



Sustainability report

2024



Contents

CEO's comments	3
About this sustainability report	5
About Vida	6
Our business model	7
Our stakeholders	8
Prioritisation of material risks	9
Strategy and governance	10
ESG ASPECTS	
Environment	11
Six Sustainable Development Goals	12
Climate footprint	13
Biodiversity	14
Energy and production	15
Water use	16
Housing and apartment module production	17
Employees	
Engaging and attracting employees	18
Work environment and safety	19
Information and cybersecurity	20
Business conduct and human rights	21



Vida is part of a growth industry

Since the early 1950s, Vida has produced high-quality products from sustainable Swedish forest raw materials. While much has changed since then – from technology making our industry safer and more efficient, to better forest management, to the global fight against climate change – one thing hasn't changed: our philosophy of always making every detail a bit better.

Better for our employees and our communities

Our commitment starts with being a safe and secure employer. We focus on the safety, inclusion and well-being of our employees every day, but we also want to help develop the communities where we operate. For many people, places like Nössemark, Urshult and Hjärtevad are unfamiliar names, but for us at Vida, places like these are at the heart of what we do.

To continue developing, we have focused on our Group-wide Play It Safe (Helt Säker) safety programme. The programme has produced good results, and our figures are pointing in the right direction. While we continue to make progress, safety is an ongoing journey and our top priority is to continue to create safe and secure workplaces for our employees.

We also want to give back to the places where we operate. We are therefore involved in our local

communities. For example, we have employees who are part-time firefighters and help out when an accident occurs during working hours. Every year, we sponsor more than 100 associations and events to ensure that rural areas have a vibrant community life. This helps rural communities continue to thrive.

Better for the planet

Vida offers products for a better planet. Our responsibly made products are part of the solution in the global fight against climate change. We offer sustainable alternatives to products made from fossil fuels.

In 2024, we took another step towards achieving our production-related climate target, using 50% renewable fuel for our forklift trucks and loading equipment, putting more electric trucks into operation and collaborating with one of Sweden's largest solar farms.

We are involved in the local communities where we operate.

MÅNS JOHANSSON, CEO VIDA AB



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

42%

These initiatives resulted in a reduction in GHG emissions of just under 8% compared with the base year 2020. Our target is at least 42% by 2030, so we are on the right track!

Sustainable forestry is another key element of our business that will result in resilient and productive forests, with high production of valuable timber and valuable biodiversity. As part of this commitment, 63% of the raw material for our sawmills comes from forestry certified by the Programme for the Endorsement of Forest Certification (PEFC) and/or the Forest Stewardship Council (FSC®) (C041265).

A new climate target is to also reduce GHG (greenhouse gas) emissions upstream/downstream of our production plants, such as truckage, by 25% by 2030 compared with the base year of 2022. Here we are facing a large challenge, But one that will produce important results.

A better future

2024 was undoubtedly challenging for Vida and our entire industry. Market uncertainty, high commodity

prices, inflation, higher operating costs, etc. affected our performance.

Although we expect these conditions to persist, we still believe that we are part of a growth industry. We are well positioned to manage the fluctuations inherent in a commodity-based industry such as ours.

At Vida, we have always built our brand based on the quality of our products, our reliable deliveries and our superior customer service. While the world is changing, our commitment to these values is not.

As we move from the past to the future, we adapt to the needs and demands of our employees, customers, suppliers and the planet. And we endeavour to constantly improve in everything we do, from the forests we help forest owners to manage, to our production and the products we make, which ultimately reach customers all over the world.



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 to show the link between our strategy and the company's commitment to a sustainable global economy. The sustainability report includes the following priority areas: environment, employees, and social conditions including human rights and anti-corruption. Vida's goal is to comply with the requirements of the EU Corporate Sustainability Reporting Directive (CSRD).

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

About Vida

Vida is one of Sweden's largest players in the forest and wood products industry with approximately 1,600 employees at 24 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, the US, Australia, Africa and Asia. Its business activities also include housing production, packaging production, animal bedding and pellet production, and biofuel operations.

The Canadian company Canfor owns 77% of Vida. Canfor, which is based in North America, is listed on the Toronto Stock Exchange. The company 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 targets.

Vida has around 60 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 offers a full range of forestry services and professional forestry advisory services to forest owners.

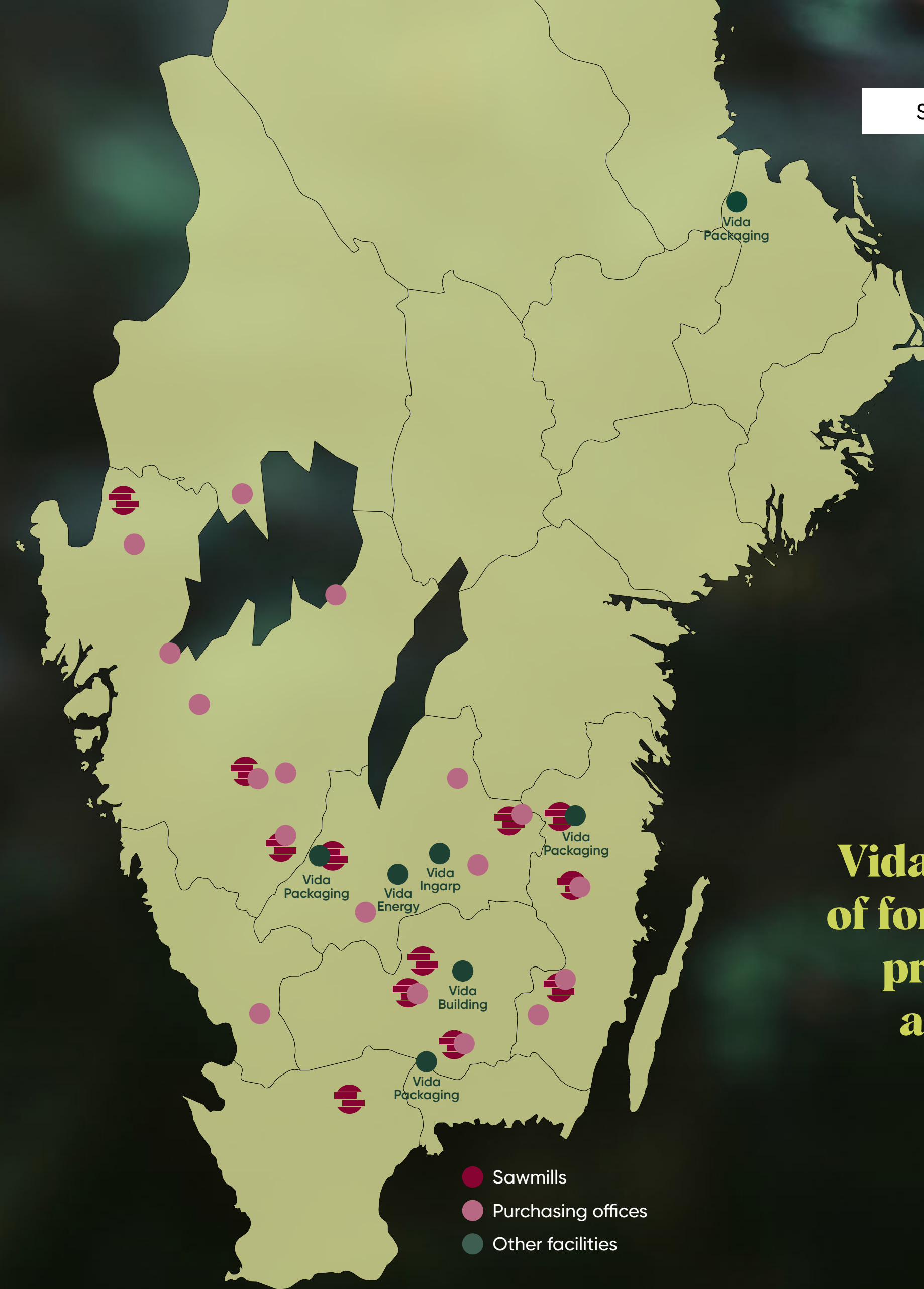
Vida sells and supplies sawn and processed wood products, mainly planed timber, from the Group's 12 sawmills in Borgstena, Hjärtevad, Hestra,

Hästveda, Alvesta, Vislanda, Urshult, Nössemark, Orrefors, Mörlunda, Vimmerby and Tranemo. Further processing also takes place at our facilities in Gransjö, Vrigstad and Ingarp.

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, the UK and the Netherlands.

Vida Energy is one of Sweden's major biofuel providers and leads the Group's investments in the bioenergy market. We make use of all the wood and wood by-products produced, during both 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 animal 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. The plants are geographically distributed across Sweden, providing both proximity to customers and economies of scale through rational production.



Vida offers a full range of forestry services and professional forestry advisory services to forest owners.

Our business model

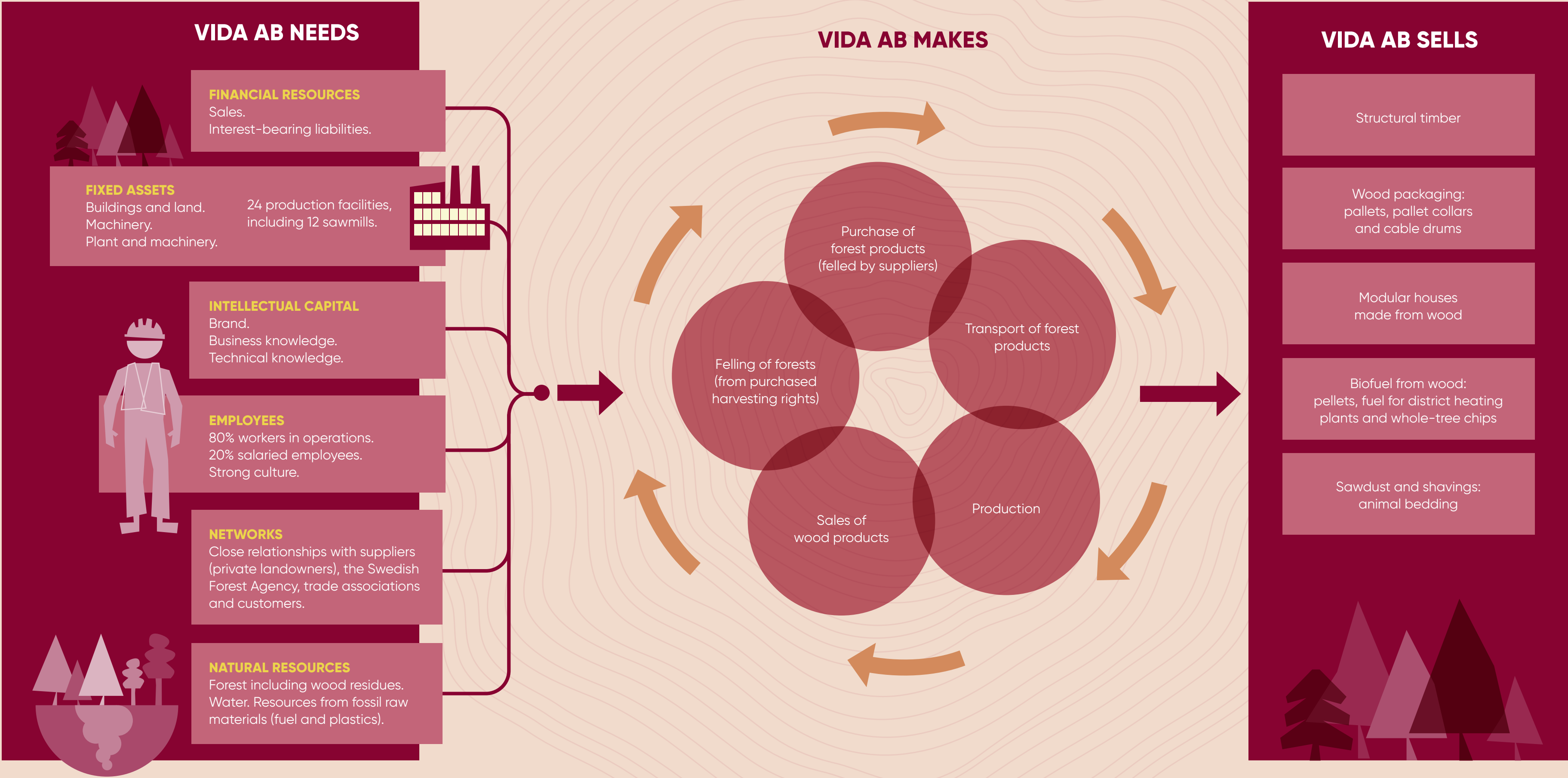
The heart of Vida's operations is our 12 sawmills, where we mainly produce structural timber from spruce and pine. To operate as efficiently as possible and to optimise yield recovery, each sawmill is specialised according to products, market and type of wood. The forest raw material is purchased from private forest owners in southern Sweden and from other forestry companies. Offering a wide range of forestry-related services, we are an attractive partner for everybody.

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

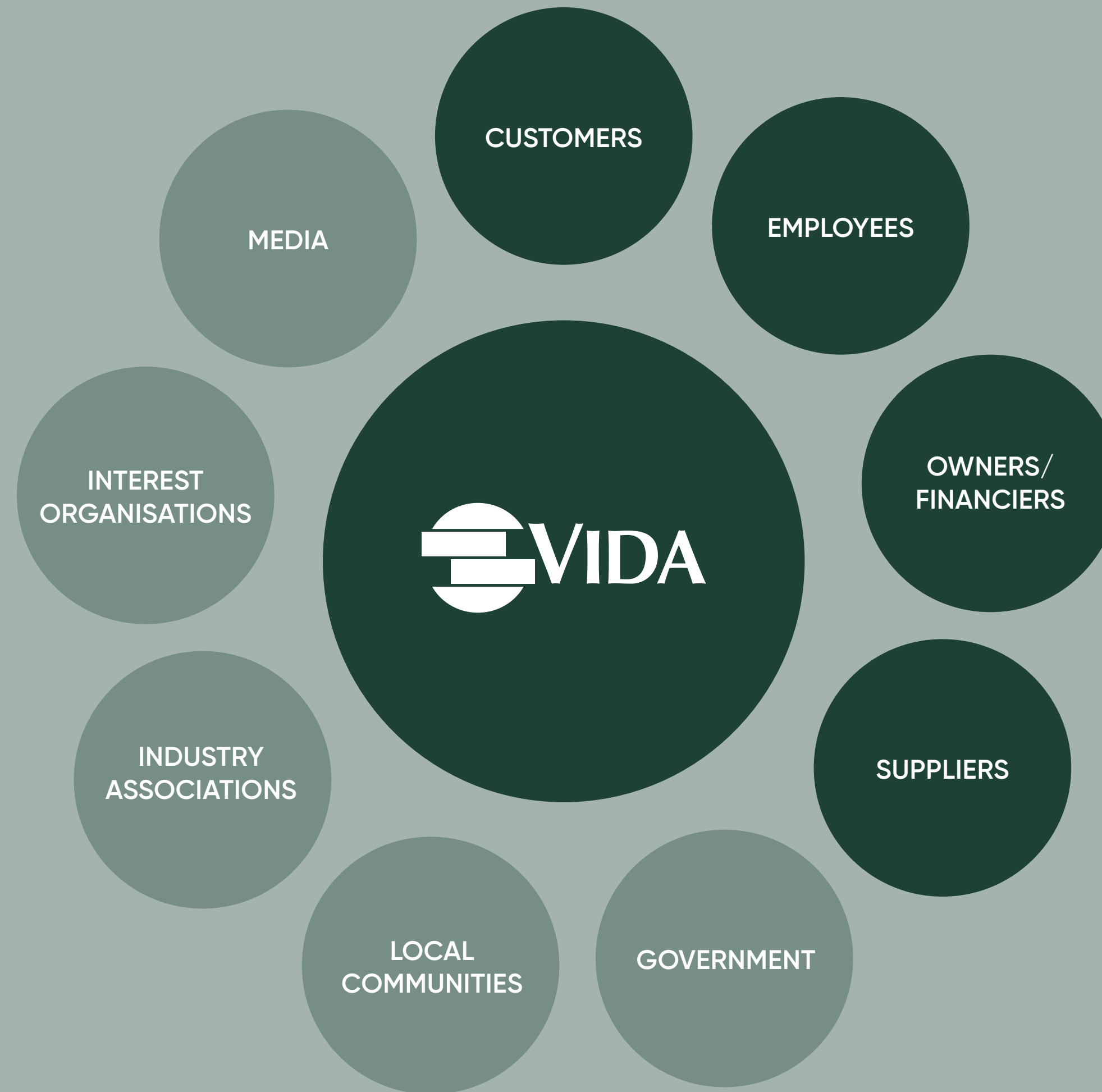
A smaller portion of our timber is used for housing and apartment module production at our building factory.



Our stakeholders

At Vida, we have 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.

We held stakeholder dialogues with important customers, and their responses showed that an overwhelming majority believe that sustainability, mainly linked to the environment and climate, is important for Vida's value creation over the short and long term. When it comes to sustainability, our customers' primary expectations of Vida relate to FSC® 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.



Prioritisation of material risks

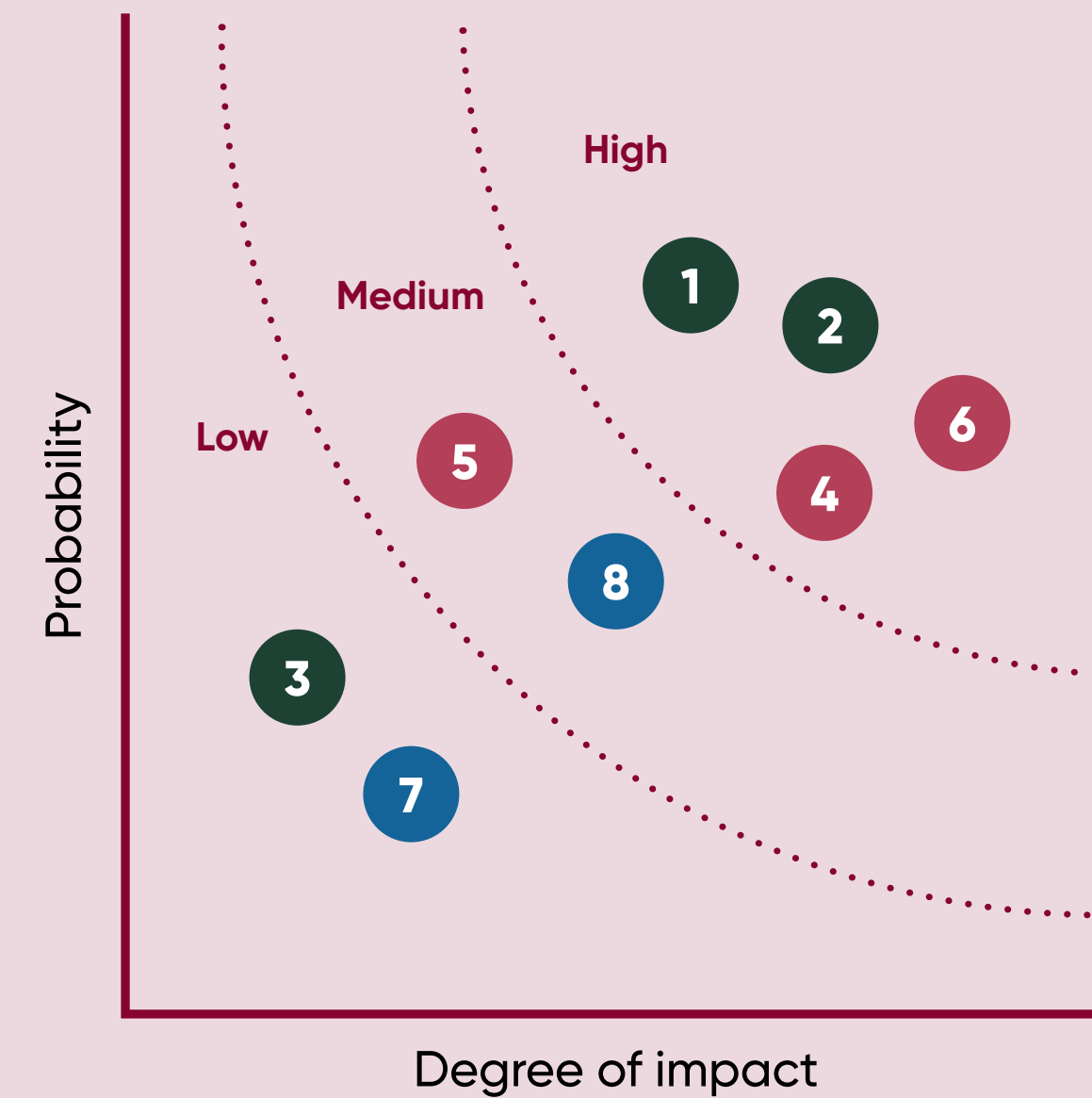
To be able to adopt a strategic approach to sustainability over the short, medium and long term, we continue to address our material risks and communicate the results of our prioritisation within the organisation. Our starting premise is that we are to maximise the opportunities that our sustainable business activities bring about and minimise the adverse impacts of our activities. Vida's ambition is for all employees to 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 (Environment, Social and Governance) strategy, meaning that it focuses on the environment, employees, business conduct, 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 risk management and action. A low risk level encompasses aspects with less risk that nevertheless require some action/mitigation.

ESG aspect

- 1 Climate footprint
- 2 Biodiversity
- 3 Water use
- 4 Safety, health and well-being of employees
- 5 Engaging and attracting employees
- 6 Information and cybersecurity
- 7 Business conduct
- 8 External communication and brand

● Environment
 ● 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 cybersecurity
- External communication and brand

Hygiene level

Level of risk: low

- Water use
- Business conduct

Strategy and 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 focus areas, we strive to address everything from our day-to-day decisions to how we collaborate with customers and suppliers and how we impact the environment and society.

The management team bears 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 impacts of our solutions, but we must also factor in the potential negative impacts 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 of these ESG aspects. More details on what we are doing is provided in the individual chapter for each priority area.

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

- Environmental policy
- Policy for the social and organisational work environment
- Work environment and fire safety policy
- Gender equality policy
- Whistleblower policy
- IT policy
- Code of Conduct

Environment

Vida aims to constantly reduce the burden on the environment through the decisions we make each day. This means that we strive to reduce our overall environmental impact 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 portion of our finished goods are transported by rail and boat. Vida mostly uses electric trains for rail transport.

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

Through its membership and active participation in the Swedish Forest Industries Federation and the Forestry Research Institute of Sweden (Skogforsk), Vida promotes research and development in forestry and wood.

Vida's business is based on a renewable, recyclable and biodegradable raw material.

MARIE HJORTSTAM, ENVIRONMENTAL MANAGER AT VIDA



Six Sustainable Development Goals

In September 2015, the world’s heads of state and government officials adopted an ambitious, universal development agenda. Agenda 2030 comprises 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 where we are able to have a positive impact.

Aside from the products we manufacture directly or indirectly, we also create jobs in the communities where we operate, which helps rural communities thrive. Our vision is to grow, but this growth must be sustainable and deliver 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 people in rural areas have meaningful leisure activities. We also promote responsible and long-term forestry through our certification work and forestry advisory services.

ESG aspect:

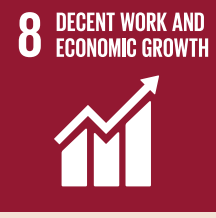
Environment



Social



Governance





Climate footprint

Vida’s climate footprint comes from direct and indirect GHG emissions that the company generates from its activities and within its value chain. Scopes 1 and 2 include GHG emissions from our production plants. Scope 1 emissions mainly come from internal transportation using forklift trucks and loading equipment. In this context, the heat we generate in our own biofuel boilers primarily comprises biogenic emissions. Our Scope 2 emissions mainly relate to the production of electricity used at our production plants. We have compiled data for Scope 1 and 2 emissions starting from 2020, which serves as the basis for our reporting in accordance with the GHG Protocol. In the table to the right, we report the emissions for the 2020 base year as well as the results for 2023 and 2024.

Scope 3 includes GHG emissions in the value chain upstream/downstream from our production plants. We have compiled data for Scope 3 emissions, which are also included in the GHG Protocol, since 2022. In the table to the right, we report the emissions for the base year 2022 as well as the results from the initial follow-up in 2024.

Vida’s overarching, long-term targets:

- Reduce Scope 1 and 2 GHG emissions by 42% by the end of 2030, from the base year 2020.

- Reduce Scope 3 GHG emissions by 25% by the end of 2030, from the base year 2022.
- Prepare a road map to climate neutrality.
- Adapt our organisation to the laws and regulations arising from the EU’s new forest strategy for 2030.

Our strategy to achieve these targets encompasses the following activities, which have either been started or are planned for the 2024–2025 period:

- The Group uses several electric forklift trucks. We will continue to gradually replace older machines with new electric forklift 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.
- Create a policy and procedural description for calculating our climate footprint.
- Implement a process and IT system for collecting data.
- Set climate targets based on the data for Scope 3 from 2022 (completed in 2024).
- Communicate the company’s climate impact via the sustainability report (completed in this sustainability report for 2024).
- Create EPDs for Vida’s sawn wood products (completed in 2024), treated wood products and packaging products.

VIDA’S OVERARCHING TARGETS
Reduce Scope 1 and 2 GHG emissions by 42% by 2030 from the base year 2020, and Scope 3 GHG emissions by 25% by 2030 from the base year 2022.

	2020*	2023*		2024	
	tCO ₂ e	tCO ₂ e	% comp. with base year	tCO ₂ e	% comp. with base year
Scope 1	13,044	14,679	+12.5	8,713	-33.2
Scope 2	8,194	6,505	-20.6	10,865	+32.6
Total non-biogenic	21,238	21,184	-0.3	19,578	-7.8
Total biogenic*	250,369	267,586	—	292,488	—
* Not externally audited					

	2022*	2024*	
	tCO ₂ e	tCO ₂ e	% comp. with base year
GHG emissions, Scope 3			
Total non-biogenic	478,590	509,089	+6.4
Total biogenic	2,202,030	2,677,696	—
* Not externally audited			



Biodiversity

Most of the forest raw materials that are used in Vida's sawmills are felled in Sweden. Imports come mainly from Norway and the Baltic States. Vida buys, fells and transports forest products in order to provide its sawmills with raw material. The suppliers are smaller private forest owners, and larger organisations or forestry companies. Vida 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 according to FSC® (C178907) and PEFC standards. All the timber handled by Vida 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. Furthermore, 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 on intact ecosystems and biodiversity conservation, including a requirement that forest owners set aside at least 5 percent of their productive land for conservation

purposes. Vida proactively strives to increase its share of certified suppliers and 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 material from private forest owners:* The purpose of this procedure is to ensure contracts are in place, 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 key 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.

Our strategy to achieve this target encompasses the following activities, which have either been started or are planned for the 2024–2025 period:

- Set objectives and establish a road map for purchasing FSC- and PEFC-certified timber.

SHARE OF PURCHASED FSC- AND/OR PEFC-CERTIFIED
TIMBER SOURCED, 2024

68%



Energy and production

Vida supports the UN SDGs “Affordable and clean energy,” which involves ensuring everyone 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 biofuel, and purchases and delivers forest biomass 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 biofuel boilers at our sawmills, and the resulting heat is used for drying wood, heating our factories and supplying district heating to the nearby communities. Our biofuel surplus is sold to power generators. Pellets are manufactured from wood shavings. In total, the energy output from our by-products was an estimated 2.8 TWh in 2024.

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 steadily implementing energy efficiency measures 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 KPIs at our 12 sawmills regarding consumption of heating, electricity and diesel/HVO100 per cubic meter of sawn wood produced (m³sawn wood).

Vida’s overarching, long-term targets:

- Reduce our energy consumption.

Our strategy encompasses the following activity, which has been started and will continue during the 2024–2025 period:

- All new kilns purchased by Vida must be equipped with heat recovery.

KPI, kWh/m³ sawn timber	2024	2023	2022	2021	2020	2019
Electricity	62	60	60	62	62	62
Heating	258	248	254	256	254	257
Diesel	8.4	17.2	16.8	17.6	16.5	16.6
HVO100	8.8	–	–	–	–	–
Total	337	325	331	336	333	336

2.8TWh

OF BIOFUEL IS GENERATED ANNUALLY BY VIDA

Water use

The sawmills primarily use climate-controlled recirculating timber sprinkler systems during the summer months. Surface water and groundwater are used for replenishment. The risk of a water shortage as well as the regulatory risks linked to water use need to be taken into account.

Vida's overarching, long-term target:

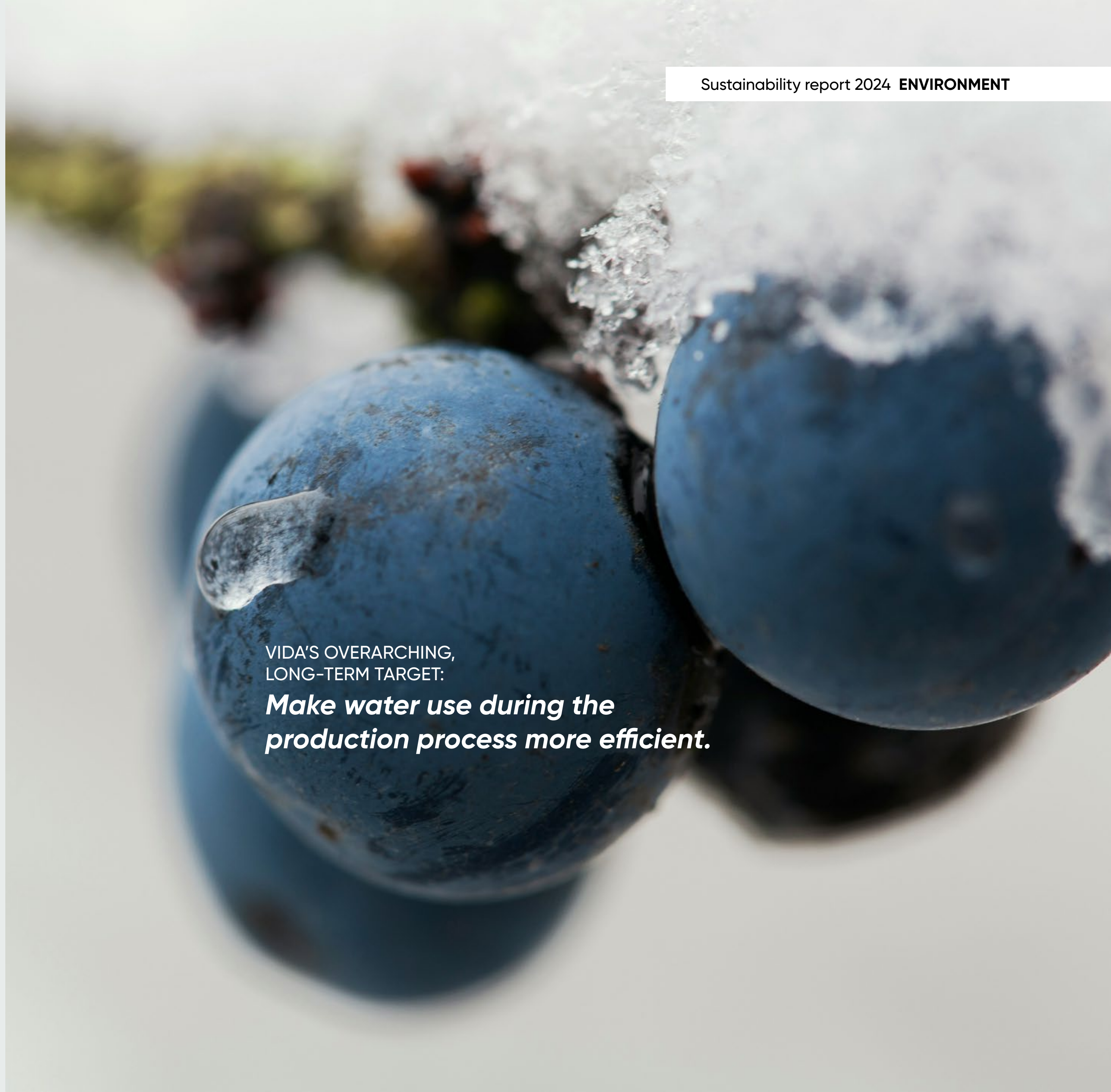
- Make water use during the production process more efficient.

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

- Systematically measure water withdrawals.
- Set objectives and establish a road map for more efficient water use.
- Construction of an expanded stormwater treatment pond at the Borgstena sawmill was completed in 2024. An evaluation of the results is ongoing.

VIDA'S OVERARCHING,
LONG-TERM TARGET:

***Make water use during the
production process more efficient.***



Housing and apartment module production

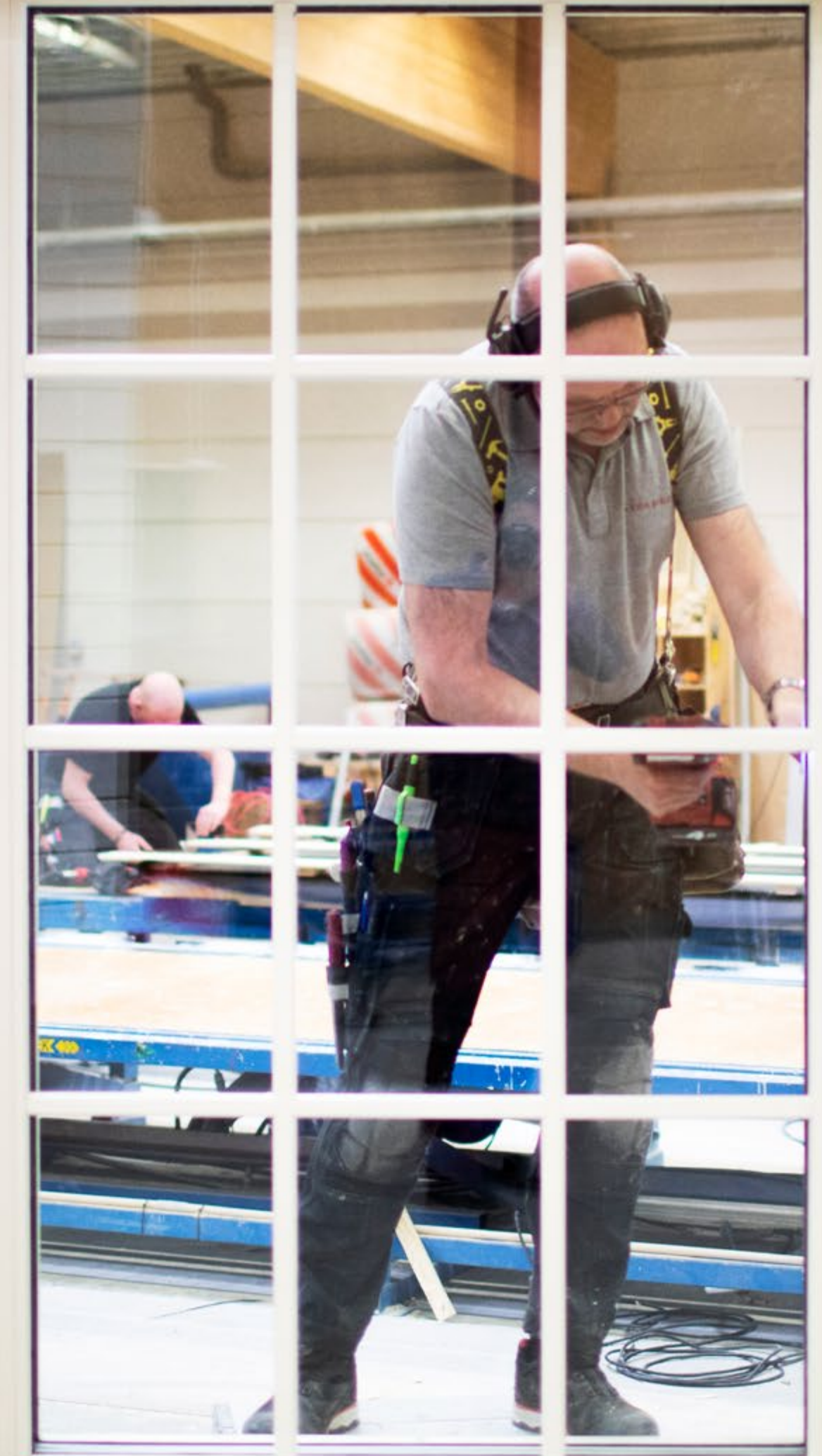
Vida Building is an advocate of the UN SDG “Sustainable cities and communities,” which aims to make cities and human settlements inclusive, safe, resilient and sustainable.

As a leading manufacturer of pre-fabricated homes and apartment modules, Vida is dedicated to advancing sustainability in the construction industry. Transport distances are minimised as the wooden frames come from Vida’s nearby sawmills, 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. Houses made by Vida 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 is certified according to PEFC or FSC standards, which guarantees that it comes from sustainable forestry. Vida is also actively involved in research and development aimed at increasing the use of wooden frames in taller buildings. This is done in collaboration with organisations such as CBBT (a centre for wooden construction and homes), in various research projects including Bioinnovation and KK projects, and in cooperation with universities and colleges.

Vida’s construction technology and choice of material mean that it provides the market with buildings approved under the Nordic Swan Ecolabel, which is further proof of our commitment to sustainability and environmentally friendly construction methods.

About 20 detached homes and 300 apartments are produced by Vida Building every year



Engaging and attracting employees

Vida's employees are its most important resource, and we offer many rewarding and stimulating jobs and a wide range of professions. Some employees have their roots in the field of forestry, but many have completely different educational backgrounds and experiences.

Vida's culture must be 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 with us.

All our employees, both hourly and salaried, are covered by collective agreements. The Sawmill Agreement applies to sawmills, and the Wood Agreement applies to other industries. The majority of our workers work shifts under current collective agreements. All our units have contracts with occupational health services, and we offer all permanent employees health checks with a medical history review. Performance and salary reviews are conducted annually with all permanent employees. Salary surveys are carried out annually to ensure that we have equal pay for men and women.

Being an attractive employer for existing and new employees is a long-term strategic priority. Vida strives to grow, and our employees must be able to grow with the company.

In 2024, we carried out an employee survey to measure our employees' satisfaction and engagement. The survey was sent to all permanent employees, with a response rate of 70%. It contained questions in a variety of areas, including leadership, well-being, culture, ergonomics, stress and victimisation. Our overall engagement index, which is an average of all questions, was 3.8 (5), while our employee net promoter score (eNPS) was 2.

In 2024, we were once again nominated as Career Company of the Year (Årets Karriärföretag). 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 (Utvecklande ledarskap) leadership programme as well as a continuing education course for leaders who have already been through the programme. We have also introduced digital training on current topics for all leaders. In 2024, we held two training sessions on labour law and communication.

SICKNESS ABSENCE
(EXCL. LOGISTICS)

4.4%

Both employee turnover and sickness absence improved compared with 2023.

Work environ- ment 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. Victimisation and unhealthy workloads are not tolerated. We work actively to prevent occupational accidents and ill health through our systematic management of the work environment.

In 2024, we continued our safety work to minimise the number of accidents. We continued to address various topics, with a particular focus on orderliness at our facilities in 2024. We reached our target for our lost time accident frequency rate – the number of lost time injuries per million hours worked (LTAFR) to be below 20 and we ended the year at 19.34. The new target for 2025 is for the LTAFR not to exceed 15.

Our efforts to ensure that all production units have relevant risk assessments and work instructions have progressed well, and we have now worked through the majority of our facilities.

We are conducting a safety culture project, which is being implemented together with the Centralfonden foundation. As part of this collaboration, Halmstad University conducted a survey of new employees and managers at our sawmills to better understand the induction process and their views on safety. Based on the results of the survey, we finalised an induction programme for sawmill workers, which we started testing at two of our sawmills.

Part of this project involves appointing and training mentors to introduce and train new employees at the sawmills. Mentors were trained at two of our sawmills during the autumn by an external trainer. Part of the induction of new employees will also involve training at a safety centre.

We have started work to create a safe room for training, which will be completed in 2025.



Information and cybersecurity

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

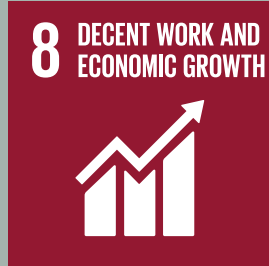
At Vida, we work diligently on cybersecurity to minimise risks, ensure our ability to deliver to customers and pave the way for digitalisation. We have implemented several measures to achieve this, including regular security checks, updating software and hardware, and using access control.

We proactively educate and inform our employees about cybersecurity and how they can help to minimise the risk of a security breach. We involve all employees in cybersecurity 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 cybersecurity, including policies and incident management plans, we ensure that our organisation, customers and employees are protected from increasingly sophisticated threats.

Vida has requirement 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.

In 2024, we updated our work related to the General Data Protection Regulation (GDPR) by establishing a processing register to map all personal data processing. Data protection impact assessments were carried out where necessary. Our privacy and cookie policies were also updated in connection with our GDPR work.



Business conduct and human rights

Our Code of Conduct describes our core values in the areas of business conduct, human rights, work environment and the environment. For Vida, embedding its core values throughout the organisation plays an important role in reducing the risk of unethical conduct. The Code of Conduct applies to all employees within the Group.

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 must be in strict compliance with Swedish legislation and applicable collective agreements. Vida does not tolerate any form of forced labour or other involuntary work.

Harassment or discrimination on the grounds of race, religion, political opinion, gender, age, nationality, sexual orientation or disability are not tolerated.

Employees are fully entitled to organise, join or refrain from joining trade unions.

Our aim is for all business relationships to be characterised by good business ethics, which means that we distance ourselves from all forms of bribery and corruption. Our employees must always act in Vida's best interests.

In 2024, no cases were reported to the whistleblower service.

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

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