

Sustainability Report

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People, forest and future – our way forward

Since its founding in the 1950s, Vida has operated with a firm conviction: that Swedish forests, managed properly, are one of the strongest drivers for a sustainable future.

At Vida we believe that sustainability starts with the small stuff. It's about making all the little things a bit better every day. This philosophy pervades our work – from how we look after our employees and local communities, to how we develop products that contribute to a more sustainable planet.

Across decades of technical development, growing expertise and a forestry industry in constant progress, our business has changed – but our philosophy remains the same. We will continue to make all the little things a bit better. Every day.

Focus on people

Our responsibility always starts with people. Safety and security form the foundation on which everything else rests. During the year, we have

continued to develop **Helt Säker** (Completely Secure) – an initiative that is now integrated into our working methods and culture. The results are clear: more preventive measures, improved working methods and heightened awareness. But we also know that safety is never 'finished'. It's a journey with no end point, and we will continue to prioritise it above all else.

Equally important is our responsibility towards the communities in which we operate. Many of our locations are small on the map, but their significance to us is huge. This is why we continue to make a contribution – by supporting over a hundred local organisations and initiatives every year, and by working to create attractive and vibrant local communities. We know that Vida's success depends on the well-being of the entire rural community.



“Wood will play a central role in the transition towards a climate-neutral society.”

KARL-JOHAN LÖWENADLER, CEO VIDA AB

Climate action in practice

Our best chance to influence the climate lies in our products. Wood is a renewable raw material like few others – part of the solution for a world that needs to reduce its use of fossil-based materials. Therefore, offering sustainable products is both our core business and our most important contribution to climate action.

We also continue to practise responsible forestry through high levels of certified raw materials and through initiatives that enhance forests' resilience and biodiversity.

Despite our long-term efforts to reduce our climate impact, greenhouse gas emissions from our own production have increased by 25 per cent over the past year. The main reason is that the fuels used in our internal transport vehicles, as well as the purchased electricity used in production, are to a greater extent based on fossil sources. A significantly increased price difference between products based on fossil sources and products based on renewable sources was the direct reason for the choice we made.

We also face a challenge in the form of our climate targets for transport and other activities upstream and downstream of our own production. We look forward to continuing to advance developments together with our partners and clients.

Although the results of our climate targets have not gone in the right direction, our long-term commitment to reducing our climate impact stands firm.

Forward together

2025 has continued to be marked by an uncertain market, high costs and an evolving global economy. Despite this, our fundamental view is unchanged: we operate in a future-oriented industry. The demand for sustainable products will increase. Wood will play a central role in the transition towards a climate-neutral society. Vida will continue to be an important part of this shift.

Our brand is built on quality, delivery capability and client care. This will not change. At the same time, we continue to develop – in our factories, in our logistics, in our work with forest owners, and in how we engage with clients worldwide.

As we look ahead, it is with the same conviction as always: that step by step, through hundreds of everyday decisions, we can make a difference – for our employees, for our local communities, for our clients, and for the planet.

And by continuing to do everything just a little bit better, we can build a future that is stronger, more sustainable and more long-term than today. 🌲



Operations and business areas

Vida is one of the largest operators in the Swedish forestry and timber industry, with approximately 1,800 employees at 29 Swedish production facilities, of which 15 are sawmills, including AB Karl Hedin Sågverk. Production is primarily focused on structural timber for a variety of markets. Some 90% of Vida's sawn timber is exported to Europe, the US, Australia, Africa and Asia. Operations also include the production of housing, packaging, animal bedding, pellets and biofuel.

Ownership and Group

Canfor, a Canadian company, owns 77% of Vida. Canfor has operations in North America, which include sawmills as well as paper mills and pulp mills, and is listed on the Toronto Stock Exchange. Vida and Canfor work together on a range of sustainability issues, but this sustainability report presents solely Vida's strategies and targets.

Business areas

Vida Skog, the Group's purchasing company, procures a total of approx. 6.3 million m³fub of roundwood annually, of which 5.3 million m³fub is for the sawn wood range. The bulk of the raw material is purchased from private forest owners in southern Sweden.

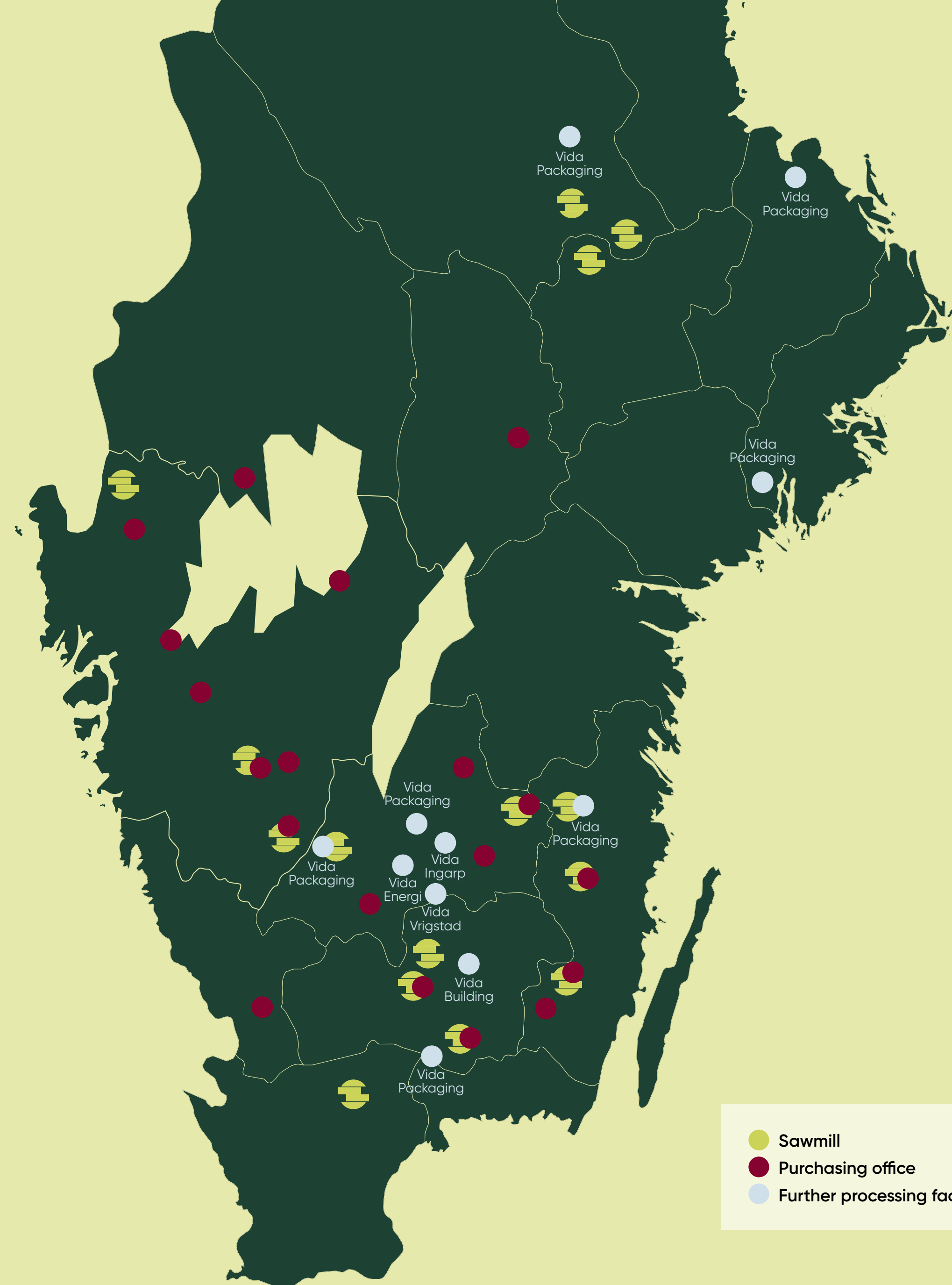
Vida Wood sells and supplies sawn and further processed timber products, primarily planed, from the Group's sawmills in Borgstena, Hjältevad, Hestra, Hästveda, Alvesta, Vislanda, Urshult, Nössemark, Orrefors, Mörlunda, Vimmerby, Tranemo,

Karbenning, Krylbo and Säter. Further processing also takes place in Gransjö, Ingarp and Vrigstad. There are impregnation facilities at the sawmill in Tranemo and the plant in Ingarp.

Vida Building is a supplier of timber building components and prefabricated modules. Its clients include building contractors, developers and architects, primarily in Sweden, Germany, the UK and the Netherlands.

Vida Energi is one of Sweden's leading biofuel providers, and leads the Group's investment in the bioenergy market. By utilising the by-products generated during both harvesting and further processing at the sawmills, these can be converted into renewable energy in the form of energy-efficient products such as wood chips, stemwood chips and pellets. The operations also include the further processing of wood shavings into animal bedding, as well as the sale of cellulose chips to the pulp industry.

Vida Packaging is the Nordic region's leading manufacturer of wooden packaging, including pallets, pallet collars, cable drums and more. Thanks to a network of production facilities and a wide product range, clients are offered a complete logistics solution. The facilities are geographically well-distributed around Sweden, providing both proximity to clients and economies of scale through efficient production.



- Sawmill
- Purchasing office
- Further processing facility

How Vida creates value

Sawmills and raw materials

At the heart of Vidas' operations are our 15 sawmills, where we mainly produce structural timber from spruce and pine. To maximise efficiency and optimise sawmill yield, each mill is specialised according to product, market and tree type. We source our timber from private forest owners in Sweden, and from other forestry companies. By offering a wide range of forestry-related services, we are an attractive partner.

Sales and marketing

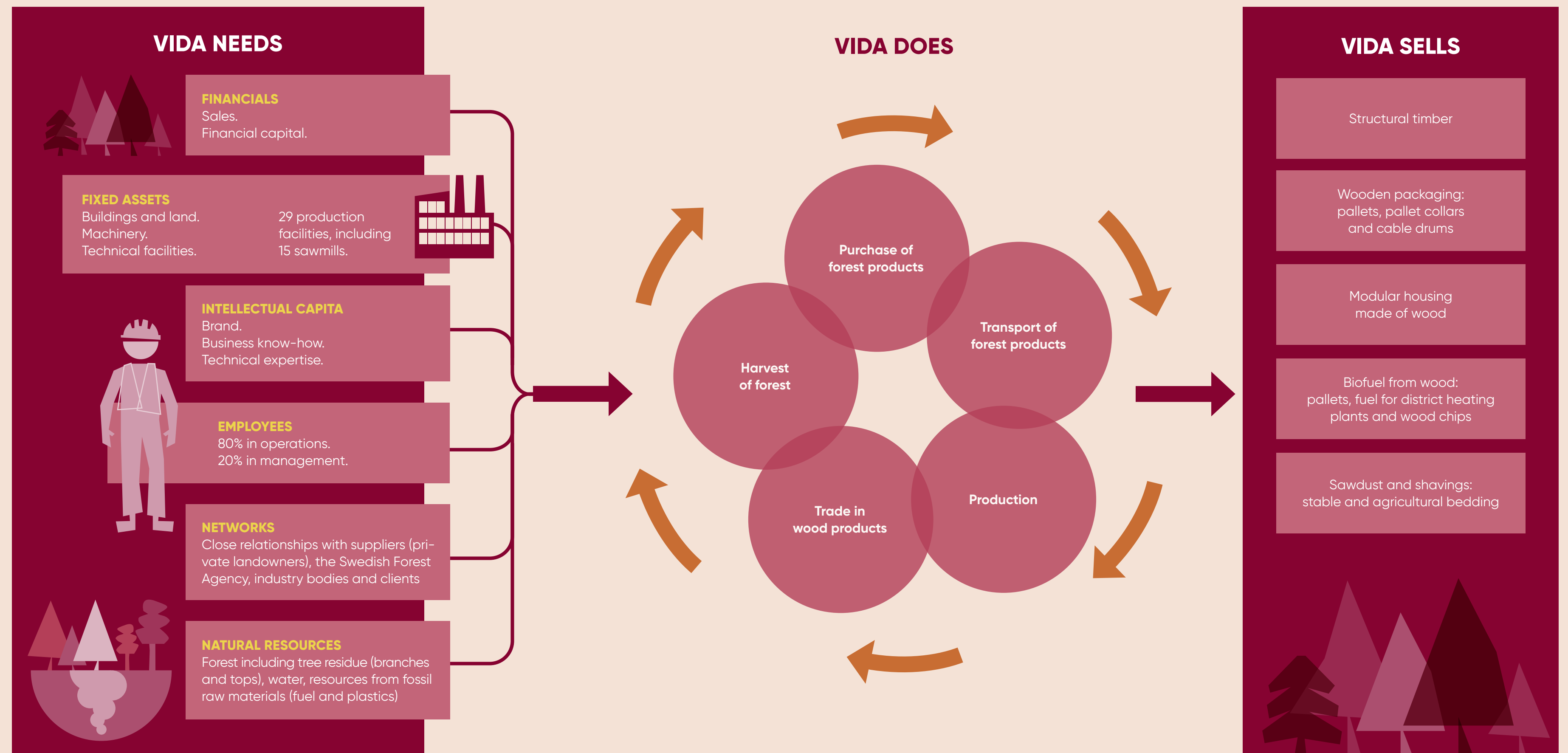
Our sawn timber products are sold to the construction trade and housing manufacturers in some 40 countries. In most cases we sell directly to our clients, without intermediaries, through our own sales staff in Sweden, the UK, Denmark, the Netherlands, Australia, the US and Asia.

Resource-efficient use of raw materials

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

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

Our own timber is also used in the manufacture of houses and apartments at our housing production facility.



Stakeholders and dialogue

At Vida, we have several different stakeholder groups that impact us or are impacted by our operations. Our most important stakeholders are our clients, employees, suppliers and owners.

Responses from stakeholder dialogues we held with important clients 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 clients' requirements relate mainly to FSC® (C178907) and/or PEFC certification. Some clients have specific requirements regarding the calculation of CO2 emissions, compliance with our Code of Conduct, and that products must be EPD (Environmental Product Declaration) verified or have undergone a life-cycle assessment in accordance with EN 15804.



Prioritisation of material risks

In order to work strategically with sustainability in the short, middle and long term, we have continued to work with material risk, and have conducted a double materiality analysis.

Starting point and aim

Our starting point is to maximise the opportunities offered by our sustainable operations, and minimise the negative effects of our operations. Vida's aim is that all employees feel they can influence decisions in their area in a sustainable direction.

ESG structure and risk assessment

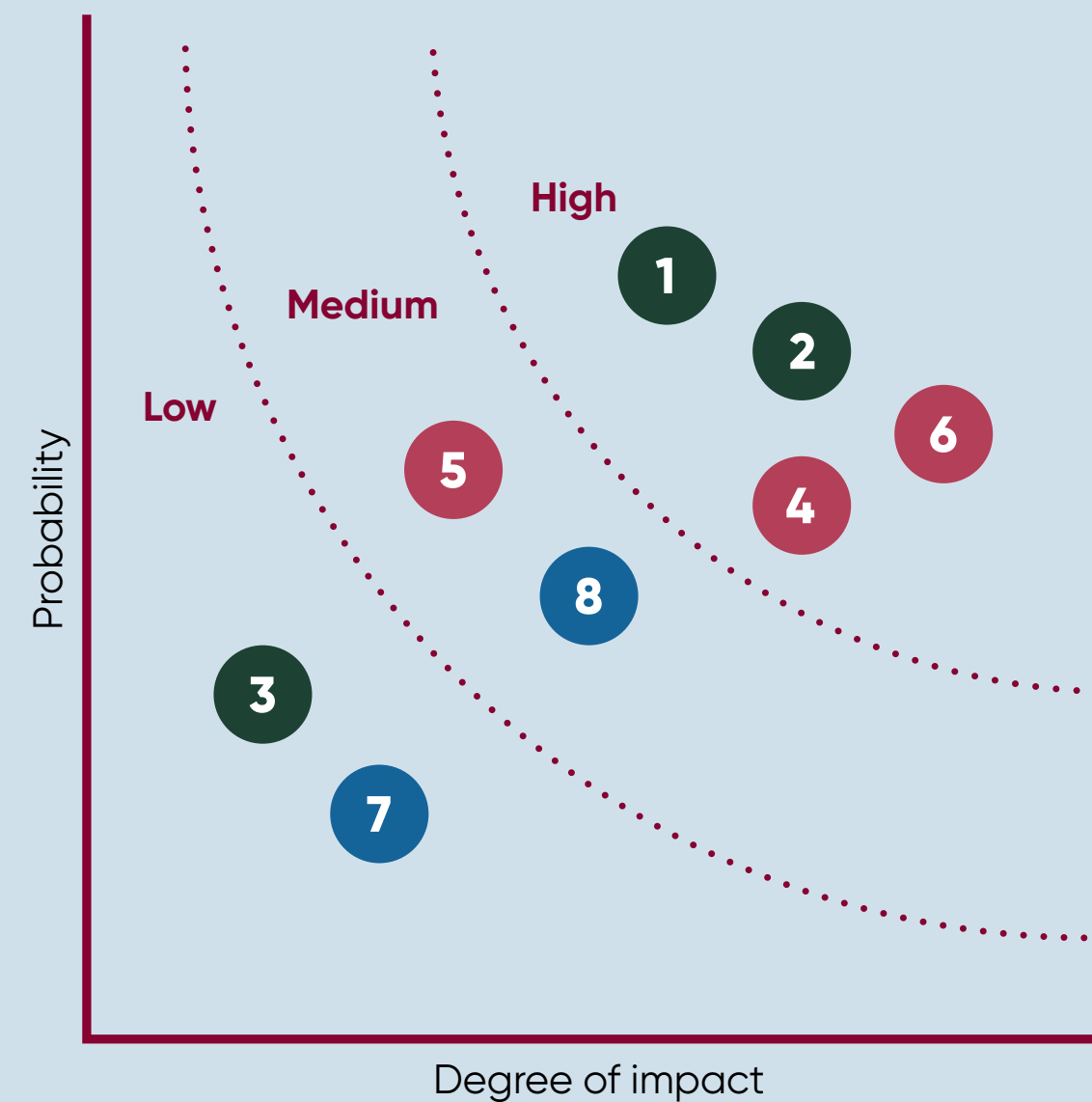
Vida has decided to work in accordance with the ESG (Environment, Social and Governance) strategy. Our assessment of the material, non-financial aspects that could affect Vida's value creation is based on an analysis of available data and on feedback from stakeholders.

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 remedial action. Low-risk aspects are ones that pose a lower risk but still require certain measures/management.

ESG aspects

- 1 Climate impacts
- 2 Biodiversity
- 3 Water management
- 4 Safety, health and well-being of employees
- 5 Engage and attract staff
- 6 Information and cyber security
- 7 Corporate ethics
- 8 External communication and brand

- Environmental
- Social
- Governance



Prioritised

Risk level: medium and high

- Climate impacts
- Biodiversity
- Safety, health and well-being of employees
- Engage and attract staff
- Information and cyber security
- External communication and brand

Basic

Risk level: low

- Water management
- Corporate ethics

The six global goals

In September 2015, world leaders adopted an ambitious and 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 goals are to be achieved by 2030. Of the 17 SDGs, Vida has identified six of particular relevance to our operations, and where we are able to have a positive impact.

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

15 LIFE ON LAND



Environment and climate

Overarching environmental work

At Vida, we aim to reduce environmental impacts through the entire process – from forest, production and sales to distribution to the client – in collaboration with our employees, clients and suppliers.

Vida’s operations are based on a renewable, recyclable and biodegradable raw material – a raw material that absorbs large amounts of carbon dioxide while it grows in the forest. Wood is fantastic, as almost 100% of the raw material is used.

Resource-efficient production and transport

Our industries are strategically located, often close to the raw material, resulting in short and environmentally efficient transport solutions. A substantial portion of our finished goods are transported by rail and ship. And when we use rail, it is mostly with electric trains.

Emissions, impacts and compliance

Based on current permits 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 adjacent to our production sites, and handle chemical products and waste responsibly.

Greenhouse gas emissions, Scope 1 and Scope 2

	2020* tCO2e	2023* tCO2e	% comp. with base year	2024 tCO2e	% comp. with base year	2025 tCO2e	% comp. with base year
Scope 1	13,044	14,679	+12.5	8,713	-33.2	13,852	+6.2
Scope 2	8,194	6,505	-20.6	10,865	+32.6	12,653	+54.4
Total non-biogenic	21,238	21,184	-0.3	19,578	-7.8	26,505	+24.8
Total biogenic*	250,369	267,586	-	292,488	-	263,350	-

*not externally audited

Greenhouse gas emissions, Scope 3

	2022* tCO2e	2024* tCO2e	% comp. with base year
Total non-biogenic	478,590	509,089	+6.4
Total biogenic*	2,202,030	2,677,696	-

*not externally audited

Climate footprint and emissions

Vida’s climate footprint comes from the direct and indirect greenhouse gas emissions that the company generates from its activities and through its value chain.

Scopes 1 and 2 include greenhouse gas emissions from our production plants. Scope 1 emissions mainly come from internal transports using forklifts and loaders. In this context, the heat we generate in our own biofuel boilers constitutes primarily biogenic emissions.

Our Scope 2 emissions relate mainly to the production of electricity used at our production plants. Starting in 2020, we have compiled data for Scopes 1 and 2, which serves as the basis for our reporting in accordance with the Greenhouse Gas Protocol. In the table above, we report the emissions for the 2020 base year as well as the results for 2023, 2024 and 2025.

Scope 3 includes greenhouse gas emissions in the value chain upstream/downstream from our production plants. Since 2022 we have compiled data for Scope 3 emissions, which are also included in the Greenhouse Gas Protocol. In the table above, we present the emissions for the base year 2022 as well as the results from the initial follow-up in 2024. A follow-up for 2025 has not been done.

Targets and road map

Vida’s overarching, long-term targets:

- Reduce Scope 1 and 2 greenhouse gas emissions by 42% by the end of 2030, from the base year 2020.
- Reduce Scope 3 greenhouse gas emissions by 25% by the end of 2030, from the base year 2022.
- Prepare a road map to climate neutrality.

Activities and measures

To achieve the targets, the following activities have been started or are planned to start during 2026–27:

- The Group uses several electric forklifts. We will continue to gradually replace older machines with new electric forklifts.
- Study the possibility of once again using a portion of HVO100 (Scope 1) at our production facilities.
- In the Group, about 10–12% of the electricity comes from solar cell production. We will study the feasibility of using a larger proportion of electricity produced without fossil fuels (Scope 2) at our production facilities.
- Create a policy and a procedure for calculating our climate footprint.
- Implement a process and IT system for collecting data.
- Continue the job of creating EPDs for Vida’s packaging products. For sawn/planned products, an EPD already exists.



Biodiversity

Purchase and origin of raw materials

Most of the raw material used in our sawmills is felled in Sweden. Import is mainly from Norway and the Baltics. We buy, harvest and transport forest products in order to provide our sawmills with raw materials. The suppliers are smaller private forest owners, as well as larger organisations and forestry companies. We buy the harvesting rights for trees we fell ourselves, as well as timber for delivery felled by forest owners.

Certification and sustainability requirements

To ensure that the raw material comes from sustainably managed forests, Vida Forest is certified according to FSC® (C178907) and PEFC. All the timber handled by Vida meets 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.

Sixty-one per cent of the raw material purchased comes from PEFC- or FSC-certified forests, which places additional demands on intact ecosystems and biodiversity conservation, including a requirement that forest owners set aside at least five per cent of their productive land for conservation purposes.

Vida takes proactive measures to increase its share of certified suppliers, and it certifies forest owners as an agent for Prosilva Forest Certification. Both Vida and its certified suppliers are audited by internal and external auditors.

Procedures for purchasing and tracking

To ensure that the raw material meets our requirements, we have the following procedures in place:

- Procedure for purchasing forest raw material from private forest owners: This procedure aims to ensure that 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 purchasing timber 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.



Resource use in production



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 fostering sustainable consumption and production patterns.

Biofuels and the use of by-products

Vida is a major producer of biofuel, and purchases and delivers forest biomass to most of the nearby heating plants in southern Sweden. We adhere to government recommendations in our efforts to make use of the potential fuel products produced during felling. All by-products generated at the sawmills are utilised. Bark, shavings and wood chips are combusted in bio-fuel boilers at our sawmills, and the resulting heat is used for drying wood, heating of factories and district heating to the nearby communities. Our bio-fuel surplus is sold to power suppliers. Pellets are manufactured from wood shavings. In total, the energy output from our by-products was an estimated 2.8 TWh in 2025.

Energy consumption, raising efficiency and follow-up

A substantial portion 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 action plans. Detailed energy mapping has been conducted at two of our sawmills, covering the boilers and kilns. We monitor KPIs at our 15 sawmills regarding consumption of heating, electricity and diesel/HVO100 per cubic metre of sawn wood produced (m3 sawn timber).

Key figures for energy consumption at the sawmills

KPI, kWh, m3 sawn timber	2021	2022	2023	2024	2025
Electricity	62	60	60	62	61
Heating	256	254	248	258	258
Diesel	17.6	16.8	17.2	8.4	16.9
HVO100	-	-	-	8.8	0.1
Total	336	331	325	337	336

Water use

During the summer months, the sawmills primarily use climate-controlled re-circulating timber sprinkler systems. 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 considered.

Measures for efficient water use

- Our efforts for more efficient water use during the production process include:
- Systematically monitor water consumption.
 - Establish targets and a roadmap for more efficient water use.
 - An expanded pond system for treating stormwater is planned for construction at the sawmill in Tranemo in 2026.

Production of house and apartment modules

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

Material selection and energy performance

As a leading manufacturer of pre-fabricated houses 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 wooden frames have a low climate footprint according to various studies, but their light weight means they require less energy for transport. Vida's houses and apartments are known for their low energy consumption due to their high level of quality, tightness and efficient insulation. Vida always aims to exceed the market's energy requirements.

Development, certification and collaboration

As a further step toward its goal of achieving more sustainable construction, in 2025 Vida launched a scheme for the refurbishment and renovation of old modules.

Most of the wood used by Vida is PEFC or FSC certified, which guarantees that it comes from sustainable forestry. Further, Vida is actively involved in research and development aimed at increasing the use of wood framing in taller buildings. This takes place in collaboration with organisations such as CBBT (a Swedish centre for building and living with wood), in various research projects including BioInnovation and KK (Knowledge Foundation) projects, and in cooperation with the higher education sector. With its knowledge of construction technology and material selection, Vida can supply the market with buildings approved under the Nordic Swan Ecolabel – further proof of our commitment to sustainability and eco-friendly building practices.



50
HOUSES

300
APARTMENTS

Every year, Vida Building produces 50 houses and 300 apartments, and we estimate that we will renovate about 600 modules in 2026.

Work environment and conditions

Collective agreements and trade union collaboration

All our employees are covered by collective agreements: a specific agreement for the sawmills, and the Wood Agreement for the other industries. The collective agreements detail matters including working hours, compensation, employment forms, holidays etc.

About 60 per cent of our employees are union members. They are organised into local branches; where no local branch exists, a union representative is appointed. Matters relating to collective agreements and/or having a significant impact on employees' terms of employment are dealt with through dialogue and negotiation between the employer and the trade union.

Our production sites also have one or more health and safety representatives who are elected and appointed by the trade union. They play a key role in local health and safety work. The majority of our workers work shifts in accordance with the applicable collective agreement. All employees are aged 18 or over. Minors may be offered more basic holiday jobs in accordance with Swedish health and safety legislation.

Health and employee conditions

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.



8 DECENT WORK AND ECONOMIC GROWTH



Work environment and safety

Our health and safety policy stipulates that, while on our premises, our employees and other people must encounter a safe and healthy work environment. Discrimination or an unhealthy workload will not be tolerated. Through our systematic health and safety practices, we actively work to prevent accidents and ill health in the workplace.

Safety efforts and follow-up

In 2025, we kept up our work to minimise the number of accidents. We continued to address various topics; in 2025 we focused on safety culture and working with our most common safety risks. We reached our target of reducing our Lost Time Accident Frequency Rate (LTAFR) to below 20, with a

figure of 19.1 at the end of the year. (LTAFR refers to the number of lost time injuries per million hours worked.)

Our efforts to ensure that all production units have relevant risk assessments and work instructions have progressed well, and we are now focused mainly on completing the measures identified in the risk assessments.

We have finished our project active safety culture, funded by the Central-fonden foundation. The project focused on safety for new employees. We have held mentor training, built a safety centre and created an induction programme for new employees.

Engaging and attracting employees

At Vida, our employees are our most important resource, with many rewarding and stimulating jobs and a wide range of professions. Some employees have their roots in forestry, but many have completely different educational backgrounds and experiences. In total, the Group has 1800 employees.

Vida's culture is shaped by our core values: engagement, simplicity and motivation. The company has a flat organisational structure, with short decision-making paths. Employees are able to influence their own development, and grow with us.

Gender equality and equal opportunity

We operate in a male-dominated sector. Fifteen per cent of our employees are women. Our job ads and our external marketing are always composed with gender equality in mind. All our employees share the same conditions, rights and opportunities, regardless of gender. To ensure equal pay between genders, a pay survey is conducted annually.

Attractive employer and engagement

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

In 2024, we conducted two employee surveys, in order to measure our employees' satisfaction and engagement. The surveys were sent to all permanent employees; the response rate was 74%. The questions concerned leadership, well-being, culture, ergonomics, stress and discrimination. Our overall engagement index, which is an average of all questions, was 3.8 (of 5), while our employee net promoter score (eNPS) was -7.

Skills provision and leadership

For several years we have worked actively to market our company to students, and this includes offering a trainee programme. Again in 2025 we were nominated Career Company of the Year. 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 taken the programme. We have also introduced digital training on current topics for all leaders.



NUMBER OF EMPLOYEES, TOTAL

1742

of which 262 are women (15%)

UNDER COLLECTIVE AGREEMENTS

1332

Management: 410 (24%)

STAFF TURNOVER

13 %

SICK LEAVE (EXCL. LOGISTICS)

3,9 %

Governance, security and responsibility

Information and cyber security

Information and cyber security continue to be strategic priorities at Vida. Digital threats are increasing rapidly, and to protect our operations, our clients and our employees, we require both robust technical solutions and conscious security efforts throughout the organisation.

In accordance with our commitment to take cybersecurity seriously, we are constantly refining our working methods and our ability to create a stable and sustainable digital environment.

Security culture and awareness

In 2025, we continued our work to heighten our security awareness. Cyber threats are not only aimed at systems, but at people too. For this reason we have established a structured awareness programme with recurring courses, simulated phishing drills and targeted information on current threats.

The aim is to equip all staff with the knowledge needed to identify risks in their day-to-day work, and to act appropriately. By involving the whole organisation, we are building a safety culture that becomes a natural part of our daily work.

NIS 2 and regulatory adaptation

During the year, we began our work to adapt to the EU's new NIS 2 Directive. For Vida, this primarily means strengthening our existing processes, clarifying responsibilities and increasing our focus on continuity and preparedness. This work builds on the structures we already have in place, but with an even clearer focus on creating a resilient and stable IT environment.

Technical and organisational measures

We continue to enhance our security measures through regular security checks, system and equipment updates, improved access management and continuous monitoring of our environment. We have placed particular emphasis on strengthening our detection capabilities and reducing the lag between discovery and response.

Integrity and data protection

Our work on the GDPR continues to be an integral part of our security efforts. In 2024, we established an updated data processing register and carried out the necessary impact assessments. In 2025 the focus has been on improving monitoring and providing further clarity in our data protection and privacy guidelines.

Corporate ethics and human rights

Code of Conduct and principles

Our Code of Conduct sets out our core values in the areas of corporate ethics, human rights, health and safety, and the environment. Vida's important work on core values aims to reduce the risk of unethical practices. The Code of Conduct applies to all employees within the Group, as well as to Vida's suppliers of products and services.

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

Temporary employment of persons under the age of 18 is governed by Swedish legislation and applicable collective agreements. Vida does not tolerate forced labour or any other form of involuntary labour.

No form of harassment or discrimination on the grounds of race, religion, political opinion, gender, age, nationality, sexual orientation or disability will be permitted.

Employees have the full right to organise themselves, join or choose not to join trade unions.

Our aim is for all business relationships to be ethically and morally sound, which means we reject all forms of bribery and corruption. Our employees must always act in Vida's best interests.

In 2025, no cases were reported to the whistleblowing service.

Sustainability report and governance

About the 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 the report 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 report includes the following priority areas: environment, employees, social conditions and human rights as well as anti-corruption. Vida continues its work to meet the requirements of the EU Corporate Sustainability Reporting Directive (CSRD).

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

Strategy and governance

Vida's management has overall responsibility for driving long-term, sustainable business operations, and for setting a strategy and targets to support this.

Starting out in the materiality analysis and the stakeholder dialogue, we have developed a governance for our check sustainability work.

Through the three focus areas Environment, Employees and Corporate Ethics, we strive to address everything from our day-to-day decisions to how we collaborate with clients and suppliers and how we impact the environment and society.

Within each of these ESG aspects, we have launched initiatives with KPIs, targets and activities. For more details on how we work with these, see the relevant chapter in this report.

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

- Environment
- Work environment
- Gender equality
- Whistleblowers
- IT
- Code of Conduct





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

Read more at vida.se/en/vida-and-the-environment