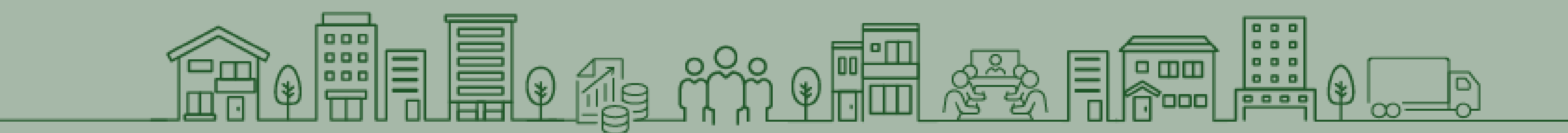
# ESG QUESTIONNAIRE

SEPTEMBER 2025



## GENERAL INDUSTRY

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| **Please list the industry's three biggest sustainability (ESG)-related challenges and briefly describe the process for identifying these challenges:** | • Greenhouse gas (GHG) emissions, mainly in relation to construction activities<br>• Energy efficiency and transitioning to renewable energy<br>• Impact on biodiversity and ecosystems |
| **Have you conducted any preliminary assessments of your company in relation to the EU Taxonomy? If so, what was the outcome?** | Nivika Fastigheter AB (Nivika) is not yet subject to the reporting requirements under the Taxonomy but has chosen to present an assessment on eligibility and alignment on a voluntary basis. The assessment relates to making a substantial contribution to Environmental objective 1: Climate change mitigation and activity 7.7: Acquisition and ownership of buildings.<br>During the fiscal year 1 September 2023/31 December 2024, Nivika assessed that 100% of its turnover, operating expenditure (OpEx), and capital expenditure (CapEx) are eligible under the Taxonomy. When it comes to alignment, 37% of Nivika's total turnover was assessed as aligned with the technical screening and Do No Significant Harm criteria, while the figures for aligned OpEx and CapEx were 7% and 14%, respectively. |

## ENVIRONMENT

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| **Please list the firm's three primary risks related to climate change and if any, the firm's climate-related opportunities:** | Risks:<br>1. Transition risk: the phase out of fossil energy and the transition to an energy system based on renewable energy may lead to increased energy use and potential shortages in energy supply, resulting in increased energy costs.<br>2. Event-driven risk: climate change can trigger acute events that may impact negatively on global and regional markets (such as through supply chain disruptions), real estate (through direct damages) and/or have negative impacts on the health and safety of Nivika's employees and tenants. These events, or increased likeliness of these events occurring, may in turn affect property valuations, costs for certifications and insurance, operating costs, financing opportunities, and legal requirements.<br>3. Market risk: Increased demands for sustainable and recycled/reused materials can lead to higher costs and inadequate supply of certain materials due to an immature market.<br><br>Opportunities:<br>1. Renewable energy and energy efficiency: Nivika is a leader in the sector when it comes to solar panel installations and thus well-positioned to take advantage of opportunities related to electricity production from renewables and engaging with tenants to contribute to investments in energy efficiency measures.<br>2. Resource efficiency: sustainable materials and resource efficiency are at the core of Nivika's construction activities and integrated into our own "Nivika standard", positioning us ahead of evolving social and environmental regulations and demands. |

## ENVIRONMENT CONT'D

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| **Does the firm anticipate any climate-related investments, and if so, to what extent?** | Nivika is exposed to physical climate risks that could have direct impacts on our properties and their surroundings. Identifying and analyzing these risks and implementing adaptation measures are an extension of our regular risk management activities. In addition, Nivika conducts annual assessments of sustainability risks associated with the property portfolio, including physical climate risks. Increased precipitation and flooding have been found as the greatest potential future climate risks, and necessary adaptation measures will be undertaken in those properties particularly exposed. Climate risks are also assessed and addressed in new development projects as well as in the transaction process.<br><br>Nivika also invests in activities that contribute to both the promotion of biodiversity and improved resilience, such as green roofs and courtyards, stormwater ponds and in plants and trees that bloom to enhance the biological value around the properties. Moreover, we invest in energy efficiency solutions, renewable energy through solar panel installations, and by making sustainable choices in new constructions and renovations by, for example, increasing the use of sustainable and locally-produced materials. We also use electric vehicles, install charging stations, and set high standards for managing waste and collaborate to optimize recycling. |
| **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 real estate sector is a large consumer of finite resources used in the construction materials of buildings, and the related extraction and production have substantial impacts on both the environment and human health globally. It is therefore essential for us to work towards reducing our consumption of such resources and sustain their value for longer periods. The construction materials we use should have a long lifetime and we are conscious of the cement and wood raw material we choose in the construction. |
| **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?** | Transition-related risks relevant for the real estate sector include shifts in supply and demand of properties when climate change is accounted for, for example in terms of customer preferences or through new regulatory requirements. New regulatory requirements, such as the introduction of GHG emissions taxes or new requirements to design and adapt buildings for future climate conditions, may lead to increasing costs. Costs may also rise due to new stricter requirements on upgrading older buildings to meet expectations on e.g. energy efficiency.<br><br>Nivika analyzes key climate- and sustainability-related risks and opportunities annually, in accordance with the recommendations of the TCFD, and takes actions where needed to adapt to current and future requirements and demands. We develop all new residential buildings with an energy performance better than the level required by the building regulation. Moreover, the energy consumption of each property in our portfolio has been mapped and plans have been established with measures to improve the energy performance of the least energy efficient properties. |

## ENVIRONMENT CONT'D

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| **Have you set a target to become carbon neutral? If so, how have you defined carbon neutrality?** | Nivika commits to reduce absolute scope 1 GHG emissions 58.8% by 2034 from a 2024 base year. Nivika Fastigheter AB also commits to reduce scope 1, 2 and 3 in-use operational GHG emission of owned and leased buildings, covering downstream leased assets, 63.2% per $m^2$ within the same timeframe. Nivika Fastigheter AB further commits to reduce upfront embodied scope 3 GHG emission of new buildings, covering capital goods, 56.8% per $m^2$ within the same timeframe. Nivika finally commits to install no new fossil fuel equipment that are owned or financially controlled by the company in its building portfolios from August 14, 2025. The target trajectories are aligned with the 1.5°C target and validated by the Science Based Targets initiative in August 2025. Nivika is also an active participant in "Collaboration for Climate Neutral Construction" – an initiative with the objective to increase collaboration across the Jönköping region's construction and real estate sector to reach net zero emissions by 2045. |
| **Please list the firm's (1-2) primary means of making a positive environmental impact or minimizing 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?** | Nivika primarily contributes to positive environmental impact by developing and managing properties in a (i) resource-efficient manner with respect to energy, materials and waste, and (ii) with a strong focus on climate impact and adaptation to a changing climate. These correspond to:<br>• SDG 7 – Affordable and clean energy: By purchasing electricity from hydro and wind power and installing solar panels on our properties, we contribute to increasing the share of renewable energy in the global energy mix. Through various measures, we reduce energy consumption in our buildings and encourage more efficient use of floor space, thus helping to increase energy efficiency (targets 7.2, 7.3)<br>• SDG 12 - Responsible Consumption and Production: Our ambition is to contribute to more sustainable consumption and production. We do this by actively working on our own, our suppliers', and our customers' resource efficiency. We strive to reduce energy consumption, achieve environmentally friendly management of chemicals and waste, and reduce emissions by environmentally classifying buildings, setting requirements for suppliers, and selecting sustainable materials such as wood (Targets 12.2, 12.4, 12.5)<br>• SDG 13 – Climate action: Reducing energy use and the use of fossil fuels, and thereby reducing carbon emissions and climate impact, is an important part of our work. We also want to strengthen cities' and properties' resilience to, and capacity for, adaptation to climate-related hazards and natural disasters (Targets 13.1, 13.3) |

| SOCIAL | |
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| **Does the firm have a history of accidents? If so, how have these been managed? Are there any preventive measures, such as policies?** | Nivika has a very low accident rate compared to hours worked. In 2024, only one LTA were reported. Nivika works preventively with safety through, among other things, internal routines and tools and by implementing our Workplace environment policy throughout the operations. These are important to minimise incidents and accidents, along with our zero vision for workplace accidents - applying to everyone who works for or performs assignments for Nivika. |
| **If applicable, please state your targets for gender and cultural equality and indicate the relevant split of men/women at every level of the firm** | Nivika's reported the following figures for annual report 2024:<br>• Total workforce: 35% female and 65% male employees<br>• Management: 50% female, 50% male<br>• Board: 25% female, 75% male |
| **Does the company conduct any other community engagement activities aside from those directly connected to the business?** | An attractive region is a prerequisite for our operations. We contribute to the region's development through our core activities but also by engaging in initiatives that help strengthen the region, such as through employment, innovation, education, and inclusion. Local community engagement is an important part of Nivika's strategy is to work locally, build long-term relationships, and act as a community developer. Nivika engages, among other things, by supporting various sports clubs and events in the geographic areas where we operate, contributing to positive community development and enhanced safety and security, as well as counteract social exclusion. |
| **How often does the firm conduct audits of its suppliers and how often do you discover incidents not compliant with your code of conduct?** | Nivika works with framework agreements with the largest/most important suppliers where at least a yearly follow up and reconciliation is required. |
| **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 SDGs. What proportion of sales can be directly linked to selected UN SDGs?** | Nivika primarily contribute to positive social impact through our employees and through sustainable urban development. Nivika contributes to the region's development through our core business, creating conditions that enable our tenants to act sustainably. We also engage in initiatives such as infrastructure, innovation, and education, and prioritize local suppliers. Moreover, we promote an inclusive, healthy workplace with committed employees. These areas are linked to the following SDGs:<br>• SDG 5 – Gender Equality: Nivika believes in the strength of diversity. We welcome employees with different backgrounds, orientations, traits, and competencies. Being open and curious has been an important part of Nivika's success, which is why we encourage differences and uniqueness. We consistently work to increase gender equality and combat discrimination in the workplace. Generally, Nivika has a predominance of men, especially within property management where we aim for a more even distribution. (Targets 5.1, 5.5)<br>• SDG 8 - Decent Work and Economic Growth: Sustainable economic growth secures and creates new jobs while engaged, competent, and healthy employees are essential for achieving good results. We work to promote a safe and secure working environment and good working conditions for both our own employees and suppliers. Our goals are low rate of sick leave and zero workplace accidents. We also invest in skills development for our employees. With sustainable employees, the foundation for development and profitability is laid. (Targets 8.4, 8.5, 8.8) |

## GOVERNANCE

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| **Do all staff members receive continuing education on anti-corruption? Are there any ongoing or historical incidents involving co corruption, cartels or any other unethical business conduct? Have any preventive measures been taken?** | All staff members undergo training in anti-corruption while “particularly exposed” employees, such as employees in the project and management departments, need to undergo more in-depth training. During the most recent reporting year, there were no reported cases of corruption, bribes, or violations of the Code of Conduct.<br>Nivika supports and respects the internationally recognized human rights where we operate. Bribes, kickbacks, or improper benefits should not occur, and we work to combat all forms of corruption in operations and business relationships. These requirements are part of our Code of Conduct, which describes how Nivika's employees should act in the workplace and how we conduct business. The Code also outlines what Nivika expects from its employees and business partners, as well as what stakeholders can expect from us. The Code applies to all Nivika employees. All wholly-owned subsidiaries of Nivika are bound by the Code, and suppliers and other business partners are expected to follow similar principles included in the Code. Adherence to these principles is an important factor when choosing business partners. Information about the Code of Conduct is included as part of the orientation program for all new employees.<br><br>In addition to the Code of Conduct, there are governance documents containing principles for corporate governance and compliance procedures, which have been decided by the board. We have an approval flow where at least two different employees must sign off to all costs. Both as a documented routine and automated function in the ERP-system. It is important for Nivika to ensure that both our own employees and our external stakeholders feel confident that we catch any irregularities in the organization at an early stage, either through dialogue or via the company's whistleblower function, which is managed by Nivika's board chairman. Retaliation against or discrimination of any employee who has made a report in good faith is not permitted. During the year, there are no reported cases of corruption, bribes, or violations of the Code of Conduct. |
| **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?** | There are three independent members of the Board: the Chairman Elisabeth Norman, the member Knut Rost, a former Real Estate CEO, and the member Helena Nordman-Knutson, a former equity and ESG-analyst. |
| **Please state if and to what extent, the company has transactions with related parties:** | Yes, Holmgren Group, another main shareholder, is the largest tenant for Nivika. Please find further details in the risk factors and in our annual report. |
| **Which KPIs dictate the renumeration to management (are sustainability and diversity goals included)?** | Guidelines for remuneration to senior executives are decided by the general meeting. The guidelines specifically mention "that a successful implementation of the company's business strategy and safeguarding the company's long-term interests, including its sustainability". |

## GOVERNANCE CONT’D

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| **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.** | Nivika's board has the overall responsibility for the governance of sustainability issues. The executive management is responsible for developing proposals for policies, goals, and strategies, and results related to goals and sustainability-related issues are presented to the board and discussed at scheduled meetings throughout the year. Sustainability work is a natural and integrated part of all operations and the responsibility for daily work with sustainability-related issues such as planning, implementation, and follow-up follows the organizational structure. Sustainability -related issues are included as part of the business plans that are developed. The Sustainability Manager has the operational responsibility to drive, develop, and follow up on Nivika's climate efforts and report the outcomes to the executive management. |
| **Have you signed a Union agreement:** | Yes, Nivika has a Union agreement via Almega. |

| PRINCIPLE ADVERSE IMPACTS | |
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| **Revenue:** | MSEK 923 (16 months) |
| **Greenhouse gas emissions;** | Scope 1: 32 ton CO2e<br>Scope 2: Location-based 1 302 ton CO2e, Market-based 680 ton CO2e<br>Scope 3: 13 999 ton CO2e |
| **Share of non-renewable energy consumption:** | 0,36% |
| **Share of non-renewable energy production:** | None |
| **Energy consumption in GWh:** | 40 GWh |
| **Tonnes of emissions to water:** | 0 |
| **Tonnes of hazardous waste and radioactive waste generated:** | 0 |
| **Unadjusted gender pay gap:** | 91% |
| **Board gender diversity:** | 25% female |
| **Fossil fuel operations:** | No |
| **Sites/operations located in or near to biodiversity sensitive areas where activities negatively affect those areas:** | No |
| **Science based target:** | Yes |
| **Report 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 |