

SUSTAINABILITY REPORT

Introduction

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SUSTAINABILITY

During the year, we continued to make progress on our important sustainability journey. Sustainability is central to our vision and business model and we work systematically in line with our long-term sustainability strategy.

This year’s Sustainability Report can be found on pages 22–34 and complies with the reporting requirements of the Swedish Annual Accounts Act. Under current legislation, and starting with fiscal year 2025, Neobo will be covered by the reporting requirements under the EU Corporate Sustainability Reporting Directive (CSRD). Neobo is not subject to reporting requirements under the EU Taxonomy Regulation, but under current regulations will be indirectly subject to the CSRD as of fiscal year 2025. In February 2025, the European Commission proposed amendments to the regulatory framework through Omnibus I, that included the application of the CSRD. These changes are not yet decided and have not been introduced into Swedish law, but if they are introduced as proposed, Neobo would no longer be subject to the CSRD’s regulatory framework on sustainability reporting.

Neobo was formed two years ago and from the outset we were able to adapt our sustainability work to the new requirements that have already been introduced, or are anticipated, in relation to our sustainability reporting, the energy efficiency of buildings and in line with other sustainability regulations. We are working with an ambitious plan for a transition of the entire property portfolio. Our property portfolio consists of properties with buildings of varying ages. Some are from the turn of the last century and others are newly built, though most are somewhere in between. This means that there is potential for improvement. We want to contribute to the important work to mitigate climate change by managing and refining the existing property stock. Making use of the residential properties and premises that already exist, as opposed to constructing new buildings, is beneficial for the

climate. We are constantly prioritizing and focusing our resources on the part of the business, on the specific projects and properties, where we have the greatest impact.

Sustainability strategy and double materiality assessment

Already in 2023, Neobo’s first year of operation, we performed a stakeholder analysis, which was used as the basis for the initial double materiality assessment carried out in the same year. In 2024, Management reviewed and finalized the double materiality assessment based on the CSRD framework and the additional industry-specific standards published since the first initial assessment. Neobo’s employees were able to comment on the results of the materiality assessment. The results of the double materiality assessment

were approved and adopted by the Board of Directors but have not been reviewed by our auditors. The outcome of the materiality assessment shows that there are ten sustainability aspects that are considered material. These aspects have been set as targets and their achievement is monitored on an ongoing basis.

Our sustainability strategy, which aims to ensure a sustainable Neobo, is based on the following two perspectives:

Sustainable living environments – attractive and sustainable living environments where people can thrive and feel secure.

Corporate social responsibility – consideration and respect for employees, tenants, investors and the society in which we operate.

Neobo’s sustainability strategy and ten material aspects

Sustainable living environments						Corporate social responsibility			
Attractive and sustainable living environments where people can thrive and feel secure.						Consideration and respect for employees, tenants, investors and the society in which we operate.			
S4	E1	E1	E1	E5	E3	S1	S1	S2	G1
Safe homes and neighborhoods	Climate change adaptation	Energy efficiency and renewable energy	GHG emissions	Material use and waste	Water use	Working conditions	Diversity and equality	Human rights and terms of employment in the value chain	Risk of corruption and conflicts of interest

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Sustainability Policy

Neobo’s Board adopted a Sustainability Policy in 2023 that summarizes the company’s view and level of ambition in relation to overall sustainability issues. For us, sustainability means taking long-term responsibility for the development and management of our company and our property portfolio, so that our impact is not negative for future generations. We assume a holistic approach to our work and our definition of sustainability is based on environmental, social and governance perspectives in line with such international conventions as: the ILO Core Conventions, the Paris Agreement, the UN Sustainable

Development Goals (Agenda 2030) and EU directives such as CSRD.

UN Global Compact

In 2024, Neobo joined the UN Global Compact, which is the world’s largest sustainability network in the private sector. Through our membership, we are committed to the ten principles of human rights, labor, environment and anti-corruption. This Sustainability Report constitutes our annual reporting of the progress of our sustainability work – our Communication on Progress.

Sustainability targets

For each of the material sustainability aspects, the Board has set an overall target, which is supplemented with at least one long-term target for 2030 and several short-term targets to be achieved in the coming years. In connection with the finalization of the double materiality assessment, at the end of 2024 the Board of Directors again reviewed and adopted all sustainability targets including short-term targets for 2025. All short-term targets set for 2024 were met during the year.
According to the company’s guidelines for the remuneration of senior executives adopted by the 2024 Annual General Meeting, variable

cash remuneration for the management team should aim to promote the company’s business strategy and long-term interests, including its sustainability. The criteria for variable remuneration should be designed to promote these interests. Already in 2024, the management team’s incentive program was partly linked to the achievement of the company’s sustainability targets. In accordance with the remuneration guidelines and to ensure a focused effort to meet the targets, the Board of Directors has also linked part of the management team’s incentive program for 2025 to the achievement of this year’s sustainability targets.

Neobo’s overall and long-term sustainability targets up until 2030

Sustainable living environments						Corporate social responsibility				
Attractive and sustainable living environments where people can thrive and feel secure.						Consideration and respect for employees, tenants, investors and the society in which we operate.				
Overall targets	<div>S4</div> <div>Safe homes and neighborhoods</div> <div>Safe living environment with low crime rates where tenants are engaged in the community</div>	<div>E1</div> <div>Climate change adaptation</div> <div>A property portfolio adapted to a changing climate</div>	<div>E1</div> <div>Energy efficiency and renewable energy</div> <div>Energy-efficient residential properties powered by renewable energy</div>	<div>E1</div> <div>GHG emissions</div> <div>Reduced GHG emissions from the entire value chain with net zero emissions (Scope 1, 2 and 3) by 2045</div>	<div>E5</div> <div>Material use and waste</div> <div>Efficient use of materials and minimizing waste</div>	<div>E3</div> <div>Water use</div> <div>Reduce the use of fresh water in homes</div>	<div>S1</div> <div>Working conditions</div> <div>One of the best employers in the industry in terms of employee commitment</div>	<div>S1</div> <div>Diversity and equality</div> <div>A workplace characterized by diversity and equal opportunities for everyone to develop</div>	<div>S2</div> <div>Human rights and terms of employment in the value chain</div> <div>Human rights are respected and monitored in the value chain</div>	<div>G1</div> <div>Risk of corruption and conflicts of interest</div> <div>An ethical and transparent corporate culture with zero tolerance for irregularities</div>
	Annual tenant turnover for residential properties below 20 percent by 2030	Continuously updated adaptation plan for all properties	Reduce energy use by 20 percent (building energy) by 2030 compared to 2023	50 percent lower Scope 1 and 2 GHG emissions by 2030 compared to 2023	Reduce amount of waste by 2030 compared to 2025	Reduce fresh water consumption in residential properties by 15 percent by 2030 compared to 2025	Employee commitment, eNPS > 20 by 2030	Perceived inclusion 100 percent by 2030	Measuring and monitoring of human rights in the value chain by 2030	100 percent of employees complete annual business conduct training
Long-term target by 2030	Above industry average in the Service Index (AktivBo) in 2030		100 percent of purchased energy from renewable sources	Measure, monitor and reduce Scope 3 GHG emissions by 2030 compared to 2023		Employee attendance rate above industry average	The employees reflect society as a whole in terms of gender and ethnicity in 2030	100 percent of significant suppliers evaluated against the Supplier Code of Conduct by 2030		

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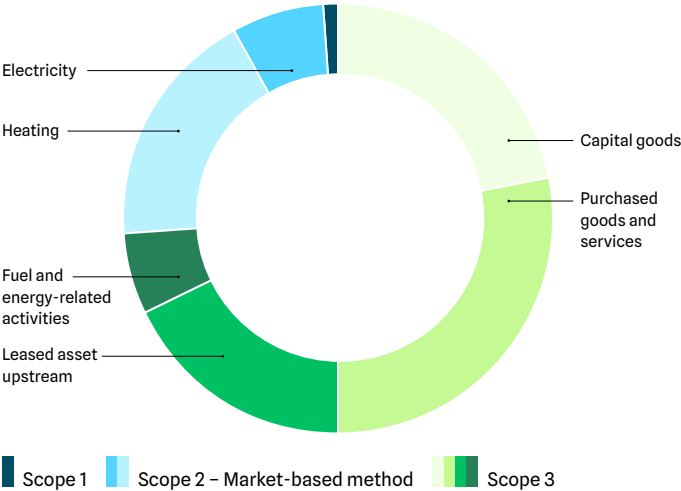
How can we reach the targets?

Energy and climate roadmap

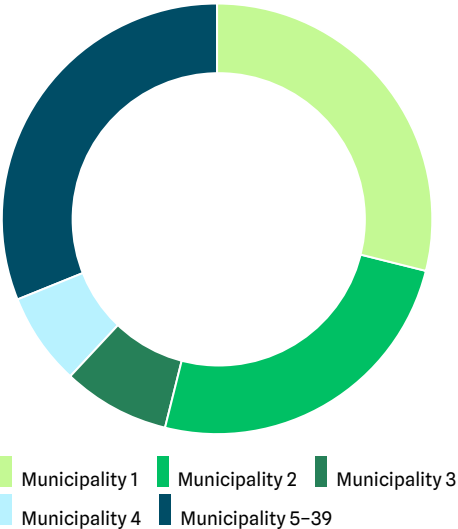
Some of the most important sustainability work carried out in 2024 was the development of an Energy and Climate Roadmap. The Energy Roadmap includes an action plan for energy optimization that indicates the steps we must take and an overall assessment of the investments required to achieve the long-term target to reduce energy consumption by 20 percent by 2030. The Climate Roadmap provides an overall indication of the steps the company must take and the investments required to achieve the long-term target to reduce Scope 1 and 2 GHG emissions by 50 percent by 2030.

In 2025, efforts will continue to further specify and assess the actions and investments that we must prioritize up to 2030. After taking various criteria into account, we have selected a focus group, which currently comprises 44 properties, where we are prioritizing planning and the implementation of energy and climate actions.

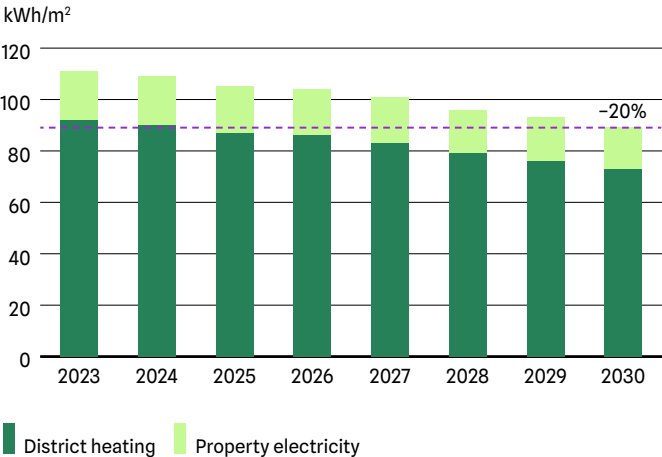
The 2023 climate report constitutes the base year for our climate targets



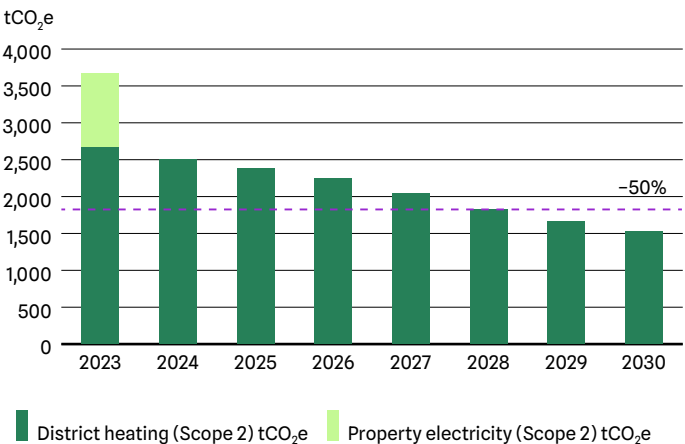
District heating companies in different municipalities contribute in varying degrees to our Scope 2 emissions from district heating



Energy Roadmap



Climate Roadmap



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Governance and follow-up

The overall responsibility for coordinating sustainability work and following up on the sustainability targets has been delegated to the Head of Sustainability. The work to achieve all 12-month sustainability targets is monitored internally on a quarterly basis, and the long-term targets are monitored at least annually.

Neobo has adopted several policies and guidelines to govern its sustainability activities.

The overall policy document is our Sustainability Policy. During the year, all employees signed our Code of Conduct for employees, which is an important element for governance of all day-to-day activities. In 2024, we also drafted a Supplier Code of Conduct that was implemented for our main suppliers. In the first half of 2025, implementation will continue to include smaller suppliers.

Sustainability risks

Sustainability-related risks are identified, assessed and managed as part of the company’s general risk management and processes for managing the company’s risks, see description and risk analysis on pages 48–51. The Head of Sustainability is responsible for managing sustainability risks. Sustainability risks with a risk score of eight or more have been considered material and are specified in each subtopic.

Policies and other governing documents

Environment and climate	Social conditions	Employees	Respect for human rights	Countering corruption
Sustainability Policy	Sustainability Policy	Sustainability Policy	Sustainability Policy	Sustainability Policy
Code of Conduct for employees	Code of Conduct for employees	Code of Conduct for employees	Code of Conduct for employees	Whistleblower Policy
Supplier Code of Conduct	Supplier Code of Conduct	Health and Safety Policy	Supplier Code of Conduct	Code of Conduct for employees
Guidelines for energy and water	Guidelines for housing rental	Gender Equality Policy		Supplier Code of Conduct
Guidelines for business travel		Pension Policy		Guidelines for purchasing
Guidelines for company cars		Internal Privacy Policy		Decision-making and authorization procedures
Guidelines for purchasing		Action plan on victimization		
Water and energy management		Employee handbook		



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ENVIRONMENT AND CLIMATE

Property companies generally have a substantial climate impact mainly through new production, reconstruction and renovations of buildings, and from heating of buildings. Reducing energy consumption and the carbon footprint of renovations and maintenance is of the utmost importance to Neobo. In this area, we have great potential to make an impact by improving our property portfolio and its day-to-day operation. We have identified two material risks in the environment and climate area: climate risks and the risk of increased costs for the green transition. See the description in the company’s risk analysis on page 48.

Climate risks

During the year, we carried out a survey of climate-related hazards covering all our 260 properties, showing their exposure to different types of climate risks. The survey was a desktop analy-

sis conducted on the basis of the geographical location of the properties and used climate scenarios, risk maps and data from national authorities such as the Swedish Meteorological and Hydrological Institute (SMHI) and the Geological Survey of Sweden (SGU). The survey shows which of our properties have a high exposure to climate risks based solely on the geographical location of the properties and with the climate scenario RCP 4.5. The analysis was performed for the risk indicators required by the forthcoming regulatory framework of the CSRD and the EU Taxonomy. The result shows that just under half of our properties are exposed to some climate risk. The most prevalent risk is exposure to future heatwaves in the long term. It is important for us to assess the impact of climate risks on our property portfolio and the need for any actions and investments to reduce these risks. As a first step, we have provided our

external property assessors with the compiled survey of exposure to climate risks, which they have taken into account when valuing the properties. The company has currently concluded that the effects of exposure to climate risks are not material to its financial position. In the next step in 2025, we will conduct an in-depth vulnerability assessment for the properties identified as having a high exposure to risk. The vulnerability assessment will be based on each building’s specific conditions and take into account the activities carried out in the buildings. The greatest emphasis will be on the 13 properties that are at high risk of flooding from high river water levels or torrential rain. For high-risk and high-vulnerability buildings, we will subsequently identify preventive measures and establish adaptation plans to manage the climate risks. In this context, we will assess the scope of any necessary investments.

Ten climate risk indicators

Temperature			Wind	Water			Mass		
Heat wave	Heat stress	Forest fire	Wind	Sea level	Lake/water-course	Cloudburst	Mass slide	Landslide	Erosion
Risk of future severe heat-waves in the region	Occurrence/ risk of high temperatures in the building	Risk of forest fire in the property’s immediate surroundings	Occurrence of high wind load in the region	The building’s exposure to future seawater levels	The building’s exposure to high flows in watercourse	Flood risk in the event of heavy rainfall	If building is located in a risk area for a mass slide	If building is located in a risk area for landslide	Exposure to erosion (coastal or watercourse)

The risk indicators are based on the EU Taxonomy criteria in Appendix A and guidance from the Swedish Construction Federation, Fastighetsägarna and Sveriges Allmännytt.

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Targets by 2030

E1

Climate change adaptation

Target

Continuously updated adaptation plan for all properties

How has it gone?

Survey of climate-related hazards conducted in 2024 for all properties.

Risk of increased costs for the green transition

Neobo has assessed that increased demands for a green transition may lead to higher costs due to amendments to legal requirements and possible taxation of emissions. At the same time, we see that the sustainability investments we are making are lowering our operating costs and increasing the returns from our properties. We are following ongoing legislative processes, including the implementation of the Energy Performance of Buildings Directive (EPBD) in Swedish law. We continuously assess and quantify the investment needs of the property portfolio based on these aspects.

Continuous focus on sustainability in property management

The property management organization works continuously with various sustainability matters as an integral part of the operation and management of the properties. In the environment and climate area, efforts to reduce energy and water consumption in the properties are highly important. To ensure a systematic approach with good governance and follow-up, we work according to a water and energy management system that describes how Neobo is to approach these matters internally. This work is led by a technical property manager with responsibility for energy issues.

We use the Mestro analysis tool to gain an overview of energy and water consumption.

During the company’s first two years, practical work focused on achieving a good analysis of current energy consumption in our properties, which has meant we can now monitor energy consumption on a monthly basis.

To enable continuous monitoring and control of media consumption and property operating systems, it is essential that the properties are connected. In 2024, we connected around 30 of our properties and had 136 connected properties at the end of the year. This work will continue throughout the year and we aim to have two-thirds of our properties connected by the end of 2025. We are also continuously working to automate water meter reading in properties to obtain higher data coverage and monitor water consumption on an ongoing basis. During the year, we installed smart water meters in several properties for early detection of water leaks.

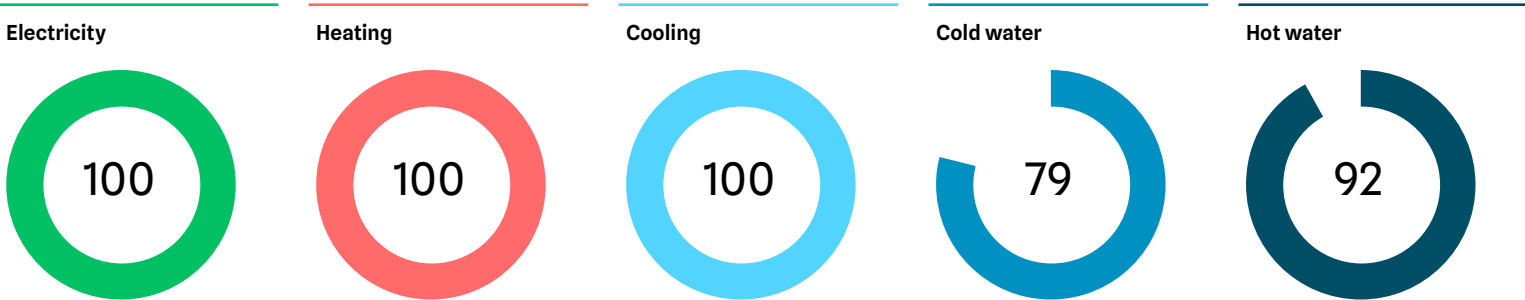
During the year, we continued efforts to enhance energy efficiency and implemented many measures to reduce energy consumption in our properties, which included investments in new technology and calibration to ensure efficient operation of existing equipment. In 2024, we made energy efficiency investments in around 40 properties.

Neobo’s consumption of building energy in 2024, with normal-year adjusted heat consumption, was 113.0 kWh per sq. m. 2024 was a

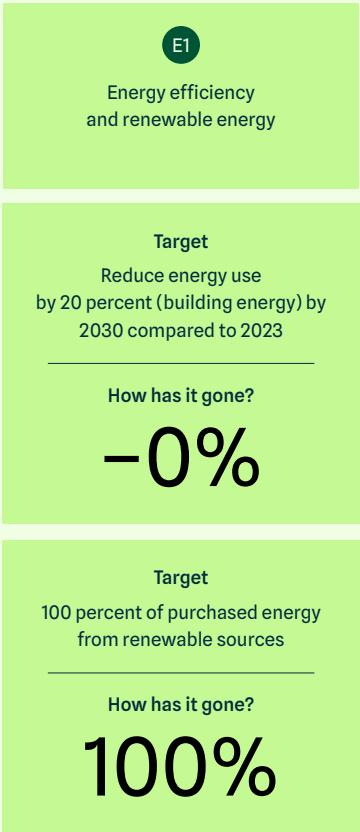
warmer-than-average year in the 39 locations where we own properties. To compare energy consumption and also GHG emissions between years, we therefore make normal-year adjustments to the figures. We have a long-term target to reduce building energy consumption by 20 percent by 2030 compared to our base year of 2023. In the base year 2023, consumption was 111.4 kWh/sq. m., which corresponds to 113.6 kWh/sq. m. in the like-for-like portfolio. The consumption of building energy therefore remained at the same level as in 2023.

We analyzed energy consumption in 2024 at property level and found that energy consumption decreased in line with expectations in the properties where we invested in energy-saving measures in 2023 and 2024. However, consumption increased in other parts of the portfolio, which means that overall energy consumption in 2024 remained at the same level as in 2023. We will therefore place greater focus during the year on day-to-day efforts to optimize operations and increase the continuous monitoring of energy consumption. We will also review how best to use the combined skills and resources of our technician organization to improve daily operations and reduce our energy consumption. The total energy purchased in 2024 for the properties owned throughout the year was 94.2 GWh, which with normal-year adjustments corre-

Share of data coverage in Mestro, %



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sponds to 98.8 GWh. In 2023, total purchased energy amounted to 99.7 GWh, which, converted to the like-for-like portfolio, corresponds to total purchased energy in 2023 of 98.8 GWh. Total purchased energy therefore remained at the same level as in 2023.

Limiting our climate footprint and contributing to more sustainable electricity generation is a priority for us. We have therefore chosen to set a target for 2030 that all the electricity we purchase for our properties should come from renewable sources. We have already met this target in 2024 by purchasing 100 percent origin-labeled electricity from renewable sources.

Climate report for 2024

Neobo’s total GHG emissions in 2024 have been compiled in a climate report. According to industry practice, the climate report follows the principles of the GHG Protocol and divides emissions into Scope 1, 2 and 3. The annual climate report improves the ability to monitor and measure progress toward Neobo’s sustainability targets and to compare emissions with similar property companies.

Our first climate report was prepared for 2023, which is also the base year for our climate-related sustainability targets. To ensure

comparability between years, we have used the same data sources, methodology and boundaries as for 2023. In addition, we have developed the methodology for calculating employee commuting for the employee survey and standardized emissions per passenger-kilometer for different modes of travel, and we have added actual measured emissions from waste from our head office. In order to ensure comparability between years, normal-year adjustments were made of the measured values for heat consumption.

Neobo’s total GHG emissions in Scope 1 and 2 (market-based method) decreased from 3,775 tCO₂e (2023) to 2,887 tCO₂e (2024), corresponding to a 21.7-percent reduction. This is a significant reduction, largely as a result of Neobo’s decision to purchase only origin-labeled electricity from renewable sources for the properties’ energy consumption as of 2024, which reduced total Scope 2 emissions according to the market-based method. The normal-year adjusted total energy use was broadly unchanged in the like-for-like portfolio between 2023 and 2024. Emissions from heating in Scope 2 increased, while emissions in Scope 1 decreased due to lower emissions from company cars as we chose to gradually replace fossil-fueled cars with electric cars.

We have a long-term target to reduce Scope 1 and 2 GHG emissions by 50 percent by 2030 compared to our base year of 2023. According to our Climate Roadmap, emissions should have been reduced by 32.2 percent between 2023 and 2024. This year’s reduction in GHG emissions per square meter of 21.7 percent deviates from the Climate Roadmap mainly as the consumption of heat has not decreased between years and the emissions factors of the district heating companies were updated.

We have a long-term target to measure, monitor and reduce Scope 3 GHG emissions by 2030 compared to our base year of 2023. Neobo’s total Scope 3 GHG emissions decreased from 10,642 tCO₂e (2023) to 7,894 tCO₂e (2024). The decrease in Scope 3 emissions is largely explained by updated emissions factors for cost-based emissions. In order to improve quality and increase comparability, there is an ongoing, long-term effort to gradually reduce the use of cost-based calculations in the climate report and obtain more emission statistics directly from suppliers. We are also continuously striving to develop the measurement methods for Scope 3 and have, for example, improved the measurement of employee commuting from using a standard model to including this in a questionnaire for employees.

SCOPE 1
Direct own emissions

- Examples:
- Refrigerant emissions
 - Own cars

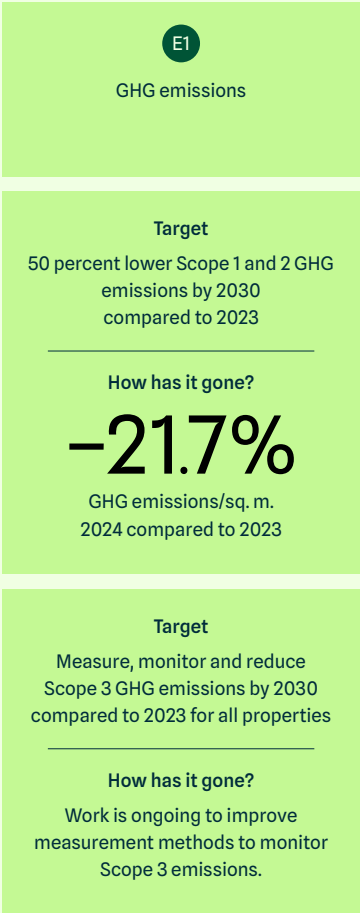
SCOPE 2
Emissions from purchased energy

- Examples:
- Emissions from district heating plants
 - Emissions from purchased electricity

SCOPE 3
Indirect emissions

- Examples upstream:
- Materials for renovations, tenant adaptations and maintenance
 - Employee commuting
 - Business traveling
- Examples downstream:
- Tenant electricity
 - Waste management

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Neobo's GHG emissions 2024

	2024 tCO ₂ e	2023 tCO ₂ e	2024 kgCO ₂ e/sq. m. ¹⁾	2023 kgCO ₂ e/sq. m. ²⁾	2024 kgCO ₂ e/SEK 000s ³⁾	2023 kgCO ₂ e/SEK 000s ⁴⁾	Method of calculation and comment
Scope 1	98	106	0.14	0.15	0.11	0.12	
Refrigerant leakage	–	–	–	–	–	–	Refrigerant reports
Emissions from company vehicles	98	106	0.14	0.15	0.11	0.12	Supplier statistics
Scope 2 – Market-based method	2,789	3,669	4.00	5.26	3.07	4.13	
Electricity	–	1,010	–	1.41	–	1.14	Purchased electricity (supplier emission values)
Heating	2,789	2,659	4.00	3.72	3.07	2.99	Purchased district heating (grid emission values)
Cooling	–	–	–	–	–	–	Purchased cooling (grid emission values)
Scope 2 – Facility-based method	4,034	3,901	5.78	5.59	4.44	4.39	
Electricity	1,244	1,241	1.78	1.74	1.37	1.40	Purchased electricity (Nordic electricity mix)
Heating	2,789	2,659	4.00	3.72	3.07	2.99	Purchased district heating (grid emission values)
Cooling	–	–	–	–	–	–	Purchased cooling (grid emission values)
Total Scope 1 & 2 emissions – Market-based method	2,887	3,775	4.14	5.29	3.18	4.25	
Total Scope 1 & 2 emissions – Facility-based method	4,132	4,006	5.92	5.61	4.55	4.51	
Scope 3	7,894	10,642	11.31	15.25	8.69	11.98	
1. Purchased goods and services	1,179	3,038	1.69	4.25	1.30	3.42	Cost-based
2. Capital goods	3,446	4,087	4.94	5.72	3.80	4.60	Hybrid (supplier statistics and cost-based)
3. Fuel and energy-related activities	609	796	0.87	1.11	0.67	0.90	Purchased energy (grid emission values)
5. Waste (from offices)	2	–	0.00	–	0.00	–	Supplier statistics, not estimated in 2023
6. Business traveling	5	5	0.01	0.01	0.01	0.01	Hybrid (distance, supplier statistics, cost-based)
7. Employee commuting	61	30	0.09	0.04	0.07	0.03	Survey, calculated using standard model in 2023
8. Leased asset upstream	5	4	0.01	0.01	0.01	0.01	Hybrid (grid emission values and standard model)
13. Leased asset downstream	2,585	2,681	3.70	3.75	2.85	3.02	Hybrid (grid emission values and standard model)
Total emissions Scope 1, 2 & 3 – Market-based method	10,781	14,416	15.45	20.19	11.87	16.23	
Total emissions Scope 1, 2 & 3 – Facility-based method	12,025	14,648	17.23	20.51	13.25	16.50	

¹⁾ Based on 697,904 sq. m. of leasable area in 2024.
²⁾ Based on 714,048 sq. m. of leasable area in 2023.
³⁾ Based on SEK 908 m in sales in 2024.
⁴⁾ Based on SEK 888 m in sales in 2023.

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SOCIAL CONDITIONS

Housing security is very important to all people. This is reflected in our vision that is to create attractive and sustainable living environments where people can thrive and feel secure. In the area of social conditions, we have identified unsecure residential areas as a material risk, see also the description in the company’s risk analysis on page 48.

Social challenges in society may affect Neobo’s activities. Insecurity in residential areas reduces tenant satisfaction and can lead to a high turnover of residential tenants and increased vacancies.

Via its customer survey, Neobo has identified the residential areas where insecurity is greatest. Property management works continuously with measures that include outdoor environments, improved lighting and neighborhood watch patrols. In areas where there is a feeling of insecurity, we work closely with other stakeholders such as the police, municipalities, schools, social services and other property owners to strengthen these areas.

Activities to enhance security are an ongoing part of property management. The focus is mainly on the areas where our customers experience insecurity. We have properties in four of the 59 areas identified by the police as particularly exposed areas.

We continuously measure the turnover rate of our residential tenants. We have a long-term target that the turnover rate shall be less than 20 percent per year in 2030. In 2024, the annual tenant turnover rate was 26.2 percent. In 2023, the turnover rate was 27.5 percent. Turnover has therefore decreased by 1.3 percentage points

since 2023, showing that our work is yielding results and moving in the right direction.

We conduct annual customer surveys via AktivBo where our tenants provide us with valuable input. Security aspects are included in some of the questions included in the service index. If tenants are otherwise satisfied with their accommodation and the services we provide, we are confident that they will enjoy living and remain in our neighborhoods for longer, which in itself will lead to greater security. We have there-

fore set a long-term target for 2030 that our service index will be above the industry average by 2030. In 2024, our service index was 75. The industry average in 2024 was 82 and we continue to work toward this target, by addressing outdoor environments and communal areas that are perceived as unsecure by tenants, for example, by installing improved lighting. Where necessary, we also make security-enhancing investments, such as the installation of security doors and digital entry systems to properties.



Stensiken 1, Tidaholm

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EMPLOYEES

One of our most important assets is our employees, and we therefore strive to ensure that they are happy and healthy at work. In the employee area, we have identified organizational risk as a material sustainability risk, see also the description in the company’s risk analysis on page 48. Organizational risk is defined as risk that we fail to recruit, develop and retain employees and managers with the right expertise.

Neobo works continuously with the company’s core values; a process that involves all employees. Weekly pulse surveys for employee engagement are carried out to continuously monitor improvement and development aspects. Annual appraisals and performance reviews are conducted with all employees to identify expectations and develop employees. All of the company’s managers meet regularly in a management forum to exchange experiences and to push shared organizational issues forward.

Our core values and vision are important guiding principles in our daily work. In 2024, we developed a new Code of Conduct for employees to guide us in our daily work. For us, it is crucial to be able to create successful teams and a healthy and committed organization. We have therefore chosen to continuously monitor employee well-being, for example in terms of perceived stress and commitment, through weekly questions in the Winningtemp tool. Our leaders and managers continuously analyze employee responses. Through Winningtemp, we measure employee commitment and perceived inclusion.



Minerva 8, Sundsvall

Employee commitment is measured through the employee Net Promoter Score (eNPS). The measurement involves asking employees how likely they are to recommend Neobo as an employer. Respondents are categorized as Ambassadors, Passives or Critics, respectively. The eNPS score can vary between -100 and 100, with 0-19 considered as good, 20-50 as very good and over 50 as excellent.

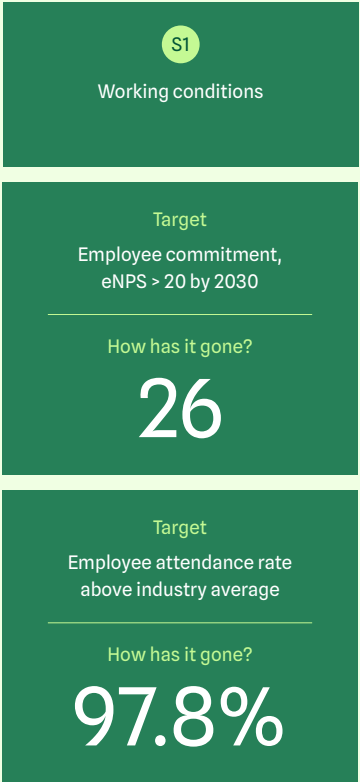
We have a long-term target that our eNPS shall exceed 20 by 2030. In 2024, our average

eNPS was 26. The average for all companies in Winningtemp was 20 in 2024.

We also have a target that the employee attendance rate shall exceed the industry average by 2030. In 2024, the employee attendance rate was 97.8 percent. The industry average for the members of the Fastigo employers’ organization was 95.6 percent in 2023.

Our continued focus is on trying to maintain these good levels of eNPS and employee attendance.

Targets by 2030



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In the area of diversity and inclusion, we have set two long-term targets for 2030. One target is to achieve 100 percent perceived inclusion among employees. We measure perceived inclusion continuously and in 2024 the result was satisfactory at a company-wide level. We are continuing this important work to create a workplace where all employees feel included.

Another long-term target is that employees should reflect society as a whole in terms of gender and ethnicity in 2030. We are convinced that

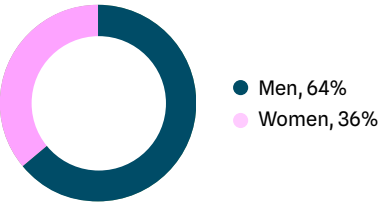
a diverse workforce creates better conditions for running the company efficiently, making better decisions and meeting the varying needs of our customers. In terms of gender distribution, there are more men than women in the company as a whole, while the situation is reversed in the composition of the management team.

We found that only 5 percent of employees have a foreign background in 2024. In this survey, we have used Statistics Sweden’s definition of foreign background, meaning that the employee

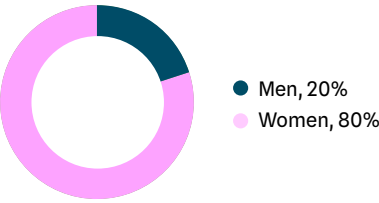
is either foreign-born themselves or has two foreign-born parents. In society today, 32 percent of people of working age, 20–64 years, have a foreign background. A focus area in the coming years will therefore be to promote diversity in the company. In 2025, we plan to draw up recruitment guidelines to ensure that we work purposefully toward our diversity target.



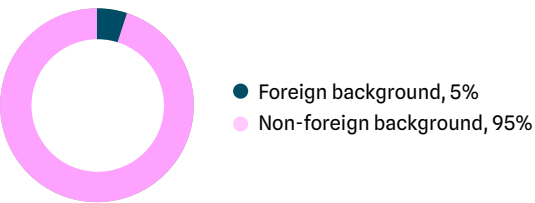
Gender distribution all employees



Gender distribution management team



Foreign background all employees



Targets by 2030

S1

Diversity and equality

Target

Perceived inclusion 100 percent by 2030

How has it gone?

Satisfactory results at a company-wide level

Target

The employees reflect society as a whole in terms of gender and ethnicity in 2030

How has it gone?

36% women
64% men

5% with foreign background

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HUMAN RIGHTS

For Neobo, it is highly important to ensure that human rights are respected throughout the value chain. In the company's overall risk management, we have not identified any material sustainability risk in the area of human rights, but for us it is nevertheless regarded as important and prioritized to work with our suppliers in the value chain.

The UN Declaration of Human Rights consists of 30 articles on freedoms and rights that collectively express the fundamental and universal freedoms and rights. These rights and freedoms include, among others, the right to fair and satisfactory working conditions, the right to join trade unions, as well as economic, social and cultural rights, such as the right to social security, health and adequate housing.

As an operator in the property industry, we have a responsibility to ensure that the suppliers who work for us in our properties respect human rights and do not, for example, exploit staff inappropriately. We therefore have a long-term target to measure and follow-up human rights in the value chain by 2030. We also have a long-term target to have all significant suppliers assessed against our Supplier Code of Conduct by 2030.

In 2024, we introduced a Supplier Code of Conduct that clarifies the expectations and requirements we have on our suppliers and partners. Among other things, suppliers must support and respect internationally declared human rights and treat their employees and suppliers

fairly, equally and with respect for the equal value of all people. Suppliers must have procedures in place to assess the risk that their activities contribute to human rights violations. In 2024, we implemented a Supplier Code of Conduct for our largest and most important suppliers. In the first half of 2025, implementation also continued to include smaller suppliers.

In 2024, we also introduced purchasing guidelines to ensure that all purchases of goods and services are aligned with Neobo's core values and Sustainability Policy. The aim is to make

purchases in a cost-effective, simplified and rational way and to ensure the quality of purchases, taking into account sustainability aspects. For example, when ordering work in our properties, the guidelines require us to limit our suppliers to a maximum of two levels of subcontractors. This is an important first step to limit the long chains of subcontractors that are common in the construction and property industry, to enable control and transparency of the activities of the contractors carrying out work in our properties.



Targets by 2030

S2

Human rights and terms of employment in the value chain

Target

Measuring and monitoring of human rights in the value chain by 2030

How has it gone?

Planning in progress

Target

100 percent of significant suppliers evaluated against the Supplier Code of Conduct by 2030

How has it gone?

Supplier Code of Conduct implemented for significant suppliers

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COUNTERING CORRUPTION

An important part of sustainability work is to actively promote good business conduct and to combat all forms of corruption. In general, the construction and property sector is considered a high-risk sector for corruption and bribery. We have not identified any material risk in this area but consider it important to take social responsibility and actively work on these issues.

In 2024, we introduced a new Code of Conduct for employees to guide employees in their daily work. The Code of Conduct supports us in pursuing operations in an ethical and, in all respects, sustainable manner. This includes maintaining high levels of ambition in the fight against corruption and limiting our environmental and climate impact. All employees have signed the Code of Conduct, which includes ethical and anti-corruption guidelines.

We also introduced a Supplier Code of Conduct, as imposing similar demands on our suppliers is an important part of our sustainability efforts. The Code of Conduct has been implemented for all significant suppliers, and in 2025 implementation will continue to include smaller suppliers.

During the year, we also introduced purchasing guidelines to ensure that all purchases of goods and services are aligned with Neobo's core values and Sustainability Policy. The aim is to make purchases in a cost-effective, simplified and rational way and to ensure the quality of purchases, taking into account sustainability aspects. The guidelines clarify how we should



handle procurements, possible conflicts of interest and which procurements must be open to competition. They also provide a clear internal framework to support our activities against corruption.

We are committed to doing the right thing and to maintaining the trust of our employees, partners and the public in us and our activities. We therefore want to do everything we can to detect and prevent any abuses in our operations as early as possible. Both employees and suppliers are therefore encouraged to report suspected irregularities either directly to someone at Neobo or anonymously via our whistleblowing function. The whistleblowing function is accessed via our external website and is avail-

able to all, see www.neobo.se/en/contact-us/whistleblowing. Whistleblowing reports are received and handled by Neobo's General Counsel together with one member of the Board.

Both our Codes of Conduct are published in full on our website www.neobo.se/en/investors/sustainability.

We have a long-term target that all employees shall receive training in business conduct annually by 2030. In 2024, we presented the two Codes of Conduct to our employees and all employees signed the internal Code of Conduct. In 2025, we will introduce annual employee training on business conduct.

Targets by 2030

G1

Risk of corruption and conflicts of interest

Target

100 percent of employees complete annual business conduct training

How has it gone?

Planning of internal training in progress.

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The Auditor’s opinion regarding the statutory sustainability report

To the general meeting of the shareholders of Neobo Fastigheter AB, corporate identity number 556580-2526

Engagement and responsibility

The Board of Directors is responsible for the statutory sustainability report on pages 22–34, and that it is prepared in accordance with the Annual Accounts Act according to the prior wording that was in effect before 1 July 2024.

The scope of the audit

Our examination has been conducted in accordance with FAR’s auditing standard RevR 12 The auditor’s opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Stockholm March 25, 2025
Ernst & Young AB

Gabriel Novella
Authorized Public Accountant

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