

storskogen

ESG Questionnaire

November 2026

Note: Quantitative performance data in this questionnaire relates to FY2025 unless otherwise stated. Descriptions of current governance and processes reflect the position as of November 2026.

General industry

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

1. Climate change (ESRS E1): Reducing Scope 1, 2 and 3 emissions in line with our Net Zero target for 2050.
2. Workers in the value chain (ESRS S2): Ensuring that suppliers adhere to ESG standards and mitigating risks in the supply chain.
3. Own workforce (ESRS S1): Improving health and safety and gender balance, including in leadership.

Process: Identified through Storskogen's double materiality assessment, which was developed in 2023 in line with ESRS 2 and reviewed in 2024 and 2025 with no material changes. The assessment determined that five sustainability matters are material at Group level: climate change (E1), resource use and circular economy (E5), own workforce (S1), workers in the value chain (S2) and business conduct (G1).

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

Yes. For the 2025 reporting year, Storskogen applied the materiality option in the EU Delegated Act of 4 July 2025. All economic activities fell below 10 percent of the denominator of each KPI (turnover, CapEx and OpEx), both individually and cumulatively, and were therefore assessed as non-material and omitted from further assessment of taxonomy eligibility and alignment. The omitted activities amount to 5.1 percent of turnover, 4.7 percent of CapEx and 7.1 percent of OpEx and relate mainly to business units in the Services business area, primarily the Infrastructure Services vertical (land contracting, installations and rail). Taxonomy-aligned activities were therefore not reported for 2025.

Environment

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

Primary Climate-Related Risks:

1. Transition risk – changes in climate-related legislation (short to medium term):

- Emission and import costs, for example for steel, arise in connection with new regulations such as CBAM.

2. Physical risk – acute climate-related events (medium to long term):

- Physical climate risks are expected to rise gradually and

may affect infrastructure and supply chains. Some impacts already occur in certain geographical areas.

3. Transition risk – shortages of critical raw materials and products (short to medium term):

- High demand during the transition to a more sustainable economy may lead to shortages and volatile input costs, which could increase operating expenses.

Climate-Related Opportunities:

1. Material opportunities:

- No material climate-related opportunities were identified at Group level in the double materiality assessment. Several profitable energy efficiency actions with a payback period of less than three years have been identified, creating incentives for rapid implementation.

Climate-related risks are followed up within Storskogen's sustainability governance: the ESG Steering Committee follows progress towards the sustainability targets, the Audit Committee is informed about sustainability-related risks, and strategic sustainability matters are addressed by the Board.

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

Yes. To support the transition plan, Storskogen expects to make capital expenditure on, for example, electrifying vehicles and machinery, installing solar panels and upgrading heating systems. Higher operating costs are also expected for renewable energy and renewable fuels instead of fossil fuels. A process is ongoing to quantify the investment needs in each action area. As reported in the Annual and Sustainability Report 2025, climate-related CapEx and OpEx for the transition plan had not yet been quantified in aggregate at Group level. Transition projects are currently funded mainly with internal funds.

Circular economy: How are purchases and waste managed?

At Storskogen, individual companies within our portfolio manage their day-to-day purchasing and waste activities. At group level, we facilitate this by establishing framework agreements that support cost-effective procurement of goods and services and the consideration of environmental impact.

These agreements are designed to support our companies in making sustainable choices more easily and affordably. In addition, our code of conduct states that purchases should prioritise goods and services with a low environmental impact, which supports 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?

Storskogen's diverse portfolio of companies means that reliance on scarce resources varies by industry. For those that do rely on such resources, the firm promotes recycling, reusing, and seeking sustainable alternatives where possible. Additionally, improving resource efficiency is a key strategy, with an emphasis on minimising waste and optimising the use of materials. Each business unit is responsible for identifying potential risks related to scarce resources and implementing measures to ensure long-term sustainability.

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?

No material climate-related opportunities were identified at Group level in the double materiality assessment. At portfolio level, we see opportunities in acquiring companies whose products and services contribute to climate change mitigation or adaptation, and in energy efficiency measures with a payback period of less than three years.

Storskogen's transition risks are linked to changes in climate-related legislation, for example emission and import costs for steel under CBAM, and to shortages and volatile prices of critical raw materials. Exposure varies across the portfolio. Business units with fossil-fuel-dependent fleets and machinery, primarily in the Services business area, are most exposed. For these companies, we are working on electrifying vehicles and machinery and on renewable fuels, as part of our transition plan.

Climate-related risks are reviewed as part of the double materiality assessment, most recently reviewed in 2025 as reported in the Annual and Sustainability Report 2025.

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

Yes, we have set a target to achieve Net Zero by 2050, validated by the Science Based Targets initiative (SBTi). We define our target as Net Zero in line with the SBTi Net-Zero Standard, not as carbon neutrality based on offsetting. Electrification of vehicles is one of the key decarbonisation levers in our transition plan. Our targets are listed below.

Targets:

- Scope 1 & 2: 59% absolute reduction by 2034, 90% by 2050 (base year 2023).
- Scope 3: 64% reduction per SEK million of value added by 2034, 97% by 2050 (base year 2023).

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 minimised 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 contributes to target 12.6 by providing the subsidiaries with support and tools to develop their sustainability work, and by reporting on sustainability in the Annual and Sustainability Report.

● Global Goal 13 - Climate Action

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

Storskogen contributes to target 13.3 by building knowledge and capacity on climate change within the Group, through support and tools provided to subsidiaries for their climate work and reporting on emissions in line with our climate targets.

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 2025, Storskogen Group had 80 serious accidents at work and an LTIFR of 4.24 (serious accidents per one million hours worked). All accidents are followed up to minimise the risk of future accidents. Where significant occupational health and safety risks are identified, we 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 2025, the proportion of women in the entire Group was 25 percent and the proportion of men was 75 percent. In senior roles in Storskogen's central organisation, the proportion of women was 45 percent, and the proportion of men was 55 percent. In the Group management, the proportion of women was 25 percent, and the proportion of men was 75 percent. In the Board of Directors of the Group, the proportion of women was 40 percent, and the proportion of men was 60 percent. Among individuals appointed by Storskogen to the business units' boards, 28 percent were women and 72 percent were men. Among business unit CEOs, 14 percent were women and 86 percent were men. Of the subsidiaries, 75 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 sponsor different activities in their communities, primarily local sports teams, and donate to charities such as *Barncancerfonden* and tree planting projects.

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

We apply a group-wide but decentralised, risk-based approach to supplier audits. Each business unit identifies its high-risk suppliers, carries out audits based on its own risk assessment, and ensures that our Supplier Code of Conduct (or an equivalent that meets at least the UN Global Compact's ten principles) is included in contracts. Storskogen does not centrally collect information on how often audits are conducted or non-compliance is identified.

Issues are addressed by the business unit concerned together with the supplier. Material deviations are reported through the business units' boards to Group.

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.

At Storskogen HQ level, we have adopted gender equality targets (40–60% in senior roles in the central organisation and among individuals appointed to the business units' boards), and 75 percent of the subsidiaries have adopted gender equality and diversity targets. This contributes to targets 5.5 and 10.3.

We do not measure proportion of sales in relation to the SDGs.

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?

Anti-corruption e-learning is a mandatory requirement for HQ and for relevant employees at all our companies (management, procurement and sales). This describes the training requirement and does not state the proportion of

employees who have completed the training.

For FY2025, no confirmed incidents of corruption or bribery were reported in the Annual and Sustainability Report 2025. This refers to confirmed incidents in the reporting period only and does not cover allegations, investigations or cases outside that period.

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, where our HQ is located. We apply 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 of 5 members of the Board of Directors are independent.

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

There were no material transactions with related parties during the financial year except for remuneration to senior executives. There were no material outstanding receivables or liabilities related to related parties. All transactions with related parties were on market terms.

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

Storskogen has remuneration guidelines approved by the AGM. Remuneration to the CEO and other members of management comprises a market-based fixed salary in line with relevant peers, standard benefits such as healthcare and insurance, and pension, and may also include variable remuneration or share-based incentive programmes in accordance with the guidelines. The former long-term incentive programme (LTIP 2022–2025) included an emissions-related KPI and ended in 2025. In 2026, no sustainability-linked incentive programmes are in place, and sustainability and diversity goals are therefore currently not included as performance criteria in incentive programmes. The overall aim of remuneration at Storskogen is to promote the company's business strategy, sustainability, and long-term interests.

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.

Storskogen's ESG monitoring and reporting to senior management and the Board is led by the Head of Sustainability, who is responsible for follow-up of the Group's sustainability targets, the double materiality assessment and the sustainability reporting, and for escalating any material deviations to the relevant management and governance

bodies. The ESG Steering Committee, established in 2026, follows progress towards the Group's sustainability targets and meets at least quarterly. The Audit Committee, which meets six times a year, is informed about sustainability reporting, material reporting judgements, internal control, data quality and sustainability-related risks, while strategic sustainability matters are addressed by the Board. A consolidated follow-up of the sustainability targets is carried out annually in the first quarter, and progress towards the climate targets is followed quarterly.

We monitor key performance indicators (KPIs), including metrics on climate targets (such as emissions reductions for Scope 1, 2, and 3), gender diversity in leadership roles, and progress on our supply chain programme. This structured approach ensures the Board is well-informed and able to make decisions based on current and comprehensive ESG data.

Have you signed a collective bargaining agreement:

Many of our companies have signed collective bargaining agreements. Storskogen HQ has not signed a collective bargaining agreement.

Principal Adverse Impacts (numeric answers):

- Revenue (MSEK, FY2025): 33,097
- Greenhouse gas emissions tCO_2e:
    - Scope 1: 31,808
    - Scope 2: 4,180 (market-based)
    - Scope 3: 1,279,011
- Share of non-renewable energy consumption: 61 % (53 % fossil and 8 % nuclear energy)
- Share of non-renewable energy production: Not reported
- Energy consumption in GWh: 245
- Tonnes of emissions to water: Not reported
- Tonnes of hazardous waste and radioactive waste generated: Not reported
- Unadjusted gender pay gap: Not reported (not assessed as material in Storskogen's 2025 sustainability report)
- Board gender diversity (Board of Directors of the Group): 40 % women and 60 % men

Principal 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