



Trusted above all.

CSR Progress report 2024

Our Economic, Environment and Social initiatives

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Highlights 2024

-4%

Air transport
(CO₂ per kg)

-39%

Car transport
(CO₂ per km)

+38%

Renewable energy
usage (in kWh)

-25%

Employees water
consumption (in m³)

76%

Employees happiness

64 h

of continuous training
(per employee)

35%

of female employees

-28%

Scrap metal
in 3 years (in weight)

A Word From The Managing Director



At Viking EMEA, we recognize that **our success** is not solely measured by our financial achievements, but also by the **positive impact we have on society and the environment**.

Our CSR initiatives are rooted in our core values. We strive to operate responsibly across all facets of our business, ensuring that we contribute to the well-being of the communities we serve and the planet we all share.

Our Corporate Social Responsibility (CSR) commitment is founded on four key pillars:

- **Environmental Responsibility**
- **Social Equity**
- **Ethical Governance**
- **Community Engagement**

These pillars guide our efforts to make a positive impact on society and the environment.

We are proud of the progress we have made, but we recognize that there is always more to be done.

As we move forward, we will continue to integrate CSR into our strategic objectives, ensuring that it remains a fundamental aspect of our identity and operations.


A handwritten signature in blue ink that reads "Alan Arelli".

ALAN ARELLI
Managing Director
Viking EMEA

About Viking EMEA

Viking EMEA is a **key player in the fire protection industry** across Europe, the Middle East and Africa.

We proudly cater to **2,100 clients in 74 nations**, offering comprehensive solutions from sprinkler and deluge systems to water mist, foam, gas extinguishing, and detection and control technologies, for both commercial and industrial needs.

A photograph of two men, likely Viking EMEA employees, standing in a warehouse. They are both wearing dark blue jackets with the 'VIKING' logo. The man on the left is older with a beard, and the man on the right is younger with a beard. They are both smiling. The background shows warehouse shelves filled with boxes.

From the smallest project to the largest undertaking, Viking EMEA is a dedicated partner in the safety journey of our clients. Our passion for fire protection drives us to deliver the right products and solutions precisely when and where they need them.

With us, **clients are getting more than just the components for a fire protection system** – they can rely on a partner who is devoted to their success. Our expert team provides our clients with the safety and peace of mind they need to focus on what matters most – their business.

Viking EMEA's success can be attributed to our commitment to developing long-term customer relationships. By understanding their specific needs and providing proven solutions, we create added value for our customers and strengthen our position as a trusted partner in the fire protection industry.

"We create added value for our customers and strengthen our position as a trusted partner in the fire protection industry"

Our 4 Pillars CSR Strategy

At Viking EMEA, we are dedicated to not only safeguarding lives and properties through our fire protection services but also to conducting our business in a socially responsible manner.



Environmental Responsibility

We are committed to sustainable practices that reduce our environmental footprint. This includes adopting green technologies, minimizing waste, and conserving natural resources to ensure a healthier planet for future generations.



Social Equity

We strive to foster a diverse and inclusive workplace where everyone is treated with respect and given equal opportunities. Our initiatives focus on promoting social justice and improving the well-being of all individuals connected to our operations.



Ethical Governance

Integrity and transparency are at the heart of our business. We adhere to the highest ethical standards in all our dealings, ensuring that our practices are fair, accountable, and in line with both legal requirements and our moral principles.



Community Engagement

We are dedicated to giving back to the communities we serve. Through volunteer efforts, environmental impact awareness, and strategic partnerships, we strive to play a proactive role in educating the public about fire safety and prevention.

Environmental responsibility



We recognize the critical importance of **environmental stewardship** in our operations and services

At Viking EMEA, we operate by following four core environmental principles:

▾ Sustainability

We strive to integrate sustainable practices into every aspect of our business, minimizing our ecological footprint and promoting a positive long-term environmental impact of our operations.

▾ Compliance

We commit to adhering to all relevant environmental laws, regulations, and standards, ensuring our operations meet or exceed legal requirements.

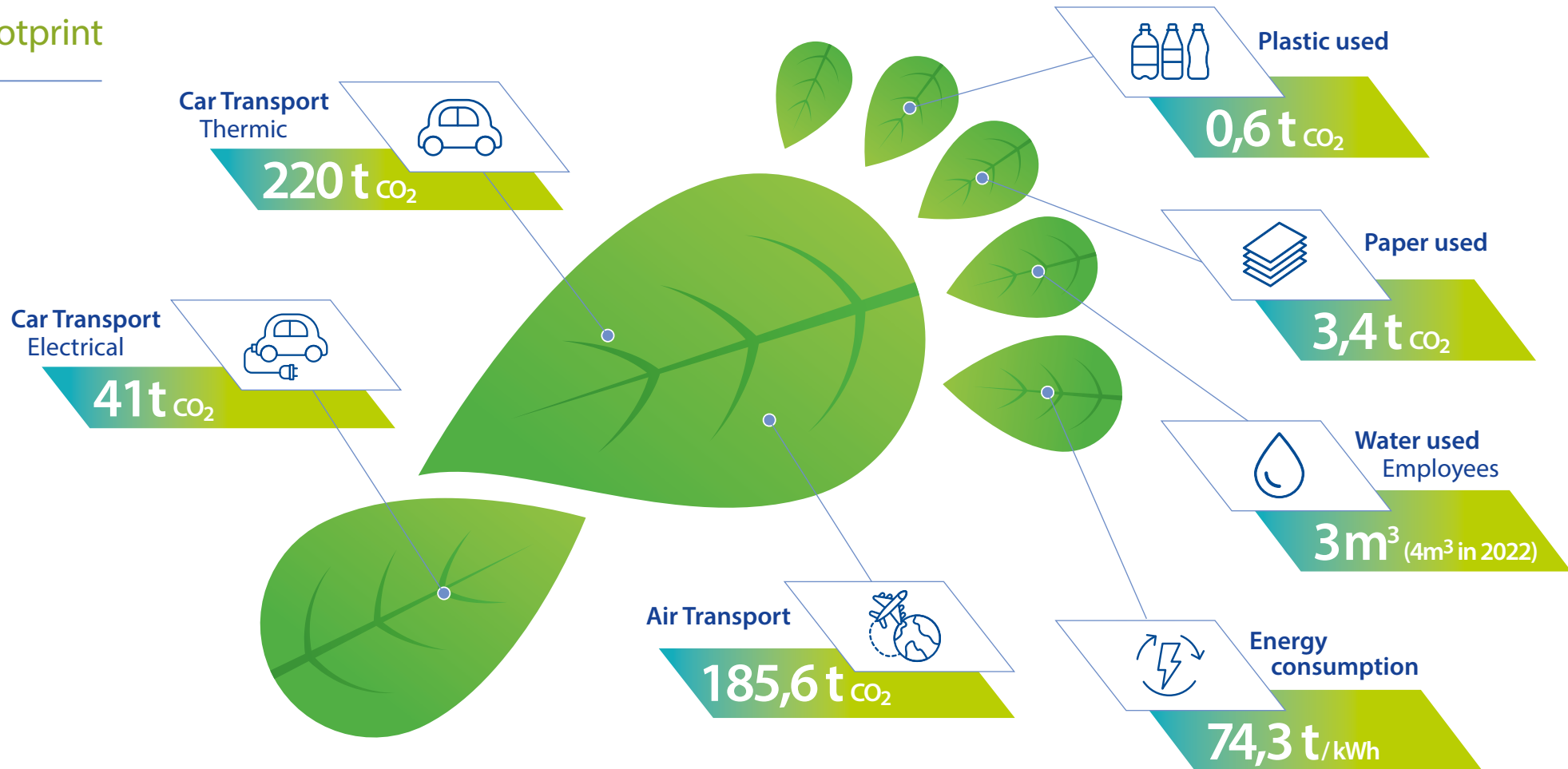
▾ Innovation

We foster innovation in developing and implementing fire protection solutions that reduce not only their direct impact on the environment, but the impact of a fire event.

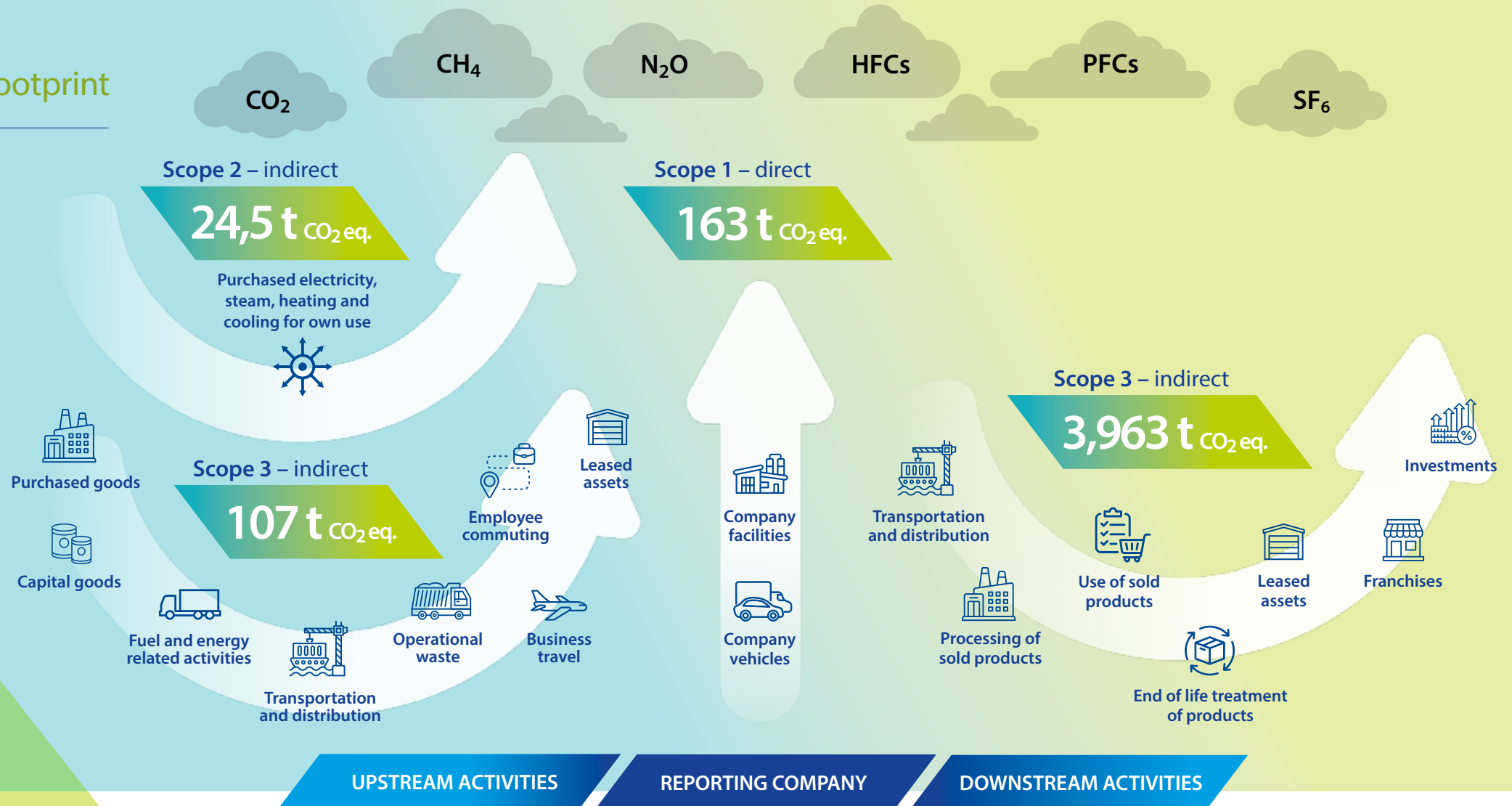
▾ Responsibility

We take responsibility for the environmental impacts of our activities and are dedicated to continuous improvement in our environmental performance.

Our footprint



Our footprint

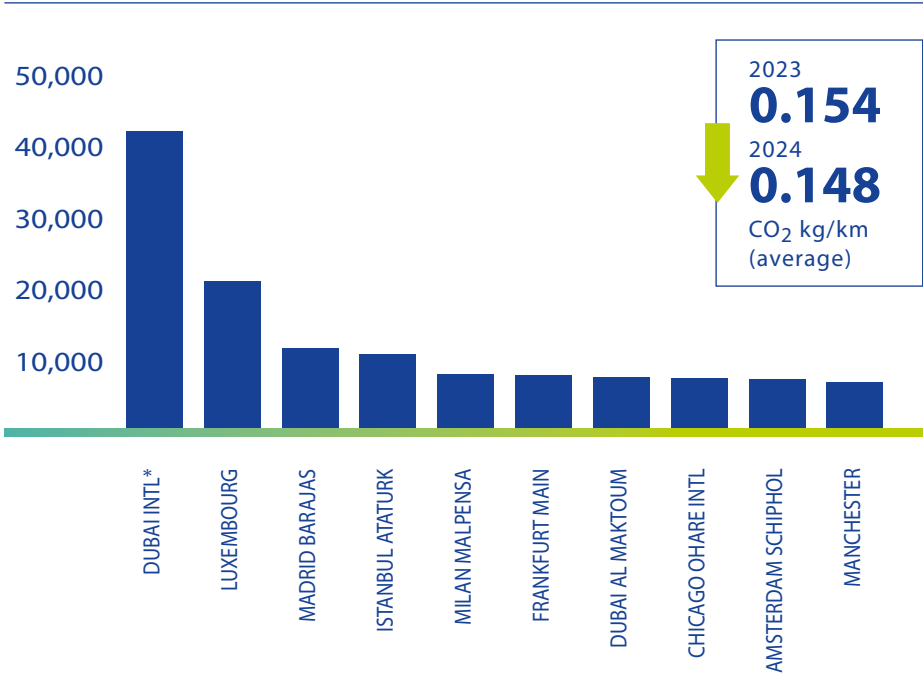




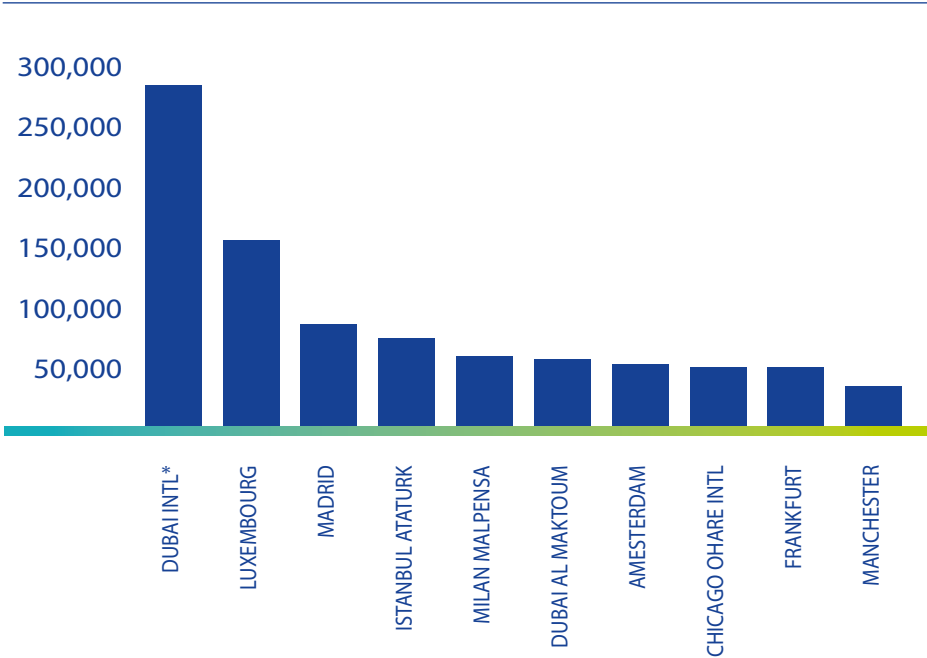
Air transport

Due to the nature of our business travel is often required. However, we recognise the impact on the environment and to this end **we recommend that employees choose eco-responsible companies and favour direct flights**, where air travel is unavoidable.

CO₂ PER KM – TOP 10 BUSINESS TRAVELS (in kg)



DISTANCE – TOP 10 BUSINESS TRAVELS (in km)



*International sales meeting destination

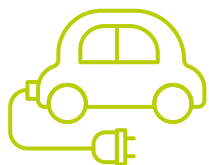
Air transport
CO₂ Footprint

185,6t

Viking passengers
CO₂ Footprint

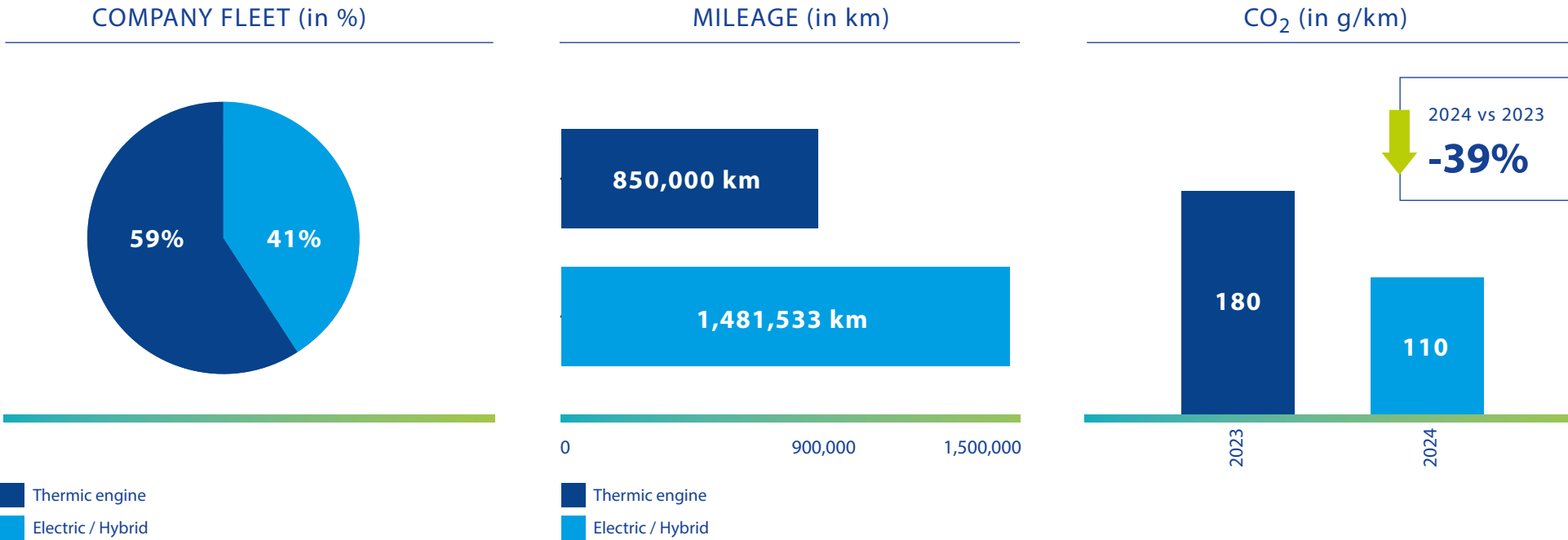
2.26t

Target 2030:
1.22t



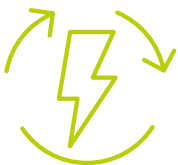
Car transport

Viking EMEA is committed to reducing its carbon footprint in its professional vehicle fleet. Eco-responsible driving is part of our environmental policy, and our drivers are regularly made aware of environmental issues. In addition, a significant portion of our fleet is made up of hybrid or electric vehicles.



Car transport
CO₂ Footprint

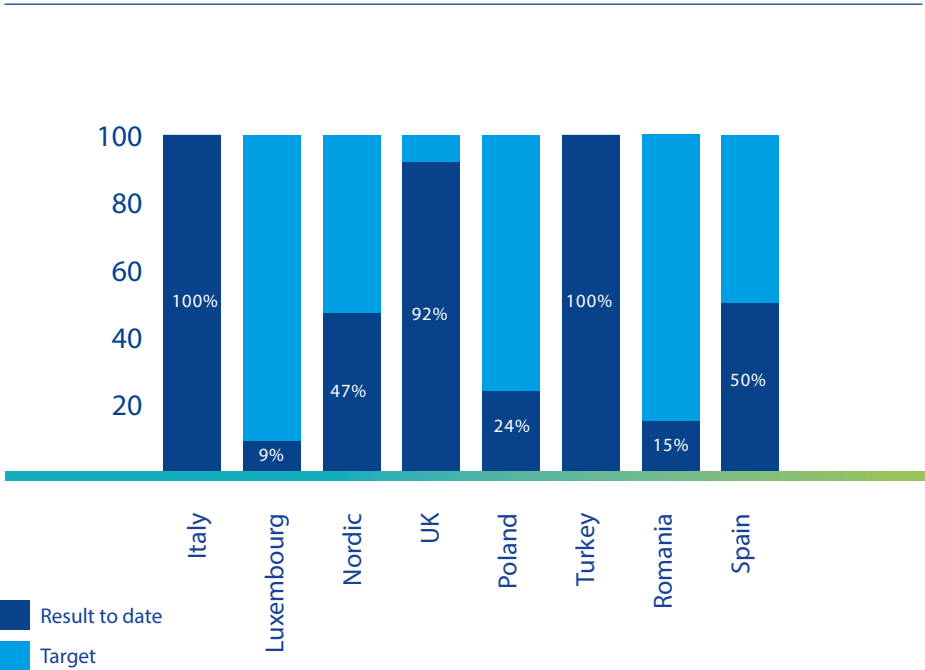
261 t



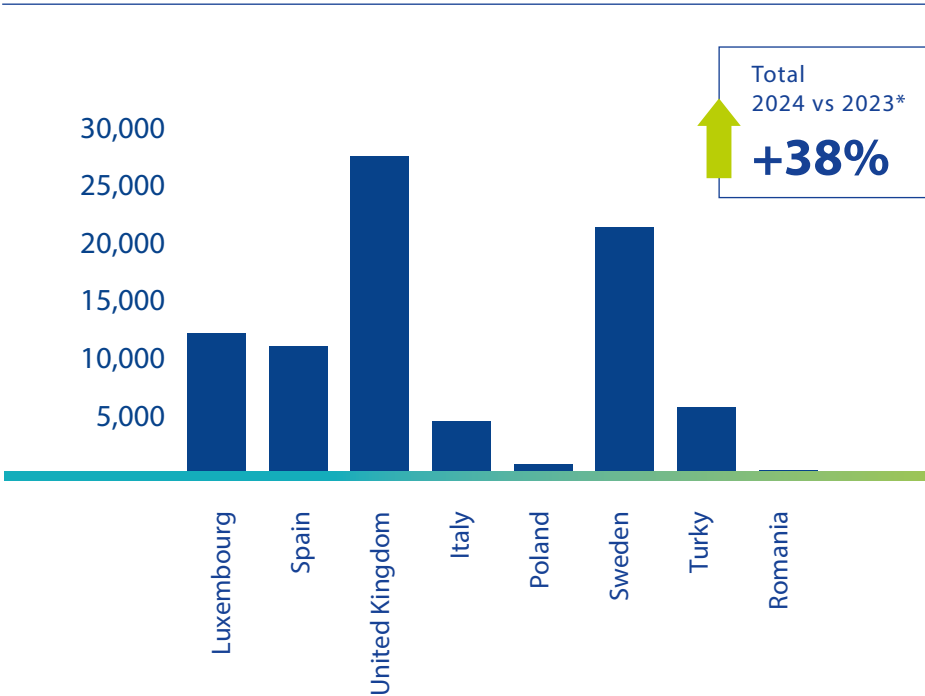
Renewable energy

Viking EMEA is committed to **reducing energy use** at its sites and promoting **good practices among employees**, helping to positively impact the environment and the communities where it operates.

VIKING GROUP (in %)



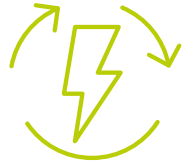
VIKING ENTITIES (in kWh)



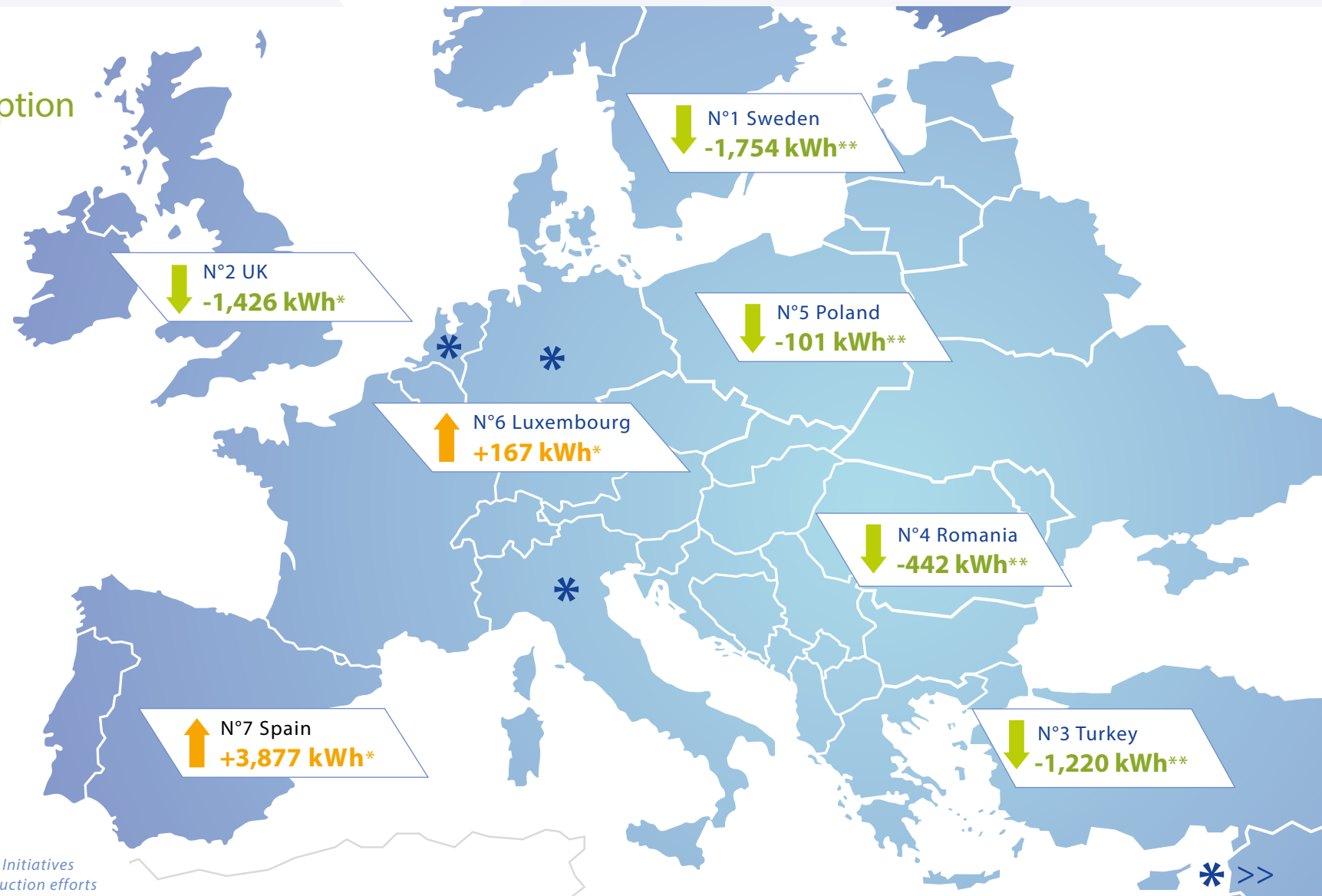
CO₂ emissions
Viking Group

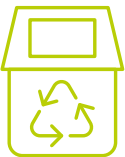
74.33 t/kWh

* 82,417 kWh (2024) vs 59,697 kWh (2023)



Energy consumption 2024 vs 2023

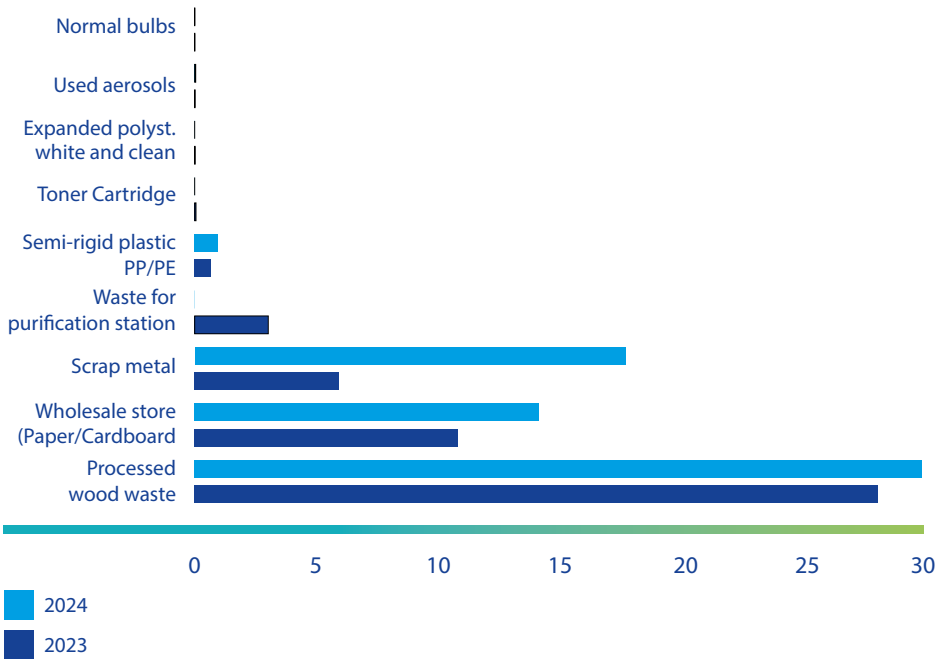




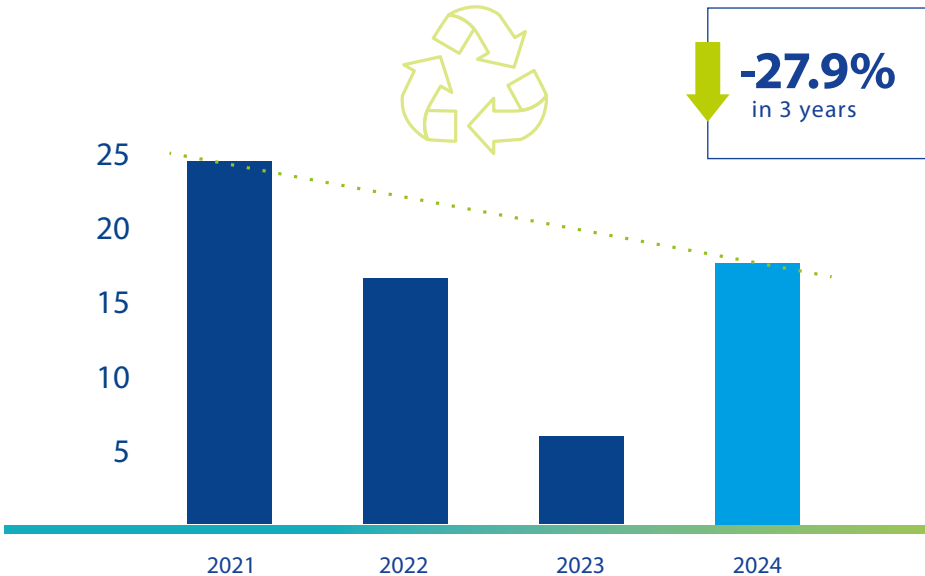
Waste management

Viking EMEA is committed to not only reducing waste at our sites but to **promoting good waste reduction and management strategies through educating our staff**. To further improve our waste impact we expect our supply chain to follow our lead and manage their waste stream responsibly.

WASTE RECOVERY (in tons)



SCRAP METAL (in tons)



Hazard waste management

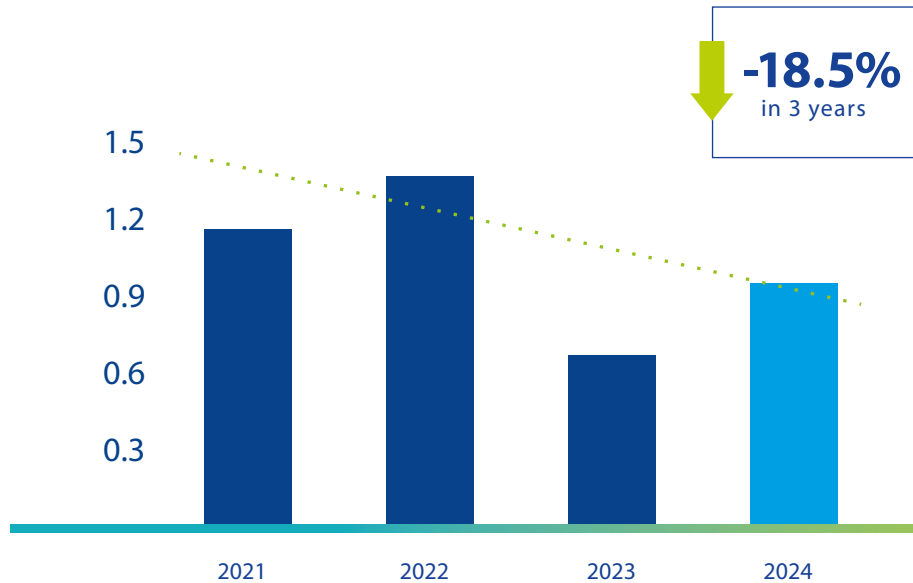
1.93 t

2.5% of the total waste

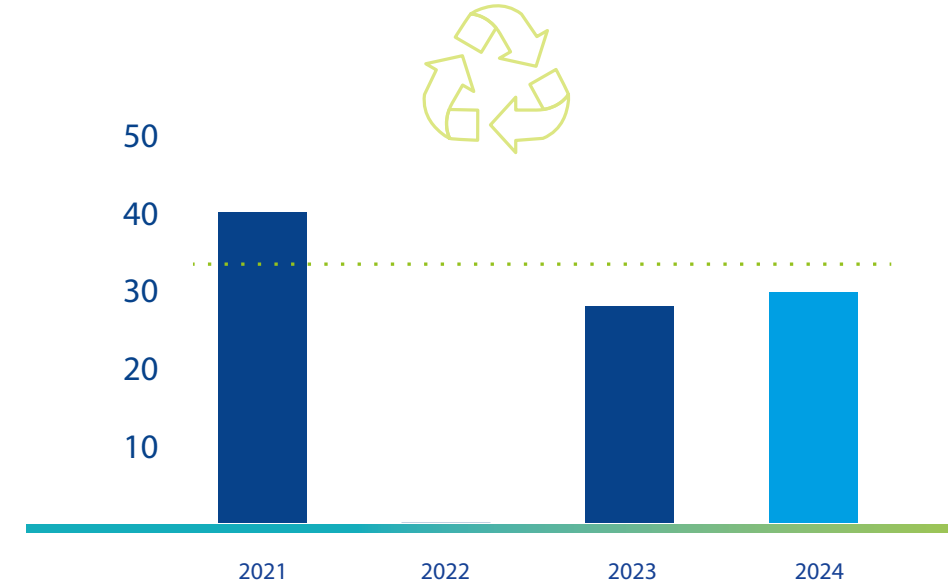


Waste management

SEMI-RIGID PLASTIC PP/PE WASTE (in tons)



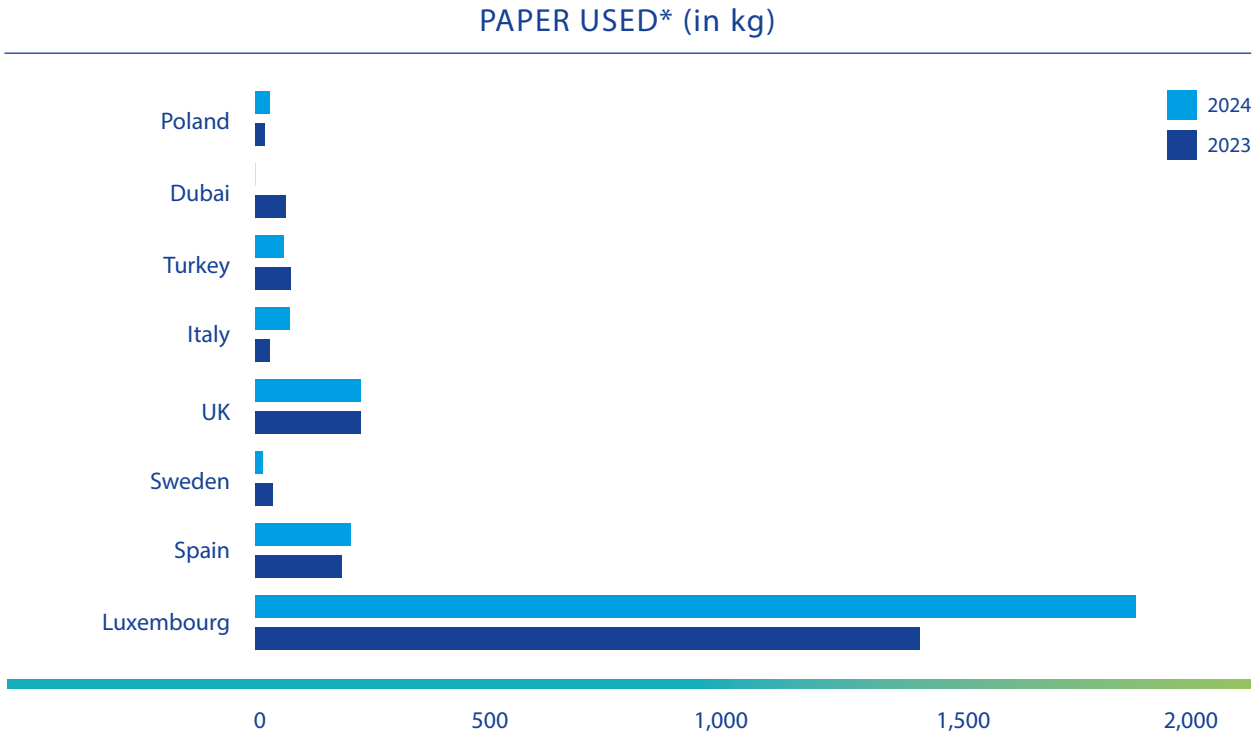
TREATED WOOD (in tons)





Paper usage

As a distribution company, a certain amount of paper or cardboard in packaging is currently inevitable, yet we do reduce this by using reusable wooden cartons. **Our commitment is to further increase sustainable packaging** while also focusing on sustainability across our own facilities to stop the use of paper wherever possible.



*Netherlands and Germany: no relevant values

	2024
Total CO ₂ (kg)	3,474.12
Total paper (kg)	2,486
Total sheets A4/A3 (pcs)	495,423
Paper ream (qty)	991
Wood (kg)	6,936
Water usage for paper (l)	129,038.7
Shower (l)	1,843
1 ton = 25 trees	62 trees

CO₂ emissions

3.4 t in 2024



Targets

	TARGETS	RESULTS TO DATE	PROGRESS
Air transport 2023 Baseline year	-15% in 7 years 217 km reduction by passenger (by year)	-4% CO ₂ kg/km	2030 Target -15%
Car transport – Fleet Vehicle 2023 Baseline year	60% in 5 years (18 to 25 vehicles) 80% in 9 years (25 to 34 vehicles) Electrical / Hybrid fleet	41% Electrical / Hybrid fleet	2032 Target 80% 2028 Target 60%
Energy saving 2023 Baseline year	-2% in 5 years 100% Green Energy in 3 locations by 2028 and in 5 locations by 2033	48% Energy Renewable	2033 Target 100% 2028 Target -8,603 kWh
Waste saving 2021 Baseline year	-5% in 5 years	-2% (-1.73 t)	2028 Target -3 t
Paper used 2023 Baseline year	-10% in 5 years -35% in 10 years Closest to Zero	+21% Action: digitalization in progress	2040 Target Closest to Zero 2028 Target -200 kg 2033 Target -700 kg

Social Equity



At the core of **our success is our people.**
At Viking EMEA, we foster an **entrepreneurial spirit**
within our teams, recognizing that the best fire protection
solutions are born from collective intelligence.

We are always eager to collaborate, brainstorm, and refine ideas with our colleagues.

We have an informal company culture where performance is truly recognized. Offering international career prospects, we provide a positively challenging work environment with ample opportunities for personal growth.

We do not only propagate cultural diversity, it is a true part of our DNA.

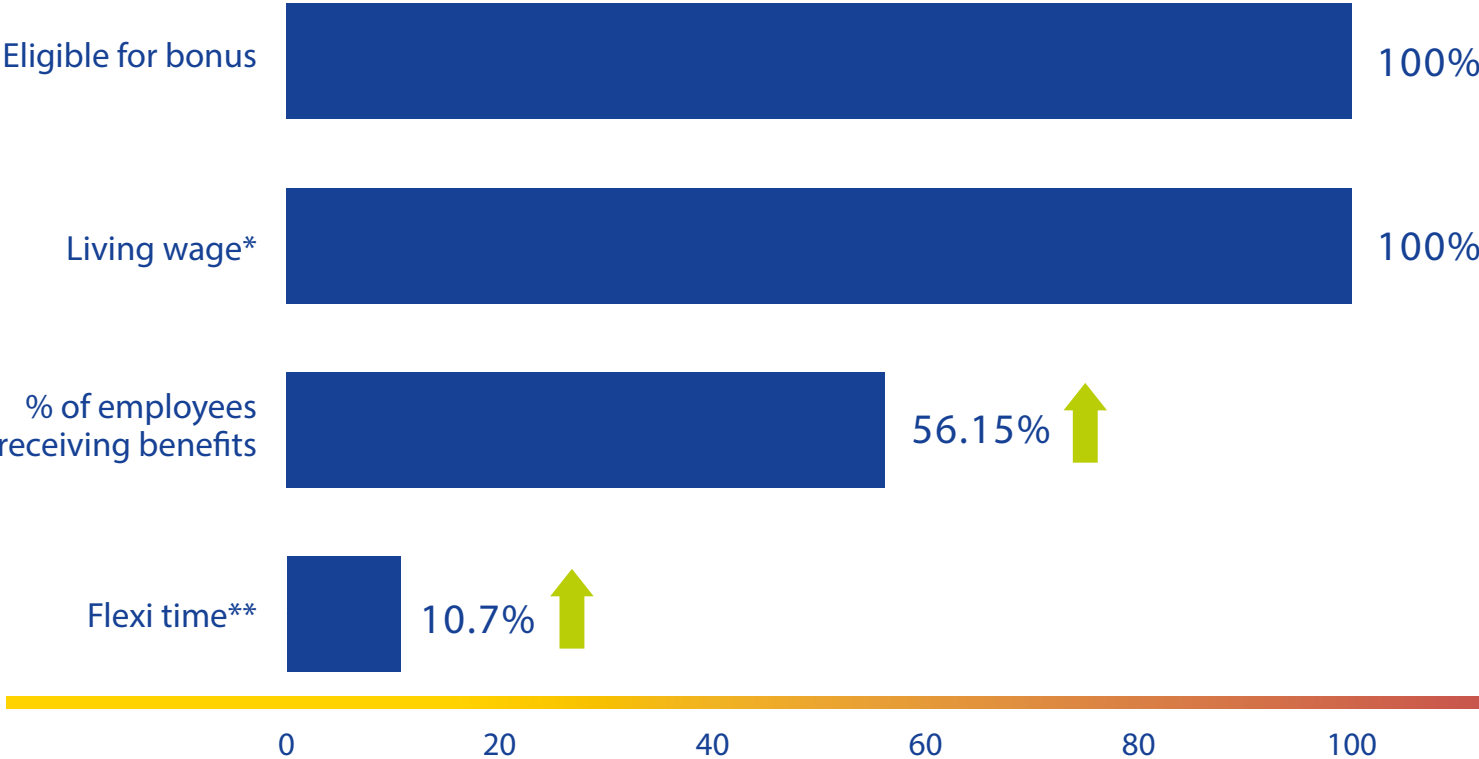
At Viking EMEA, it is not just our skilled technicians and engineers who play a vital role in our and your success; it is every member of our team.



*"We foster a strong
commitment to personal
growth and turning ideas
into reality."*



Salary and Benefits



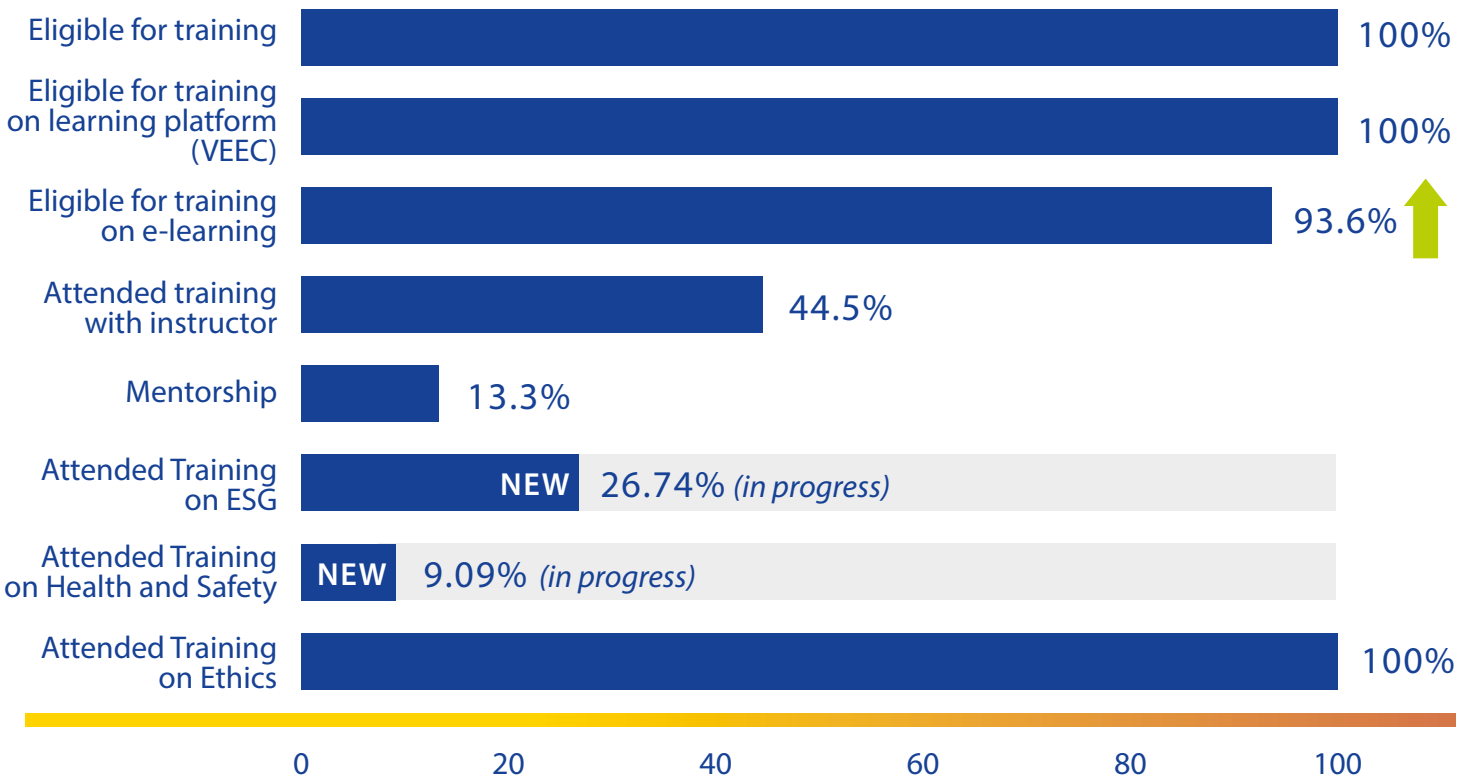
**Percentage of jobs above the living wage*

***This refers to the time taken off by employee for personal reasons such as maternity leave, or similar types of absence. Particularly in Luxembourg area.*



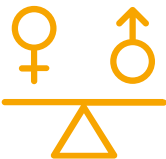
Training and Development

Viking is proud to **support staff** in their journey through further education. Training and development are crucial for staff as they **enhance employees' skills, knowledge, and competencies**, leading to improved performance and productivity.



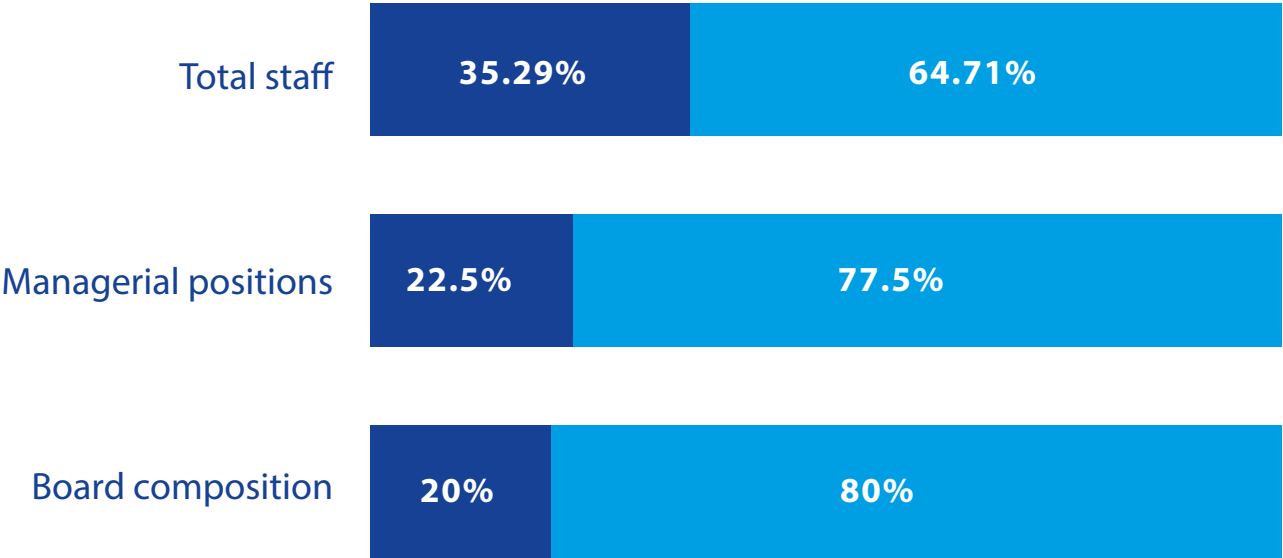
At Viking EMEA we offer programs to help staff stay updated with industry trends and technological advancements, fostering innovation and adaptability. Additionally, we believe that **investing in employee development boosts job satisfaction and retention**, as individuals feel valued and see clear paths for career growth within the company.

Since 2023 we have also launched a **mentoring programme** for all new employees to help them integrate with the rest of the team. This programme covers technical knowledge, company information, and soft skills, helping new team members integrate smoothly and understand the company's values and way of working.



Gender Balance

Achieving gender balance in a heavily male-dominated industry is a significant challenge but we believe diversity is key. This is why Viking EMEA is striving to make progress by **fostering an inclusive workplace culture that encourages diversity and equal opportunities** for advancement. We maintain focus on identifying any disparity between the level of salary between our female and male employees with equivalent positions and experience, and we are determined to address and resolve any possible inequality.



Female
Male



Social Metrics

Viking is proud of the diverse age range of our team, valuing the experience and wisdom of our longer-serving staff while welcoming the fresh perspectives and innovative ideas brought by our younger members.

23
Nationalities

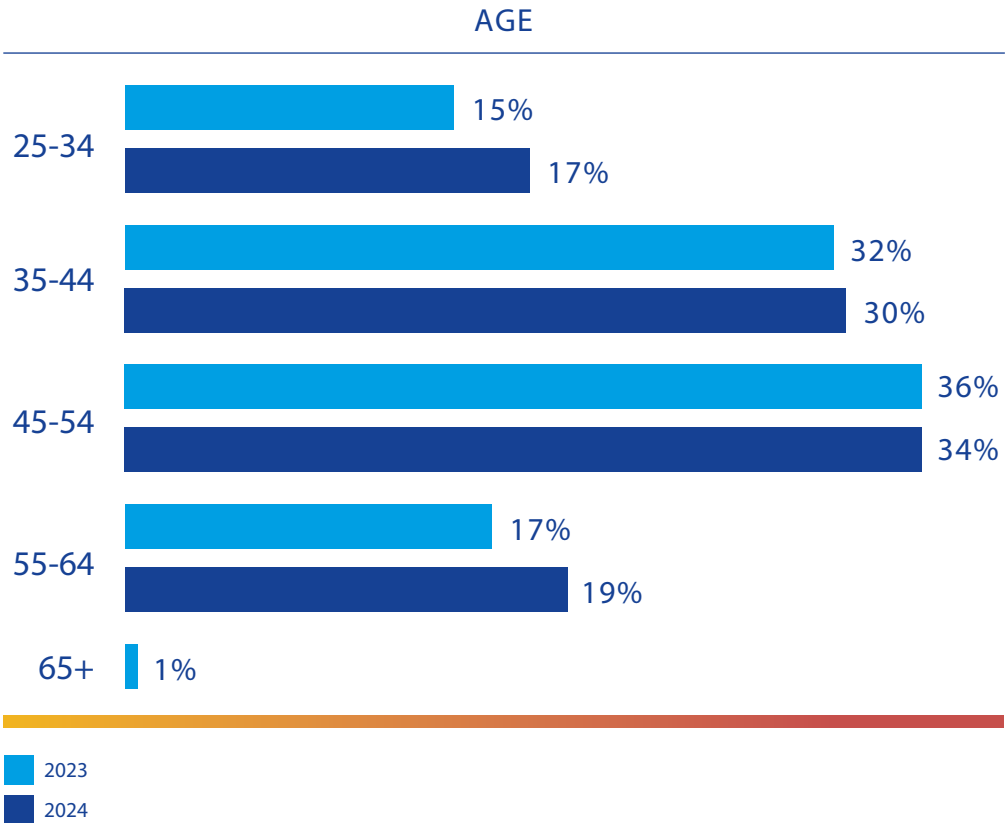
76%
Employees happiness

8.2%
Employees turnover

64
Participants in
internal survey

2
Accidents*

80%
Personal commitment
to the role**



*Number of incidents that result in injuries or consequent ill health
**As per the latest survey people who are willing to go above and beyond for the company

Ethical Governance



Success in the long term can only be attained if Viking EMEA has a **strong reputation** across the board, not only in terms of the quality of our products and services or our competitiveness, but in ensuring that **our business ethics meet the highest standards** too.

We believe that ethical governance is vital for maintaining a company's integrity and reputation. It involves implementing transparent, fair, and accountable practices that ensure compliance with laws and ethical standards.

By prioritizing ethical governance, we believe that we can build trust with stakeholders, foster a positive work environment, and mitigate risks associated with unethical behavior, ultimately contributing to sustainable long-term success.

Our commitment is two-fold:

▾ **Transparency and Accountability:**

We conduct our business with the highest standards of integrity and transparency. We are committed to ethical decision-making, accountability, and compliance with all applicable laws and regulations.

▾ **Responsible Sourcing:**

We strive to ensure that our suppliers adhere to ethical practices, including fair labour conditions and environmental stewardship. We select partners who share our commitment to social and environmental responsibility.





Ethic KPIs

Since 2020, Viking has **not experienced any incidents** related to the points below.



NO reported cases of corruption

NO information security incidents

NO alerts raised through the whistleblowing procedure

Ethics

1 harassment investigation made, with no case ascertained

NO product recalls

NO health or safety issues reported by consumers

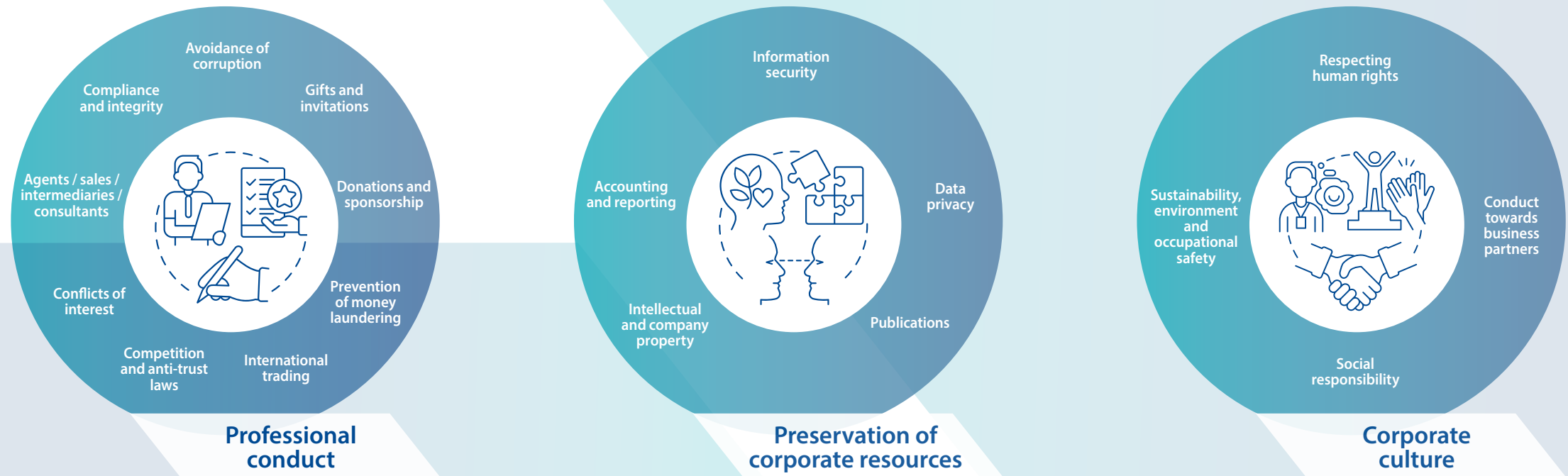
NO inquiries regarding product safety

Environment

Our Code of Conduct

At Viking EMEA we strive to **do what is right and “practice what we preach”**.

We are committed to coherent principles, which are to be practiced by all employees at all times while acting on behalf of the company. These principles are articulated across 3 pillars: Professional Conduct, Corporate Culture, and Preservation of Corporate Resources



Our Business Partner Code of Conduct

Our Business Partner Code of Conduct describes what we expect from the cooperation with suppliers, subcontractors, consultants, sales agents and other suppliers of goods and services. In particular with regard to the safeguarding of human rights and environmental protection, the observing of ethical standards, and the applicable law and integrity.

We expect from our business partners that they implement and adhere to the principles stated in our Partner Code of Conduct in all of the business areas on a global scale.

Based on our Code of Conduct, we have the aim of implementing the principles of the International Labour Organisation (ILO), those of the United Nations Global Compact and national and international acts of law and branch standards, in our upstream supply and service chain. This Business Partner Code of Conduct serves as a basis for all of the contractual relationships of all of the group companies around the world.

Our Commitment to high standards



Obtaining ISO 9001-2015 certification is important to us because it demonstrates our commitment to quality management and continuous improvement. **Certification valid until 2027.**

This certification is a proof of our commitment to our clients by ensuring consistent product and service quality.

Additionally, it shows our efforts to improve operational efficiency, reduce waste, and increase competitiveness in the market.

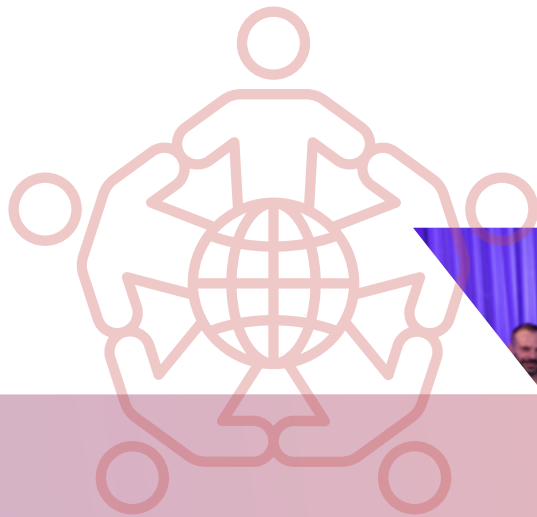
Community Engagement



Community engagement is vital because it helps build strong relationships with local communities, share best practices, and foster goodwill.

At Viking EMEA we focus on community engagement because this plays a crucial role in helping the industry progress by fostering collaboration, sharing knowledge, and addressing common challenges, while using our expertise to support the communities we operate in.

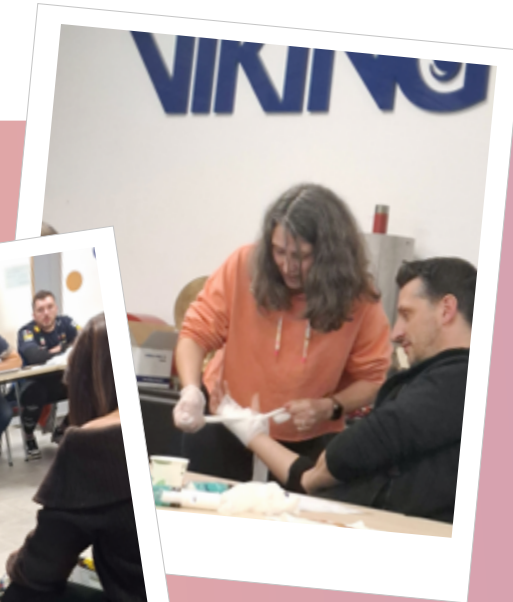
Our commitment applies to our own people, the community we operate in and the fire protection industry as a whole.





Public Safety Education

We strive to play a proactive role in educating the public about fire safety and prevention. Through workshops, seminars, and community events, **we aim to raise awareness and equip individuals** with the knowledge to protect themselves and their properties.





Volunteerism and Philanthropy

Viking EMEA
donates annually to
Medecins sans Frontières.



www.msf-azg.be

*We encourage our employees to
volunteer their time and skills to support
community initiatives. Additionally,
we allocate resources to philanthropic
activities that align with our CSR goals.*

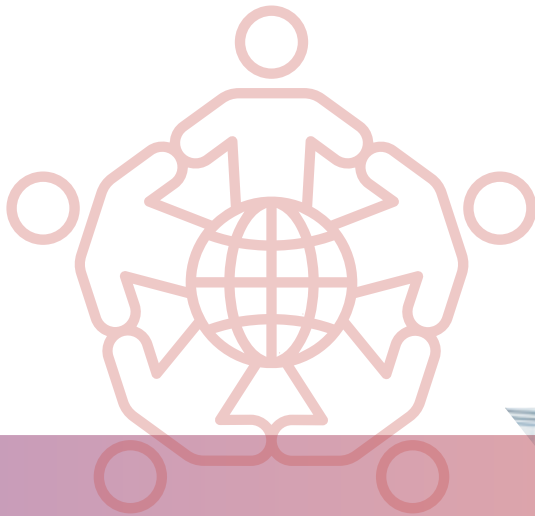




Partnerships

We collaborate with governmental and non-governmental organizations **to enhance fire safety standards and to support broader social and environmental causes.**

Our staff join National (e.g. DIN BSI), European (EN) and International (ISO) standard committees on a regular basis to help write standards. This not only keeps the industry at the forefront of innovation by using industry experiences to keep standards updated, but means that when developing countries adopt fire protection standards, then they have easy access to the best available information as they can immediately choose a standard with the best up-to-date information within.








Environment
impact awareness

Through the **Viking SDG Report** we align with and support the 17 United Nations’ Sustainable Development Goals (SDG).






	MISSION	ACTION(S)	NOTE / PROGRESS
	Viking is committed to eliminating poverty in all its forms.	Viking ensures a decent wage for employees.	100%
	Viking is committed to ending hunger, ensuring food security, and improving nutrition.	Viking takes care of employee well-being by organizing free breakfasts.	Twice per year
	Ensuring healthy lives and promoting well-being for all at all ages.	Viking organizes awareness campaigns on healthy living and well-being among the group’s employees.	Implementation of an exoskeleton to prevent MSD’s
	Ensure quality, inclusive, and equitable education and promote lifelong learning opportunities.	Viking organizes training for all group employees via an electronic platform.	64.34 training hours per employee



Environment
impact awareness

Viking SDG Report



	MISSION	ACTION(S)	NOTE / PROGRESS
	Achieve gender equality and empower all women and girls.	Viking is committed to gender equality within the group.	35% of Women
	Ensure the availability and sustainable management of water and sanitation.	Viking is committed to reducing water consumption across all entities.	3 m³ of water / Employees 2024 (-25% vs 2022)
	Ensure access to affordable, reliable, sustainable, and modern energy.	Viking has provided electric terminals to recharge cars and promote access to sustainable energy.	4 New electrical chargers
	Promote sustained, inclusive, and sustainable economic growth, as well as full and productive employment.	Viking is committed to sustained economic growth every year.	13.8% of growth in 2024



Environment impact awareness

Viking SDG Report



MISSION

Build resilient infrastructure and promote inclusive and sustainable industrialization.

ACTION(S)

Viking is committed to working with its industrial partners to prioritize inclusive and sustainable industrialization.

NOTE / PROGRESS

2.6%
Renewable energy



Reducing inequalities within and between countries.

Viking is committed to reducing inequality within all Viking entities.

100%
Viking employees earn a decent salary



Making cities inclusive, safe, resilient, and sustainable.

Viking is committed to meeting municipal commitments to make cities inclusive, safe and sustainable.

Creation of
a rest area
for employees



Ensuring sustainable consumption and production patterns.

Viking is committed with its industrial partners to promoting the circular economy through programs recycling and reuse of materials.



Environment impact awareness

Viking SDG Report



MISSION

Let’s take urgent action to combat climate change and its consequences.



Conserve and sustainably use the oceans, seas, and marine resources.



Protect, restore, and promote the sustainable use of terrestrial ecosystems.



Promote peaceful and inclusive societies and ensure access to justice.

ACTION(S)

Viking organizes information campaigns on eco-responsible actions.

Viking organizes awareness campaigns on marine issues.

Viking is committed to respecting Earth’s ecosystems.

Viking is committed to promoting freedom of expression, association and access to information.

NOTE / PROGRESS

70%
of training
carried out

Pipeline work
carried out to
facilitate the
biodiversity of
our site



Environment
impact awareness

Viking SDG Report

MISSION



Strengthening the means of implementation and revitalizing the global partnership for sustainable development.

ACTION(S)

Viking is committed to strengthening the means implemented and revitalizing sustainable development.



NEW



NEW



NEW



NEW

Continuous Improvement

Sustainable above all.

At Viking EMEA, our commitment to CSR is unwavering.

We recognize that our responsibilities extend beyond our business operations and that we have a role to play in fostering a safer, more equitable, and sustainable world.

Through our dedicated efforts in environmental responsibility, social equity, ethical governance, and community engagement, we strive to make a positive impact on society and the environment.

We are committed to continuously improving our CSR practices and to **leading by example in the fire protection industry.**

Carlos Martins

Quality manager EMEA

Viking S.A.

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