



Sustainability Report 2022

NIAM

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Cover: Niam is a part of the Konsortium Gran that won an international competition to develop the shoreline of Helsinki's South Harbour. Illustration: White Arkitekter.

Niam's Sustainability Report This is Niam AB's (organization number 556339-0789) eight sustainability report for the financial year of 2022 (2022.01.01-2022.12.31) and includes data for our funds Niam Nordic V, Niam Nordic VI, Niam Nordic VII, Niam Nordic Core-Plus II, Niam Nordic Core-Plus III and Niam Infra Fund. In this report the terms sustainability and ESG (Environmental, Social and Governance) are used interchangeably.

Niam in brief

■ Niam has developed from a real estate fund manager, founded in 1998 in Stockholm, to a diverse company with three platforms: Real Estate, Infrastructure, and Credit. Our geographical reach includes Sweden, Finland, Norway, Denmark and Luxembourg, with our headquarters located in Stockholm.

Our fund Niam Infra was established in late 2021 and is included in this sustainability report. Our third and newest platform, Niam Credit, was established in late 2022 and is not represented in the data of this sustainability report.

Niam Real Estate is our long-running business. Our 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 2022 our funds owned 79 properties in total. The last two funds are Article 8 funds.

Niam Infrastructure focuses on sustainable investments 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.

Niam Credit is an alternative lender and offers credit solutions across all commercial real estate segments. Niam Credit's sustainability strategy is to finance the decarbonisation and sustainable transition of the real estate sector. Existing active funds are classified as Article 8 under SFDR – promoting environmental and social characteristics with at least 50% loans with sustainability aspects.

4,6_{BN}

Asset under management (AUM) as of Q4 2022:

- Niam Real Estate AUM ~€3.1bn
- Niam Infrastructure AUM ~€7.7m
- Niam Credit AUM ~€1.5bn



Offices in Denmark, Finland, Luxembourg, Norway and Sweden



Assets owned in Denmark, Finland, Norway, Poland and Sweden

88

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



We are currently managing five close-ended private equity real estate funds (Niam Nordic V, Niam Nordic VI, Niam Nordic VII, Niam Nordic Core-Plus II and Niam Nordic Core-Plus III) and fundraising

for our eight opportunistic fund, Niam Nordic VIII. In our Infrastructure platform we are managing and fundraising one fund (Niam Infra Fund I). The Credit platform will formally join Niam AB during 2023.

NIAM
REAL ESTATE

NIAM
INFRASTRUCTURE

NIAM
CREDIT

ESG highlights 2022

Niam Infrastructure in cooperation with Solkompaniet



Niam’s infrastructure fund, Niam Infra Fund, has entered a framework with Solkompaniet to develop large-scale solar parks in southern Sweden. The aim is to develop and build solar parks with a total capacity of 500 MW, amounting to an investment of over EUR 300 million. The electricity generated by these parks could meet the needs of around 120,000 households in central and southern Sweden, where there is a significant demand for additional power production. Read more on page 14.



Training in Niam’s Sustainability agenda

Niam does continuous training to increase the involvement and engagement of the Niam staff in our ESG efforts and work. We also have clear description of ESG responsibilities for all Niam staff. Read more on page 16.

Niam and Nima Energy partner to roll-out ultra-fast EV charging hubs

Niam, via its infrastructure fund, has partnered with Nima Energy AB to deploy ultra-fast EV charging hubs. The partnership includes a 15% investment in Nima Energy AB and a first right to finance up to 500 MSEK of charging sites. Nima Energy develops e-mobility hubs in the Nordics and Northern Europe to meet future demand for EV charging in cities and on routes, critical to transport decarbonization.



New ESG platform – Position Green

During 2022 Niam implemented a new ESG platform, Position Green, that together with our energy collection system Mestro able us to have control of our ESG data which is very important for reaching our Sustainability goals. Read more on page 22.



Executive group to drive Niam Sustainability efforts

Once a month the Sustainability Manager and Local sustainability coordinators in Denmark, Finland, Norway and Sweden meet to talk about our ESG performance, challenges, possible improvements and actions to drive our ESG agenda and meet our goals.



Increased focus on ”the S” in ESG

Niam has increased the focus on social sustainability during recent years. To learn more about our efforts and initiatives in this area, please read our case study on creating community engagement in residential areas in Denmark on page 18.

Niam improves GRESB sustainability score

Niam’s efforts to establish sustainability strategies and new working methods throughout the organization have paid off. GRESB’s 2022 report awarded Niam Core-Plus II a score of 86 out of 100, maintaining its four-star rating and achieving the highest score in the Management section, along with clear improvement in the Performance score.



Another year of improved sustainability work

Letter from
Managing Partner

■ Looking back at 2022 we have taken several important steps on our sustainability journey.

In 2022, Niam Infrastructure was fully integrated into our operations, with their focus on sustainability infrastructure investments contributing to Niam's sustainability transition. In the end of 2022, we also established our third platform: Niam Credit. Credit is managing real estate credit funds that is offering financing for qualitative investments within all real estate types. Through our three platforms, we help finance society's sustainable transition of today as well as tomorrow.

One of the most important steps in 2022 was our implementation of the process for sustainability assessments during acquisitions and action plans for sustainability improvements during holding. Sustainability is now an integrated part of our business, from investment to management activities and divestment, creating value for our customers and in our properties.

We have invested in a new ESG platform for ESG data management, which will allow us to collect, calculate, visualise, and analyse all our ESG data in one place. Accurate data is fundamental to fact-based decision-making geared towards reducing our greenhouse gas emissions and meeting our

sustainability goals and targets. We have further strengthened our sustainability strategy and our commitment to the 2030 Agenda for Sustainable Development.

During 2022 we have increased our focus on social sustainability. We have contributed to community engagement activities for visitors in our commercial real estate areas, as well as for tenants in our residential areas. With activities connecting neighbours and communities with each other we will contribute to more activity and sense of belonging in the neighbourhoods we develop. We create positive impacts for all stakeholders.

Looking forward at 2023 and onward, Niam will increase the focus on ESG actions. Niam has now a solid Sustainability process, but continuous improvements and more ESG actions are needed to meet our goals. We will go from policy to action.

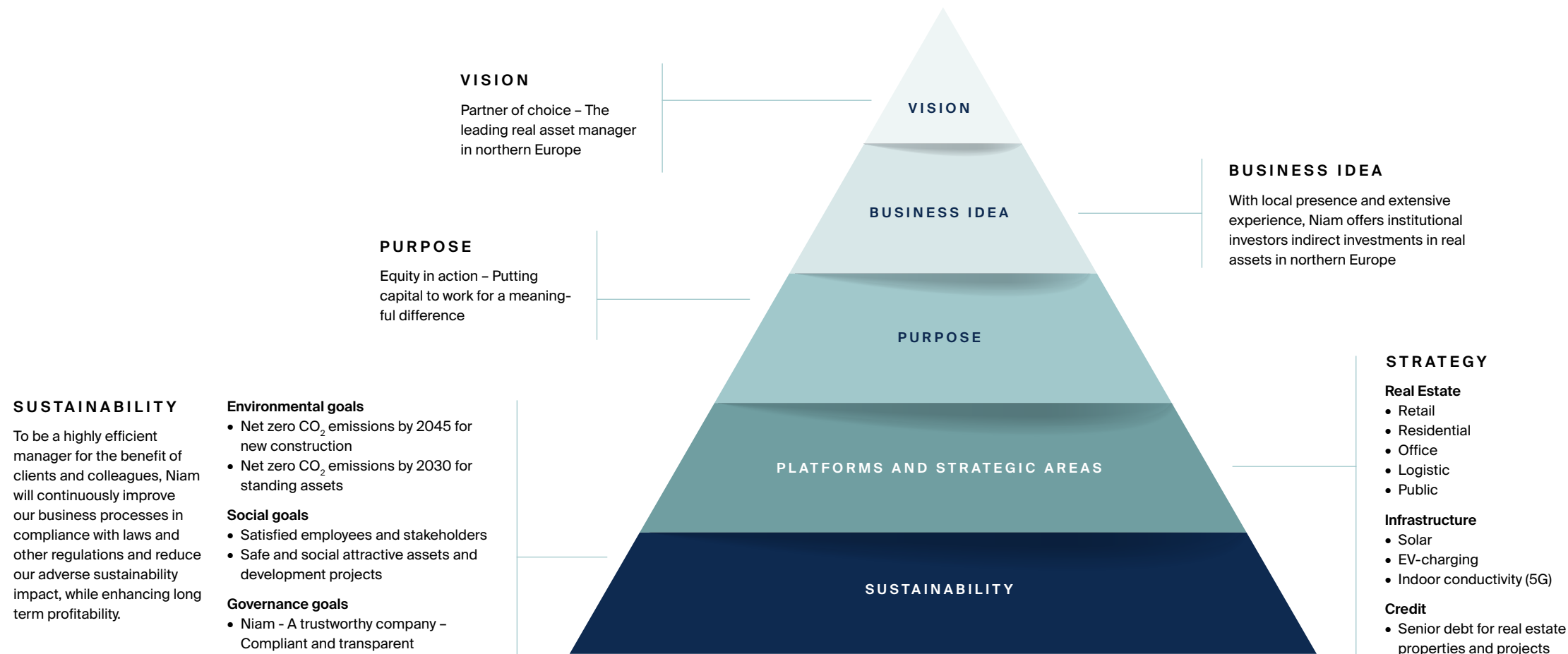
As managing partner of Niam, I am proud to lead a company with an ambitious sustainability agenda, with a strategy to mitigate our climate impact, contribute to safe and sound neighbourhoods whilst creating value for our investors.

Rikard Henriksson
Managing Partner



“Sustainability is now an integrated part of our business, from investment to management activities and divestment, creating value for our customers and in our properties.”

Vision, business idea and strategic focus



Niam's sustainability journey

Interview with
Gustav Thörnqvist
Sustainability
Manager at Niam

■ Niam has a long and solid track record of real estate fund management with top results, good performing properties, satisfied stakeholders and communities in which our properties are located. Niam has recently also widened our platforms with Infrastructure and Credit besides Real Estate.

It has become increasingly evident over the past few years that to ensure continued relevance and attractiveness from a business perspective, a company must work with sustainability in a credible way. Sustainability is a very broad field with many aspects, from the pressing need to reduce energy consumption and act on climate change, to building inclusive and safe societies where people can prosper.

At Niam, this work is led by Gustav Thörnqvist, Sustainability Manager, supported by Local Sustainability Coordinators in all countries where Niam operates and all Niam staff.

"As we entered 2022, we did so with renewed force and a new ESG toolkit at our disposal. Our Sustainability Policy, the ESG risk checklist, sustainability goals and all other related documents – combined they create the launching pad of Niam's sustainability journey. Historically Niam has had primarily focus on environmental aspects, such as environmental certification of buildings and

environmental plans for new developments. As of 2022, we are covering the entire ESG spectrum. Social sustainability is a priority where we, for example, within our real estate platform seek to build a sense of security, safety and belonging for our tenants", says Gustav Thörnqvist.

Sustainability requirements from lawmakers, investors and other stakeholders are increasing by the day, from extensive data requests to improved sustainability performance and risk mitigation. There is no denying that it is challenging to work with sustainability, trying to find solutions that are sustainable from an ESG perspective and at the same time financially feasible.

Niam's sustainability journey is a key to our continued long term business resilience. One of the most important parts of our sustainability journey is the Niam staff and their great effort in our daily sustainability work.

"I am pleased to see how much the internal expertise, competence, and engagement around sustainability has grown over the past year. We have been spending a lot of time implementing the Sustainability Policy and offering trainings to all employees, both of a general nature and some catered to a certain department within Niam, or a country of operation. Supporting and encouraging



our staff is absolutely key to ensure that they can see the value that sustainability brings to Niam and to our stakeholders", continues Gustav Thörnqvist.

In 2023, Niam will increase focus on moving from policy to action.

"We will do more ESG actions in our assets to meet our sustainability goals. This will help inspire and encourage us on our sustainability journey, because this change journey does not happen overnight, we have to take one step at a time over many years."

“I am pleased to see how much the internal expertise, competence, and engagement around sustainability has grown over the past year.”

Advancing our contribution to the 2030 agenda

Niam has identified six Sustainable Development Goals (SDG), 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 that work at Niam, but there are many more people 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 labour 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 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 are contributing to ensure 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 increasing substantially the share of renewable energy in the global energy mix.



Industry, innovation and infrastructure

Infrastructure
One important part of the Niam Infrastructure investments are to build resilient infrastructure, promote inclusive and sustainable industrialization 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.



Climate actions

Infrastructure and Real Estate
Both Niam Real Estate and Infrastructure takes actions 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 adaptation to the adverse impacts of climate change.

Environmental ambitions, goals and activities

Ambition

- Reduce Niam's climate impact

→ Net zero CO₂ emissions by 2030 for Standing assets and by 2045 for New construction.

Goals

EXAMPLES

- Energy consumption – Reduce facility energy consumption to 100 kWh/sqm in average (Real Estate)
- Renewable electricity – 100 % renewable facility electricity in our properties by end of 2023 (Real Estate)
- Renewable heating/cooling – 100% renewable heating/cooling (Real Estate)
- Greenhouse Gas emissions – Net zero CO₂ emissions by 2030 for Standing assets and by 2045 for New construction (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)
- Reduction of CO₂ emissions (Infrastructure)

Actions

EXAMPLES

- Energy saving measures
- Better data coverage from metering (necessary for analyse and saving measure decisions)
- Installation of renewable energy solutions (e.g. solar panels)
- New renewable electricity agreements with electricity providers
- Environmental certifications of more buildings



Managing our environmental impact

■ As the world is coming to terms with drastic consequences of human-induced climate change, biodiversity loss and excessive natural resource use, it is crucial that all companies do their part. We see that our stakeholders' expectations on our environmental work are increasing and we are determined to meet those, both today and in the future.

Our environmental actions are guided by our Sustainability goals and the comprehensive Sustainability Policy, Environmental Policy and related documents, which outlines how we work with certification of properties, environmental regulations and technical standards. Environmental legislation is an evolving field and with the help of a third-party that monitors any updates to regulation and legislation, we make sure to stay updated. Niam is ISO14001 and ISO9001 certified and as a complement, some of our properties are awarded with 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. During 2022, we implemented the Environmental Plan for use by Niam staff when assessing buildings pre-investment and to work with during the holding period.

Our Travel Policy sets out clear guidelines for our employees, acknowledging the importance of in-person meetings whilst prioritizing low-impact modes of travel such as trains and public transport. We consider the possibilities to conduct a meeting via video and telephone. When high impact travel by plane take place, employees are encouraged to schedule as many things as possible to reduce the need for additional travels.

Sustainability in the built environment

In the built environment, the potential for reducing the environmental impact and increasing the contribution to sustainable development is considerable. Safeguarding the natural environment that exists in and around the built environment, is intrinsically linked to social questions relating to



Näsby Castle Residential – a vibrant, pleasant and attractive environment for residents and visitors. Located in the municipality of Täby, approximately 10 kilometres north of Stockholm.

safety, sense of home, ecosystem services and more. Regardless if one lives in an urban or a rural area, a home is a source of shelter and warmth, yet it could cause negative impact on the surroundings if it has not been developed in a sustainable manner.

As a real asset fund manager, Niam has the potential to create positive impact and reduce the negative impact of our assets. Since our business model includes divestment of funds and sales of our assets after a few years of management, we have a slightly smaller window of opportunity than other, long-term real asset companies. This is a challenge that we acknowledge and will continue to address, determined to create positive changes as well as improving our bottom line.

To monitor our properties energy and water consumption, Niam uses the software system Mestro. Mestro electronically reads the meters in our properties and collects the data into an online portal. The system enables us to store, analyse, and better report all consumption data and to calculate greenhouse gas emissions.

Water consumption

In our properties we had during 2022 a facility and tenant water consumption of 692 megalitres of water (145 in 2021). During 2021 we had fewer properties than during 2022. We had also a low data coverage during 2021 and in 2022 we had water consumption reported in all our properties. Water consumption for 2021 has been updated compared to last years report, because of increased data coverage. We will continue to install automatic water meters devices from a third-party water efficiency service which includes monitoring of water leakages.

Waste generation

During 2022 we managed to increase the data coverage of waste generation in our standing assets. In 2022, 44 815 metric tons of waste (1375 tons in 2021) were generated by tenants in all properties except one (11 properties in 2021) in Denmark, Finland Norway, Poland and Sweden. Moving forward, we will focus on increasing waste data that can automatically be reported from waste companies to us.

Renewable energy

To the furthest extent possible, the purchase of renewable electricity shall be supported with Guarantees of origin. In the longer term, we aim for 100% renewable heating and cooling. However, here we are dependent on current energy infrastructure and district heating providers in our countries of operation, and therefore need more time.

Energy consumption

Looking at our energy figures, one can see a decrease in the average facility energy consumption per m² heated area (137 kWh/m² for 2022 and 145 kWh/m² for 2021). This is partly dependent on the changes in our property portfolio and that we have better data coverage for 2022 compared to 2021.

Environmental impact from property development

We are increasing our focus on how we can further lower our environmental impact at the stages of development, maintenance and property management. The lion's share of a modern property's environmental and climate impact lies in the supply chain and production phase, which means that

Energy consumption within the organization (Niam's properties and offices, in MWh)

	2022	2021
Electricity (MWh)	45 389	46 522
Heating (MWh)	75 079	81 413
Cooling (MWh)	7 523	3 531
Total	127 991	131 466
Average facility energy kWh/m² , year	137	145

Looking at our energy figures, one can see a decrease in the average energy consumption per m² heated area (138 kWh/m² for 2022 and 145 kWh/m² for 2021). This is partly dependent on the changes in our property portfolio and that we have better data coverage for 2022 compared to 2021.

Energy consumption outside the organization (Niam's tenants, in MWh)

	2022	2021
Electricity (MWh)	43 474	24 179
Heating (MWh)	11 323	n/a
Cooling (MWh)	615	n/a
Total	55 412	24 179

For information on how tenant electricity use figures have been calculated, please refer to the "About this report" section. The changes in tenant energy consumption between 2021 and 2022 are due to better data coverage in 2022 compared to 2021.

collaboration with suppliers and contractors can make big difference over time. At acquisition and during project development we assess aspects such as technical standards, environmental performance status, choices of construction materials, contribution to climate change, handling of hazardous materials and more. The properties that we buy, develop, and renovate shall always be safe for humans and the environment alike. All agreements with contractors come with an environmental plan, dictating aspects such as chemicals management, materials, and waste. 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. During 2023 we plan to start collecting scope 3 GHG emissions from project development.

ESG benchmark through GRESB

Niam annually reports the fund Core-Plus II fund to GRESB (Green Real Estate Sustainability Benchmark) in order to benchmark our ESG performance against our peers. During 2023 we will start reporting on the fund Core-Plus III in GRESB as well. GRESB Real Estate Assessment is the global standard for ESG benchmarking and reporting for listed property owners, private property funds, developers and investors that invest directly in real estates around the world. The result gives us guidance and tools on how we can improve performance and manage ESG risks and opportunities. In recent years, the report has also included increased focus on health and well-being among tenants and employees within the company. In the 2022 results we received a score of 86 (81 in 2021), compared to GRESB average at 74.

Greenhouse gas emissions (metric tons of CO₂e)


	2022	2021
Scope 1 (direct emissions)*	0	0
Scope 2 (energy indirect emissions)**	15 556	21 938
Scope 3 (other energy indirect)	8 079	1 478
Of which tenant waste	974	n/a
Of which Niam business travel	174	n/a
Of which downstream leased assets***	6 920	1 470
Of which leased cars	11	8
Total	23 635	23 416

Greenhouse gas emissions have been calculated using emission factors from AIB 2021 and DEFRA 2022, Energistyrelsen in Denmark (2020), Finnish Energy (2020), The Governance group (2021), Energiföretagen in Sweden (2021). The changes in scope 2 and 3 between 2021 and 2022 are due to better data coverage and updated emission factors to increase quality and reliability of emission data.

*We plan to start measuring leakage of refrigerants during 2023.

**Emissions from energy consumption of Niam's country offices and properties.

***Emissions from Niam's tenants energy.



/ CASE /

Niam Infrastructure's impact on sustainable infrastructure

Niam Infrastructure, through its Niam Infra Fund, is dedicated to promoting sustainable infrastructure and has established strategic partnerships that demonstrate our shared commitment to sustainable energy practices. Our collaborations have contributed significantly to the ongoing efforts to transition to clean energy sources, read more about them below. By leveraging our expertise and resources, we are driving the development of innovative large-scale projects, as well as the aggregation of critical fragmented infrastructure, to generate significant benefits for both society and the environment. Moreover, this undertaking provides a compelling investment opportunity for stakeholders.

Solarwork

The first strategic investment was initiated in 2021 in the solar EPC Solarwork which specializes in C&I solar, solar parks, ev-charging and storage. With Niam Infra Fund as an owner, Solarwork can offer solar as-a-service, a fully financed solution where Niam Infra Fund finances the solar PV installation and sells the energy to the property owner or the tenant through a Power Purchase Agreement (PPA).

During 2022, Solarwork successfully installed an estimated 7MW of solar energy capacity in Sweden. This noteworthy accomplishment represents a significant stride towards sustainable energy practices, as solar energy serves as an alternative to conventional energy sources that produce harmful emissions. Solar energy also allows customers to save money since the need to buy electricity from in the market is reduced.

Nima Energy

Niam Infra Fund has also invested in Nima Energy, a company that is developing ultra-fast charging stations for electric vehicles. The premise of this idea is based on ensuring that the electric grid has sufficient capacity on each location for charging stations to be a viable and responsible option. Nima Energy develops the next generation e-mobility hubs in the Nordics and Northern Europe designed to meet the future demand for ultra-fast EV charging on-route as well as in and around cities. The roll-out of charging infrastructure is critical to the de-carbonization of transport.

Proptivity

Another noteworthy investment is Proptivity which focuses on indoor 5G deployment through a neutral host solution. The aim for Proptivity is to offer accessible and affordable gigabit 5G. The neutral host solution avoids parallel deployment of equipment significantly improving energy efficiency, which is an essential aspect of sustainability. Moreover, 5G neutral host networks can be designed to be more energy-efficient than traditional mobile networks, reducing energy consumption and lowering carbon emissions.

Solkompaniet

Niam Infra Fund also has an established framework agreement with Solkompaniet to collaborate on the development and construction of large-scale solar parks in southern Sweden. The strategic partnership aims to co-create and construct solar parks with a total capacity of up to 500MW over the next few years.

The first phase of the initiative involves the development of four solar parks with a total capacity of more than 250 MW. The Östra Eneby project, located near Norrköping, is a highly promising development that is situated in an area with exceptional solar conditions and access to an electricity grid, while also receiving robust support from local communities. The solar park is projected to be fully developed by 2024/25 and operational by the end of 2025 or early 2026.

→ Niam Infra Fund has invested in Nima Energy, a company that is developing ultra-fast charging stations for electric vehicles.



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 social attractive assets and development projects

Goals

EXAMPLES

- At least one social initiative for each new construction and major renovation project
- ESI – 4,2 (Employee satisfaction index)
- CSI – 4,2 (Investor satisfaction index)



Actions

EXAMPLES

- Community engagement initiatives in residential projects in Denmark. Read more on page 18.
- Action done to make Niam investors satisfied during 2022, e.g. correct and fast information from Niam to investors
- Strengthened internal information to increase employee engagement and satisfaction



People make up our business

■ It is our vision to be Northern Europe's leading real asset manager and partner of choice. To do that and to thrive in the competitive and ever-changing marketplace where we operate, we must attract, develop, and bring together the best employees in our industry. We know that our collective knowledge makes us a preferred partner. We unite leading expertise, and the people is the key to Niam's success.

Playing if fair

On a daily basis, the work with employee topics and issues is guided by the Code of Conduct, the HR Policy and the Equal Opportunity Plan. These documents set the framework for how we work to uphold human rights and labour rights, how we care for our employees, recruitment, diversity, the physical and psychosocial work environment, competence development and remuneration.

The management encourages a holistic approach to develop all Niam employees by using coaching and feedback to guide and support. We want our employees to be trustworthy, inclusive, dynamic and supportive. That is part of the Niam experience principles that guides us in how we act, communicate and want to be perceived by our stakeholders, internally by our colleagues as well as externally by our customers, partners and entire industry. Our employees are encouraged to use

their expertise and experience to take action and responsibility. All our 88 employees have permanent employment with us and when required, Niam engages specialists on a consultancy basis.

Equal opportunities

At Niam, we recognize the importance of diversity and equality and in the coming years we will evaluate how to further enhance diversity among our employees.

We strive for a gender balance with 50/50 distribution, a goal we are approaching with all employees. When hiring new people our decisions are based solely on job qualifications and merit, regardless of a person's race, gender, sexual orientation, age, disability, or other personal characteristics. Going forward, we will increase our efforts to transparently communicate our recruitment process, employee retention strategies, company values, and focus areas, both internally and externally.

Employee satisfaction and well-being

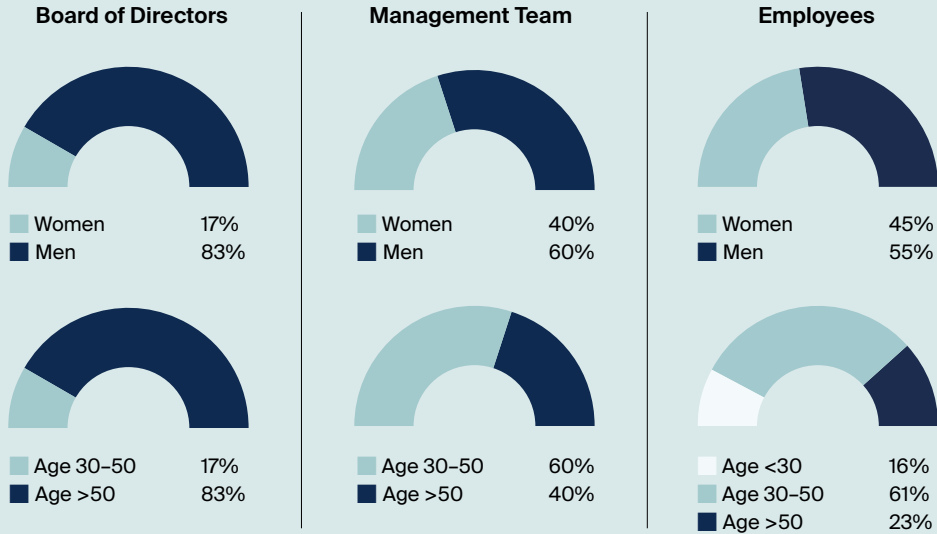
Employee satisfaction is measured through an annual survey which engages all employees in the process of evaluating the work environment and identifying areas for improvement. A high-level summary of the results is always presented to all employees followed by a workshop in each team to go through team results and set action plans.

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 the 27 property managers.

	Permanent	Temporary	Total
Infrastructure	4	0	4
Denmark	10	1	11
Finland	9	0	9
Luxembourg	5	0	5
Norway	2	0	2
Sweden	57	0	57
Total	87	1	88

Employees broken down by gender and age





In 2022, the response rate to the employee satisfaction survey was 95%, and the ESI (Employee Satisfaction Index) score was 4.5 out of 5.0 which is a significant improvement from the previous year. The goal for 2022 was a score of 4.2.

Niam also works hard to ensure a good work environment and distributes a work environment survey biannually to collect information on how employees experience their work environment. We also have many different health-related activities in our different offices. One example is the lunch walks which are organised in our Swedish offices once every second week. These enable employees to join in a walk together followed by a lunch with a healthy theme at the office.

During fall 2022 we initiated a brand strategy

work including setting and implementing an employer branding strategy. To understand our employees and their needs we put together a brand ambassador group with employees from all countries and business units to give us input and ideas around our employer brand and our employer value proposition. The aim is to get a better understanding of Niam's culture and values and what our employees find important to feel that Niam is a great workplace where they are motivated and can develop over time. This work will continue during 2023.

Continuous competence development

Niam is working with continuous improvements across all strategic aspects of our sustainability

→ All our employees receive regular training and education to support their competence development.

work, including company goals, fund specific objectives, property performance, ESG actions and employee development. We utilise our ESG platform and energy collection system to strengthen our high-performance culture and clearly communicate company goals as well as individual development expectations.

All employees regularly review their annual goals and development objectives as well as define individual targets and training needs with their manager. Employees also have two feedforward discussions each year to identify potential opportunities for personal development together with a co-worker who gives them input and feedback on the chosen areas. The corporate objectives and individual development goals are strongly aligned and linked to employee compensation incentives, and they are reviewed regularly.

Employees also receive regular training and education to support their competence development and ensure that they are informed about all Niam policies. During 2022 we put extra focus on internal trainings about sustainability with focus on, for example:

- Niam Sustainability Policy
- Sustainability goals and targets
- Fund classification under the SFDR
- Sustainability demand in Project development projects

Upholding fair working conditions in the value chain

We strive to ensure a healthy and safe workplace, both physically and psychologically, for the many skilled individuals who work on behalf of us managing, maintaining, and developing our properties. Niam requires all counterparties to produce a work environment plan aligned with the Swedish 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 to ensure that all counterparties comply with our standards on ethics and integrity and are in accordance with all applicable laws regarding for example anti-corruption, 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 certification, annual partner audits of our turnkey contractors and property managers are performed to make sure that they work 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.

/ CASE /

Creating community engagement in our residential homes in Denmark

■ During 2022, Niam piloted a project aimed at increasing community engagement in our residential homes in Silkeborg, Denmark. By offering social activities for our tenants, we hope to create a great neighbourhood feeling.

In the residential areas in Silkeborg, where Niam owns several properties, the supply of housing has increased at a fast pace in recent years, leaving potential tenants with many options when choosing a new home. To stand out on the housing market and create housing where residents can thrive and want to stay, Niam has together with one of our property managers initiated a community engagement project.

The project has been led by a Community Manager, who has been organizing social activities with the tenants and engaging with them on social media on topics such as general livelihood issues, building maintenance and requests for fun activities. Examples of activities carried out include communal dinners, craft workshops, knitting cafés, cafés for people on parental leave, a book club, a common work-from-home workplace as well as parties related to different holidays. During the winter the residents gathered to

watch the world championship in football.

The aim of the activities and project is to create community among the residents and connect people with each other.

“The purpose was to involve the community and create a sense of belonging for the tenants. We initiate and inspire and afterwards it is up to the community themselves to decide what they would like to do together and how to take the project further”, says Eyvind Jonsson, Asset Manager in Niam Denmark.

Although it is too soon to see any quantitative long-term results from the project, we consider the project as a success already. The participation in activities has been high, and the response from the residents has been very positive. Therefore, the Community Manager that originally was employed by the property manager, will now join Niam, in an effort to scale up the project to more residential areas within the portfolio.

“We believe that by creating a sense of community among our residents, we can hopefully contribute to lower churn rates, easier re-letting, as well as contribute to our long-term vision of being a meaningful landlord”, Eyvind Jonsson sums up.



Offering social activities for our tenants, we hope to create a great neighbourhood feeling.
Photo: Haninge Entré

“The purpose was to involve the community and create a sense of belonging for the tenants.”

Governance 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

Actions

EXAMPLES

- Annual trainings about anti-corruption, anti-money laundering and related policies
- Procured and implemented a new ESG platform to manage all Niam ESG data



Goals

EXAMPLES

- Zero cases of reported or confirmed cases of corruption
- Full data coverage and quality of ESG data in all Niam assets

→ Annual trainings about anti-corruption, anti-money laundering and related policies.



Guiding our sustainability efforts

Governance documents

Our daily work is guided by our Code of Conduct, which is based on the ten principles of the UN Global Compact, to which we are signatories. The Code of Conduct applies to all employees and representatives of Niam, and outlines our standards on fair employment practices, human rights, environmental considerations, communication and marketing, conflict of interest, anti-corruption, and anti-money laundering.

Our work is further guided by our Sustainability Policy and supplemental steering documents such as the HR Policy, Environmental Policy, Anti-corruption Policy and Purchasing Policy. All employees commit to the Code of Conduct upon commencing employment with Niam.

Responsibilities

Niam sustainability efforts are done by many different roles within Niam. We have strengthened our ESG organization during recent years and have work descriptions for all relevant sustainability roles. Here are some examples:

- The Niam AB Board of directors adopted our Sustainability Policy.
- The Managing partners has the responsibility for implementation of the Sustainability Policy and to make sure there is a proper organization to lead, co-ordinate and to manage all aspects of sustainability.

- The Sustainability Manager shall monitor the implementation and effectiveness of the Sustainability Policy and implemented procedures.
- The ESG committee shall facilitate organizational learning and, when necessary, suggest changes to Niam's sustainability strategy, goals or other relevant documents or procedures.

Countering all forms of corruption

Our Code of Conduct is supplemented by our Anti-corruption Policy, Anti-money laundering Policy, and Conflicts of interest Policy. We acknowledge the importance of working proactively with these questions, especially since we operate in two sectors that face tangible risks of undue behaviour. Our employees undergo annual trainings about anti-corruption, anti-money laundering and the related policies. Niam also has a routine for whistleblowing. In 2022, we had zero cases reported through this function, nor any other suspected or confirmed cases of corruption.

Regulatory and financial authority oversight

Niam AB is an Exempt Reporting Adviser under the US Investment Advisers Act of 1940. The initial registration pursuant to the Dodd Frank Act was made in April 2012, and Niam AB is subject to the U.S. Securities and Exchange Commission (SEC). In 2014, Niam AB was authorized as an Alternative Investment Fund Manager pursuant to the

The Paper Factory Dalum is transforming from a historic industrial area into a new and diverse neighbourhood with close contact to both nature and Odense city. Illustration: C.F. Møller



Directive on Alternative Investment Fund Managers (AIFMD) and also became a subject to the Swedish Financial Supervisory Authority. AIFMD requires organizations like Niam AB to set specific functions and processes and requires, for example, that we have an independent function for risk and compliance, valuations of our assets and an independent internal audit function. It also requires us to provide quarterly reports to the Swedish Financial Supervisory Authority. Risk Management is one of the core functions within AIFMD framework and by being authorized as an AIFM, Niam has a structured way of identifying, managing and reporting risks, which benefits all of our stakeholders but most importantly our investors. All Niam employees are trained regularly in compliance and regulatory matters.

In April 2021, an amendment of the Delegated Regulation (EU) No 231/2013 was adopted. It requires sustainability risks and sustainability factors to be taken into account by Alternative Investment Fund Managers. The new rules entered into force in August 2022 and Niam has worked to adapt its internal processes. These adaptations were made in the wake of the work already achieved by Niam to fulfil principles set by the Sustainable Finance Disclosure Regulation (SFDR). As a consequence, Niam has formally included sustainability risks in the risk management framework as required by the AIFMD.

Assessing and managing ESG risks and performance

Assessment of sustainability risk is incorporated in the investment policies and processes of Niam and fully aligned with the relevant requirements of the EU Sustainable Finance Disclosure Regulation.

During 2022 Niam fully implemented a new ESG risk checklist in combination with the Environmen-

tal Plan as part of the acquisition process, and the result is an integral part of the investment decision material. The ESG risk checklists includes assessment parameters within all three pillars: environment, social, governance.

The idea of this procedure is to evaluate a prospective asset and see to what degree an acquisition would contribute to the fulfilment of our ESG goals and targets, and what needs to be done during ownership phase to transform a asset to a more sustainable one, and to mitigate ESG risks.

This enables us to manage and mitigate ESG risks, in order to meet the expectations of our stakeholders and ensure the resilience of the Niam business.

To reduce our ESG risks in the supply chain, we have introduced new routines on evaluating suppliers' ESG maturity and risk exposure. Before contracts are signed, relevant sustainability risk information is gathered and assessed in our ESG platform and scorecards.

Transparency

To improve transparency, Niam is a member of the European Association for Investors in NonListed Real Estate Vehicles (INREV), supporting their 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 in interim financial reporting. We also report to the Global Real Estate Sustainability Benchmark (GRESB) in order to properly measure and communicate our sustainability efforts in the Niam Nordic Core-Plus funds. All of our financial reporting also follows local GAAP and IFRS financial reporting standards.



→ To reduce our ESG risks in the supply chain, we have introduced new routines on evaluating suppliers' ESG maturity and risk exposure.

/ CASE /

ESG Platform

■ One very important aspect of our ESG efforts is to have control of our ESG data. Therefore Niam in 2022 procured and implemented a new ESG platform called Position Green. Position Green together with energy collection system Mestro enable us to collect, measure, analyze, visualize, and report on our ESG actions and performance.

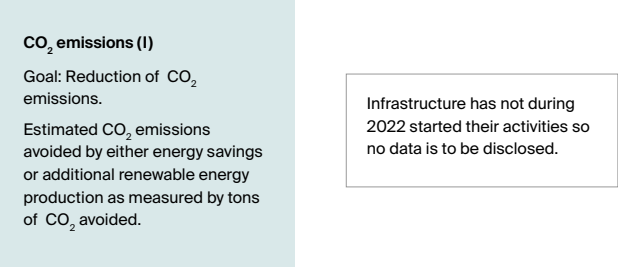
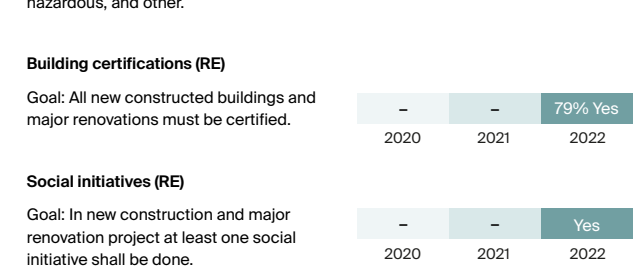
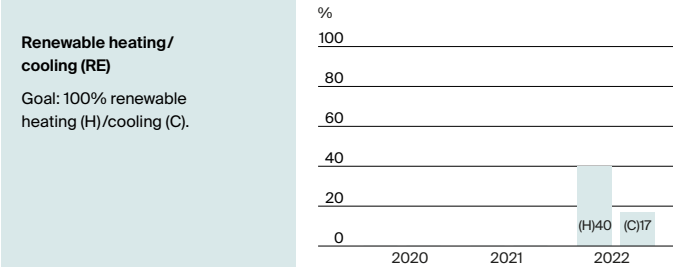
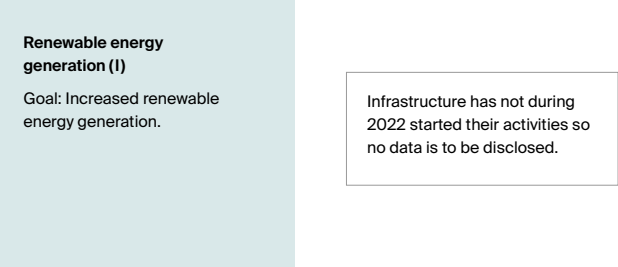
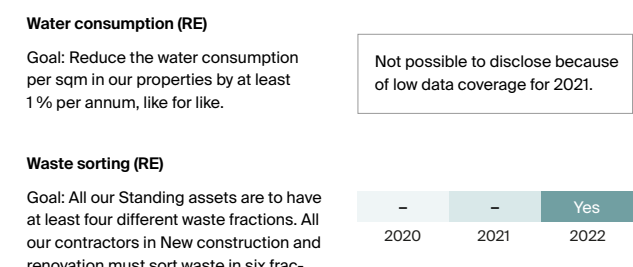
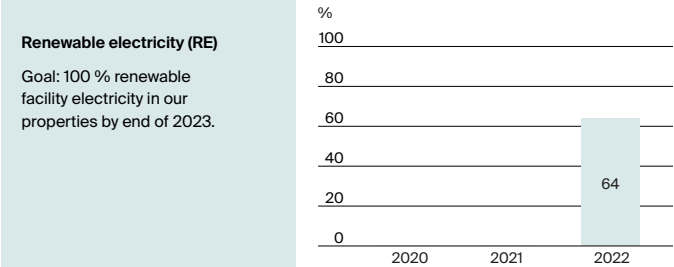
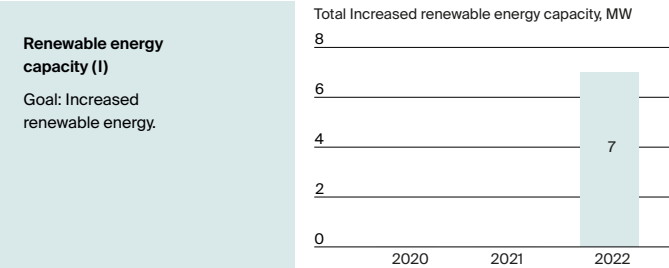
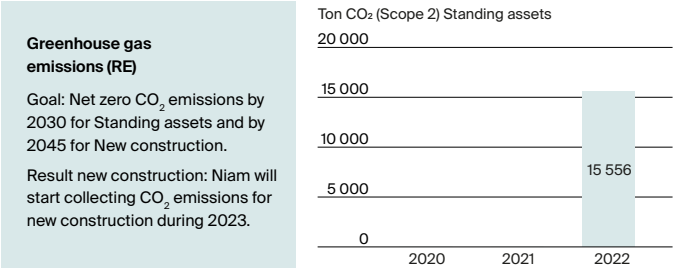
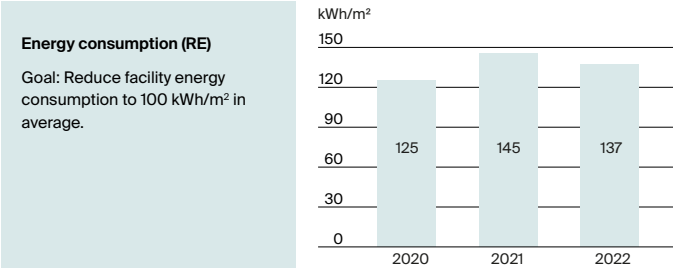
The data in the platform gives us ability to make wise decisions on the best ESG actions to make to meet our Sustainability goals.

As part of the roll-out of the ESG platform, we held trainings in the new platform for all relevant employees. The purpose was to build capacity and create a shared knowledge base about the sustainability data collection to ensure that all employees that are responsible for relevant data on either a specific topic or regional entity would know how to contribute.



Niam sustainability results

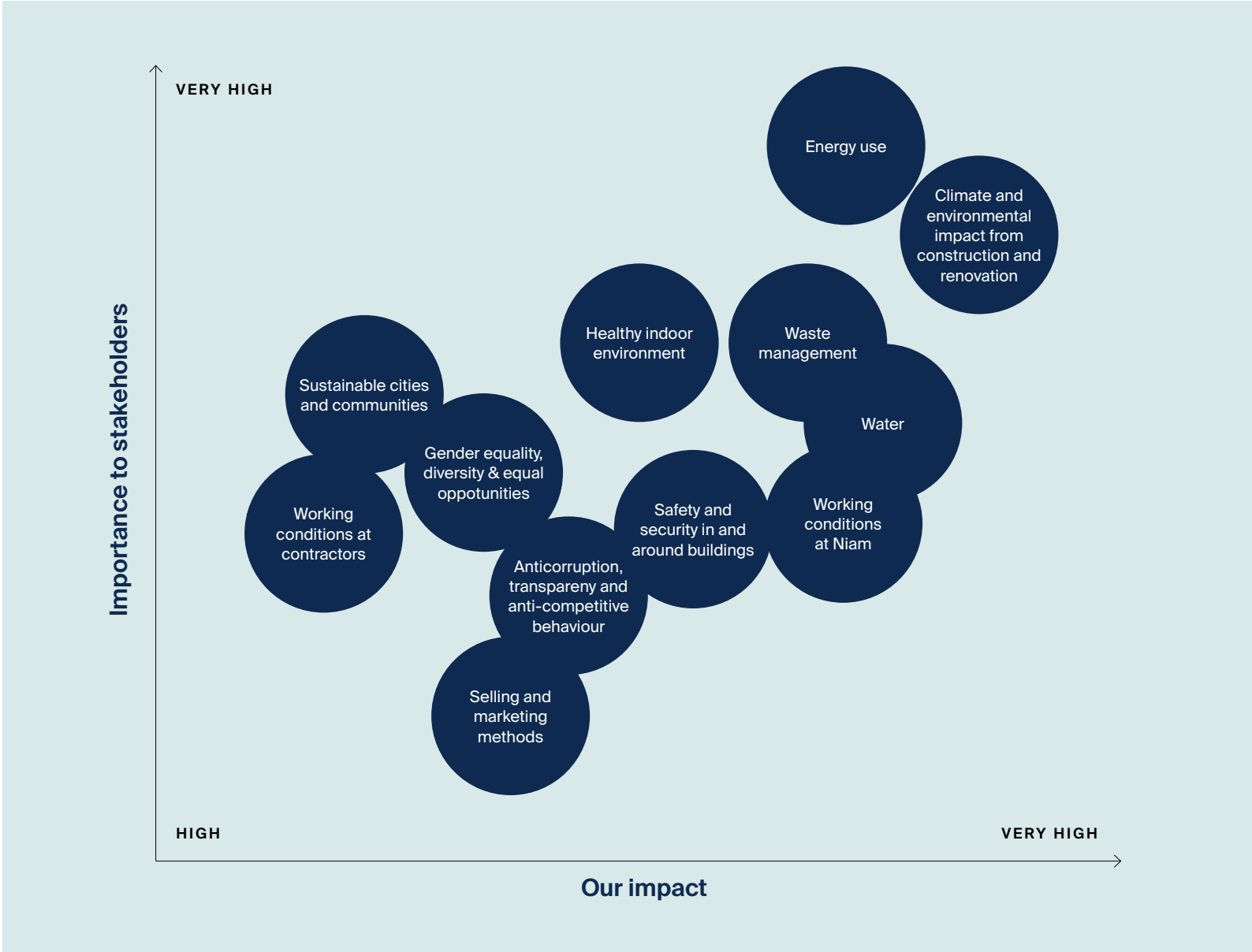
These are the results connected to the sustainability goals for Niam Real Estate and Infrastructure.



In the graphs where no results are disclosed the reason is that data has not been measured and cannot be disclosed.
(RE) = Real Estate (I) = Infrastructure

Materiality analysis

Niam's materiality analysis, conducted in 2020, serves as a foundation for our sustainability work and has been instrumental when setting goals and developing internal processes. The materiality analysis has identified 12 sustainability topics as our most material. The analysis was based on a thorough stakeholder dialogue with tenants, investors, debt providers, regulatory authorities and Niam employees. It also considered our company's impact, risks and opportunities, and external frameworks such as the UN Sustainable Development Goals, Global Compact and UNPRI. We plan to update the Materiality analysis in 2023.



About this report

This is Niam AB's (organization number 556339-0789) eight sustainability report for the financial year of 2022 (2022.01.01–2022.12.31) and includes data for our funds Niam Nordic V, Niam Nordic VI, Niam Nordic VII, Niam Nordic Core-Plus II, Niam Nordic Core-Plus III and Niam Infra Fund. 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 has been extracted from our performance management system Mestro.

Energy consumption has been calculated using

a combination of actual data, assumptions regarding annual average energy consumptions and estimations of average energy consumption per m². At the end of 2022, we had 79 properties 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 emission factors from AIB 2021, DEFRA 2022, Energistyrelsen in Denmark (2020), Finnish Energy (2020), The Governance group (2021), Energiföretagen in Sweden (2021).



The Dockworks is one of Niam's largest office development projects and it involves the construction of 32,000 square meters of cutting-edge office spaces.

NIAM

Sustainability Report 2022

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, Helsinki, Oslo, Copenhagen and Luxembourg.

For more information, please visit www.niam.com

