



# *storskogen*

ESG Questionnaire

May 2024

## General industry

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

1. Corporate Governance
2. Climate Change
3. Diversity and Inclusion, Gender Equality

The challenges are identified by Head of Sustainability and management in the annual risk workshop.

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

Yes, for the past three years it has been disclosed in our annual report. Storskogen's taxonomy-aligned economic activities are in the transport, construction and real estate, information and communication sectors and professional, scientific and technical activities and stand for <3 % of total turnover.

## Environment

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

Risks:

1. Our primary climate risk is transition market risk of a shift in demand for certain products or services our companies offer.

2. Another relevant risk is transition risk such as policy or legal risks for companies not transitioning fast enough.
3. If failing to make the transition necessary, companies may also face reputational risks.

Opportunities:

1. Contribute to solutions for both climate mitigation and adaptation.
2. First mover advantage.

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

We regularly invest in electrified vehicles, solar panels, energy-efficient heating, and production, to name a few.

Circular economy: How are purchases and waste managed?

At Storskogen, individual companies within our portfolio manage their day-to-day purchasing and waste activities. However, at the group level, we facilitate this process by establishing framework agreements that ensure the procurement of goods and services is both cost-effective and environmentally friendly.

These agreements are strategically designed to support our companies in making sustainable choices easily and affordably. Furthermore, our code of conduct mandates that all purchases should prioritize goods and services with a low environmental impact, directly

supporting waste reduction and recycling initiatives across our operations.

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?

Not as a group, as the Storskogen Group consists of many companies in different industries. Individual companies may be dependent on scarce resources, in which case they must include this as an essential aspect that they follow up and act on if necessary.

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?

Opportunities: We see opportunities to acquire companies offering, or has the potential to offer, products and services that contribute to climate change mitigation or adaptation, both on own performance and as enablers. For our companies, we see opportunities in positioning, if they transition to a low carbon economy faster than the rest of their industry.

Risks: Storskogen consists of many different companies with different material aspects and risks. The companies who are significantly exposed to transition related risks are of course the companies with the highest negative

impact on the climate such as companies with a large fleet of trucks and cars.

Most companies are low emitting and at a Group level, transitional risk is not material.

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

Our target is to reach net zero in 2045, meaning that we strive for net zero emissions to the extent possible (at least 85 percent) and offset the remainder. The targets we have today is for scope 1+2 but we are finalizing our target for scope 3.

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?

Overall connection to the Global Goals for the area of minimized environmental impact:

- Global Goal 12 – Responsible consumption and production

Target 12.6 – Encourage companies to adopt sustainable practices and Sustainability Reporting.

As an owner, Storskogen has a positive impact on target 12.6, mainly by providing the subsidiaries with support and tools to develop their sustainability work.

- Global Goal 13 – Climate Action

Target 13.3 – Build knowledge and capacity to meet climate change.

Storskogen's climate target contribute to increased knowledge and capacity to deal with climate change, which is a clear contribution to target 13.3.

We do not measure proportion of sales in relation to the 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?

In 2023 we reported a total of 103 accidents to *Arbetsmiljöverket*, The Swedish Work Environment Authority and an IFR at 0,9%. All accidents are followed up to minimize the risk for future accidents. Where accidents are material, we will encourage certification according to ISO 45001.

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.

Storskogen's gender equality targets

1. Gender distribution among employees in senior roles in Storskogen's central organisation  
In the range of 40–60%.
2. Gender distribution among the individuals appointed by Storskogen to the business units' boards (on an aggregated level)  
in the range of 40–60%

At year-end, the proportion of women in the entire Group was 29 percent and the

proportion of men was 71 percent. In Storskogen's central organisation, the proportion of women was 49 percent, and the proportion of men was 51 percent. In the Group management, the proportion of women was 12.5 percent, and the proportion of men was 87.5 percent. In the Board of Directors of the Group, the proportion of women was 40 percent, and the proportion of men was 60 percent. Of the subsidiaries, 38 percent have adopted gender equality and diversity targets.

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

Many of our companies are sponsoring different activities in their communities, primary local sports teams and donate to charities such as Barncancerfonden and tree planting projects. During 2023 we had several companies engaging in charity activities to support the Ukrainian people.

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

The effort of securing a sustainable supply chain looks different to each vertical/company. However, Storskogen's management team have adopted a Group-wide program for sustainable supply chains to make sure Storskogen as a group manage this important topic in a structured way. Group follow-up and evaluation of high-risk suppliers' compliance with Storskogen's Business

Partner Code of Conduct is targeted for 2025.

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?

Overall connection to the Global Goals for the area making a positive social impact or minimising negative social impact:

Global Goal 5 – Gender equality

Target 5.5 – Ensure full participation in leadership and decision-making.

Global Goal 10 – Reduced inequalities

Target 10.3 – Ensure equal opportunities and end discrimination.

On a Storskogen HQ-level we have adopted gender equality targets contribution towards target 5.5, but also on target 10.3.

Global Goal 8 – Decent work and economic growth

Target 8.5 – Full employment and decent work with equal pay.

Storskogen is committed to create employment and jobs with equal pay for equivalent work – which is linked to target 8.5.

## **Governance**

Do all staff members receive continuing education on anti-corruption? Are there

any ongoing or historical incidents involving corruption, cartels or any other unethical business conduct? Have any preventive measures been taken?

Yes, Storskogen has a mandatory e-learning for the HQ and relevant employees at all of our companies (management, procurement, and sales department).

No ongoing incidents.

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, due to location of HQ, but we adopt a country-by-country reporting and pay tax in all countries where we have a presence.

How many independent members sits on the Board of Directors?

4/5

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

All material transactions with related parties are disclosed in the annual report.

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

Storskogen has remuneration guidelines that are approved by the AGM. Remuneration to the CEO and other members of management comprise market-based fixed salary in line with

relevant peers, standard benefits such as healthcare and insurance as well as pension. CEO and management are also eligible for participation in our long-term incentive program (LTIP). The overall aim of remuneration in Storskogen is to promote the company's business strategy, sustainability, and long-term interests.

As of 2023, climate related KPI's are linked to Group Managements remuneration.

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.

Storskogens ESG monitoring and reporting to senior management and the Board is managed by the Sustainability Committee, established in 2023. This committee oversees the relevance of our sustainability goals, compliance with our sustainability policy and legal requirements, and coordinates our sustainability reporting efforts with the audit committee. The committee convenes five times a year to ensure timely and effective oversight.

We monitor key performance indicators (KPIs) related to group targets, which include metrics on environmental impact, compliance, and other relevant areas. This structured approach ensures that our Board is well-informed and able to make decisions based on current and comprehensive ESG data.

Have you signed a Union agreement:

Many of our companies have union agreements. For employees at HQ, we do not have one, but offer equal terms of employment.

**Principle Adverse Impacts (numeric answers):**

- Revenue (EUR, FY2023): 3,6 billion
- Greenhouse gas emissions:
  - Scope 1: 36,100
  - Scope 2 7,738
  - Scope 3 approx 2,000,000 tCO<sub>2</sub> (ongoing baseline validation for the whole Group)
- Share of non-renewable energy consumption: 62 % (incl fossil free)
- Share of non-renewable energy production: 0 %
- Energy consumption in GWh: 105
- Tonnes of emissions to water: N/A
- Tonnes of hazardous waste and radioactive waste generated: N/A
- Unadjusted gender pay gap: 20%
- Board gender diversity: 40-60 % (HQ)

**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, not to our knowledge.

- 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