

The logo for NJORD, featuring the word "NJORD" in a bold, orange, sans-serif font.

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A scenic landscape featuring a body of water (likely a lake or bay) under a blue sky with scattered white clouds. In the foreground, there is a grassy field with some tall reeds on the left and a large, purple, diamond-patterned metal structure (possibly a container or part of a building) on the right. The water is calm, and a small sailboat is visible in the distance.

Sustainability report 2025

Njord Clean Air

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About this report

Njord Clean Air AB (556972-8024), together with its German subsidiary Njord Clean Air Deutschland GmbH (HRB 753461), presents its Sustainability Report for 2025. This report reflects the company’s sustainability work for the period 1 January 2025 to 31 December 2025. This is the first Sustainability Report published by Njord Clean Air.

The company is not subject to mandatory sustainability reporting requirements under the Swedish Annual Accounts Act (ÅRL) or the EU Corporate Sustainability Reporting Directive (CSRD).

However, in line with our general commitment to transparency, we have chosen to report on our sustainability performance through this report.

It has been prepared in accordance with the Basic Module of the VSME (Voluntary Reporting Standard for Small and Medium-sized Enterprises).

VSME is a voluntary EU framework for sustainability reporting, designed for small and medium-sized enterprises not covered by CSRD.



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Message from our CEO

“I am proud of the commitment, expertise and sense of responsibility that characterise Njord – and that are reflected in every customer interaction we have.”

It is with great pride that I present Njord Clean Air AB's first Sustainability Report. For us, this does not mark the beginning of our sustainability work, but rather an important step in gathering, structuring and clarifying the responsibility that has long been a natural part of our operations.

The year 2025 has been a year of growth and development. We have continued to expand internationally, established operations in new markets and strengthened our organisation – all while navigating a

global environment characterised by uncertainty, rising costs and high expectations from both customers and society. In this context, it is clearer than ever that long-term business success and sustainability go hand in hand.

For Njord Clean Air, sustainability is closely linked to our offering. Our business is built on creating cleaner and healthier indoor environments in demanding operations – environments where good air quality is essential for people's health, safety





and performance. Through energy-efficient and long-lasting air purification solutions, we contribute to improved working environments for our customers, reduced energy consumption and, ultimately, a lower climate impact. When our customers succeed in combining productivity with responsibility, we have succeeded.

At the same time, we recognise that our responsibility extends beyond our products. During the year, we have taken important steps to better understand and reduce our own climate impact, including initial organisation-wide carbon footprint calculations and the commencement of product life cycle assessments. We have also continued the transition of our vehicle fleet and invested in renewable energy. These are concrete commitments that strengthen both our credibility and our competitiveness.

Sustainability is also about people. Our employees are our most important asset, and providing a safe, inclusive and developing working environment is a clear priority. I am proud of the commitment, expertise and

sense of responsibility that characterise Njord – and that are reflected in every customer interaction we have.

On a personal level, sustainability matters to me because it is ultimately about responsibility. Responsibility for the decisions we make today, and for the impact we leave behind.

As an entrepreneur and leader, I see it as a natural obligation to build a company that is not only profitable, but also contributes positively to society and the environment over time. With this report, we aim to be transparent about where we stand today – but also clear that this is a journey. We still have much to do, and we look forward to continuing to develop our sustainability work together with our employees, customers and partners.

Thank you for taking the time to read our Sustainability Report and for following our ongoing work towards cleaner air and a more sustainable future.

Peter Krantz, CEO of Njord Clean Air

About Njord Clean Air

Njord Clean Air is a Swedish company with established operations across Europe, founded in 2017. We provide innovative and flexible air purification solutions for demanding environments within industry, manufacturing, warehousing and logistics. With a focus on creating cleaner, healthier and more efficient working environments, we develop products and services that reduce dust, particles and other airborne contaminants – protecting people, goods, machinery and processes.

Our products are designed and manufactured in Sweden, and through continuous development we strive to always provide the best, most intelligent and comprehensive clean air solutions available.

Our product portfolio includes tailored solutions for all types of facilities, ranging from workshops and production environments to distribution terminals.

Our mission is to help customers create clean working environments where people can thrive and feel well, where processes,

machinery and automation systems operate optimally, and where equipment and goods are kept clean and free from dust.

This is our first Sustainability Report. For us, it represents an important step in bringing together and clearly communicating the work, values and long-term commitments that have already become a natural part of our business. It reflects our ambition to continue developing responsibly and sustainably – for our customers, our employees, as well as for our shared future.

Our values are reflected in everything we do;

Efficiency

We work intelligently and resource-efficiently throughout the entire value chain, through energy-efficient products, Swedish manufacturing and carefully planned processes that deliver high quality and reliable results.

Flexibility

We provide adaptable solutions and services through an optimised product portfolio, flexible installation options and customised adaptations designed to meet varying needs. By creating solutions based on each customer's conditions and objectives, we ensure long-term and relevant results.

Transparency

We operate openly and clearly through facts, measurement data and transparent terms, because we want our customers to make well-informed and fact-based decisions.

For us, transparency also means fostering an open corporate culture where information is shared and everyone is encouraged to contribute. This creates confidence, trust and long-term relationships, both internally within the organisation and in collaboration with our customers.

Our history

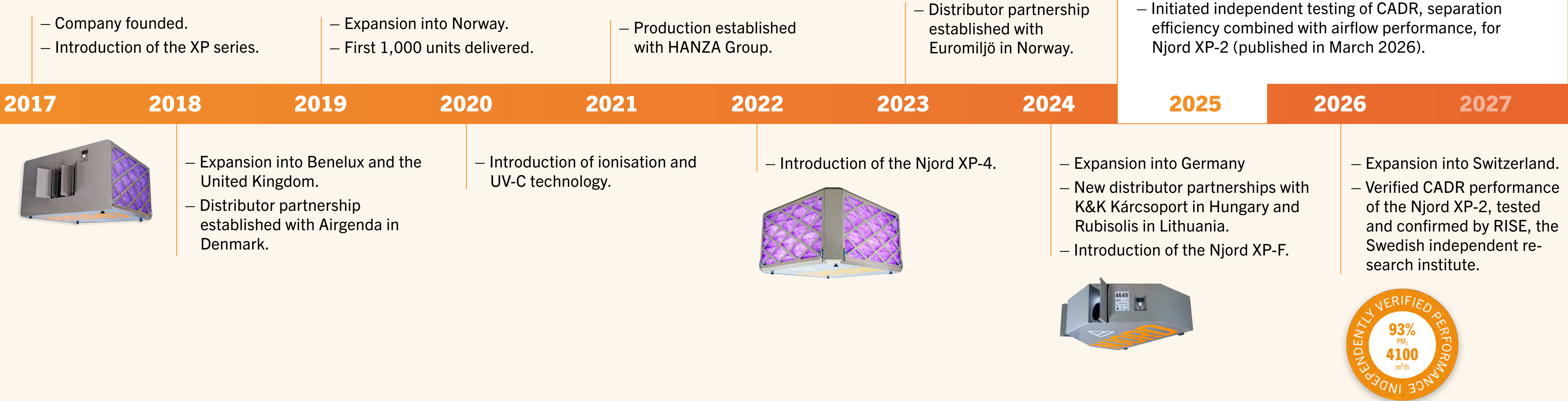
Our history tells the story of how we have grown, evolved and taken important steps on the journey towards today's Njord Clean Air. This timeline highlights the key events and milestones that have shaped our organisation and contributed to the company we are today. And the journey continues.



The year 2025 was marked by significant progress that strengthened both our business and our sustainability efforts.

- Established in-house technical service organization also in the German market.
- Distributor partnership established with Baumed i Finland and Aigner i Austria.
- Reached a milestone of 1,000 units delivered in a single year.
- Introduced Njord Connect™ ECO+ energy optimisation system.
- Initiated the transition of company vehicles to electric mobility.
- Commenced a Life Cycle Assessment (LCA) for our air purifier Njord XP-2.
- Initiated independent testing of CADR, separation efficiency combined with airflow performance, for Njord XP-2 (published in March 2026).

NJORD



Our approach to sustainability

For Njord Clean Air, sustainability is a natural and integral part of the business, driven by commitment throughout the organisation. Although this year’s report is our first, our values have always guided the way we make decisions and approach new challenges. The following chapter describes how this is reflected in our processes, products and services.

Our policies and management systems provide a stable foundation for our work relating to environmental responsibility, occupational health and safety, and responsible corporate governance. This enables us to integrate sustainability into both our strategic direction and daily operations.

Njord has established a process-based management system for quality and environmental management in accordance with the requirements of ISO 9001 for Quality Management Systems, ISO 14001 for Environmental Management Systems

and ISO 45001 for Occupational Health and Safety Management Systems.

These systems are available internally to all employees. As part of the onboarding process, all new employees receive an introduction to the company’s relevant policies and procedures. The CEO holds ultimate responsibility for ensuring that these policies are implemented, maintained and regularly updated. All suppliers are certified to at least ISO 9001 and/or ISO 14001 standards.

Our policies and governance documents:

- Environmental Policy
- Health and Safety Policy
- Business Ethics Policy
- Supplier Code of Conduct
- Description of the Management System for Quality, CSR and Environmental Management





Our products and services

At Njord Clean Air, we develop tailored air purification solutions that make a real difference for our customers. Our air purifiers are designed and manufactured in Sweden, in close partnership with HANZA Group in Svanskog, giving us full control over production, ensuring the highest quality standards and providing maximum flexibility. For us, customer satisfaction and quality in both products and services always remain the highest priority.

For us, sustainability begins with the very definition of the word itself – something that is built to last over time. Long-term durability is therefore a key principle.

We are proud to design and manufacture air purifiers that, through high quality standards, robust engineering and carefully selected materials, are built to operate reliably for many years.

Our units are designed for a lifespan of at least 20 years and do not require frequent replacement. As part of our commitment

to resource efficiency and circular thinking, returned units are also taken back, refurbished and reused whenever possible, extending product life cycles and reducing unnecessary waste.

We also work actively with other sustainability aspects, including the resource use and climate footprint of our products. This is achieved by designing our products to be as lightweight as possible and by selecting materials with a lower environmental impact. For this reason, our air purifiers are manufactured using recycled aluminium.

um. The lightweight construction reduces material consumption while also enabling more energy-efficient transportation.

The filters used in our air purifiers are carefully selected. The raw materials used in their production are renewable, and the electricity used during manufacturing comes exclusively from local renewable hydropower at the production facility in Skjåk, Norway.

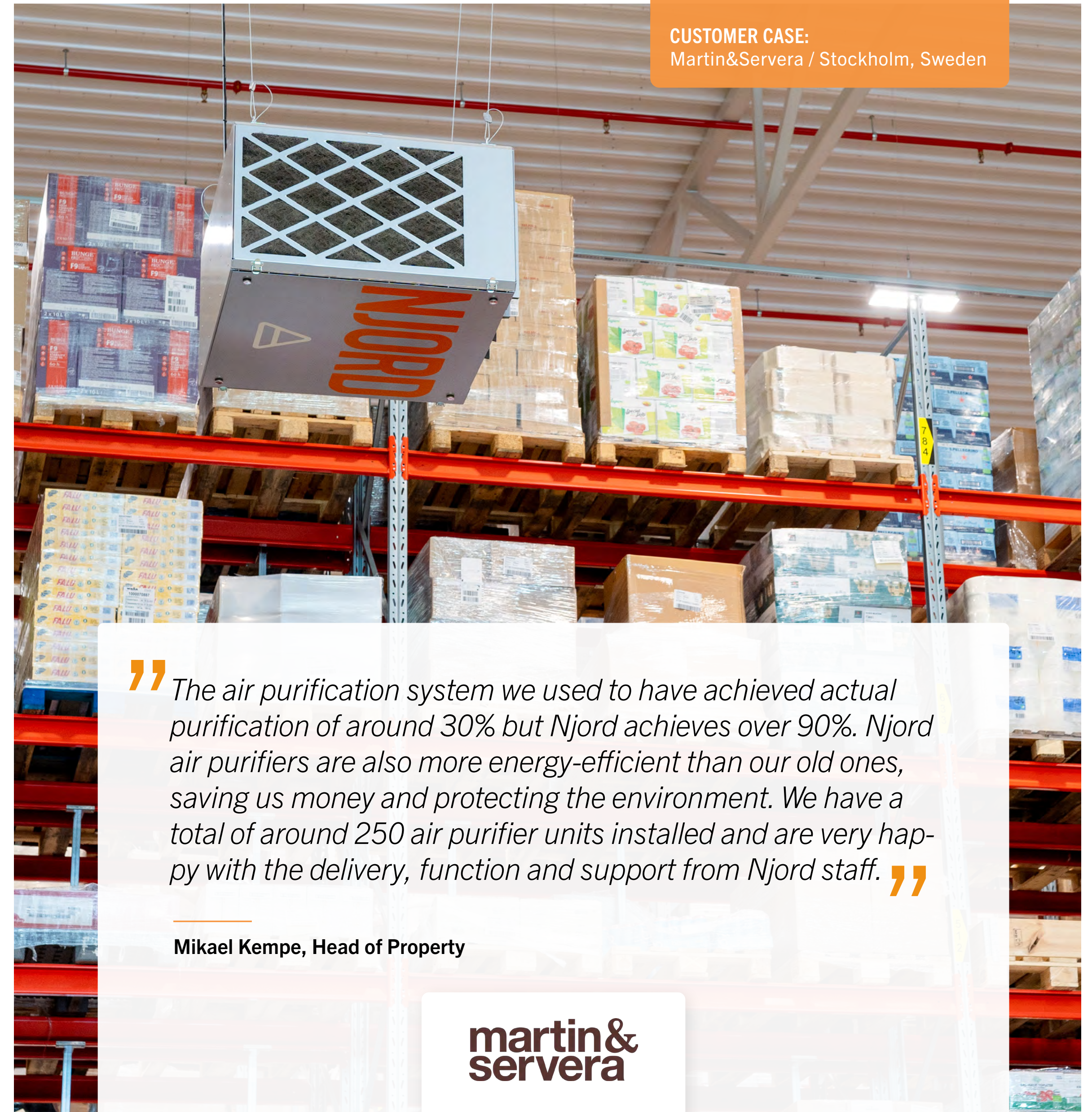
Our high-quality filters are designed for the lowest possible energy consumption during operation without compromising filtration performance. All filters are certified in accordance with ISO 16890 or EN 1822, meaning they are tested, approved and provide reliable, high-performance air filtration in line with recognised quality standards.

To minimise the environmental impact of our products during their operational lifetime, it is also a natural priority for us to

develop highly energy-efficient solutions. Njord Connect™ provides intelligent control of air purifiers based on operational activity or airborne particle levels. Through demand-controlled operation adapted to the customer's working schedule, energy consumption can be reduced by up to 75%, resulting in significant energy savings and a lower climate footprint. These energy savings are based on and verified through customer-reported operational data, although actual results naturally vary depending on the type of operation, facility conditions and usage patterns.

Within our product offering, we also provide optional features that make Njord air purifiers even more adaptable to specific customer needs. These include UV-C technology for the elimination of microbes, ionisation technology for odour control, and silencers for noise-sensitive environments. These additions further enhance the flexibility and effectiveness of our solutions.

CUSTOMER CASE:
Martin&Servera / Stockholm, Sweden



” *The air purification system we used to have achieved actual purification of around 30% but Njord achieves over 90%. Njord air purifiers are also more energy-efficient than our old ones, saving us money and protecting the environment. We have a total of around 250 air purifier units installed and are very happy with the delivery, function and support from Njord staff.* ”

Mikael Kempe, Head of Property

**martin&
servera**

CUSTOMER CASE:
Spaljisten / Åseda, Sweden

”Cooperation with Njord is worry-free. The equipment works without problems and filter changes are on schedule and are carried out by Njord’s staff without our involvement. There is also a quick response when we need to make an expansion or change among installed devices. **”**

Marcus Aschenbrenner, Project manager



With in-house technicians and deep specialist expertise, we ensure long-term operational reliability for our customers. Our service organisation provides installation, ongoing maintenance and filter replacement to guarantee that our systems always perform optimally in their specific environment, while also extending product lifetime.

We offer service agreements with uptime protection, including planned maintenance and regular technical inspections. At each service visit, work performed and indoor air quality measurements are documented at the customer’s site. This ensures secure operation and that the air purification system consistently delivers the performance required by the business. For installations, we actively avoid unnecessary transport of filters and equipment.

Our service technicians bring all required materials for both installation and servicing in a single visit, often reducing transport needs by up to 50% compared to many other suppliers who typically ship filters and materials in multiple deliveries. Our services complement our products by providing complete reliability and long-term value. We work closely with our customers to analyse needs,

design tailored solutions and follow up on performance. Below are examples of what our services include:

- ✓ **Installation and commissioning**
Assessment of specific requirements followed by efficient installation with minimal impact on the customer’s facilities.
- ✓ **Ongoing service and maintenance**
Proactive monitoring and filter replacement to maximise product lifetime.
- ✓ **Technical support and advisory services**
Continuous expert support to ensure optimal system performance.
- ✓ **Follow-up and optimisation**
Data-driven analysis to improve efficiency and energy performance over time.

Through the combination of products and services, we do not only deliver clean air – we deliver long-term solutions that become an integrated part of our customers’ working environments, contributing to health, well-being and long-term business performance.

Environment and climate

Environment and climate are areas where we both want and need to take responsibility. We see long-term value in acting not only for the planet and future generations, but also for our own business and our customers. Through energy-efficient solutions, sustainable material choices and long-lasting products, we are building for the future. This work is already underway, and this section of the report aims to show how both our impact and our commitment to environment and climate are reflected in the operations of Njord Clean Air.

Many companies place great importance on reducing their greenhouse gas emissions as part of the global effort to combat climate change. International agreements such as the Paris Agreement, together with legislation, regulations and customer expectations, are key drivers in this development, and we aim to contribute by measuring our own emissions.

Environmental sustainability has always been part of Njord’s work. We have long focused on energy efficiency, material selection and long-life products.

In early 2026, we therefore took a deliberate step forward by conducting our first organisational climate calculations for the 2025 reporting year. This initiative began

The GHG Protocol is divided into three scopes used to classify and measure emissions from different sources:

- **Scope 1:**
Direct emissions from the company’s own facilities and from owned or leased vehicles.
- **Scope 2:**
Indirect emissions from purchased energy.
- **Scope 3:**
Other indirect emissions related to the organisation’s activities, including supply chain, transport, waste, product use and other external sources.

with a sustainability workshop to strengthen internal competence in the area and forms the basis for our continued work to reduce our climate impact. We have started to systematically collect data and define our climate accounting framework in order to monitor progress over time and better understand our own impact. We have carried out greenhouse gas calcu-

lations based on the globally recognised standard, the Greenhouse Gas Protocol (GHG Protocol). At this stage, we focus on measuring emissions closest to our own operations, Scope 1 and Scope 2. As a service-oriented organisation, we have also included business travel within Scope 3, as this is considered a relevant initial area within our value chain.

Development between 2024 and 2025
The main difference in our climate calculations between 2024 and 2025 is the expansion of our operations by approximately 30%. This includes two new offices – one in Germany and one in Sweden – as well as an increased service operation. As a result, emissions have naturally increased.

Scope 1 and Scope 2
Scope 1 consists of emissions from the company’s vehicle fleet. The use of our service vehicles running on diesel accounts for the largest share of these emissions. During 2025, we took a step towards a more sustainable fleet by introducing a number of electric company cars. In 2024, the company car fleet consisted exclusively of hybrid and fossil-fuel vehicles.

During both 2024 and 2025, the organisation used 100% fossil-free electricity. In 2025, a new office in Sweden was added, supplied entirely with renewable electricity. As a result, emissions in Scope 2 amounted to zero in both years.

Scope 3 – business travel
Within Scope 3, we account for business travel. Air travel represents by far the largest share of these emissions. We have also included train travel and hotel nights. Travel by sea and rental cars has also taken place; however, due to limited data availability, we have not yet been able to include these in our climate calculations.

Climate accounting

Emissions breakdown (tCO ₂ e)	2024	2025
Scope 1	145.2	156.1
Scope 2	0	0
Scope 3 – Business travel	23.7	24.7
Total emissions	168.9	180.7
Emissions intensity (CO ₂ e/MSEK)	2.64	2.75

The table reports Scope 2 results based on the market-based method. Scope 2 emissions calculated using the location-based method amounted to 0.2 tCO₂e (2024) and 0.1 tCO₂e (2025), based on the emission factor for the Swedish electricity mix.

Energy consumption	2024	2025
Electricity (MWh)	25.9	21.7
Share fossil-free/renewable (%)	100	100
Energy consumption, company vehicles (MWh)	482	511
Total energy consumption (MWh)	507.9	532.7

Energy consumption from company vehicles has been converted in accordance with the VSME standard, from kilometres to MWh based on fuel consumption data, energy content of fuel and average consumption for hybrid vehicles.



Life cycle assessment of our products

During autumn 2025, we initiated an important project to develop greenhouse gas calculations in the form of Life Cycle Assessments (LCA) for our best-selling air purifier, Njord XP-2. An LCA is a method used to evaluate a product's environmental performance throughout its entire lifecycle – from raw material extraction and manufacturing to use and end-of-life.

Established standards define how LCAs are conducted and assessed, ensuring a high level of transparency and credibility in the results.

We carry out this work to gain clear, evidence-based insight into the environmental impact of our products, and to be able to communicate this transparently to customers and other stakeholders. It also helps us identify opportunities for improvement and further develop more sustainable products. Our goal is to complete this work during 2026.

At Njord Clean Air, efficiency is central to our product development and design philosophy – from material selection and energy use in production to performance during the operational phase. By implementing circular solutions, as described earlier in the products section, we aim to

contribute to a more circular economy. At the same time, we recognise that this is an ongoing journey and that challenges remain. For example, we still use a share of virgin materials in our products, and our service organisation continues to rely partly on fossil-fuel vehicles.

Through the ongoing Life Cycle Assessment work, we gain valuable insights into where further improvements can be made, supporting us in identifying opportunities for increased reuse and reduced environmental impact.

One way we actively implement circular principles in our operations is through our environmental policy, which focuses on energy efficiency, renewable energy, sustainable resource management and waste minimisation.

Social sustainability

At Njord Clean Air, our values form the foundation of everything we do – from how we collaborate internally to how we engage with our customers. We believe in building an inclusive and safe working environment where every individual has the opportunity to grow and feel involved. Our company culture is characterised by openness, curiosity and a continuous commitment to improving both ourselves and the solutions we provide.

We see our employees as our most important resource and actively work to create a workplace where everyone feels valued, respected and has the opportunity to contribute, regardless of background or role. By prioritising social sustainability within our operations, we lay the foundation for long-term success – both for the company and for our employees.

At Njord, we have a clear occupational health and safety policy and management system that provides guidance on how we handle everything from HR processes and organisational changes to incidents and workplace injuries.

This ensures that everyone knows what applies in different situations, and our structured health and safety work ensures that social sustainability is consistently embedded in our daily operations.

The goal of our health and safety efforts is to create a stimulating and development-oriented workplace for all employees. To achieve this, we integrate preventive health and safety measures across the organisation, promote leadership that prioritises these areas, and invest in wellness initiatives that enable employees to actively support their own health and well-being.

Employee information	2024	2025
Permanent employees	18	21
Temporary employees	0	0
Gender distribution	3 women / 15 men	3 women / 18 men
Employees per country	13 (SE) / 5 (DE)	15 (SE) / 6 (DE)

Health and safety	2024	2025
Number of workplace accidents	0	0
Accident frequency (LTIFR – Lost Time Injury Frequency Rate)	—	—
Work-related fatalities	0	0

Employment and training	2025
Share of employees covered by collective agreements (%)	0
Average training hours per employee (women)	10
Average training hours per employee (men)	10

In summary, the tables present our employee structure and show that no workplace accidents or work-related fatalities occurred during the year. Although none of our employees are covered by collective bargaining agreements, we ensure that all salaries exceed both statutory minimum wages and collectively agreed levels. All employees received an average of 10 hours of training during the year, regardless of gender. Training included sales and sales technique development, product and operational training, as well as safety instruction such as work at height and aerial work platform certification, alongside general health and safety training.

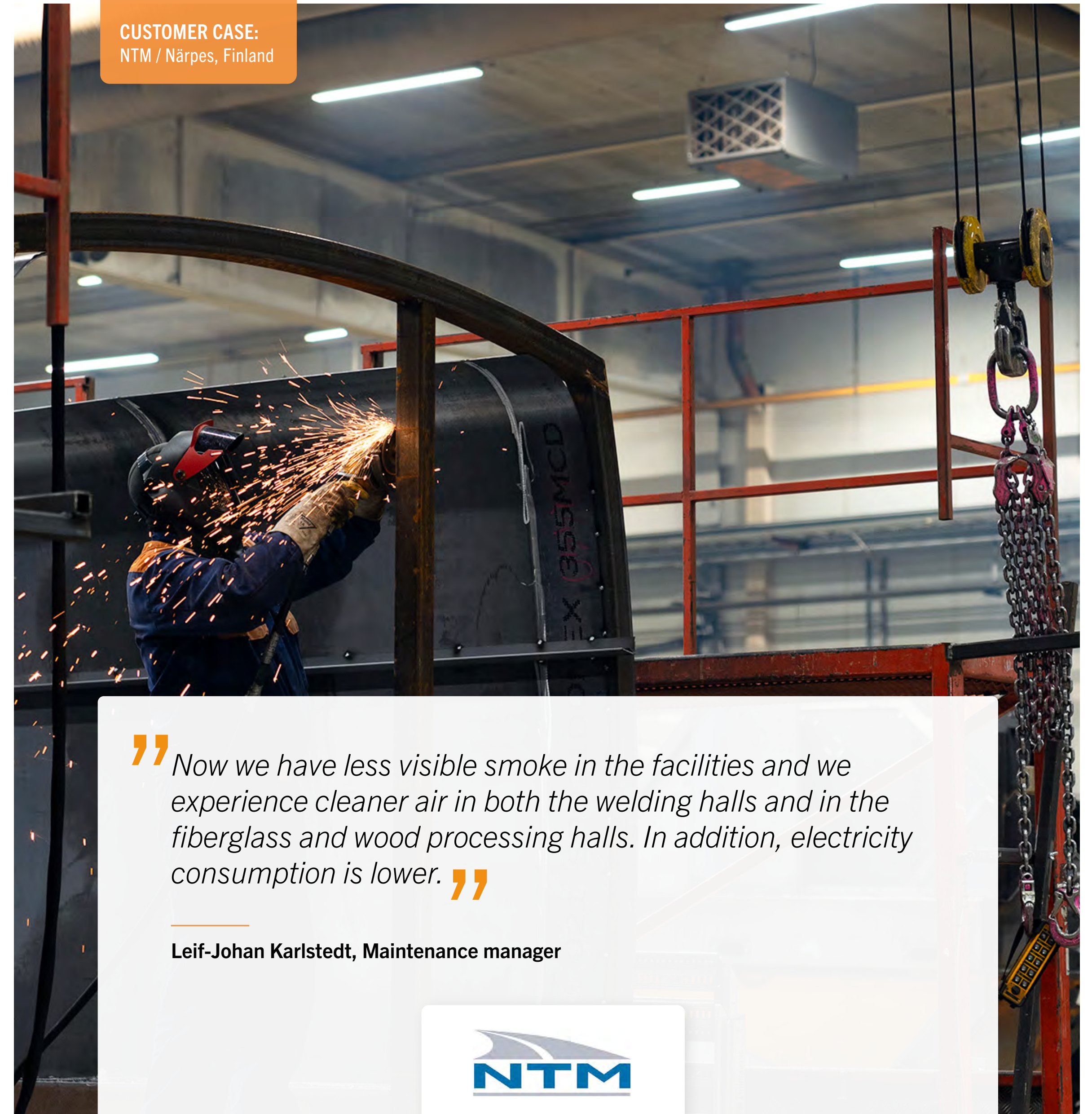
Our customers and their employees

Central to our business is the ability to contribute to our customers' social sustainability by providing solutions that improve the working environment and create healthier workplaces.

Our ambition is to be a partner that not only delivers products, but also creates long-term value for both people and organisations. By improving air quality and working environments, we help our customers create healthier, safer and more efficient workplaces where employees can thrive and perform at their best. We

work closely with our customers to understand their specific challenges and operational needs, ensuring that each solution delivers measurable and lasting results. The following examples illustrate the impact our solutions have had on our customers' employees, working environments and daily operations.

CUSTOMER CASE:
NTM / Närpes, Finland



” Now we have less visible smoke in the facilities and we experience cleaner air in both the welding halls and in the fiberglass and wood processing halls. In addition, electricity consumption is lower. ”

Leif-Johan Karlstedt, Maintenance manager



CUSTOMER CASE:
Aryzta / Gerolzhofen, Germany



”After the installation of Njord’s air purification system, the working environment has improved significantly, with dust levels reduced both measurably and noticeably. Employees in high-dust areas, in particular, report a clear improvement. From a technical perspective, clear benefits are also evident: machinery remains cleaner, filters and components accumulate less dust, and cleaning requirements in the affected zones have decreased. This has contributed to more stable processes and longer maintenance intervals.”

Jan-Guido Grochulla, Health & Safety Spezialist

ARYZTA
SERVING INSPIRATION

Governance and ethics

At Njord Clean Air, responsible governance and high ethical standards form a natural foundation for our business. We work systematically to ensure that all decisions and actions are characterised by integrity, transparency and respect for both legislation and good business practice.

Our ambition is to be a trusted partner for customers, employees and society by consistently acting with integrity, responsibility and transparency.

This includes a clear commitment to preventing corruption and bribery, while ensuring compliance with our Code of Conduct and relevant internal policies.

Governance at Njord is based on clear allocation of responsibilities and a structured approach to quality, environmental management and occupational health and safety through our management system. Responsibility for daily operations, as well as for ensuring that routines are followed and continuously improved, lies with managers within each respective area in collaboration with employees.

We conduct internal audits of our management system at least annually. Based on audit findings and identified deviations, management makes decisions regarding improvements and corrective actions, ensuring that governance remains both flexible and adaptable. Decision-making is characterised by transparency and accountability, where structure and follow-up processes help ensure ethics and integrity throughout the organisation. The active involvement of management is essential in creating the conditions for sustainable and responsible business operations.

During 2025, no incidents related to bribery or corruption were identified within the business. Responsible supply chain management is essential for companies



aiming to operate in a sustainable and ethical manner over the long term.

By taking responsibility throughout the value chain, we can help ensure that products and services are produced under fair working conditions, with respect for human rights and the environment, while also counteracting corruption and unethical business practices.

A responsible approach to the supply chain strengthens trust among customers, partners and society as a whole, while reducing risks associated with social, environmental and legal challenges. It also contributes to long-term supplier relationships and supports positive development across the industry. At Njord, responsibility within the supply chain is

a natural part of our sustainability work. Our production takes place through carefully selected suppliers in Sweden, and we work exclusively with ISO-certified partners. All suppliers are committed to complying with Njord’s Supplier Code of Conduct, which includes requirements relating to human rights, environmental responsibility, occupational health and safety, and anti-corruption.

This means that we not only set high standards for our suppliers, but also reserve the right to review documentation and conduct inspections when required. In this way, we ensure that our values are reflected throughout the supply chain and that we work together towards a more sustainable and responsible future.

NJORD

Clean and healthy air

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