



2025

Sustainability report

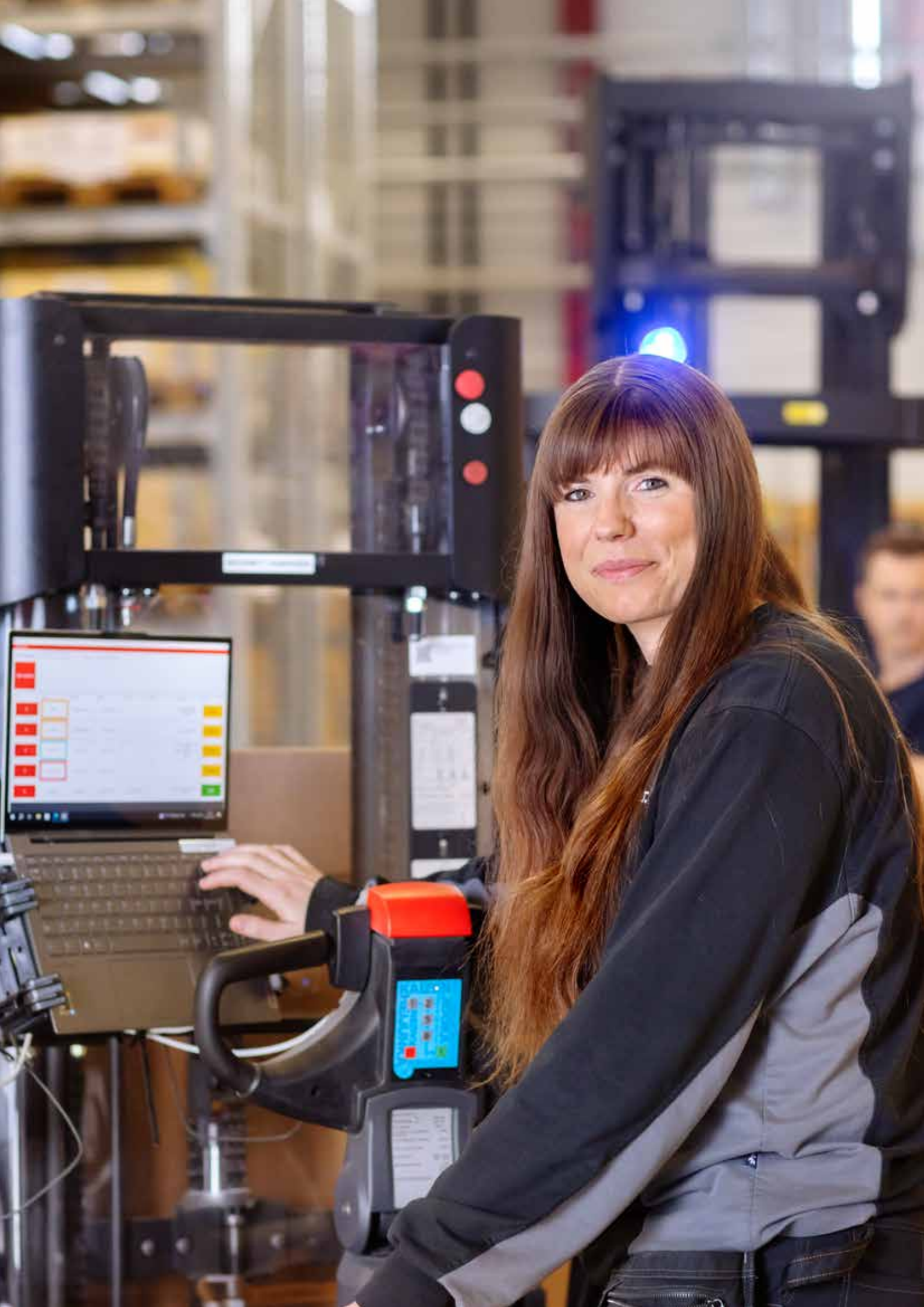


Table of Contents

1. Comments from our CEO	4
2. The year in brief	6
3. About the company	8
Our subsidiaries	10
4. Sustainability work at Rototilt	12
5. Our key sustainability issues	14
6. Impact on the environment	16
Climate impact	18
7. Economic sustainability	20
8. Social sustainability and social responsibility	24
9. Our role as employer	26
10. GRI Index	28

1. Comments from our CEO

Sustainable transition through technological advances

The year 2025 has been marked by steady growth and a clear focus on strengthening our long-term position. Guided by our vision—Rototilt® on every excavator—we have developed our business and laid a strong foundation for future growth. I am proud of how the organization has delivered high-quality results with great dedication.

We have continued to strengthen our international presence. The U.S. market, which is strategically important and has great potential, has been a particular area of focus where we have further developed our resources and partnerships. At the same time, we have strengthened our presence in Asia through a joint initiative with our distributor in conjunction with the CSPI trade show in Tokyo. This has further strengthened our position in the Japanese market.

Our success is based on a combination of technical leadership and a clear, long-term commitment to sustainability. This enables us to grow internationally while taking responsibility for our impact at the same time. Our sustainability strategy permeates our operations, and Climate Responsible remains one of our overarching goals, along with Reliable Processes, Profit Oriented, Market Driven, and Great Place to Work. Using clear metrics and scientifically sound methods, we take a structured approach to reducing our environmental impact.

Technological development and sustainability go hand in hand. Throughout the year, we have continued to improve our products through upgraded software and more energy-efficient hydraulics—solutions that make our customers' work processes more resource-efficient. An important step was the launch of an integrated plug-and-play solution for tiltrotators in collaboration with a leading excavator manufacturer. Direct integration with

the excavator simplifies both installation and use, which creates value for our customers and strengthens our innovative capabilities.

At our production facility in Vindeln, we are committed to a long-term approach to energy efficiency and responsible manufacturing. Through renewable energy, energy recovery, and minimizing the use of chemicals, we are developing more sustainable production processes.

As one of Vindeln's largest employers, we are also a responsible partner in the local community. We create skilled jobs and develop partnerships that foster an interest in technology among young people—something that is important for both the region's and our own future workforce.

From Vindeln out into the world at large – our sustainability work extends across the entire business and includes environmental, social and economic goals. Together, we will continue to develop Rototilt toward a more sustainable, innovative, and competitive future.



Anders Jonsson, CEO
Rototilt Group AB

*Ownership family, Anders,
Caroline, and Hampus Jonsson*



2. The year in brief

In 2025, we took important steps forward, both in the development of our operations in Vindeln and by strengthening our presence in our international markets.

Our overall goals remain unchanged and form the foundation for the development of our operations. Particular emphasis has been placed on strengthening processes and the organization associated with them. Together, these goals contribute to our long-term, sustainable development.

Throughout the year, we have continued to expand our international presence across the globe. We strengthened our position in North America and Japan, which are strategically important markets with great potential. Together with one of our distributors, we also made a major investment in the CSPI trade show in Tokyo, which further strengthened our position in the Japanese market. At the same time, we have continued to focus on developing and strengthening our subsidiaries.

We introduced an integrated plug-and-play solution for several leading excavator brands that simplifies installation and use. This marks an important step in the development of future excavator solutions.

In terms of production, we continue our efforts to improve energy efficiency and promote responsible manufacturing, where fossil-free energy, energy recovery, and more efficient processes help reduce our environmental impact. We have also continued to convert our vehicle fleet by increasing the proportion of electric vehicles, which reduces our operations' climate impact. The increase in the climate impact from transportation is primarily due to a shift in the transportation mix, with a larger proportion of deliveries made via air freight to ensure on-time delivery to customers.

We also continue our commitment to the local community by supporting local organizations. At the same time, we are pursuing major sponsorship partnerships to strengthen our brand, including one with ski star Jonna Sundling.

Key performance indicators, environment	2025	Compared to the previous year, %
Number of employees, FTE	259	+3.2
Environmental responsibility		
Electricity consumption, MWh/metr. ton prod.	0.86	-4.4
Climate impact, Scope 1+2, kg CO ₂ e/metric ton of product	13	-35
Climate impact, transports, kg CO ₂ e/metr. ton prod.	685	+50.5
Water consumption, m ³ /metr. ton prod.	1.0	-16.7
Hazardous waste, kg/metr. ton prod.	40	-18.4
Proportion of suppliers with environmental certification, %	66	0
Social responsibility		
Attendance rate, %	96	0
Work-related accidents, per employee	0.09	-5.9
Proportion of women among all employees, %	27	8
Proportion of employees undergoing standardized introductory training, %	100	
Proportion of buyers receiving training regarding the risk of corruption in the supply chain, %	100	

Summary and highlights from 2025

Global expansion

- Strengthened presence in the U.S. market through expanded resources and activities.
- Participation in trade shows in Sweden and internationally, including Bauma, Load Up North, and Entreprenad Live.
- A major investment in the Japanese market via the CSPI trade show in Tokyo.

Collaboration and group development

- Launch of an integrated plug-and-play solution for tiltrotators.
- Celebrated Supplier Day in collaboration with suppliers.
- Subsidiary Summit focused on collaboration and group development.

Sponsoring partnerships

- World Champion and Olympic medalist in cross-country skiing, Jonna Sundling.
- The Björklöven Ice Hockey Club.

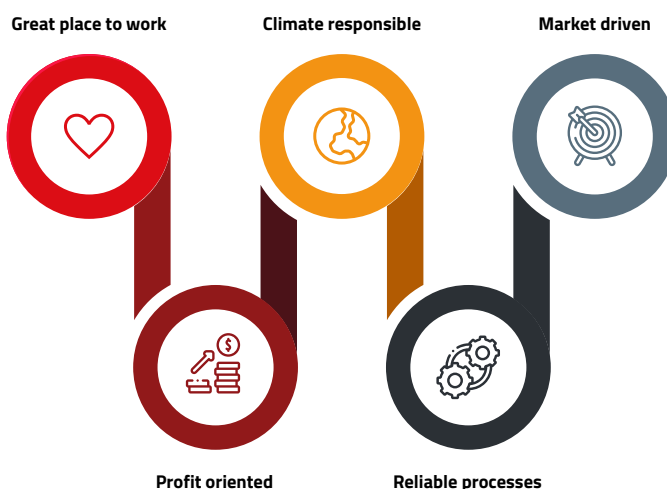
3. About the company

We are a family-owned company and one of the world's largest manufacturers of tiltrotators. With our proud roots in Vindeln, our work spans the globe. Our core operations are concentrated in Vindeln, with production at the center, working in close collaboration with engineering and development, as well as support functions such as HR and finance. Sales, service, support and spare parts are supplied by our subsidiaries and distributors. Our passion and driving force are not just about changing the excavator's functions. It's also about streamlining and improving our customers' overall experience and providing clear added value.

Our success is based on targeted product development with the focus on the excavator operator. It all started with the world's first tiltrotator back in 1986, which was given the name Rototilt. We now offer smart product solutions for machine couplers, tiltrotators, work tools, control systems and joysticks, which increase excavator efficiency, as well as improve safety and the working environment at the job site.

Our overall goals as the basis for a sustainable business

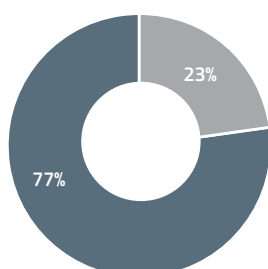
Our strategy for long-term sustainability and business development includes five overarching goals: *Great Place to Work*, *Reliable Processes*, *Market Driven*, *Profit Oriented* and *Climate Responsible*. These goals clarify the Group's common direction and reflect our ambitions in terms of social, environmental and financial sustainability.



By guiding our day-to-day work, these goals contribute to common understanding, stronger accountability and increased efficiency, both internally and externally.

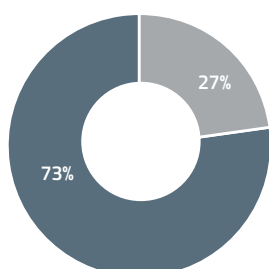
Our values

The promise that we strive to fulfill every day, both to external and internal stakeholders, is based on our four cornerstones: *Precision*, *Commitment*, *Added Value* and *Professionalism* with the overall name "Rototilt with Heart". We have a strong belief in the future and want to grow and develop by harnessing people's potential. Diversity and equality are strengths that contribute to efficiency, profitability and job satisfaction. We are a workplace that promotes openness, participation and development – and all this is possible when we do it together.



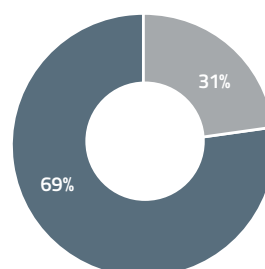
Gender balance, white-collar workers

- Women
- Men



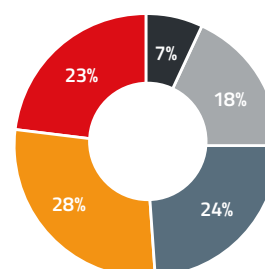
Gender balance, overall

- Women
- Men



Gender balance, unionized workers

- Women
- Men



Age distribution

- Under 26 years
- 26–34 years
- 35–44 years
- 45–54 years
- Over 55 years

Family-owned Rototilt in Vindeln is one of the world's largest manufacturers of tiltrotators, with the whole world as its field of operation.



Our subsidiaries

Our base is located in Vindeln, and as an international company, we have subsidiaries in Finland, Norway, Germany, Canada, France, United Kingdom, the Netherlands and Belgium. Our subsidiaries are located close to our customers. Local sales offices that also offer fast service and specialized expertise linked to our products, and in Canada we also offer tiltrotator assembly. Together, we are all cultural ambassadors of the values that create the experience of the Rototilt brand.

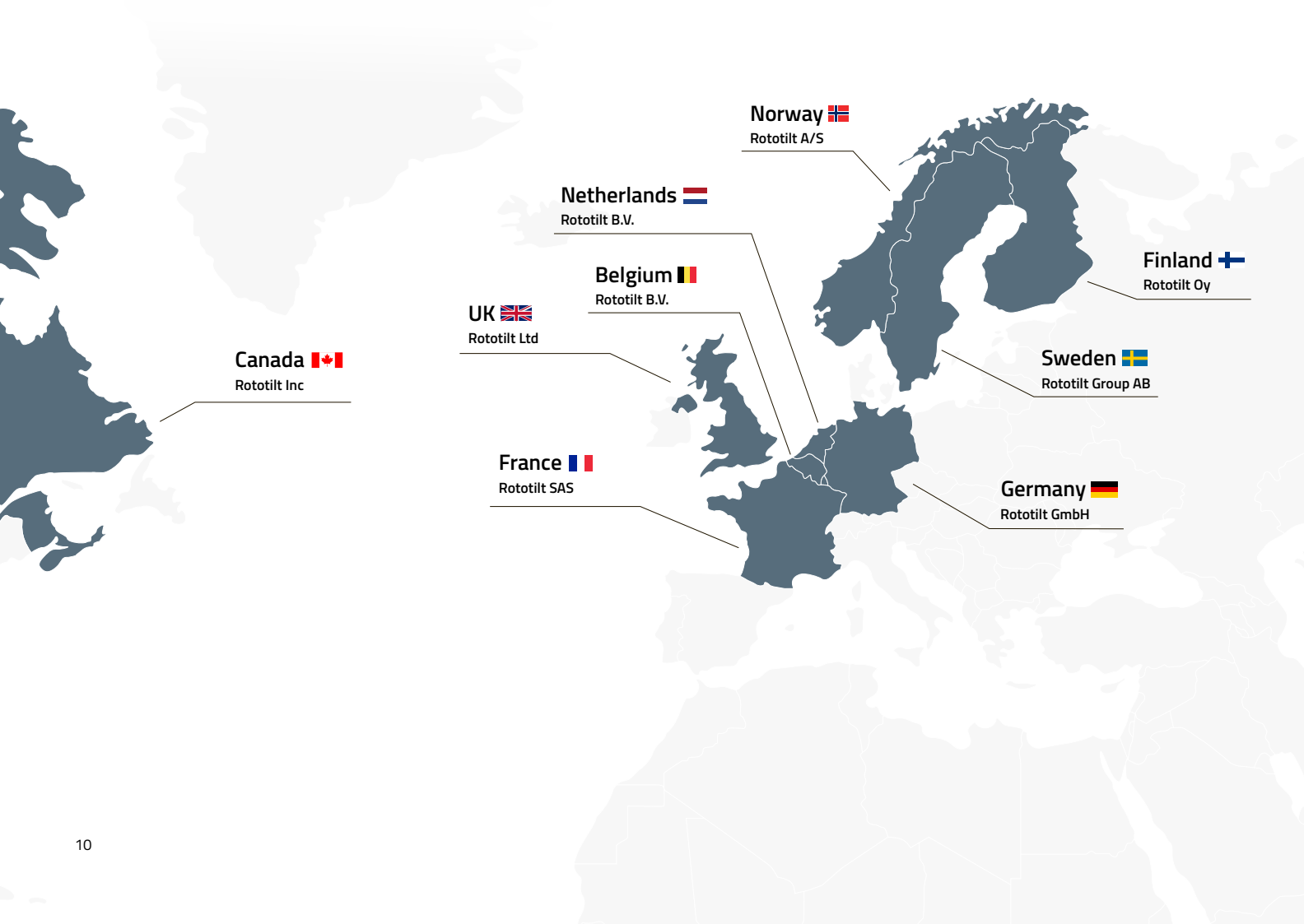
Our market

Our products are sold in roughly 40 countries with an established presence in markets including the Nordic countries, France, the United Kingdom, Germany, North America and Oceania. Our customers include manufacturers of construction machinery, so-called

OEMs (Original Equipment Manufacturers), as well as dealers or OEDs (Original Equipment Distributors). Establishing strategic and long-term partnerships with OEMs and OEDs is part of being sustainable and profitable in the long term.

Our offer

We meet customers' increasing demands for flexibility and efficiency by offering tiltrotators, machine couplers, work tools, joysticks, control systems and spare parts on a global market. Through our proprietary RC™ Connect application, which is integrated with our control system, we enable remote support, troubleshooting, and updates directly in the field. This helps improve accessibility for customers while reducing the need for travel, resulting in both more efficient service and a lower carbon footprint.





4. Sustainability work at Rototilt

Sustainability management

Our board of directors has overall responsibility for the company's sustainability work. The CEO has operational responsibility and the work is driven and coordinated by the Head of Sustainability and the Sustainability Strategist. The company's management team is responsible for overall strategies, goals, actions as well as follow-up. The basic principle for the work is to act preventively as far as possible and to apply the precautionary principle. All employees have their own responsibility to contribute actively to the sustainability work.

Follow-up and reporting

Sustainability information with respect to personal safety, environmental and property damage, as well as the reporting of other sustainability-related data, takes place in the company's system in accordance with predetermined methods and guidelines. Rototilt has a management system for quality, the outdoor environment and the working environment, which describes the method for working, ranging from policies and guidelines to procedures and work instructions. The management system is certified in accordance with ISO 9001, ISO 14001 and ISO 45001, and satisfies the stipulated requirements and regulations.

Rototilt and Agenda 2030

By building on our strategy for sustainable growth and working actively with both customers and partners, we at Rototilt are contributing to at least seven of the UN's global goals in Agenda 2030. This includes areas such as

- 5. Gender equality
- 8. Decent work and economic growth
- 9. Sustainable industry, innovations and infrastructure
- 12. Responsible consumption and production.

Our ambition is to continue to be a positive force for societal progress by making long-term sustainable decisions – for people, the environment and future generations.

Part of a circular economy

An important part of this is our commitment to a circular economy, where resources are both used efficiently and recycled as much as possible. By thinking circularly already in the development phase and prioritizing lifespan, reparability and resource efficiency, we reduce our environmental impact and strengthen the sustainability of both our products and processes. Our production facility in Vindeln is powered by fossil-free energy, where the main heat source is district heating coming from local biofuel. Our newly built robotic welding plant is equipped with an advanced energy recovery system. The heat from the welding process is recovered via the ventilation system, reducing both energy use and our carbon footprint.





5. Our key sustainability issues

In order to identify and prioritize the sustainability issues that are most relevant to our business, we engage in dialog with our stakeholders. We regularly carry out materiality analyses, where we combine internal workshops, surveys and in-depth interviews with representatives from our main stakeholder groups. The aim is to get a holistic view of both impacts and risks, and to identify the issues that are critical to our sustainability management.

The stakeholders who participated in the most recent analysis were

- Owners
- Board of Directors
- Employees
- Customers
- Suppliers
- Authorities
- Auditors
- Young people in the municipality
- The local community
- Business partners



The questions covered environmental, social and business-ethics aspects of our activities. The results showed that the following areas are particularly significant from an impact and risk perspective: climate change, pollution, circular economy and working conditions in the value chain. In addition, the importance of supply chain transparency, energy efficiency and occupational health and safety were highlighted as priority areas for improvement. Several topics were also identified as positively essential, such as climate change, our workforce, and impacts on communities, consumers and end users. In summary, it provided a good overall picture of which sustainability issues involve both risks and opportunities for development in order to strengthen the long-term value creation of the business.

The materiality analysis strengthens our strategic sustainability work by ensuring that our priorities are anchored in both our stakeholders' expectations and our own business model.

The materiality analysis provides us with a clear picture of both the risks and opportunities in our sustainability efforts.

Question	Stakeholder	Work on the issue
Climate change	Customers, suppliers, governmental authorities, employees.	Climate targets, GHG protocol measurement, policies and strategies. Working on energy efficiency and heat recovery in production.
Pollution	Authorities, suppliers, society.	Freight and travel policy, waste management, ISO 14001, REACH, systematic work.
Circular economy	Suppliers, employees, society.	For example, we reuse and regrind tools, design for longer lifespans and work with circular flows in terms of waste, product development and production.
Employees in the value chain	Suppliers, employees, society.	Evaluating and setting requirements for working conditions in the value chain. Collaborating with trade unions. Training and dialog on fair working conditions.
Affected communities	Society, politicians, young people in the municipality.	Working with local stakeholders and young people. Participating in development initiatives and community engagement. Having a positive impact through a local presence.
Consumers and end users	Customers, dealers, end users.	Developing products that are safe and effective to use. CE marking and customer feedback are the basis for development. Following up on incidents and improving.
Job satisfaction	Employees within the Rototilt Group, suppliers, politicians, dealers/importers	The confidence index is measured annually among our employees and followed up with activities. Professional development, generous fitness benefits, external networks, systematic collaboration with schools, job fairs, study visits and internships are strategic activities that have been carried out to make Rototilt attractive as a future workplace.
Customer satisfaction	Employees within the Rototilt Group, suppliers, politicians, dealers/importers	Customer satisfaction is measured in surveys with regard to quality, complaints and delivery reliability. Risks associated with customer satisfaction are analyzed and monitored regularly. Surveys are conducted with both dealers and end customers.
Health and safety of staff	Employees within the Rototilt Group, suppliers, politicians, dealers/importers	We have a direct impact on, and a statutory responsibility for, our employees' working environment in production, field work and office work. This applies in both the physical and the psychosocial working environment. We continually identify risks and carry out preventative work. We have procedures, crisis management, individuals trained in first aid and defibrillators so that we are able to act quickly in the event of an accident, etc.
Preventing human rights violations	Employees within the Rototilt Group, suppliers, politicians, dealers/importers	Risk assessments are carried out throughout the supply chain. To ensure that our suppliers act ethically and responsibly towards their employees, we scrutinize new suppliers, carry out supplier audits and impose strict demands.
End-use security	Employees within the Rototilt Group, suppliers, politicians, dealers/importers	Product development is performed through smarter, more inclusive and safer usage. By performing risk assessments and using CE markings, we reduce the occurrence of accidents and ill health during the end use of our products. Incidents are measured and followed up on regularly.
Anti-corruption work	Employees within the Rototilt Group, suppliers, politicians, dealers/importers	Regulated by means of compliance with our anti-corruption policy. Corruption incidents are followed up on and addressed in accordance with guidelines based on the policy and internal procedures.
Work to combat fraud and money laundering	Employees within the Rototilt Group, suppliers, customers, politicians, dealers/importers	All new employees are introduced to our information security policy and IT user policy.

6. Impact on the environment

Our production and transportation operations have an impact on the climate. However, when someone equips their excavator with our products, this creates opportunities for them to reduce their environmental impact through fewer movements and smarter, more efficient use of the machine.

Our value chain covers the entire product life cycle – from raw materials and production to use and recycling. Our suppliers mainly provide us with castings, welding supplies, electronics and hydraulics, which are transported to our production facility in Vindeln. After manufacturing, the products are sold and distributed globally. We actively promote using circular flows and try reduce our impact at all stages – including transportation, use and waste management.

The business has an indirect impact on ecosystems and biodiversity through land use that occurs earlier in the value chain, such as in the extraction of metals and other raw materials. By gradually increasing our use of recycled materials and working toward more resource-efficient processes, we aim to reduce our reliance on virgin raw materials and, thereby, our indirect impact on ecosystems and biodiversity. Additional impacts occur further down the value chain, primarily

through emissions to air, water, and soil from our own production, as well as from transportation related to product distribution.

We strive to reduce the negative impact that occurs as a result of our products, both locally in Vindeln and globally. By taking a holistic approach to the life cycle of products, we can make informed choices from start to finish.

Greenhouse Gas Protocol

Every year, our climate footprint in scopes 1, 2 and 3 is calculated and audited by a third party, in accordance with the GHG Protocol standard. This makes it possible for us to measure, track and reduce greenhouse gas emissions from our operations and value chains.

In a circular economy, it is important to view waste as someone else’s resource. Our ambition is to buy products that are derived from recycled materials as well as to recycle as much of our own waste as possible, in accordance with the EU waste hierarchy. Metal waste from our manufacturing process is our largest waste fraction, and this material is now 100 percent recycled. We also work according to the waste hierarchy in order to reduce our waste.

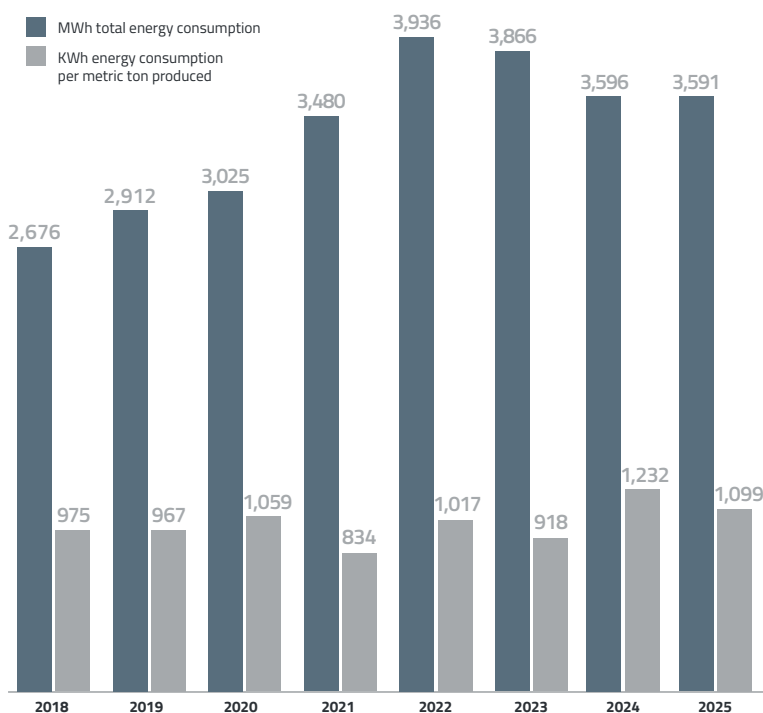


Figure 2 – Total energy consumption

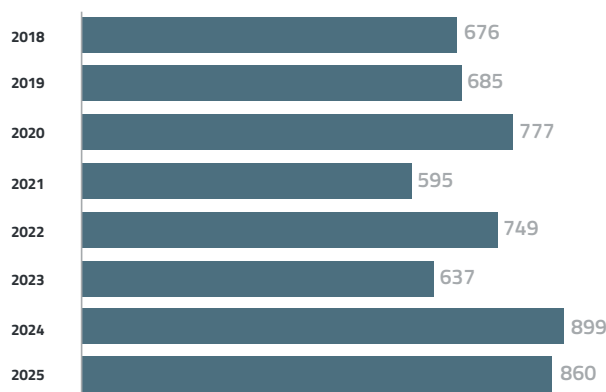


Figure 3 – Electricity Consumption

kWh of electricity consumption per metric ton produced



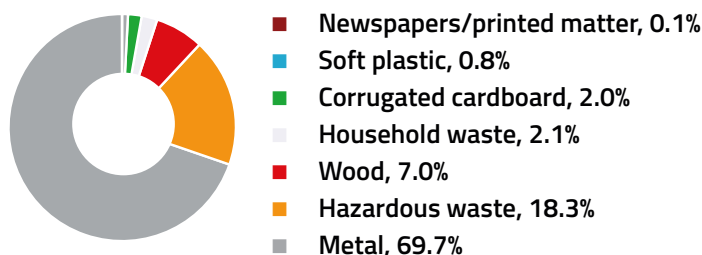
Climate impact

Our basic approach is to reduce our environmental impact by making smart choices. As a growth company, we often use index values and performance metrics in our measurements, for example by relating data to units or metric tons produced. This provides a clearer picture of efficiency and resource usage over time. The assessment is that transportation and energy use by the production facility are the two most important factors to monitor and try to reduce. We are constantly working on optimizing transportation solutions and increasing the use of climate-friendly alternatives wherever possible, and we use only renewable electricity and district heating for our facility in Vindeln.

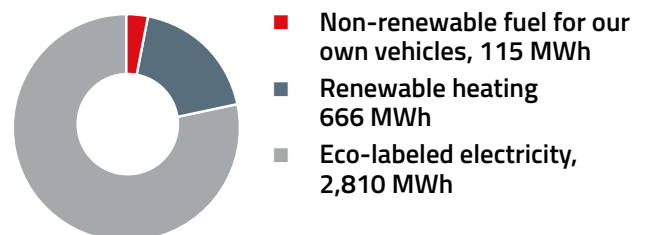
As part of the effort to reduce energy consumption, several measures are being implemented, including the expansion of LED lighting. Previously, 178 electric vehicle charging stations were also installed at our production facility in Vindeln, which contributes to more sustainable commuting. The work also includes comprehensive planning for more sustainable transportation.

The water we use comes from the municipal drinking water system, making the municipality the stakeholder affected by our water use. In 2025, we used 3,364 m³ of water, the majority of which was used for washing processed goods in our production. No graywater is discharged into the stormwater system.

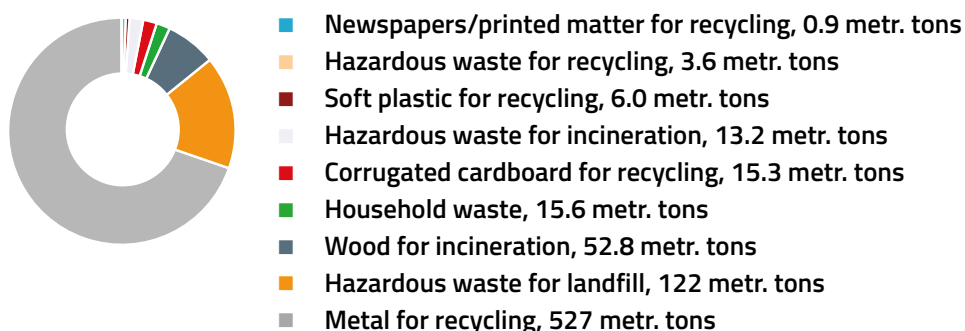
Waste divided into fractions by material type



Distribution of energy consumption



Waste divided by treatment method

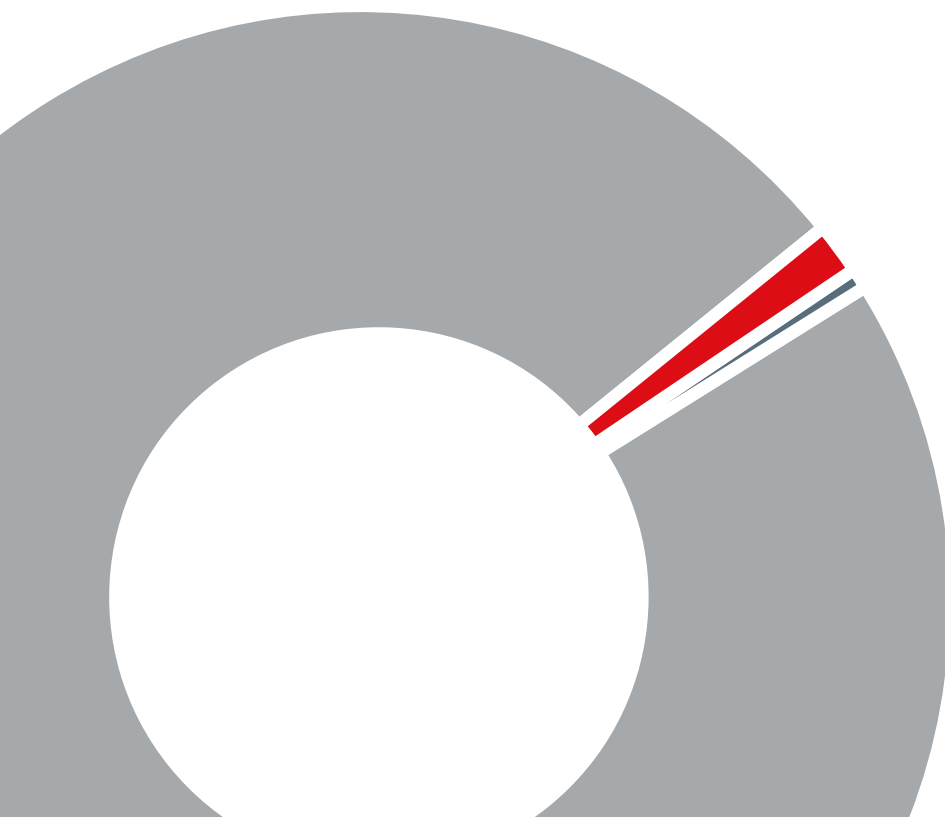


Per activity tCO₂e/year %

■ Product transportation	2,238	88.7
■ Business travel	159	6.3
■ Premises	82	3.2
■ Company-owned vehicles	38	1.5
■ Production	6.5	0.3
Total	2,523.5	100

Per activity tCO₂e %

■ Scope 1	36	1.43
■ Scope 2	7.4	0.29
■ Scope 3	2,480	98.3
Total	2,523.4	100



7. Economic sustainability

We conduct our business in accordance with good business practices and high ethical standards in all our relationships with our stakeholders. Our business principles are based on integrity and accepting responsibility. Rototilt must be a stable and reliable partner for customers and business partners, while creating value for our owners and offering a safe workplace for our employees. A strong financial position is a prerequisite to continue growing our operations and business – and thus ensuring long-term economic sustainability.

Through our business system and other analytical tools, we continuously monitor both our work and our financial results, and our CEO has ultimate responsibility for the financial outcome. The economic value created by the business is distributed among several stakeholders, such as customers, suppliers, employees, owners, creditors and society at large. We conduct our business in accordance with good business practices and high ethical standards in all our relationships with our stakeholders.

Legal compliance

Compliance with applicable laws and regulations is monitored both through the internal quality system and by the municipality and relevant governmental authorities. Changes to laws and requirements are also implemented using procedures for monitoring updates and an annual review of legal compliance.

A strong financial position is a prerequisite to continue growing our operations and business – and thus ensuring long-term financial sustainability.



We have an independent whistleblowing channel, and Rototilt protects and processes personal data in accordance with the GDPR. We also follow up on the demands of other stakeholders in our legal compliance program.

Responsibility in the value chain

We value a sustainable supply chain, and all suppliers must meet our requirements. This includes complying with our supplier policy, which addresses issues such as human rights, anti-corruption, health and safety, security, environment and quality. In addition, we oppose all forms of human rights violations, and our suppliers must comply with the UN resolution on child labor, wages and working conditions. All suppliers are risk assessed, and we conduct ongoing supplier audits based on our frameworks and analyses.

Our aim is to build long-term, transparent and value-creating partnerships, with a focus on quality and a shared commitment to continuous improvement.

*Our aim is to build
long-term, transparent
and value-creating
partnerships.*



8. Social sustainability and social responsibility

We place great importance on our social responsibility, and we engage locally through partnerships with both schools and businesses. Through regular activities throughout the year, we collaborate with the compulsory school in Vindeln municipality. Through internships, study visits and job fairs, we inspire and inform young people about future careers and highlight opportunities in the sector. We are dedicated to inspiring young women to consider technical fields of study and future career paths. Each year, we award the Rototilt Scholarship to a 9th-grade student at Renforsskolan, recognizing and rewarding commitment, personal growth, and good camaraderie.

To reach out to high school students, we work with Ung Företagsamhet (Junior Achievement), where we encourage entrepreneurship and strengthen young people's connection to working life. We network with university students and participate in business partnerships to strengthen the attractiveness of the industry among students and future employees.

To contribute to Vindeln's continued development and growth, we have a strong commitment to issues such as housing options, infrastructure and commuting, as these are crucial factors in creating attractive living environments in a small town.

We are involved in local associations and wellness activities, including by supporting local youth sports in Vindeln. In addition, since 2023 we have been the main partner of skier Jonna Sundling, who, like Rototilt, has her roots in Vindeln. We are also a sponsor of Björklöven's ice hockey team on both the women's and men's side, as well as other associations and organizations in our local area.

Since 2023, we have been the main partner of skier Jonna Sundling, who, like Rototilt, has her roots in Vindeln.



9. Our role as employer

Rototilt strives to be an employer of choice and a Great Place to Work where employees can thrive, develop, and succeed. The working environment is one of our priorities, and we carry out risk assessments, follow-up and continuous improvements as a natural part of our day-to-day work. Rototilt aims to be a healthy, safe and stimulating workplace for all our employees. Our employees are covered by collective agreements, and we conduct annual performance reviews to ensure both job satisfaction and development.

Through regular employee surveys from the global organization "Great Place to Work", we capture the views and ideas of our employees. This makes it possible to contribute to continuous improvement and foster greater engagement.

We are also actively working to prepare ourselves for the needs of the future, with a focus on digitalization, automation and new technologies. To meet these challenges, we invest in skills development in new areas and technologies.

As a growth company, skills provision is a strategically important issue, which is why our distinction as a Career Company by Karriärföretagen is particularly significant. It reflects our commitment to creating a workplace where employees thrive, grow, and build long-term careers. At the same time, it shows that we are now also reaching out to students at a national level, strengthening our position as an employer with career opportunities in the sector.

Key factors that make Rototilt an employer of choice:

Health and well-being: We offer our employees access to healthcare and internal wellness programs to contribute to their physical and mental well-being. Our internal working group, RT-pulse, regularly organizes various fitness and wellness initiatives throughout the year. In addition, we offer a generous wellness allowance that employees can use for their own workouts or other approved wellness activities.

Workplace and Commuting: To make things easier for our employees and reduce the need for daily commuting to the headquarters in Vindeln, Rototilt also has office space in Umeå. This creates better conditions for a more flexible workday, while also helping to reduce the environmental impact of commuting to and from work.

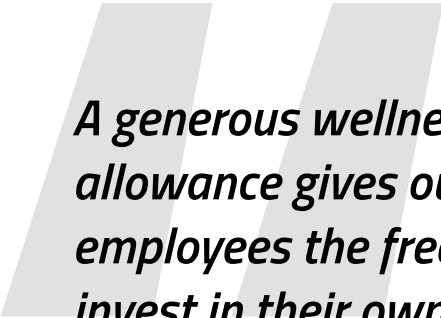
Leadership development: We are committed to developing our leaders, who play a key role in fostering an inclusive and supportive work environment and in achieving our goal of being a great place to work. As part of this effort, regular leadership forums are held to facilitate the exchange of experiences, dialog, and collaborative development in the areas of leadership, working environment, and organization.

Hard Work Café: A valued annual tradition where we come together to learn from each other across

departments and discuss future goals. This event strengthens cohesion and gives us the opportunity to reflect on our work and successes.

Women's network: We have launched an internal women's network at Rototilt that aims to support and empower female employees. Through regular meetings and activities, we create a platform for sharing experiences, mentoring and professional development.

Sponsorships and ambassadors: We are proud sponsors of local associations and also support both Björklöven's women's and men's hockey teams and skier Jonna Sundling. These ambassadors represent our values and help strengthen our connection to the community.



A generous wellness allowance gives our employees the freedom to invest in their own health.

We rank highly in several categories in the Karriärföretagen survey.



Rankings & Engineering



Used by Young Professionals



Used by Young Professionals



Used by Students

9. GRI Index

Rototilt provides reports according to the GRI (Global Reporting Initiative), a global standard for sustainability reporting that helps organizations measure and communicate their impact on the economy, environment and society. The standard provides guidelines for transparent and comparable reporting of sustainability data, making it easier for stakeholders to evaluate companies' sustainability performance.

GRI-ID	Information	Information for GRI-ID
102-1	Name of the organization	Rototilt Group AB
102-2	Main brands, products and services	Page 8
102-3	Organization's head office	Vindeln
102-4	Countries where the organization operates	Page 10
102-5	Ownership structure	Rototilt Invest AB, 100%
102-6	Market presence	Page 10
102-7	Organization's size	i. 259 (average number of employees in 2025) ii. 1 production facility iii. 922,943 TSEK net sales iv. 732,831 TSEK total assets v. From a competition perspective, we do not report the actual sales volume
102-8	Employees, number and other information	Page 6
102-9	Value chain	Page 16
102-10	Significant changes to the organization and its value chain during the accounting period	No significant changes have occurred in the organization or its value chain during the reporting period.
102-11	Application of the precautionary principle	Rototilt applies the precautionary principle in accordance with the regulations contained in Swedish and EU legislation
102-12	External economic, environmental or social initiatives and principles to which the organization has subscribed.	Pages 24–26
102-13	Membership in organizations and networks	Swedish Trade Association for Suppliers of Mobile Machines, Movex/ M3 User Association, MAF, The Swedish Academy of Board Directors, The Swedish Federation of Business Owners, Dataföreningen (Swedish Computer Society), Digital Destination Sweden, Confederation of Swedish Enterprise, Technology Industries of Sweden, Tech Industry, Västerbotten Chamber of Commerce
102-14	Statement from the CEO	Page 4
102-16	Fundamental values, principles and standards of conduct	Page 8–9
102-18	Structure for the management of sustainability work	a. Board of Directors -> CEO -> Management team b. Board of Directors -> CEO -> Management team
102-40	Reporting of stakeholders	Page 14
102-41	Number of employees under collective agreements	100% of Rototilt's employees are covered by collective agreements

GRI-ID	Information	Information for GRI-ID
102-42	Identification and selection of stakeholders	Page 14
102-43	Forms of engagement with stakeholders	Page 15
102-44	Key issues for stakeholders and managing them	Page 15
102-45	Organizational units included in the consolidated financial statements	a. Subsidiaries included in the consolidated financial statements are Rototilt A/S (Norway), Rototilt OY (Finland), Rototilt GmbH (Germany), Rototilt Inc. (Canada), Rototilt SAS (France), Rototilt B.V. (Netherlands) Rototilt B.V. (Belgium) and Rototilt Ltd (UK) b. These subsidiaries are not included in the sustainability report
102-46	Process for defining the content and boundaries of accounting	Page 12
102-47	Identified material information	Page 14
102-48	Comments on changes to previously reported information	Not relevant
102-49	Significant changes with respect to scope and boundaries	Not relevant
102-50	Accounting period	1 Jan 2025 – 31 Dec 2025
102-51	Date of publication of the previous sustainability report	10 June 2025
102-52	Reporting cycle	Once per year in connection with the annual report
102-53	Contact person for the sustainability report	Sustainability Strategist
102-54	Description of level of reporting according to GRI Standards	Core
102-55	GRI Index	Pages 28–30
102-56	External verification of the sustainability report	Rototilt's external auditors are PWC, who check that a sustainability report has been prepared. Other than this, no third-party review of the content will be carried out
103-1	Explanation of material information and its boundaries	Page 14
103-2	Description of the management's sustainability management and constituent components	Page 12
103-3	Evaluation of the management's sustainability management	Page 12
202-2	Proportion of employees in the management team who come from the local community	80%

GRI-ID	Information	Information for GRI-ID
205-1	Parts of the business that have been evaluated for the risk of corruption, and identified risks	Page 22
301-2	Recycled material in the production process	Page 18
302-1	Energy consumption within the organization	a. 115 MWh diesel for company-owned vehicles b. 3,476 MWh electricity from wind and hydro power, as well as heating by means of pellet combustion c.i. 2,810 MWh of electricity consumption c.ii. 666 MWh of district heating consumption e. 3,591 MWh total energy consumption
302-4	Reduction of energy consumption	Total energy consumption decreased by 10.8% per metric ton produced
303-1	Water Use by Source	3,364 cubic meters
303-3	Treatment and return of water	Page 18
305-1	Direct greenhouse gas emissions (Scope 1)	36.0 tCO ₂ e
305-2	Indirect greenhouse gas emissions from energy consumption (Scope 2)	7.4 tCO ₂ e
305-3	Other indirect greenhouse gas emissions (Scope 3)	2,480 tCO ₂ e
305-7	Emissions of NOX, SO2 and other significant air pollutants	653 kg of VOCs from the paint shop in 2025
306-1	Emissions to sewers by quality	Page 18
306-2	Amount of waste by category and treatment method	Page 18
308-1	Percentage of suppliers who have undergone environmental assessment	100%
401-1	New recruits	The number of employees has increased by 3.2%
403-2	Type and extent of injuries, work-related illnesses and work-related accidents, as well as sick leave	Page 6
404-1	Average number of training hours per employee per year	3.8 hr
404-3	Proportion of employees who have completed regular development and career development discussions	Page 26
414-2	Proportion of new suppliers who have been assessed in respect of social criteria	100%
417-1	Requirements for product and service information and labeling	Page 20
417-2	Incidents related to deficiencies in product and service information and labeling	Page 20



Is there anything you are wondering about
or would you like to know more about the
nature of our sustainability work?

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