

Sustainability Report

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VEAB Heat Tech AB

VEAB Heat Tech AB has been a driving force in the heating, cooling and ventilation industry since its founding in 1967, with a mission that reaches far beyond the creation of a comfortable indoor climate. For us, it's about taking responsibility for the future. Every product we develop, every process we improve and every decision we make is guided by our concern for people, the environment and society.

We believe in sustainability as a natural part of our identity. By combining quality, innovation and environmental awareness, we create solutions that not only meet today's needs, but also protect tomorrow's resources. Our heating and cooling products are the result of Swedish engineering, where energy efficiency and long service life are central.

At VEAB, we see our employees as the heart of our business. We are proud to be a workplace where people thrive, develop and feel part of something bigger – a community built on passion, responsibility and care. These values shape everything we do and guide us in our daily work.

Our commitment does not stop at the factory gates in Hässleholm. We want to be a positive force in society – both locally and globally. By supporting associations, initiatives and aid organisations, we contribute to creating community, security and optimism for the future. We share the UN's sustainable development goals and see them as a natural part of our path forward.

- » Our journey began in 1967 in Hässleholm
- » We employ a team of 100 dedicated professionals
- » Our modern production facility spans 10,000 square metres
- » Our annual turnover reaches roughly SEK 225 million
- » Our products are delivered to customers in more than 40 countries worldwide



A sustainable foundation



A handwritten signature in blue ink that reads "Johan Christiansson".

Johan Christiansson

Managing Director

At VEAB Heat Tech AB, we see sustainability not as a side issue, but as a natural and integral part of our business model. As a leading player in the heating, cooling and ventilation industry, we develop energy-efficient solutions for a global market, with the ambition of reducing both our own and our customers' environmental impact. We believe real change happens when knowledge, responsibility and insight guide all parts of the company.

VEAB's sustainability work covers environmental, social and business ethics issues – from reduced carbon dioxide emissions and resource-efficient products to a safe working environment, clear ethical guidelines and responsibility throughout the supply chain. Our Code of Conduct is an important tool that clarifies our expectations in terms of ethics, working environment, health, safety and social responsibility. It applies to all employees and is followed up with annual training courses.

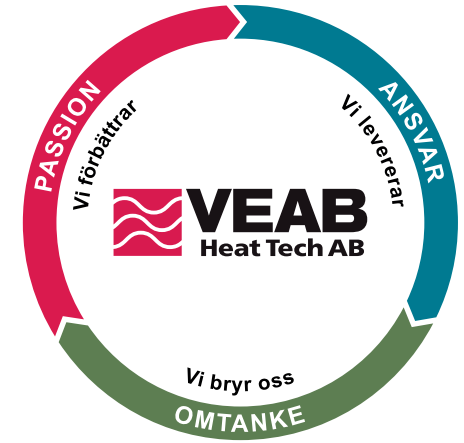
The purpose of this report is to describe in a transparent manner how we impact our surrounding world, the risks and opportunities we face, and how we work to create long-term value, both for the company and for our stakeholders. Through continuous development and evaluation, including external sustainability assessments, we strive to be a role model in our field and contribute to a more sustainable future.

**"Our ambition is to become Hässleholm's
most attractive workplace – a place where
people thrive, grow and want to stay."**



Sustainability strategy

At VEAB, sustainable development is a central part of our strategy, and our sustainability commitment includes environmental, social and business ethics issues that create value for all our stakeholders. We strive to offer our employees a good workplace, and our code of conduct reflects VEAB's position on issues relating to social responsibility, business ethics, the environment, health and safety. The Code of Conduct is intended to serve as a guide for all VEAB employees in their daily work. Every year, all employees must also undergo training in the Code of Conduct. External commitments and assessments are important for VEAB's ongoing efforts to be a responsible and sustainable company.



Focus areas

Key challenges

Goals



Sustainable business

- Reduce greenhouse gas emissions
- Reduce our climate footprint
- Improve our energy efficiency

- CO2-neutral within Scope 1 & 2 by 2030.
- Map Scope 3.
- Integrate energy efficiency into operations and products.



Sustainable products

- Products that improve indoor climate
- Supplying innovative products that lessen environmental impact
- High product quality that enables a long service life
- Life cycle and resource efficiency

- Implement new, more efficient duct heater control solutions
- Develop and deliver innovative and reliable solutions.
- Ensure long service life in design and production.
- Expand the range of products with verified EPDs



Responsible business

- Ensuring ethical and responsible business
- Zero tolerance for bribery and corruption
- Taking responsibility for our supply chain

- Zero incidents of bribery and corruption
- Compliance throughout the organisation.
- All our suppliers comply with our Supplier Code of Conduct.



Sustainable workplace

- Zero tolerance for work-related accidents
- Promoting employee development
- Equal opportunities with an inclusive culture

- Zero injuries leading to sick leave.
- Retain and develop skills.
- An inclusive working environment.



Sustainable operations

- Reduce greenhouse gas emissions
- Reduce our environmental footprint
- Improve our energy efficiency



Sustainable products

- Products that improve the indoor climate
- Supplying innovative products that lessen environmental impact
- High product quality that enables a long service life



Responsible business

- Products that improve indoor climate
- Supplying the market with technologically advanced products that reduce environmental impact
- High product quality that enables a long service life



Sustainable workplace

- Zero tolerance for work-related accidents
- Promoting employee development
- Equal opportunities with an inclusive culture

Sustainable operations

VEAB works purposefully to reduce its climate impact and environmental footprint by reducing greenhouse gas emissions and continuously improving energy efficiency throughout its operations. One of our overall goals is to be CO₂-neutral within Scope 1 and 2 by 2030 at the latest.

Our work on environmental improvements is guided and quality assured by ISO 14001, which forms the basis of our environmental management system.

During the 2024/2025 financial year, we have achieved significant results. Our total emissions within Scope 1 (direct emissions from our own sources, such as vehicles) and Scope 2 (indirect emissions from purchased energy, such as electricity and district heating) amounted to 19 tonnes of CO₂ – a reduction of 45 per cent compared with the previous year. The main contributing factor is our transition to fully electric service vehicles, combined with the continued use of fossil-free electricity.

For Scope 3 – other indirect emissions that arise throughout the value chain, both upstream and downstream – mapping work is ongoing. No reported data is available yet, but we see this as an important next step in our climate strategy.

Key challenges

- Reducing greenhouse gas emissions
- Reducing our climate footprint
- Improving our energy efficiency





We are reducing emissions and improving energy efficiency with the goal of becoming CO₂-neutral by 2030.



- Reduce greenhouse gas emissions
- Reduce our environmental footprint
- Improve our energy efficiency

Successes of the year

Key challenges

Goals

Progress and outcomes

Reducing greenhouse gas emissions

VEAB works actively to reduce greenhouse gas emissions from our operations through efficient processes and sustainable choices.

CO₂-neutral within Scope 1 & 2 by 2030.

Scope 1 & 2 emissions totalled 29.1 tCO₂e, a 45% reduction compared to 2023/2024. The decrease is largely due to the electrification of our company car fleet and our shift to fossil-free electricity.

Reducing our climate footprint

We strive to reduce our climate footprint by optimising resource use and choosing climate-smart solutions throughout the value chain.

Map Scope 3.

Survey in progress, no figures reported yet.

Improving our energy efficiency

We are continuously working to improve our energy efficiency in order to reduce energy consumption and contribute to a more sustainable future.

Integrate energy efficiency into operations and products.

New control systems that contribute to reduced energy consumption and reduced environmental impact.

Sustainable products

VEAB's products are designed to improve indoor climate, reduce energy consumption and enable long-term sustainability for our customers. By offering technologically advanced and reliable solutions with a long service life, we contribute to a more resource-efficient society.

We work in accordance with ISO 9001 to ensure high product quality and customer satisfaction at every stage, and our quality work is verified through independent third-party certification.

A clear example of our product-related sustainability work is the new and more efficient control of our duct heaters, which was implemented in the first part of 2025. This upgrade means increased energy efficiency in operation and helps our customers reduce their climate impact while ensuring quality and user-friendliness.

We see our products as an important part of the transition to more climate-conscious construction and energy-efficient operation of properties in several industries. Through innovation and responsibility, we create solutions for the needs of the future.

Key challenges

- Products that improve indoor climate
- Supplying the market with technologically advanced products that reduce environmental impact
- High product quality that enables a long service life
- Life cycle and resource efficiency



Our solutions create a better indoor climate and contribute to a more resource-efficient society.



- Products that improve indoor climate
- Supplying innovative products that lessen environmental impact
- High product quality that enables a long service life

Successes of the year

Key challenges	Goals	Progress and outcomes
Products that improve indoor climate We develop products that create a healthy and comfortable indoor climate for people and the environment.	Implement new, more efficient duct heater control solutions	New control system implemented in 2025 – provides increased energy efficiency for customers.
Supplying innovative products that reduce environmental impact We supply the market with technologically advanced products that reduce energy consumption and contribute to a sustainable future.	Develop and deliver innovative and reliable solutions.	New control systems reduce climate impact during operation.
High product quality that enables a long service life Our products are built to last – with a focus on quality, reliability and minimal environmental impact over time.	Ensure long service life in design and production.	Products continue to offer high quality and long service life.
Life cycle and resource efficiency Design products with a focus on life cycle perspectives and efficient use of resources to minimise environmental impact.	Expand the range of products with verified EPDs	Work has begun and the first environmental product declarations (EPDs) have now been published.

Responsible business

VEAB works consistently to ensure that all business is conducted in an ethical and responsible manner. The company has a clear zero-tolerance policy towards bribery and corruption and considers maintaining high ethical standards at all levels to be a fundamental part of its sustainability work.

We take active responsibility for our supply chain and require all our suppliers to comply with our Supplier Code of Conduct, which clearly outlines expectations on business ethics, social responsibility, and environmental performance. During the most recent period, we have had no reported incidents of bribery or corruption, which reflects the high standards and continuous efforts that permeate our organisation.

Key challenges

- Ensuring ethical and responsible business
- Zero tolerance for bribery and corruption
- Taking responsibility for our supply chain



We stand for ethical business practices, zero tolerance for corruption and responsibility throughout the value chain.



- Products that improve indoor climate
- Supplying the market with technologically advanced products that reduce environmental impact
- High product quality that enables a long service life

Successes of the year

Key challenges

Goals

Progress and outcomes

Ensuring ethical and responsible business

We conduct our business with integrity and transparency, in accordance with high ethical standards.

Zero incidents of bribery and corruption.

No incidents reported in 2024/2025.

Zero tolerance for bribery and corruption

We have a clear zero tolerance policy towards all forms of bribery and corruption throughout our organisation.

Compliance throughout the organisation.

Continuous training in the code of conduct for all employees.

Taking responsibility for our supply chain

We take responsibility for ensuring that our suppliers and partners share our values regarding ethics, quality and sustainability.

Our largest suppliers must comply with our Supplier Code.

All of our suppliers have signed our Supplier Code of Conduct.

Sustainable workplace

VEAB strives to create a safe and healthy working environment for all employees, where the zero vision for workplace-related accidents is a central part of our safety work.

This work is governed by our management system for the working environment in accordance with ISO 45001:2018, which ensures structured and preventive work environment efforts.

We work actively to promote employee development and create an inclusive culture that provides equal opportunities for everyone, regardless of background. Our goals include maintaining low staff turnover and eliminating work-related injuries that lead to subsequent sick leave.

During the 2024/2025 financial year, we achieved a low staff turnover rate of 6 per cent, while no work-related injuries resulting in sick leave were reported. This result reflects our continued commitment to a safe and stimulating workplace.

Key challenges

- Zero tolerance for work-related accidents
- Promoting employee development
- Equal opportunities with an inclusive culture



We are building a safe, inclusive working environment with a zero-accident policy and a focus on development.



- Zero tolerance for work-related accidents
- Promoting employee development
- Equal opportunities with an inclusive culture

Successes of the year

Key challenges

Goals

Progress and outcomes

Zero vision regarding work-related accidents

We work systematically to create a safe and secure working environment with the goal that no one should be injured at work.

Zero injuries leading to sick leave.

Zero work-related injuries resulting in sick leave in 2024/2025.

Promoting employee development

We give our employees the opportunity to grow through continuous learning, responsibility and participation.

Retain and develop skills.

Low staff turnover (6%) and continuous training.

Equal opportunities with an inclusive culture

We strive for a workplace where everyone is given equal opportunities and feels respected and included.

An inclusive working environment.

Continued efforts to increase diversity and gender equality.

Certificates and memberships

Ecovadis Bronze

To ensure transparency and continuous development, we have also chosen to undergo a sustainability assessment via EcoVadis, a globally recognised platform for assessing companies' sustainability performance. In our first assessment, VEAB was awarded a bronze medal, placing us among the top 35% of over 85,000 companies assessed worldwide. This result is clear recognition of our determined efforts – and a strong stepping stone towards our vision of becoming one of the most sustainable players in our industry.

As part of this work, we are now striving to achieve the EcoVadis gold medal, which would confirm our ambition to be at the forefront of sustainability, responsibility and business ethics. An update of the result will take place during the 25/26 financial year.

UN Global Compact

As part of our ambition to lead the industry in sustainable and responsible business, VEAB has joined the UN Global Compact – the world's largest corporate sustainability initiative. Its ten principles, spanning human rights, labour rights, the environment, and anti-corruption, guide how we run our operations and shape our long-term strategy. By embedding these principles in everything we do, we strengthen our positive impact on both people and the planet.



To strengthen a safe and sustainable working environment, our employees receive continuous training in promoting respectful treatment and acting in accordance with our values.





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