



GENOVA

ESG Questionnaire

March 2025

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 mitigation and adaptation in development projects and property management
2. High resource consumption and waste generation in development projects
3. Increasing social sustainability and initiatives in development projects and property management

We have in 2024 conducted a double materiality analysis in accordance with CSRD and ESRS, together with sustainability experts. This looks at our company's impact on environment and social factors as well as how Genova is impacted financially by environmental and social factors.

In the materiality analysis 14 semi-structured interviews were conducted with both internal and external stakeholders that provided important input to the assessment.

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

Genova has followed the development of the EU Taxonomy closely and will report on EU Taxonomy alignment when it is required for Genova. As part of the preparation for reporting under the Corporate Sustainability Reporting Directive, Genova will review the readiness for EU Taxonomy reporting, including alignment with the Do No Significant Harm criteria and the Minimum Safeguards. Should the omnibus package be adopted, it may have implications for the way we report going forward.

Environment

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

1. Increased regulation regarding greenhouse gas emissions throughout the value chain of our operations
2. Extreme weather events causing damage to our properties
3. Increased investments in energy effectiveness and adaptation costs to extreme weather

We continuously analyse and review potential climate risks and opportunities, here the selection of suppliers and materials have been identified as an important measure

to reduce CO2 emissions throughout our value chain.

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

Genova monitors energy consumption in the investment property portfolio and regularly evaluates opportunities to reduce energy consumption. Measures taken include installing motion sensor lighting, rooftop photovoltaic systems, geothermal heating and the use of Järngrinden's onshore wind turbine.

With our newly developed Green Finance Framework we anticipate further climate-related investment in new buildings, existing buildings and in major renovations where our eligibility criteria covers both energy performances and building certificates. See our updated green finance framework [here](#).

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 managers. In property development, the purchasing of goods and services is

made by the contractors. We have a close dialogue with our contractors on the choice of materials, for example when to build with low-carbon concrete or wood, but we are not in direct control over the purchasing process.

We have the ambition to increase the share of recycled and reused material that we purchase. We do not rely on scarce resources.

Waste from our development projects is managed by the contractor or another third-party specialised in waste management. Our tenants' waste is either managed by the municipality or another third-party on our behalf depending on the tenant contract.

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?

We anticipate increased regulations regarding greenhouse gas emissions, the use of resources and the management of waste. We are actively working with these issues and believe that we are well positioned to mitigate any potential negative impact on our offering and can seize the opportunities that arise in the wake of the new regulations. We see an increased demand for

sustainable housing in the future which we are able to provide to the market.

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

Genova has an approved near-term Science Based Target. Genova commits to reduce scope 1 and scope 2 GHG emissions 42% by 2030 from a updated base year 2023, and to measure and reduce its scope 3 emissions. Genova has not yet defined a target for carbon neutrality.

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?

1. Certifying our development projects and long-term managed properties according to an eco-label. Connected to SDG11, 12, 13.
2. Increase the biodiversity where we develop new properties. We often buy old properties with parking lots or other types of hardened soil, which we convert into green spaces when we renovate the old property or develop a new property, increasing the biodiversity of that area. Connected to SDG15.

Currently the share of rental income related to certified buildings are around 48%.

Social

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

No, we have no history of accidents. There are some minor incidents at our development sites which has been managed by our contractor's health and safety managements procedures.

Genova has a whistle-blowing system that can be used by employees and others to report safety risks at the workplace, among other things.

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

Board of directors (f/m): 50% / 50%

Management team (f/m): 33% / 67%

Other employees: (f/m): 51% / 49%

Total (f/m): 52% / 48%

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

Genova aims to be a long-term actor in the communities in which we operate. We want to improve

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possibilities for residents and their quality of life and we have the objective of being active in the local community and working together with non-profit organisations.

As part of this Genova has for many years supported Since 2021, we have been a partner of the Låxhjälpen foundation and donate financial aid for homework help for 13-16 year olds with low grades in socio-economically disadvantaged areas, with the aim of helping more pupils raise their grades, finish school, and increase opportunities for their future. We are also sponsors of multiple local sports associations.

Genova has further been involved in HS30 (Sustainable Stockholm 30) that drives social sustainability questions, promoting health, unity and community development, among others, within the residential real-estate sector.

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 are currently not conducting any formal sustainability audits of our suppliers. We are however working closely with our building contractors, monitoring their work and progress.

There have been zero incidents reported of non-compliance towards our Code of Conduct.

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?

1. Genova specialises in the development of primarily rental apartments and community service properties for own long-term management, which motivates long-term investments and creates scope for socially sustainable urban development. Connected to SDG 11.

2. Genova has for many years supported organisations focused on social sustainability related topics such as organisations helping children and young people whose parents are ill or suffer from addiction and organisations providing homework help for young people with low grades in socio-economically disadvantaged areas. Connected to SDG 4.

As all our buildings are related to socially sustainable urban development, we assess all rental income to be supporting SDG 11.

Governance

Do all staff members receive continuing education on anti-corruption? Are there any ongoing or historical incidents involving corruption, cartels or any other

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unethical business conduct? Have any preventive measures been taken?

How to act professionally and ethically in contact with suppliers and contractors is described in Genova's staff handbook as well as in our Code of Conduct. We hold training courses in our Code of Conduct with all Genova employees to ensure that they are well aware of the Code principles and guidelines for the entire operations. All employees also signed the Code of Conduct.

We have an external whistle-blower function, link here:
<https://genova.se/genova/hallbarhet/sarbete/visselblasning/>.

We do not have any historical indictments involving corruption, cartels, or any other unethical business conduct.

The internal financial control process is set up according to best practice to counteract corruption and unethical business practices.

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 main operations are conducted.

How many independent members sits on the Board of Directors?

All board members are independent of Genova's operations. Four board members are independent of the owners.

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

Please see Note 39 Related-party transactions (page 114) in the annual report for FY2023 for information on this matter.

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

The KPIs that dictate the remuneration to management are tailored for each member of the management team. However, sustainability and diversity are not included in those KPIs.

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.

We are using several GRI indicators on environmental, social and governance issues to measure and follow up on the sustainability performance of our operation. The management team and the board are following up on those indicators annually as we develop our sustainability report. Please see the sustainability report for FY 2023.

Quarterly, the management and the board are also following up on the share of capital that is considered green by our green financial framework as well as the share of long-term managed properties that are certified. These KPIs are published as part of our quarterly reports and a separate green finance report for our Green financial framework is published annually on our website.

The quality of sustainability data used to report on the KPIs is verified by a third-party.

Have you signed a Union agreement:

No

Principle Adverse Impacts (numeric answers):

Please see PAI table from the 2023 Annual Report and below:

- Revenue (EUR): 37.1EURm
- Greenhouse gas emissions; Scope 1, Scope 2, Scope 3: 81.9 tCO₂e, 1,499.7 tCO₂e, 906.7 tCO₂e
- Share of non-renewable energy consumption: 13.7%
- Share of non-renewable energy production: 0%
- Energy consumption in GWh: 26.055
- Tonnes of emissions to water: No data

- Tonnes of hazardous waste and radioactive waste generated: 1.7
- Unadjusted gender pay gap: 16.8%
- Board gender diversity: 50%

Note: all data for 2024 is not yet available, hence why above figures relate to 2023.

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: Yes
- Report to CDP: No
- UN Global Compact Signatory: No
- Involved in the manufacture or selling of controversial weapons: No
- Whistle blower policy: Yes
- Supplier code of conduct: Yes