



# Sustainability Report

2023





Mousetrapper launched its first ergonomic mouse in 1994. We wanted to find a solution to avoid unnecessary strain on the shoulder, arm and wrist, which could otherwise cause lifelong discomfort.

This vision has guided us over the past 30 years and can be summed up in our motto: Fight the Pain.

Over the years, knowledge and understanding of what affects us have developed. Mousetrapper has been, and continues to be, a leader in developing ways to alleviate and prevent pain that can arise from working long days in front of a screen. It is about ergonomics, but we also want to show how a technology company can work towards creating long-term sustainable development. It is not easy, but we are doing our best.

#### **We have a responsibility**

Sustainability is about climate impact. But at Mousetrapper, we also have a human perspective on sustainability. How can we help people sustain better over a long working life in an accelerated pace?

For us, human "sustainability," avoiding unnecessary pain, is closely linked with what is commonly called social sustainability. We want everyone to feel good at work.

And we also want to contribute to reducing our climate impact on the earth and conserving its resources. How do we do that?

#### **Sustainable tech products – is it possible?**

We believe it is. At first glance, it looks difficult, but just because it is difficult does not mean we should not try. It cannot be achieved overnight, but through our work, we see that there is a way. We cannot do everything ourselves; it must happen through a clear vision, collaborations, and innovation.

To become climate neutral by 2045, in line with Sweden's goals, concentration and perseverance are required – and cooperation between many stakeholders. In this sustainability report, you will see how far we have come and where we are heading. We believe it is possible, do you?

## **This is our mission**

Our vision is for everyone to feel good at work and for us to learn how to manage the resources of our one and only planet. As a company, we must be able to combine development with long-term sustainability that has a positive impact on people and the environment. This means that we, as well as everyone else in the supply chain, must have reasonable working conditions and be proud of our product. Therefore, our goal is to have all manufacturing in Europe, use only recycled/renewable materials, and have a science-based plan for reducing our climate footprint.

#### **Our mission is:**

*To prevent harm to people and the planet by delivering products that contribute to improved public health and the well-being of future generations.*





## **A climate report points both forwards and backwards**

Heatwaves, floods, melting ice, destructive typhoons – we see daily signs of climate change. It's happening here and now. It is now that we can help to create a better future for our planet and future generations, and we at Mousetrapper want to contribute to that.

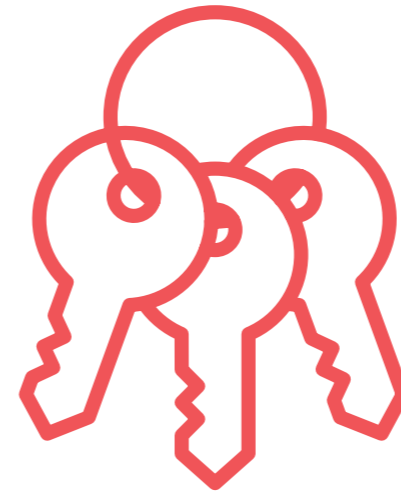
But to know how things are progressing, measurement is required.

It is therefore important for us to draw up a climate report that shows what we have achieved and to be able to reconcile it with our objectives – what has gone well and what can be improved? This is an important issue for our entire organisation. This provides management with the tools to steer our future activity, but success requires the support of all employees. Everyone has to aim in the same direction.

In this sustainability report, we present the most important aspects of our climate report and other developments in our sustainability work in 2023.







## 3 keys to sustainability

We are committed to doing what it takes for our planet to be a great place to live for generations to come. As a tech company, this is a challenge, and we're doing everything in our power to succeed. Here we summarise how we want to contribute to social sustainability for people, ecological sustainability for our planet, and economic sustainability for the company and the society in which we operate:

### People

#### **Mousetrapper and social sustainability**

We want to improve the quality of life of everyone affected by our activities by combating all forms of discrimination, and promoting equality and equal opportunities for everyone. Good trade relations with, and working conditions at, our partner companies are also important. We want to offer an attractive work environment that promotes health, safety, competence and diversity.

### Prosperity

#### **Mousetrapper and economic sustainability**

Prosperity is partly about profitability – but it's more than that. It's about creating good jobs and to be able to develop competitive products and to generate economic conditions for a stronger society.

We also seek long-term collaborations with our business partners – based on transparency and trust – where we can rely on each other and create sound business together.

### Planet

#### **Mousetrapper and ecological sustainability**

We're working hard to ensure that the global temperature increase will not exceed 1.5°C as agreed in the Paris Agreement. We have planet Earth – and we're doing what we can to take our share of responsibility for the climate. We do this by, among other things, constantly seeking new alternative materials, reducing energy consumption and creating products with a long service life.

## A long-term strategy

Having **sustainable leadership** is essential for our success. There must be genuine commitment within the company's leadership to ensure long-term sustainability. Therefore, sustainability is perhaps the most important item on our agenda. By integrating sustainability into all processes, we can achieve sustainable development of new innovative solutions that provide the conditions for long-term profitability.

Mousetrapper's strategy for 2024-2026 focuses on three overarching sustainability challenges: **Climate, Resources, and Sustainable Supply Chain**. In 2024, Climate will be the focus, in 2025 Resources, and in 2026 Sustainable Supply Chain. The strategy is the foundation of our operations and an integrated part of the company's business plan. The three overarching sustainability challenges are broken down into three focus areas – ecological, social, and economic sustainability. We call these our three keys to sustainability, and they provide us with the overall map for navigating the company into the future.





# How we will reach the goals

This is how we at Mousetrapper work to achieve the UN's climate goals in accordance with Agenda 2030.

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**  
 Goal 9 is about building resilient infrastructure, promoting inclusive industrialization, and encouraging innovation.

**How Mousetrapper Works with Goal 9**  
 Finding ways to produce and deliver tech products requires innovative thinking and an active search for new solutions and collaborations. For example, we aim to ensure that all land-based transport is optimized and uses electricity or renewable fuels. Establishing close collaborations with our suppliers and distributors is another key success factor. By supporting them in their work, we can succeed in our sustainability efforts together. Without them, it becomes difficult. We also collaborate on various research projects, such as AutoWEEE II with Chalmers Industrial Technology. This project uses artificial intelligence to improve sorting and increase efficiency in recycling electronic waste.

**3 GOOD HEALTH AND WELL-BEING**  
 Goal 3 is about ensuring healthy lives and promoting well-being for all at all ages.

**How Mousetrapper Works with Goal 3**  
 Our entire reason to exist is based on combating pain – or as we often phrase it: Fight the pain. Health and well-being are at the core of what we work on daily. Another example is our health-promoting strategy that includes physical and mental health to create a work environment where employees' well-being and sense of purpose in their work increase.

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**  
 Goal 12 is about ensuring structures that contribute to more sustainable consumption and production.

**How Mousetrapper Works with Goal 12**  
 Our overarching sustainability goal is for our total climate footprint to be zero or negative by 2050. An important shift for us is to ensure that products are easy to recycle already in the design process. We work towards a circular economy and want our products to have a long lifespan. Therefore, we also offer a refurbishment service to extend the life of a Mousetrapper. In production, we strive to use recycled materials as much as possible and use packaging materials that are recyclable and efficient for transport.

**5 GENDER EQUALITY**  
 Goal 5 is about achieving gender equality and empowering all women and girls.

**How Mousetrapper Works with Goal 5**  
 In our recruitment process, we actively work to ensure that self-identification, age, or opinions do not influence who we hire.

**8 DECENT WORK AND ECONOMIC GROWTH**  
 Goal 8 is about ensuring that all people have decent work with good working conditions and promoting inclusive economic growth.

**How Mousetrapper Works with Goal 8**  
 We strive for an equal workplace and regularly analyze working conditions and wage differences to ensure that no one suffers from unequal pay for the same work. Healthy economic growth involves working towards a sustainable economy. This is based on stability, long-term investments that provide secure products, circular business models, and supporting the local economy – all of which together reduce the company's long-term vulnerability.

**13 CLIMATE ACTION**  
 Goal 13 is about combating one of the greatest challenges of our time, namely climate change.

**How Mousetrapper Works with Goal 13**  
 This report provides an overview of our ambitious efforts to combat climate change. A long-term sustainability strategy gives us the guidance we need to stay focused – we aim to be a role model, a climate-neutral company in the tech industry by 2050.

# Our contribution to the UN's climate goals

The UN has formulated 17 global goals for sustainable development in Agenda 2030, known as the climate goals. The purpose is to eradicate poverty, stop climate change, and create peaceful and secure societies.

Agenda 2030 is the world's most ambitious plan to date for creating sustainable development. The world's leaders have pledged to achieve the global goals by 2030. Consequently, all countries have taken on the responsibility to create a more just, sustainable, and better world. The 17 climate goals provide guidelines for what each organization, company, and individual can contribute.





# Sustainability work in brief

The Climate Report 2023 has presented significant challenges.

Measuring climate impact is difficult. When we started this work in 2020, we stated that our ambition is to be climate neutral by 2050. This essentially means we must reduce our climate impact by 7% each year. It may seem like a small amount, but it becomes more challenging each year, and to succeed, a wholehearted effort without shortcuts is required.

## How is Climate Impact Calculated?

To measure climate impact, one must combine real metrics with assumptions. Real metrics can include measuring how much energy is needed to heat a building or how carbon emissions decrease when switching from gasoline and diesel cars to electric or hybrid vehicles. These are clear figures that are relatively easy to obtain.

To measure aspects where actual data is lacking, assumptions must be used. Assumptions involve a range between the worst and best possible outcomes. At Mousetrapper, we have chosen to use the worst possible outcome as our baseline. This way, we hope not to mislead ourselves or those following our work. As measurement methods improve and we can measure more accurately, we believe we will eventually be able to progress more quickly. Not everything will develop according to the worst possible outcome. One example is when we analyze the life cycle of our products. We have a good understanding of the climate impact of the plastic and metal parts in the product, but it is challenging to obtain data on the climate impact of the included electronics. In the electronics industry, we are a small player, but we hope that better reporting methods will be developed in the future that all players can benefit from. It doesn't happen quickly, but we are working on it.

## New Measurement Tool for Climate Impact Gives Different Results

For this year's climate report, we have had to switch tools for calculating estimated assumptions of aspects that are difficult to measure. The old tool, Quantis Scope 3, has been discontinued, and the new one provides different results. The new calculator is called the Normative Business Carbon Calculator, and in our evaluation, it made a serious impression with its approach to making assumptions.

## We Have Not Halved Scope 3, Even Though It Appears So

It appears that our Scope 3 values have been halved this year. They have not, of course. The difference is due to our increasing shift towards calculating based on actual activities rather than costs – and the new tool differs from the old one in its calculations.

## We Aim to Reduce by 7% Annually, and We Are on the Right Track!

This means it is difficult to compare with previous years, as it is complex and resource-intensive. Therefore, we have chosen to only recalculate our base year, 2020, using the new tool to compare with the 2023 results. Our overarching goal is to reduce our climate impact by 7% per year to be carbon neutral by 2050.

Comparing the 2023 climate impact to the base year 2020, we have achieved a reduction of 22.76%, which is entirely in line with our sustainability strategy. On the next page, you will find a selection of projects we are currently working on.

## We Invest in Carbon Credits

Swedish Carbon Sequestration is an initiative run by MiljöMatematik and Albaeco, funded by the Swedish Board of Agriculture, Vinnova, and the Svea Green Foundation.

There is an urgent need to long-term transform agriculture to increase carbon sequestration while maintaining food production. The goal of the initiative is for the agricultural sector to adopt farming methods that increase sequestration and reduce carbon release. There is great potential for agriculture to counteract climate change in line with the IPCC's goals, and the initiative is now opening up for others to join this journey.

Therefore, Mousetrapper has now agreed with Swedish Carbon Sequestration to purchase carbon dioxide equivalents (CO<sub>2</sub>e) in 2024 as a way to support the project and increase carbon sequestration. We hope to account for robust compensation for our 2023 operations, in the range of 35-40 tons of CO<sub>2</sub>e.

[Learn About Our Current Projects](#) →



# Current Projects

## Popular Sustainability Training Continues This Fall

To succeed in our sustainability efforts, it is essential that all employees understand what we are doing and why. Therefore, everyone participates in sustainability training, and this year we offered it in both Swedish and English. It is exciting to see how employees' engagement grows with increased knowledge. In 2024, all our employees will visit an electronics recycler to understand their daily operations.

The sustainability strategy is the hub, but the heart of the work lies with the employees. Knowledge, understanding, and forward-thinking – that's how we will succeed together.

## Now recycled plastic in all products

We have worked hard to ensure the availability of recycled plastic raw material for our production, and by the end of 2024, all our products will be produced using recycled plastic. The raw material consists of 100% WEEE waste collected in Europe, primarily from recycled electronic waste.

## Electric Vehicles Radically Reduce Emissions from Business Trips

By transitioning our vehicle fleet to pure electric cars or plug-in hybrids, we see a significant reduction in emissions from our business trips. This is encouraging, as we believe that the ability to meet face-to-face is important for building trust between us and our customers and for explaining the benefits of good ergonomics

## Purchased Transport Climate Impact Decreases Further

Transporting parts to our production and delivering goods has a significant climate impact. This year, we continue the important trend of reducing the climate impact of transportation, with the goal that by 2025 all land-based transport will be optimized and use electricity or renewable fuels.

## Increased Climate Impact from Our Facilities

Our CO2 emissions from electricity and heating for our operations and facilities have increased this year. This is primarily due to higher CO2 emissions from district heating and also because we have expanded our premises. We are currently exploring a solution from another supplier that offers nearly zero emissions, but this discussion is ongoing in consultation with our landlord. Hopefully, we can resolve this in 2024.

## Lifecycle Analysis of Products

We have engaged six students from the Master of Science in Engineering program at Linköping University to conduct a lifecycle analysis on one of our products, Advance 2.0. Obtaining actual figures for electronics' climate impact has proven to be a great challenge. The analysis is yet incomplete, but we hope to obtain reliable numbers that will provide a good and accurate overview in the future.

## Exciting Research Project – AI Increases Efficiency in E-Waste Recycling

We are currently participating in a project at Chalmers Industrial Technology called AutoWEEEdakt II, which uses artificial intelligence to improve sorting and increase efficiency in the recycling of electronic waste (WEEE). The sorting process involves many manual steps, especially during pre-sorting. For a long time, there have been efforts to automate this process, but it has been challenging due to the enormous variation and rapid growth of new electronic products.

In this project, the amount of labeled image data for training our AI is being increased. We believe this will enhance accuracy and reduce sorting errors. By using intelligent solutions to eliminate bottlenecks, we can improve the recycling rate and contribute to increased circularity, which would be a significant achievement.





# Challenges we have accepted

There are lots of challenges ahead of us. Right now, we're focusing on four areas:

## **We Are Working to Further Reduce the Amount of Metal in Our Products**

The project to reduce the amount of metal in our products is ongoing, and we are constantly seeking new smart solutions. However, it's not just about reducing the quantity; we are also trying to find ways to replace the remaining metal with recycled metal. The work is progressing, and we hope to soon demonstrate steps in the right direction.

## **Developing Circular Business Models is Crucial**

Our society must improve in reusing resources repeatedly – what is known as the circular economy. The old “use and dispose” mentality is definitely not the future. Therefore, we have developed a circular business model that views profitability from a holistic perspective and contributes to a positive impact on employees, society, and the environment.

We are constantly seeking new solutions and collaborations to create circular models for our products. By replacing worn-out parts in old products, their lifespan can be significantly extended. Reusing instead of discarding them provides substantial climate benefits. We are now working with partners to develop systems that allow products to be returned to us in an economically sustainable way. One thing we know for sure is that our products are designed to last. If we can find smart ways to give them new life, the climate benefits will be significant.

Another important aspect is to seek solutions already in the design process that make recycling easy when the product's life cycle ends.

## **We Advocate for Increased Equality**

Society is not equal, human rights are not respected, and many lack the opportunity to meet their basic needs. We are now developing a health-promoting strategy that includes both physical and mental health – we want a work environment where all employees feel seen and thrive.

## **What is a Sustainable Supplier?**

It is important to understand the meaning of various terms. For example, what does it mean to be a sustainable supplier? This year, we have developed our definition of what it means to be a sustainable supplier and plan to conduct several audits with our suppliers in Europe and Asia in 2024. We need to work closely with our suppliers to achieve our climate goals. Therefore, close dialogue is crucial – if they do not succeed, neither do we.





# Overview of our Climate Report 2023

The diagram illustrates CO<sub>2</sub>e emissions in tons for each segment. Numbers in parentheses indicate the comparison with the base year 2020.

As you can read on page 11, for this year’s climate report, we had to switch tools for calculating estimated assumptions for aspects that are difficult to measure. The old tool, Quantis Scope 3, has been discontinued, and the new one provides different results. The new calculator is called the Normative Business Carbon Calculator, and it differs in its calculations from the old one. This makes it difficult to compare with previous years, as it is complex and very resource-intensive.

Therefore, we have chosen to recalculate only our base year, 2020, using the new tool to compare with the 2023 results. Our overarching goal is to reduce our climate impact by 7% per year to be carbon neutral by 2050.

## Total 1115 tons CO<sub>2</sub>e for 2023

For 2020, the total was 1443.5 tons CO<sub>2</sub>e. Comparing the 2023 climate impact to the base year 2020, we have achieved a reduction of 22.76%, which is entirely in line with our sustainability strategy. Additionally, all our electricity is 100% renewable from solar, wind, and water. No processes in our operations involve combustion, and we have no other fuel-related emissions than those indicated below.





