

Sustainability report

2023



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CEO's comments

Everything boils down to the kind of company you want to be. One that takes responsibility for the environment and is part of the change, or one that always prioritises finance first. For many years we believed that the fact that we worked with a renewable and sustainable commodity was sufficient in terms of taking responsibility for the environment. But we've realised that this is not enough. Economic sustainability is the way forward for us. If we don't have a healthy company that makes money, we can't invest in sustainability. These are two positive elements that go hand in hand.

Those of us who work with renewable commodities must take our responsibility for the entire value chain and help to make the planet greener. That's why one of Vida's targets is to reduce our greenhouse gas emissions from our production units by 42% (from a base year of 2020). Just reflect on that figure for a moment. 42%. It's a big deal. It will mean that we have to make great efforts and that will cost money. Making the most sustainable choices or investments can be expensive, but the price for our planet is even higher. And Vida, which is Sweden's largest sawmill group, must be one of the companies that leads the way.

More and more people want to do their part and take responsibility, both for their individual climate footprint and for the companies they represent. That makes us happy, and it also puts pressure on us. For us to be an attractive employer, supplier or partner we need to make an effort to constantly do things better. We must be a company that people can be proud to work for or collaborate with.

We have energy-intensive production plants, so electricity consumption is an area where we can make a difference. As a step towards using more renewable and locally-generated electricity, in 2022 we invested in one of Sweden's largest solar farms. The farm started operating in spring 2023 and will produce around 19 million kWh per year, which corresponds to the electricity consumption of 3,800 detached houses. We are delighted to be able to show that our ambition doesn't simply remain words in a sustainability report, but instead results in concrete action.

In 2023 we kicked off our enormously important work regarding safe workplaces, which we have chosen to call "Helt Säker" (Completely Safe). During the year we have focused on information, improvements and getting people more engaged in safety matters. We are very happy to report that accidents at Vida dropped by 41% from 2022 to 2023. All Vida employees must be able to return home every day uninjured from their place of work.

The only target we accept is zero serious accidents in our workplaces, and we will not be satisfied until we hit that target.

It should be a simple choice to select Vida as an employer, to prefer us as a forestry partner or to buy our products. That's why sound core values that benefit people and the planet must be upheld throughout all our business activities. And that's why we're still focused on a better and more sustainable tomorrow. The train has left the station, and we are not a company that remains behind on the platform.

ONE OF OUR TARGETS IS TO REDUCE OUR GREENHOUSE GAS EMISSIONS FROM OUR PRODUCTION UNITS BY 2030 BY:

42%

About Vida

Vida is one of Sweden's largest players in the forest and wood products industry with approximately 1,500 employees at 23 production plants, including 12 sawmills, in southern Sweden. The company mainly specialises in the production of structural timber for a variety of markets. Around 90% of Vida's sawn wood products are exported to Europe, USA, Australia, Africa and Asia. Business activities also include housing production, packaging production, animal bedding and pellet production and biofuel operations.

The Canadian company Canfor owns a 70% holding of Vida. Canfor is based in North America and is listed on the Toronto Stock Exchange. Canfor operates sawmills, paper mills and pulp mills. Vida and Canfor work jointly in several areas of sustainability, but this sustainability report solely presents Vida's own strategies and goals.

Vida Forest is the Group's purchasing company with some 50 local timber purchasers. Approximately 6 million m³u.b. of round wood is acquired annually, 5 million of which is for our sawn wood product range. The majority of the raw material is purchased from private forest owners in southern Sweden. Vida Forest also offers a full range of forestry services and professional forestry advisory services to forest owners.

Vida Wood sells and supplies sawn and processed wood products, mainly planed timber, from the Group's twelve sawmills in Borgstena, Hjärtevad, Hestra, Hästveda, Alvesta, Vislanda, Urshult, Nössemark, Orrefors, Mörlunda, Vimmerby and Tranemo.

Processing also takes place in Gransjö and Vrigstad. There is an impregnation plant at the sawmill in Tranemo. Since October 2023, Vida has also owned Vida Ingarp, a timber impregnation and painting plant.

Vida Building is a supplier of building elements and finished modules in wood. Its customers include building contractors, developers and architects, mainly in Sweden, Germany, England and Holland.

Vida Energy is one of Sweden's major biofuel providers and leads the Group's investments in the bio-energy market. We make use of all the wood and wood by-products produced, both during felling and downstream processing in the sawmills, by converting them into renewable energy in the form of energy-efficient products such as whole-tree chips, stem wood chips and pellets. In this business we also convert wood shavings into stable bedding and sell cellulose chips to the pulp industry.

Vida Packaging is the Nordic region's leading manufacturer of wood packaging in the form of pallets, pallet collars, cable drums and more. We offer our customers a complete logistics solution through a network of production plants and a wide product range.



Vida's production plants are located close to forest owners and the raw material.

About this sustainability report

This sustainability report has been prepared in accordance with Swedish legislation on sustainability reporting, based on the provisions of Chapter 6 of the Annual Accounts Act. The aim of our sustainability reporting is to present Vida's sustainability performance, risk management and value creation, and show the link between our strategy and the company's commitment to a sustainable global economy. The sustainability report includes these priority areas: environment, employees, and social conditions including human rights and anti-corruption. Vida's goal is to comply with the requirements of the CSRD (Corporate Sustainability Reporting Directive) by no later than the end of the 2025 financial year.

Vida Wood's foreign sales companies are not covered by this report.

Our business model

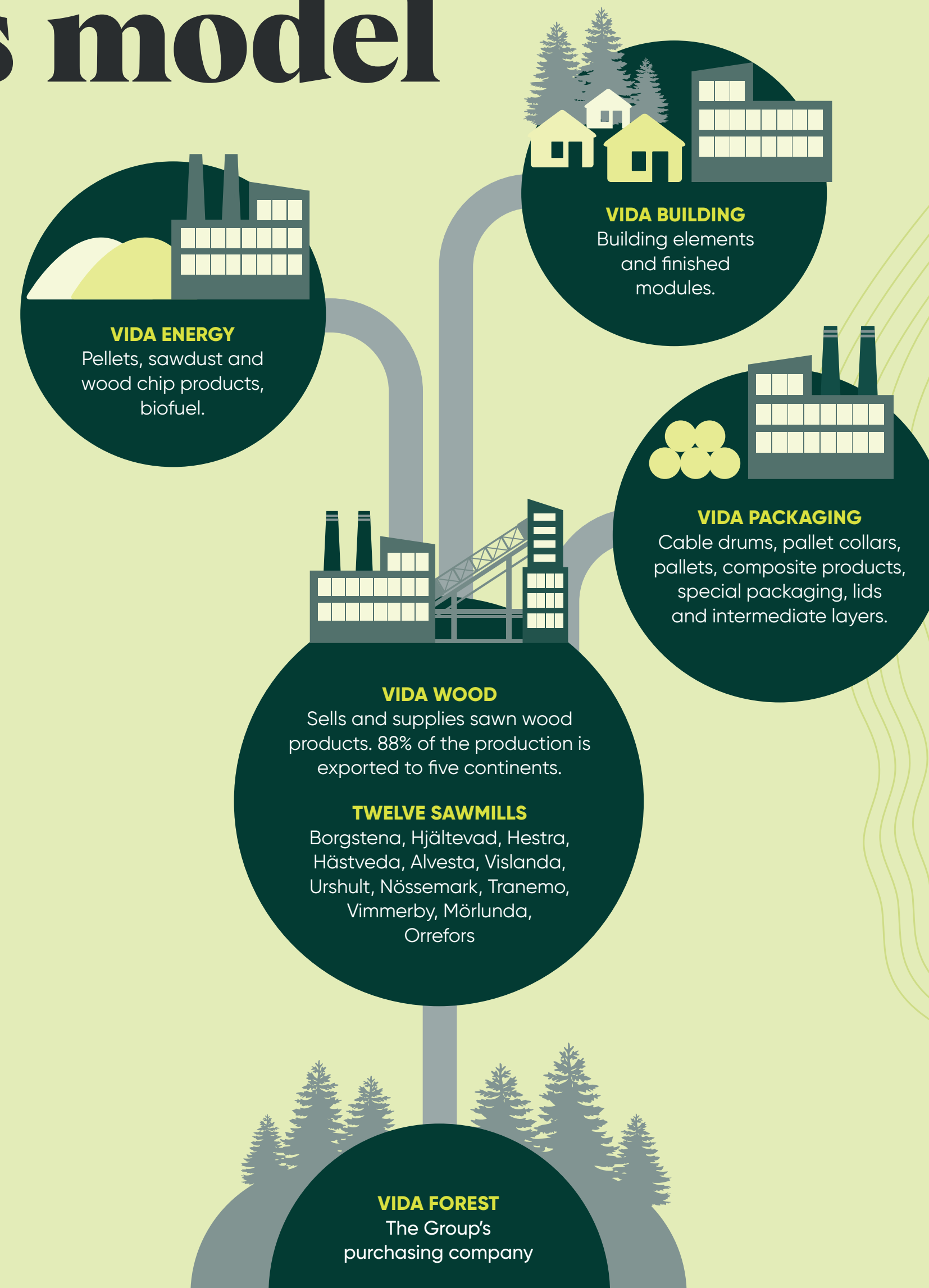
The heart of Vida's operations are its twelve sawmills where we produce mainly structural timber from spruce and pine. To operate as efficiently as possible and to optimise yield recovery, each sawmill is specialised according to products, market and type of wood. The forest raw material is purchased from private forest owners in southern Sweden and from other forestry companies. We aim to be an attractive partner to everybody by offering a wide range of forestry-related services.

Our sawn wood products are sold to building material suppliers and building manufacturers in some 40 countries. For the most part we sell directly to our customers, without intermediaries, through our own sales teams in Sweden, UK, Denmark, Netherlands, Australia, USA and Asia.

Timber that does not meet construction standards is used in our packaging business for making pallets, pallet collars and cable drums.

The process of producing boards and planks generates by-products in the form of cellulose chips, bark, sawdust and wood shavings. These are sold to pulp manufacturers, district heating generators and other industries such as chipboard factories. Sawdust and wood shavings are also converted into pellets and bales in our own plants.

A smaller portion of our timber is used for manufacturing houses and apartment modules in our building factory.



OUR CUSTOMERS

Sawn wood products:

- Building factories
- Building material suppliers
- Packaging producers
- Wholesalers
- Importers

Pallets, pallet collars, cable drums, modular buildings:

- Cable manufacturers
- Food industry
- Car industry
- Other manufacturing industry
- Construction material manufacturers
- Property developers

Stable bedding, pellets:

- Private customers
- Stables
- Retailers
- Building material suppliers

Pulp production, heating:

- Pulp mills
- Chipboard factories
- Pellet producers
- Power stations

Our stakeholders

Vida has several different stakeholder groups that impact us or that are impacted by our business. Our most important stakeholders are our customers, employees, suppliers and owners.

Towards the end of 2022 we held stakeholder dialogues with key customers of Vida Wood, Vida Building, Vida Energy and Vida Packaging. Our analysis of customer responses shows that the overwhelming majority of our customers believe that sustainability, mostly linked to the environment and climate, is important for Vida's value creation over the short and long term. The main sustainability expectations that our customers have of Vida relate to FSC® (FSCC178907) and/or PEFC certification. Certain customers have specific requirements regarding the calculation of CO₂ emissions, compliance with codes of conduct, and that products must be EPD (Environmental Product Declaration) verified or have undergone a life cycle analysis in accordance with EN 15804.

During 2024 we will carry out an employee survey. The purpose of the survey is to gather the opinions of our most important stakeholder groups when it comes to working conditions, satisfaction, work environment and leadership.



Prioritisation of material risks

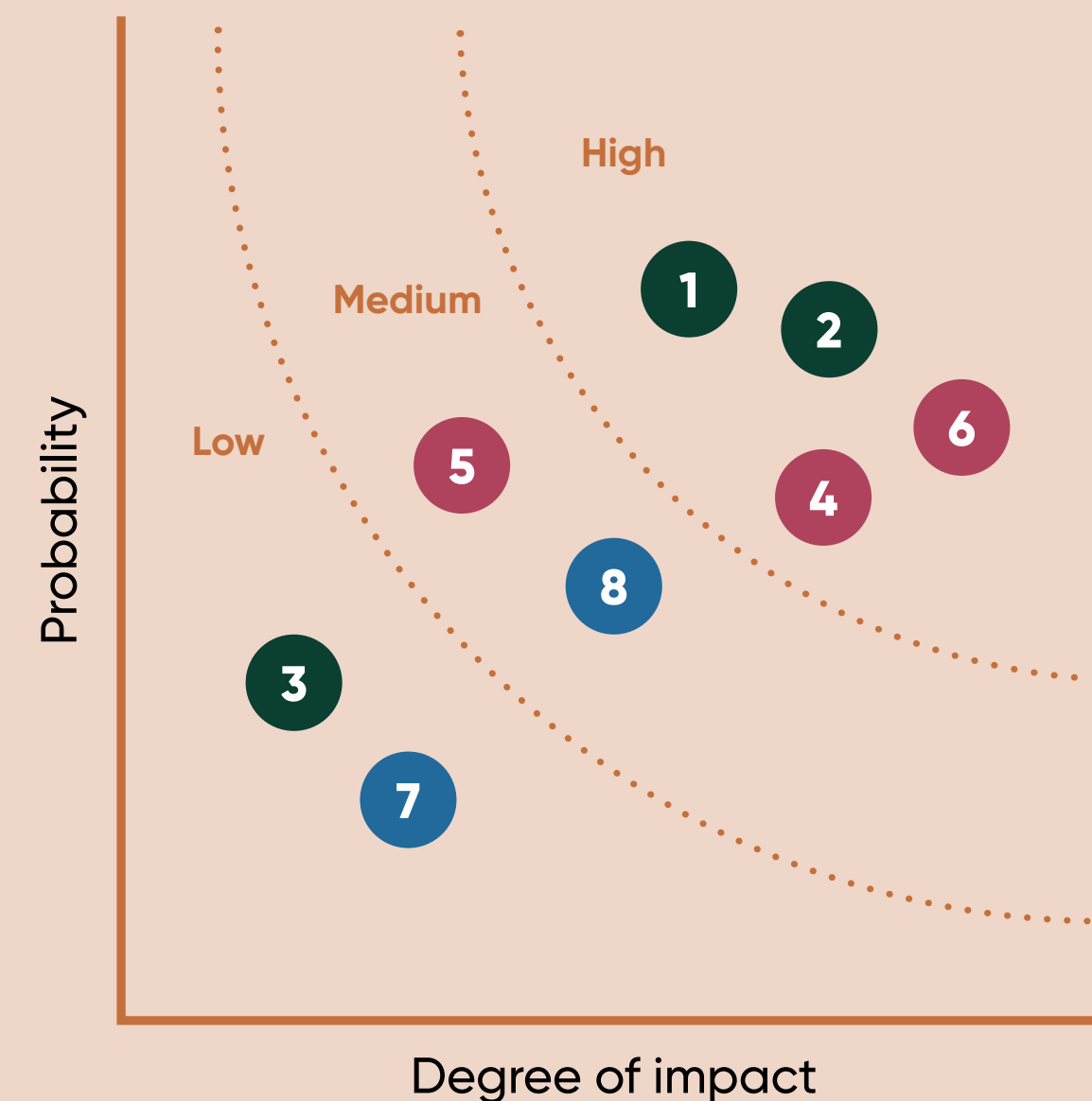
To be able to work strategically with sustainability over the short, medium and long term, we have continued to work on our material risks during the year and communicated the results of our prioritisation within the organisation. Our starting premise is that we will maximise the opportunities that our sustainable business activities bring about and minimise the adverse effects of our activities. Vida's ambition is that all employees feel they are able to influence decisions in their work area so that they have a sustainable impact.

Vida has chosen to pursue an ESG strategy, i.e., Environment, Social and Governance, encompassing business ethics and human rights. Our assessment of the material, non-financial aspects that could have an impact on Vida's value creation is based on an analysis of available data and feedback from stakeholders. ESG aspects have been prioritised based on their level of risk. Aspects with a medium to high level of risk are to be prioritised and given the necessary resources for encompasses aspects with less risk that nevertheless require some action/mitigation.

ESG aspect

- 1 Climate
- 2 Biodiversity
- 3 Water usage
- 4 Safety, health and well-being of employees
- 5 Engaging and attracting employees
- 6 Information and cyber security
- 7 Business
- 8 External communication and brand

Environmental
 Social
 Governance



Priority

Level of risk: medium and high

- Climate footprint
- Biodiversity
- Safety, health and well-being of employees
- Engaging and attracting employees
- Information and cyber security
- External communication and brand

Hygiene level

Level of risk: low

- Water usage
- Business ethics

Strategy & governance

Based on the prioritisation of material ESG risks and feedback from the stakeholder dialogues with a selection of customers, we have developed a framework for Vida's strategic sustainability work. Through the three priority areas described in our materiality analysis, we try to address everything from our day-to-day decisions to how we collaborate with our customers and suppliers and how we affect the environment and society.

The Management Team has the overarching responsibility for pursuing long-term, sustainable business operations and for adopting a strategy and targets to support this. As sustainability encompasses both value creation and risk management, the entire organisation must be aware of the economic significance of sustainability and that it is an integral element of Vida's strategy as a global market player.

We offer renewable products made of wood, which are important components of the EU's transition to a sustainable, climate-neutral economy. As our business grows, we want to further accelerate the positive effects of our solutions, but we must also factor in the potential negative effects of our resource consumption, such as the impact on biodiversity and from emissions from the company's internal and external transport.

We have now set KPIs and targets and most importantly launched activities within each and every one of these aspects of ESG. More details on what we are doing is provided in each priority area's chapter.

Vida's work is underpinned by policies covering important operational areas:

- Environmental policy
- Policy for the social and organisational working environment
- Workplace environment and fire safety policy
- Gender equality policy
- Whistleblower policy
- IT policy
- Code of conduct



Environment

Vida aims to constantly reduce the burden on our environment through the decisions we make each day. This means that we strive to reduce our overall environmental burden throughout the entire process - from forest, production and sales, to distribution to the customer - in close collaboration with our employees, customers and suppliers.

Vida's business is based on a renewable, recyclable and biodegradable raw material. It is a raw material that also captures large amounts of carbon dioxide while it grows in the forest. Wood is fantastic as almost 100% of the raw material is used. In addition to sawn timber, wood is used to produce pellets and animal bedding from shavings, cellulose chips for the pulp industry, and fuel products for Vida's own energy production and for sales to power companies.

Our industries are strategically located close to the raw material, resulting in short distances and thus environmentally efficient transport solutions.

A substantial proportion of our finished goods are transported by rail and boat. For rail transport, Vida mostly uses electric trains.

Vida's environmental policy is a governing document for a responsible company that always strives to reduce its impact on the environment. Based on current permitting for our production plants pursuant to the Environmental Code, we work continuously to reduce air emissions from our solid fuel boilers, minimise emissions to water from irrigation of timber, reduce noise levels near our production sites, and handle chemical products and waste responsibly.

Vida's membership and active participation in the Swedish Forest Industries Federation promotes research and development in forestry and wood.

Two concrete environment-related decisions were taken ahead of 2024: at least 50% of the fuel for internal transportation in our production units will be HVO100, and the majority of the ash from our solid fuel boilers will be returned to the forest.

MARIE HJORTSTAM, ENVIRONMENTAL MANAGER AT VIDA

The six sustainable development goals

In September 2015, the world's heads of state and government officials adopted an ambitious, universal development agenda. Agenda 2030 is comprised of 17 Sustainable Development Goals (SDGs) aimed at eradicating poverty, combating climate change, and creating peaceful and safe communities. These SDGs are to be achieved by 2030. Vida has identified six of the 17 SDGs that are particularly relevant to our business and which we are able to impact for the better. More details on what we are doing is provided in each priority area's chapter.

Aside from the products we manufacture directly or indirectly, we also create jobs in the places where we are located, which helps to generate vibrant rural communities. Our vision is to grow, but it must be sustainable growth that delivers good returns. Our employees should be able to grow with Vida and feel confident in us as a long-term and responsible employer. For instance, our local sponsorships mean that children and young adults in rural areas have meaningful hobbies. Through our certification work and forestry advisory services we also promote responsible and long-term forestry.

ESG aspect:

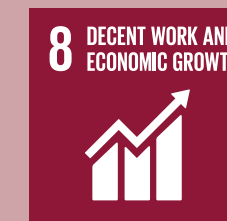
Environmental



Social



Governance





Climate footprint

Vida's climate footprint comes from direct and indirect greenhouse gas emissions that the company generates from its activities and within its value chain. Scope 1 and 2 include the greenhouse gas emissions from our production plants. Scope 1 emissions mainly come from internal transportation using trucks and loading equipment. In this context the heat we generate in our own biofuel boiler constitutes largely biogenic emissions. Our Scope 2 emissions mainly relate to the production of electricity used in our production plants. We have compiled data for Scope 1 and 2 emissions starting from 2020, which will be externally audited in accordance with the GHG (Greenhouse Gas) Protocol. In the table to the right, we report the emissions for the 2020 base year as well as the results for 2022 and 2023.

During 2023 we have compiled data regarding Scope 3 for 2022, which includes greenhouse gas emissions from the upstream value chain and downstream of our production plants. An external audit of the Scope 3 emissions, under the GHG Protocol, is in progress and expected to be complete in the first half of 2024.

Vida's overarching, long-term goals are to:

- Reduce Scope 1 and 2 greenhouse gas emissions by 42% by the end of 2030, from a base year of 2020.
- Reduce the Scope 3 climate footprint of our organisation.
- Prepare a road map to climate neutrality.
- Adapt our organisation to the laws and regulations that have resulted from the EU's new forest strategy for 2030.

Our strategy to achieve these goals encompasses the following activities that have either started or are planned for the 2024–2025 period:

- An environmental felling project commenced in 2021. In 2023 Vida Forest felled and transported approx. 20,000 m³u.b. for which HVO100 fuel was used in the felling machinery and the lorries (18,000 m³fu.b. in 2022).
- Several electric fork-lift trucks are already used in the Group. We will continue to gradually replace older machines with new electric fork-lift trucks.
- From 2024 onwards, at least 50% of the fuel used for internal transportation (Scope 1) at our production plants will be palm-oil-free HVO100.
- A policy and procedural description for calculating our climate footprint will be created.
- Implement a process and IT system to collect data.
- The data compiled for Scope 3 will be externally audited in the first half of 2024, and targets will be set thereafter.
- Communicate the company's climate impact via the sustainability report.
- Creation of environmental product declarations (EPDs) for Vida's sawed wood products, impregnated products and packaging products commenced in 2023 and is estimated to be completed in 2024.

VIDA'S OVERARCHING GOAL

42% reduction in Scope 1 and 2 greenhouse gas emissions by the end of 2030, from a base year of 2020.

	2020		2022		2023*	
	CO ₂ e tonnes	CO ₂ e tonnes	% reduction	CO ₂ e tonnes	% reduction	
Scope 1	14,236	12,467	12.4	10,713	24.7	
Scope 2	15,195	15,072	0.8	14,843	2.3	
Total non-biogenic	29,431	27,539	6.4	25,556	13.2	
Total biogenic	244,711	274,735	-	268,272	-	

* This data has not been audited by an external auditor. An external audit will be performed in spring 2024.





Biodiversity

Most of the forest raw materials that are used in Vida's sawmills is felled in Sweden. Vida Forest buys, fells and transports forest products in order to provide Vida's sawmills with raw material. The suppliers are smaller private forest owners, and larger organisations or forestry companies. Vida Forest buys the harvesting rights for trees felled under its own management as well as delivery timber that forest owners fell themselves.

To ensure that the raw material comes from sustainably managed forests, Vida Forest is certified to FSC and PEFC standards. All the timber handled by Vida Forest fulfils the FSC Controlled Wood requirements. Simply put, this means that strict requirements are placed on forest owners who supply timber, pulpwood and fuel wood. The wood must be legally harvested and must not come from key habitats or other protected areas. Further, felling must not violate the rights of indigenous peoples. A large share of the raw material purchased comes from PEFC or FSC-certified forests. This entails additional demands for intact ecosystems and biodiversity conservation, including the requirement for forest owners to set aside at least five percent of productive land for conservation purposes. Vida Forest is proactive in increasing its share of certified suppliers and it certifies forest owners as an agent for Prosilva Forest Certification. Vida and its certified suppliers are audited by internal and external auditors.

We have the following procedures in place to ensure that the raw material meets our requirements:

- *Procedure for purchasing forest raw materials from private forest owners:* The purpose of this procedure is to ensure contracts and to verify the timber wood's origin and certification status, and to avoid supplies from controversial sources. This procedure also aims to ensure that all the data required to trace the transaction is registered.
- *Procedure for timber purchasing from central suppliers:* The purpose of this procedure is to ensure that timber is not purchased from controversial sources. This procedure also aims to ensure that all the data required to trace the transaction is registered.

Vida's overarching, long-term goal is to:

- Adapt our organisation to the laws and regulations that have resulted from the EU's new forest strategy for 2030.

Our strategy to achieve this goal encompasses the following activities that have either started or are planned for the 2024–2025 period:

- Monitor developments regarding forthcoming standards and regulations.
- Hold dialogues with stakeholders.
- Set objectives and establish a road map for purchasing FSC and PEFC-certified timber.

VIDA'S OVERARCHING, LONG-TERM GOAL IS TO:

Adapt our organisation to the laws and regulations that have resulted from the EU's new forest strategy for 2030.

PERCENTAGE OF FSC AND/OR PEFC-CERTIFIED TIMBER SOURCED, 2023

68%

Vida Forest is proactive in increasing its share of certified suppliers.



Energy & production

Vida supports the UN's 2030 goal "Affordable and clean energy" which involves ensuring everybody has access to affordable, reliable, sustainable and modern energy, and "Responsible consumption and production" which entails promoting sustainable consumption and production patterns.

Vida is a major producer of biofuels. Through Vida Energy, forest biomass is purchased and delivered to most of the local heating plants in southern Sweden. We adhere to government recommendations in our efforts to make use of the potential fuel products that can be produced from felling. All by-products generated at the sawmills are utilised. Bark, shavings and wood chips are combusted in the biofuel boilers of the sawmills, and the resulting heat is used for wood drying, as heating for our factories and to supply district heating to the nearby communities. Our biofuel surplus is sold to power generators. Vida Energy manufactures pellets from wood shavings in-house. In total, the energy output from our by-products was an estimated 2.8 TWh in 2023.

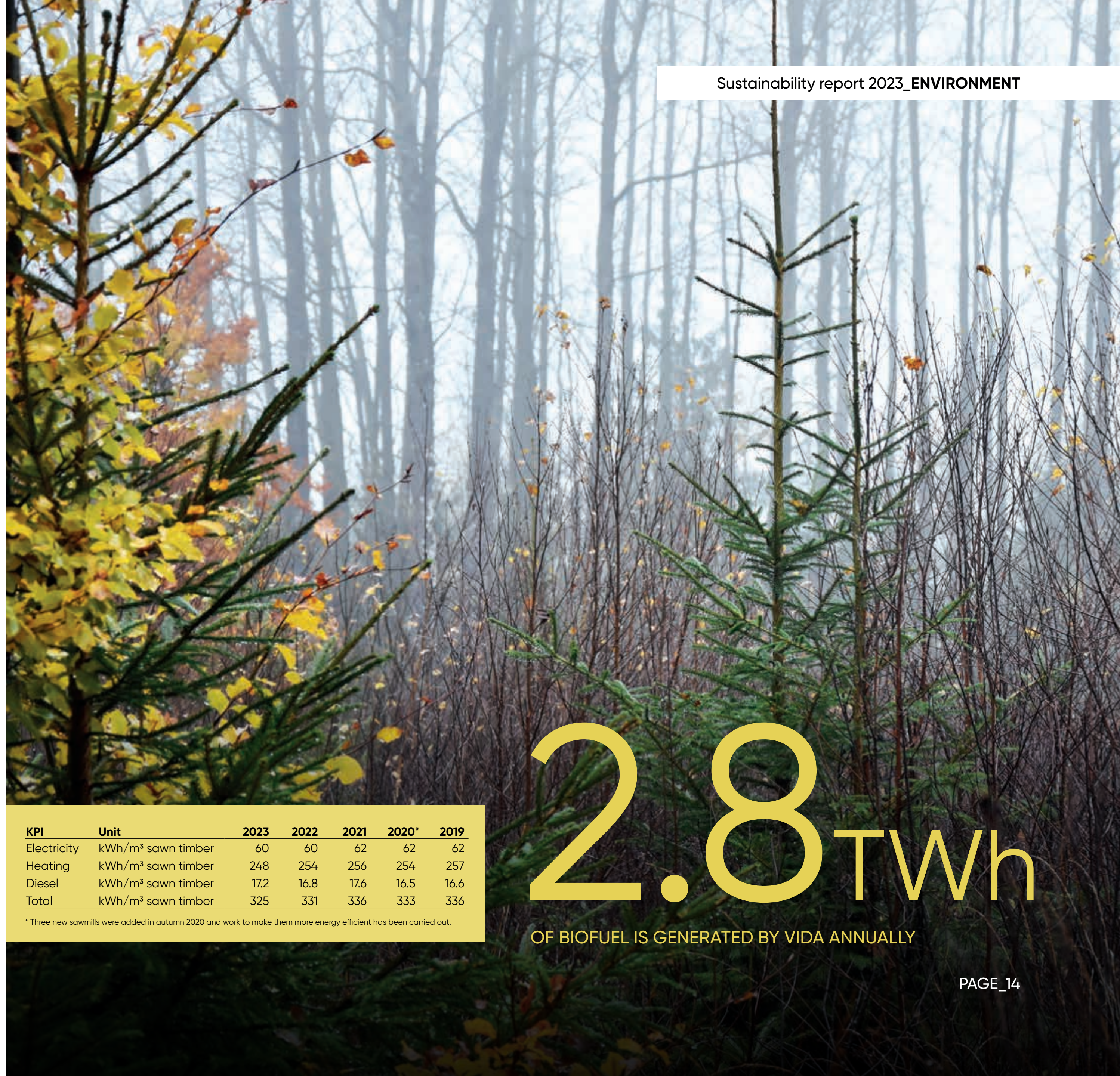
A substantial amount of the Group's energy consumption is thus biofuel-based. We have mapped out the energy consumption of our plants and are working purposefully with energy-efficiencies based on the action plans defined. Detailed energy mapping has been carried out at two of our sawmills, covering the boilers and kilns. We monitor key ratios at our 12 sawmills regarding consumption of heating, electricity and diesel per cubic meter of sawn wood produced.

Vida's overarching, long-term goal is to:

- Work purposefully to continue reducing our energy consumption.

Our strategy encompasses the following activities that have started and will continue during the 2024–2025 period:

- All new kilns purchased by Vida must be equipped with heat recovery.
- Energy consumption must be taken into account when new equipment is purchased.



2.8 TWh

OF BIOFUEL IS GENERATED BY VIDA ANNUALLY

KPI	Unit	2023	2022	2021	2020*	2019
Electricity	kWh/m ³ sawn timber	60	60	62	62	62
Heating	kWh/m ³ sawn timber	248	254	256	254	257
Diesel	kWh/m ³ sawn timber	17.2	16.8	17.6	16.5	16.6
Total	kWh/m ³ sawn timber	325	331	336	333	336


* Three new sawmills were added in autumn 2020 and work to make them more energy efficient has been carried out.

Solar farm

One of Sweden's largest solar farms, located near Sölvesborg in Blekinge, was inaugurated in 2023. It is estimated that the solar farm will contribute 19 GWh of electricity production to electricity area 4 in southern Sweden, where the need for electricity is greatest. 19 million kWh is the equivalent electricity consumption of around 3,800 houses. As a result, southern Sweden where there is a great need for energy and a production deficit, will get a well-needed boost of renewable, locally-produced electricity. Electricity area SE4, where the farm is located, is one of the two electricity areas in Sweden with the highest demand for electricity and the highest prices.

This investment is important to the green energy transition and all collaborating parties have an important role to play. Svea Solar owns and manages the solar farm and Vida buys the electricity via the electricity company Bixia, via a long-term, fixed-price Power Purchase Agreement (PPA).

Solar cell farms are by far the fastest route to more renewable energy, while electricity power agreements are accelerating the expansion of large-scale solar power. Upholding and preserving biodiversity in the area is important. Investigations are therefore underway to assess whether sheep can be allowed to graze in the solar farm during summertime. The solar panels create shade and make the grass more nutritious for grazing, while the sheep help to keep the grass and other vegetation short.



We are very happy that the new solar farm has been inaugurated and is in operation. It means we can reduce our climate impact even further. Running our production on solar power is an important step in our climate efforts.

MÅNS JOHANSSON, CEO OF VIDA

Water usage

During the summer months, surface and ground water is used for timber irrigation that takes place next to the sawmills. The risk of a shortage of water supply as well as the regulatory risks linked to water usage need to be taken into account.

Vida's overarching, long-term goal is to:

- Make water usage during the production process more efficient.

Our strategy encompasses the following activities that have started or are planned for the 2024–2025 period:

- Start measuring water out-take systematically.
- Set objectives and establish a road map for more efficient water usage.
- In January 2023 a new dam facility was put into operation along with ensuing wetlands at the sawmill in Nössemark. The main function of the facility is to clean run-off water from the entire sawmill area and excess water from timber irrigation, but the dam is also a considerable source of water for timber irrigation in the summer. Sampling of the outflow water from the last wetland area is done every month, provided that there is outflow water to sample. The facility will be evaluated in 2025 after another year of operation



Manufacturing of houses and apartment modules

Vida Building is an advocate of the UN's 2030 goal "Sustainable cities and communities" which aims to make cities and human settlements inclusive, safe, resilient and sustainable.

As a leading manufacturer of pre-fabricated homes and apartment modules, Vida Building is dedicated to advancing sustainability in the construction industry. Transport distances are minimised as the wooden frames come from Vida's sawmills close-by, which saw locally-sourced raw material. Not only do frames made of wood have a low climate footprint according to some studies, but the light material also requires less energy for transportation. Buildings made by Vida Building are known for their low energy consumption due to their high level of quality, tightness and effective insulation. The company always aims to exceed the energy standards required by the market.

Most of the wood used by Vida Building is certified to PEFC or FSC standards, which guarantees that it comes from sustainable forestry. Vida Building is also actively involved in research and development looking to increase the use of wooden frames in taller buildings. This is done through collaboration with organisations such as CBBT (a centre for wooden construction and homes), in various research projects including Bioinnovation and KK projects, and cooperation with universities and colleges.

Vida Building's construction technology and choice of material means that it provides the market with buildings approved under the Nordic Swan Ecolabel, which is further proof of its commitment to sustainability and environmental construction methods.

20 detached homes and 300 apartments
ARE PRODUCED BY VIDA BUILDING EVERY YEAR



Engaging and attracting employees

Vida's employees are the most important asset the company has. There are many rewarding and stimulating jobs and a wide range of professions at Vida. Some of the staff have their roots in the field of forestry, but many have completely different educational backgrounds and experiences. The Group employs around 1,500 people in Sweden.

Vida's culture must is shaped by our core values: *Engagement, Simplicity and Motivation*. The company has a flat organisational structure, with short decision-making paths and the possibility for employees to influence their own development and grow.

We have worked strategically and actively during the year to achieve greater gender diversity.

Being an attractive employer for existing and new employees is a long-term strategic priority. Vida will

grow and our employees must be able to grow with the company.

During the year we have invested further in our employer brand. This has included creating an entirely new visual identity and boosting our communication in social media. We have been actively marketing Vida to students for a number of years and we also offer a trainee programme.

In 2023 we were awarded Career Company of the Year (Årets Karriärföretag) by the organisation Karriärföretagen. Our core values of Engagement, Simplicity and Motivation are important elements of all our communication. We have continued to invest in our leaders, for instance through the UL leadership programme (Utvecklande ledarskap).

NUMBER OF EMPLOYEES
IN SWEDEN

213 women
1,295 men

EMPLOYEE TURNOVER

13%

Work environment and safety



Our work environment policy stipulates that all our employees and other people who spend time on our premises must experience a safe and healthy workplace environment. Victimization and unhealthy workloads are not tolerated. Through our systematic management of the work environment we work actively to prevent occupational accidents and poor health.

During the year we intensified our safety work to minimise the number of accidents. This work goes under the name of “Helt Säker” (Completely Safe). We have chosen to measure and monitor results using the LTA (lost time accident) metric as a key ratio. We started with a safety week, followed by further work on three group-wide themes: culture of safety, traffic and slip, trip, cut and crush. We have focused on specific activities under each

theme combined with dialogues, discussions and safety talks with our employees.

The number of lost time accidents decreased by 41% during the year. The LTAFR for 2023 was 25.8. Our goal is to be below 20.

Work to ensure that all production units have relevant risk assessments and work instructions has progressed well. We have also commenced a project with the foundation Centralfonden under the culture of safety theme. Since we have seen that new employees tend to be more likely to have accidents, we have chosen to work specifically with new employee on-boarding. We have developed a proposal together with the union on how the on-boarding of new employees should be performed from a safety perspective during their first six months. This project will continue in 2024.

NUMBER OF LOST TIME ACCIDENTS DURING THE YEAR DECREASED BY

41%

Information & cyber security

Information and cyber security is a priority area for Vida. It is crucial that we have robust systems and processes in place to protect our data and systems from threats and attacks.

Vida's vision is to work diligently with cyber security to minimise risks, ensure our ability to deliver to customers and pave the way for digitalisation. We have implemented several measures to reach this goal including regular security checks, updating software and hardware and using access control.

We also educate and inform our employees about cyber security and how they can help to minimise the risk of a breach of security. We involve all employees in cyber security efforts so as to create a culture of safety throughout the entire company.

We constantly endeavour to improve our systems and processes to protect ourselves and our partners from digital threats.

By having a comprehensive vision and objectives for cyber security, including policies and incident management plans, we ensure that our organisation, customers and employees are protected from increasingly sophisticated threats.

Vida has requirements specifications for its important suppliers and monitors these to ensure the supply chain is safeguarded, and we also work continuously to protect personal data and privacy.

Business ethics & human rights

Our Code of Conduct describes our core values related to the areas of business ethics, human rights, workplace environment and the environment. Vida places great importance on embedding its core values to reduce the risk of unethical conduct. The Code of Conduct covers all employees within the group as well as Vida's product and service suppliers. This year we have raised awareness of the risk of bribery and corruption in the Group companies that have direct business relations. The majority of the timber purchased comes from FSC-certified suppliers. These suppliers are also subject to the additional CLR (core labour requirement) component of the FSC, which ensures that they have a code of conduct that, as a minimum, corresponds to ours.

Vida respects human rights and complies with international labour standards as set out in the UN Declaration of Human Rights and in the Core Conventions of the International Labour Organization (ILO).

Temporary employment of people under 18 years of age is strictly in accordance with Swedish legislation and applicable collective agreements. Vida does not tolerate any form of forced labour or other involuntary work.

Discrimination on the grounds of race, religion, political opinion, gender, age, nationality, sexual orientation or functional variation is not tolerated. Employees are fully entitled to organise, join or refrain from joining trade unions.

Our objective is that all business relationships are characterised by good business ethics, which means we distance ourselves from all forms of bribery and corruption. Our employees must always act in the best interests of Vida.

One report was received via the whistleblower service in 2023, and it was dealt with and closed by the whistleblowing committee.



Our employees must act in the best interests of Vida in all situations. In this way we help to bring about a sound and sustainable business culture.

CAMILLA MILTON, HR MANAGER AT VIDA

*At Vida we take responsibility for the forest,
environment and people wherever we operate.*

Find out more at www.vida.se/en/vida-and-the-environment/

