

# Niam Sustainability Report 2024



NIAM



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Cover: During 2024, Niam acquired the healthcare property on Bulevardi 22 in Helsinki, Finland.

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**Niam’s Sustainability Report** This is Niam AB’s (organization number 556339–0789) tenth sustainability report, covering the financial year of 2024 (2024.01.01–2024.12.31) and including data for our funds Niam Nordic VI, Niam Nordic VII, Niam Nordic VIII, Niam Nordic Core-Plus II, Niam Nordic Core-Plus III, Niam Infra Fund I, Niam Credit II and Niam Credit III. In this report the terms sustainability and ESG (Environmental, Social and Governance) are used interchangeably.



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# Niam in brief

Niam, founded in 1998 in Stockholm, is now a diverse fund manager with three active platforms: Real Estate, Infrastructure and Credit. Niam has offices located in Sweden, Denmark, Finland, Norway and Luxembourg, with the headquarters in Stockholm.

Niam Real Estate is our longest-running business. The property portfolio includes e.g. offices, residential, retail, logistics, industrial buildings and warehouses. Properties are located in Sweden, Denmark, Finland, Norway and Poland. At the end of 2024 the funds owned 117 standing assets in total. The last two funds (VIII and Core-Plus III) are classified as Article 8 funds under SFDR, promoting environmental characteristics.

Niam Infrastructure focuses on investing in sustainable infrastructure within renewable energy, transport and telecom. The platform’s first fund (Article 8) concentrates on small to medium-sized investments with a focus on asset aggregation and risk reduction, primarily in sustainable infrastructure. These assets are located in Sweden, Spain, Portugal and Latvia.

Niam Credit is the largest alternative real estate lender in the Nordics and offers credit solutions across all commercial real estate segments. Niam Credit focuses on financing the decarbonization and sustainable transition of the real estate sector. Existing active funds are financing properties in Sweden and are classified as Article 8 – promoting environmental and social characteristics.

~4.7

€ bn

Asset under management (AUM)\* as of Q4 2024.

- Niam Real Estate AUM ~€2.6 bn
- Niam Infrastructure AUM ~€132 m
- Niam Credit AUM ~€2.0 bn



Niam offices in Sweden, Denmark, Finland, Norway and Luxembourg



Assets owned in Sweden, Denmark, Finland, Norway, Poland, Spain, Portugal and Latvia

121

121 employees working across European borders, with a local presence in and outside the Nordics

Frameworks and Commitments

United Nations Global Compact

PRI Principles for Responsible Investment

GRESB

ISO 9001:2015

ISO 14001:2015

ilpa INSTITUTIONAL LIMITED PARTNERS ASSOCIATION

TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Niam Nordic VI

Niam Nordic VII

Niam Nordic VIII

Niam Nordic Core-Plus II

Niam Nordic Core-Plus III

Niam Infra Fund I

Niam Credit II

Niam Credit III

Niam is currently managing five close-ended private equity Real Estate funds: Niam Nordic VI, Niam Nordic VII, Niam Nordic VIII, Niam Nordic Core-Plus II and Niam Nordic Core-Plus III.

In our Infrastructure platform Niam manages one fund, Niam Infra Fund I. The Credit platform consists of two funds: Niam Credit II and Niam Credit III.

NIAM

REAL ESTATE

NIAM

INFRASTRUCTURE

NIAM

CREDIT

\* AUM is defined as the Net Asset Value of our fund(s) + any remaining undrawn capital.  
Abbreviations and terms: find a list with abbreviations and sustainability terms on page 43.

## /MANAGING PARTNERS' LETTER/

# Our efforts continue and evolve

Niam continues to focus on having a solid foundation in our sustainability work, constantly making improvements to increase positive impacts and reduce negative impacts within all material sustainability topics combined with creating financial value in our assets.

Our efforts to fulfill Niam's sustainability ambitions have continued in 2024. Sustainability is an integrated part of our business model and we carry out our sustainability actions with a focus to increase net operation income, create long-term value and to meet our stakeholders' expectations.

Within the social and governance aspects of sustainability, we developed new goals and clarified some of the existing ones. Along with our efforts to collect high-quality data for assessing and reporting on our progress, these goals form a solid foundation for our work in sustainability.

We are working in many ways to reduce Niam's negative climate impact. Our efforts go beyond energy efficiency and transitioning assets to sustainable energy sources. We are also improving by reducing carbon footprint in renovations, like at the Life Science Center in Espoo, Finland, where the carbon footprint was considerably reduced

through a process of saving and repurposing fixed furnishing and building materials, instead of leaving them as waste (see page 27).

We believe in promoting social sustainability. One example of that is our ongoing support of collaborative efforts to improve well-being and quality of life in Huddinge, Sweden (see page 33). In our role as employer, Niam wants to ensure the well-being, health and motivation of our employees. In 2024 we introduced a new measure to this end, the Employee Net Promoter Score (eNPS), that will provide us with relevant insights in order to make further improvements in this area.

As the impact of climate change becomes increasingly evident worldwide, there is an important focus on physical climate risks for property owners and investors. We have therefore enhanced our ability to assess these risks both in potential new investments and for our current assets, by updating our

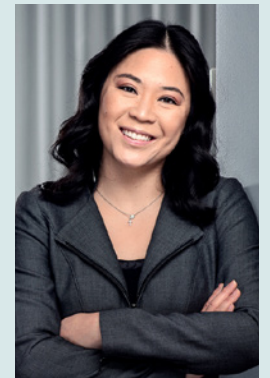
risk assessment process and starting to use a new risk assessment tool.

In today's ever-changing regulatory landscape, the goal of any company's sustainability efforts should be to contribute to the development of a society and environment that supports overall well-being. At the same time, these efforts help ensure the long-term viability of the company's business. At Niam, we consider our Double Materiality Assessment conducted in 2024 an important tool for our transition, and it will help our value creation going forward. Our commitment to creating a better environment, safer workplaces, more attractive assets and neighborhoods combined with a profit mindset remains a fundamental priority.

**Rikard Henriksson & Jennifer Andersson**  
Managing Partners at Niam

“

"Our commitment to creating a better environment, safer workplaces, more attractive assets and neighborhoods combined with a profit mindset remains a fundamental priority."





# ESG highlights 2024

## Winningtemp

During 2024, a new employee survey system, Winningtemp, was rolled out. This innovative platform is designed to enhance team performance and well-being by providing real-time insights and feedback. We believe that it is a valuable tool in the efforts to foster a positive and productive work environment.

## UNPRI results 2024

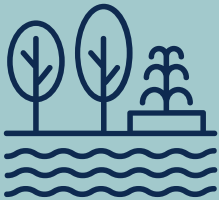
In the new scoring from UNPRI 2024 Niam received:

- Five-stars and a score of 100/100 in the “Confidence building measures” module
- Five-stars and a score of 95/100 in the “Direct – Real estate” module
- Five-stars and a score of 91/100 in the “Policy Governance and Strategy” module

UNPRI – UN Principles for Responsible Investments

## Railway to renewable steel production

Niam Infrastructure is investing in the development of a critical railway infrastructure project connecting Boden Industrial Park (BIP) to the main railway line, Malmabanan. This new railway line will facilitate direct access to the Trans-European Transport Network (TEN-T), enhancing connectivity and supporting the region's industrial growth.



## Assessing climate risks

During 2024 Niam implemented the Fastighetsloggen tool for the initial assessment of physical climate risks. The tool is now a key component of the due diligence process during the acquisition phase as well as in the identification, assessment and mitigation of these risks throughout the holding period. The insights gained from the tool are also instrumental in the Taxonomy alignment process in our Article 8 funds, and also in supporting Niam's objective of maintaining climate-resilient assets. Read more on page 13.

## Circularity focus for office renovation

As the first Business Park in Finland, Life Science Center in Espoo has partnered with the circular economy expert Risain Oy for an innovative office renovation project. The collaboration focused on repurposing dismantled building materials and fixed furniture, significantly reducing environmental impact. The resulting positive environmental effects correspond to the annual emissions of almost eight electrically heated detached houses. Read more on page 27.



## Partnership for safer and more attractive environments

To create safer and more attractive city environments, the municipality of Huddinge has, along with Niam and several other large property owners, initiated a collaboration in the areas of Flemingsberg, Vårby and Skogås. The project, called Collaboration in Huddinge has the goal of strengthening social sustainability and improving the residential and urban environment. During 2024 several initiatives have been taken that engage residents and foster a sense of community. Read more on page 33.

## High-ranked BREEAM certification

Sustainability has been in focus throughout the development of Niam's new office project Grid 17 in Värtahamnen, Stockholm – from the architectural designs by Brunnberg & Forshed to the currently ongoing construction phase. It was recently confirmed that Grid 17 has achieved the Outstanding rating in the “BREEAM-SE New Construction” certification, with an impressive score of 92.2%. This places Grid 17 as one of the top-ranked buildings among all those certified under BREEAM-SE.



# Vision, business idea and strategic focus

**Vision**  
Partner of choice – The leading real asset manager in northern Europe

**Purpose**  
Equity in action – Putting capital to work for a meaningful difference

**Business idea**  
With local presence and extensive experience, Niam offers institutional investors indirect investments in real assets in northern Europe

## Strategic areas

**Real Estate**

- Retail
- Residential
- Office
- Logistics
- Public

**Infrastructure**

- Distributed Energy
- Renewables
- Transport
- Digital Infrastructure

**Credit**

- Senior debt for real estate properties and projects

## Sustainability

To be a highly efficient manager for the benefit of clients and colleagues, Niam will continuously improve business processes in compliance with laws and other regulations and reduce our adverse sustainability impact, while enhancing long-term profitability.

**Environmental – major focus areas**

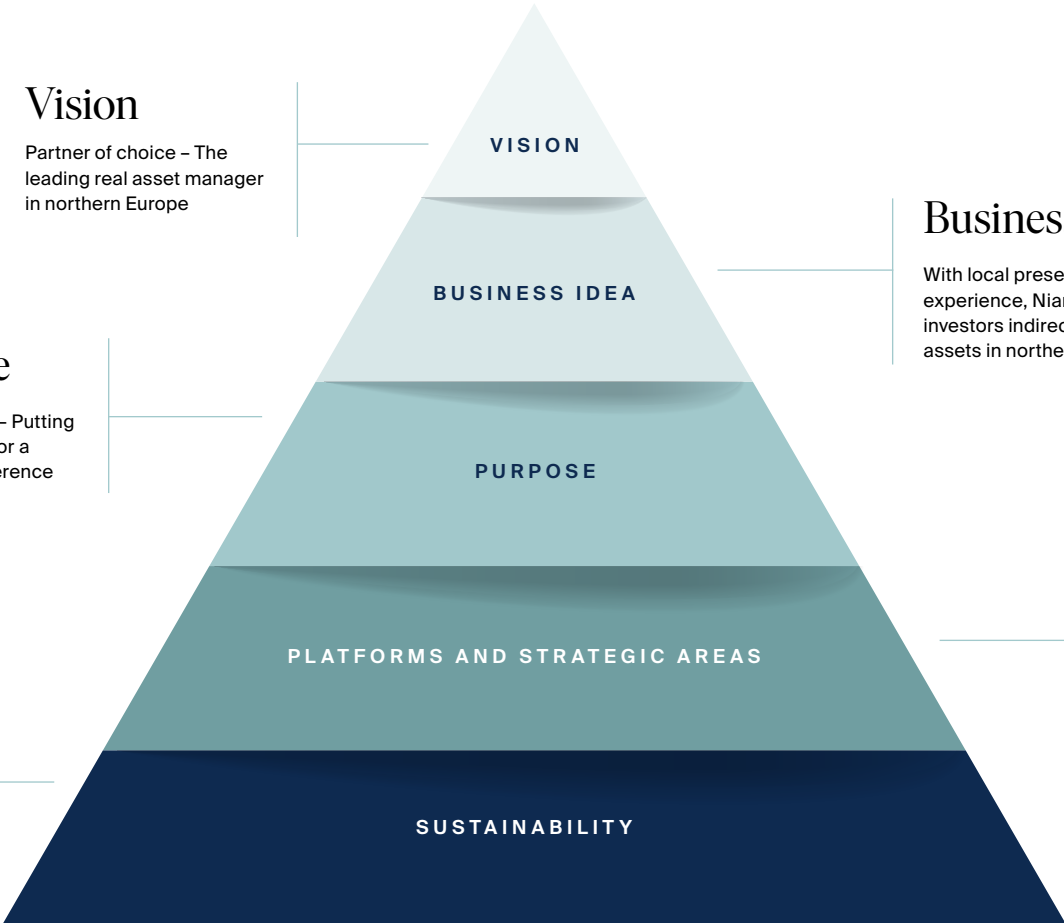
- Net-zero CO<sub>2</sub>e emissions by 2045 for new construction phase
- Net-zero CO<sub>2</sub>e emissions by 2030 for standing assets

**Social – major focus areas**

- Satisfied employees and stakeholders
- Safe and socially attractive assets and development projects

**Governance – major focus areas**

- Niam – A trustworthy company – Compliant and transparent





# Sustainability goals

Generally, Niam sets common minimum standards and goals at the Group level, while the implementation of these is left to each department, team, platform or subsidiary. This means procedures and

routes may differ between the subsidiaries. A fund may have other goals and targets than the Group. The goals are applicable to Niam AB Group's investment activities as described on this page.



Residential development project in Barkarbystaden, Stockholm  
Illustration: Brunnberg & Forshed

## Environmental

- Energy consumption – Reduce facility energy consumption to 100 kWh/sq m in average (Real Estate)
- Renewable electricity – 100% renewable facility electricity in our properties (Real Estate)
- Renewable heating/cooling – 100% renewable heating/cooling (Real Estate)
- Greenhouse gas emissions – Net-zero CO<sub>2</sub>e emissions by 2030 for Standing assets and by 2045 for New construction phase (Real Estate)
- Waste – All our Standing assets are to have at least four different waste fractions, while all our contractors in New construction and renovation must sort waste in six fractions for recycling, plus energy recovery, hazardous and other (Real Estate)
- Building certifications – All new constructed buildings and major renovations must be certified (Real Estate)
- Increased renewable energy capacity (Infrastructure)
- Increased renewable energy generation (Infrastructure)
- Avoidance of CO<sub>2</sub>e emissions (Infrastructure)
- At least 50% loans with sustainability aspects (Credit)

## Social

- Employee satisfaction – eNPS 30 (Net Promoter Score)
- Investor satisfaction – ISI 4.2 (Investor Satisfaction Index)
- Social initiative – In new construction and major renovation projects, a social screening shall be conducted and social initiatives implemented where needed
- Gender diversity at different levels of the organization

## Governance

- All staff of functions-at-risk covered by training programs for example in AML, anti-corruption and anti-bribery
- Zero convictions for violation of anti-corruption and anti-bribery laws
- Full data coverage and quality of ESG data in all Niam assets

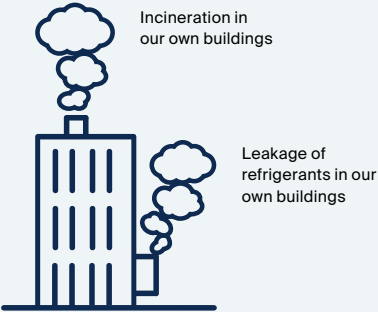
# Reporting of emission types in different scopes

It is important for Niam to be transparent about the climate impact that we are responsible for. Presented below are the monitored and reported greenhouse gas

(GHG) emission types related to Niam’s business, based on the GHG Protocol. Niam continuously works to broaden the categories of emission types monitored.

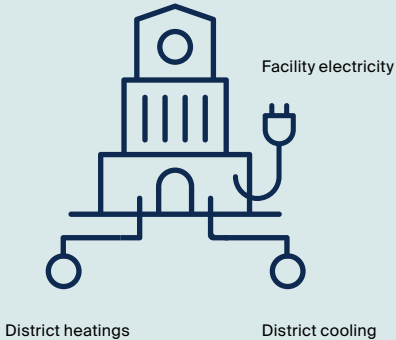
## Scope 1

Direct emissions from own assets



## Scope 2

Emission from use of bought energy



## Scope 3

Emission from purchase of goods and services, and from customers’ use of our assets



Our commuting to work



Our business travel



Our financially leased Niam company cars



Construction site; building material, transports, waste and energy



Tenants own waste and energy



Niam Credit’s loans to real estates and those property’s emissions

Please see the amount of different greenhouse gas emissions, by type, disclosed in the Environmental chapter.



# Sustainability results

Presented below is a selection of Niam’s most important results connected to the sustainability goals for Niam AB (AB), Real Estate (RE), Infrastructure (I) and Credit (C).

**Gender diversity at different levels of the organization (AB)**

Goal: 50/50 gender balance (Board, Management Team, Managers, Employees)

	Women	Men
Board of Directors	0%	100%
Management Team	33%	67%
Managers	25%	75%
Employees	48%	52%

**Energy consumption (RE)**

Goal: Reduce facility energy consumption to 100 kWh/sq m in average

Year	kWh/m²
2022	137
2023	107
2024	98

**Greenhouse gas emissions:**

Goal: Net-zero CO<sub>2</sub>e emissions by 2030 for Standing assets and by 2045 for New construction phase

Year	Standing assets (RE)*	New construction (RE) - scope 3
2022	15,556	N/A
2023	11,279	9,263
2024	10,332	26,398

\* Recalculation of emissions to align calculation methods to ensure accurate reflection of Niam goal. The calculation include facility electricity, heating and cooling, and tenant heating and cooling. Standing assets, location based method

**Renewable energy capacity (I)**

Goal: Increased renewable energy capacity

Year	Annual increased renewable energy capacity, MW
2022	5.7
2023	15.6
2024	14.2

■ Niam owned installations  
■ Installed by Niam investee

**Employee satisfaction – eNPS (AB)**

Goal: 30

Year	eNPS
2022	N/A
2023	N/A
2024	42

**Renewable electricity (RE)**

Goal: 100% renewable facility electricity in our properties

Year	%
2022	64
2023	88
2024	96

**Building certifications (RE)**

Goal: All new constructed buildings and major renovations must be certified

Year	%
2022	100
2023	92
2024	87

**Renewable energy generation (I)**

Goal: Increased renewable energy generation

Year	Annual renewable energy generation, GWh
2022	12.8
2023	17.3

■ Niam owned installations

**Zero convictions (AB)**

Goal: Zero convictions for violation of anti-corruption and anti-bribery laws

Year	Zero convictions
2022	0
2023	0
2024	0

**Renewable heating/cooling (RE)**

Goal: 100% renewable heating (H)/cooling (C)

Year	(H)	(C)
2022	40	17
2023	73	78
2024	82	42

**Share of loans with sustainability aspect (C)**

Goal: At least 50% loans with sustainability aspects

Year	%
2022	23
2023	29

**Avoided CO<sub>2</sub>e emissions (I)**

Goal: Avoidance of CO<sub>2</sub>e emissions

Estimated CO<sub>2</sub>e emissions avoided by either energy savings, EV charging or additional renewable energy production as measured by tonnes of CO<sub>2</sub>e avoided

Year	Metric tons CO <sub>2</sub> e per annum
2022	3,975
2023	5,924

■ Niam owned installations

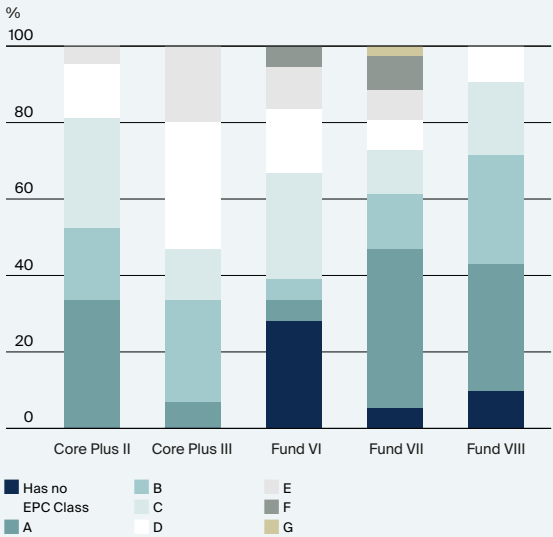
In the graphs where no results are disclosed the reason is that data have not been measured and cannot be disclosed

# Sustainability results per fund

## Niam Real Estate

Fund	SFDR article class	Taxonomy alignment, turnover, CapEx, OpEx (%)	GRESB score	Share renewable facility electricity, heating and cooling (%)	Facility energy consumption intensity (kWh/sq m heated area)	Facility CO <sub>2</sub> e emissions intensity (kg/sq m heated area)	Certification rate (%)
Niam Nordic VI	Article 6 fund	N/A		100%, 66%, 0%	116	18	75
Niam Nordic VII	Article 6 fund	N/A		99%, 88%, 32%	91	3	41
Niam Nordic VIII	Article 8 fund	44%, 15%, 24%		35%, 67%, 15%	131	6	75
Niam Nordic Core-Plus II	Article 6 fund	N/A	Four-star rating and a score of 84	100%, 91%, 100%	95	4	81
Niam Nordic Core-Plus III	Article 8 fund	23%, 14%, 25%	Three-star rating and a score of 81	94%, 98%, 57%	79	3	71

Share of properties per EPC class (%)



## Niam Infrastructure

Fund	SFDR article class	Taxonomy alignment, turnover, CapEx, OpEx (%)	Renewable energy capacity* (MW)	Renewable energy generation** (MWh)	Avoided CO <sub>2</sub> e emissions** (Metric tonnes)
Niam Infra Fund I	Article 8 fund	100%, 100%, 100%	2.5 and 14.2	17,264	5,924

**Abbreviations**  
SFDR – Sustainable Finance Disclosure Regulation (EU), GRESB – Global Real Estate Sustainability Benchmark, EPC – Energy Performance Certificate, CO<sub>2</sub>e – Carbon Dioxide Equivalents

\* For Niam owned installations and installed by Niam investee during 2024

\*\* For Niam owned installations

\*\*\* Niam Credit has not been able to obtain the necessary information from the borrowers to be able to disclose the taxonomy alignment of the credit funds.

## Niam Credit

Fund	SFDR article class	Taxonomy alignment (%)	Share of loans with sustainability aspect (%)
Niam Credit II	Article 8 fund	***	32
Niam Credit III	Article 8 fund	***	25





# General information

Niam has a strong focus on continuous improvement, compliance with laws and regulations, and meeting our stakeholder preferences. The framework for governing sustainability matters throughout the organization covers all critical aspects for our business, operations and impact on society.

# General ambitions, goals and activities

## Ambitions:

- Niam will continuously improve its business processes in compliance with laws and other regulations
- Good data coverage and quality of ESG data



## Goals:

### Examples

- Full data coverage and quality of ESG data in all Niam assets

## Actions:

### Examples

- New reporting modules and improvements in ESG platform and procedures to manage all Niam ESG data leading to better coverage, quality of data and analytic capabilities

For all Niam sustainability goals please see page 7 in Summary chapter.



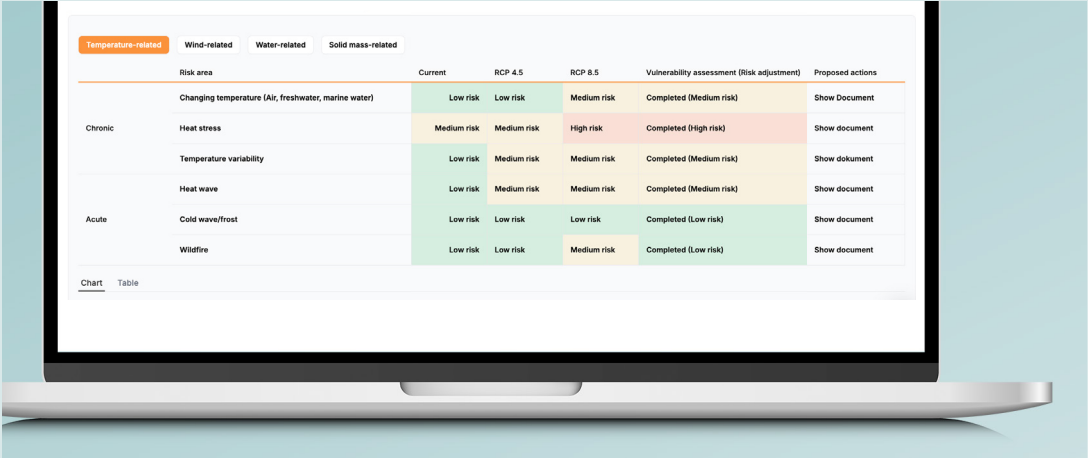
/INTERVIEW /

# Aligning with reporting standards and risk assessment in focus

In this interview Gustav describes how Niam during 2024 has made significant progress in sustainability data collection and reporting. A double materiality assessment is guiding the future direction and Niam continues to focus on ESG action to meet the sustainability goals.

In this year’s report, Niam has for the first time disclosed assessments of its SFDR Article 8 assets’ Taxonomy alignment. The report also includes SFDR PAI indicators for some of Niam’s platforms, while the rest will be presented in a separate PAI report. Since 2023, Niam is reporting on the TCFD framework. This is useful not only for guidance on the crucial issue of handling impacts from climate change, but it also facilitates the ongoing work with reporting according to CSRD.

“CSRD has been in focus for us in 2024. Niam is not itself formally subject to CSRD, but our ultimate parent company is. Therefore, and to align with best practice and provide strategic value we conducted a double materiality assessment (DMA) which is presented in this year’s report. Given the ongoing development of the ESRs Standards, Niam remains flexible in adapting our sustainability reporting to



The screenshot shows a web application interface for 'Fastighetsloggen'. It features a table with columns for 'Risk area', 'Current', 'RCP 4.5', 'RCP 8.5', 'Vulnerability assessment (Risk adjustment)', and 'Proposed actions'. The table is categorized by 'Temperature-related' risks, which are further divided into 'Chronic' and 'Acute' risks. The 'Chronic' risks include 'Changing temperature (Air, freshwater, marine water)', 'Heat stress', 'Temperature variability', and 'Heat wave'. The 'Acute' risks include 'Cold wave/frost' and 'Wildfire'. The table uses color coding to indicate risk levels: green for 'Low risk', yellow for 'Medium risk', and orange for 'High risk'. The 'Vulnerability assessment' column shows the status of the assessment, such as 'Completed (Medium risk)' or 'Completed (High risk)'. The 'Proposed actions' column includes links to 'Show Document'.

Risk area	Current	RCP 4.5	RCP 8.5	Vulnerability assessment (Risk adjustment)	Proposed actions
Chronic					
Changing temperature (Air, freshwater, marine water)	Low risk	Low risk	Medium risk	Completed (Medium risk)	Show Document
Heat stress	Medium risk	Medium risk	High risk	Completed (High risk)	Show document
Temperature variability	Low risk	Medium risk	Medium risk	Completed (Medium risk)	Show dokument
Heat wave	Low risk	Medium risk	Medium risk	Completed (Medium risk)	Show document
Acute					
Cold wave/frost	Low risk	Low risk	Low risk	Completed (Low risk)	Show document
Wildfire	Low risk	Low risk	Medium risk	Completed (Low risk)	Show document

The new tool Fastighetsloggen for automatic first assessment of physical climate risks was introduced at Niam in 2024. This is then followed by a more thorough and hands-on assessment in order to take appropriate action. The picture above shows an illustrative example of climate risk assessment in the tool.

evolving best-practice and updated guidelines. The DMA is still a very important tool for our sustainable transition,” says Gustav Thörnqvist, Sustainability Manager at Niam.

A new tool for automatic first assessment of physical climate risk levels was introduced, based on granular data for property locations. This saves time and work when assessing new investments and adds insights for existing assets.

“Going forward, we will continue the work with ESRs and CSRD in 2025. The recent focus on new reporting requirements will be followed by new insights and an increased focus on appropriate actions to reach our sustainability goals and create value in resilient assets, prioritizing the most material aspects,” Gustav Thörnqvist concludes.

“The focus on new reporting requirements will be followed by new insights and an increased focus on appropriate actions to reach our sustainability goals and create value.

Gustav Thörnqvist, Sustainability and Quality Manager at Niam





# Guiding the way to sustainability

As both a moral obligation and a strategic priority in order to mitigate risks, to meet growing expectations and to ensure high yields in the longer term, Niam aims to contribute to the global sustainable development. Our efforts are planned and executed within a clear governance framework.

In our overall sustainability strategy, we define sustainable development as development that meets the needs of the present without compromising the ability of future generations to meet their own needs. From this, we derive three dimensions of sustainability that we use to frame our efforts: Environmental, Social and Governance, which includes business ethics (ESG). The terms sustainability and ESG are used interchangeably. If not specifically stated, climate change is always an integrated part of sustainability considerations at Niam.

When it comes to governance, Niam has the ambition to continuously improve business processes in compliance with laws and regulations, thereby enabling us to have a positive impact within sustainability. A prerequisite for this is establishing good data coverage and quality of ESG data.



Niam acquired the office property Smultronet 6 on Fleminggatan in central Stockholm during 2023



# Organization and management

### Governance documents

The daily work of all employees and representatives of Niam is guided by the Code of Conduct, which aligns with the ten principles of the UN Global Compact (to which we are a signatory) concerning human and labor rights, environmental concerns and anti-corruption. As sustainability spans over a vast range of issues, Niam’s sustainability approach and framework include several supporting documents. You can find the most important of them listed separately on this page.

### Organization and management

Niam’s Board of Directors stays up to date on aspects of sustainability such as progress, risks and opportunities through a feedback and information loop. This ensures the Board’s ability to

evaluate risks and management of the respective fund. The Board also considers aspects of sustainability, such as (but not limited to) health and safety and climate change when reviewing e.g. strategy, performance objectives, business plans, annual budgets and risk management policies.

Similarly, Niam’s management stays up to date with sustainability developments in the organization through:

- Sustainability manager status reports on progress, impact, risk and opportunities
- Quarterly reports per fund
- Direct reporting line from risk manager and compliance officer

On the following page, an organizational chart illustrates the different sustainability roles and responsibilities at Niam.

### Sustainability governance documents and procedures

- Sustainability Policy and Sustainability Goals
- Sustainability process descriptions
- Environmental Guidelines
- Risk Management Policy
- Risk Management Procedure
- HR Policies, including the Work Environment Policy and the Non-Discrimination and Equal Opportunity Policy
- Code of Conduct
- Anti-corruption Policy
- Anti-money laundering Policy
- Conflict of interest Policy
- Remuneration Policy
- Procurement Procedure
- Niam’s Business Plan and Budget

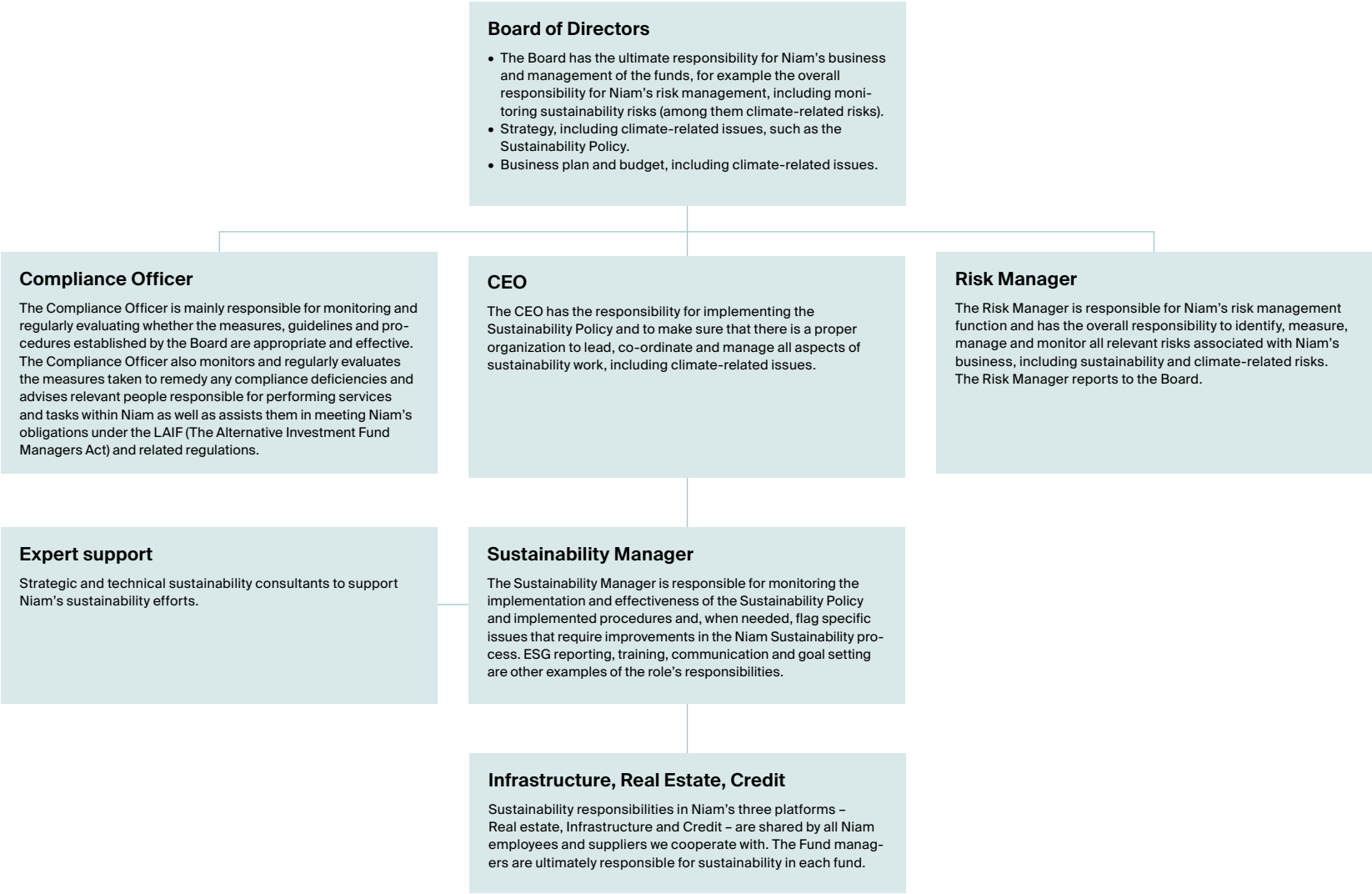
### Feedback and information to the board

Who	How often	What
Risk Manager	Quarterly	The risk report is presented to the Board on a quarterly basis, updating the Board on current risk levels (including sustainability and climate-related risks) incurred by each managed fund.
Compliance Officer	Quarterly	Information from internal and external audits, including sustainability management.
Sustainability Manager	Once a year	A review of Niam’s sustainability work regarding, for example, process, goal fulfillment, reports, legislation, audits and performance results.



Planned office interior in the office property Smulttronet 6 on Fleminggatan, Stockholm. Illustration: Lugnet Arkitekter

# Sustainability roles and responsibilities at Niam



Niam's committees are responsible for various sustainability topics and report either directly to the Board or to a manager:

**Transaction, Investment or Credit Committee of each fund**  
Makes the investment and divestment decisions of fund assets, including the assessment of sustainability and climate-related issues, for example physical and transitional climate risks.

**Risk and Compliance Committee**  
Reviews risk management matters and reports to the Board, among other things, on climate-related issues, for example physical and transitional climate risks.

**Remuneration Committee**  
Prepares relevant decisions by – and briefings of – the Board on matters related to the Remuneration Policy and remuneration strategies which include climate-related issues.

**ESG Committee**  
Facilitates organizational learning and, when necessary, suggests changes to Niam's sustainability strategy, goals or other relevant documents or procedures.

# Risk management

**Regulatory and financial authority oversight**

Niam AB is an authorized Alternative Investment Fund Manager under the Swedish Alternative Investment Fund Managers Act (Sw. lag (2013:561) om förvaltare av alternativa investeringsfonder (LAIF)) and subject to supervision by the Swedish Financial Supervisory Authority. Niam AB is also an Exempt Reporting Adviser under the US Investment Advisers Act of 1940.

Niam fulfills the requirements that these registrations, authorizations and frameworks entail, for example within risk management and internal auditing, including sustainability risks and sustainability factors. Niam also fulfills the principles set by the EU Sustainable Finance Disclosure Regulation (SFDR). As a consequence, Niam has formally included sustainability risks in the risk management framework as required by the Alternative Investment Fund Managers Directive and LAIF.

**Strategy and climate-related risks**

Climate-related risks and opportunities are factors in Niam's investment strategies, business and financial planning.

- Niam Real Estate has a clear strategy to focus on owning and developing assets that are climate resilient.

- Niam Infrastructure is focusing on renewable investments such as solar and EV charging, thereby maximizing climate related opportunities.
- Niam Credit has sharp targets to increase the share of loans with sustainability aspects, including climate-related aspects.

**ESG risk management**

The assessment of sustainability risks is incorporated in the investment policies and processes of Niam and fully aligned with the relevant requirements of the SFDR. Niam has separate tools for identifying, assessing and managing ESG risks in the three Niam platforms; Real Estate, Infrastructure and Credit. The tools are adopted for the relevant platforms' needs and the type of assets they manage. When it comes to engagement on ESG risks with investees, Niam Real Estate, which invests in properties, sets ESG requirements on procured property managers and entrepreneurs. Niam Infrastructure, which invests in running companies, engages directly with each investee on relevant ESG issues. Niam Credit, which provides loans to properties, regularly discusses ESG considerations with the borrower and may include ESG clauses in loan agreements.

When identifying potential climate-related implications of business operations, Niam conducts

scenario analysis based on recommendations from the TCFD. The scenario analysis is reviewed annually.

Niam applies the three-lines-of-defence model (see separate box) which means an organizational distinction is made between functions that own and manage risks, functions that oversee risks and functions that provide independent assurance.

The Transaction, Investment and Credit Committees are responsible for all investment decisions in the funds. When considering an acquisition, relevant ESG risks, opportunities and performance are identified, assessed and mitigated as part of the investment decision process. This includes considerations of relevant current and future regulatory requirements related to climate change.

The Niam Acquisition/Analysis team and due diligence consultant (technical and legal) support the assessment of risks using predefined questions under each sub-risk relevant for the acquisition. The ESG risk assessment is tailored to the specific investment strategy. The Real Estate platform will also develop a draft Environmental plan, used to describe and manage ESG performance and opportunities.

Risk categories considered in the due diligence process, e.g:

- Energy management
- Water and wastewater management
- Waste and hazardous materials management
- Ecological impacts
- Physical impacts of climate change
- Human rights and community relations

## The three lines of defense

First line	Second line	Third line
<b>Functions that own and manage risks, including the Portfolio Management Function</b>	<b>Functions that oversee risks, i.e., the Risk Management Function and the Compliance Function</b>	<b>Functions that provide independent assurance, i.e., the independent auditors (both internal and external)</b>
Operating units, including the portfolio management function, are responsible for maintaining effective internal controls and for executing risk and control procedures on a day-to-day basis, including sustainability management. The portfolio management function identifies, assesses, controls and mitigates risks, implementing internal policies and ensuring that activities are consistent with the respective fund's goals and restrictions.	The Risk Manager facilitates and monitors the implementation of effective risk management practices. In addition, the Risk Manager performs an independent inventory of the risks that may be material for the funds, including sustainability risks, as well as an assessment of their levels. The implementation and effectiveness of the Risk Management Policy and the risk management processes are also monitored and reviewed by the Compliance Officer.	The auditors review the manner in which the first and second lines of defence achieve risk management and control objectives.



- Customer welfare
- Employee health and safety
- Labor practices
- Anti-corruption and anti-bribery

By evaluating prospective assets on their contribution to the fulfillment of Niam’s ESG goals, we are informed on how to mitigate negative impact and on what needs to be done to transform the individual asset to a more sustainable one. All risks, sustainability-related or not, are assessed on the same premises. If climate-related risks are deemed to be too high, depending on the conditions, this can stop an acquisition long before it gets to the Transaction, Investment or Credit committee.

ESG considerations, including risk mitigation actions, are documented and passed on to the Asset management team and made part of the business plan for the operation and improvement of the asset during holding. Regular monitoring of ESG performance and risks is conducted through standardised routines and reporting mechanisms, ensuring accountability and transparency.

At exit, we transparently describe the ESG performance of the asset, as well as what risk mitigation actions have been undertaken, so that this is available for potential buyers.

We also have routines on evaluating our suppliers’ ESG maturity and risk exposure in order to reduce ESG risks in the supply chain. Before contracts are signed, relevant sustainability risk information is gathered and assessed in our ESG platform and scorecards.

Transparency and reporting

Niam is a member of the European Association for Investors in Non-Listed Real Estate Vehicles (INREV), supporting the association’s objective to improve transparency, professionalism and best practices across the real estate sector in order to make the asset class more accessible and attractive to investors. Our Core-Plus funds also comply with INREV’s reporting guidelines for interim financial reporting.

Furthermore, we work in accordance with these frameworks and commitments in order to properly measure and communicate our sustainability efforts:

- UN Global Compact (UNGC)
- UN Principals for Responsible Investments (UNPRI)
- Global Real Estate Sustainability Benchmark (GRESB) in the Niam Nordic Core-Plus funds
- ISO 9001 & 14001

- ILPA Diversity in Action Initiative
- Task Force on Climate-Related Financial Disclosures (TCFD)
- All of our financial reporting also follows local GAAP and IFRS financial reporting standards.

Niam’s all sustainability reporting further increases transparency and makes it easier for investors and other stakeholders to make informed decisions and a fair assessment of Niam’s long-term opportunities for profitable growth.



# Double Materiality Assessment

Niam, as an alternative investment fund manager, is not subject to mandatory sustainability reporting under the Corporate Sustainability Reporting Directive (CSRD). Moreover, given the current scale of Niam, the company does not exceed the thresholds that would mandate such reporting. However, Niam’s ultimate parent company is required to report according to CSRD. Niam will therefore be required to provide sustainability information to the parent company in accordance with CSRD.

Due to requirements from Niam’s ultimate parent company and in order to accelerate Niam’s own sustainability efforts, we have conducted a double

materiality assessment (DMA) according to requirements in the European Sustainability Reporting Standards (ESRS), as required by CSRD.

Please read more about the Omnibus proposal from EU under “Abbreviations and explanations” in the Additional Information chapter.

### Description of DMA process

During 2023 and 2024, Niam started and finalized its first double materiality assessment (DMA) in accordance with the requirements in the ESRS Standards (as required by CSRD). The process was structured in three phases:

**Phase 1:** Defining Niam’s value chain and sustainability landscape in terms of activities, business relationships and stakeholders.

**Phase 2:** Identifying impacts, risks and opportunities (IROs) across the pre-defined sub-topics in ESRS 1 AR16 for each Niam platform . The sources for identifying IROs were existing internal information, insights from stakeholders, industry trends

and generic sector and country risks. This resulted in a longlist of IROs that were discussed and assessed in internal workshops with representatives from the different platforms, using quantitative and qualitative thresholds. Entity-specific disclosures were considered in both the identification phase and in the workshops with internal stakeholders. However, Niam has not identified any additional IROs beyond those specified in ESRS AR16.

**Phase 3:** Validation of material IROs by Niam’s core project team to ensure completeness and accuracy in the results. Niam’s management and board approved the results during the board meeting held February 18, 2025.

The assessment confirmed Niam’s understanding of our sustainability context and is henceforth shaping the future direction of Niam’s sustainability efforts and reporting.

Niam will revisit the DMA annually to ensure that it accurately reflects Niam’s impacts, risks and opportunities (IROs).

### Identified material topics in the Double materiality assessment

Environment	Social	Governance
<b>ESRS E1: Climate change</b> <ul style="list-style-type: none"><li>Climate change adaption (RE) ⓘ</li><li>Climate change mitigation (RE, I, C) + - €</li><li>Energy (RE, I, C) + - €</li></ul>	<b>ESRS S1: Own workforce</b> <ul style="list-style-type: none"><li>Working conditions (RE, I, C) + ⓘ</li><li>Equal treatment and opportunities for all (RE, I, C) + -</li></ul>	<b>ESRS G1: Business conduct</b> <ul style="list-style-type: none"><li>Corporate culture (RE, I, C) ⓘ</li><li>Protection of whistle-blowers (RE, I, C) +</li><li>Corruption and bribery (RE, I, C) - ⓘ</li></ul>
<b>ESRS E5: Resource use and circular economy</b> <ul style="list-style-type: none"><li>Resource inflows (RE, I, C) - ⓘ</li><li>Waste (RE, C) + -</li></ul>	<b>ESRS S2: Workers in the value chain</b> <ul style="list-style-type: none"><li>Working conditions (RE, I, C) - €</li></ul>	
	<b>ESRS S4: Consumers and end-users</b> <ul style="list-style-type: none"><li>Social inclusion of consumers and/or end-users (RE, C) €</li></ul>	

Abbreviations

RE= Real Estate, I= Infrastructure, C=Credit

€ = Financial opportunity, ⓘ = Financial risk, + = Positive impact, - = Negative impact



# Stakeholder interests and views

This section outlines Niam’s most important stakeholders, how Niam engages with them, and what sustainability aspects they think are most material. These conclusions have been used as input for the Niam DMA.

Main stakeholders	Engagement	Interests and key aspects
Employees	Regular pulse engagement surveys with eNPS measures Development plan and training Continuous follow-up meetings with manager	Climate impact Energy use Good indoor environments Gender equality and diversity Compliance with law
Banks	Annual questionnaires Communication and meetings with Niam employees/analysts	Climate impact and risks Energy efficiency of buildings Certification of buildings Anti-corruption Transparency
Investors	Annual investor meetings Annual investor satisfaction survey Communication and meetings with Niam employees/analysts DD and annual questionnaires	Climate impact and risks Energy efficiency of buildings Gender equality, diversity and equal opportunities Working conditions at suppliers Human and labor rights, safety and security of employees and local business
End-users (customers and tenants)	Annual tenant satisfaction survey Communication and meetings with Niam employees/consultants	Certification of buildings Energy efficiency of buildings and renewable energy Safe and socially attractive assets

Main stakeholders	Engagement	Interests and key aspects
Buyers of properties	Communication and meetings with Niam employees/consultants	Certification of buildings Energy efficiency of buildings and renewable energy Climate impact and good indoors environments Safety and security of tenants and employees
Municipalities	Joint project groups Communication and meetings with Niam employees	Energy efficiency and renewable energy Biodiversity Renewable construction materials and methods Healthy indoor environments and non-toxic materials Social sustainability
Suppliers (consultants, contractors and asset managers)	Negotiations and agreements Supplier self-assessment questionnaire Communication and meetings with Niam employees	Sustainable development Clear and proactive ESG requirements Open, transparent and continuous dialogue about ESG ESG training
Investees (properties, companies and borrowers)	Communication and meetings with Niam employees/analysts Follow up meeting loan conditions	Sustainable development Clear and proactive ESG requirements Transparency
Regulatory	Participation in industry groups and frameworks that collect feedback from signatories/members, resulting in formal communication with regulators to clarify and simplify legislation.	Compliance with existing and coming regulations Contributing to sustainable development and meeting established goals



# Environmental

One of Niam's highest priorities is reducing the climate and environmental impact of our assets. The built environment has a considerable impact with great potential for improvement. Through e.g. investment in renewable alternatives and energy efficiency schemes, Niam aims for net zero in standing assets by 2030 and in the new construction phase by 2045.



# Environmental ambitions, goals and activities

## Ambitions:

- Contribute to a sustainable society and reduce Niam's environmental and climate impact



## Goals:

### Examples

- Energy consumption – Reduce facility energy consumption to 100 kWh/sq m in average (Real Estate)
- Greenhouse gas emissions – Net-zero CO<sub>2</sub>e emissions by 2030 for Standing assets and by 2045 for the New construction phase (Real Estate)
- Building certifications – All new constructed buildings and major renovations must be certified (Real Estate)
- Increased renewable energy capacity (Infrastructure)
- Increased renewable energy generation (Infrastructure)
- Avoidance of CO<sub>2</sub>e emissions (Infrastructure)
- At least 50% loans with sustainability aspects (Credit)



## Actions:

### Examples

- Energy saving measures
- Better data quality from metering (necessary for analysis and for prioritization of energy saving measures)
- Installation of on-site renewable energy solutions (e.g. solar panels)
- Switch to renewable energy consumption
- Environmental certifications of more buildings
- Green and sustainability-linked loans





Residential development project  
in Barkarbystaden, Stockholm  
Illustration: Brunnberg & Forshed

# Ensuring that we do our share

Today, all companies must do their part to fight climate change, prevent climate risks, safeguard and promote biodiversity, and reduce the excessive use of natural resources. At Niam, we are determined to meet our stakeholders' high expectations on us in this area.

The built environment has a considerable impact on climate change and the environment through construction, operation, maintenance and renovation and therefore has a great potential for reducing its negative environmental impact. Safeguarding the natural environment in and around the built environment is furthermore intrinsically linked to social issues relating to safety, sense of home, ecosystem services and more.

## Aiming for net zero

Although our business model includes divestment of funds and sales of our assets after our limited holding period of management, as a real asset fund manager, Niam still has the potential to create positive impact and reduce the negative impact of our assets. We are determined to do so, while at the same time improving our bottom line. Some of

Niam's highest priorities are to reduce our climate impact, our use of energy and the environmental impact of our property development. We have set out on a journey to reach net-zero CO<sub>2</sub>e emissions and are following the TCFD framework for disclosing climate-related risks and opportunities through our reporting processes. See our Climate-related scenario analysis in the Additional Information chapter. Energy consumption in our properties is monitored which enables analysis and the calculation of greenhouse gas emission data.

Niam is switching entirely to renewable facility electricity in all our properties, to the furthest extent possible supporting our purchases with guarantees of origin. In the longer term, we also aim for 100% renewable heating and cooling, but for this we are dependent on the current energy



infrastructure and district heating providers in our countries of operation. We are also reducing our energy consumption and certifying new buildings and major renovations in accordance with sustainability standards. Furthermore, we are contributing to increasing the capacity and generation of renewable energy through infrastructure investments in the markets where we are active, which helps reducing CO<sub>2</sub>e emissions.

**Lowering our impact from property development**

Niam is increasing the focus on how we can further lower the environmental and climate impact at the stages of new construction and major renovations, which are behind a big share of the greenhouse gas emissions caused by modern property assets. At acquisition and during project development, we assess all relevant aspects. The great importance of the supply chain and production phase calls for close collaboration with suppliers and contractors. With the purpose of mitigating the negative climate impact of the new construction project, all agreements with contractors come with an environmental plan, dictating aspects such as chemicals management, choices of construction materials and waste management. We follow up on performance over time and contractors are held accountable for any deviations. At the time of divestment of a building we provide the buyer with all applicable information regarding the environmental performance and impact of the building. We are collecting scope 3 greenhouse gas emissions data from the new constructions and major renovations within our project development.

**Policies and certifications**

Our environmental actions are guided by our sustainability goals and the Sustainability Policy, Environmental Guideline and related documents, which outline how we work with the certification of properties, environmental regulations and technical standards. We monitor and stay updated on the evolving field of environmental legislation with the monitoring help of a third party. Niam is ISO 14001 and ISO 9001 certified and, as a complement, many of our properties have various environmental certifications. As part of the implementation of our environmental management system, we have identified and evaluated the environmental aspects relevant to our business. We have an Environmental Plan per asset for use by Niam staff when assessing buildings pre-investment as well as to work with during the holding period.

**Internal environmental efforts**

Niam is committed to limiting the negative environmental and climate impact of internal business operations that are not directly connected to our real estate assets, infrastructure investments or lending activities. For instance, we are transitioning to renewable energy sources at all country offices. Additionally, we follow guidelines for sorting and reducing waste. Niam’s Travel Policy prioritizes low-impact modes of travel such as trains and public transport.



# Environmental results

Comments to 2024 results

The changes in energy consumption and CO<sub>2</sub>e emissions between 2024 and 2023 are due to acquisition and divestments of assets, switching to renewable alternatives, better data coverage and

updated emission factors to increase quality and reliability of emission data. We also did more new construction and renovations which has lead to increased emissions.

Niam AB

CO <sub>2</sub> e emissions* (metric tonnes)		2024	2023	2022
Scope 2: Niam country offices	Location-based method	21	11	8
Scope 3: Business travel		144	220	174
Scope 3: Company cars**		15	21	11

Emissions for Real Estate, Infrastructure and Credit are shown in respective tables

Energy consumption (MWh)	2024	2023	2022
Total energy consumption Niam country offices	341	201	160

\* See "About this report" on page 44 for more information about how calculation of greenhouse gases has been done.

\*\* Our GHG emissions from commuting to work are very small and not disclosed separately in this report. Most of these emissions are included in Company cars

\*\*\* In 2022 we were not able to disaggregate by energy type due to limitation in data availability and data management.

\*\*\*\* 2024 is the first year of reporting energy for Real Estate using the market-based method.

Real Estate

CO <sub>2</sub> e emissions* (metric tonnes)	2024	2023	2022
Scope 1:			
Leakage of refrigerants	722	480	N/A
Incineration from own buildings	2	2	N/A
Total Scope 1:	723	482	N/A
Scope 2 – location-based method:			
Facility electricity	4,084	4,807	N/A
Facility heating	4,077	4,410	N/A
Facility cooling	0	887	N/A
Total Scope 2:	8,161	10,104	15,548***
Scope 2 – market-based method****:			
Facility electricity	1,415	N/A	N/A
Facility heating	4,375	N/A	N/A
Facility cooling	18	N/A	N/A
Total Scope 2:	5,808	N/A	N/A
Scope 3:			
Tenant electricity	3,258	4,467	N/A
Tenant heating	1,102	1,175	N/A
Tenant cooling	0	0	N/A
Tenant waste	193	495	974
New construction and major renovations (>1mEUR)	26,398	10,332	N/A
Category 3 emissions not included in Scope 1 or Scope 2	3,079	2,983	N/A
Total reported Scope 3:	34,030	19,452	6,920***
Total scope 1–3	40,561	30,038	22,468

Real Estate continues on next page



Real Estate, cont.

Energy consumption of all properties (MWh)	2024	2023	2022
Facility electricity	51,833	44,691	45,325
Facility heating	61,262	65,913	75,005
Facility cooling	6,212	5,715	7,501
Total facility energy	119,306	116,319	127,831
Tenant electricity	80,202	69,478	43,474
Tenant heating	23,890	20,470	11,323
Tenant cooling	833	945	615
Total tenant energy	104,925	90,623	55,412
Average facility energy per year (kWh/sqm)	2024	2023	2022
	98	107	137
Renewable facility electricity in our properties (%)	2024	2023	2022
	96	88	64
Renewable facility heating in our properties (%)	2024	2023	2022
	82	73	40
Renewable facility cooling in our properties (%)	2024	2023	2022
	42	78	17
Waste generated by tenants (metric tons)	2024	2023	2022
	26,905	24,348	44,815
Certification status all properties (%)	2024	2023	2022
	60	52	N/A

\* See “About this report” on page 44 for more information about how calculation of greenhouse gases has been done.

\*\* See more information about PAI on niam.com and the PAI indicators for Infrastructure.

\*\*\* Not zero % because we have gas stations for refueling cars and trucks on two of our retail properties.

PAI indicators**	Real Estate	Credit
PAI 17   Share of investments involved in the extraction, storage, transport or manufacture of fossil fuels [%]	2***	0
PAI 18   Share of investments in energy-inefficient real estate assets [%]	63	89
PAI 19   Energy consumption intensity [GWh/sq m]	0.0001345	0.000097

Infrastructure

Renewable energy capacity (MW)	2024	2023	2022
Niam-owned installations	2.5	5.7	N/A
Installed by Niam investee	14.2	15.6	N/A
Renewable energy generation (MWh)	2024	2023	2022
Niam-owned installations – scope 3	17,264	12,750	N/A
Avoidance of CO <sub>2</sub> e emissions, estimated (metric tonnes)	2024	2023	2022
Niam-owned installations – scope 3	5,924	3,975	N/A

Credit

Energy consumption (MWh)	2024	2023	2022
Energy consumption in all properties (facility energy and some tenant energy) - scope 3	133,782	48,646	N/A
CO <sub>2</sub> e emissions* (metric tons of CO <sub>2</sub> e)	2024	2023	2022
Energy consumption in all properties (facility energy and some tenant energy) - scope 3	4,878	1,274	N/A

/ CASE /

# Pioneers in responsible renovation

Niam owns the large business park Life Science Center in Espoo, just west of Helsinki, with a combined lettable area of approximately 38,000 sq m. In early 2024, during the renovation of an office floor for new tenants, Niam initiated a collaboration aimed at repurposing usable fixed furnishings and building material.

Life Science Center is an attractively located business park with excellent public transport connections. Five out of six buildings were built between 2003 and 2007 and renovations are usually carried out before new tenants move in. Niam aims to meet customer demand by providing high quality premises supporting modern ways of working, meeting and collaborating.

During the renovation of a floor in one of the buildings, Niam and its property manager Newsec sought ways to renovate in a responsible and more circular manner. In a pioneering collaboration, they

partnered with recycling operator Risain Oy who assessed and managed the salvage and resale of materials and fixed furnishings.

“Today, sustainable practices have truly become an integrated part in daily business for us as property owners. This is both a response to market demands and a way to create more value for customers and investors. In this case it did not lead to any delays in the project, and on top of lowering carbon emissions we saved costs for demolition and waste,” says Mikko Kimpi, Associate Director, Asset Management at Niam Finland.

Through the collaboration, over 400 items from more than 50 product categories were resold. Among the items were flooring materials, doors, partition walls and entire kitchens with appliances. Niam has already involved Risain in another, similar project.

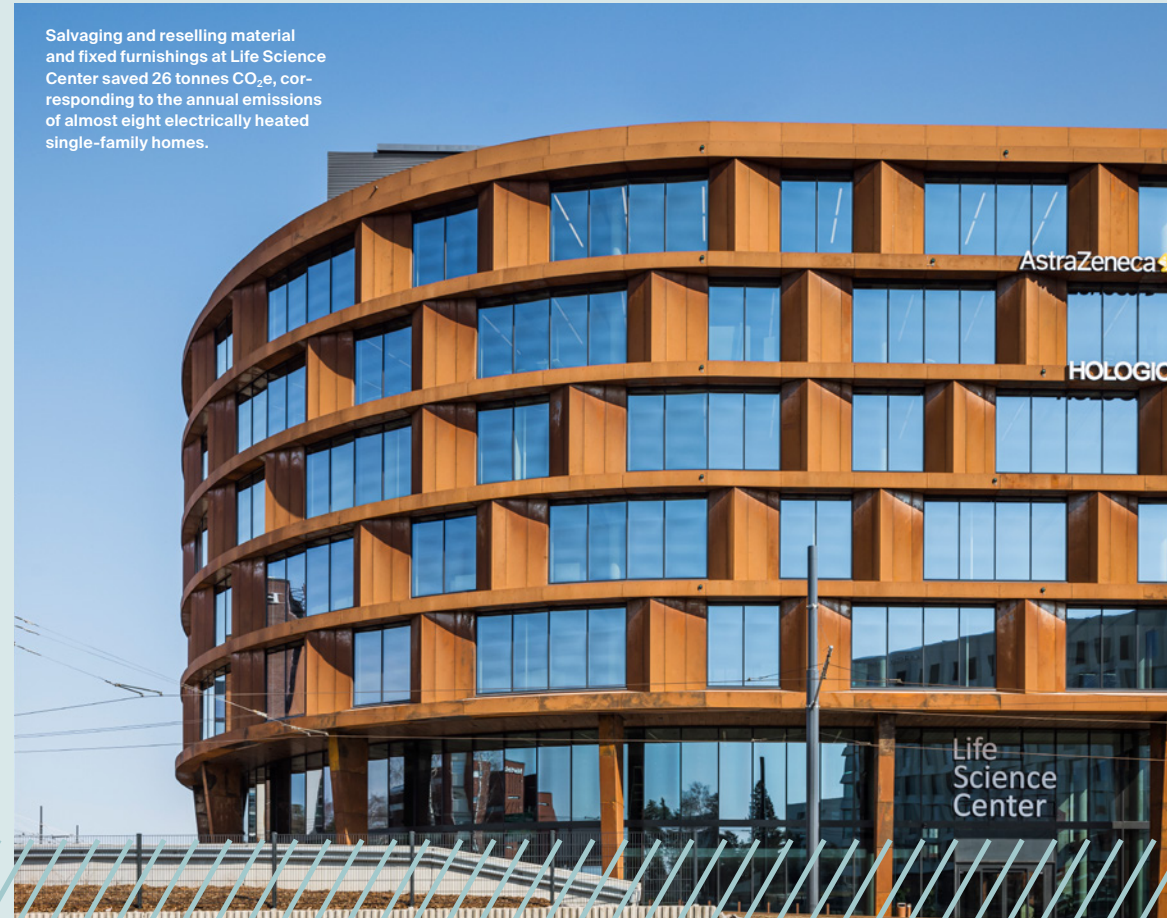
“

Today, sustainable practices have truly become an integrated part in daily business for us as property owners.

**Mikko Kimpi**

Associate Director at Niam Finland

Salvaging and reselling material and fixed furnishings at Life Science Center saved 26 tonnes CO<sub>2</sub>e, corresponding to the annual emissions of almost eight electrically heated single-family homes.







# Social

Niam recognises the connection between asset value and social sustainability. Trust, well-being and security add value to society and communities, while also increasing asset values. Healthy, inclusive and safe workplaces are necessary for attracting the best employees and partners. Thus, social sustainability is a core priority.



# Social ambitions, goals and activities

## Ambitions:

- To provide employees with a workplace which recognizes the requirements of equal opportunities, obligations and rights between employees
- Satisfied stakeholders
- Safe and socially attractive assets and development projects

## Goals:

### Examples

- Employee satisfaction – eNPS 30 (Net Promoter Score)
- Investor satisfaction – ISI 4.2 (Investor Satisfaction Index)
- Social initiatives – A social screening shall be conducted in all new construction and major renovation projects and social initiatives implemented where needed
- Gender diversity at different levels of the organization



## Actions:

### Examples

- Partnership for safer and more attractive environments in commercial properties, see case on Collaboration in Huddinge (Samverkan i Huddinge) on page 33
- Community engagement initiatives in residential projects
- New employee satisfaction survey system, Winningtemp, to enhance our team's performance and well-being by providing real-time insights and feedback
- Strengthened internal communication to increase employee engagement and satisfaction

# People make up our business

To achieve Niam's vision to be the leading real asset manager and partner of choice, we must attract, develop and bring together the best employees in our industry.

This makes our workplace and corporate culture key social issues for us. To lead also means that we must uphold fair working conditions in our value chain and promote social sustainability through our assets, development projects and credit solutions.

To offer a workplace that is healthy, inclusive, safe and attractive not only adds value to our employees, but it is also business-critical for us in order to attract new skilled employees. For similar reasons, we demand fair working conditions throughout our value chain.

There is a well-documented connection between property values and social sustainability. If the latter erodes in a city or district, there is a strong probability of adverse effects on the former. As social trust, well-being and security both add value to society at large and increase asset values, Niam has strong incentives to promote social sustainability through our own investments and development projects, as well as when financing other market operators via our credit solutions.

## **Ambitions for employee and investor satisfaction**

Niam has the ambition to provide our employees with a great workplace where they thrive, evolve and excel. We have introduced a new employee satisfaction survey that makes this an even more valued tool than previously for us to ensure that we fulfill our promise to our employees. We measure and follow up on engagement, team efficiency, leadership and work environment for each team, as well as on the Niam Group level. Each team meets in workshops to discuss the result and to set actions on identified focus areas. The management teams have separate sessions together with HR to analyze and set actions on the Group level and for each business area. As a complement to the specific focus areas, we achieved an overall eNPS score of 42 for 2024 which exceeded our goal of 30.

Furthermore, we measure and set targets for investor satisfaction, covering another important group of stakeholders for Niam. For many years, Niam has received high satisfaction ratings from our investors. The feedback and rating of Niam's performance make up an important acknowledgement and provide valuable insights for us to constantly improve our communication over time.





A holistic employee approach

Niam has a holistic approach to supporting and developing our employees. We acknowledge the importance of clear guidelines that act as a guiding light in our day-to-day operations. We strive to provide a good work environment and inclusive workplaces for all. To aid us in this effort, we utilize frameworks such as our HR strategy, alongside guidelines like our Employee Value Proposition.

The HR strategy and supporting documents establish our framework for upholding human rights and labor rights, nurturing our employees, conducting recruitment, promoting diversity, managing the physical and psychosocial work environment, facilitating competence development and determining remuneration.

Employer Value Proposition

Our Employer Value Proposition (EVP) is a statement and platform describing what Niam can offer our employees. Our EVP is summarized in the phrase Uniting leading expertise – a powerful statement on why existing and future employees would choose Niam as a workplace over our competitors.

The core of Niam is built upon the four cornerstones described in the boxes to the right. The cornerstones act as the guiding principle steering our efforts to remain a great workplace and preferred partner.

Work environment

Niam also works hard to ensure a good work environment, actively promoting wellness across all our offices through various health initiatives. One example of such an activity is our monthly health walks, where colleagues come together for a stroll

followed by a shared lunch, beneficial for both networking and well-being. Other valued activities include on-site massage and organized training sessions at gyms or with various fitness providers.

Diversity and inclusion

At Niam, we recognize the importance of diversity and inclusion and are working to further enhance diversity among our employees. We strive for a gender balance with 50/50 distribution at different levels of the organization. Our hiring is based on job qualifications and merit, regardless of personal characteristics such as race, gender, sexual orientation, age, disability and so on. In our recruitment processes we highlight the importance of diversity and demand that the external recruiter presents a wide variety of candidates.

By the end of 2024, Niam had 111 permanent and 10 temporary employees. When required, Niam engages specialists on a consultancy basis.

Continuous competence development

Niam does not only have a high-performance culture, but we also set up the necessary conditions for people to grow. All employees regularly review their annual goals and development objectives, as well as define individual targets and training needs with their manager. Corporate objectives and individual development goals are regularly reviewed and strongly aligned with, and linked to, employee compensation incentives.

Employees also receive regular training and education to support the development of their expertise and ensure that they are informed about all Niam policies. This includes developing their knowledge and competence within the area of sustainability.



**Performance-driven culture**

We are a team of specialists with a passion to perform, uniting leading expertise to put capital and ideas to work

**Strong heritage and legacy**

With a consistent track record since our inception in 1998, we have built a leading position and a strong reputation in the market

**Growing people potential**

We identify your strengths for you to evolve with Niam

**Leading by example**

We support and bring out the best in each other, together and as individuals

Part of Niam's EVP – Niam's strengths and a promise to our existing and future employees

Social initiatives in new construction

We have set a new goal to carry out social screening in all new construction and major renovation projects and, when this screening indicates a need for it, we implement appropriate social initiatives.

The social aspect of sustainability is a strong focus for Niam. By designing our assets and their neighborhoods in an attractive way and having safety as a basis for construction and layout, we contribute to making people want to live and work there. This, in turn, makes our assets more attractive and increases property values.

For more information about Niam’s social initiatives and cases, please visit [www.niam.com/sustainability](http://www.niam.com/sustainability).

Upholding fair working conditions in the value chain

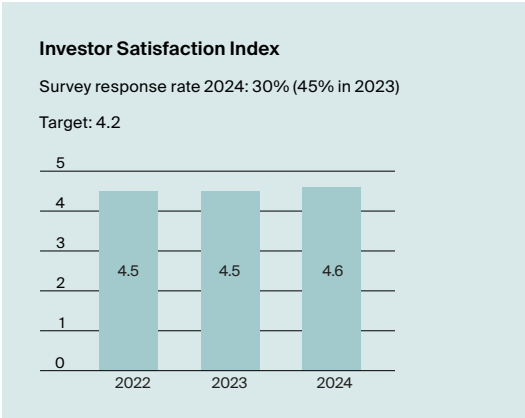
We strive to ensure a healthy and safe workplace, both physically and mentally, for the many skilled individuals managing, maintaining and developing our assets on our behalf. Niam has developed a supplier evaluation process as part of the purchasing procedure. This includes ESG assessments of our major suppliers carried out through our ESG platform.

The supplier answers a survey including questions about, for example, general company information, overall management, quality, business ethics and anti-corruption, labor standards, human rights, occupational health & safety, environment, supply chain and IT security. Survey results guide us in selecting suppliers with good ESG practices in line with Niam requirements.

Niam requires all real estate counterparties to produce a work environment plan aligned with

work environment laws and regulations. The work environment plan must be approved by Niam. All project agreements also include a commitment to Niam’s Code of Conduct. This requires compliance by all counterparties with our standards on ethics and integrity. They must act in accordance with all applicable laws regarding, for example, human rights, anticorruption, anti-money laundering and fair employment practices. Niam receives incident statistics reports from turnkey contractors and property managers on a regular basis.

As part of Niam’s ISO 9001 and 14001 certification, annual partner audits are carried out of some of our suppliers (for example a contractor or a property manager) to make sure that they are working according to the ISO standards or equivalent, which is also regulated in the agreements. To manage incidents and risks, the first step is to become aware.



Employee Satisfaction score, eNPS

Survey response rate 2024: 88% (91% in 2023)  
Target: 30

42

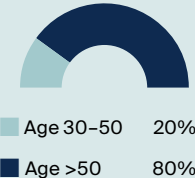
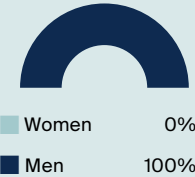
Employees by employment contract and country\*

Besides the employees making the Niam business a reality in our offices, we are also dependent on the skilled capacity of numerous individuals who manage our properties on behalf of us, such as our property managers.

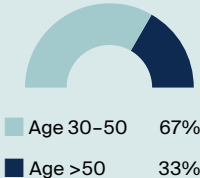
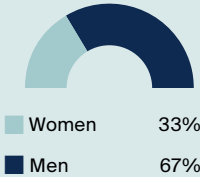
	Permanent	Temporary	Total
Real Estate - Denmark	12	1	13
Real Estate - Finland	10	4	14
Real Estate - Norway	4	0	4
Real Estate - Sweden incl. Niam PD and fund services	30	0	30
Infrastructure	6	0	6
Credit	10	1	11
Central functions incl. Luxembourg	39	4	43
Total	111	10	121

Employees broken down by gender and age

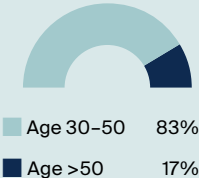
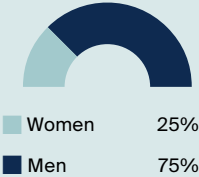
Board of Directors



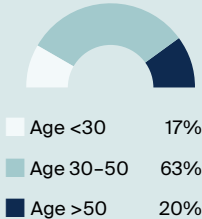
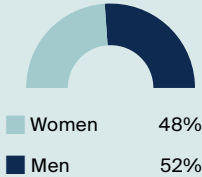
Management Team



Managers



Employees



\* See "About this report" on page 44 for more information about how calculation of social KPIs has been done.



/CASE/

# Improving urban life in Flemingsberg

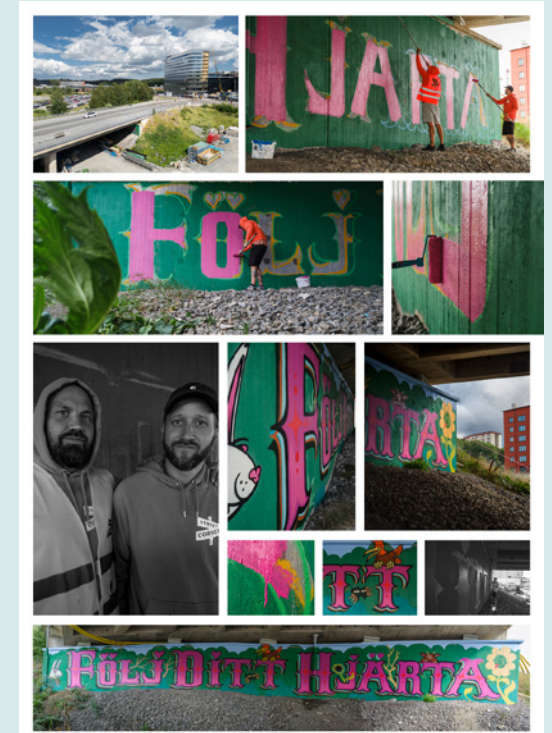
Since 2017, Niam has been a property owner in Huddinge, located just south of Stockholm. In collaboration with the municipality and other major property

owners Niam is dedicated to strengthening social sustainability and improving the urban environment.

The social initiative **Collaboration in Huddinge** (Samverkan i Huddinge) brings together the municipality and major property owners like Niam. The project includes various initiatives to engage locals and promote well-being, all aiming to improve the quality of life in Huddinge. Youth activities, home-work assistance and improved outdoor environments have made an impact over the years, with a steep fall in precarious incidents being reported and open drug dealing disappearing.

“As a property owner in the Flemingsberg district of Huddinge, we have an important role to play in promoting social sustainability. Financing activities and initiatives that can make areas more pleasant and attractive can also help fight crime and promote well-being,” says Gustav Thörnqvist, Sustainability Manager at Niam.

In 2024, Collaboration in Huddinge has focused on making areas more attractive and improving living environments. Actively developing areas and working with local groups and civil society, the aim is to create new spaces for social interaction,



As part of the Flemingsberg Block Party, local street artists The Artitects created a mural designed in dialogue with local youths and spelling out “Follow your heart” under one of the area’s bridges.

leisure activities and support services for those living and working in the areas. One example was the popular street festival arranged in May 2024, Flemingsberg Block Party, that included live music, dance battles, fire shows, street art and food.

Read more on these websites: [Municipality of Huddinge](#) and [Niam](#)





# Governance

A healthy corporate culture is a key priority at Niam. Being a trustworthy company with high integrity is essential for us as a fund manager, as well as having satisfied employees. Our core values and Code of Conduct guide us in this work.



# Governance ambitions, goals and activities

## Ambitions:

- Niam - A trustworthy company – compliant and transparent

## Actions:

### Examples

- Annual training on topics such as anti-corruption, anti-money laundering and related policies
- All Niam suppliers are to comply with our Code of Conduct



## Goals:

### Examples

- All staff of functions-at-risk covered by training programmes for example in anti-money laundering (AML), anti-corruption and anti-bribery
- Zero convictions for violation of anti-corruption and anti-bribery laws



# Business conduct

## Corporate culture

At Niam we strive to uphold a healthy corporate culture with the highest level of integrity. In our day-to-day work we are guided by our four core values – performance driven culture, strong heritage and legacy, growing people potential and leading by example. **A performance driven culture** ensures we leverage our employees' unique expertise to deliver values for our stakeholders. With **a strong heritage and legacy**, we build trust and long-term relationships. By **growing people potential**, we invest in our employees' development, fostering leadership and lasting impact. Through **leading by example**, we promote collaboration and bring out the best in each other.

Our corporate culture is based on our Code of Conduct Policy (CoC) and outlines principles and standards of behavior for employees and counterparties (who agree to comply with the CoC by entering into agreement with Niam). Niam's CoC covers themes such as communication and marketing, human rights, privacy, controllership and conflict of interests. It is aligned with the ten principles of the UN Global compact concerning human and labor rights, environmental concerns and anti-corruption.

The CoC is supported by other Niam policies related to Anti-Corruption, Anti-money laundering

and Conflicts of interest. During 2025, Niam aims to strengthen our training program for all employees based on the CoC including themes such as anti-money laundering, anti-corruption and anti-bribery.

The CoC is reviewed at least annually and approved by Board of Directors.

## Corruption, bribery and protection of whistle-blowers

As a supplement to the CoC, Niam has Anti-corruption, Anti-money laundering and Conflicts of interest Policies. It is important to work proactively with these issues, especially since Niam operates in sectors facing tangible risks of undue behavior. We are committed to conducting our business with the highest possible standards of transparency, integrity and accountability. We encourage all our employees and stakeholders to speak up if they suspect serious wrongdoings and to share their concerns. Niam offers an independent, anonymous and secure whistleblowing channel to employees, suppliers, customers and business partners. The whistleblowing service is encrypted and password-protected, and it is operated by an unaffiliated third-party supplier located in Sweden. No whistleblowing cases were reported in 2024, nor were there any suspected or confirmed cases of corruption or bribery.







# Additional information

# Advancing our contribution to the 2030 agenda

The United Nations Sustainable Development Goals (SDGs) aim to transform our world. They are a call to action to end poverty and inequality, protect the planet and ensure that all people enjoy health, justice and prosperity. Niam has identified six SDGs to which we see that we can contribute in a credible way.



## Sustainable cities and communities

**Real Estate and Infrastructure**  
Being a real asset fund manager, SDG 11 encompasses most of what we work with and stand for. To realise current and future value of our assets, these need to play their part in ensuring cities are inclusive, safe, resilient and sustainable.

## Decent work and economic growth

**Real Estate**  
We may not be that many people working at Niam, but there are many more working in and around our properties not directly employed by us. Property development and maintenance are sectors known to have issues with unlawful and unfair labor practices, making it all the more important that we engage with contractors and suppliers to ensure all employees are safe and treated properly.

## Responsible consumption and production

**Real Estate**  
Developing and managing properties is something that still requires large amounts of energy and materials. Our day-to-day work with environmental management aims to ensure this consumption is as responsible and efficient as possible. Among other things, this means reducing waste, improving energy efficiency and using natural resources, such as water and resources used as construction material, more wisely.

## Affordable and clean energy

**Infrastructure**  
The assets managed by Niam Infra Fund contribute to ensuring access to affordable, reliable, sustainable and modern energy for all. This is done by ensuring universal access to affordable, reliable and modern energy services and also substantially increasing the share of renewable energy in the global energy mix.

## Industry, innovation and infrastructure

**Infrastructure and Credit**  
One important part of the Niam Infrastructure investments is to build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation. The investments will develop quality, reliable, sustainable and resilient infrastructure, including regional transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all. Niam Credit's sustainability strategy is to finance the decarbonization and sustainable transition of the real estate sector. In this way, we have the potential to contribute substantially to sustainable innovation.

## Climate action

**Real Estate, Infrastructure and Credit**  
All Niam platforms take action to combat climate change and its impacts. Niam is connected to international cooperations aimed at accelerating the reduction of global greenhouse gas emissions and addressing adaption to the adverse impacts of climate change.



# Climate-related scenario analysis

The Task force on Climate-related Financial Disclosures (TCFD) is a voluntary initiative where companies can report on how climate risks and opportunities may affect their operations and finances. Climate-related scenario analysis is an important part of the TCFD framework.

Climate change is an integrated part of sustainability considerations at Niam and managed through the organization and processes described above, under the subheading Organization and management. Climate change is a critical priority for Niam. We are committed to understanding and managing our impact on the climate, as well as addressing the risks and opportunities that climate change presents to our business.

Scenarios assist in understanding the risk landscape Niam is operating in. In identifying the potential climate-related implications on business operations, Niam has undertaken a scenario

analysis based on the TCFD recommendations. The analysis involved two different emission scenarios indicating the cumulative effects of climate change by 2100, as projected by the Intergovernmental Panel on Climate Change (IPCC).

Many risks and/or opportunities may materialise in both scenarios, but to different magnitudes. They are evaluated based on their likelihood and anticipated impact over the short (~5 years), medium (~5-25 years), and long term (~25-75 years), extending to the year 2100. The analysis covers both physical and transitional risks and opportunities that could shape Niam’s business trajectory.

Overall, Niam considers that the business model and established internal process make the Group well positioned to mitigate risks and seize opportunities.

In the following climate scenario tables, it is indicated which platform each risk and opportunity belongs to, as well as the expected time horizon for it.

## Climate scenarios

Assessing physical and transitional risks for our business, the scenario analysis conducted involved two radically different scenarios developed by the UN International Panel on Climate Change (IPCC).

### RCP 8.5 A worst-case scenario

A high-emissions scenario presuming no additional efforts to combat climate change. Characterised by increasing greenhouse gas (GHG) emissions throughout the century in a “business-as-usual” approach, this trajectory leads towards significant global warming.

- Very high GHG emissions
- Average temperature increases 4–6°C in the Nordics
- Increased temperatures during all seasons with wetter winters
- High dependency on fossil fuels
- High energy intensity
- Rising sea levels of 0.6–1 metre
- Frequent extreme weather events
- Increased number of climate refugees
- The world’s population increases to 12 billion
- Frequent supply chain disruptions
- Customer and investor demand for sustainable business practices is largely unchanged

### RCP 2.6 A scenario with a more favourable future

Effective and rapid climate mitigation strategies are implemented. The trajectory requires that emissions have already peaked or are peaking right now, limiting global temperature increases to the Paris Agreement target of 1.5°C. It requires a much more stringent climate policy and offers a future with more favourable conditions.

- Average temperature increases 1.5-3°C in the Nordics
- Seasonal shifts due to temperature increase
- Changes in precipitation patterns
- Emissions will be negative in 2100
- Low energy intensity
- Reduced use of oil
- Fast increase in renewable energy
- The world’s population increases to 9 billion
- High customer and investor demand for sustainable business practices
- Increased emissions reporting and carbon tax

Assessment of physical and transitional risks to climate related scenarios on next page

Assessment of physical and transitional risks to climate related scenarios

RCP 8.5 – A worst-case scenario

Physical risks

- Increased severity of extreme weather events such as heavy rainfall, floods and wildfires leading to direct damage to assets and indirect impact from supply chain disruption. May result in stranded assets. (R, I, C) (Short term and rising)
  - Risk management:** Evaluation of extreme weather event risks in investment decision-making process and during holding. Necessary risk mitigation actions set to be done during holding and followed up. Own and develop climate-resilient assets
- Acute heat waves leading to operational issues and increased costs. (R) (Short term and rising)
  - Risk management:** Evaluation of heat wave risks in investment decision-making process and during holding. Necessary risk mitigation actions set to be done during holding and followed up. Own and develop climate-resilient assets
- Progressive shifts in climate patterns, such as rising sea levels and erosion, causing physical damage to buildings and infrastructure, over time resulting in stranded assets. (C) (Medium term and rising)
  - Risk management:** Evaluation of risks connected to climate patterns, such as rising sea levels and erosion, in the investment decision-making process and during holding. Necessary risk mitigation actions set to be done during holding and followed up. Own and develop climate-resilient assets
- Higher temperatures leading to additional cooling requirements, raising energy costs and impacting asset performance. (R) (Short term and rising)
  - Risk management:** Making assets energy-efficient and consuming renewable energy

Physical opportunities

- Increasingly frequent and severe weather events, as well as rising temperatures and sea levels, providing opportunities to generate revenue from climate-resilient assets. (R, C) (Short-term and rising)
- Higher demand for emergency infrastructure and disaster responses, such as resilient communication, distribution of emergency supplies or improved sea defenses. (I) (Short term and rising)
- Less reliability on traditional energy resources and infrastructure leading to increasing demand for off-the-grid solutions, like solar panels and energy storage. (I) (Medium term and rising)
- Due to climate change more people may migrate to the Nordic countries, raising the demand for properties. (R, C) (Medium term)

RCP 2.6 – A scenario with a more favourable future

Physical risks

- Many identified risks and opportunities in the RCP 8.5 scenario may still occur in the RCP 2.6-scenario, but are expected to have milder consequences

Physical opportunities

- Many identified risks and opportunities in the RCP 8.5 scenario may still occur in the RCP 2.6-scenario, but are expected to have milder consequences



RCP 8.5 – A worst-case scenario

Transitional risks

- Severe climate change leads to new regulations on climate adaptation, resulting in costlier project development. (R) (Short – Medium term)
  - **Risk management:** Use cost-efficient building methods and solutions to adapt to climate change. Increase the level of renewable building materials, methods and energy used during project development
- Reduced climate ambitions leading to reverted green policies or subsidies affecting the profitability of green technology investments. (I) (Short-Medium term)
  - **Risk management:** Constantly keeping track of the development within legislation and adapting our investment strategy accordingly
- Lower demand and thereby value for properties not adapted to withstand potential climate changes. (C) (Medium term and rising)
  - **Risk management:** Evaluation of climate change risks in investment decision-making process and during holding. Necessary risk mitigation actions set to be done during holding and followed up. Own and develop climate-resilient assets
- Insurance companies restricting terms and conditions for weather events and/or raising insurance policy costs. (I, R, C) (Short term and rising)
  - **Risk management:** Own and develop climate-resilient assets

Transitional opportunities

- Green infrastructure complying with environmental standards and regulations can take advantage of government incentives such as subsidies, tax breaks or favourable loan conditions. (I) (Short-Medium term)
- Even though the world is heading towards a high temperature scenario, a reputation for climate-responsible investing may attract capital from investors who prefer sustainability as well as creating opportunities with other innovative, sustainability-focused companies and organizations. (I, R, C) (Short-Medium term)

RCP 2.6 – A scenario with a more favourable future

Transitional risks

- Increased regulatory requirements relating to climate change mitigation and adaptation leading to higher operational or investment costs. (I, R) (Short-Medium term)
  - **Risk management:** Constantly keeping track of the development within legislation and adapting our investment strategy accordingly. Evaluation of climate change risks in investment decision-making process and during holding. Necessary risk mitigation actions set to be done during holding and followed up. Own and develop climate-resilient assets
- Higher taxation on and less demand for properties with low energy performance. (R) (Short-Medium term)
  - **Risk management:** Making assets energy-efficient and consuming renewable energy
- Unsuccessful investments in green technologies. (I, C) (Short-Medium term)
  - **Risk management:** Investment strategy focusing on new green technologies that are sufficiently mature
- Increased stakeholder expectations on Niam to shift investment strategies to further reducing our CO<sub>2</sub>e footprint, leading to suboptimal asset exits and less interest in future capital raises. (I, R, C) (Short term and rising)
  - **Risk management:** Having a close dialogue with stakeholders and being proactive when it comes to changes in assets owned

Transitional opportunities

- Investments in green infrastructure and real estate projects are in a position to take advantage of e.g. government incentives, subsidies, tax breaks or favourable loan conditions. (I, R, C) (Short-Medium term)
- Investing in green properties and infrastructure like 5G, electric vehicle chargers and solar panels results in a better competitive position to reflect shifting consumer preferences, resulting in increased revenues. (I, R) (Short-Medium term)
- Available and affordable clean technologies can be utilised in real estate/infrastructure projects to reduce cost or increase revenue. (I, R) (Short-Medium term)
- A reputation for climate-responsible investing attracts capital from investors who prefer sustainability as well as creating opportunities with other innovative, sustainability-focused companies and organizations. (I, R, C) (Short-Medium term)

# TCFD index

The Task force on Climate-related Financial Disclosures (TCFD) is a voluntary initiative where companies can report on how climate risks and opportunities may affect their operations and finances. Niam has reported climate-related risks and opportunities according to the TCFD framework to further improve the basis for our strategic considerations. The table below shows where disclosures related to the TCFD framework can be found throughout the report.

## Recommended disclosures

Governance	Strategy	Risk management	Metrics and targets
A. Describe the Board’s oversight of climate-related risks and opportunities	A. Describe climate-related risks and opportunities the organization has identified over the short, medium and long term	A. Describe the organisation’s processes for identifying and assessing climate-related risks	A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process
Pages 15–16	Pages 39–41	Pages 17–18	Pages 25–26
B. Describe management’s role in assessing and managing climate-related risks and opportunities	B. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning	B. Describe the organization’s processes for managing climate related risks	B. Disclose Scope 1, Scope 2 and Scope 3 greenhouse gas (GHG) emissions
Pages 16–18	Pages 17–18	Pages 17–18	Pages 8, 25–26
	C. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios	C. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management	C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets
	Pages 39–41	Pages 15–18	Pages 7, 22





# Abbreviations and explanations

This chapter is to explain key concepts in this report.

**SFDR – The Sustainable Finance Disclosure Regulation (EU)**

SFDR is a European regulation introduced to improve transparency in the market for sustainable investment products. The purpose is to prevent greenwashing and to increase transparency around sustainability claims made by financial market participants.

The SFDR imposes environmental, social and corporate governance (“ESG”) disclosure and reporting requirements for a wide range of “financial market participants”, including investment firms and fund managers. This helps those investors who seek to put their money into companies and projects supporting sustainability objectives to make informed choices.

The SFDR is also designed to allow investors to properly assess how sustainability risks are integrated in the investment decision process. In this way, the SFDR contributes to one of the EU’s big political objectives: attracting private funding to help Europe make the shift to a net-zero economy.

**PAI – Principal Adverse Impact, part of SFDR**

The SFDR makes it mandatory for all financial market participants (FMPs) such as banks, investment firms and pension funds, to disclose the negative impact their financial products have on the people and planet in a standardised

format. One of its requirements is for FMPs to report on a set of principal adverse impact indicators, also known as the PAIs.

Principal Adverse Impacts (or PAIs) is a concept developed to better display the negative impacts investments have on various sustainability factors. This way, the market will better understand how a potential investment, portfolio or financial product impacts the planet and people.

To report on the principal adverse impacts, companies must score the sustainability of their investments based on a set of adverse impact indicators called the PAI indicators. These indicators consist of some mandatory and some voluntary indicators focusing on, for example, environmental and employee matters, respect for human rights and anti-corruption and anti-bribery matters.

During 2025, Niam is publicly disclosing PAI indicators for all three platforms for the calendar year 2024.

**TCFD – Task Force on Climate-Related Financial Disclosures**

The TCFD has developed a framework to help public companies and other organizations more effectively disclose climate-related risks and opportunities through their existing reporting processes.

Niam is publicly disclosing our climate-related governance, strategy, risk management and metrics and targets in line with the recommendations of the Task Force on Climate Related Financial Disclosures. Niam is doing this even though TCFD, following their status report release for 2023, has fulfilled its remit and disbanded.

**ESRS – European Sustainability Reporting Standards as part of CSRD – the Corporate Sustainability Reporting Directive (EU)**

On 5 January 2023, CSRD entered into force. This new directive modernises and strengthens the rules concerning the social and environmental information that companies have to report.

The new rules will ensure that investors and other stakeholders have access to the information they need to assess the impact of companies on people and the environment as well as for investors to assess financial risks and opportunities arising from climate change and other sustainability issues.

Companies subject to CSRD will have to report according to European Sustainability Reporting Standards (ESRS). The ESRS comprise 12 standards, of which 2 cross-cutting standards and 10 topical standards covering environmental, social and governance matters. The ESRS requires the reporting company to perform a double materiality assessment, to indicate which of the 10 topical standards that are material and thus should be reported on.

CSRD also requires assurance on the sustainability information that companies report and will provide for the digital taxonomy of sustainability information.

Niam AB and its funds are not currently required to report according to CSRD but Niam’s ultimate parent company is. Going forward, Niam will therefore report sustainability information to its parent company and disclose some ESRS information in Niam Sustainability reports. Read more about CSRD and the Omnibus proposal in the General Information chapter.

As of May 2025, at the time of the publication of our 2024 sustainability report, final approvals from the European Parliament and the European Council for the EU Omnibus Package on sustainability reporting, proposed by the European Commission, are still pending. Consequently, the scope of reporting and timeline for implementation are yet to be established. In the meantime, we continue our efforts with CSRD while closely monitoring the developments and their potential implications for our organization.

**Taxonomy (EU)**

The Taxonomy Regulation constitutes a joint classification system to determine which economic activities should be viewed as being environmentally sustainable with the aim of helping investors identify and compare environmentally sustainable investments.

In order for a certain economic activity to be classified as environmentally sustainable, it must make a substantial contribution to one or several of six established environmental objectives, not cause significant harm to any of the other objectives and meet certain minimum sustainability requirements.

The taxonomy includes the following environmental objectives:

- 1. Climate change mitigation
- 2. Climate change adaptation
- 3. The sustainable use and protection of water and marine resources
- 4. The transition to a circular economy
- 5. Pollution prevention and control
- 6. The protection and restoration of biodiversity and ecosystems.

Niam is publicly disclosing Taxonomy alignment of Niam SFDR Article 8 fund assets.

# About this report

This is Niam AB's (organization number 556339- 0789) tenth sustainability report, covering the financial year of 2024 (2024.01.01–2024.12.31). It includes data for our funds Niam Nordic VI, Niam Nordic VII, Niam Nordic VIII, Niam Nordic Core-Plus II, Niam Nordic Core-Plus III, Niam Infra Fund I, Niam Credit II and Niam Credit III.

The real estate performance measurements and associated definitions are in accordance with GRESB unless otherwise stated. HR data has been extracted from our HR system and all figures are given as FTEs, Full Time Equivalents. Energy consumption data for our offices have been collected from our landlords and have been estimated based on leased square meters and the total area and energy consumption of the building. Energy consumption data of our properties have been extracted from our performance management system Mestro. Energy and water consumption has been compiled using a combination of mostly actual consumption data, but also, in some cases, assumptions regarding average energy and water consumption per year or per square metre.

At the end of 2024, we had 117 standing assets in our funds, with energy consumption figures from all of them. 2020 is our baseline year. However, as we proceed with improving the data coverage and quality of data, this might be updated in the coming years. We have initiated measures to further improve our energy consumption monitoring and data collection, addressing the importance of calculating and disclosing more accurate scope 2 and scope 3 emissions. Greenhouse gas emissions have been calculated in accordance with the GHG Protocol using the location- and market-based approach. Operational control has been used in Niam AB internal business and financial control has been used in Real Estate, Infrastructure and Credit platforms. Emission factors are from AIB 2024 and DEFRA 2024, CTR, HOFOR and VEKS (2024), Finnish Energy (2024), Norsk Fjernverme (2023), Energiföretagen in Sweden (2023) and IFI Dataset for Default grid factors (2022). The changes in scope 2 and 3 between 2023 and 2024 are due to better data coverage and updated emission factors to increase quality and reliability of emission data.

Some of Niam's sustainability goals were revised in 2024. Among other things, gender balance targets were broken down to different organizational levels instead of targeting the whole staff as one group, eNPS became a new measure for employee engagement and the governance targets were clarified.





# NIAM

## Sustainability Report 2024

### About Niam

At Niam, we are committed to equity in action – as a leading real asset manager in northern Europe, we make a meaningful difference by putting capital to work. Building on more than 25 years of trusted experience and outstanding track record, we unite leading expertise to unlock smarter investments in real estate, infrastructure and credit strategies.

We are a team of specialists with a passion to perform. While delivering better solutions for our stakeholders, we also thrive in creating sustainable value in our surrounding local communities. Niam has offices in Stockholm, Copenhagen, Helsinki, Oslo and Luxembourg.

For more information, please visit [www.niam.com](https://www.niam.com)

