



ALM

E Q U I T Y

ESG Questionnaire

August 2025

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 throughout 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 CSRD-standards.

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. Internal training will be conducted during autumn 2025 and data collection will be prepared for FY 2025. Disclosures will be made in the Annual report for 2025.

The company is not subject to the requirements of the EU Taxonomy. However, in the interest of transparency and to provide clarity regarding the group's environmental and social sustainability performance, corresponding key figures will be disclosed in the upcoming annual report.

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 (physical risks)

Risk 2: Increased costs for climate adaptation and insurance due to climate change (transition risks)

Risk 3: Carbon cost and cost for adapting and complying with stricter rules and regulations (transition risks)

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, low energy properties for both customers and other external stakeholders
- 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 (both for new development and standing assets), new technology and low emission materials as well in energy optimisation in properties. During 2025, environmental certifications have been initiated for the group's new development and all the standing assets.

For new development or standing assets: where there is an increased risk at the building site, the necessary investments are made to mitigate the risk.

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 strives to align with the EU taxonomy and BREEAM requirements for material recycling and reuse quantities.

The company has also extensive 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, Byggvarubedömningen, to avoid harmful chemical substances, which 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 ambition is to have collected complete waste statistics from all properties by the end of 2025.

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 behaviour.

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?

ALM Equity have identified several transition related risks. This includes for example:

1. Increased costs for carbon and adaption to new regulations,
2. lack of low carbon materials and new technologies.
3. Increased costs for climate adaptation and investments in new technology in standing assets.

ALM Equity handles the transition-related climate risks according to best risk management practice, using the guidelines in TCFD to identify both risks and mitigation actions. Additionally, the organisation 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 amenities. The business model enables a more circular and less carbon intense society. ALM Equity's business areas include property development, construction management and property management, hence, a large part of the group's value chain is under direct influence of the company. This enables the work on climate change and implementation of measures and processes throughout the value chain in order to handle climate risks and to adapt the organisation for a carbon neutral future.

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

ALM Equity's current climate targets are as follows:

- New construction: The climate impact per square metre (GFA) from new construction projects shall be reduced by 40 per cent by 2030, compared with 2024.
- Management: The climate impact per square metre (GFA) from management operations shall be reduced by 45 per cent by 2030, compared with 2024.

As of August 2025, ALM Equity are in the process of having these goals validated by Science Based Targets initiative (SBTi). The goals are also sub-goals of our long-term climate goal of net zero emissions throughout the value chain by 2045, which is in line with Sweden's national climate goals.

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 linked to selected UN SDGs?

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

Mean 2: Systematic and long-term work to further increase the energy efficiency of the standing assets.

SDG Goals:

7: Affordable and clean energy

11: Sustainable cities and communities

12: Responsible consumption and production

13: Climate action

Proportion of sales 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 an ambitious proactive approach to prevent accidents:

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

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 – 29% women, 71% men

Management team – 33% women, 67% men

All employees – 35% women, 5% 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 neighbourhoods.

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 affiliated 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 programme 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 (for example ALM Equity's Code of Conduct and guidelines regarding money laundering). ALM Equity has an external whistleblower function and a whistleblowing 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 out of six board members 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 104) 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 head of sustainability and 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 2024 Annual Report and below (figures in brackets refers to the outcome for 2023):

- Revenue (EUR): 3,127 m SEK (213,4)
- Greenhouse gas emissions; Scope 1: 4 tCO₂e (7), Scope 2: 331 tCO₂e (779), Scope 3: 18 498 tCO₂e (13 363)
- Share of non-renewable energy consumption: N/A
- Share of non-renewable energy production: N/A
- Energy consumption in GWh: 10,1 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 / 5 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