



NIMO

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ABOUT THE REPORT

This sustainability report covers Nimo-Verken AB's operations for the financial year 2025. It is NIMO's first report of this kind and has been prepared on a voluntary basis as part of our efforts to increase transparency and strengthen sustainability governance.

As we are currently not subject to statutory sustainability reporting requirements, the report is based on the areas deemed most relevant to our operations and stakeholders. It describes the key aspects of our sustainability work, ongoing measures, and our goals and ambitions for the future.

The Board of Directors has been informed of the content and has approved the decision to publish the report.



Advancing progress together

NIMO is the world's leading manufacturer of energy-efficient solutions for garment care and drying. With more than 80 years of experience and Swedish manufacturing, we develop products that combine high performance, long service life and low environmental impact. Our solutions are used by both professional users and private households alike, meeting high demands on quality and reliability.

Our work is guided by a single, straightforward objective: to develop technology that reduces energy consumption, lowers climate impact and delivers sustainable results over time. In this report, we highlight the areas most important to us as a company and to our customers – and how we work to create real and lasting impact.

We are NIMO

NIMO is an industrial company rooted in Swedish manufacturing, with a clear focus on function, quality and accountability. Our operations reflect our extensive experience, technical expertise and close collaboration between development, production and sales.

We work across the entire value chain – from product development and production to sales and aftermarket – with the aim of creating solutions that perform in practice and over time. Close dialogue with our customers provides valuable insights into real-world use, serving as the basis for continuous improvement and development.

Our employees are an integral part of NIMO's development and success. Through engagement, craftsmanship and accountability, the work they do every day helps improve quality in both products and processes. We strive to provide a safe, secure and inclusive working environment where collaboration, participation and skills development are essential components of a sustainable working life.

Manufacturing takes place in Sweden and employs more than 100 people. Our local presence allows us up-close control over quality, working conditions and resource usage, and creates the conditions for structured, long-term improvement.



1944

NIMO is founded with a focus on functional and robust products, designed for long service life and daily use.

1950-1960

The business expands and the product range broadens. A transition to more industrialised production creates the conditions for consistent quality, more efficient manufacturing and long-term product use.

1970

Energy-efficient operation becomes an increasingly important part of product development as awareness of energy use grows.

1988

Investment in powder coating significantly reduces the use of solvents and lowers emissions in production.

1990-2000

Environmental and quality management becomes more systematic, with a focus on more efficient processes, material selection and reduced waste.

2010

The development of drying cabinets with heat pump technology contributes to significantly lower energy use during the use phase.

2014

Initiatives to promote sustainable textile care are launched, focusing on proper drying, reduced energy use and improved user behaviour.

2016

Expanded production creates conditions for more efficient flows, better resource use and reduced energy consumption per unit.

2020-2025

Increased automation in production through investments in modern technology, including a new coating line enabling more energy-efficient production with reduced energy use and improved resource efficiency.

Long-term sustainability

NIMO's sustainability work has developed over a long period, closely following the company's evolution and operation over the years. Much of what is today described as sustainability work first began as a practical, long-term approach to the business – where quality, resource efficiency and responsibility in everyday operations were key. It was not initially driven by strategies or policies, but rather by making thoughtful decisions that would last over time.

In the company's early years, focus was on developing robust products for professional use, built to perform day after day. Long service life, repairability and reliable function might not have been sustainability goals in the modern sense, but they contributed in practice to efficient resource use and reduced need for new production. Similarly, production based in Sweden and the close connection between development and manufacturing have provided optimal conditions for taking responsibility for quality, working conditions and resource use.

As the world has changed, so, too, have perspectives on sustainability. From this initial focus on function and quality, considerations around energy efficiency, environmental impact and climate have gradually evolved into prominent of the business. Technological advances, new regulations and ever-increasing expectations from customers and society have driven this development, but the change has largely been gradual and integrated – not through rapid leaps, but through continuous improvement.

Sustainability efforts have become more structured and visible in recent years. Investments in energy-efficient production, development of products with lower climate impact in their use phase, and a clearer life-cycle perspective are examples of how the work has taken deeper root. At the same time, awareness has grown of the importance of knowledge sharing, increased transparency and comprehensive follow-up.

The timeline therefore does not represent



2025

New refrigerant – R290

During the year, NIMO initiated the transition to the natural refrigerant R290 in our products. Compared to traditional refrigerants, R290 has a very low climate impact and thereby contributes to energy-efficient operation and reduced emissions. This transition is an important step in future-proofing our products in line with upcoming regulations.

Updated products

During the year, NIMO further developed its heat pump range with a focus on improved functionality, energy efficiency and user-friendliness. These updates enhance product performance and make Passad even better suited to meet or exceed both current and future requirements. This work is but one example of how we continuously develop existing products for long service life and sustainable use.



New naming strategy

During the year, NIMO introduced a new naming strategy for its products. The objective was to create names that resonate with increased recognition and reliability, communicating both function and experience. Inspiration was drawn from the forces of nature, where each name reflects the product's role and use in everyday life.

Welcome to the NIMO family

Passad

All NIMO drying cabinets with heat pump technology have now been brought together under the name Passad. The name was inspired by the trade winds – steady and reliable winds that blow with consistent strength over time. It reflects the product's inherent characteristics: stable operation, high reliability and energy-efficient drying, designed for long-term use. Passad replaces previous names, creating a more straightforward product structure.



Breeze

NIMO's drying room dehumidifiers have been given a new name and updated design: Breeze. The name evokes a light and gentle wind – steady, discreet and constantly in motion. In the same way, Breeze operates continuously in the background, maintaining stable and efficient humidity control.

New brand identity

During the year, NIMO took the next step in developing its brand with an updated visual identity. The change aims to better reflect who we are today – a company with a strong industrial foundation and a focus on function, quality and sustainable solutions. The new identity allows for more consistent and recognisable communication.

Local engagement and collaboration

NIMO is part of the local business community in the Skaraborg region and actively engages in collaborations with municipal organisations, educational institutions and other stakeholders. Our collaborations aim to contribute to skills development, a stronger industrial ecosystem and long-term regional

Company of the Year

NIMO was named Gullspång's 2025 Company of the Year. The award recognises our long-term work with quality, development and responsibility, and highlights the importance of our business for both employees and the local community.



Customer dialogue and meetings on product news

In 2025, we continued to interface with customers and partners through dialogue, presentations and events related to our product launches. These meetings have provided valuable insights and underlined the importance of close collaboration in developing solutions that meet real everyday needs.



Sustainability at the core – driving development forward

2025 marks an important step in NIMO's sustainability journey. As a global leader in energy-efficient textile drying, we have a responsibility not only to remain abreast of developments, but to actively drive them. New global and national requirements for climate reporting and sustainability governance create both expectations and opportunities. This report shows how we translate these requirements into concrete action and build on more than 80 years of quality, innovation and responsibility.

Sustainability has long been a natural part of NIMO. Our products are designed to consume less energy, last over time and deliver consistent performance. It is precisely in the way our customers use our products every day that we can make the biggest difference. By developing energy-efficient and long-lasting solutions, we create both environmental benefits and long-term value.

We are operating in a time of increasing expectations on companies. Requirements for transparency, resource efficiency and climate responsibility are clearer than ever. For us, meeting these expectations is a given, with a structured approach, long-term thinking and ambition. Sustainability is not a separate initiative, but an integral part of how we create value and develop our business.

Our customers should be able to rely on NIMO to deliver solutions that perform – technically, economically and environmentally. This requires us to continuously improve and challenge ourselves. By combining innovation with responsibility, we take steps that make a real difference, both in our own processes and in how our products are used over time.

Our production based in Sweden is a key strength. It allows us to work closely alongside our operations, make long-term decisions and ensure high quality, good working conditions and efficient use of resources. Together with the competence and commitment of our employees, this creates a solid foundation for responsible and sustainable business.

This is NIMO's first sustainability report. It marks an important step towards more structured and transparent communication of a sustainability effort that has long been an integral part of our operations. Its purpose is to clarify how we work, what we prioritise and the results we achieve – not merely because regulations require it, but because it strengthens us as a company and contributes to long-term value creation.

For me, sustainability is also a question of leadership and responsibility. It means making decisions that may not deliver the fastest results, but that strengthen us over the long term. It means continuing to invest in technology, competence and structure, even as the world undergoes rapid change. This is how we ensure that NIMO continues to develop with the same long-term perspective that has defined the company for more than eighty years.

I am proud of what we have achieved so far, while fully aware that much work still lies ahead. With our know-how, culture and commitment, I am confident that we will continue to lead development – and contribute to a more sustainable future for generations to come.



Per Fjaestad
CEO NIMO AB



Sustainability is not a side project, it is an integral part of how we build our future.

Per Fjaestad
CEO, NIMO AB



Our core values

NIMO's core values guide how we work, how we take decisions and how we interact with each other, our customers and our business partners. They are a natural part of our daily operations and contribute to a culture defined by responsibility, long-term thinking and collaboration. Our four core values – Innovation, Sustainability, Caring and Trust – reflect who we are and how we aim to grow as a company.

Being innovative means continuously seeking new solutions and improvements. Through knowledge, curiosity and collaboration, we develop products, services and ways of working that meet the demands of today and tomorrow. We encourage learning, the exchange of ideas and the courage to try new approaches as part of our developmental process.

Being sustainable means focusing on quality, durability and responsibility in a long-term perspective. Our products are designed for long service life and energy-efficient use, while we also work to ensure sustainable processes and supply chains. Sustainability is an integral part of how we develop both our products and our business.

Being caring means showing respect and consideration – for people, products and the environment. We strive to understand our customers' needs and develop solutions that care for garments and textiles in a gentle way. The same mindset shapes how we collaborate internally and take responsibility for each other's working environment and well-being.

Trust is fundamental to NIMO. We are a company that can be trusted – in our deliveries, in our quality and in our relationships. Through clear communication, accountability and commitment to delivering on our promises, we build trust with customers, partners and each other.

These values jointly form the foundation of NIMO's culture and way of working. They help us take sound decisions, develop over time and build long-term relationships – both within the company and with the world around us.

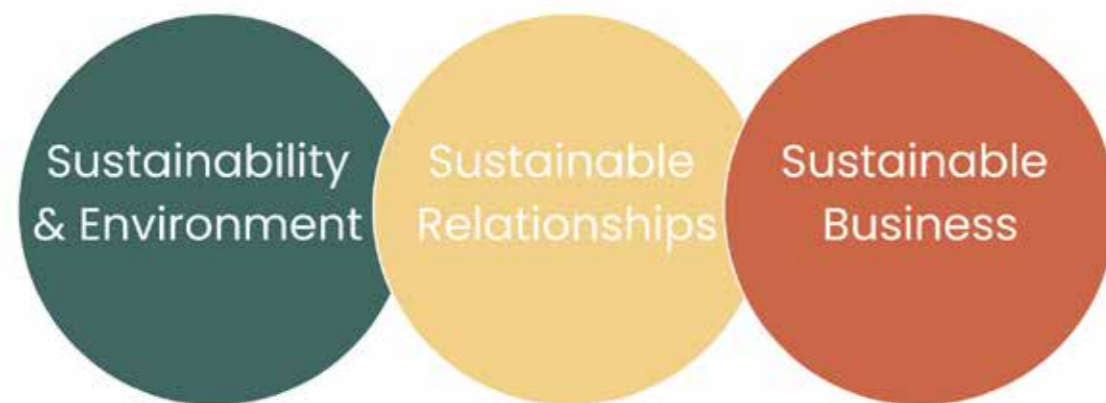


Our strategic goals

A clear direction for long-term development

To create structure and long-term direction, we have organised our sustainability work into three overall focus areas. These reflect those parts of our operations where we have the greatest impact – and where we have the greatest opportunity to make a difference.

These goals provide a clear direction. They help us prioritise, take long-term decisions and track our progress over time. Combining strategic direction with defined key performance indicators helps create a structure that strengthens both transparency and our ability to improve.



Three areas that reflect how we create value

Our goals are structured into three areas that together reflect our entire business:

Sustainability & Environment

Where our greatest impact lies – in energy consumption in production and in how our products are used over time. It is here that we focus on energy efficiency, reduced climate impact and resource-efficient development.

Sustainable Relationships

Putting people at the centre. Working conditions, skills development, engagement and accountability are key to our long-term stability and competitiveness.

Sustainable Business

Where financial sustainability, business ethics and structured governance ensure that we build a business that is robust over time – not just profitable in the short term.

Together, these three perspectives provide a complete picture of how we create value – for customers, employees, owners and society.

From ambition to follow-up

Clearly defined goals and key performance indicators help ensure that our sustainability work leads to measurable progress. The goals are long-term and focus on the areas where we have the greatest impact – both within our own operations and in how our products are used over time.

Follow-up is continuous and integrated into our business management system. By measuring and analysing our progress, we create a basis for priorities, investments and improvement actions.

Governance model for sustainability work

Board of Directors
Strategic direction



CEO & Management
Prioritisation & decision-making



Operations
Execution



Follow-up
Measurement & analysis

Goals, follow-up & development

NIMO's sustainability work is based on a long-term and systematic approach. We set goals, conduct follow-up of our actions and continuously develop our processes as a natural part of our operations.

Follow-up where it creates real value

We follow up on our sustainability work wherever relevant and where it makes a material difference in our operations. Our focus is on areas such as energy use, resource consumption and working conditions – factors that are central to how we operate and develop.

Follow-up is carried out continuously by means of key performance indicators, which are analysed by management and within the organisation. The most important KPIs are reviewed annually by management. The results serve as an active basis for decisions, priorities and investments, as well as to identify areas for improvement and evaluate implemented actions.

In practice, this means that we:

- Track progress over time and identify trends
- Prioritise actions where the impact is greatest
- Evaluate implemented measures and adjust when needed
- Ensure that decisions are based on reliable data

By integrating follow-up into our regular ways of working, it becomes a natural part of the business rather than a separate activity. We continuously work to ensure reliable data and to further develop our follow-up in line with increasing requirements and internal demand.

Incremental development of reporting and practices

This is NIMO's first sustainability report and marks the beginning of more structured and transparent reporting. We consider the report a tool for learning and development, both internally and externally.

In the coming years, we will:

- Deepen our data collection
- Develop relevant key performance indicators
- Clarify goals and follow-up over time
- Adapt reporting to changing requirements and expectations

The work will develop in stages to meet the needs of the business, with a focus on quality and relevance rather than scope.



Value chain

NIMO applies a life cycle perspective across its operations to understand where our impact arises and where we can make the greatest difference. By analysing our value chain, we can identify opportunities to reduce environmental impact, improve resource efficiency and create long-term value for both customers and society.



Our value chain covers the entire life cycle of our products and services. It extends from product development, suppliers and sourcing to production, sales and order management. It also includes customer use, service and repair, as well as reuse and material recycling. Each stage of the chain involves both responsibility and opportunities to influence how resources are used, how long products remain in use and their environmental impact over time.

Value chain analysis enables us to identify where our impact on the environment, society and the economy occurs, and where our actions have the greatest effect. This provides an important basis for priorities in product development, production, supplier collaboration and aftermarket activities.

A large share of the total environmental impact of our products occurs during the use phase and directly relates to energy consumption over the product's life cycle. Energy efficiency and long service life are therefore key principles in NIMO's product development.

At the same time, we actively work to extend product life through service, spare parts and repair. Through our aftermarket operations, products and components can be restored and used for longer, contributing to reduced resource use and a more circular use of our products.

Sustainability risks

NIMO works systematically to identify and manage risks related to the environment, working conditions and the company's impact on its surroundings. Risks are subject to continuous analysis within the framework of the company's management system and are monitored through procedures, training and internal controls.

Risk category	Description	Mitigation
Environmental risks	Risk of environmental impact in the event of spills, emissions or errors in production, such as in painting processes or chemical handling.	Our operations are subject to environmental permits, and procedures are in place for chemical handling, waste management and internal monitoring in accordance with applicable legislation.
HSE risks	Risk of injury or ill health in production related to machinery, material handling or working conditions.	Systematic HSE management including risk assessments, safety inspections and employee training.
Sustainability risks in the supply chain	Risk that suppliers do not meet requirements related to environmental performance, working conditions or business ethics.	Supplier assessment and oversight by means of requirements in supplier agreements and ongoing dialogue on sustainability matters.
Product safety risks	Risk that products do not meet safety or quality requirements during use.	Products are developed and tested in accordance with applicable standards and quality processes.
Fire risks	Risk of fire in production facilities or warehouses.	Systematic fire safety management with procedures, training and fire protection equipment.

Areas for development	Description
Energy-efficient products	NIMO has a strong position in energy-efficient solutions. Work continues to develop next-generation products with even lower energy consumption in the use phase – where the greatest climate impact occurs.
Circularity and extended product lifetime	NIMO continues to develop circular ways of working to extend the useful life of products, components and materials. Service, repair and reuse, as well as close customer collaboration, all help achieve a reduction in resource consumption while increasing circularity in the value chain.
Efficient and resource-efficient production	Through continued optimisation, modularisation and increased digitalisation, NIMO reduces energy- and resource consumption. This also contributes to stable and flexible production in line with the company's long-term efficiency goals.
Sustainable business and partnerships	NIMO develops its business through new markets, brand reinforcement and close collaboration with customers and partners. Taking a clear role as a long-term partner creates value across the chain, while strengthening sustainable supplier relationships and NIMO's place as an employer.

Certified management systems

NIMO operates in accordance with internationally recognised standards for quality, environmental and HSE management. These certifications are an integrated part of how we manage, monitor and develop the business.



Quality

Structured processes and clear responsibilities ensure high quality in products and ways of working.



Environment

Systematic work in energy efficiency, resource use and reduced environmental impact.



Health & Safety

Preventive HSE management through risk assessments, monitoring and clear procedures.

Governance and monitoring

Our management systems are a central part of how we manage and develop our business. They ensure that quality, environmental and health and safety aspects are integrated across the entire value chain – from product development and production to sales, delivery and aftermarket operations.

How we work

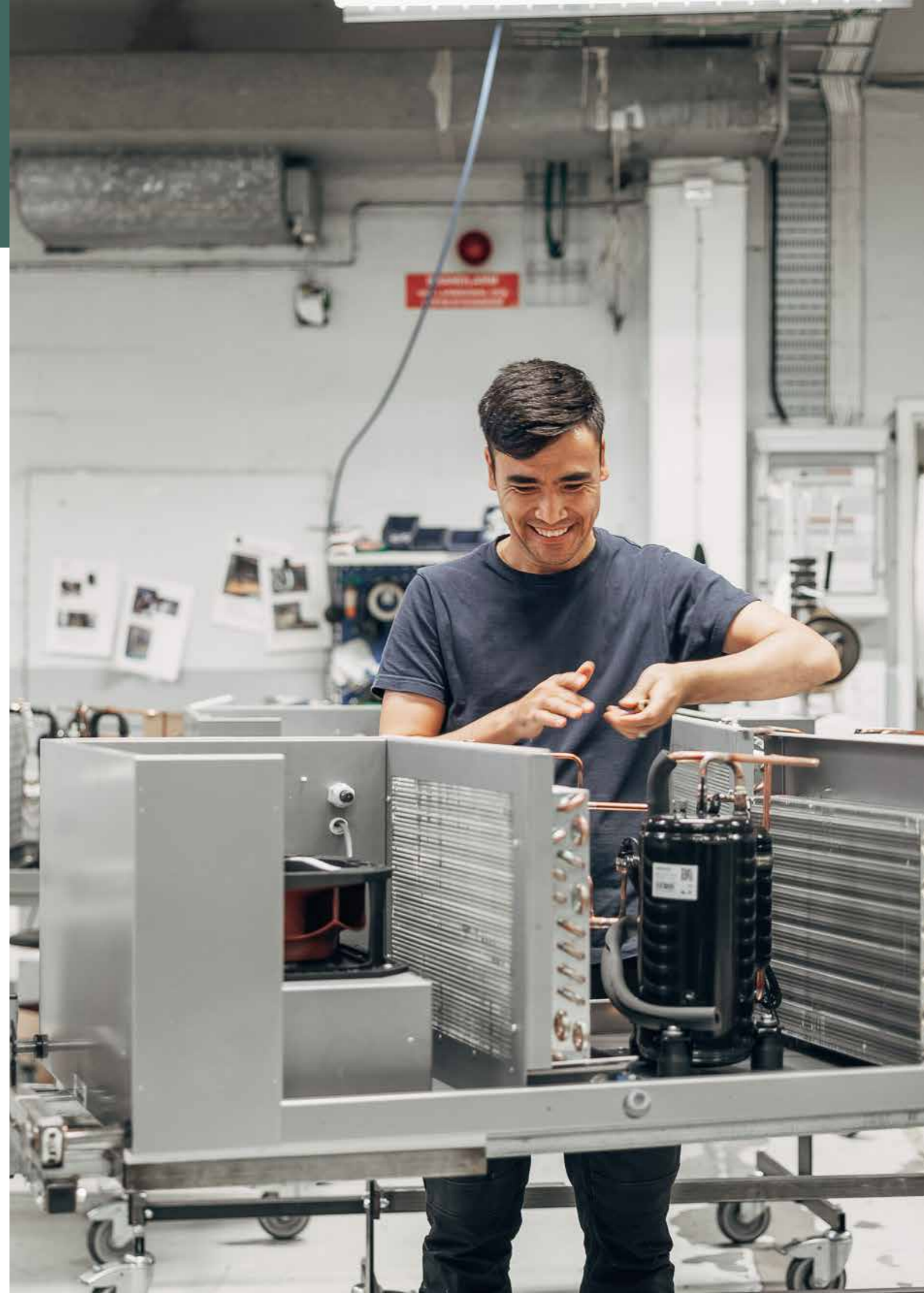
- Integrate quality, environment and health and safety across all operations
- Work systematically with risk management and defined processes
- Ensure clear roles, responsibilities and collaboration throughout the flow

Monitoring and control

- Continuous monitoring within our management systems
- Internal audits and periodic reviews
- External audits by independent third parties

Results in practice

- A structured and consistent approach across the value chain
- Optimal conditions for continuous improvement
- Support for long-term and sustainable development



Our alignment with the UN Sustainable Development Goals

NIMO's sustainability strategy is based on a long-term perspective where business, responsibility and development are closely interlinked. By relating our operations to the UN Sustainable Development Goals, we have identified the areas where we make the greatest impact and that guide our priorities going forward.

Sustainability & Environment



Clean energy

NIMO contributes to the goal by developing energy-efficient products with low energy consumption in operation. Energy efficiency in the use phase is a key part of our sustainability work, creating both climate benefits and long-term customer value.



Industry, innovation and infrastructure

Product development, technical innovation and investments in efficient production are central to NIMO's operations. Through resource-efficient production, technological development and products with long product lifetime, we contribute to more sustainable industry.



Climate action

By reducing energy consumption in production, introducing the natural refrigerant R290 and focusing on low climate impact across the product life cycle, NIMO is helping to reduce climate impact in both its own operations and at the customer level.

Sustainable Relationships



Good health and well-being

A safe and secure work environment is essential to NIMO's operations. Through systematic HSE management, risk assessments and monitoring, we work to prevent accidents and ensure a safe workplace. Our solutions also contribute to improved working conditions for customers.



Gender equality

NIMO works to create an inclusive workplace where everyone is treated with respect and given equal opportunities. By focusing on leadership, skills development and company culture, we aim to create an environment where people can thrive and contribute over time.



Sustainable cities and communities

As a local industrial company, NIMO contributes to regional development through collaboration with education, industry and local organisations. Through long-term relationships and regional engagement, we help strengthen the conditions for a sustainable local community.

Sustainable Business



Decent work and economic growth

Through production based in Sweden, systematic HSE management and a focus on long-term profitability, NIMO contributes to sustainable working conditions and stable economic growth. Our business decisions are guided by long-term value rather than short-term gains.



Responsible consumption and production

NIMO works to promote more resource-efficient and circular use of products through long product lifetimes with options for service, repair and upgrades. Our production reflects a commitment to continuous improvements for the reduction of resource use and waste.



Partnerships for the goals

NIMO develops its operations through collaboration with customers, suppliers and partners in both national and international markets. Through long-term relationships, knowledge sharing and expansion into new markets, we contribute to technological development, innovation and sustainable business solutions.





2030 Goals	<p>NIMO aims to be a role model in the industry through engaging and innovative sustainability work and by implementing methods and solutions to reduce environmental impact and promote social responsibility.</p>	<p>NIMO strives to be one of the most attractive employers in the region. We offer stimulating work in a setting where a high level of engagement prevails.</p>	<p>NIMO aims to ensure efficient and cost-effective sustainable operations and advance company development with controlled, profitable growth, while always conducting business responsibly by means of transparent business ethics, long-term supplier relationships and a sustainable value</p>
KPI	<p>Reduce emissions from own operations Target: Maintain near-zero emissions in Scope 1</p> <p>Reduce emissions from purchased energy Scope 2 (indirect emissions) Target: -40% by 2030 (base year 2019)</p> <p>Reduce energy consumption in the product use phase Scope 3 (use phase energy consumption) Target: 2.55 kWh/drying cycle by 2030 (base year 2025), equivalent to a 30% reduction (part of Scope 3)</p>	<p>Employee satisfaction index (ESI) Target: 80</p> <p>Skills development Target: At least 20 training hours per employee per year</p> <p>HSE management & internal communication Target: 4 information meetings per year for all employees Target: 4 HSE committee meetings per year Target: All employees are offered one performance review per year</p>	<p>International revenue Target: At least 50% of revenue from international markets by 2030</p> <p>Sustainable supply chain Target: At least 90% of NIMO's strategic suppliers assessed and approved according to the company's sustainability requirements</p> <p>Circularity Target: Increase the number of repairs by 30% from base year 2019 to 2030 to extend product lifetime</p>
Results 2025	<p>Climate emissions from own operations Scope 1 Result: -97%</p> <p>Energy consumption in own operations Scope 2 Result: -28%</p> <p>Energy consumption in use phase Scope 3 Result: 3.64 kWh/drying cycle</p>	<p>Employee satisfaction index (ESI) Result: 75</p> <p>Skills development Result: 11</p> <p>HSE management & internal communication Information meetings: 4 HSE committee meetings: 4 Performance reviews: 100%</p>	<p>International revenue Result: 26%</p> <p>Sustainable supply chain Result: 48%</p> <p>Repairs Result: 19%</p>

Our focus areas: Sustainability & Environment

For NIMO, sustainability is an integral part of how the business is managed, developed and carried out in daily operations. Our operations are conducted in accordance with environmental permits and legal requirements, and monitoring and reporting are carried out continuously within our systematic environmental work. Our work is based on the business, employees, products and a long-term perspective, with clear principles,

– For NIMO, sustainability is about taking responsibility across the entire business, from how we develop products to how we produce, monitor and take decisions over time, says Josephine Kroon, Sustainability Manager at NIMO.

Climate and energy – where the impact is greatest

The largest share of NIMO's environmental impact is linked to energy consumption, both in production and in how products are used over their product lifetime. Energy efficiency is therefore a key focus area.

– We know our products are often used daily and the course of over many years. This makes energy consumption in the use phase a critical concern from both a climate and customer perspective, explains Josephine.

Over the years, NIMO has continued to improve production through investments in new technology and enhanced processes. One clear example among many is the new coating line, where energy consumption has been halved while production capacity has increased at the same time.

– This demonstrates that environmental and business benefits are not mutually exclusive. We are reducing our climate

Resource efficiency, circularity and sustainable product development

Efficient use of resources is a fundamental part of NIMO's sustainability work. Products are developed for long service lifetimes and high reliability, with options for service, repair and upgrades. This creates the conditions for increased circularity, where products are used longer and resources are used more efficiently.

Sustainability starts as early as the development phase. Functionality, user-friendliness and long product lifetime are combined with a life cycle perspective and adaptation to future requirements and regulations.

– When we develop products, we consider how they will perform over the course of many years. How they are used, serviced and their adaptability over time, says Josephine.

The introduction of the natural refrigerant R290 is one example of how technical innovation, circularity and life cycle thinking are combined to reduce climate impact and future-proof our products.



Sustainability must work
in practice – otherwise it
simply does not work

Josephine Kroon
QHSE Manager, NIMO AB

-31%

Reduced emissions from purchased energy

Energy consumption

Since 2021, energy consumption in production has decreased by around 31%. This reduction is the result of technical improvements and optimised processes, where an energy audit has helped identify measures to reduce energy consumption.

Landfill

No waste from operations was sent to landfill during the year. Waste is sorted and managed for material recycling or energy recovery, in keeping with NIMO's work on resource efficiency and reduced environmental impact.

0%

Landfill

80%

Material recycling

Material recycling

80% of waste is recycled. The remaining waste consists mainly of combustible material, such as wooden packaging, which limits the maximum recycling rate. The focus is therefore on reducing the share of combustible waste over time.



Climate impact from own operations

NIMO annually monitors climate emissions from its own operations in accordance with the GHG Protocol. Emissions include direct emissions from vehicles and fuel use (Scope 1) and indirect emissions from purchased energy (Scope 2).

The work is carried out in line with our climate targets for 2030:

Scope 1: Maintain near-zero emissions

Scope 2: Reduce emissions by 40% by 2030 (base year 2019)

During the year, NIMO introduced the natural refrigerant R290 in its heat pump-based products. R290 has a very low global warming potential (GWP 0.02), significantly lower than traditional refrigerants. This contributes to improved energy efficiency and lower energy consumption in the use phase, and thereby reduced climate impact in Scope 3.

In the coming years, NIMO will further develop its work to map and reduce climate impact across the value chain (Scope 3), with the aim of creating a more comprehensive view of the company's total climate impact.

Scope 1 – Direct emissions

Scope 1 includes direct emissions from sources controlled by NIMO, mainly fuel use in company vehicles and, to a limited extent, refrigerants in production equipment. Emissions have decreased by around 97% since 2019, totalling 0.9 tonnes CO₂e in 2025. This reduction is due mainly to electrification of the vehicle fleet and the phase-out of fossil fuels. Refrigerants are used in production equipment, but have not resulted in any reported emissions in 2025.

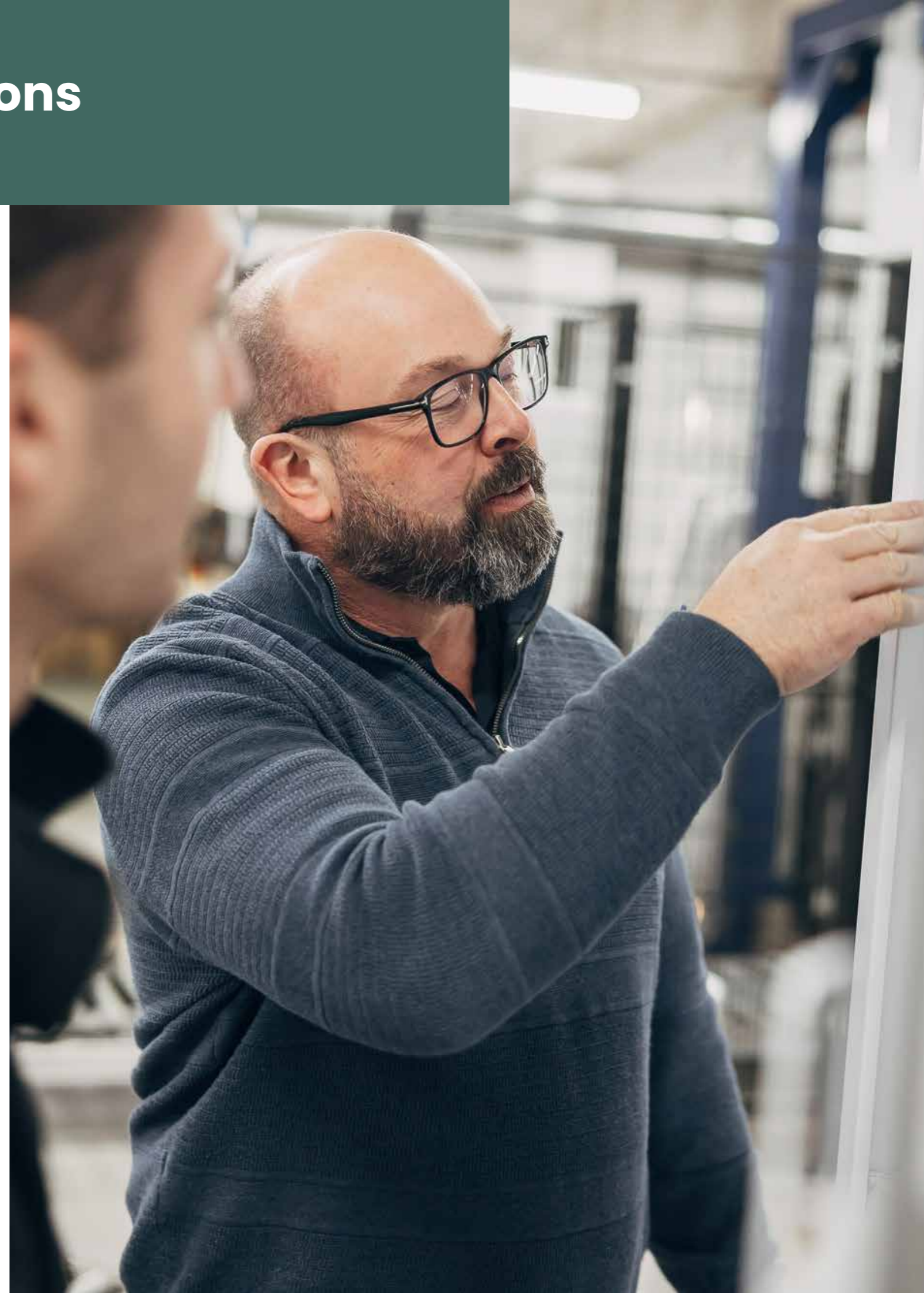
Scope 2 – Indirect emissions from purchased energy

Scope 2 includes indirect emissions from purchased electricity and district heating. In 2025, Scope 2 emissions amounted to 168 tonnes CO₂e using the location-based method, equivalent to a 28% reduction since 2019. This reduction is due mainly to energy efficiency measures and reduced energy consumption in production. Since 2022, NIMO has been using certified fossil-free electricity, meaning emissions from purchased electricity are reported as 0 tonnes CO₂e using the market-based method. As a large share of energy is already fossil-free, further reductions are due primarily to energy efficiency.

Climate emissions from own operations
(Scope 1 and Scope 2) 2019–2025



Direct emissions (Scope 1) and indirect emissions from purchased energy (Scope 2) have decreased, due mainly to electrification, energy efficiency measures and the phase-out of fossil fuels.



Climate impact from own operations

Emissions in Scope 1 and Scope 2 have decreased over time, as shown in the table below.

Reductions in Scope 1 and Scope 2 are driven by different measures. Scope 1 has decreased due to electrification of the vehicle fleet and the phase-out of fossil fuels, while the development in Scope 2 is linked mainly to energy efficiency measures and reduced energy consumption in production.

As a large share of energy is already fossil-free, further reductions in Scope 2 are due primarily to energy efficiency.

Scope 1 and Scope 2 are reported separately, as emissions are influenced by different factors and measures. Developments in each area are in line with the company's climate targets for 2030.

Efforts to reduce climate impact across the value chain continues, where product development, such as the introduction of R290, play a key role in reducing climate impact

Category	2019	2020	2021	2022	2023	2024	2025
Scope 1	30,1	8,2	2,9	2,9	3,8	4,4	0,9
Scope 2 (location based)	233	227	246	222	197	176	168
Total Scope 1 + 2	263	235	249	225	201	180	169
Reduction compared to base year		11%	5%	15%	24%	31%	36%

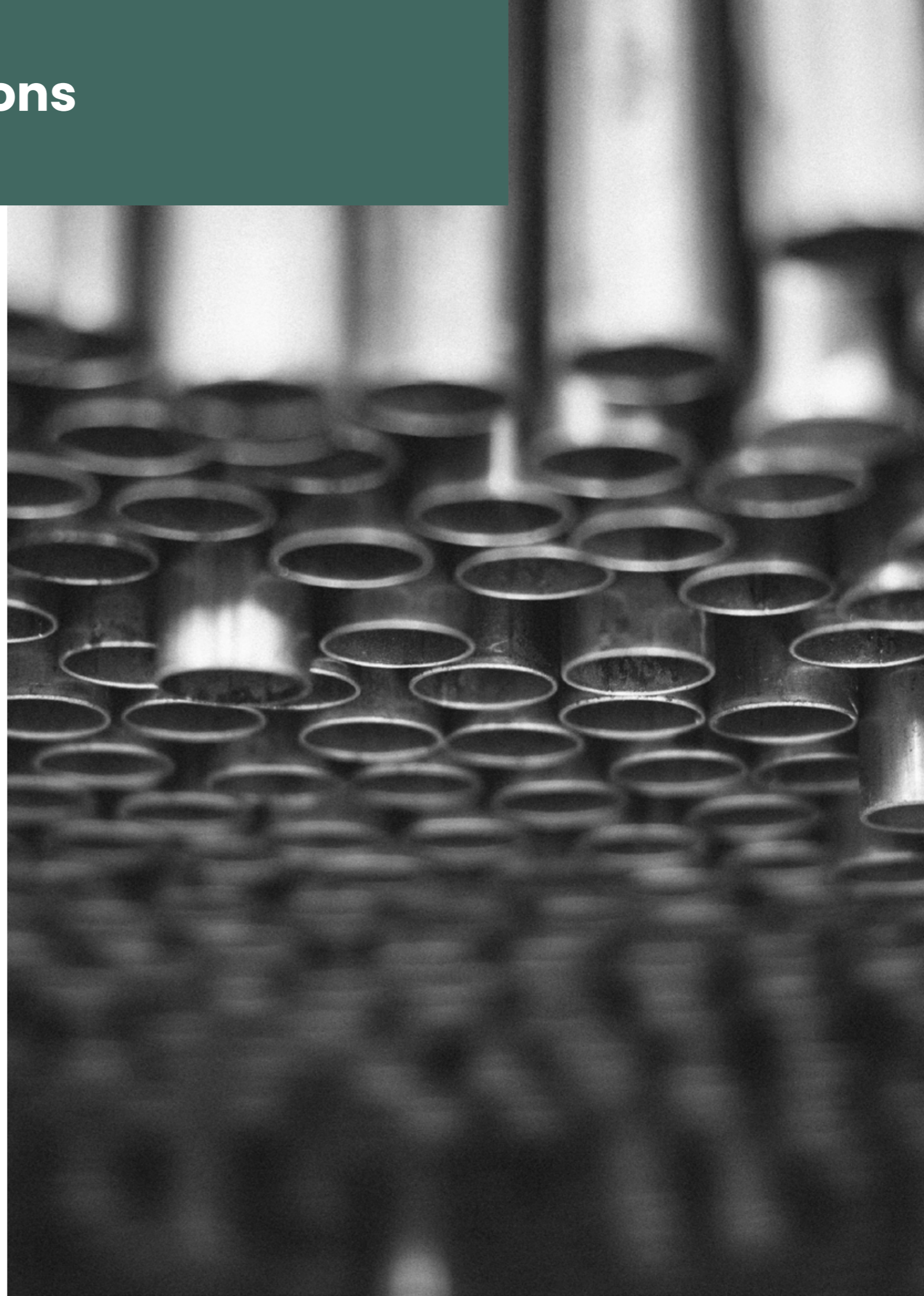
Direct (Scope 1) and indirect emissions (Scope 2) have decreased, due mainly to electrification, energy efficiency measures and the phase-out of fossil fuels. Emissions from refrigerants are prone to fluctuation from one year to another, but no emissions were reported in 2025.

Resource consumption & energy efficiency

As part of its energy efficiency work, NIMO conducted a structured energy audit of its operations in 2022. The audit was carried out at the company's own initiative and aimed to improve understanding of energy flows and identify measures with the greatest impact. This process provided an important basis for continued energy efficiency work and investments in production.

Energy efficiency efforts continue through optimised operations and gradual technical improvements, with ongoing monitoring of energy consumption.

NIMO also monitors water use as part of its resource consumption. Water is used mainly in production processes and managed within the company's environmental work. In 2025, total water consumption amounted to 1,106 m³.



Energy efficiency in production

Since 2021, NIMO has implemented several measures to reduce energy consumption in production. As a result of optimised processes, technical improvements and investments in more energy-efficient technology, energy demand has gradually decreased.

Between 2021 and 2025, total energy consumption in production decreased from 4,363 MWh to 2,993 MWh, equivalent to a reduction of around 31%. The reduction is the result of systematic improvement work, where investments in energy-efficient technology are combined with optimised production processes and improved monitoring of energy consumption.

During 2022–2023, the coating process was optimised through improved component handling and shorter drying times, reducing energy consumption. At the same time, lighting in production facilities has gradually been replaced with LED, and additional efficiency measures have been implemented.

In December 2025, Mikael Fröjdendahl took on the role of Production Manager. He joins an operation where energy efficiency is already an established part of production.

– There is a solid foundation behind us. My role is to continue developing production with a focus on stable operations, efficient resource usage and long-term improvement, says Mikael.

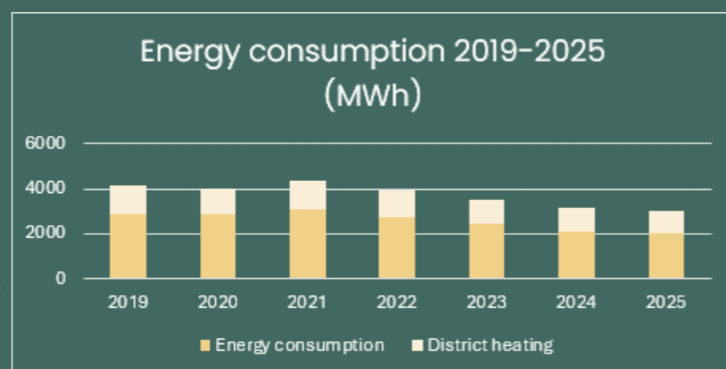
For him, energy-efficient production is about the bigger picture.

– When we work systematically with processes, flows and technology, we improve both quality and resource efficiency. That is how we build a competitive production that performs over time.

The measures implemented have contributed to reduced energy consumption and lower climate impact from operations. The work continues through ongoing monitoring of energy consumption and identification of new efficiency opportunities, including heat recovery analysis and further optimisation of production processes.

2030 Goals

To continue this development, NIMO has set a long-term goal to further reduce energy demand in production. Through continued energy efficiency measures, technical improvements and optimised operation of the production facility, our ambition is to achieve up to a 40% reduction in energy consumption (measured from the 2019 base year).



Total energy consumption has decreased as a result of energy efficiency measures implemented and optimisation of production processes.



By taking a long-term approach to improvement, we build a business that is sustainable in every dimension.

Mikael Fröjdendahl
Manager operations, NIMO AB

Waste and recycling

At NIMO, we actively work to reduce waste and ensure that residual materials are re-used or recycled to the greatest extent possible.

Total waste in 2025 amounted to 391 tonnes.

Waste from operations is sorted into appropriate fractions such as metal, wood, plastic, cardboard and electronics, and managed in cooperation with approved recycling partners.

The work also includes preventive measures to optimise material use and reduce waste.

Residual materials are handled in accordance with environmental requirements, and hazardous waste is managed separately by certified partners.

80% of operational waste was recycled over the past year. The remainder consists mainly of combustible material, primarily wooden packaging, which limits the maximum recycling rate.

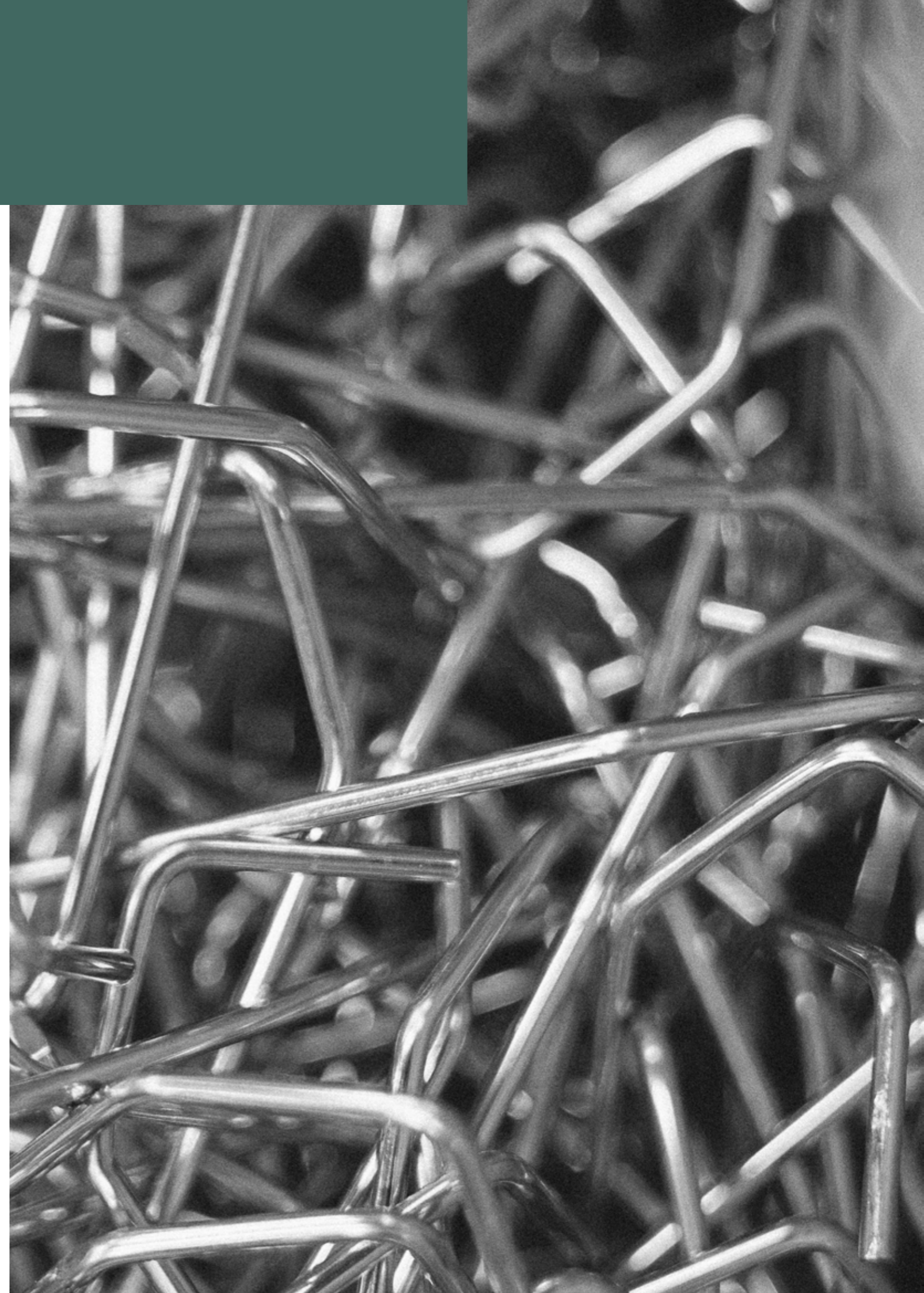
Waste has mainly been sent for material recycling, while the remainder has primarily been used for energy recovery. No waste was sent to landfill.

Yearly variations may occur and are linked to individual measures, such as sludge removal or handling of paint residues. These variations affect annual results but do not change the overall trend of high recycling rates and no landfill.

Work is ongoing to increase the percentage of waste sent for material recycling.

Waste by Treatment Method (%)

Category	2022	2023	2024	2025
Materials for recycling	60,3%	82,7%	82,2%	79,9%
Materials for energy recovery	37,1%	17,0%	17,3%	16,9%
Landfill	0,0%	0,0%	0,0%	0,0%
Hazardous waste	2,6%	0,4%	0,5%	3,2%
Total	100%	100%	100%	100%



Our focus areas: Sustainable Relationships

For NIMO, employees are a key part of the company's long-term sustainability. Creating a safe, secure and inclusive workplace is therefore a central part of how the business is run and developed.

– A sustainable workplace is about more than procedures and rules. It's about how we work together, how we are accountable for one another and how we create the conditions for people to grow and feel well at work, says Ida Davidsson, HR Business Partner at NIMO.

Safe work environment
– a shared responsibility

HSE management at NIMO is systematic and preventive, with a focus on reducing risks, accidents and incidents. Through risk assessments, monitoring and continuous dialogue between management, HR, safety representatives and employees, the company works to ensure a safe workplace.

– Safety is not something handled separately, but rather an integral part of our daily work. Everyone should feel safe and secure in their work environment, regardless of role, says Ida.

Skills and development over time

Skills development is a strategic part of NIMO's long-term sustainability and competitiveness. Business-critical skills are developed and secured through a combination of formal training, e-learning, certifications, mentoring and on-the-job learning.

Development initiatives include technical skills and safety as well as leadership and business development. The work is integrated into our management system in line with requirements

for competence and awareness under ISO 9001, ISO 14001 and ISO 45001, and is monitored through clear goals, with an ambition of at least 20 training hours per employee per year.

– By investing in people, we create conditions for both individual and company development. This contributes to engagement, improvements and a sustainable working life, says Ida.

Inclusion and a healthy company culture

NIMO strives to be a workplace where everyone is treated with respect and given equal opportunities. The company culture is characterised by openness, responsibility and clear shared values.

NIMO has a balanced gender distribution, with 36% women and 64% men. Distribution in management is equal, with an even split between men and women.

– An inclusive culture is built on respect, clarity and shared responsibility in how we treat each other, says Ida.

Work on inclusion and culture is a natural part of daily leadership and how NIMO develops its organisation over time.



“A sustainable
business is built on
people”

Ida Davidsson
HR Business Partner, NIMO AB

75

Employee Satisfaction Index

ESI

NIMO conducts employee surveys twice a year, where the Employee Satisfaction Index (ESI) is a key performance indicator. The index measures perceptions of leadership, engagement, working conditions and development opportunities, providing an important indicator of organisational engagement.

The 2025 ESI reached 75, according to Simpler's measurement system. This level indicates stable engagement and an overall positive experience of working conditions and leadership, while also highlighting areas for improvement.

Results are analysed at both company and department level and serve as the basis for prioritised actions in ongoing development work.

HSE and safety culture

Results are analysed at company and department level and serve as the basis for improvement actions in HSE management and management review.

Work environment performance is continuously monitored through defined KPIs and structured risk management. Lost time injuries are measured using the KPI LTI (Lost Time Injury), reported as the number of days since the last injury resulting in absence as of 31 December 2025.

Our ambition is to prevent accidents through systematic and preventive HSE management. At the same time, reporting of incidents and risk observations is encouraged as part of an open and learning safety culture.

182

Days since last lost time injury (as of 31 December 2025)

Skills development

NIMO works in a structured way with skills development to ensure the right knowledge in the business, both today and in the long term. Training activities are planned and monitored through dialogue between employees and their managers and reflect business needs and development.

The goal is for each employee to complete at least 20 training hours per year. Continuous skills development strengthens both individual capabilities and overall organisational performance.

Training includes both internal and external activities and contributes to quality, efficiency and a safe work environment.

20

Hours





The region's most attractive employer

One of NIMO's long-term goals within sustainable relationships is to be one of the most attractive employers in the region. For us, it's about more than just filling positions; it's about creating a workplace where people want to stay, grow and contribute over time.

Over the past four years, NIMO has worked actively and systematically to strengthen its employer brand. The work includes culture and leadership as well as skills development, communication and visibility in the region. Our ambition is to be a modern industrial company with clear values, offering a positive work environment and long-term development opportunities.

As one of the largest employers in the municipality, NIMO plays an important role in the local business community. At the same time, the company's recruitment area extends far beyond the local region. Employees commute daily from several parts of western Sweden. Some also commute weekly to work at NIMO – a sign that the company is seen as attractive in a broader regional context.

In terms of recruitment, NIMO receives applications from a wide geographic area, showing that the company's offering and competence needs extend well beyond the local municipality.

In 2025, NIMO carried out six recruitment campaigns and received over 300 applications, reflecting strong interest in NIMO as an employer.

At the same time, there is strong internal continuity within the organisation. Many employees have had long careers with the companies, sometimes spanning generations. Employee turnover in 2025 was 8.7%, reflecting a stable organisation with long employee tenure. This combination – long experience and fresh competence – contributes to both stability and development.

Being an attractive employer is about more than salary and benefits. It is about culture, leadership and the opportunity to make an impact. By offering a safe work environment, clear development paths and a value-driven approach, NIMO aims to create a workplace where people feel pride and engagement.

The goal for 2030 is to further solidify this position. This means continued focus on HSE, skills development and leadership, as well as clearly communicating who we are and what we stand for. A sustainable business is one built on people – and our ambition is to be a workplace that people actively choose.

Skills development to sharpen our competitive edge

The right skills are crucial for NIMO's long-term development. In an industry where technology, energy efficiency and regulations are constantly evolving, continuous knowledge development is required – in production, product development and leadership.

To ensure structured development, NIMO has set clear goals linked to employee engagement and skills.

Clear goals for engagement and development

NIMO monitors employee experience through the Employee Satisfaction Index (ESI). Our goal is to reach an index of 80, indicating very high engagement and a strong experience of working conditions, leadership and development opportunities.

In 2025, the ESI reached 75. The result shows stable engagement, but also highlights areas for improvement to reach our long-term objectives.

Another key goal is that each employee complete at least 20 training hours per year. In 2025, this measure totalled 15 hours per employee. The gap between goal and outcome shows that further structure and planning are needed to ensure continuous and systematic skills development across the organisation.

Leadership as a driver of development

At NIMO, leadership is an important part of how we develop both the business and our employees.

Clear goals, trust and shared values lay the groundwork for engagement, accountability and development across the organisation.

We work to strengthen self-leadership and enable employees to take responsibility for their work and development. Clear leadership contributes to a safe work environment where learning, collaboration and continuous improvement are a natural part of daily work.

From training to capability

Skills development is not only about the number of training hours, but about building organisational capability. At NIMO, this means:

- Ensuring technical expertise in energy-efficient product development
- Strengthening production skills and process efficiency
- Developing global operations ability
- Creating leadership that drives both results and culture

Systematically monitoring goals, analysing results and identifying development needs serves to establish a clear link between skills, business development and sustainable growth.

The goal for 2030 is to further strengthen this structure and ensure that NIMO has the capabilities required to meet increasing technical demands, international expansion and continued development towards more energy-efficient and sustainable solutions.



Our focus areas: Sustainable Business

For NIMO, sustainable business is a prerequisite for long-term growth. Developing new markets and segments is contingent on an ability to create value that lasts over time – economically, environmentally and strategically.

– For us, business development is about structured, long-term growth. We build on existing knowledge and apply it where it creates most value – for customers and for our own development, says Anna Stjärnvy, Head of Business Development at NIMO.

Professional environments with high demands on function, hygiene and reliability have long been central to NIMO's business. In areas such as rescue services, our solutions support efficient handling of gear and controlled drying – contributing to a safer and more sustainable work environment. Quality, energy efficiency and product lifetime are key concerns in these segments.

At the same time, NIMO works systematically to identify new applications for its technology. Equestrian activities are one example of how our expertise in gentle, energy-efficient drying can create value in previously untapped environments. By developing adjacent offerings, we strengthen the business without compromising our core.

– New segments should strengthen the business over time, not just broaden it. We assess how each initiative contributes to stability, profitability and long-term competitiveness, says Anna.

International expansion with a sustainable foundation

International expansion is a key part of NIMO's growth strategy. Over the past year, efforts have intensified in markets such as Germany, Austria, Switzerland, the Baltics and Norway.

– Our ambition is for at least 50% of revenue to come from international markets by 2030. It is a clear growth target, but also part of our sustainability strategy. When our energy-efficient and repairable products reach more customers, the positive climate impact increases, says Anna.

Through long-term partnerships and careful market analysis, expansion can unfold with quality and control maintained.

Energy efficiency as a business driver

A key part of NIMO's business model is developing products with low energy consumption in the use phase. As products are often used daily and over the course of many years, energy efficiency is a key concern for both climate impact and total cost of operation.

– When we combine high performance with low energy consumption, we create clear customer value. This enhances both our competitiveness and our position as a supplier of sustainable solutions, says Anna.

Sustainable business is not only about new markets, but about how each decision – from product development to investment and partnerships – supports long-term stability.

– Sustainable growth requires well-considered decisions. We develop the business at a manageable pace, with solutions that last and strengthen both our business and our responsibility, concludes Anna.



New segments should
strengthen the business
– not just broaden it

Anna Stjärnvy
Head of Business Development, NIMO AB

98%

Suppliers based in Europe

Suppliers

The majority of NIMO's direct suppliers are based in Europe. This geographic proximity promotes favourable conditions for dialogue, monitoring and long-term collaboration on quality, delivery reliability and sustainability. At the same time, supply chains are global, and some components may originate outside Europe. We therefore work continuously to increase transparency and ensure that our sustainability requirements are met throughout the value chain.

International presence

Between 2019 and 2025, NIMO delivered products to 30 countries, demonstrating a broad geographic presence and stable international demand for our solutions.

International business is a key part of our long-term development and contributes to increased competitiveness, knowledge sharing and an increasingly diversified market. Through established partnerships and presence in multiple markets, we create the conditions necessary for continued growth and development over time.

30

Countries globally

Repairs

The number of repairs is an important measure of how we extend product lifetime and support increased circularity of use. More than 1,000 repairs were carried out in 2025, showing increased demand for service and maintenance of existing products.

By repairing and maintaining products instead of replacing them, we help reduce resource use and lower climate impact over time. This is a key part of our ambition to make circularity a more central part of our offering and reach our goal of increasing repairs by 2030.

> 1,000

Repairs



Responsible supply chains

NIMO actively works to ensure a responsible and sustainable supply chain. Our suppliers are a central part of the value chain and key to quality, resource efficiency and the long-term sustainability of our business.

Extraction and production of raw materials often take place in complex global value chains. Exhaustive tracing of origin and production conditions for materials such as metals, plastics and other inputs can therefore pose a challenge. NIMO's ability to exert influence is greatest in relation to direct suppliers, while the more underlying tiers are more complex to map and monitor.

98% of our suppliers are based in Europe, contributing to shorter transport distances, greater transparency in the supply chain and optimal conditions for dialogue and monitoring.

Geographic proximity to our suppliers facilitates long-term partnerships.

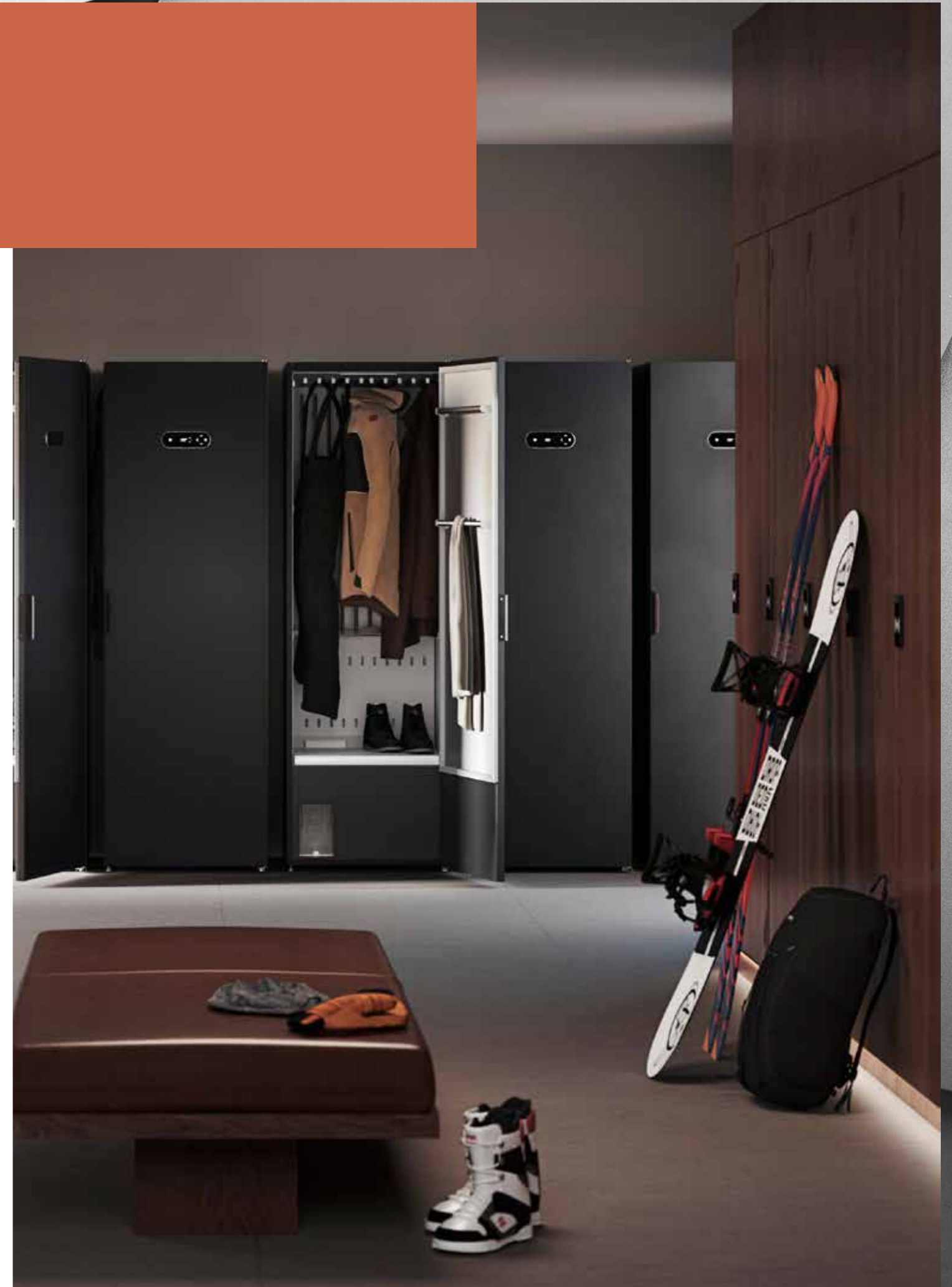
Through close dialogue and routine monitoring, we work with our suppliers to improve quality, delivery reliability and sustainability over time.

For strategically important suppliers, NIMO concludes supplier agreements and requires compliance with NIMO's Code of Conduct. We work together through long-term partnerships to ensure requirements are met and improvements are put in place over time.

Compliance is monitored through ongoing dialogue and supplier audits conducted systematically as planned or when needed, based on risk assessments or identified non-conformities. Supplier oversight is coordinated within the purchasing department and subject to follow-up within NIMO's management system.

How we work with suppliers

- 98% of our suppliers are based in Europe
- Supplier agreements with strategic suppliers
- Requirements to comply with NIMO's Code of Conduct
- Oversight through dialogue and supplier audits
- Risk-based monitoring and continuous improvement



Circularity

Repairs constitute a growing part of NIMO's circular business, covering around 1,000 units annually. Through structured service, component replacement and restoration, products can be put back into operation with a significantly extended service life. This reduces the need for new production and helps lower resource and energy use.

An important part of this work involves heat pump products, where the technical core is contained in a separate heat pump unit with electronics and control systems. If a component needs service, the unit is sent to NIMO, and the customer immediately receives a replacement at the same time.

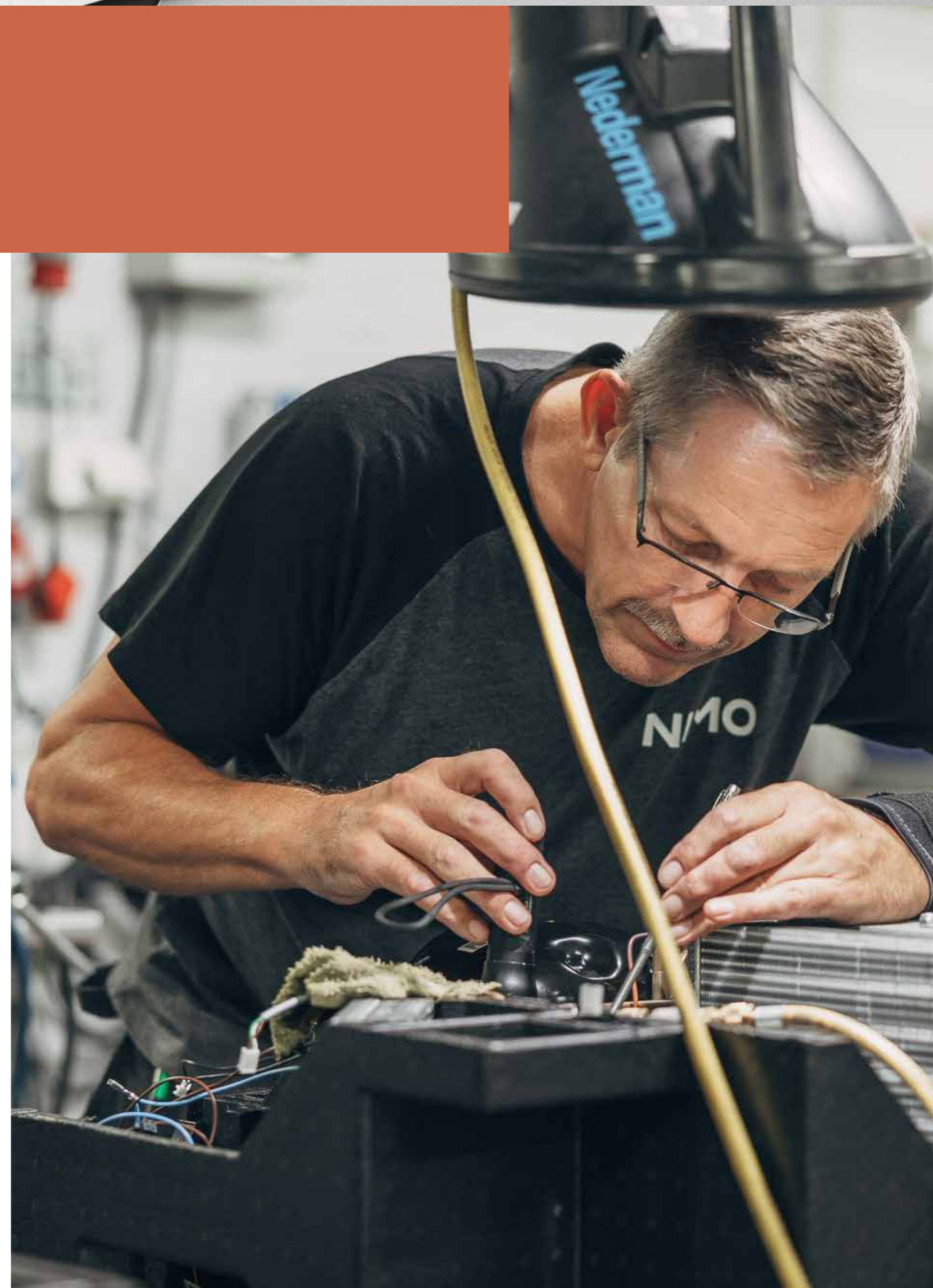
This means the customer avoids downtime and waiting while the original unit is being repaired and returned to the cycle.

This exchange model combines high reliability with efficient resource use. Instead of replacing entire products, key components can be serviced, upgraded and reused.

The work is carried out by a specialised aftermarket team responsible for service, spare parts and technical support. Clear processes and traceability ensure quality and efficiency throughout the flow.

Repairability is also an integral part of product development. Design, component structure and material selection are deliberately conceived so to facilitate service and upgrades throughout the product lifetime. This strengthens circular flows, thereby reducing the overall climate impact over time.

The circular economy continues to grow, demonstrating an increasing demand for sustainable, resource-efficient solutions. For NIMO, this means not only reduced environmental impact, but also stronger customer relationships and greater business stability. Longer-lasting products create more value for both customers and society.



Benefits of the drying cabinet – More than just drying

On the face of it, a drying cabinet serves a clear purpose in everyday use. But a closer look also reveals several perhaps slightly less obvious factors that directly impact hygiene, performance and product lifetime. The right drying process is about more than just removing moisture. It also improves hygiene, preserves material performance and supports more resource-efficient use over time.

In professional environments – such as emergency response services, healthcare, industry and education – this is a critical part of HSE management. Controlled temperature and optimised air circulation make drying both efficient and gentle, improving both performance and durability.

Benefits of NIMO drying cabinets:

Reduces bacteria and inactivates viruses

At the right temperature and drying time, heat helps reduce bacterial growth and can inactivate certain viruses on textiles. Studies conducted by RISE show that the drying process can inactivate viruses such as norovirus and SARS-CoV-2.

Gentle drying helps preserve technical materials

Controlled temperature and air circulation reduce the risk of material fatigue and wear, helping maintain the protective function of garments over time.

Reactivates water-repellent properties

Heat in the drying process can restore impregnation and improve water-repellent performance, which is particularly important for workwear and high-performance pieces.

Extends garment lifetime

The zero-contact drying process, where only warm air circulates, minimises mechanical wear and helps extend lifetimes for textiles and high-performance materials.

Supports energy-efficient textile care

Optimised technology and efficient control ensure low energy consumption without compromising results.

Improves work environment and structure

Fast, safe and controlled drying supports order, availability and safe handling of workwear in environments with high demands on function and hygiene.



Product news 2025

In 2025, NIMO strengthened its product portfolio with a focus on energy efficiency, low climate impact and future-proof technology. The introduction of the natural refrigerant R290 is the most important technical step taken during the year.

Environmentally friendly technology in focus – R290

In 2025, NIMO introduced the natural refrigerant R290 (propane) in its heat pump-based products. R290 has a very low global warming potential (GWP 0.02), resulting in significantly lower climate impact compared to traditional synthetic refrigerants.

Switching to R290 combines high energy efficiency with minimal environmental impact. The refrigerant enables efficient heat recovery in closed systems and contributes to lower energy consumption and future-proof technology in a time of increasingly stringent environmental requirements.

Passad, our product family for heat pump technology

In 2025, NIMO brought all drying cabinets with heat pump technology together under the name Passad. The new naming structure brings greater clarity to our range and groups products with the same technical base into a single related product family.

Passad is based on a closed heat pump system with R290 (GWP 0.02) and is designed for both professional and home consumer environments.

The name Passad was inspired by the trade winds – steady and reliable winds that blow consistently over time. It reflects the product's inherent characteristics: stable operation, high reliability and energy-efficient drying, designed for long-term use.

Breeze, energy-efficient dehumidification with heat pump technology

This year also saw an important update to our drying room dehumidifier, now re-launched under the name Breeze. Breeze is based on heat pump technology using R290 (GWP 0.02) and is designed for energy-efficient and stable dehumidification in drying rooms.

The system condenses moisture and returns heat to the room, resulting in low energy consumption and high operational reliability.

The name Breeze alludes to the product's light and continuous airflow. The name describes the product's inherent function – working quietly and efficiently in the back-



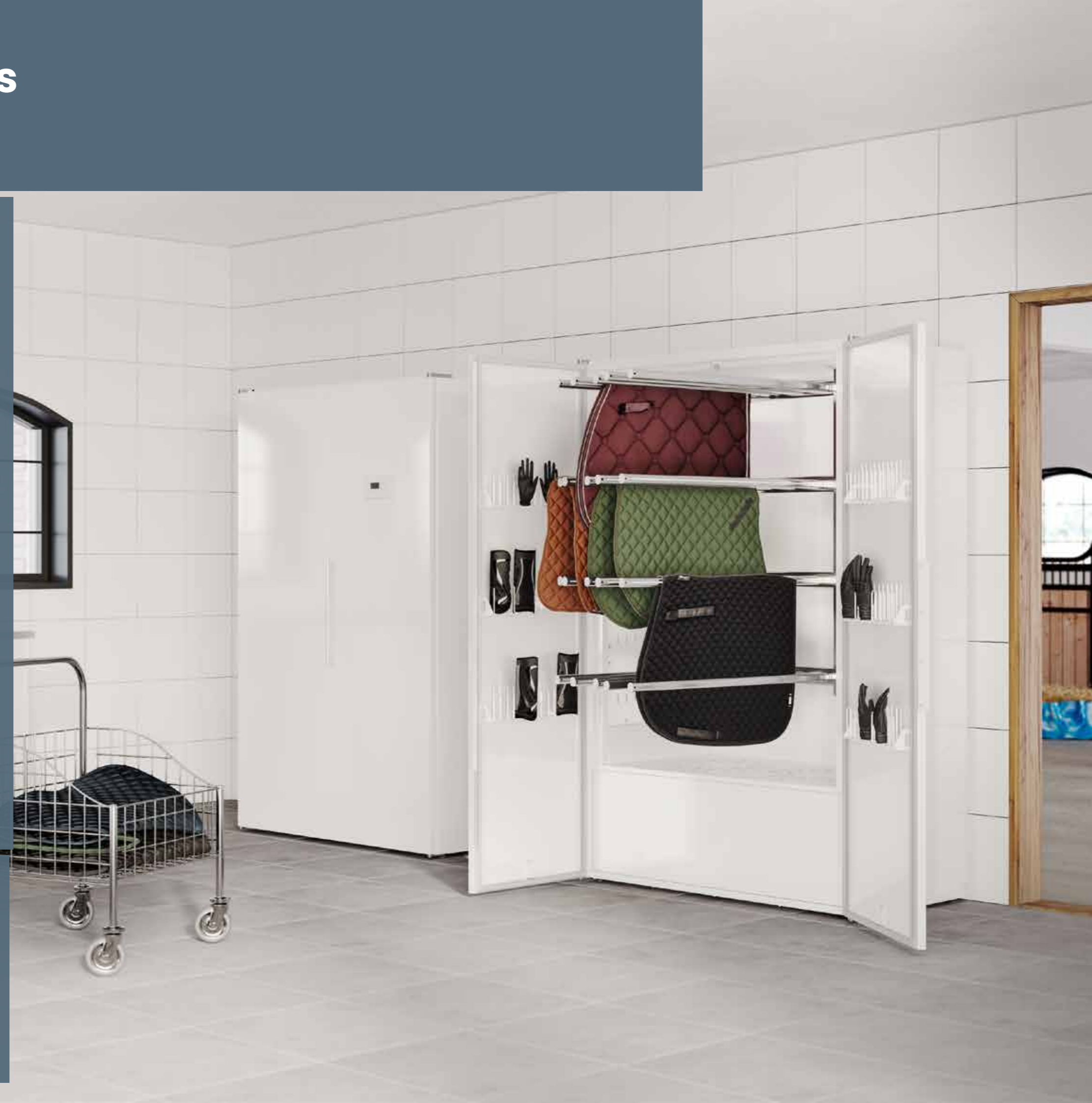
Equestrian facilities

Handling wet blankets, saddle pads and other equipment is a daily challenge in stables and riding schools. High moisture levels in tack rooms, laundry areas and stable aisles can lead to bacterial growth, mould and unpleasant odours – for both animals and people. Effective drying solutions are therefore essential for a safe, hygienic and well-functioning stable environment.

NIMO's drying cabinets and dehumidifiers are designed to meet the demands of equestrian operations, where equipment is used in heavy rotation and must be dry, clean and ready for use. By investing in energy-efficient and robust solutions, stable owners can minimise moisture-related issues while also creating a comfortable environment for both animals and staff.

NIMO drying room dehumidifiers are particularly effective where horses spend most of the day outdoors and large volumes of equipment need regular drying. By reducing excess moisture in the air, both the building structure and its contents are protected from moisture damage and costly maintenance.

Drying cabinets and dehumidifiers work in tandem to make the stable environment more hygienic, efficient and easier to organise. Dry blankets, saddle pads and straps improve workflows, reduce the risk of bacterial growth and create a more comfortable climate for both horses and people.



- ✓ **Controlled humidity in stables**
- ✓ **Hygienic handling of equipment**
- ✓ **Extended equipment lifetime**
- ✓ **Energy-efficient operation**

Healthy firefighters

Firefighters and other emergency first responders are exposed to various risks in their daily work, not least from hazardous particles and chemicals that can remain in protective clothing and equipment after operations. Research shows that exposure to such contaminants can increase the risk of serious illness over time if not properly managed. Aspects of the work environment related to garment care, cleaning and handling of protective equipment are therefore key to preventing ill health.

In Sweden, the Healthy Firefighters initiative was launched as a collaboration between unions, rescue services and employers. The project is based on the so-called Skellefteå model, where routines, training and working methods are developed to reduce exposure to harmful substances.

After an operation, protective clothing must be washed to remove hazardous particles. This requires efficient drying so equipment can quickly be put back into use.

NIMO's professional drying cabinet, known as the Zephyr, is designed for this type of environment and can dry turnout gear and other advanced garments in a controlled way.

By ensuring that workwear is dry, clean and ready for use, the risk of working in damp, dirty or contaminated clothing is reduced. This is an important step in protecting personnel health and ensuring a safer work environment.

- ✓ **Optimised drying for turnout gear**
- ✓ **Preserves protective properties**
- ✓ **Ensures dry equipment**
- ✓ **Energy-efficient operation**



Responsible business – clear principles

For NIMO, responsible business is a prerequisite for long-term success. Our Code of Conduct sets the framework for how the company operates – both internally and in relation to customers, suppliers and other business partners. For Catarina Källgren, responsible for finance, HR and sustainability, clear principles and shared rules are key to creating stability and trust over time.

– The Code of Conduct is not a document separate from the business. It is a daily support and a tool to help ensure that the decisions we take are sustainable and responsible over time, says Catarina.

Business ethics and compliance

NIMO's Code of Conduct states that operations must be conducted in accordance with applicable laws and regulations, and that business ethics, transparency and integrity should guide all relationships. Corruption, bribery and improper business practices are not accepted, either internally or among business partners.

– For us, business ethics is about doing the right thing, even when it is not the easiest option. It is essential for building trust, both within the organisation and externally, says Catarina.

The Code of Conduct is based on the principles of the UN Global Compact and the ILO core conventions and represents a minimum standard for how NIMO and its partners should act. Where the Code sets requirements higher than legislation, these shall still apply.

The company has a whistleblowing function for anonymous reporting of suspected violations.

Responsibility for people and working conditions

An important part of the Code of Conduct concerns respect for human rights, fair working conditions and a safe work environment. This includes zero tolerance for discrimination, harassment, child and forced labour, as well as respect for freedom of association and collective bargaining.

– Everyone should be treated with respect and have the right to safe and fair conditions, regardless of role or position in the value chain, says Catarina.

Responsibility in the supply chain

NIMO's responsibility extends beyond its own operations. Suppliers and business partners are expected to follow the Code of Conduct and ensure that subcontractors meet the same requirements.

– Through dialogue and long-term relationships, we create shared understanding and a foundation for follow-up and improvement, says Catarina.

Part of governance – not a side track

For Catarina, the Code of Conduct is a natural part of governance and risk management, where business, people and sustainability are closely linked.

– Clear principles inspire confidence and make it easier to make the right decisions, even in complex situations, she concludes.



“The Code of Conduct is a daily support, not a document for the shelf”

Catarina Källgren
Head of Business Support, NIMO AB

Engagement in the local community and beyond

As a local industrial company, NIMO is part of the community in which we operate. Our long-term approach is not only about products and business, but also about relationships – with people, local organisations, education and industry in the region. Through active engagement, we aim to contribute to a vibrant community and sustainable development, both socially and economically.

– We are a company with strong local roots. Many of our employees live in the area, and several have been connected to the company for multiple generations. This makes local engagement feel natural, says Johanna Wallentin-Stenlund, Marketing and Communications Manager at NIMO.

Being part of a smaller community involves a shared sense of responsibility. When the local area develops and becomes an attractive place to live, it also reinforces the conditions for business and access to skills. Access to the right skills is crucial for NIMO, and collaboration with educational institutions and regional initiatives is therefore a natural part of our engagement.

– For us, it is not about individual initiatives, but about long-term relationships. We want to help create an environment where people thrive, where young people see opportunities to stay or return, and where businesses collaborate in the interest of regional development.

Our engagement extends to both local associations and regional networks and development initiatives. Through dialogue and collaboration, we contribute to knowledge sharing, innovation and a stronger business community.

At the same time, we recognise that our responsibility extends beyond the local community. As an industrial company, we operate in a broader context where sustainable development, business ethics and long-term thinking are essential. Our local roots are therefore combined with responsibility in how we run our operations and contribute to sustainable development in a wider perspective.

– Sustainability is fundamentally about building something that lasts over time – and that applies to our business, our relationships and the greater world we are part of.



“Strong communities and strong businesses grow together”

Johanna Wallentin-Stenlund
Head of Marketing & Communication, NIMO AB

Looking ahead

NIMO's sustainability work continues to evolve with the business, new requirements and rising expectations. In the coming years, we will focus on areas where we can create the greatest long-term value – for the business, our customers and society. Our ambition is not to do more, but to do what matters, over time. Through structure, technical expertise and responsibility, we continue to build a sustainable business.

Continued development of energy-efficient products

Our greatest impact is rooted in how our products are used over time. We are therefore continuing to develop solutions with low energy consumption, high reliability and long product lifetime. Technological development should reduce climate impact and increase customer value.

Improved resource efficiency

Through optimised processes, technical improvements and structured monitoring, energy and resource use per unit will decrease. Efficiency is part of both environmental and economic sustainability.

Stronger work environment and skills development

A safe work environment and the right skills are essential for quality and long-term competitiveness. We continue to develop our safety culture and ensure structured skills development for all employees.

Integrated sustainability aspects

Sustainability should be a natural part of decision-making. In investments, product development and business development, environmental, social and economic aspects are all considered from a long-term perspective.

Double Materiality Assessment (DMA)

In the coming period, we will begin a more structured analysis of the sustainability topics most material to NIMO and our stakeholders. The aim is to ensure the right priorities and focus on areas where we have the greatest impact and responsibility.

Improved data collection and monitoring

To optimise our follow-up procedures, we are continuing to develop our methods for data collection and measurement. The ambition is to gradually improve reliability, comparability and transparency in the data that supports our decisions and reporting.





NIMO

Nimoverken AB, Box 288, 542 23 Mariestad, Sweden | nimoverken.com