



ALM

E Q U I T Y

ESG Questionnaire

December 2024

General industry

Please list the industry's three biggest sustainability (ESG)-related challenges and briefly describe the process for identifying these challenges:

Challenge 1: Carbon reduction and energy efficiency/resource efficiency

Challenge 2: A built environment that is safe, attractive and inclusive

Challenge 3: Social responsibilities through out the value chain

Process: Through a materiality assessment, based on external and internal dialogues with relevant stakeholders, market and business analyses, the sustainability development goals and the sustainability standards in CSRD.

Have you conducted any preliminary assessments of your company in relation to the EU Taxonomy? If so, what was the outcome?

In the preparation for the ESRS the EU taxonomy is in scope. The process to collect data to comply with both ESRS and EU taxonomy will be set this spring.

The company is not obliged to report according to EU taxonomy today but will be as of January 1, 2025.

Environment

List the firm's three primary risks related to climate change and if any, the firm's climate-related opportunities:

Risk 1: Extreme and unstable weather conditions, such as snow, wind and rain

Risk 2: Increased costs for climate adaptation and insurance due to climate change

Risk 3: Carbon cost and cost for adapting and complying with stricter rules and regulations

Climate-related opportunities:

- New and improved technologies that reduce energy consumption and increase renewable energy as well as lower operating and material costs
- Enhanced attractiveness for low carbon properties for both customers and clients
- Opportunities to develop business models and reach new markets

Does the firm anticipate any climate-related investments, and if so, to what extent?

ALM Equity invests in environmental certifications for buildings, new technology and low emission materials as well in energy optimization in properties.

Circular Economy: how are purchases and waste managed? If the firm rely on any scarce resources, please describe what efforts are made to mitigate the risk of those resources becoming scarcer in the future, e.g. recycling, reusing substitutes or improved resource efficiency?

The conservation and reuse of materials in property projects is a central part of ALM Equity's strategy to reduce the overall climate impact. ALM Equity uses reused or recycled

construction materials where possible, and the goal is to increase the circularity index. The company has also good experience of property conservation projects, where offices are being converted to residential facilities and the buildings' lifespan is prolonged.

The material purchases are controlled in a material evaluation system to avoid harmful chemical substances. This enables future reuse.

The waste in the construction phase is sorted to facilitate material recycling, and there are several waste fractions provided for the residents. There is an ongoing work in order to implement structured waste monitoring.

The ALM Equity Group company Your Block has a clear focus on digital services with a grounding in the principles of circularity. Its business model places great emphasis on promoting local sharing, reuse and energy efficient behavior.

Transition-related risks (for example changed customer preferences or legislation): Do you anticipate any risks or opportunities due to the transition to a carbon-neutral society? Is there any risk of the firm's offer being negatively affected? If yes, how has the firm positioned itself to handle that risk?

There are several risks in the transition, mainly high cost for carbon and adaption to new regulations, lack of low carbon materials and new technologies. ALM Equity handles those risks according to best risk management practice, using the guidelines in TCFD to identify both risks and mitigation actions. Also, the organization is agile and prepared to meet both new regulations and technologies as well as market opportunities.

ALM Equity's core business is to develop and manage space-efficient residence near public transport and other services. This is an advantage in a more circular and less carbon intense society. Alm Equity also controls a large proportion of the value chain in the business areas of property development, construction management and property management.

Have you set a target to become carbon neutral? If so, how have you defined carbon neutrality?

ALM Equity's current climate target is to halve GHG emissions from ongoing operations by 2030 (base year 2021). In the beginning of 2025, ALM Equity will present updated climate targets, including a goal for climate neutrality. In 2025, ALM Equity will also commit to SBTi, Science Based Target initiative, with science-based emission reduction target aligned with the Paris Agreement.

Please list the firm's (1-2) primary means of making a positive environmental impact or minimising negative environmental impact. Please list the corresponding most relevant UN Sustainability Development Goals. What proportion of sales can be directly linked to selected UN SDGs?

Mean 1: Implementing environmental certifications schemes for both new development and existing properties in order to have a holistic and balanced approach to environmental actions and means.

Mean 2: Systematic and long-term work to make the property portfolio energy efficient.

SDG Goals:

7: Affordable and clean energy

12: Responsible consumption and production

13: Climate action

Proportion of sales directly linked to selected UN SDGs: The company has not linked revenue to the UN SDGs.

Social

Does the firm have a history of accidents? If so, how have these been managed? Are there any preventive measures, such as policies?

Historically, the company has not experienced any serious accidents. However, the building industry is a high-risk sector and ALM Equity has ambitious work in place to prevent accidents:

- Systematic Work Environment Management according to Swedish regulations. This includes risk assessment and mitigation strategies as well as monitoring
- A work environment policy for all staff as well as subcontractors
- Safety-training for all staff in construction

In case of serious incidents, the company has a crisis management plan in place.

If applicable, please state your targets for gender and cultural equality and indicate the relative split of men/women at every level of the firm, particularly the Board of Directors and management team.

The Company has not set a target for this goal.

The current split is:

Board of Directors – 20% women, 80% men

Management team – 25% women, 75% men

All employees – 37% women, 63% men

Does the company conduct any other community engagement activities aside from those directly connected to the business?

ALM Equity is a partner to The City Mission (Sw. Stadsmissionen), a non-profit organization in Sweden focused on social welfare and support for vulnerable population. There are several initiatives for supporting the local communities and developing dynamic and attractive neighborhoods.

How often does the firm conduct audits of its suppliers and how often do you discover incidents not compliant with your code of conduct?

There have been no incidents reported according to noncompliance with code of conduct in 2024. A more systematic plan for revision and follow-up is being implemented in 2025.

ALM Equity is connected to the industry initiative 'Sustainable Construction Sector,' which aims to combat economic crime in the construction industry and promote fair competition. This includes, among other things, unannounced on-site workplace inspections conducted annually by third-party companies.

Please list the firm's (1-2) primary means of making a positive social impact or minimising negative social impact. Please list the corresponding most relevant UN Sustainable Development Goals. What proportion of sales can be directly linked to selected UN SDGs?

Mean 1: Well-being and security measures in ALM Equity's properties and neighbourhoods are highly prioritized. In development projects, a security plan has been created to ensure good safety during operations. In managed properties, the security status is continuously reviewed, and measures are implemented as needed. Perceived safety is regularly monitored among the residents.

Mean 2: An ISO 45001 certification in place, which specifies requirements for an occupational health and safety management system. This includes both requirements for continual improvements as well as third party audit of the safety work.

SDG Goals:

- 8. Decent work and economic growth
- 10. Reduced inequalities
- 11. Sustainable cities and communities
- 16. Peace, justice and strong institutions

Proportion of sales directly linked to selected UN SDGs: The company has not linked revenue to the UN SDGs.

Governance

Do all staff members receive continuing education on anti-corruption? Is there an external whistle-blower function? Are there any ongoing or historical incidents involving corruption, cartels or any other unethical business conduct? Have any preventive measures been taken?

All the employees receive information on anti-corruption rules and policies. ALM Equity has an external whistleblower function with a policy on how to act and report. No historical incidents regarding corruption have occurred.

Please state the firm's business tax residence (i.e. where the firm pays tax) and explain why that specific tax residence was chosen:

Sweden.

How many independent members sits on the Board of Directors?

Four of five are independent.

Please state if and to what extent, the company has transactions with related parties:

Transactions with related parties are being disclosed in the annual reports (note 37, page 94) and in the interim reports. ALM Equity's policy is that these transactions must be conducted on the basis of businesslike terms.

Which KPIs dictate the remuneration to management (are sustainability and diversity goals included)?

The remuneration is based on market premises and not according to any KPIs or linked to sustainability goals.

Describe the company's process for monitoring and reporting ESG issues and performance to senior management/the Board. In your response, please confirm what KPIs are monitored (if any) and how frequently reporting is undertaken.

ALM Equity's business managers are responsible for reporting ESG issues and performance to the senior management. The CEO has overall responsibility for the Group's sustainability efforts and must keep the Board of Directors informed about the progress made and report significant events. ALM Equity Group's ESG reports are provided yearly and in 2025 we will start reporting on a quarterly basis to stakeholders. KPIs can differ depending on the type of project and which phase the project is currently in.

Have you signed a Union agreement:

No.

Principle Adverse Impacts (numeric answers):

Please see PAI table from the 2023 Annual Report and below:

- Revenue (EUR): 213.4m (SEK 2,386m)
- Greenhouse gas emissions; Scope 1: 7 tCO₂e, Scope 2: 779 tCO₂e, Scope 3: 13 363 tCO₂e
- Share of non-renewable energy consumption: 65%
- Share of non-renewable energy production: N/A
- Energy consumption in GWh: 16,5 GWh
- Tonnes of emissions to water: 0
- Tonnes of hazardous waste and radioactive waste generated: N/A
- Unadjusted gender pay gap: 0
- Board gender diversity: 1 woman / 4 men

Principle Adverse Impacts (yes/no answers):

- Fossil fuel operations: No
- Sites/operations located in or near to biodiversity sensitive areas where activities negatively affect those areas: No
- Science based target: No
- Reports to CDP: No
- UN Global Compact Signatory: Yes
- Involved in the manufacture or selling of controversial weapons: No
- Whistle blower policy: Yes
- Supplier code of conduct: Yes