



Sustainability report 2023





Sustainability report

“We strive to protect people and planet, and our offering in fire and accident protection contributes to a safer work environment and a more secure society.”

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Sustainability report

As an integral part of our business model, sustainability plays a crucial role in our strategy to become the leading player in safety in Europe. We strive to protect people and planet, and our offering in fire safety and accident protection contributes to a safer work environment and a more secure society.

Our focus areas and long-term sustainability goals

- › Offer non-toxic fire protection and an environmentally adapted product range.
- › Circular and sustainable manufacturing, in what we call our 'green fire extinguisher factory'.
- › Reduce our climate footprint in line with the Paris agreement.
- › Be the industry's most sustainable option for customers and employees.

SUSTAINABILITY GOVERNANCE

Presto's Board of Directors and Group Management bear overall responsibility for the pace and direction of our sustainability work, supported and coordinated by the company's HSEQ and sustainability resources.

PRESTO'S BUSINESS AND governance model is based on a decentralised organisation with common working methods, procedures and policies. This means that every manager has responsibility for our sustainability work, and every employee has responsibility to spread Presto's sustainability approach, and ensure compliance with common working methods, directions and objectives.

Sustainability is integrated into Presto's operational management and is based on our quality- and environmentally certified management system (ISO 14001 and 9001 certified in Sweden and Finland) and on the principles of systematic occupational health and safety management.

In 2022, we began introducing a group-wide quality, environmental and occupational health and safety management system. In 2023 we introduced Finland to our multi-site certification approach. Our ambition in 2024 is to involve all countries in the work with our group-wide HSEQ strategy and improvement work, before gradually integrating all countries into our management system and ISO certifications over the coming years.

FOCUS AREAS AND DECISIONS on projects and objectives in the sustainability area are

based on the UN's Global Sustainable Development Goals, on dialogue with our stakeholders and monitoring of the world around us, as well as on sustainability opportunities and risks identified at Presto and in the industry in which we operate.

POLICIES AND GUIDELINES in the form of our sustainability and quality policy, occupational health and safety policy, ethical guidelines and Code of Conduct are essential tools in our continuing work. Our Code of Conduct and social and ethical policies are based on the 10 principles of the UN Global Compact and make clear that both our suppliers and we must, as a minimum, comply with the national legislation in the countries where operations are conducted. Cartelisation, bribery, corruption, extortion and other types of unethical behaviour must never be permitted or accepted.

We ensure that everyone knows the way forward through continuous internal communication about our sustainability initiatives and progress, as well as about how employees can contribute to this journey in various ways.

“Our sustainability journey is a team effort where every single employee plays a large and important role in our development.”

MATERIALITY ANALYSIS

Presto’s key sustainability areas were identified through a materiality analysis at the beginning of our growth journey in 2019. It is based on business intelligence, sustainability opportunities and risks that apply to Presto and the industry as a whole, and with input from critical stakeholders.

Activities with relevant impact

We have worked systematically to identify the activities with sustainability impact that each department/business area is involved in, directly or indirectly. The impact has been evaluated as high or low, and positive or negative and the aspects have been scrutinised using two “filters”:

- Global goals and guidelines related to the UN Sustainable Development Goals, the UN Global Compact principles and the planetary boundaries.
- Our stakeholders’ priorities on these issues. It is crucial for us to strike a balance between external stakeholder input and that of our internal stakeholders.

Stakeholder perspectives

In 2019, we invited all employees to prioritise which of the sustainability issues, identified by Presto as important, that they believe we should work on in order to feel proud of Presto as an employer. A workshop was conducted with the management team with the same scope.

At the time, we also compiled external stakeholders’ needs and requirements through customer dialogue, and through

analysis of stakeholders such as owners, authorities and industry organisations. A big part of this was done as a desktop analysis where we identified the relevant stakeholders, process by process, and mapped their needs, expectations and requirements. The desktop analysis has been kept up to date and in 2023 we broadened the scope in order to include Finland. All Presto markets will be covered going forward.

In general, we consider it appropriate to conduct a formalised stakeholder dialogue on a regular basis, based on the needs initiated by changes that occur in the internal and external environment. Going forward, we need to renew and broaden the stakeholder dialogue, not least to reflect our entire value chain.

Our current work on value chain due diligence can be found in our report on the Norwegian Transparency Act. It aims to ensure public access to information on how companies protect human rights and decent working conditions in their supply chains. It came into effect in Norway in July 2022.

Prioritised focus areas

The findings from the materiality analysis resulted in our prioritised focus areas, which are

reviewed on an annual basis. In recent years, we have been able to maintain our priorities regarding both focus areas and long-term objectives. They are becoming more and more relevant due to more stringent regulations and requirements, and to internal and external attention.

New analysis due in 2024

We intended to conduct a new materiality analysis in 2023, but chose to postpone this pending greater clarity and guidance related to new EU requirements, including CSRD, ESRS and CSDDD*.

In 2024, we will conduct a renewed materiality analysis – an appropriate time for several reasons. Presto now has operations in more countries, we have broadened our operations in several business areas, more business areas have been added, and the above mentioned requirements are clearer. However, our priority areas are expected to remain and are likely to be supplemented and/or deepened.

*CSRD - Corporate Sustainability Reporting Directive
*ESRS - European Sustainability Reporting Standards
*CSDDD - Corporate Sustainability Due Diligence Directive

THE UN’S GLOBAL GOALS AND OUR FOCUS AREAS

Presto has analysed the Sustainable Development Goals (SDGs) and identified the following areas where we have the greatest impact and can contribute the most by taking responsibility for our activities.



UN Goal 3.8 – Achieve universal health coverage

In a sustainable society, everyone has the right to essential health-care. Civil society and business contribute by providing skills and equipment, and by promoting humanity and civil courage. Presto contributes in several ways; by offering and supplying first aid equipment and defibrillators, and by raising awareness in the form of training and consultation for companies and organisations.

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For more about Presto’s first aid business and defibrillators, please see page 27 in our annual report.



UN Goal 6.1 – Safe drinking water for all

A safe water supply is vital for all, and sampling of drinking waters around the world show signs of contamination from chemical substances, such as PFAS. PFAS has long been used by the fire protection industry in firefighting foams. Continued release of these substances threatens long-term availability of clean water, and risk causing negative impacts on the environment and human health.

Presto works proactively to phase out PFAS, offering environmentally adapted products and using a circular manufacturing process.

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For more about our work on non-toxic fire protection, please see page 12.



UN Goal 8.8 – Protect labour rights and promote safe working environments for all

It is important for all employees to have the right to a safe workplace where they can develop through their work. Health and safety of our employees comes first and we support our customers’ work by spreading knowledge and promoting solutions to ‘save lives’. Presto supports the right of collective bargaining, and we strive to ensure that our suppliers take the same approach to safety and labour rights as we do.

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For more about our work on social sustainability, please see page 18 and 20.



UN target 11.6 – Reduce the adverse environmental impact of cities

A sustainable society values resource efficiency and makes the most of existing resources. Presto contributes by protecting buildings, vehicles and equipment from destruction by fire or accident, which saves both people and the environment from harmful emissions into the air and water. Internally, we focus on circular production to deliver sustainable products to the market.



UN goals 12.2, 12.4, 12.5 and 8.4 – Sustainable consumption and production

Key sub-goals: Sustainable management and use of natural resources, responsible handling of chemicals and waste, significant reductions in waste and improved resource efficiency in consumption and production. These are all our priorities as well.

Our systematic efforts to develop more circular processes contribute to more sustainable use of resources. Our ‘Green Extinguisher Factory’ initiative includes increasing the reuse of extinguishers, safe handling of chemicals, minimising

waste and working towards a circular process with higher resource efficiency. We offer our customers full responsibility for our products by following the products through their lifetime; from manufacture to service and inspection/reloading and finally take back products for recycling and reuse.

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For more about circular manufacturing, please see page 14.



UN Goal 13 – Combat climate change

Climate change is a critical issue and we believe that everyone has a responsibility to act. Our activities include travelling to perform servicing commitments, as well as transport and freight related to import/purchase and distribution of goods, and we use greenhouse gases for firefighting purposes. By route planning and optimisation, remote communication, choosing renewable energy, developing more circular processes and responsible handling and recycling of extinguishing gases, we take active steps to minimise Presto’s carbon footprint. We can and want to do more in this area, and are making efforts to constantly improve.

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For more about our climate action, please see page 10.



Presto's goal is to offer non-toxic fire protection and an environmentally adapted product range while also reducing our climate footprint.

We have identified a number of critical focus areas and how we can limit our climate and environmental impact. By working towards relevant targets and implementing clear policies and procedures, we are working on reducing and limiting our impact.

Climate and environment

Presto Group works proactively to reduce both our own and our customers' climate and environmental footprint. For example, we focus on reuse in our circular take-back system and are phasing out harmful substances in our products. We are committed to a targeted reduction of our own carbon emissions.

ENVIRONMENT	TOXIC FREE ENVIRONMENT	SUSTAINABLE USE OF RESOURCES	CLIMATE
Description	› Foam and liquid-based extinguishers has historically contained chemical additives that can affect the environment and health negatively.	› A history of linear manufacturing flow and a focus on replacement rather than return in the industry has led to poor resource use.	› Reducing its climate footprint is a priority and a challenge for all businesses. As a manufacturer and supplier of products, our main climate emissions are in scope 3 (GHG Protocol).
Risks	› PFAS substances and other harmful additives in our own fire safety products as well as in other brands that we handle. › Risk of introducing other chemical substances that are not yet known to be harmful to the environment and health. › Fire extinguishers put on the market may remain on the market for several years after being phased out of production and/or sale.	› Challenges in achieving reuse or sustainable disposal of all components of the extinguishers. › The raw material powder contains valuable and limited substances, nitrogen and phosphorus. › PFAS-waste have few final disposal options and are expensive to handle properly. › The current model of customer-owned products is limiting opportunities for a circular system.	› Reducing the carbon footprint in the supply chain requires a lot of effort and collaboration. › Climate-impacting raw materials in our products, including metals. › Travel-intensive business model through service trips to customers.
Risk management activities	› PFAS phase-out plan. › Offer a full range of environmentally adapted fire extinguishers. › Focus on offering the customers risk-adapted fire protection. › Focus on non-toxicity in product development and procurement.	› Offer a circular take-back system for extinguishers, with focus on optimal resource use and safe handling of chemicals. › Continued optimisation of our take-back system. › Challenge the current model of customer-owned products. (p. 14)	› Climate calculations based on GHG protocol. › Commitment to SBTi. › Set emission reduction targets and a activity plan, including collaboration with suppliers. › Continued optimisation of the take-back system to reduce the carbon footprint of internal parts in the supply chain. (p. 14)
Strategy and goals	Focus areas/long-term goals: › Offer non-toxic fire protection and a environmentally adapted product range. (p.12) › Be the industry's most sustainable option for customers and employees.	Focus areas/long-term goals: › Circular and sustainable manufacturing, what we call "the green extinguisher factory". › Be the industry's most sustainable option for customers and employees.	› Establish Science Based Targets, committed to SBTi. Focus areas/long-term goals: › Reduce our climate footprint in line with the Paris Agreement. › Be the industry's most sustainable option for customers and employees.
Policies and governance	› Sustainability and quality policy. › Criteria for environmentally adapted liquid fire extinguishers. › ISO 14001 certification. › Procedures for handling and purchasing chemical products. › REACH requirements for suppliers. › Controlled process of product development.	› Sustainability and quality policy. › ISO 14001 certification. › LCA data for product optimisation. › Controlled process of product development.	› Sustainability and quality policy. › ISO 14001 certification. › Policy and guidelines for company and service cars. › Route optimisation and planning. › LCA data for product optimisation. › Climate calculation based on GHG protocol.
Performance indicators	› Percentage of environmentally adapted extinguishers/sales of liquid extinguishers. (p. 12)	› Percentage of take-back extinguishers with recycled components. › Resource and climate savings per extinguisher through the take-back system. (p. 14)	› tCO₂e per full-time employee (market-based). › tCO₂e per sales unit (SEK m) (market-based)*. › tCO₂e per product produced (market-based)*. (p. 14)
SDG 2030	 Sub-goal 6.1 and 12.4	 Sub-goal 12.2, 12.5 and 8.4	 Goal 13

*GHG, Scopes 1 and 2 and parts of Scope 3

KEY CLIMATE INDICATORS

GHG EMISSIONS (tCO²e)

	Sweden + other		Other*	Finland		Norway		Denmark (new)	Germany (new)
	2023	2022	2023	2023	2022	2023	2022	2023	2023
Scope 1	1,732.51	1,120.83	109.64	117.98	91.99	95.82	76.77	18.14	1,428.99
Scope 2 (market based)	58.69	56.56	5.53	418.85	139.17	337.52	184.30	23.79	406.08
Scope 3	5,960.12	17,481.82	8,824.50	6,206.92	7,534.88	502.43	497.07	6,221.72	6,525.18
Total S1+S2+S3	7,751.32	18,659.21	8,939.68	6,743.75	7,766.03	935.78	758.14	6,263.66	8,360.25

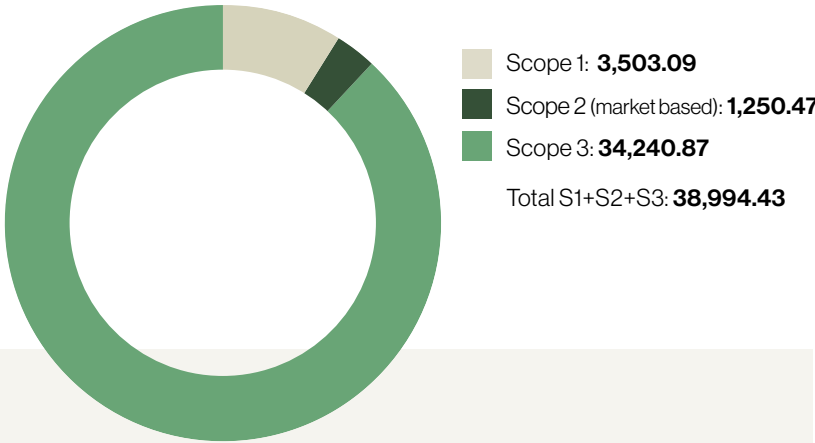
*Other refers to Group functions and our Supply Chain/production. For 2023, "Other" is reported separately, previous years it has been reported together with Sweden.

EMISSION INTENSITY 2023 (S1+S2+S3)

Presto Group	
Per employee (tCO ² /FTE)	28.67
Per unit of revenue (tCO ² e/MSEK)*	20.45
Per product produced (tCO ² e/pp)	0.17

*Revenue figures are gathered from the financial report.

GHG EMISSIONS 2023 (tCO²e)



OUR EMISSIONS DATA

The emission figures presented here are based on data from invoices, energy suppliers and other suppliers. They are calculated according the GHG Protocol. The figures include emissions from Scope 1 (mobile combustion and fugitive emissions), Scope 2 (electricity and heat) and Scope 3, which includes categories such as purchased goods and services, capital goods, fuel and energy-related activities, business travel, waste management, upstream transport & distribution and employee commuting.

All emission calculations have been generated based on transactions and activities – e.g. fuel, transport, business travel and materials, and by pairing these with emission factors from databases; as laid down in the GHG Protocol standard. The methodology uses a hybrid approach combining transac-

tion and activity data, and using sources such as DESNZ (UK gov, former Defra), Exiobase, AIB* and IEA** to calculate and validate emission data for the Presto Group.

Certain activities were assessed with the spend-based method as prescribed by the GHG Protocol when more accurate data is not available. Emissions were calculated by mapping each applicable supplier to an environmentally extended input-output analysis, EEIO (specifically, Exiobase 3). The data on the economic value of purchased goods and services is multiplied by the relevant EEIO cradle-to-gate emission factors. Regional and sector-specific inflation that occurred between when an emissions factor was calculated and the time of the activity is factored in.

In the interest of transparency and accuracy, we continuously scrutinise our environmental

reporting methods and strive for the most accurate representation of our overall GHG contributions. Upon reviewing our 2022 emissions inventory, we identified an error in the purchasing data of Presto's subsidiary in Norway. Recognising this, we have revised the figures and re-conducted our calculations for the Norwegian entity as this allows us to present a more accurate representation of our climate impact in the year 2022. This revision resulted in a decrease in GHG emissions for Presto's entity in Norway. Presto remains committed to refining our data validation practices to enhance the precision and reliability of our environmental data in the future.

*AIB – Association of Issuing Bodies
**IEA – International Energy Agency

CLIMATE IMPACT AND OUR COMMITMENT

Presto Group aims to reduce our climate footprint in line with the Paris Agreement. The focus is on setting ambitious climate targets, establishing a reduction plan, and developing an environmentally adapted and circular offering.

Mapping and calculating our carbon footprint

Presto's carbon footprint is calculated in accordance with the accounting standards of the Green House Gas Protocol. As a manufacturing company, the major share of our emissions falls within Scope 3, upstream in the value chain. Here, we focus on improving activity data to target our climate action where it will do the most good.

In our Swedish operations, we have calculated our carbon footprint for 2020 onwards, while in our Norwegian and Finnish operations, the first calculation was made for 2022. Denmark and Germany are included in the calculation for 2023. The calculations include direct emissions (Scope 1) and indirect emissions (Scopes 2 and 3). Scope 3 emission calculations are based on both activity data and spend data.

Our work in lifecycle assessment is another important part of the mapping exercise, providing a deeper understanding of the climate impact of our materials and processes. In 2023, a lifecycle assessment of fire hydrants produced a verified Environmental Product Declaration (EPD). An earlier assessment of our take-back system for fire extinguishers in the 'green factory' (page 14) shows that it

enables a carbon footprint reduction of up to 47% (based on a lifecycle analysis using the functional unit "fire protection for 30 years").

Impact of transportation

One identified risk area is internal transport in our servicing business. Here, we aim to reduce the impact of our travel through better planning and route optimisation for fewer and shorter trips.

We are also step-by-step replacing our vehicle fleet with environmentally adapted alternatives. In Sweden, we have switched to a company fleet of only electric and hybrid cars. However, our service vehicle fleet presents bigger challenges. In Norway, a number of electric service vehicles are being tested, but further investigation is needed to determine which environmentally adapted options suit our servicing operations in the longer term, ahead of full-scale implementation.

Including new markets when setting SBTi targets

We are committed to setting a group-wide science-based target via the Science Based Targets initiative (SBTi). With this commitment, the Presto Group affirms its intention to join the growing group of leading companies

that are setting emission reduction targets in line with the Paris Agreement and what climate science says is necessary.

This commits us, during 2024, to develop science-based short-term emission reduction targets to be sent to SBTi for validation and authorisation. Our initial ambition was to set targets already in 2023, but instead focused on improving the quality of our emissions data based on a more comprehensive baseline that includes Presto's new markets. We now expect to be ready for SBT by the end of 2024.

We will also continue to work towards setting a reduction plan and specific steps for emission reductions. Our long-term goal is to set a long-term science-based reduction target to achieve net-zero greenhouse gas emissions by 2050. The most important part of the internal work to reduce our footprint will be to set a clear roadmap with concrete focus.

HELPING OUR CUSTOMERS SHIFT TO NON-TOXIC FIRE PROTECTION

We want to establish non-toxic fire protection as a standard wherever possible. This is why we are stepping up our efforts to support our customers in the shift from PFAS-containing fire extinguishers to our environmentally adapted alternatives.

What are PFAS and what are the problems?

PFAS are a large class of thousands of highly effective substances that have long been used in firefighting foams to achieve a high fire protection rating. PFAS are substances that are harmful to the environment and health and are highly persistent in the environment. These substances are known as “forever chemicals” because of their characteristics.

Increasing demands for environmentally adapted products

The debate on phasing out dangerous PFAS substances in fire protection products has grown in recent years, and customer demand for non-toxic and environmentally adapted products has risen sharply. Legislation on PFAS substances has become more stringent and several PFAS substances are already regulated. A general ban on PFAS in firefighting foam is likely to be decided in the EU in 2024, but we have already seen a lengthy legislative process and long transition periods could follow, which would lead to a delay in the phase-out process.

Presto is not waiting for the regulations. In line with our sustainability policy, we have already made big adjustments and have a clear PFAS phase-out plan for our fire protection products. In 2022, we were the first industry player to support ChemSec’s campaign to phase out PFAS substances and ban them in the EU through the “No to PFAS” initiative.

Focus on water-based extinguishers

Our primary focus for a successful phase-out is water extinguishers. Presto has a strong range of environmentally adapted liquid fire extinguishers, led by our proprietary water extinguisher, the Presto Water Extinguisher. It contains only pure deionised water and is a highly suitable option in the vast majority

of environments, from both a risk and a user perspective.

Customers need support to make the shift

Choosing the right extinguisher in the right environment can be challenging, and we want to be able to help our customers get it right. This is why Presto needs to support our employees

“In 2024, we will focus on broadening the PFAS phase-out efforts to cover the entire group.”

with updated and timely communication that is relevant for each market, so that they can in turn help customers make an environmentally adapted choice.

In 2024, we want to extend our work to phase out PFAS to all countries within the group, i.e. to include new markets. We need to identify the reasons why some customers continue to choose PFAS-containing extinguishers based on the context on the different markets, and make more targeted interventions to address the issues. Overall, we support our customers by having a clear product selection principle that focuses on choosing an environmentally adapted option that takes into account the customer’s environment, operations and risks.

Denmark is a good example of how this has worked in practice. When introducing fire extinguishers into Presto Group’s product range on the Danish market in 2023, we chose to offer only PFAS-free* liquid extinguishers.

Ambitious goals for 2024

In early 2023, we set new overall objectives for the Presto Group with the ambition to grow our sales of PFAS-free* extinguishers and at the same time phase out PFAS in the fire suppression systems and the extinguishing agents we sell.

This is the first time we have set group-wide sustainability goals. However, we do not yet offer environmentally adapted liquid extinguishers according to our own definition in all markets as a genuine take-back system is currently only available in Sweden’s ‘green factory’ (page 14). This is something we will work on in 2024.

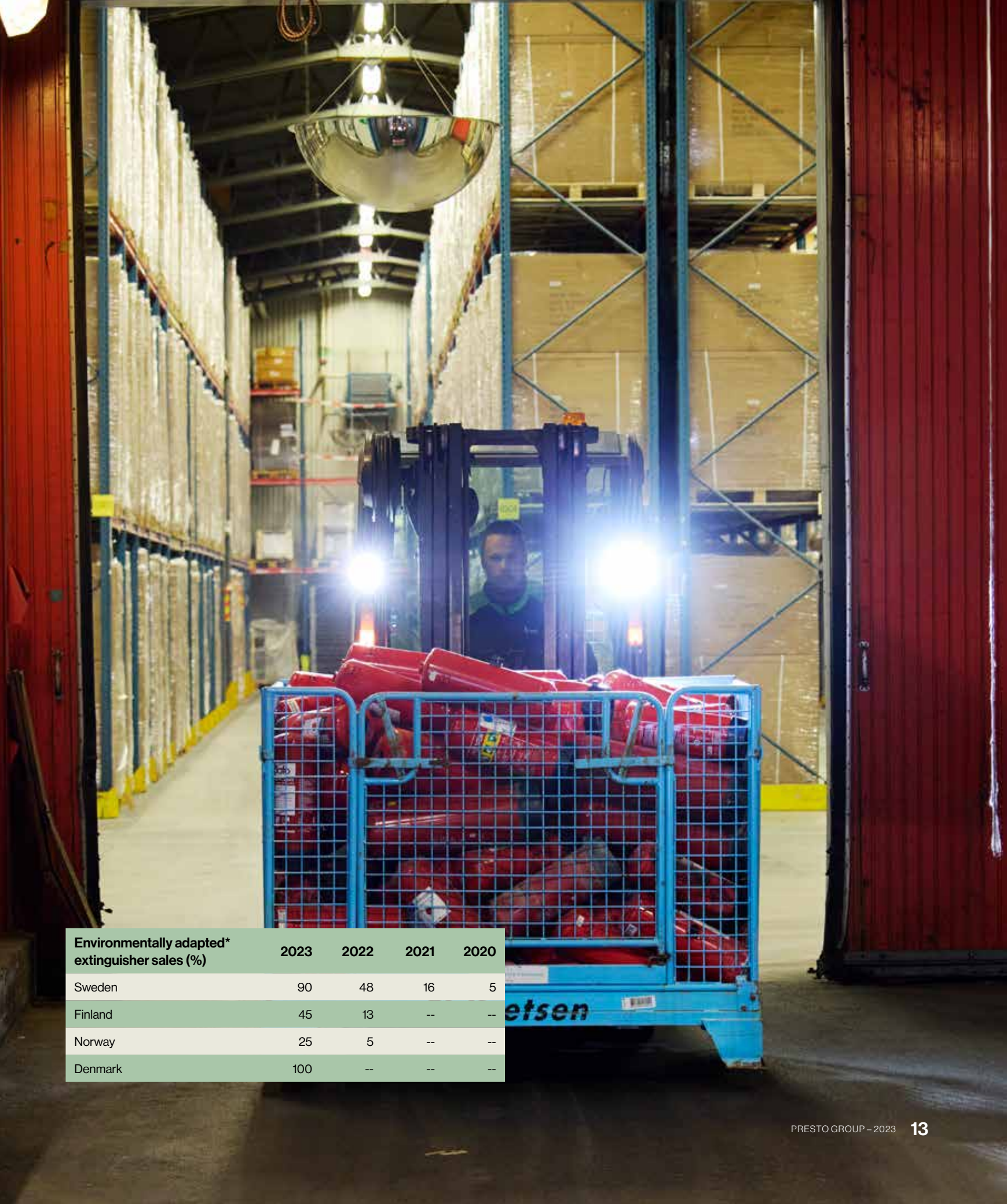
- › 95% of our sales of liquid extinguishers should be PFAS-free* in 2024.
- › 100% of our sales of extinguishing agent concentrates must consist of PFAS-free alternatives in 2024.
- › 90% of our sales of extinguishing agents in fire suppression systems must consist of PFAS-free alternatives in 2024.

Our environmentally adapted fire extinguishers

Our definition of environmentally adapted liquid extinguishers is an extinguisher containing an extinguishing liquid that does not have unknown content of substances harmful to the environment and health and that fulfils the following criteria:

- › Free from fluorosurfactants (PFAS)*.
- › The liquid mixture is checked for biodegradability by all OECD guidelines, test method 302B.
- › Is included in a take-back system** for reuse and recycling extinguisher containers and components.

*Defined as no added PFAS, compliant with current legislation.
**Presto’s take-back system is currently only available in Sweden.



Environmentally adapted* extinguisher sales (%)	2023	2022	2021	2020
Sweden	90	48	16	5
Finland	45	13	--	--
Norway	25	5	--	--
Denmark	100	--	--	--

TAKE-BACK SYSTEM ENABLES CIRCULARITY IN OUR “GREEN FACTORY”

The heart of our drive to offer sustainable fire extinguishers lies in the manufacturing process and the materials we use. Presto Group's take-back system enables us to reuse and recycle components and extinguishing agents so that our products can continue to protect against fire, in shape as new.

PRESTO AIMS TO TAKE total responsibility for our fire extinguishers throughout their entire lifecycle; during manufacture, servicing and extended maintenance, and through responsible end-of-life management of the extinguishers and its components. This way, our products can re-enter the market and continue to serve for a long time.

Our ISO 14001 and ISO 9001 certified “green factory” in Katrineholm, Sweden, plays a key role. It contributes to reducing the overall environmental and climate impact through a more circular process that also gives customers the opportunity to exchange older extinguishers for more environmentally adapted options.

Service intervals are take-back opportunities

Around 50,000 Swedish customers with service agreements are visited by Presto's technicians every year to service extinguishers and ensure up-to-date fire protection. Every five or 10 years, extinguishers require extended service off-site.

This is an opportunity for Presto to take back products to our factory for reusing and recycling and – in many cases – help customers replace their foam-based extinguishers containing harmful PFAS-substances with more sustainable alternatives. There are several million older foam extinguishers with PFAS still in circulation in Sweden alone, and most of these could successfully be replaced with Presto's wide range of PFAS-free* extinguishers.

Take-back with reuse represents big savings

The main environmental impact of fire extinguishers occurs during the production and use of raw materials such as minerals and metals. Components such as containers and valves have a particularly high environmental impact.**

“Our take-back system reduces the climate impact* by up to 47% and the use of minerals and metals by up to 63%.”

On the other hand, such components can be reused several times, providing significant benefits in resource and climate savings. In 2023, 39% of returned extinguishers were fitted with reused components, compared to 53% in 2022. Presto would like to see a much higher share, but progress is hampered by limited availability of recycled materials, and by materials contaminated with PFAS.

Presto aims to reuse all liquid CO² and powdered extinguishing agents to gain even more significant environmental savings from our take-back system. In 2023, 47% of liquid CO² was reused, up from 0% in 2022.

In 2023, we were able to reuse 83% of the most common powder (ABC) compared to 0% in 2022. This saved around 50–60 tonnes of new powder annually – an important saving considering that it is made from mono-ammonium phosphate, a finite natural resource.

Overall, Presto's take-back system reduces the climate impact** of extinguishers by up to 47% (kgCO₂e) and the resource consumption of minerals and metals by up to 63 % (kg Sbeq). However, this calculation does not include the reuse of extinguishing agents (powder and CO²) as this was not in place at the time of the life cycle assessment.

Safe disposal of non-reusable materials

Even with extensive recycling, there will always be non-reusable extinguishing agents and worn-out components that must be taken care of in a responsible manner. There are well-functioning systems in place for some materials, such as metals and plastics, at the end of their life.

However, handling PFAS-including waste such as extinguishing liquids comes with a big challenge and a high cost for the industry and waste operators as a whole. Presto aims to take a leading role in finding a sustainable solution, and works together with a wide range of relevant actors to share knowledge and together tackle the problems surrounding PFAS contaminated waste. (Read more about Presto's work with non-toxic fire protection on page 12.)

* Defined as no added PFAS, compliant with current legislation.
** Based on cycle analysis, functional unit fire protection for 30 years.

OUR SUSTAINABLE LIFECYCLE



CIRCULARITY STARTS WITH LIFECYCLE ANALYSIS

Lifecycle analysis of our hand-held extinguishers enables us to optimise the product's environmental and climate-impacting materials – from the design phase all the way to the end of life. The ambition is to identify how to increase resource efficiency and recycling for maximum benefit to society, the customer and Presto.

Our long-term ambitions with our “green factory”:

- › PFAS-free* production
- › 100% recycled water
- › 100% recycled powders in ABC extinguishers
- › 100% sustainable disposal of non-reusable powders
- › 100% recycled CO² in CO² extinguishers

The identified key focus areas in social sustainability are occupational health and safety, labour and social conditions, human rights and anti-corruption. These are areas associated with risks of negative impacts that we want to combat with active target setting and clear policies and procedures.



Social sustainability

Social aspects are an important part of our sustainability work. We should always be perceived as a serious and long-term partner, and our goal is to be the most sustainable alternative in the industry for both employees and customers.

PROTECTION FOR WHISTLE-BLOWERS ACCORDING TO AN EU DIRECTIVE

Since 2023, each of Presto's five markets has legislation in place to protect whistle-blowers from retaliation when raising the alarm about irregularities. A reporting channel was established in Sweden in 2022 to enable anyone – internally or externally – to anonymously report an issue, and similar systems are being implemented also in Finland, Norway, Denmark and Germany.

If someone suspects misconduct, legal and/or regulatory offences, Presto encourages them to report it as a whistle-blower issue.

Examples of activities or events that can be considered to be misconduct in the public interest are bribery, theft, fraud, accounting offences, tax offences and other criminal acts. No such issues were reported in 2023.

SOCIAL	PERSONNEL AND SOCIAL CONDITIONS	HUMAN RIGHTS	ANTI-CORRUPTION
Description	› To create a safe, stimulating and secure workplace for our employees and promote equal conditions in our supply chain is of greatest importance.	› Respecting human rights is an obvious and important matter for Presto.	› Compliance with ethical guidelines and regulations on anti-corruption and related issues are key 'hygiene' issues.
Risks	› Risk of injury and ill health. › Shortcomings in the working environment may have adverse consequences to individual employees. › Shortcomings may have adverse consequences in terms of Presto's attractiveness as an employer, and for the brand.	› We have a large number of suppliers both inside and outside the EU. › Shortcomings may have adverse consequences in terms of Presto's attractiveness as an employer, and for the brand.	› Shortcomings may have adverse consequences in terms of Presto's attractiveness as an employer, and for the brand.
Risk management activities	› Regular employee survey including eNPS (Employee Net Promoter Score. (p. 18) › Systematic occupational health and safety management and collaboration process with regular local follow-up and central coordination.	› Work on supplier requirements, assessment and monitoring. (p. 20)	› Work on supplier requirements, assessment and monitoring. (p. 20)
Strategy	Focus area/long-term goal: › Be the industry's most sustainable option for customers and employees.	Focus area/long-term goal: › Be the industry's most sustainable option for customers and employees.	Focus area/long-term goal: › Be the industry's most sustainable option for customers and employees.
Policies and governance	› Occupational health and safety policy. › Policy against discriminatory treatment. › Systematic occupational health and safety management. › Staff and managers' handbook.	› Supplier Code of Conduct. (p. 21) › Supplier assessment. › Social and ethical policy – in-house. › Policy against discriminatory treatment. › Whistle-blower policy.	› Supplier Code of Conduct. (p. 21) › Supplier assessment. › Whistle-blower policy.
Performance indicators	› Results from employee survey. › Number of LTI events/year. › Monitoring of injury, incident and illness statistics. (p. 18)	› Percentage of key suppliers who have signed our Code of Conduct.	› Percentage of key suppliers who have signed our Code of Conduct.
SDG 2030	 Sub-goal 8.8	 Sub-goal 8.8	 Sub-goal 16.5

ENGAGED AND VALUES-DRIVEN EMPLOYEES ARE OUR GREATEST ASSET

Presto Group's fast growing and decentralised organisation depends on committed employees who share our core values. Only when we work together to develop our ways of working – with simplicity and a clear customer focus – can we be successful now and in the future.

IN 2023 ALONE, the total number of employees increased nearly 65% to 1,382 not least as a result of Presto's first step into the German market with the acquisition of Jockel Brand-schutztechnik Service. Each country – with different local conditions and needs – is responsible for developing and maintaining a strong values-based culture, founded on our common HR strategy to make sure that people thrive and contribute to Presto's overall ambitions and goals.

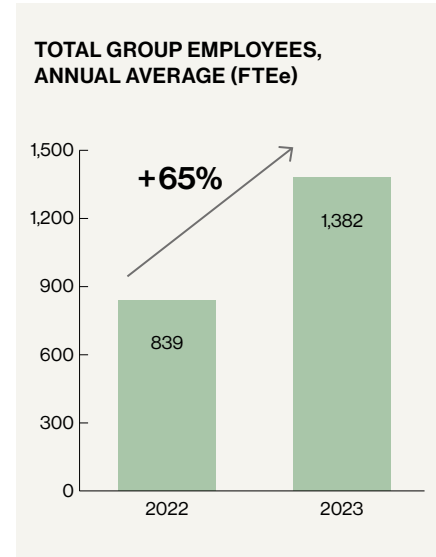
The Nordic countries conducted a number of culture-strengthening activities at the end of 2023 and beginning of 2024. This included workshops with employees from the four countries and resulted in a Brand Book with descriptions of our vision, philosophy and cultural framework. Going forward, it will also be used in Germany as every single employee at Presto plays a large and important role in our development.

Pulse surveys help us monitor engagement

Presto wants to be an attractive employer wherever we operate. We work hard to secure a positive culture and an employee experience that nurtures engagement and ensures that our people are on board and want to grow with us.

In Sweden, Finland and Norway, we conduct regular pulse surveys of how employees feel about their work situation by answering a varying set of 13 questions every second week. A similar tool was introduced in Denmark in 2023. This provides a body of feedback on what works well and what can be done better.

In 2023, the survey platform helped us gather responses to questions covering 11 areas, from engagement and participation to leadership and autonomy. Presto's overall pulse score of 7.4 out of 10 is a strong indicator of a workplace with a healthy climate. Much of the success is based on a strong team spirit and the ability of our employees to take initiatives in their work, and these are areas where scores are consistently particularly strong.



EMPLOYEES BY GENDER, PRESTO GROUP			
	2023	2022	2021
Women, %	23	18	18
Men, %	77	82	82

Still, there is room for improvement when looking at Presto's Employee Net Promoter Score (eNPS) as the indicator of employee experience and sentiment. It is based on one simple question to be rated on a scale from 0–10. At the end of 2023, the weighted eNPS score for Sweden, Finland and Norway was

minus 1, and the goal for 2024 is a positive score 0–30.

Systematic occupational health and safety management

Systematic work with occupational health and safety is a natural part of Presto's safety culture. Living according to the vision "Saving lives, together" also means prioritising our own safety, setting a good example for our customers and supporting them in their safety work.

At Presto, no one should suffer from mental health issues or injuries as a result of work environment shortcomings. Our internal employee health and safety process has emphasis on well-being, collaboration and values, training activities, support and information via our HR manuals and management system.

In 2023, we adapted our internal accident, incident and risk reporting system to work from a Group perspective, and integrated Finland. In the years ahead, we will also review system support to cover the needs of other Presto countries to reinforce an active safety and improvement culture and obtain coordinated follow-up of statistics.

We use the number of accidents with LTI* as the KPI to measure our goal that no one should suffer serious accidents in our workplaces (zero tolerance). In our overall monitoring and preventive work, we also include statistics on risk observations, near accidents, accidents, occupational illnesses, absenteeism, long-term sick leave, and employee turnover. Available data from 2023 shows a small number of LTI events, all of which were carefully investigated and led to preventive measures.

Equal rights and zero tolerance for discrimination

Our workplaces should be healthy and safe in physical as well as psychological terms. This is why we have zero tolerance for discrimination and harassment. We expect all our workplaces to ensure equal rights and opportunities regardless of age, gender identity

and expression, ethnicity, religion, sexual orientation and functional impairment. Equal treatment should be part of every activity, from recruitment, pay reviews and pay structures to our communication structure.

Each organisation must act in accordance with the respective country's legislation to counter discrimination, increase diversity and strengthen equality. This includes continuous work in areas such as working conditions, salaries and other employment conditions, recruitment and promotion, training and other skills development, and opportunities to combine gainful work and parenthood.

Values-based leadership

A Presto leader is expected to create people engagement, job satisfaction, drive development, take responsibility and act as a role model. Our leadership academy supports Presto managers in acting according to our leadership criteria and Presto values by providing tools to enable participation, commitment and personal development for Presto employees.

“Long-term success relies on a strong culture with engaged and dedicated employees.”

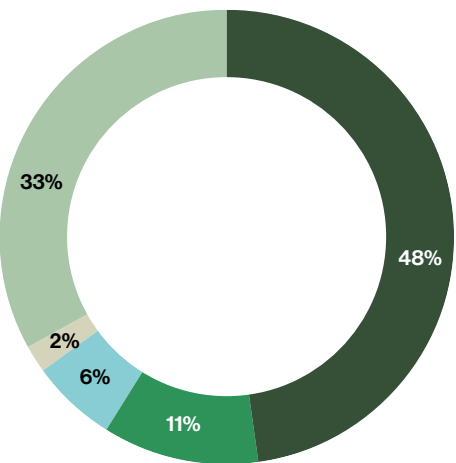
Presto welcomes more women in a male dominated industry

Women represent less than a quarter of Presto's total workforce. The same imbalance is also reflected in Group management, and in country management in Finland and Germany. On the other hand, gender representation is 50/50 when it comes to country management in Sweden and Norway.

Our industry is male dominated and Presto's gender distribution reflects this – it is not unique to Presto. Efforts are being made to train managers in competence-based and open-minded recruitment, and we have improved the recruitment process to reduce the risk of subjective selection criteria.

We have also mapped and used available research to understand what is important for women to want to apply for male-dominated professions, and to stay and prosper. In 2024, these learnings will be used to make further adjustments to our employer branding and our recruitment and on-boarding processes, and ultimately help us attract more women.

* LTI, Lost Time Injury, i.e. accidents at work causing absence for more than 8 hours.



SHARE OF EMPLOYEES PER COUNTRY

- Sweden 48%
- Finland 11%
- Norway 6%
- Denmark 2%
- Germany 33%

A SERIOUS AND LONG-TERM PARTNER

We want to be perceived as a serious and long-term partner, and strive to ensure that responsible practices are applied not only by our own organisation but also by our supply chain business partners.

RESPONSIBLE BUSINESS conduct is embedded in our business management processes and documents, including our supplier Code of Conduct and internal social and ethical responsibility policy. The Group HSEQ function is responsible for related policy documents and routines, and for coordination, internal guidance and accounting. The work on ethics in the supply chain is included in the procurement function's policy documents and working methods.

In 2023, Presto continued its rapid expansion in the Nordic countries, and took its first step into the German market. This will require further efforts by the HSEQ and the procurement functions over the coming years in order to ensure responsible practices throughout an extended supply chain.

Requirements on suppliers

We encourage all our key suppliers to conduct systematic work on quality and sustainability. Where appropriate, we also specifically demand that they inform us about and phase out harmful substances with reference to the requirements of REACH*.

Our Code of Conduct is an important part of all agreements with suppliers, detailing the requirements and expectations we have of ourselves and of our suppliers. Suppliers are, in turn, responsible for securing that our requirements are known and met also by sub-suppliers and sub-contractors.

We reserve the right to carry out unannounced audits to see that the Code of Conduct is being followed, with the help of independent third party auditors when appropriate. In case of deviations from the code, we strive for dialogue and cooperation to set realistic action

“In 2023, Presto increased its efforts to diversify the supply chain of components, primarily within the EU.”

plans. Any identified code deviations or other negative impacts are logged to ensure action and follow-up. In 2023, Presto had no reported incidents in its supply chain.

Geographical shift following risk assessment

Presto Group's ambition is to continuously improve risk mapping and risk management, and review the need for additional measures. This includes screening of our supply chain and

prioritised critical suppliers based on criteria such as spend, global rights index, human freedom index, SDG index and greenhouse gas emissions (CO²e).

Our largest procurement category in terms of spend is defibrillators, primarily manufactured in the US. But in terms of risk – especially related to violations of human rights and decent working conditions – our biggest exposure is suppliers of direct materials, mainly from the Asian market.

A large portion of components for our fire extinguishers are developed and manufactured in partnership with a Swedish-Chinese joint venture company. The factory is ISO 9001, ISO 14001 and ISO 45 001 certified for quality, environmental and occupational health and safety management. A follow-up audit in 2023 settled earlier, minor process-related sustainability concerns. However, Presto does not have full visibility into social and environmental practices at the factory's Chinese sub-suppliers.

In 2023, Presto increased its efforts to diversify the supply chain of components, primarily within the EU. This would not only reduce sustainability risks, but also reduce the need for long-distance transport.

*REACH: The EU regulation on the Registration, Evaluation, Authorisation and Restriction of Chemicals

PRESTO’S CODE OF CONDUCT

Our internal social and ethical policy and the reflective code of conduct for suppliers details the requirements and expectations we have of ourselves and of our suppliers. It includes requirements for compliance with the UN Global compacts 10 principles on human rights, labour, environment, and anti-corruption:

- › Compliance with national legal requirements
- › Safe and healthy working environment
- › Working conditions based on human rights
 - No discrimination
 - No forced labour
 - No child labour
 - Legal wages and working hours
- › Freedom of association
- › Reducing environmental impact
- › Anti-corruption
- › Monitoring

