



Your Fire Protection Partner

Built to protect.
Committed to
sustainability.

CSR PROGRESS REPORT 2025





Contents

Highlights 2025	03
A word From The Managing Director	04
About Viking EMEA	05
Our 4 Pillars CSR Strategy	08
1. Environmental Responsibility	09
2. Social Equity	20
3. Ethical Governance	25
4. Community Engagement	29
Continuous Improvement	38



Highlights 2025

-14%

Air transport
(CO₂ per kg)

-5,5%

Car transport
(CO₂ per km)

+12,5%

Renewable energy
usage (in kWh)

-12%

Scrap metal
in 4 years (in weight -
reference 2021)

-25%

Employees water
consumption (in m³)

35%

of female employees

10h

of continuous training
(per employee)

73%

Employees happiness

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 Corporate Social Responsibility (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 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.

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 **1,600+ clients** in **60+ 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.

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"



Reporting Framework

This report presents Viking EMEA's environmental, social and governance (ESG) performance for the reporting period **January 1, 2025 to December 31, 2025.**

The report has been prepared using internationally recognized sustainability reporting principles and incorporates indicators commonly reported under the Global Reporting Initiative (GRI Standards), while taking into consideration the European Sustainability Reporting Standards (ESRS) and the Voluntary Sustainability Reporting Standard for SMEs (VSME).

The sustainability information disclosed in this report covers the topics considered most relevant to Viking EMEA and its stakeholders:

- ENVIRONMENTAL PERFORMANCE
- ENERGY CONSUMPTION
- GREENHOUSE GAS EMISSIONS
- WASTE MANAGEMENT
- EMPLOYEE WELL-BEING AND DEVELOPMENT
- DIVERSITY AND INCLUSION
- ETHICS AND COMPLIANCE
- RESPONSIBLE BUSINESS CONDUCT
- COMMUNITY ENGAGEMENT

Unless otherwise stated, data reported in this document covers Viking EMEA operations and subsidiaries within the EMEA region. Data is collected through internal reporting systems and consolidated annually by management.

Viking EMEA is committed to continuously improving the quality, completeness and comparability of its sustainability disclosures and intends to further strengthen alignment with recognized reporting frameworks in future editions of this report.

Sustainability Reporting Reference Table

TOPIC	VIKING EMEA KPI	REFERENCE FRAMEWORK
Energy Consumption	Electricity consumption	GRI 302 / VSME Environmental Metrics
Renewable Energy	Renewable energy usage	GRI 302 / ESRS E1
Greenhouse Gas Emissions	Scope 1, Scope 2 and Scope 3 emissions	GRI 305 / ESRS E1
Business Travel	Air transport emissions	GRI 305
Fleet Management	Vehicle emissions and electrification	GRI 305
Water Consumption	Employee water consumption	GRI 303
Waste Management	Scrap metal, packaging, recycling	GRI 306
Training & Development	Training hours per employee	GRI 404
Diversity & Inclusion	Gender balance and workforce composition	GRI 405
Health & Safety	Accident reporting	GRI 403
Ethics & Compliance	Anti-corruption, whistleblowing, compliance	GRI 205 / GRI 206
Responsible Supply Chain	Business Partner Code of Conduct	GRI 308 / GRI 414
Community Engagement	Public education and charitable initiatives	GRI 413

This report incorporates and maps sustainability indicators to relevant GRI Standards and considers VSME and ESRS reporting principles.

Our 4 Pillars CSR Strategy

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.**



1. 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.



2. 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.



3. 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.



4. 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.

1. 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.

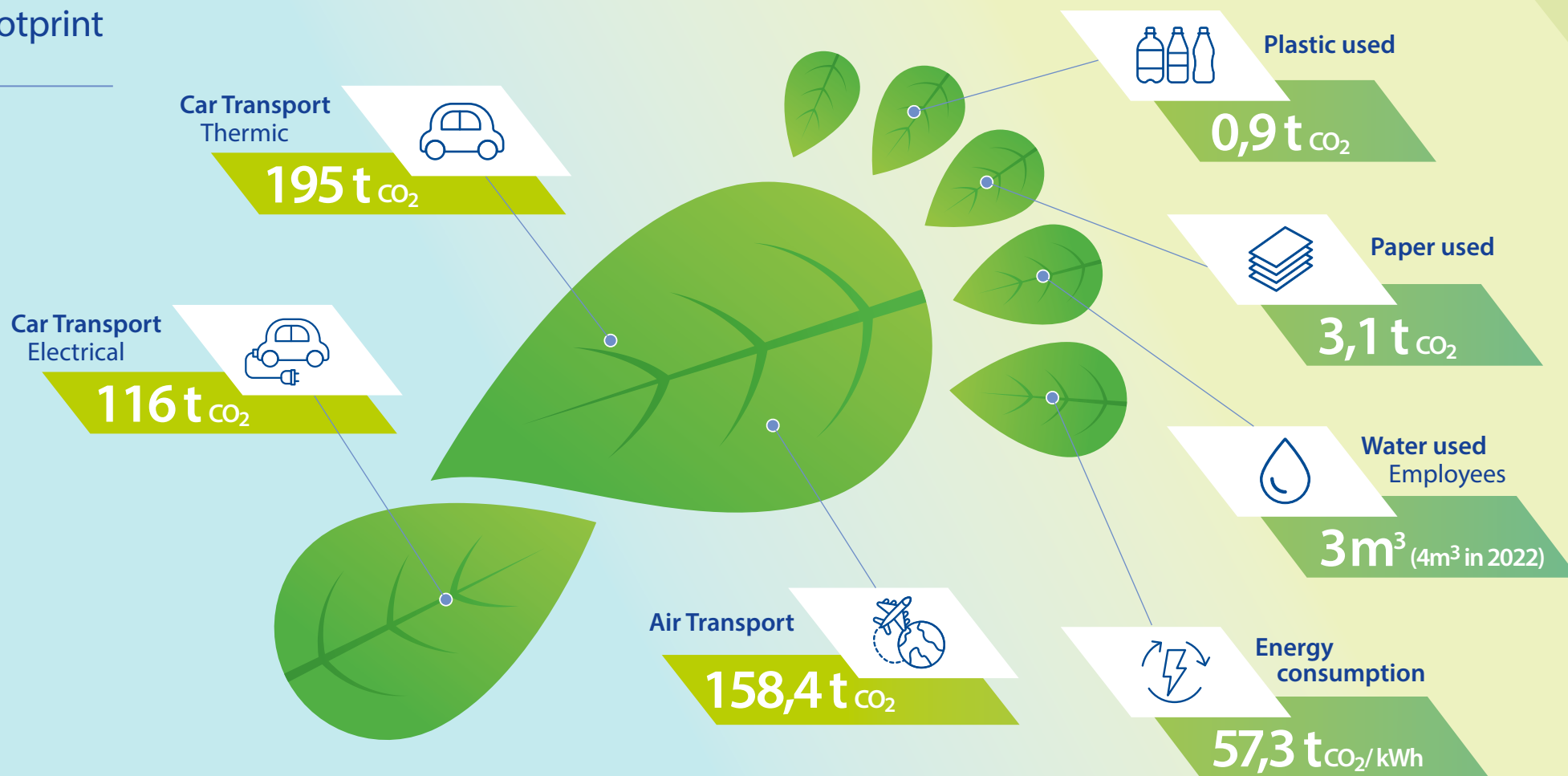
■ INNOVATION

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.

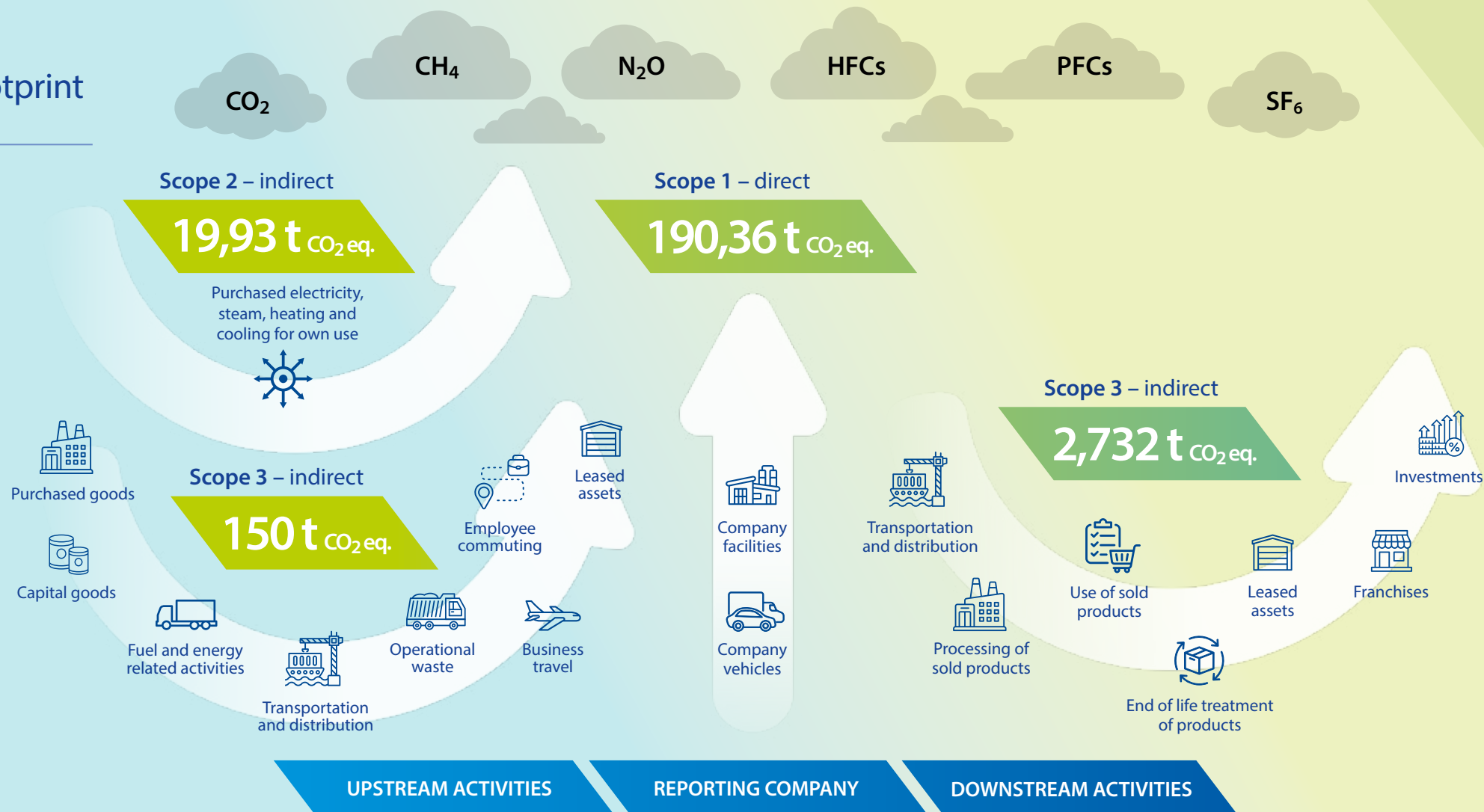
■ RESPONSIBILITY

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

Our footprint



Our footprint



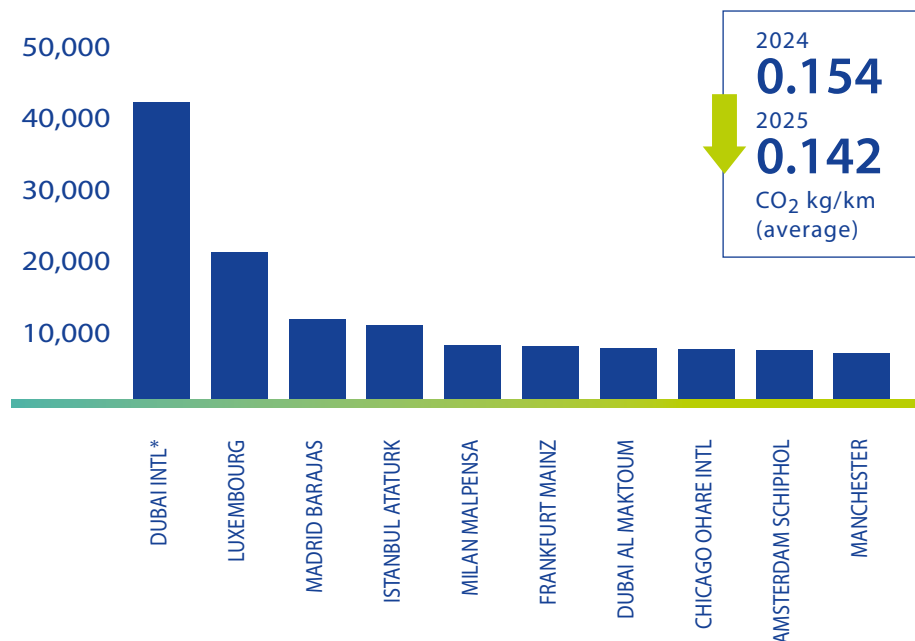
Source: Ecovadis carbon calculator



Air transport

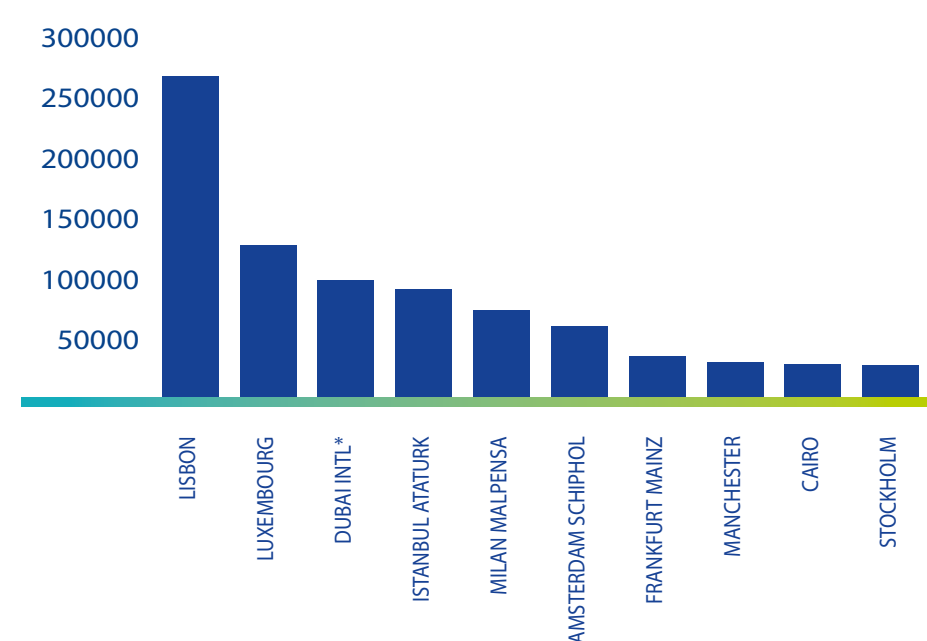
Due to the nature of our business travel is often required. However, we recognise the impact on the environment and to this end **we recommend that employees choose eco-responsible companies and favour direct flights**, where air travel is unavoidable.

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



*International sales meeting destination

DISTANCE – TOP 10 BUSINESS TRAVELS (in km)



Air transport
CO₂ Footprint

158,4 t

Viking passengers
CO₂ Footprint **0.97 t**

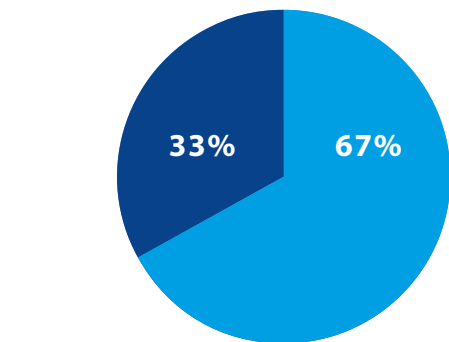
Target 2030:
1.22 t



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.

COMPANY FLEET (in %)



Thermic engine
Electric / Hybrid

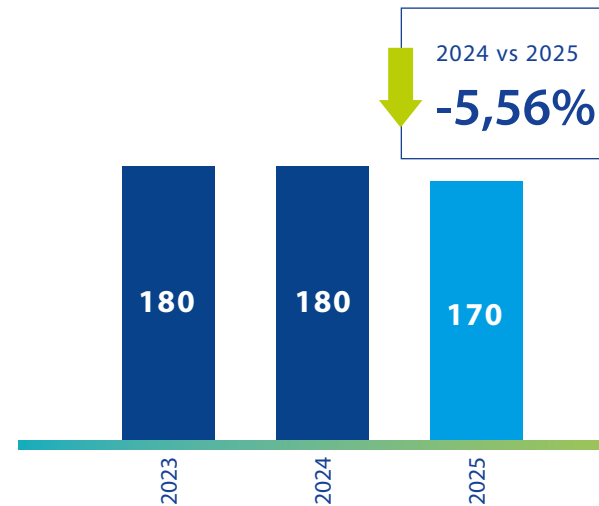
MILEAGE (in km)



0 900,000 1,500,000

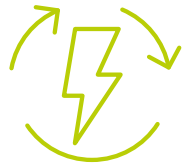
Thermic engine
Electric / Hybrid

CO₂ (in g/km)



Car transport
CO₂ Footprint

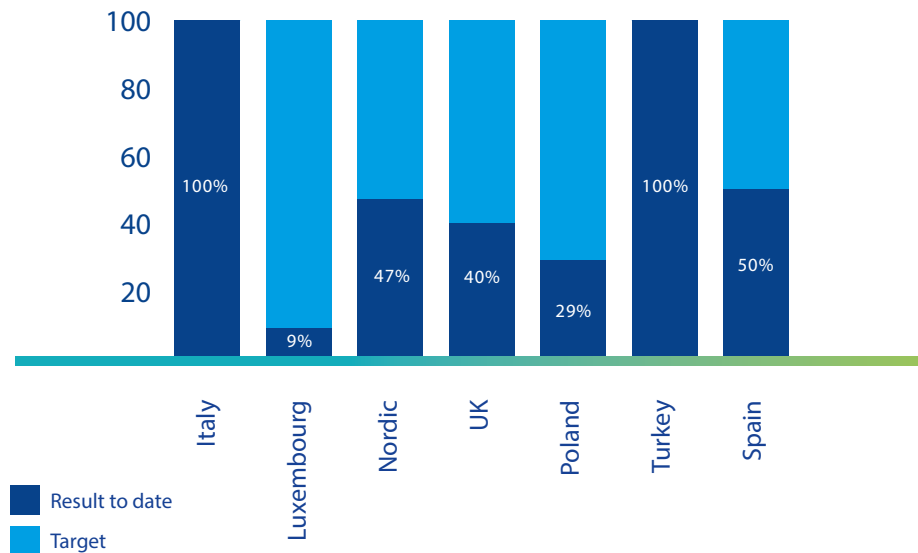
261 t



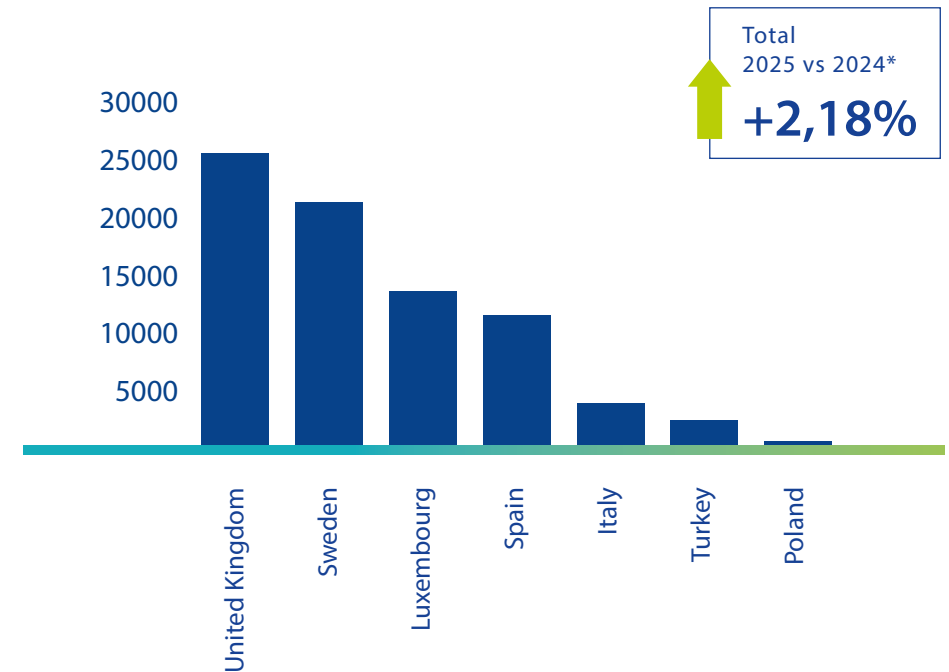
Renewable energy

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)



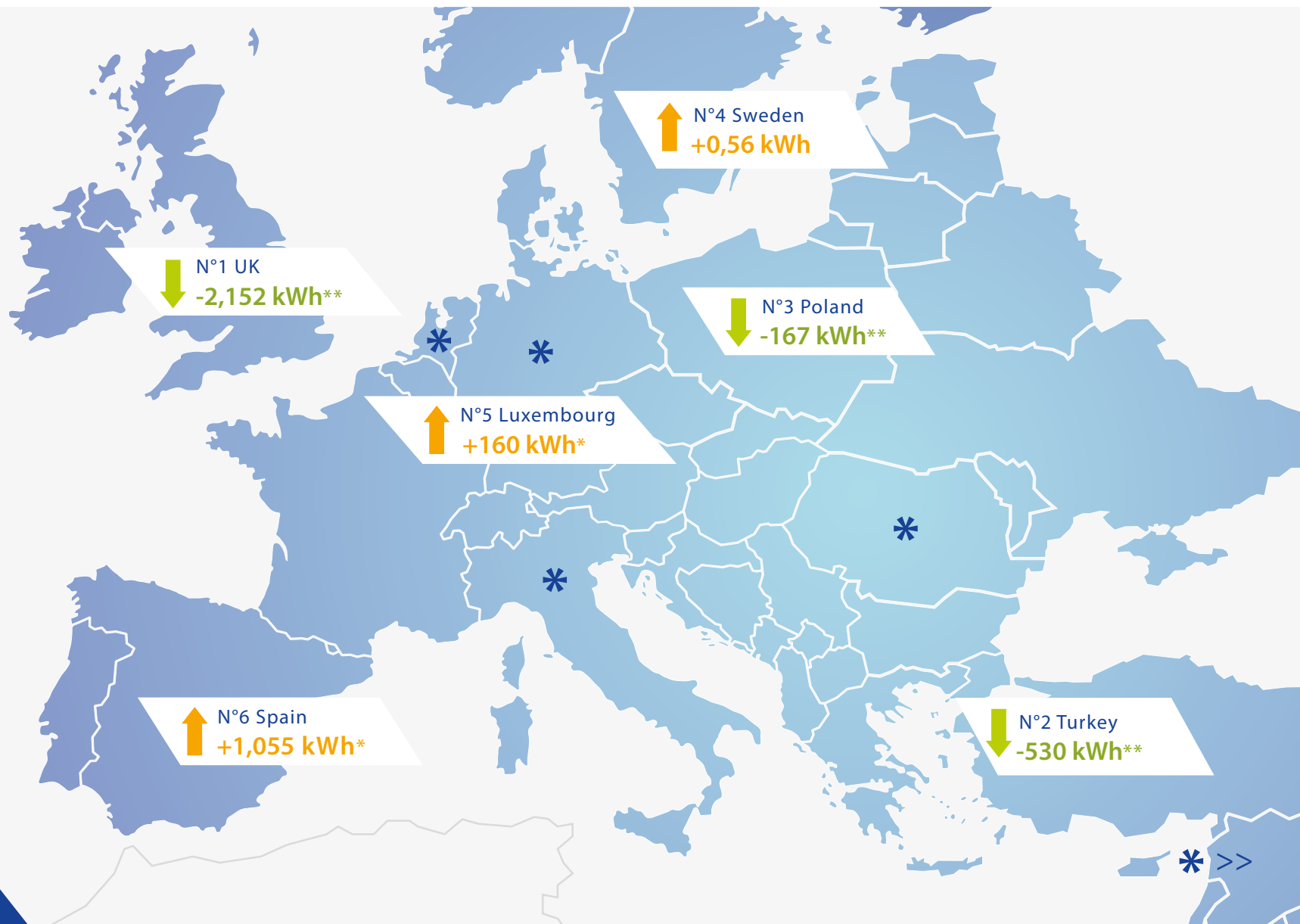
CO₂ Emissions
Viking Group

57.31 t/kWh

* 88101 kWh (2025) vs 86217 kWh (2024)

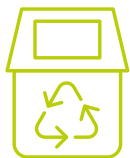


Energy consumption 2025 vs 2024



*due to recruitment of new staff – Initiatives to be carried out to support reduction efforts

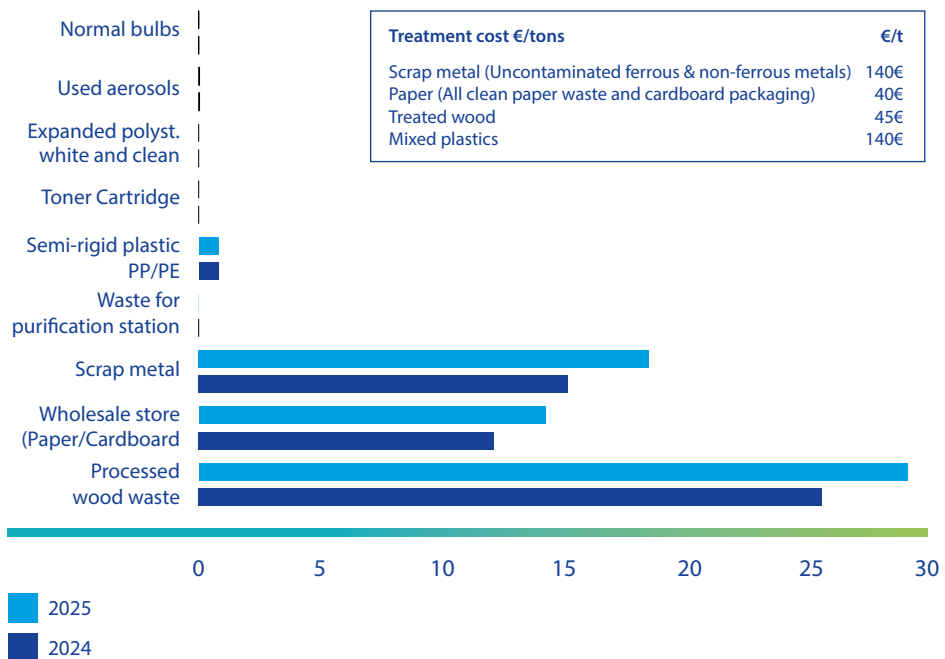
**thanks to good practices usage



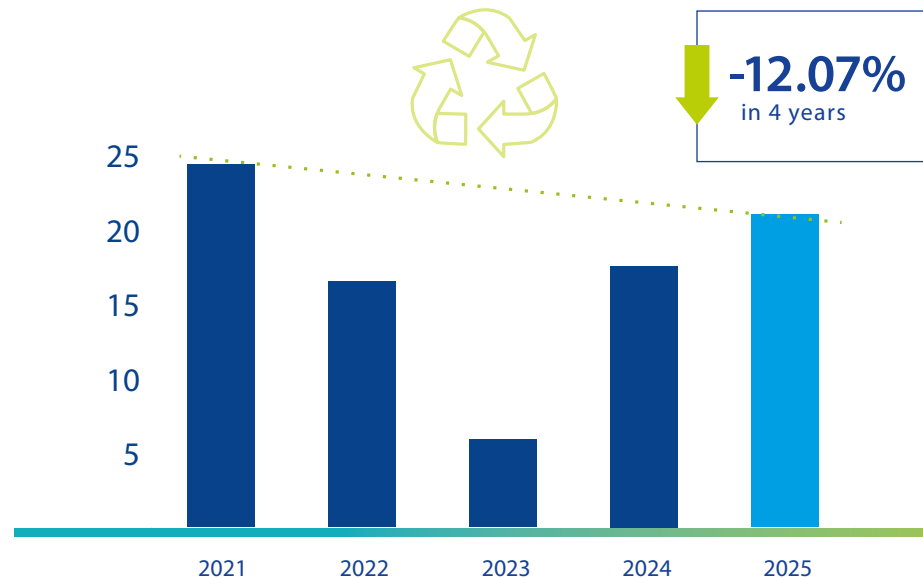
Waste management

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)



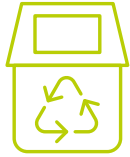
SCRAP METAL (in tons)



Hazard waste management

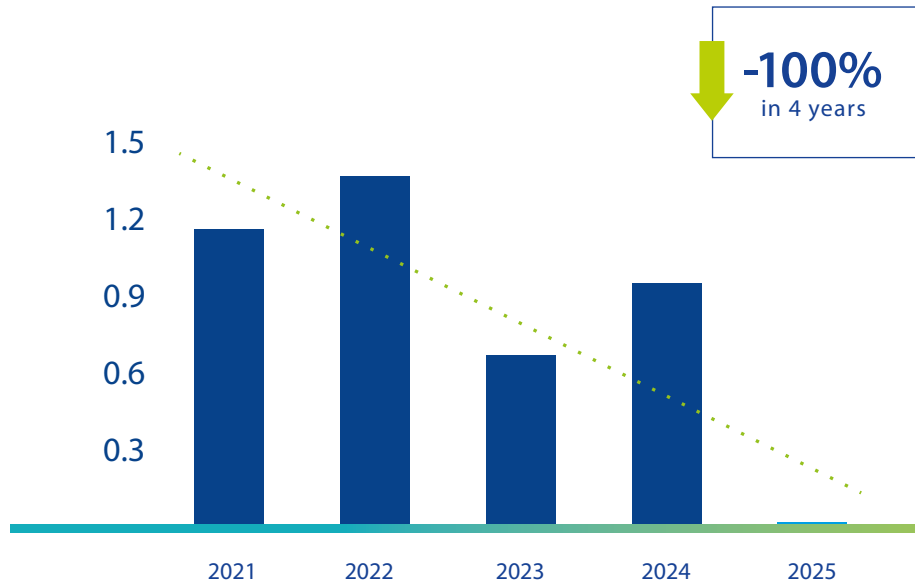
0.77 t

0.001% of the total waste

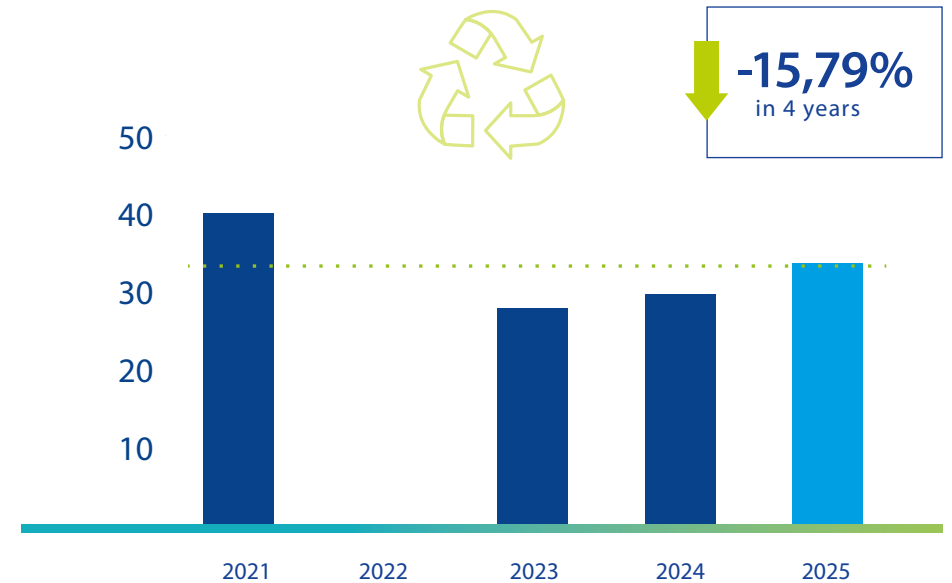


Waste management

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



TREATED WOOD (in tons)

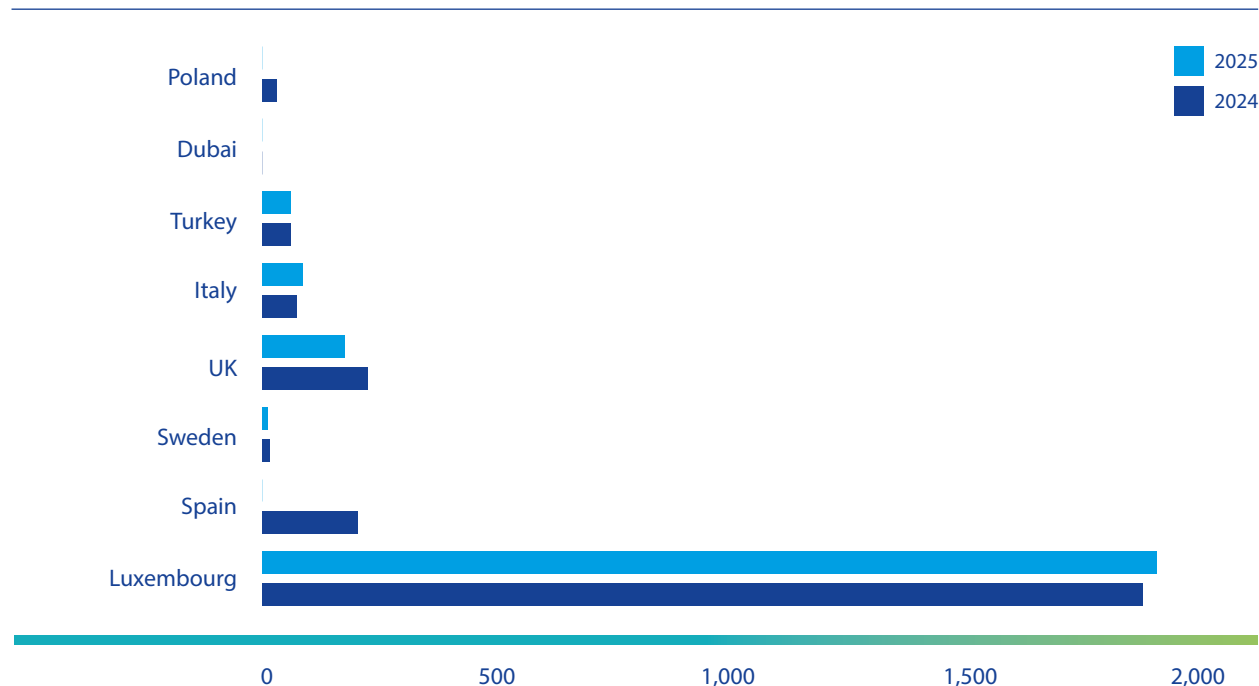




Paper usage

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.

PAPER USED* (in kg)



*Netherlands and Germany: no relevant values

	2025
Total CO ₂ (kg)	3,147.9
Total paper (kg)	2,249
Total sheets A4/A3 (pcs)	448,816
Paper ream (qty)	898
Wood (kg)	6,283
Water usage for paper (l)	116,922.7
Shower (l)	1,670
1 ton = 25 trees	56 trees

CO₂ Emissions **3.1 t** in 2025



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	
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	67% Electrical / Hybrid fleet	
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	
Waste saving 2021 Baseline year	-5% in 5 years	-2% (-1.73 t)	
Paper used 2023 Baseline year	-10% in 5 years -35% in 10 years Closest to Zero	+21% Action: digitalization in progress	



2. 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.

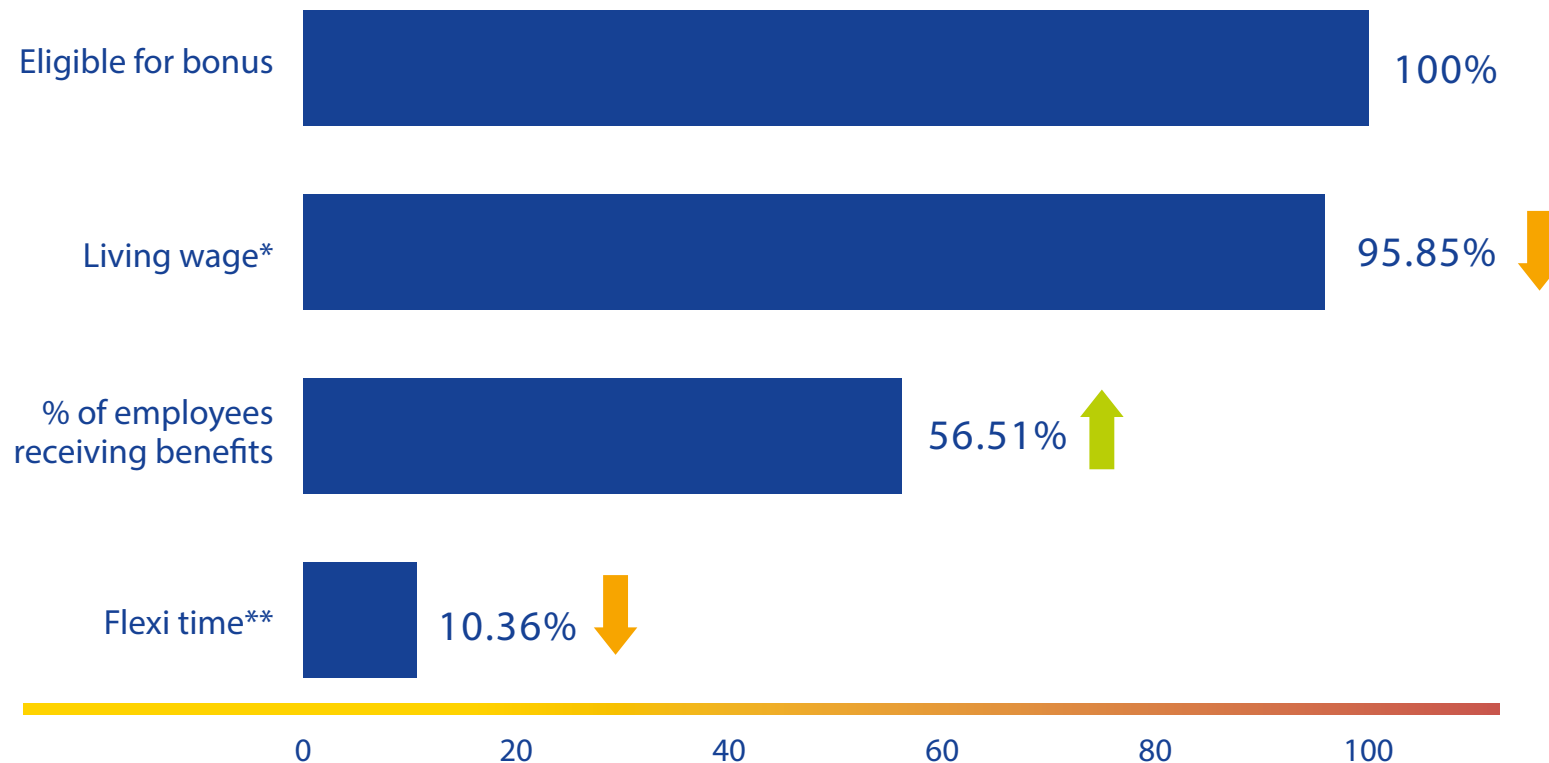
At Viking EMEA, it is not just our skilled technicians and engineers who play a vital role in our and your success; it is every member of our team.

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





Salary and Benefits



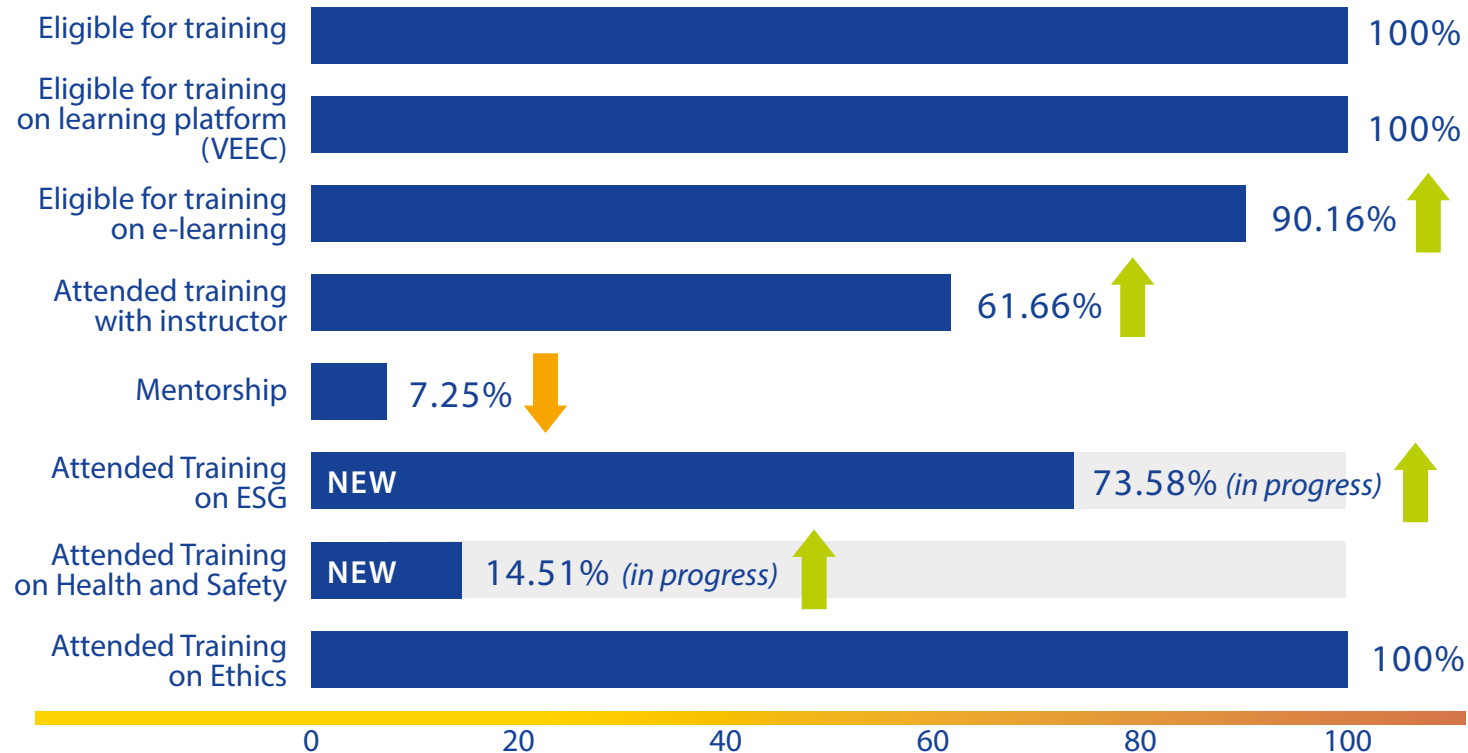
*Percentage of jobs above the living wage

**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.



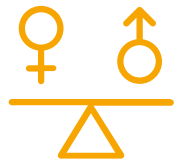
Training and Development

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

We **foster an inclusive workplace culture that encourages diversity and equal opportunities** for advancement. Achieving gender balance in a heavily male-dominated industry is a significant challenge but we believe diversity is key.

Total staff

32.12%

67.88%

Managerial positions

25%

75%

Board composition

20%

80%

Female
 Male

At Viking EMEA, 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.

In 2025, Viking EMEA sponsored **K(vinn)-Faktor**, a networking event organized in Sweden, bringing together women from across the fire protection industry. This yearly event is a platform to share knowledge and exchange experiences, highlighting the contributions women make to the future of fire protection.





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.

27
Nationalities

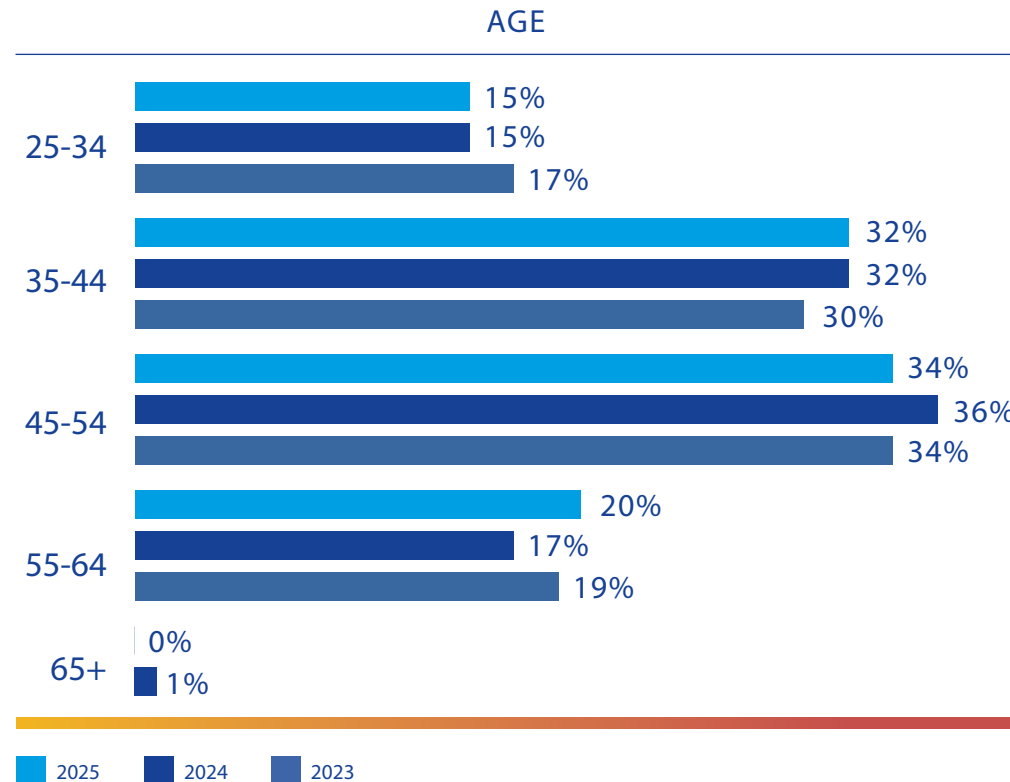
73%
Employees happiness

9%
Employees
turnover

62
Participants in
internal survey

2
Accidents*

78%
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

3. 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.

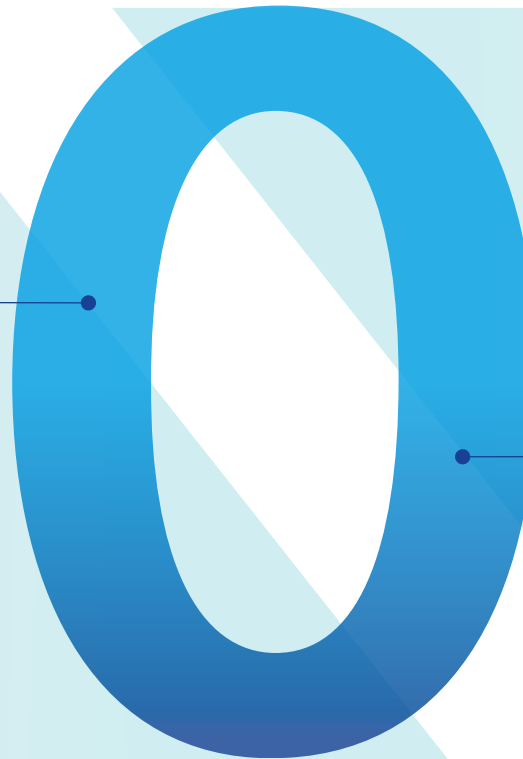


NO reported cases of corruption

NO information security incidents

NO alerts raised through the whistleblowing procedure

Ethics



NO product recalls

NO health or safety issues reported by consumers

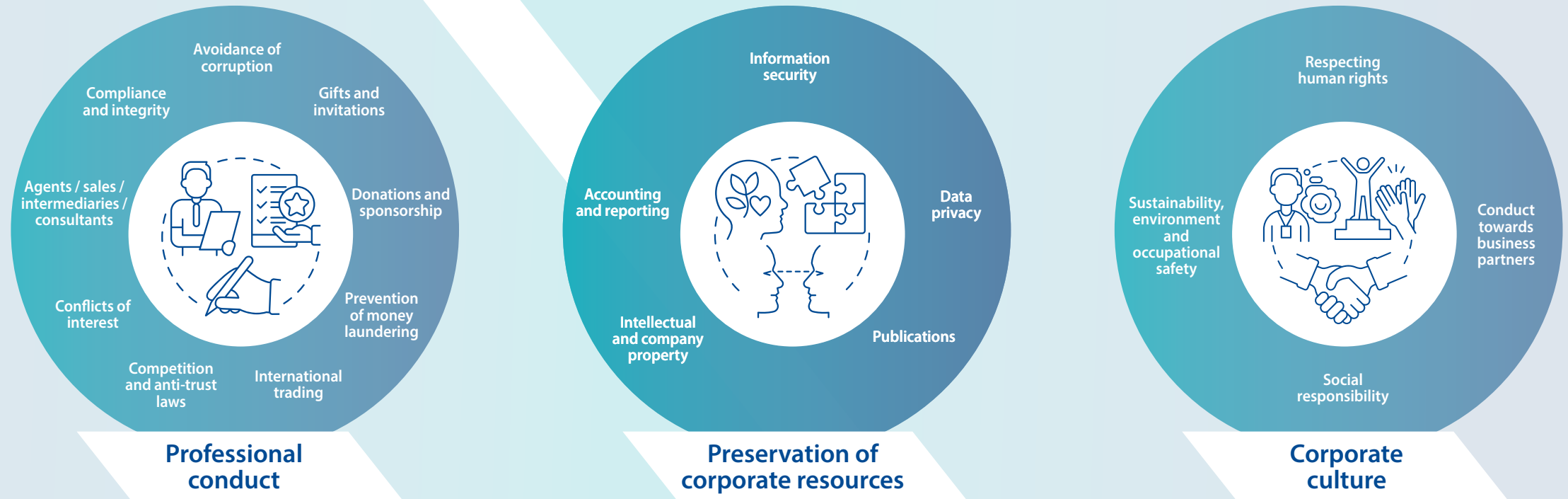
NO inquiries regarding product safety

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



Management-
systeme



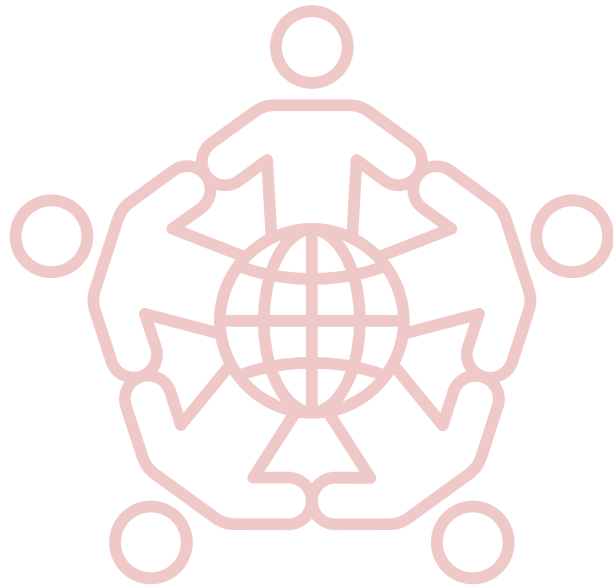
ID: 159FEB07
www.vds.de/id

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.

4. 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.

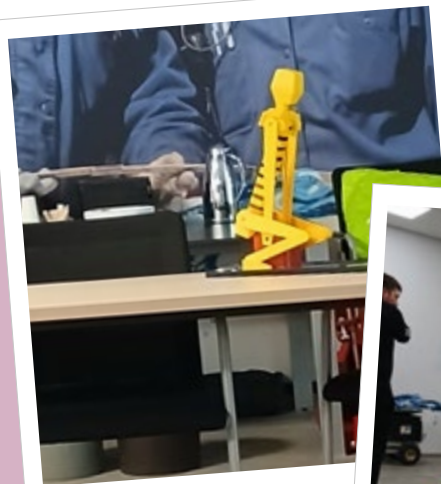
Our commitment applies to our own people, the community we operate in and the fire protection industry as a whole.





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 & 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.*

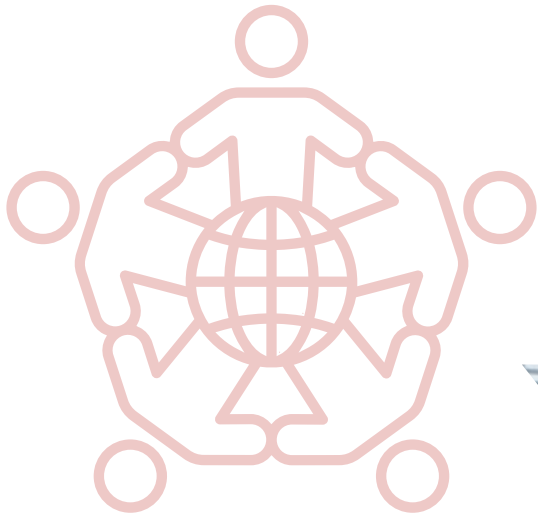




Partnerships

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 provides a fruit basket for employees once a week.	Implementation of a health campaign in 2026
	Ensure quality, inclusive, and equitable education and promote lifelong learning opportunities.	Viking organizes training for all group employees via an electronic platform.	10 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 2025 (-25% vs 2022)
	Ensure access to affordable, reliable, sustainable, and modern energy.	Viking replaced the boiler in Luxembourg with a more energy-efficient model to reduce gas and electricity consumption.	New boiler
	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	ACTION(S)	NOTE / PROGRESS
	Build resilient infrastructure and promote inclusive and sustainable industrialization.	Viking is committed to working with its industrial partners to prioritize inclusive and sustainable industrialization.	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.	Improvement in progress
	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	ACTION(S)	NOTE / PROGRESS
	Let's take urgent action to combat climate change and its consequences.	Viking organizes information campaigns on eco-responsible actions.	70% of training carried out
	Conserve and sustainably use the oceans, seas, and marine resources.	Viking organizes awareness campaigns on marine issues.	
	Protect, restore, and promote the sustainable use of terrestrial ecosystems.	Viking is committed to respecting Earth's ecosystems.	Pipeline work carried out to facilitate the biodiversity of our site
	Promote peaceful and inclusive societies and ensure access to justice.	Viking is committed to promoting freedom of expression, association and access to information.	



Environment Impact Awareness

Viking SDG Report



MISSION

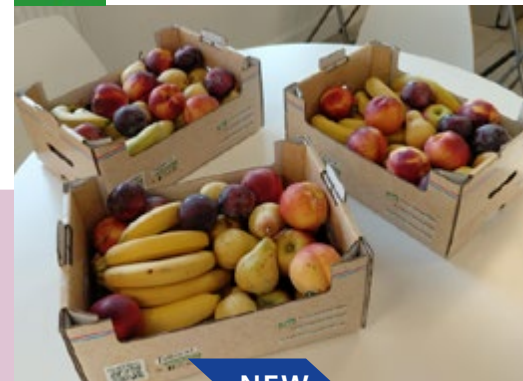
Strengthening the means of implementation and revitalizing the global partnership for sustainable development.

ACTION(S)

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



NEW



NEW



Continuous Improvement

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.

21, Z.I. Haneboesch

L-4562 Differdange/Niederkorn

Luxembourg

+352 58 37 37 1

vikinglux@viking-emea.com



For further information,
please visit
viking-emea.com

Images and illustrations used in this publication are created and owned by:
Viking S.A., Médecins sans frontières, Freepik, Noun project, Shutterstock