

# LVI and the Environment



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# Agenda 2030 and LVI

## – The worlds and our own goals for the future

Through the UN, the world's leaders have committed to work to achieve three overarching goals by 2030. These are to abolish extreme poverty, to solve the climate crisis and to reduce inequalities and injustices. The agreement is called Agenda 2030 and contains 17 global sustainability goals. The goals were adopted in 2015 and meant that 193 countries together with the business community came together to work for a better world.

In order for the goals to be reached, each part of the business world must analyze its own impact and define within which target areas it can best contribute, develop action plans and follow up on its efforts. The goals that we consider to be most relevant for LVI Low Vision International AB, and where we can contribute to a positive change until 2030, are:



## 3 Good health & well-being



Our employees are the most important asset for LVI. Security and participation create a good working environment. These are our watchwords within the organization. Security is created by trusting each other, we cooperate in a respectful way and work long-term. Participation arises when we work towards common goals, show understanding for the work of others and help each other.

LVI applies permanent employment, which creates security. The employee has annual performance reviews, and systematic work environment work is carried out to, among other things, counteract stress and an unhealthy work environment according to AFS 2023:2.

### Employee turnover of permanent employees per year:

Year	2021	2022	2023	2024	2025
New employees	10.7%	0.0%	18.9%	10.2%	0.0%
Terminated employees	10.7%	7.4%	15.1%	6.9%	6.9%

The company has systematic follow-up of sick leave. The goal is to keep sick leave low (below the national average of approximately 3%), and this is achieved, among other things, through wellness activities and wellness grants.. In our newly renovated premises there is a gym that encourages exercise. Furthermore, we adapt work when necessary, control working hours, investigate repeated short sickness absences and conduct rehab interviews.



## 7 Affordable and clean energy



LVI's products require electrical energy. Therefore, we are constantly developing our products to make them more energy-efficient and easier on the planet. This includes seeking improvements in the form of new techniques, designs and choice of components. We have a clear environmental goal; to streamline the power consumption in each new product, since the use of electrical energy has a significant climate impact. We measure and follow up this goal every quarter.

Our salespeople make business trips by car, mainly in Sweden but also within Europe. Our fleet consists exclusively of plug-in hybrid cars..

**Real estate** accounts for a large part of today's energy use. During 2023 and 2024, extensive renovation and modernization of our head office/factory in Växjö was carried out to adapt the premises for our operations and to improve the working environment. All lighting in the premises is of the LED type and many fixtures have presence sensors to further reduce our electricity consumption. The electricity we consume comes from 100% renewable energy sources.

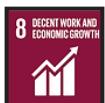
**-38%**

Since 2009, we have reduced the total power consumption per manufactured MagniLink system by an average of 38%.\*



\*Compared to the full year of 2025

## 8 Decent work and economic growth



We work for a safe and healthy work environment that complies with established laws, standards and the collective agreement we have with the Teknikföretagen Unionen. All employees are given written information about their terms of employment.

New employees begin their employment with an introduction to all departments to gain knowledge and understanding. It also includes a review of ergonomics and safety. Later, this is followed up with annual systematic work environment revision. We also have a forum where employees can submit opinions or suggestions for improvement, both on the work environment and on work methods or products. Our watchwords – security, participation and innovation – must permeate the business. We believe that good working conditions for our employees generate a stable company with good economic growth.

LVI has an equality policy where it is established that no discrimination may take place on the basis of gender, age, ethnic origin, religion, disability and sexual orientation. It is also stated that the company must make it easier to be able to combine gainful work and parenthood.

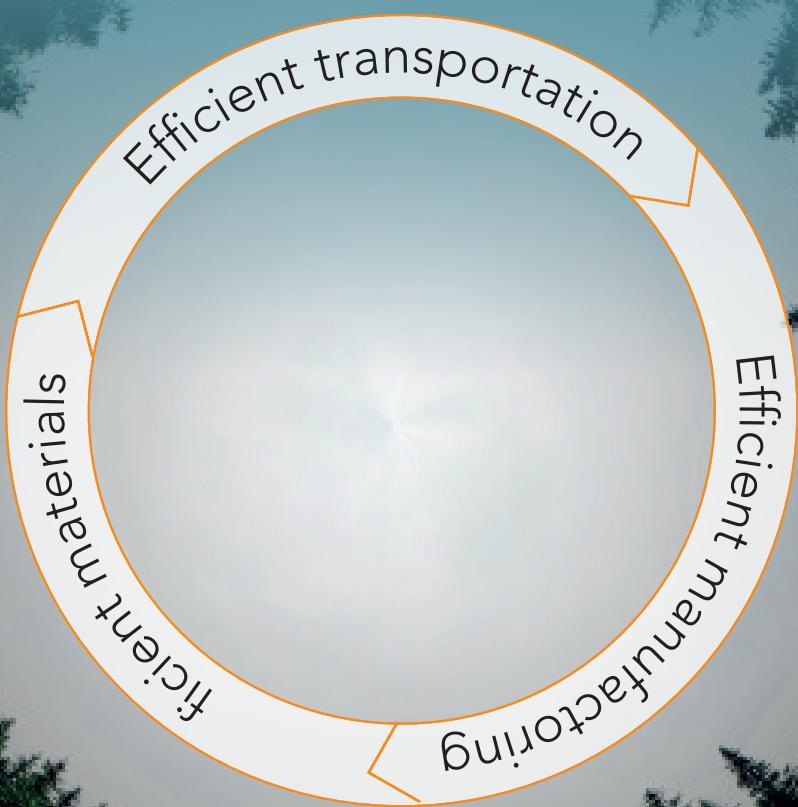
LVI's operations must be characterized by good business ethics. One part of this is that we have a purchasing policy with a clause on CSR (Corporate Social Responsibility) where our suppliers must ensure in their supplier agreement with us that they do not contravene the UN Human Rights Convention and do not engage in child labour. The supplier must also ensure that their entire supply chain complies with the ILO (International Labor Organisation).

## 9 Industry, innovation and infrastructure



LVI has its own Research and Development (R&D) department and its own manufacturing of visual aids in-house. This enables close collaboration between the departments and we are constantly looking for improved and more efficient assembly solutions and products. Innovation is a strong watchword within the organization and we invest heavily in being at the forefront of R&D in our industry. The digitalization of our products has increased, and will continue to increase in the future to meet the market's growing demands. This also enables more efficient support and service as the products do not need to be returned to the same extent for repair. Instead, troubleshooting can be done remotely, which reduces transport and provides a faster solution for the customer. We also collaborate with local service companies and as a result, less of our products need to be returned to our headquarters in Växjö, Sweden.

In product development, a basis is created for understanding the environmental impact of our products via analysis with Component Environmental Impact, which shows, among other things, carbon dioxide emissions. This provides a good decision-making basis for choosing materials and suppliers. We also consider whether it is possible to choose a supplier that is geographically close to us to reduce the transport distance. Our goal is that each new product should have a lower environmental impact than the previous generation. Our suppliers must ensure in their contracts that they comply with applicable legislation and standards required by certain materials in our products. Some products contain built-in batteries that can have an environmental impact if handled incorrectly. We ensure that these batteries are handled in accordance with the regulations in place for safe handling and transport. Personnel involved in these tasks have received training.





## 12 Responsible consumption och production



**LVI strives to streamline and improve operations** in every process within the company.

To ensure quality in all processes, LVI is certified according to ISO 9001 and 14001. Our business system contains clear instructions and routines for quality, environment and work environment. All to ensure that we work with the right things and develop in a positive and sustainable way. Ultimately, this means that our customers can trust that LVI is a responsible producer and supplier.

**LVI works to reduce our own climate and environmental impact** in everything from production to supplier and recycling. We have a clear environmental goal to streamline power consumption in every new product, since the use of electrical energy has a significant impact on our climate. The consumer should know that a product from LVI is energy efficient. Our products are often sold through public tenders, and LVI is highlighting the importance of environmental impact in order to eventually include this as a significant contributing factor in the purchaser's choice of products and supplier.

Transporting goods is a major challenge when it comes to reducing carbon dioxide emissions. Here, LVI tries to, where possible, always choose the mode of transport that has the least environmental impact. For example, we choose boat transport to our warehouse in the USA instead of flying. The same applies when importing materials. This places increased demands on our planning and foresight in production and purchasing. We are investing in developing products that are less bulky and weigh less. This will in turn lead to our goods taking up less space on the transport vehicles.

LVI takes responsibility for its waste and recycling partly by participating in the Swedish Electricity Board and the Swedish Environmental Protection Agency's recycling system for scrapping and recycling of electronic products and batteries. We are also affiliated with the producer responsibility organization Näringslivets Producentsvar and their recycling system for packaging. In 2025, 60% of the total packaging used by LVI for products sold in Sweden was fully recyclable. LVI is working towards the international target of 55% recyclability of each packaging part by 2035 (EU 40/2025). This is done by planning for a larger proportion of corrugated cardboard in our packaging in the development process, and by working with our packaging suppliers to find materials with a higher degree of material recycling. In our own production, we strive to have an optimal stock of input materials, all to avoid scrapping and increased waste as a result of obsolescence. This is carried out with frequent needs calculations, close contact with suppliers, and in the development process when planning the introduction and phasing out of products. We only manufacture products based on incoming customer orders. This minimizes the risk of scrapping finished products, and is in line with the requirements of the Eco-design Directive. Of the materials that still needed to be disposed of, 58% could be recycled in 2025 (source: Stena Recycling), which meets the EU's waste directive target of 55%.. Here, we continue to develop our recycling/source separation and our ambition is to reduce waste in production.

### Extended product life

In our subsidiary in Germany, we are working on a new concept in the recycling and circulation of products, called GreenLine. The products are rented out for a period of time and when the rental period is over, the product is taken back, reconditioned and rented out again instead of being scrapped. This means that a new product does not need to be produced. We hope to be able to incorporate this strategy in other markets in the future. LVI is also actively working in other ways to try to increase the lifespan of our products. This is partly done by using newer technology that is less energy-intensive, such as screens with LED backlight displays. It is partly done by actively choosing durable materials in manufacturing that make our products last longer.

# LVI AND THE ENVIRONMENT

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