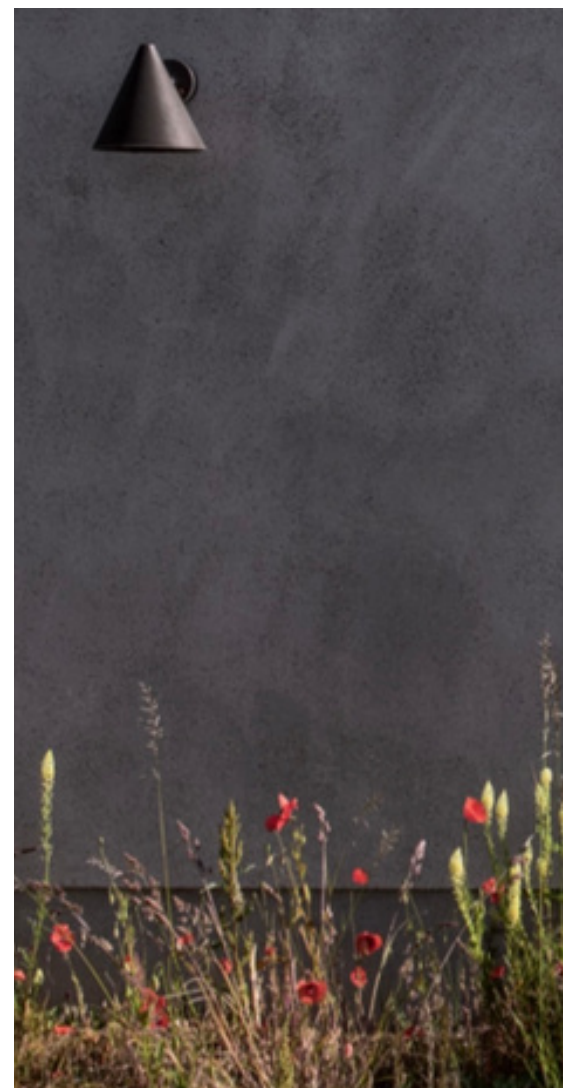
In the second year, the focus will shift from mapping to implementing actual improvement measures across the entire organisation. Based on our previous analyses and established insights, energy efficiency improvements will be implemented. In conjunction with this, we will optimise our use of materials to minimise waste.

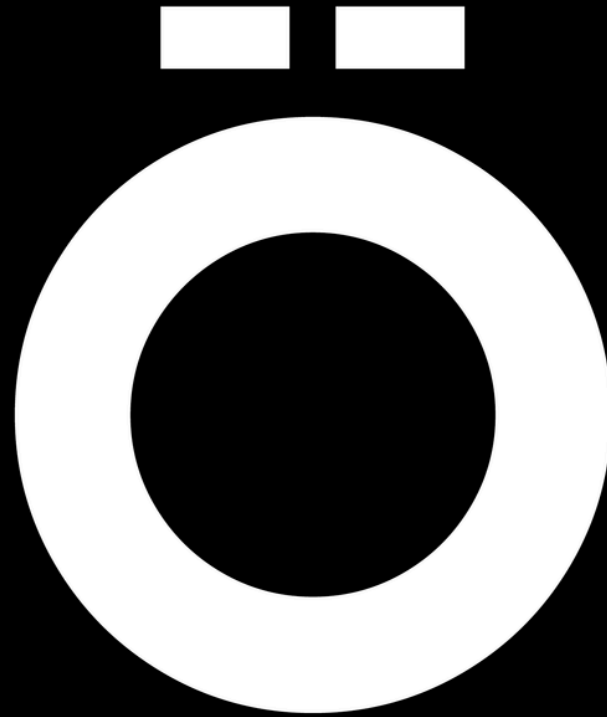
We are also deepening our focus on circular measures by increasing the proportion of reused and recycled materials wherever possible. In connection with this, we are developing innovative luminaires based on residual materials. At the same time, we plan to integrate the climate data collected from previous years directly into our product development and purchasing decisions. Finally, by optimising transport efficiency and packaging, we can ensure improved decision-making, resulting in every stage of our luminaires' lifecycle leading to a reduced carbon footprint.

ACTION PLAN 2: THE PATH TO REDUCING OUR CARBON FOOTPRINT

FOLLOW-UP AND PARTICIPATION

For us, the company's journey towards sustainable development is one we undertake together with our employees. We therefore work actively within the company to visualise waste, energy and climate data in order to foster a shared sense of involvement and commitment to our improvement efforts. We do this by reviewing our targets annually and updating our annual plans as and when necessary. This ensures a transparent and dynamic process that evolves in step with our employees' daily commitment and the company's development. In this way, we can realise our visions of a more sustainable future for many generations to come.





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