



Sustainability report 2024

Nordika II, Nordika III & Nordika IV



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About the report

Nordika Achieves Key Sustainability Milestones in 2024

Nordika is proud to announce significant sustainability milestones achieved in 2024.

This year, Nordika has secured its first green financing, a significant step that reinforces our commitment to responsible and sustainable investment. Nordika also received the first EPC rating of B, highlighting the energy efficiency of the property portfolio and marking meaningful progress in reducing environmental impact.

In addition, Nordika became an official signatory of the UN Principles for Responsible Investment (UNPRI), underscoring our alignment with global standards for sustainable and ethical investment practices.

These milestones represent Nordika's continued dedication to embedding sustainability across our operations—from energy efficiency to biodiversity efforts.

Top ranking in GRESB's international sustainability ranking

Since 2021, Nordika has reported its sustainability efforts to the GRESB benchmarking, which assesses sustainability initiatives in areas such as environmental, social sustainability, governance, and monitoring.

This year's ranking reflects a strong performance, with Nordika achieving 88 points out of 100 and maintaining its five-star rating.



Our business

Nordika support the scientific evidence that human activity accelerates climate change.

To contribute to the global agenda, Nordika steer and set goals for the operation in line with

- the Paris Agreement
- UN's global goals for sustainable development
- UN's Global Compact Principles

About the report

This report encompasses all Nordika's wholly-owned properties.

This report is intended for general purposes and is based on information and data collection that Nordika considers reliable. Every effort has been made to ensure that the report is accurate and complete. In cases where estimates have been made due to incomplete information, this has been noted in the text.

To ensure that the information presented is relevant, balanced, and useful for our stakeholders, the report follows the Global Reporting Initiative (GRI) framework

Nordika acknowledges that a margin of error is somewhat inevitable and reserves the right to correct any factual errors that may have been included in the reporting.

Contact person for Sustainability Report
Sandra Kopparlund, Head of Sustainability
E-mail address: sk@nordika.se

Nordika in brief

Number of properties	Gross floor area Sqm	Number of cities
9	213 994	4
Total energy consumption Excluding tenants' consumption, GWh	Energy performance Excluding tenants' consumption kWh/sqm	Environmental certifications Based on sqm gross floor area, percent
34,1	159,4	65%
Occupancy rate percent	Fossil free energy Based on sqm gross floor area, percent	Project volume Million SEK
67%	91%	226



Reporting standards

Nordika is committed to developing a sustainability report that is relevant, balanced, and useful for our stakeholders. To identify sustainability aspects that are most significant for the business, a stakeholder and materiality analysis has been conducted. Read more under the Stakeholder and Materiality Analysis section, see page 4.

Nordika's sustainability report follows industry-relevant recommendations as well as reporting and benchmarking systems.

The reporting standards that guide Nordika



EU TAXONOMY

To prioritize long-term sustainability in its operations and investments, Nordika has initiated efforts to adhere to and report in accordance with the EU Taxonomy Regulation.



GRESB-Global Real Estate Sustainability Benchmark

To structure sustainability efforts, increase transparency, and comparability, Nordika works with the GRESB benchmark. Through GRESB, Nordika II, III and IV undergo continuous benchmarking against other real estate companies.



UNPRI-Principles for Responsible Investment

The Principles for Responsible Investment (PRI) is a United Nations-supported network of investors working to promote sustainable investment practices.



TCFD-Task Force on Climate-Related Financial Disclosures

To provide investors with information about the risks and opportunities associated with transitioning to a climate-neutral portfolio, Nordika has commenced implementing the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).



CSRD-Corporate Sustainability Reporting Directive

Nordika has begun to consider CSRD, a proposal from the European Commission aimed at strengthening and standardizing sustainability reporting for companies within the EU.



SFDR-Sustainable Finance Disclosure Regulation

Due to Nordika Förvaltning being a registered AIF manager, parts of Nordika's fund structure are subject to SFDR's regulation regarding the disclosure of sustainability-related information.

Stakeholder dialogue and materiality analysis

Background

To determine which sustainability aspects should be prioritized, Nordika has conducted a minor stakeholder and materiality analysis.

The analysis was conducted through interviews, meetings and workshops with relevant business areas and to some extent external parties.

From the analysis, Nordika received a first selection of what was requested of us as a business. The materiality of the sustainability aspects has been identified through internal and external analysis.

Key areas for Nordika

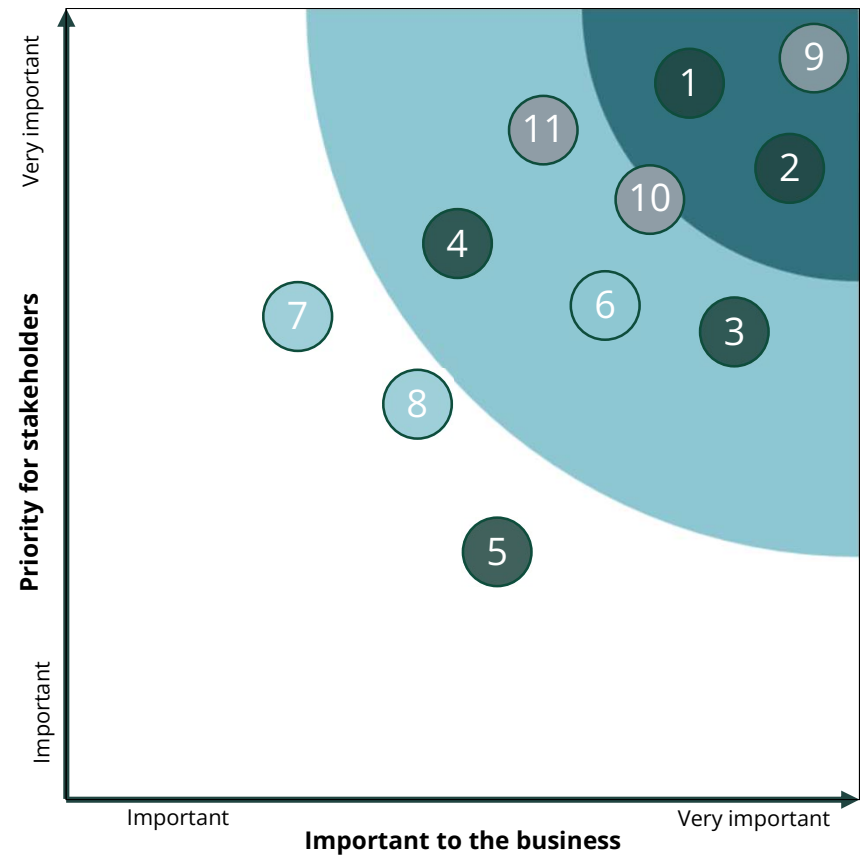
Nordika believe that all areas that arose in the analysis are material and something to set long-term and short-term goals against.

Priority areas that have a significant impact on the business include:

- Attracting investors and tenants
- CO2 emissions
- Energy

In this year's sustainability report, all essential sustainability aspects are presented to the extent possible. Where information is lacking, we have either estimated using standard values or partially excluded it.

Environment	People and Climate	Economy and corporate governance
1. CO2 emissions	6. Engage employees	9. Attract investors and tenants
2. Energy	7. Diversity and equality	10. Suppliers assessments
3. Waste	8. Social initiatives	11. Climate adaptation
4. Material use		
5. Biological diversity		



EU- taxonomy

307 Environmental Regulation

The Taxonomy Regulation

The EU Taxonomy Regulation (EU 2020/852) has been introduced by the EU as part of the Sustainable Finance Action Plan. The regulation aims to develop a classification system that is common for all economic activities to identify which activities can be considered economically and environmentally sustainable.

Nordika is primarily covered by 7.7 "Acquisition and ownership of buildings". One of the seven economic activities identified for construction- and real estate companies in the taxonomy regulation .

A business can be considered economically sustainable or "aligned" with the taxonomy if it significantly contributes to at least one of six environmental objectives and does not cause significant harm (DNSH) to the remaining environmental objectives.

The environmental objectives of the taxonomy are; Mitigation of climate change, Adaptation to climate change, Sustainable use and protection of water and marine resources, Transition to a circular economy, Prevention and reduction of environmental pollution and Protection and restoration of biodiversity and ecosystems

TSC-Technical Screening Criteria

For each economic activity, there are associated Technical Screening Criteria (TSCs). By meeting the specified criteria, an activity is in line with the taxonomy. For category 7.7, there are three criteria:

- Buildings constructed before December 31, 2020, should have an energy performance certificate (EPC) in class A, or alternatively, the building should rank among the top 15% in the national stock in terms of energy efficiency. For Sweden this has been interpreted to mean an EPC rating of B or higher.
- Buildings constructed after December 31, 2020, should meet the criteria for category 7.1 "Construction of new buildings."
- If the building exceeds a certain size and surpasses a nominal energy value at 290kW, control and monitoring systems must be used to regulate the building's heating and ventilation.

Outcome and follow-up

Nordika is not subject to the requirement to fully report according to the Taxonomy Regulation but recognizes its value in the path towards our goals. By already mapping and identifying the business, Nordika creates the opportunity to identify, revise, and introduce procedures to ensure taxonomy alignment from the day reporting requirements are established.

Reporting includes the proportion of aligned turnover, operating expenses ("Opex"), and investments ("Capex").

Leadership strategy and goal achievement

In 2024 Nordika received therefore, first "B"- EPC rating in the property Karlstad CCC, therefore, aligning the property and its operation with the taxonomy.


The economic activities of the business covered by the taxonomy

("eligible", %)

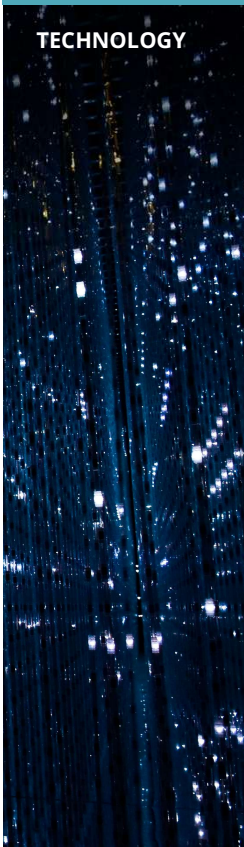
	Jan-dec 2024* (msek)	The percentage of economic activities aligned with the taxonomy(%)	The percentage of economic activities covered by the taxonomy (%)
Turnover	387	10,3	100
Operating expenses (Opex)	134	4	100
Investments (Capex)	226	7,7	100

* Adjusted numbers




TCFD-table of climate risks and opportunities

	Risk and opportunity	Financial category	Measurement and unit	Financial impact
 <p>POLITICAL AND LEGAL CHANGES</p>	<p>Assessed risk: Higher energy costs due to increased taxes or other regulations.</p>	Assets	Investments made to reduce energy consumption. Expressed in SEK million per year.	During 2024, approximately 68,4 million SEK was invested in measures to reduce energy consumption in the portfolio, including installation of new control systems, upgrades to LED lighting, and improvements of the heating system.
		Costs	Impact on energy costs and operating surplus with an increase in energy prices of 1 SEK/kWh. Calculated based on consumption in 2024. Expressed in GWh and SEK million.	The total consumption of heating, cooling, and property electricity in the portfolio amounted to 34,11 GWh (excluding tenant electricity consumption). A cost increase in energy by 1 SEK/kWh would result in an increased energy cost of 34,11 million SEK.
	<p>Assessed risk: Higher costs due to increased taxes associated with emissions.</p>	Costs	Increased costs at a price equivalent to 500 SEK/ton of emissions in Scope 1 and 2, location-based. The estimate assumes that the energy purchaser bears the full cost. Expressed in SEK million.	At a price of carbon dioxide emissions equivalent to 500 SEK/ton for emissions in scope 1 and 2 calculated using the location-based method, the corresponding costs would increase by 1,87 million SEK.
	<p>Assessed opportunity: Precede legislation with higher internal requirements to attract more stakeholders.</p>	Assets	Sustainability work preceding legislation. Expressed in percent	In 2024, Nordika completed its third GRESB benchmark for the year 2023 with a score of 88 and 5 stars. This corresponds to 100 percent of the total assets. The GRESB benchmark applies to the Nordika II and Nordika III portfolios, which included 8 properties in Sweden and Finland.
		Costs	Cost of GRESB benchmarking in relation to total investment. Expressed in SEK million.	In 2025, Nordika will conduct a GRESB benchmark for the year 2024. The GRESB benchmark applies to the Nordika II, Nordika III, and Nordika IV portfolios, which include 9 properties in Sweden and Finland. The labor cost for the GRESB benchmark is estimated at 0.15 million SEK.
		Revenues/savings	Estimated revenue increase through higher buyback rates, higher occupancy rates, and higher rental levels, as well as lower interest costs with green financing for properties within GRESB. Based on the assumption that rental income increases by 2-5 percent. Expressed in SEK million per year.	The total property value of Nordika II, Nordika III, and Nordika IV increased by 8% in 2024. This change includes Nordika's new acquisition Fristaden. Based on our assumption, the GRESB work has increased the property value by approximately 71 - 142 million SEK per year.

TCFD-table of climate risks and opportunities

	Financial category	Financial category	Measurement and unit	Financial impact
 <p>TECHNOLOGY</p>	Assessed risk: Cost of transitioning to technology with lower energy consumption and carbon emissions.	Assets	Identified properties with high gCO ₂ /sqm and kWh/sqm. Expressed identified properties' area in sqm and percentage of total CO ₂ emissions and kWh consumption.	As part of the digitization of the portfolio's consumption and analysis of the CO ₂ footprint, 2 prominent properties have been identified. They account for 25,1% (53,960 m ²) of the portfolio's leasable area, 76,5% of Nordika's total CO ₂ emissions, and 38,5% of Nordika's total energy consumption.
		Assets	Identified properties without fossil free energy contract. Expressed in percentage.	All properties in the portfolio except one have fossil free energy contracts, covering 88% of the total energy consumption. 4 102 203 kWh of the total consumption falls outside fossil free electricity contracts.
		Costs	Estimated costs for energy efficiency improvements. Expressed in SEK million.	The estimated cost for planned energy efficiency measures amounts to 68,4 million SEK.
		Costs	Estimated costs for switching to fossil free energy contracts. Expressed in SEK million.	The cost cannot be estimated. The remaining contract cannot be terminated prematurely and runs until 2025-12-31.
		Revenues/savings	The estimated reduction in carbon footprint if 100% of the portfolio's energy consumption comes from fossil free sources is expressed in metric tons of CO ₂ per year.	The estimated CO ₂ reduction if all energy were to come from green sources corresponds to 2 090,5 tons CO ₂ /year Market Based. (Local Based: 235 tons CO ₂ /year)
	Assessed opportunity: Lower operating costs due to lower energy consumption. Assessed opportunity: Increased self-production of renewable energy.	Revenues/savings	Estimated energy savings expressed in million SEK/kWh, and CO ₂ per year.	A reduction in energy consumption by 30% for the two prominent properties would result in a savings of 4 008 545 kWh and 3,50 million SEK/year based on the market average for electricity and district heating for 2023 (0,386 SEK/kWh for electricity and 1,121 SEK/kWh for district heating). This would lead to a reduction of 1 077 tons of CO ₂ emissions.
		Assets	Existing self-produced renewable energy. Expressed in million SEK per year.	During the year, Nordika's properties have produced 281 MWh of renewable energy.
		Costs	Investments made to increase self-produced renewable energy. Expressed in million SEK/year.	During the year, 0 SEK was invested in solar panels.
		Revenues/savings	Savings due to self-produced energy. Expressed in million SEK/year and tonCO ₂ /year.	The savings from production based on the market average for electricity in 2024 correspond to 108 772 SEK and 4,09 tons of CO ₂ e.

TCFD-table of climate risks and opportunities

	Risk & opportunity	Financial category	Measurement and unit	Financial impact
 <p>MARKET</p>	<p>Assessed risk: Market uncertainty & changing customer behaviour.</p> <p>Assessed risk: Higher valuation and revenues from certified properties.</p>	Assets	The market value of environmentally certified properties relative to the total market value of the entire property portfolio. Expressed in million SEK and as a percentage of the total market value.	At the end of 2024, properties with a market value of 2,604 million SEK were environmentally certified. This corresponds to 53% of the market value of the total portfolio.
		Costs	The cost of environmental certification of the existing portfolio relative to the total investment.	In 2024, a new certification has been added, and upon recertification of a property, we have achieved Excellent with a total cost amounting to approximately 0,8 million SEK.
		Revenues/savings	Estimated revenue increase assuming higher buyback rates, higher occupancy rates, and higher rental levels from environmentally certified properties. Based on an assumption that rental income increases by 5-10 percent, in million SEK.	Revenue from environmentally certified properties amounted to 349 million SEK, equivalent to approximately 73 percent of total rental income. An increase in rental income of 5-10 percent would result in an increase of approximately 17,5 - 35million SEK.
 <p>MARKETING</p>	<p>Assessed risk: Changes in preferences from consumer & increased pressure from stakeholders for climate action.</p> <p>Assessed opportunity: Favourable financing for green assets.</p>	Assets	Assets included in the GRESB assessment. Expressed in million SEK and as a percentage of total assets.	In 2024, Nordika completed its third GRESB benchmark for 2023, achieving a score of 88 with five stars. This result represents 100 percent of total assets, with a total market value of SEK 4,926 million. The benchmark covers the portfolios Nordika II and Nordika III, which include eight properties in Sweden and Finland.
		Costs	Better financing opportunities as a result of the GRESB benchmark. Expressed as a percentage.	Nordika is attractive to financiers, with GRESB playing a key role. While the exact impact is hard to quantify, we believe it improves our access to financing
 <p>PHYSICAL RISKS</p>	<p>Assessed risk: Assessment of proximity to flood-prone areas due to precipitation. (Immediate physical risk)</p> <p>Assessed risk: Financial losses in the form of unplanned costs related to the remediation of moisture damage from flooding.</p> <p>The economic losses in the form of operational disruptions during the remediation of moisture damage from flooding.</p>	Assets	The proportion of properties located in areas with an increased risk of flooding from rainfall. Expressed in square meters and percentage.	Risk Level: Low-Medium (RCP 8.5, 2050) 11% (23,042 m²) In 2024 and 2025, Nordika has updated the climate risk assessment of its property portfolio originally developed in 2022, in which 11% of the portfolio was assessed to have a medium risk of flooding from precipitation. One property (Hyttan 12) is located near areas that may be affected by a 1,000-year flood event.
		Costs	Estimated annual increase in maintenance costs due to temporary property damage. Assumes 1% of high-risk and 0.5% of medium-risk assets are affected yearly, at a cost of SEK 1,000/m². Expressed in MSEK.	Assuming that 1% of the high-risk portfolio and 0.5% of the medium-risk portfolio become temporarily unusable and require repairs, the maintenance costs are estimated to increase by SEK 0.12 million per year.
		Revenues/savings	Estimated rent loss due to flood-prone properties becoming temporarily unusable and undergoing repairs. Assumes annual damage to 1% of high-risk and 0.5% of medium-risk assets, causing three months of lost rental income. Expressed in MSEK.	Assuming that 1% of the high-risk portfolio and 0.5% of the medium-risk portfolio become temporarily unusable for three months, the annual revenue loss is estimated at SEK 0.11 million.
		Revenues/savings	According to the Swedish Civil Contingencies Agency (MSB), the biggest economic risk for businesses related to landslides and rockfalls is limited accessibility and damage to vehicles.	Estimating financial reserves for property portfolios due to limited accessibility in the event of landslides, collapses, and erosion is challenging.

Economics in brief

201-1 Economic performance



Nordika believes that responsible actions have a positive impact on economic growth. The table below presents the financially distributed results for Nordika II, Nordika III, and Nordika IV for the year 2024. Amounts are in thousand Swedish kronor (SEK).

DISTRUBUTED ECONOMIC VALUE			
	2024	2023	2022
Revenues	389 215	270 095	272 802
Change in value	359 088	-210 204	225 88
Investment	226 386	291 599	145 178
Total direct value added	974 687	351 490	673 860
Employees	0	0	12 638
External lenders	127 444	103 931	41 418
Public sector	44 524	33 165	31 842
<i>-of which company tax</i>	<i>30 418</i>	<i>24 197</i>	<i>20 685</i>
Supplier	419 311	479 668	284 588
Owners including interest to shareholders	72 541	61 149	96 833
Total distributed value	664 120	677 913	468 319
Retained economic value	310 567	-326 432	206 541

Material

301-1 Materials used by weight or volume

Outcome and follow-up

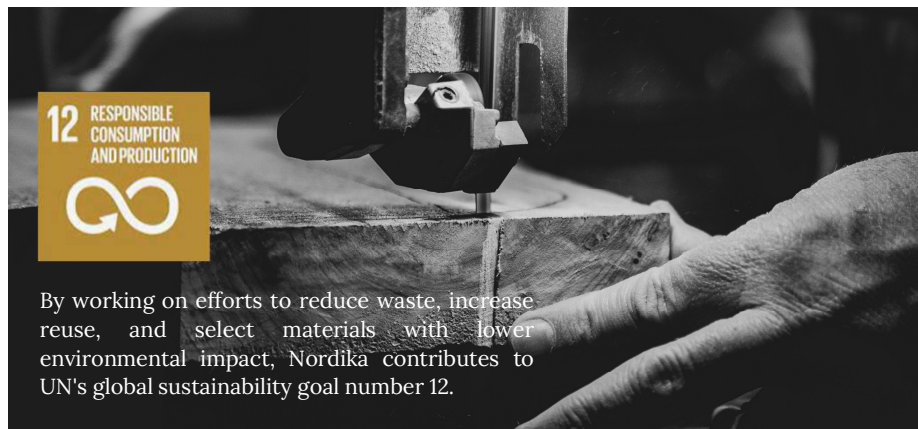
Nordika aims to minimize the intake of new materials by giving priority to environmental assessed, reused, or recycled materials. For the past years, Nordika has consistently overseen all contracted cleaning contractors and construction contractors. It is crucial to Nordika that environmentally friendly and non-toxic substances are used in the properties. Monitoring and reporting occur continuously.

Nordika has integrated a working method to enable construction contractors and project managers to log the construction materials used in projects exceeding 500,000 SEK. Additionally, all cleaning contractors are required to complete a self-assessment questionnaire once a year, in which they report, among other things, the percentage of environmentally certified cleaning products used.

Leadership strategy and goal achievement

The goal is to log and report 100 percent of all construction materials, and Nordika estimates that achieving this will take a couple of years. The routine has been implemented with all contractors. However, since projects often span multiple years, collecting information has been challenging. Nordika expects this to improve in 2025, as there has been a year to adapt and prepare.

Nordika's contribution



Environmental certified cleaning materials



Nordika Tests Climate-Smart Studs in Karlstad

A Successful Pilot Project in the property Karlstad CCC

Background

Nordika has conducted a pilot project in a properties in Karlstad, where we replaced traditional building studs with the innovative and climate-smart studs from Wood Tube. The goal was to explore more sustainable construction methods and reduce carbon footprint – and the result was successful!

Easy to Work With and Sustainable

The project was carried out in collaboration with a local contractor, who also discovered the benefits of Wood Tube's products. These studs, made from paper instead of steel or wood, offer a significantly lower environmental impact without compromising strength and functionality.

The contractor responsible for the work also appreciated the material's light weight and easy handling, making the construction process both smooth and efficient.

The Future of Sustainable Construction

Nordika sees this as an important step in our efforts toward more sustainable properties. By testing and implementing new materials and methods, we can contribute to a greener construction industry and inspire other players to make similar choices.

The experiences from the Karlstad project provide us with valuable insights and strengthen our commitment to innovation and sustainability. With a successful pilot project behind us, we look forward to exploring more opportunities to use climate-smart solutions in our properties in the future!



Picture from a tenant improvement project in Karlstad CCC

Energy consumption

302-1 Energy consumption within the organization, 302-2 Energy consumption outside the organization

The construction and real estate sector accounts for one-third of the total energy consumption. By measuring, analysing, and visualizing energy consumption, Nordika can actively work to reduce the portfolio's energy usage and thus its carbon footprint.

Outcome and follow-up

The reporting covers all properties energy consumption of electricity, heat, and cooling, excluding tenant electricity. As of December 31, 2024, 91% of the energy delivered within the portfolio was fossil-free, based on sqm gross floor area. Only one property in the portfolio lacked origin labelling for its electricity.

In 2024, the total energy consumption in the portfolio amounted to 34.11 GWh, resulting in an energy performance of 159,4 kWh/sqm. This represents a small increase of approximately 4 kWh/sqm and equivalent to 2,5%. The increase is primarily due to the acquisition of a property during the second quarter of 2024 and increased letting meaning more energy was needed in the properties as more area was activated. However, even though the total energy consumption did increase, the consumption per leased sqm decreased by 14,6 kWh/let sqm compared to 2023.

Measures

Nordika continuously works to reduce purchased energy by implementing various measures throughout the organization.

These measures include:

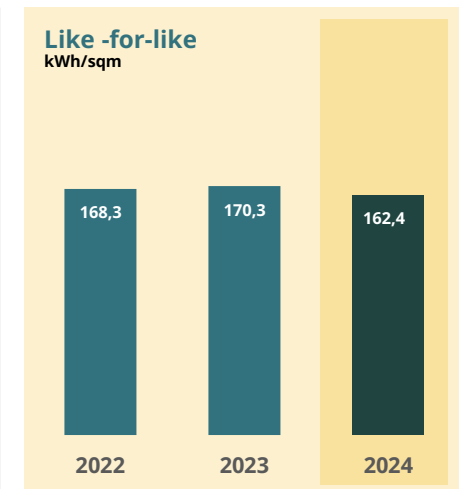
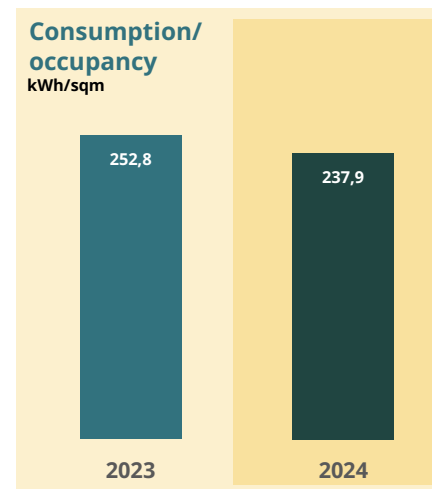
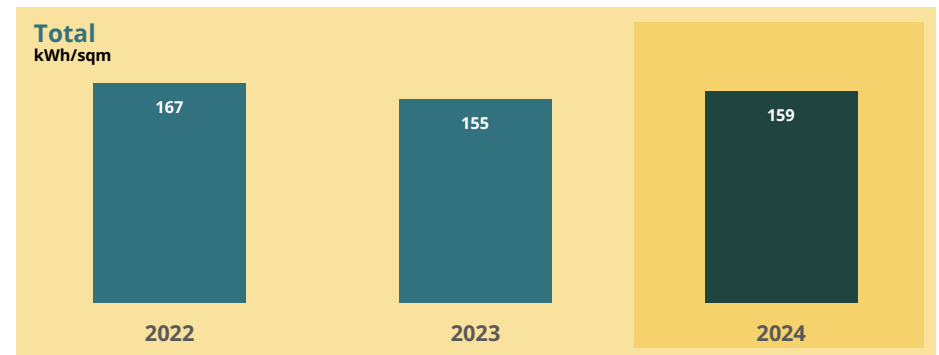
- Integration of Metry and the software Greenview
- Installation of heat pumps for heat recovery
- Transition to new, smart control systems
- Switching to renewable energy sources
- Installation of LED lighting fixtures throughout the properties
- Installation of solar panels and energy storage systems

Nordika's contribution



Management strategy and goal achievement

At the end of 2024, Nordika set an updated energy target to conduct energy audits in properties with an energy intensity above 150 kWh/sq.m, focusing efforts on those with the highest energy consumption. This goal aligns with the company's sustainability policy and strategy and serves as a mandatory indicator for environmental certifications.



Water

303-5 Water consumption

Water consumption is a significant factor in the climate change challenges society faces today. Water is essential for the survival of humans, animals, and nature. Global warming and the resulting warmer climate will have a significant impact on water availability in the future.

Outcome and follow-up

In 2024, the total water consumption within the portfolio amounted to 36,421 m3. This equates to 169,32 l/sqm.


Since 2023, all properties have “Smartvatten” cameras for digital monitoring of water consumption installed. This facilitated the mapping of each property's water use and quickly identified any deviations in consumption.

Consumption increased in 2024 compared to 2023 with approx. 26l/sqm or approx. 18%. This is a result of increased letting throughout the portfolio. The acquisition of a new property in the second quarter of 2024 also contributed to an increased total water consumption. Like-for-like, consumption increased by approximately 7l/sqm.

Management strategy and goal fulfilment

This is governed by the company's sustainability policy and strategy. It also serves as a mandatory indicator for environmental certifications.

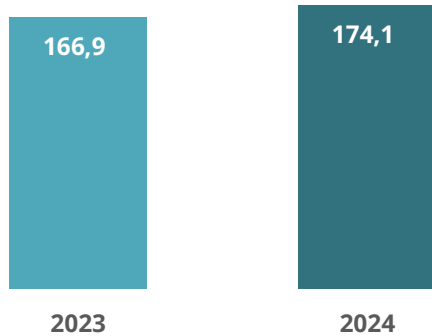
Nordika's contribution



By working to reduce water consumption in its portfolio, Nordika contributes to UN Sustainable Development Goal number 6.

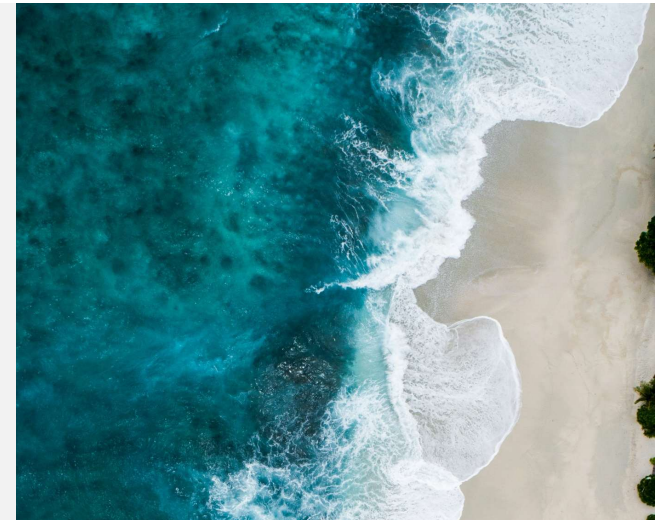
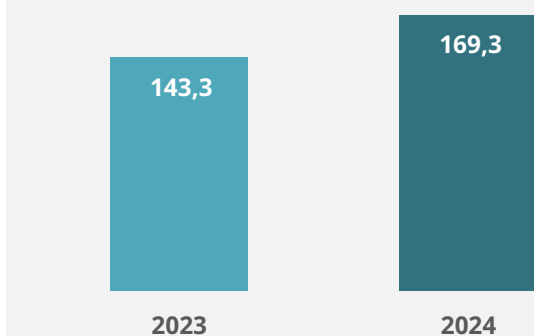
Like-for-like Consumption

Water intensity
l/sqm



Total Water Consumption

Water intensity
l/sqm



Biodiversity

304-2 Impact on biodiversity

Outcome and follow-up

As a property owner, Nordika recognizes that its construction and development activities can impact biodiversity. Particularly in cases where the use of pesticides becomes necessary.

Many of Nordika's properties are situated in urban areas with limited access to natural green spaces, which presents challenges for supporting local biodiversity. Despite these constraints, Nordika and its stakeholders place a high value on preserving and enhancing ecological diversity.

Biodiversity is affected not only directly through land use and landscaping, but also indirectly through material sourcing, transportation, and energy consumption. To mitigate these impacts, Nordika has implemented procedures to monitor material purchases and promote the use of environmentally certified products.

In line with its commitment, Nordika has initiated its first biodiversity-focused project. Last year, a meadow was planned, and a two-meter-high insect hotel was installed to support pollinators and local ecosystems.

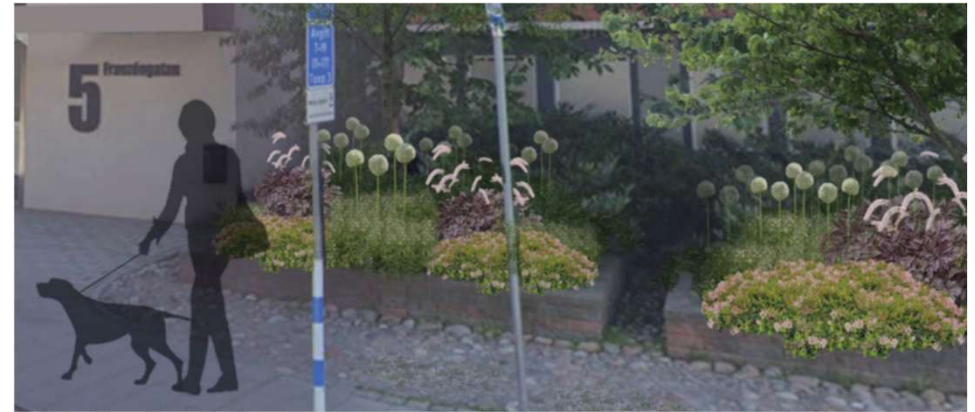
Additionally, Nordika has carried out a biodiversity assessment over the past year, with a new one currently underway. These initiatives are part of a broader effort to better understand and improve the ecological footprint of the company's operations.

Biodiversity is a key focus area for Nordika. We understand the influence our properties and activities have on surrounding environments, and by actively working to support biodiversity, we aim to contribute to more sustainable, resilient ecosystems.

Leadership strategy and goal achievement

The ambition is to carry out one project per year that contributes to biodiversity.

This is governed by the company's sustainability policy and strategy. It is also included as an indicator in environmental certifications.



Nordika's contribution



By working with biodiversity, we contribute to goal number 15 Life on Land.

The company's carbon dioxide emissions

305-1 Direct emissions of greenhouse gases (Scope 1), 305-2 Indirect emissions of greenhouse gases from purchased energy (Scope 2)

Greenhouse Gas Protocol

The real estate sector accounts for 20% of the total greenhouse gas emissions. As property owners, we have a responsibility to reduce these emissions.

The organization's greenhouse gas emissions are reported according to the Greenhouse Gas Protocol, A globally accepted standard. To facilitate reporting in the protocol, emissions are divided into three categories or "Scopes". Categorizing the origin of emissions helps stakeholders map and track the emissions of operations throughout the entire value chain.

SCOPE 1



SCOPE 1 - Direct emissions of greenhouse gases. This includes emissions from own heating systems in the properties and service vehicles within the company.

SCOPE 2



SCOPE 2 - Indirect emissions of greenhouse gases from purchased energy. This includes emissions from the production and transportation of the purchased energy.

SCOPE 3



SCOPE 3 - Other indirect emissions beyond purchased energy. Such as emissions from suppliers, production of building materials, waste, and construction transport.

Leadership strategy and goal achievement

Nordika's long-term objective is to achieve full climate neutrality across its entire value chain by 2045, with scope 1 and 2 emissions already targeted for climate neutrality by 2023.

This is governed by the company's sustainability policy and strategy. It is also included as a mandatory indicator in environmental certifications.

Outcome and Follow-up

In 2022, the business reported for the first time according to the Greenhouse Gas Protocol scopes 1 and 2. As Nordika is not yet required to report under Scope 3, the decision has been made not to include Scope 3.

Scope 1

No properties in the portfolio are equipped with oil or gas boilers. Most of the emissions come from district heating. Nordika continuously works to reduce these emissions through integration of smart solutions, and active dialogue with energy suppliers.

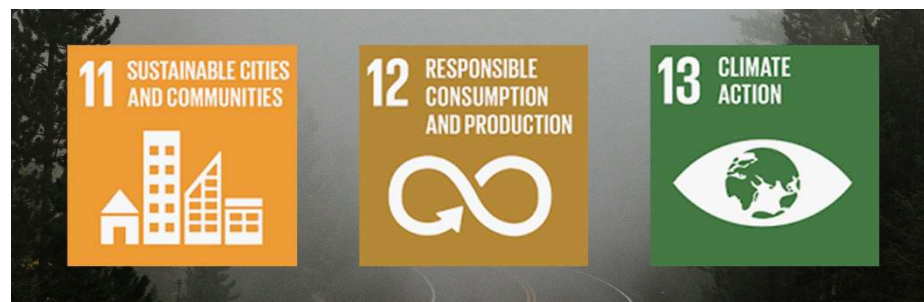
Scope 2

The proportion of delivered electricity that is fossil-free within the portfolio is 79% calculated at A-temp. As of December 31, 2024, there was only one property in the portfolio that did not have fossil-free electricity delivery. This is due to a binding agreement expiring 2025-12-31. The ambition is to replace that agreement with an origin-labelled agreement, thus achieving 100% fossil-free electricity delivery for the portfolio. Nordika has opted to exclude the energy consumption of its offices, as it accounts for only a minor part.

There are large quantities of refrigerants within the portfolio. Through annual inspections and regular checks, Nordika proactively works to minimize and prevent any leaks.

Nordika's contribution

By working on efforts to reduce energy consumption and transition to renewable energy sources, Nordika contributes to UN's global sustainability goals number 11, 12, and 13.



The company's carbon dioxide emissions

305-1 Direct emissions of greenhouse gases (Scope 1), 305-2 Indirect emissions of greenhouse gases from purchased energy (Scope 2)

Emission quantities	Total 2023	Total 2024	Finland 2024	Sweden 2024	Comments	All amounts in the table are in tons of greenhouse gases.
SCOPE 1						
Oil	-	-	-	-	No oil within the portfolio	
Company owned vehicles	1,7	-	-	-	The company owns no vehicles	
Refrigerants	154,4	446,7	341,3	105,4		
Gas	-	-	-	-	No gas within the portfolio	
Sum scope 1	156,1	446,7	341,3	105,4		
SCOPE 2						
District heating (Market Based)	2 707,2	2 336,2	2 001,3	334,9		
District heating (Local Based)	2 707,2	2 336,2	2 001,3	334,9		
District cooling (Market Based)	0,0	0,0	-	0,0		
District cooling (Local Based)	0,0	0,0	-	0,0		
Electricity (Market Based)	2 166,4	2 286,6	2 230,8	55,9		
Electricity (Local Based)	885,1	971,3	694,8	276,6		
Sum scope 2	4 873,6	4 622,8	4 232,1	390,8		
Emissionintensity, scope 1 and 2 (kg per lettable sqm)	24,6	23,7	41,3	4,9		
Emissionintensity, scope 1 and 2 (kg per lettable sqm, excl Refrigerants)	23,9	21,6	38,2	3,8		

Emission sources & factors

Scope	Activity/Category	Data sources	Emissionfactors	Source
SCOPE 1	Consumption of oil within properties	Statistics on potential oil consumption: No property within Nordika's portfolio has any oil consumption.	-	-
	Company owned vehicles	Emissions from purchased vehicle fuels for company-owned vehicles.	-	Transportstyrelsen, WLTP Combined
	Refrigerants	Emissions of refrigerants are obtained from each property's refrigerant report. The report details the type of refrigerant and any quantity refilled.	R134A: 1430 ton CO2e/ton refrigerant R452A: 2140 ton CO2e/ton refrigerant R449A: 1396 ton CO2e/ton refrigerant	Naturvårdsverket
SCOPE 2	The total consumption for all properties connected to district heating.	Consumption data from the energy monitoring system (Metry), non-degree-day corrected.	Districtheating Market Based/Local Based 54,7 / 54,7 gCO2e/kWh 48,2/ 48,2 gCO2e/kWh 146 / 146 gCO2e/kWh 162 / 162 gCO2e/kWh	Stockholm Exergj Karlstad Energi Fortum Power and Heat Oy Helen Oy
	The total consumption for all properties connected to district cooling.	Consumption data from the energy monitoring system (Metry), non-degree-day corrected.	Districtcooling Market Based / Local Based 0 / 0 gCO2e/kWh	Stockholm Exergj
	The total electricity consumption for all properties.	Consumption data from the energy monitoring system (Metry), non-degree-day corrected.	EI (MB/LB) : Market Based: Fossilfree electric delivery, Local Based: Non-certified electric delivery 14,5 / 71,8 gCO2e/kWh 271 / 71,8 gCO2e/kWh 14,5 / 71,8 gCO2e/kWh 524,1 / 71,8 gCO2e/kWh	Fortum / Nordic energymix Helen Oy / Nordic energymix Eneas Service / Nordic energymix Nordic residual energymix / Nordic energymix

Waste

306 Waste management

The real estate and construction sector annually produces significant amounts of waste. Waste management is an important aspect of property management and impacts areas such as sustainability, profitability, and the experience within the properties.

Outcome and follow-up

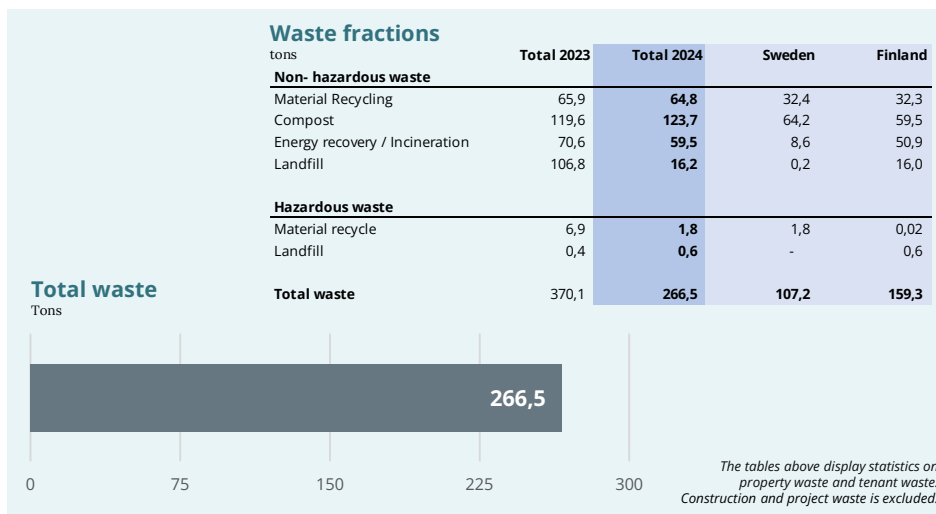
Waste is primarily generated by the tenants, the property management, and during tenant adaptations and renovations. Nordika follows the EU Waste Hierarchy in its waste management practices. All Nordika's properties are equipped with waste management and recycling stations. In cases where tenants handle the waste themselves, Nordika ensures through meetings and the green lease appendix that waste and recycling stations are available.

2023 was the first time Nordika reported waste quantities. Reported waste is property waste and waste from tenants. Due to lack of data, construction waste is excluded from this year's reporting.

In 2024 a total of 266,5 tons of waste was generated within the operations. Food and residual waste is managed at the municipal level in Sweden, making information difficult to access. Estimations for food and residual waste for the Swedish properties apply the calculated kg/sqm for each fraction in the Finnish properties. Information about other waste fractions' amounts was obtained from waste reports from suppliers.

Management strategy and goal achievement

During 2022, the goal was set to have 90 percent of all construction waste sorted, and this objective remains relevant. However, Nordika has only been able to provide information about property waste and tenant waste in this year's reporting. Due to insufficient information, we have had to estimate the bio-waste for Sweden as well as for a single property in Finland using assumptions. Through new procedures implemented in collaboration with our suppliers, Nordika see a significant opportunity to access such waste data from construction sites in 2024.



Nordika's contribution

By working to reduce waste, increase reuse, and choose materials with lower environmental impact, Nordika contributes to UN Sustainable Development Goal number 12.



Environmentally certified properties

Number of certified properties

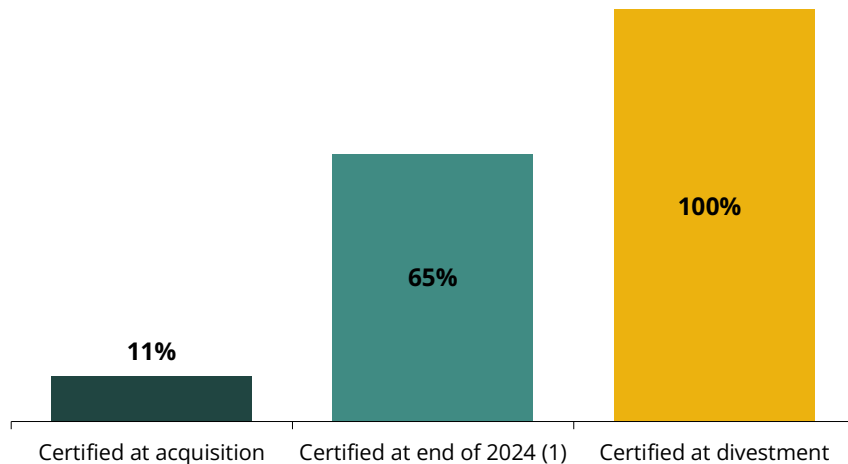
Environmental certifications of both existing and newly constructed properties are important from several perspectives. They certify that the properties meet relevant requirements. Certifying properties provides clear indicators that important qualities are fulfilled, such as energy, waste, indoor environment, and building materials.

Outcome and follow-up

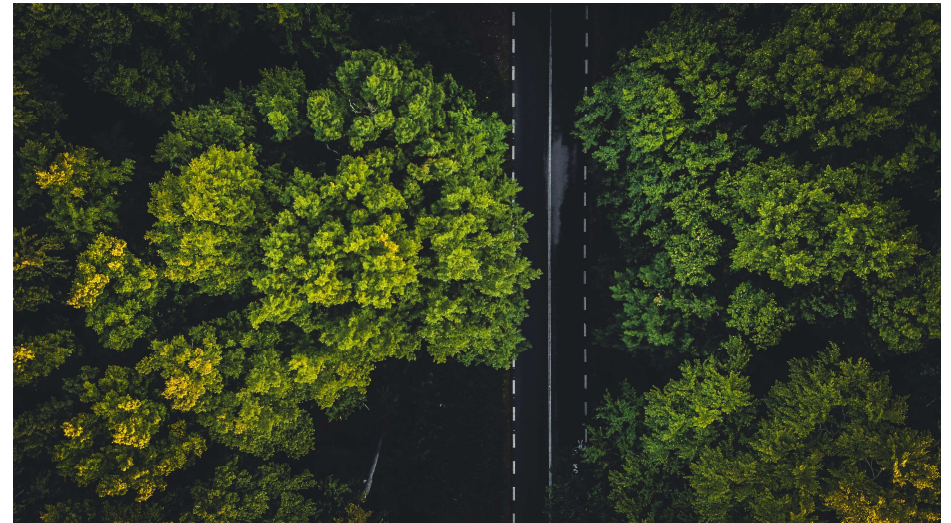
In 2024, a milestone was reached with our first “Excellent” score for part two in a Breeam-in-Use certified property. The Property, Karlstad CCC has seen large investments into improving the properties energy efficiency and sustainable profile. During the year the property has also received an improved EPC rating of “B”.

Every three years Breeam requires its certified properties to be reassessed to ensure continued sustainable performance. In 2024, two of Nordikas properties, Säterinportti in Finland and Reykjavik in Sweden were reassessed and are awaiting certification.

Nordikas goal is to improve the certification in Säterinportti and Reykjavik to Excellent for both part one and part two.



(1) Pending Breeam-in-Use recertification of Reykjavik



Among the properties owned and managed for more than 3 years, the percentage of certified properties is 100%.

The most used certifications are BREEAM In-Use and WELL. The percentage of certified buildings is reported in relation to the total area of the portfolio. This has been done since 2023 to better align with the industry practice. Previously, the proportion of market value was reported

Management strategy and goal achievement

The ambition is for all properties to be certified before divestment, excluding project properties. Environmental certifications are an important part of our sustainability strategy and policy.

Suppliers

308-1 The proportion of new suppliers reviewed for
 414-4 The proportion of new suppliers reviewed for labour conditions and human rights

Outcome and follow-up

Throughout the year, the integration of policies, checklists, and sustainability requirements into the contract templates for Sweden and Finland has been completed. Codes of conduct, sustainability policies, and environmental programs are now a natural part of both the procurement process and contract signing. All new suppliers always receive a training. During 2024, 100% of Nordika's construction suppliers completed the training.

Nordika is aware that subcontractors are common and that it is difficult to estimate their number.

The reporting responsibility that Nordika oversees includes supplier contracts signed by the Asset Manager or other Nordika personnel.

The Asset Manager is responsible for ensuring that policies and checklists are part of the contract process.

Leadership strategy and goal achievement

Since Nordika collaborates with various supplier groups, we have chosen to focus on those with the highest risk levels, particularly cleaning and construction contractors.

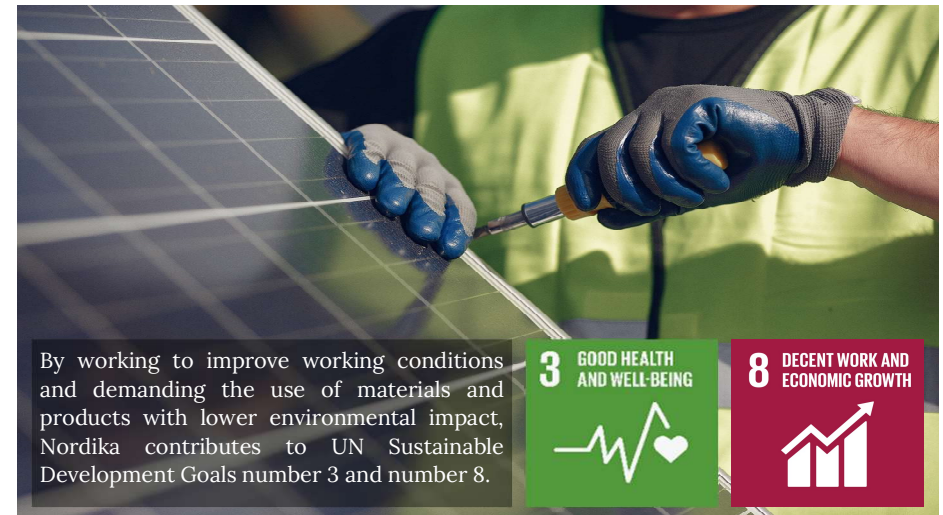
These suppliers operate in complex environments with specific challenges, including safety concerns, environmental impact, and intricate workflows. By enhancing monitoring and maintaining close cooperation, Nordika aims to proactively understand and manage these risks.

This targeted approach reflects Nordika's commitment to sustainable and responsible business practices. By identifying and addressing key risks, we work to strengthen our supply chain and ensure ethical and sustainable operations.

Supplier Training



Nordika's contribution



Tenants

Outcome and follow-up

Nordika has introduced a green lease addendum across all its properties, reinforcing its commitment to sustainability in collaboration with tenants.

Since tenants' operations often contribute significantly to a property's overall environmental footprint, the green lease serves as a vital tool for fostering transparency and cooperation between property owners and occupants.

The green lease addendum is designed to encourage sustainable practices within the property. It outlines shared commitments and guidelines focused on key areas such as:

- Energy efficiency
- Waste management
- Use of renewable resources

By adopting green lease agreements, Nordika and its tenants can work together to promote environmentally responsible operations and create more sustainable, energy-efficient buildings.

Green lease appendix

Percent of leased area

Green lease	Total	Sweden	Finland
2024	67,1	81,6	57,7
2023	21,4	44,3	0,8

Leadership strategy and goal achievement

During the year, a significant increase has been made, and now 67,1 percent of Nordika's tenants have signed a green lease agreement. The Asset Manager is responsible for ensuring that the green lease appendix is included in the contract signing.

Nordika's goal is for 100 percent of tenants to have signed the green lease appendix before the property is disposed of.

The green lease are an integral part of our sustainability strategy and policy.

Nordika's contribution



Key figures personnel and well-being

Number of employees

31 December 2024, number

17

(2023: 14)

New hires

31 December 2024, number

3

(2023: 2)

Employee survey

Employee Satisfaction Index (ESI)

84 (of 100)

Sick leave

31 December 2024

1,4%

(2023: 0,3%)

Employee turnover

31 December 2024

7,4%

(2023: 7%)

Employee survey

Employee Net Promoter Score (eNPS)

75 (of 100)

Diversity at Nordika 2024



■ Proportion of women: 47%

■ Proportion of men: 53%

Diversity in Nordika's board 2024



■ Proportion of women: 33%

■ Proportion of men: 67%



Personnel and well-being

401-1 New Hires and Employee Turnover, 403-6 Promotion of Employee Health
 404-2 Employee Training and Development Programs, 405-1 Diversity of Governance Bodies and Employees

Nordika values diversity as a driver of a stronger team, better returns, and a better society. We foster a flexible, inclusive, and engaging work environment where employees can thrive and grow. Discrimination and harassment have no place here. We believe diverse perspectives fuel innovation and success.

We hire people, not resumes.

Outcome and follow-up

During the year, three new employees were hired, and one contract ended. By the end of the year, the total number of employees was 17, of which 15 were permanent and 2 was a fixed-term employee.

The turnover rate was 7.4%, which remained unchanged from 2023. Total sick leave amounted to 1.4% in 2024, which essentially represents an unchanged sick leave situation. A summary of key personnel figures is presented in a table on page 25.

Development and well-being

Every year, Nordika hold employee interviews, which provide each employee with the opportunity for both professional and personal development.

Nordika promotes health, well-being, and actively works to strengthen the employee welfare by offering, among other things, health examinations. All employees are entitled to wellness benefits and training during working hours.

Everyone should be treated with respect regardless of gender, ethnicity, religion, age, nationality, sexual orientation, union membership, political views, or ability. Discrimination, harassment, bullying, threats, or oppression are not acceptable.

Nordika also has a whistleblower function that is responsible for handling issues of dishonesty, misconduct, or non-compliance with the law.

Leadership strategy and goal achievement

Our work is guided by our Code of Conduct, which states that our business should support, and respect internationally declared human rights and treat all employees well.

For sustainability work to function in practice and have maximum effect, we have started to integrate sustainability into all different parts of the business this year. We have also been responsive to employee opinions and views. All employees should feel involved in driving development. We have also been responsive to employee opinions and views. All employees should feel involved in driving development.

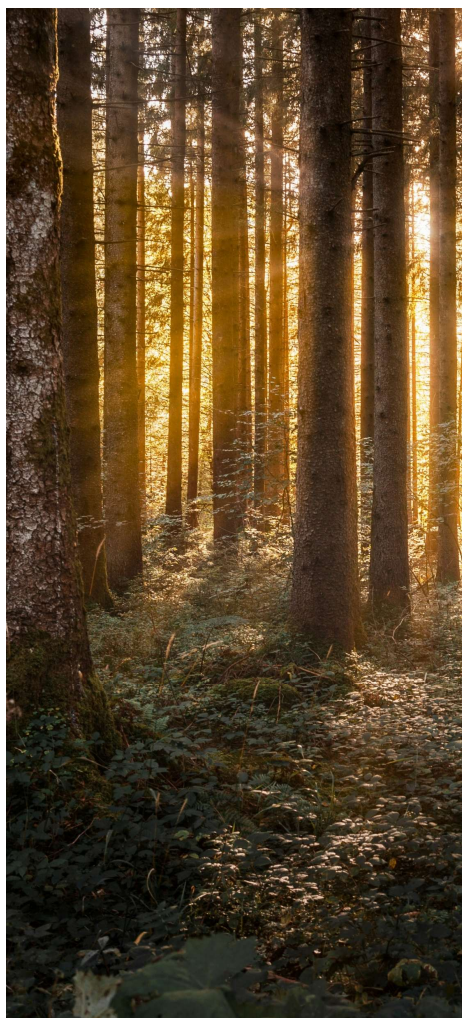
Nordikas long-term targets are:

- Motivated and engaged employees
- Diversity and gender equality throughout the business
- Involvement in social initiatives where we operate

Nordika's contribution

By working with health and safety, as well as our labor relations, Nordika contribute to goal number 3 Good Health and Well-being, 5 Gender Equality, and 16 Peaceful and Inclusive Societies

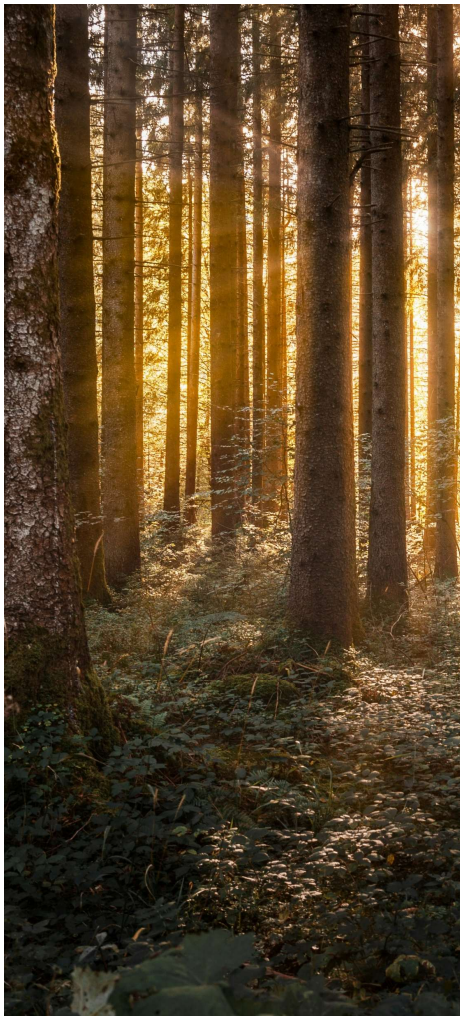
GRI-Index



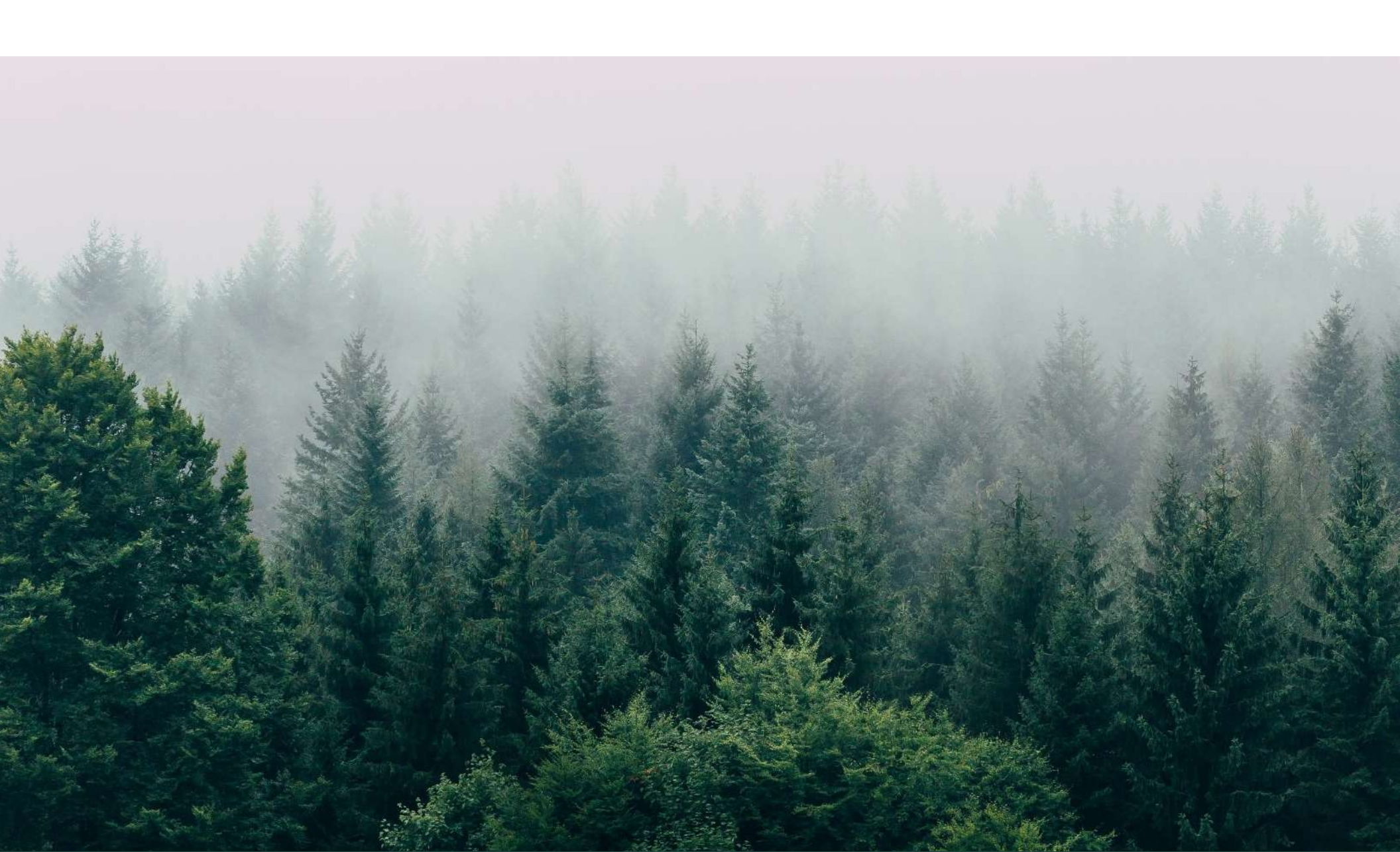
GRI-code	Description	Page
The organization and reporting practices (GRI 2 2021)		
2-1	Organizational details	1-2, 25
2-2	Entities included in the organization's sustainability report	1
2-3	Reporting period, frequency and contact point	1
2-5	External assurance	3
2-7	Employees	21-22
Material topics (GRI 3 2021)		
3-1	Process to determine material topics	4
3-2	List of material topics	4
3-3	Management of material topics	10-19
Economic topics (GRI 200)		
201-1	Economic performance	9
201-2	Financial impact of climate risks and opportunities caused by climate change	6-8
205-2	Communication and education about anti-corruption policies and procedures	19, 22 & Code of Conduct (https://www.nordika.se/sustainability)

GRI-Index

forts.



Environmental topics (GRI 300)		
301-1	Materials used by weight and volume	10
302-3	Energy consumption	12 (Metry & Smartvatten)
303-5	Water consumption	13 (Metry & Smartvatten)
304-2	Impact on biodiversity and protected areas	14
305-1	Direct GHG emissions (scope 1)	15-16
305-2	Indirect GHG emissions (Scope 2 & 3)	15-16
306-1	Waste generation and significant waste-related impact	17
307-1	Environmental Regulation	5
308-1	New suppliers that were screened using environmental criteria	19
Personnel and well-being (GRI 400)		
401-1	New hires and employee turnover	21,22
403-6	Promotion of worker health	21,22
404-2	Program for upgrading employee skills and transition assistance programs	22
405-1	Diversity of governance bodies and employees	22
409-1	Operations and suppliers at significant risk for incidents of forces or compulsory labor	19, 20 & Code of Conduct (https://nordikaforvaltning.se/esg/)
414-1	New suppliers that were screened using social criteria	19
417-1	Requirement for product and service information and labeling	19,20



Nordika Sweden (HQ)
Norrlandsgatan 20
111 43 Stockholm, Sweden

Nordika Finland
Erottajankatu 19
00 130 Helsinki, Finland

Tel: + 46 8 518 388 80
Email: info@nordika.se
www.nordika.se

