



# ESG Questionnaire

January 2026

## General industry

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

Challenge 1: Energy and material use: We are analysing the building EPCs to gain a clear understanding of energy consumption across our portfolio.

Challenge 2: Climate change and physical climate risks: We continuously map and assess physical climate risks related to climate change, such as flooding.

Challenge 3: The cost for complying with stricter regulations and the cost of adapting to new rules. Ankarhagen continuously monitors and complies with applicable regulatory requirements and changes.

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

Work in progress. The company is not obliged to report according to the EU taxonomy today but works towards doing so in the future.

## Environment

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

Risk 1: Extreme and unpredictable weather conditions, such as extreme rainfall, heatwaves or cold spells.

Risk 2: Increased costs related to damage caused by climate change.

Risk 3: Increased costs due to stricter regulations and rules.

Climate-related opportunities:  
Opportunities to implement more energy-efficient solutions and to attract green capital while

advancing and strengthening our sustainability initiatives.

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

The company invests in energy efficiency measures such as upgrading heating and ventilation systems, LED lights and installation of solar panels.

**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?**

In property management, purchases are made by the property manager. In property development projects, procurement of goods and services is carried out by contractors under either a turnkey (design-and-build) or a divided contract structure. Ankarhagen maintains close dialogue with its contractors regarding the selection of materials and solutions, although the company does not have direct control over the contractors' purchasing processes.

In project development, this is a key focus area. Ankarhagen has decided that all new construction projects will be built in accordance with the Miljöbyggnad Silver standard or similar to ensure sustainable material choices and reduced waste volumes.

Tenants are responsible for their own purchasing and waste management.  
Ankarhagen is not dependent on any scarce or critical resources.

**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?**

In the short term, there may be some risks related to increased administrative costs during the transition and potential re-letting risks as tenants increasingly prefer greener properties and landlords. However, these risks are not considered critical in the long term, as they are being actively

mitigated through ongoing sustainability investments in collaboration with our tenants, such as the installation of upgraded heating systems, LED lighting, solar panels, and the use of green lease agreements.

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

No, we have not set a formal carbon neutrality target, but we actively work to reduce our environmental impact through ongoing sustainability initiatives.

**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 Sustainable Development Goals. What proportion of sales can be directly linked to selected UN SDGs?**

Mean 1: Implementing more energy efficient solutions in our buildings

UN SDG: 7, 9, 11

Mean 2: Invest in suitable properties to certify them in Miljöbyggnad Silver or similar

UN SDG: 11, 13

Proportion of sales directly linked to selected UN SDGs: Not currently quantified.

## Social

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

Ankarhagen does not have a history of accidents and strives to be an attractive employer. The company provides health-promoting benefits and applies a code of conduct to ensure ethical business practices.

**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:**

The company is committed to equal treatment and fair working conditions. Discrimination or any form of inappropriate or unfair treatment is not tolerated toward employees, job applicants, trainees, or anyone performing work on behalf of Ankarhagen. Board of directors: 80% men / 20%

women, amongst all employees: 70% men / 30% women.

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

Ankarhagen demonstrates social commitment by sponsoring Färjestad BK in Karlstad. The partnership with the association is part of our work to strengthen the local community and create positive impacts outside of our core business.

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

Not applicable.

**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: Skill development and a goal oriented, transparent culture

UN SDG: 4, 8

Mean 2: Health-promoting benefits and insurances for employees

UN SDG: 3, 8

Proportion of sales directly linked to selected UN SDGs: Not currently quantified.

## 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?**

To date, there is no continuous training in anti-corruption, although Ankarhagen applies a code of conduct including restrictions on anti-corruption. The code of conduct is part of the on-boarding process for all employees. No workplace accidents have been reported.

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

Stockholm, Sweden. Ankarhagen was founded in Sweden.

**How many independent members sits on the Board of Directors?**

One out of five board members are independent.

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

No transactions with related parties.

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

To date, senior management remuneration consists solely of base salary. No performance-based remuneration or KPI-linked incentives are in place.

**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.**

All significant ESG matters and investments are regularly reported to management and the Board, either during scheduled Board meetings or, when necessary, on an ad hoc basis. Additionally, ESG KPIs are reported yearly to one of the shareholders.

**Have you signed a Union agreement?**

No.

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

- Revenue (EUR): EUR 9.9m
- Greenhouse gas emissions;
  - Scope 1: Not currently quantified
  - Scope 2: 175 tonnes CO2-eq (2024)
  - Scope 3: Not currently quantified
- Share of non-renewable energy consumption: Where Ankarhagen has influence, the share of non-renewable energy was 46 percent in 2024 corresponding to energy for district heating. Ankarhagen uses 100 percent renewable electricity where the company has influence
- Share of non-renewable energy production: Ankarhagen does not have any non-renewable energy production
- Energy consumption in GWh: Where Ankarhagen has influence, the energy consumption was 4.7 GWh as of 2024 (0,5 GWh electricity, 4.2 GWh district heating)
- Tonnes of emissions to water: N/A
- Tonnes of hazardous waste and radioactive waste generated: We do not have any hazardous waste, however our tenants may have. Unfortunately, we do not have this information
- Unadjusted gender pay gap: 4,25% (excluding the senior management)
- Board gender diversity: Four men and one woman as of January 2026

**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: No
- Involved in the manufacture or selling of controversial weapons: No
- Whistle blower policy: No
- Supplier code of conduct: No