

ESG-Questionnaire

General Industry

1. Please list the industry's three biggest challenges

- Governmental change of legislation impact
 - Global pandemic and financial crisis
 - Energy consumption in the construction and operation phase of the buildings
 - Market transition and customer behaviour
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2. How does the firm compare to industry peers regarding sustainability initiatives

Svenska Nyttobostäder is on par with its industry peers regarding sustainability initiatives.

3. Is the Company a signatory of the UN Global Compact or Science Based Targets, report to the CDP or engage in any other relevant sustainability initiatives

Svenska Nyttobostäder has not signed Global Compact but supports the principles. Our sustainability strategy strives to align to the UN Sustainability goals.

Environmental

4. Please list, if any, the firm's climate related opportunities

- Climate efficient buildings
 - Digitalisation of services and building surveillance
 - Energy efficiency
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5. Please list the firm's three primary risks related to climate change

- Environmental impact of building materials
 - Fluctuation in weather conditions that effect heating/cooling
 - Volatility in electricity cost
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6. Does the firm anticipate any climate-related investment

Svenska Nyttobostäder´s climate related investments are; technology optimization and investments to decrease energy consumption.

7. Does the firm rely on any scarce resources for its operations? If so what efforts are made to mitigate the risk of those resources becoming even more scarce in the future for example recycling, reusing, substitutes or improved resource efficiency

Svenska Nyttobostäder does not rely on scarce resources.

8. 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 effected? If yes, is the firm well positioned to handle that risk

The awareness of climate change among customers is increasing rapidly. Svenska Nyttobostäder strategy is to adopt to market change. Customers will increasingly require buildings to use renewable energy sources which we continuously investigate in. Opportunities are mainly related to resource efficiency, developing and using new technologies, customer related products and services that could capture new market demands.

9. Please list the firm's (1-2) primary means of making a positive environmental impact or minimising negative environmental impact. (If applicable, please list the corresponding most relevant UN Sustainable Development Goals) How are they tracked and communicated

The main activities performed by Nyttobostäder to minimise negative environmental impact are decreasing energy consumption and use green and renewable energy.

Social

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

Svenska Nyttobostäder does not have a history of accidents.

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

Svenska Nyttobostäder´s aim is to make a positive impact in the societies we are part of and conduct our business in a socially responsible manner.

12. Circular economy: How are purchases and waste managed? Please list the firm's demands on its suppliers, if applicable

Svenska Nyttobostäder sets high requirements on our suppliers to work strategically with waste management. One of Svenska Nyttobostäder´s environmental goals is to increase the share of waste which is recycled or reused and minimize the waste to landfill.

13. Are there any goals, policies, or codes of conduct applicable to the firm's suppliers? How often does the firm conduct audits of its suppliers

Svenska Nyttobostäder works with framework agreements with the largest/most important suppliers where at least a yearly follow up and reconciliation is required.

Governance

14. 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

Svenska Nyttobostäder Code of Conduct will be applied during the first half of 2022 to be communicated to all employees as well as to vendors and other stakeholders. We have an internal whistle blower function, where all employees have the possibility to contact our Chairman of the Board. No ongoing or historical incidents.

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

The tax residence is Sweden.

16. Are there independent members on the Board of Directors

Four of six board members are independent.

- Gunilla Högbom
 - Hanna Wachtmeister
 - Frida Holmberg
 - Jonas Bengtsson
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17. Please state if and to what extent, the company has transactions with related parties

No ongoing transactions with related parties.

18. Is the remuneration of the CEO and other members of the management team in line with industry peers? Which KPIs dictate the remuneration (particularly if sustainability and gender diversity are included)

The remuneration of the CEO and management in terms of base salary and bonus program is in line with industry peers.

19. Please indicate the relative split of men/women at every level of the firm, particularly the Board of Directors and management team

Svenska Nyttobostäder relative split of men/women is

- board of directors: 66% women and 33% men
 - management: 50% women and 50% men
 - employees: 63% women and 37% men
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20. Is the Head of Sustainability a member of the management team? If not, who does that person report to

Svenska Nyttobostäder has an external consultant who reports directly to CEO and who is a part of the management team.

21. Please state whether the firm has the following policies or agreements in place: Union Agreement, Code of Conduct, Diversity Policy and/or Anti-Corruption Policy

We do not have the above policies in place but we work consistently with the areas. A code of conduct will be in place during H1 2022.
