

SÖDERBERG & PARTNERS HOLDING AB

Sustainability Report 2024



2024

HIGHLIGHTS

in Brief

2,650 unique financial and insurance products

were covered by our sustainability analysis.

Aktiv Påverkan

A fund strategy that leverages the power of an active ownership profile to achieve long-term sustainability goals that are selected by our clients. The strategy has supported companies in five different engagement themes so far, the most recent being reduced carbon emissions.

104,638 euros

The money raised for Save the Children's "Safe Return to Learning" project in Ukraine during Sustainability Month.

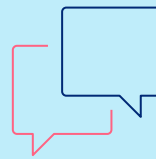


Environmental portfolio

Söderberg & Partners Wealth Management AB offers an environmental portfolio which celebrated its first anniversary in 2024. Through global funds, it offers clients investment opportunities in green technology, nature-based solutions, clean energy, and other sectors that aim to address environmental challenges.

Save the Children

During 2024 we have supported Save the Children's education project in Ukraine that gives psychosocial support to teachers and students, and refurbished shelters so that schools can open again. We have also supported Save the Children's Center in Sweden that offers psychological treatment to children suffering from mental health issues.



73 engagement dialogues

The number according to Söderberg & Partners' definition of an engagement dialogue.

Reduced 15 per cent

We have managed to reduce the number of short flights (< 500 km) in Sweden by an average of 15 per cent between 2022 and 2024, compared to the last three-year period.

Sustainability analysis in Denmark and Finland

In 2024, we launched a new sustainability analysis of Danish Non-life Insurance companies. In addition, we have been conducting sustainability analysis of Finnish Non-life Insurance companies for two years in a row. We are the first company in Finland and Denmark to do this type of analysis.

The Sustainability Report in Brief

This is Söderberg & Partners' eighth Sustainability Report in which we aim to describe how we are making a difference and working to achieve our sustainability goals. We believe that a sustainable strategy is essential for creating lasting value for our clients, our employees and society as a whole.

A Sustainability Report is published annually and covers Söderberg & Partners Holding AB and all legal entities within the Group where Söderberg & Partners Holding AB is the parent company. Instances necessitating alternative coverage are explicitly delineated within the report. The entire Group is referred to as "Söderberg & Partners" in this report.

Previously to 2023, Söderberg & Partners' sustainability report was prepared in accordance with the GRI Standard. The GRI Standard is one of several standards that form the basis in the formulation of the European Sustainability Reporting Standards (ESRS). These ESRS serve as the framework for the new EU Corporate Sustainability Reporting Directive (CSRD), which will be applicable to Söderberg &

Partners' sustainability report for the year 2025. As part of our transition towards alignment with the ESRS and CSRD, we have made the strategic decision to exclude the GRI Standard from this year's reporting, as was the case last year.

Söderberg & Partners is substantially owned, directly or indirectly, by Per-Olof Söderberg and current and previous employees of the Group. In addition, a significant share of the equity is owned by funds managed by Kohlberg Kravis Roberts & Co. L.P. ("KKR") and TA Associates Management L.P. ("TA Associates"). In addition, the organisation continues to grow, but the main structure and suppliers remain without any major changes.



Söderberg & Partners

If you have any questions about the Sustainability Report, you are welcome to address them to esg@soderbergpartners.se



Celebrating Ten Years of Sustainability Analysis

2024 marked the 10th anniversary of Söderberg & Partners' sustainability analysis, and thus ten years of our sustainability journey. As advisory is our core business and analytical rigor is a client promise, contributing to a better world by facilitating sustainable choices comes naturally to us. Over these ten years, the sustainable finance landscape has drastically evolved, mostly for the better. Like any industry, this development has neither been constant nor unchallenging. While the first five years' changes were driven by the industry itself, at least in Sweden where Söderberg & Partners was founded, the latter five years' changes were induced by the European Union and regulators. However, our commitment to making concrete, sustainable improvements within our business, as well as helping our industry peers improve their work, has not diminished. In particular improvements that truly make a difference to the real economy, society and the environment we operate in. Over these ten years, we have observed and analysed the sustainability efforts of pension companies, insurance companies and fund companies, sometimes joining forces with them in their efforts to create better offerings for our common clients. To date, the sustainability analysis covers nearly 3,000 financial and insurance products and has expanded beyond Sweden to Norway, Denmark, Finland and the United Kingdom.

Sustainable Contributions Through Engagement Dialogues

As sustainability analysis has become an integral part of our advisory processes, our focus has shifted towards proactively developing better sustainable investment products for our clients. Our fund, Aktiv Påverkan, launched in 2018 by Söderberg & Partners Asset Management, is entering into a partnership on a fifth theme about water. The fund has already contributed to the abolition of child labour, climate change mitigation, circular economy enforcement and biodiversity protection. The engagement dialogues with companies and the experts within the various teams have not only enhanced our understanding of the sustainability challenges companies face but also given us tools to better engage on sustainability topics with stakeholders.

Moving Into a New Era for Sustainable Finance




In November, the UN Climate Panel held COP29, also known as the "Finance COP", with the goal of securing funding for a just climate transition. The agreement committed \$300 billion annually, which was a significant increase from previous levels but still below the \$1 trillion requested by the Global South. This disparity highlights ongoing challenges in global climate finance. Despite a world trending towards deglobalisation and prioritising defence over climate initiatives, the negotiations did not collapse, which is seen as a positive outcome. The European Union has recognised the financial sector as a key player in climate financing, leading to extensive regulation. Institutional investors must now disclose how they incorporate sustainability into their investment decisions, financial advisors must enquire about clients' sustainability preferences and CFOs are required to include sustainability information in annual reports. The EU Green Deal will drive further regulation, marking the beginning of a new era for climate finance, emphasising the critical role of private capital.

As the landscape evolves, our analysis model will inevitably improve to capture the best practices and most relevant aspects to assess. Investment opportunities are expanding but sustainable solutions still face macroeconomic and geopolitical challenges. In a time when AI is on every business agenda, we are curious about what this fascinating tool can offer, while maintaining a cautious approach to its limitations. I look forward to sharing the new initiatives my team has been working on in next year's sustainability report. The time has come for a new era of sustainable business.

Sincerely,
Lingyi Lu,
Head of Sustainability

Sustainability Goals 2022-2024

Söderberg & Partners' sustainability goals and our targets, the key performance indicators connected to the goals, are set every three years to ensure we continually improve our sustainability efforts. Presented below is an overview of our most recent sustainability goals and targets, and of how well we have delivered on these targets. To read more about our sustainability goals, please refer to the parts of the report to which the individual Sustainable Development Goals ("SDGs") are linked.

SDG	OUR SUSTAINABILITY GOALS AND HOW OUR EFFORTS ALIGN WITH THE SDGs	HOW WE REACH OUR GOALS AND WHAT WE HAVE ACHIEVED
	<p>We encourage companies to adopt sustainable practices and to develop the way they integrate sustainability information into their reporting cycle through our sustainability analysis. We can identify best practices among companies and influence the market in the right direction. Therefore, we have set targets that Söderberg & Partners shall produce relevant and elaborated sustainability analyses available to advisors, managers and brokers.</p>	<p>The Sustainability Team collaborates closely with each business unit to generate relevant analysis. During 2024, the sustainability analysis covered 2,650 unique financial and insurance products.</p>
	<p>We are involved in integrating measures against climate change by continuing to be a distinguished player and contribute by applying our expertise and ambition regarding sustainable finance. Through our sustainability analysis, we can influence the market in the right direction. Therefore, we have set targets that we shall have dialogues to drive sustainability improvements and participation in various forums to spread and raise the level of knowledge within the industry.</p>	<p>We are members of several collaborations focusing on sustainable investments, and during 2024 we had 73 engagement dialogues with product suppliers to discuss their methods of integrating sustainability factors.</p>
	<p>We will ensure that all employees acquire the knowledge and skills needed to promote sustainable development. Therefore, we have set targets that Söderberg & Partners shall work with regular and relevant skill-enhancing initiatives on sustainability for all employees to increase awareness.</p>	<p>In Sweden, we provide new employees with information about our sustainability efforts. We also organise an annual Sustainability Week, where employees from all countries participate and learn about Söderberg & Partners' sustainability work. In 2024 the Sustainability Week was extended to a Sustainability Month. This helps us raise awareness among all employees about our commitment to sustainability.</p>

SDG

OUR SUSTAINABILITY GOALS AND
HOW OUR EFFORTS ALIGN WITH THE SDGS

HOW WE REACH OUR GOALS AND WHAT WE HAVE ACHIEVED



Our commitment to corporate social responsibility (CSR) is important in our organisation, and children and young people are a common theme in our CSR work. Our goal is to encourage as many employees as possible to get involved in our work for a sustainable future.

In 2024, Söderberg & Partners supported Save the Children's education projects in Ukraine. We also supported various organisations, including Save the Children in Sweden, Swedish Childhood Cancer Fund, Our Kids' Climate, Låxhjälpn and the Music Aid. Employees have actively participated in Söderberg & Partners' common CSR activities and through their own good causes. Employees at Söderberg & Partners in Sweden are offered the opportunity to dedicate one workday each year to a charitable cause.



We continuously strive to inspire and facilitate activities for our employees to increase their well-being, health and energy levels. We set yearly goals and strive to increase engagement and levels of health. Our ambition is for our employees to possess a strong level of commitment and to enjoy good physical and mental health.

In 2024 Söderberg & Partners emphasised employee well-being by putting extra focus on psychological safety and focus-time. The annual employee survey shows that perceived well-being as well as quality of sleep have improved, possibly helped by several health-focused elements of the Sustainability Month.



It is self-evident for us that everyone, regardless of gender, age, ethnicity, religion, functional impairment, transgender identity or expression, should be treated with respect and have equal opportunities for career development and remuneration. Our aim is to have a working climate that is characterised by a positive view of people and mutual respect.

We have continued to work proactively on risk mitigation against discrimination by developing our processes and educating the organisation on this topic. Parental pay has been improved and extended.



The goal for our work environment is to create a physically, mentally and socially healthy workplace for all employees, where risks of work injuries and work-related ill-health are prevented. Our work environment is closely monitored to discover any challenges or risks. All employees are encouraged to immediately report incidents. The office managers are responsible for creating a safe and healthy environment at the office.

We regularly examine the social and organisational work environment, regularly follow up on sickness statistics, and deal with health issues continuously. The number of structured employee dialogues in our digital system, Heartpace, is increasing yearly. Measured employee satisfaction keeps increasing.



We provide access to safe, affordable, accessible and sustainable transport systems for all employees in Sweden through our travel agency. We promote, and encourage our employees to choose, environmentally friendly modes of transportation. We have set targets that Söderberg & Partners shall reduce the environmental impact from transport by choosing more environmentally friendly modes of transport.

Söderberg & Partners continues to make strides in reducing environmental impact. We lowered transport emissions per employee in Sweden from 343 to 257 kilograms of carbon dioxide, cut short flights under 500 km by 15 per cent, and achieved 83 per cent of our company cars emitting under 50 grams of carbon dioxide per kilometre, surpassing our target of 50 per cent.



We contribute to increasing the share of renewable energy by setting the target for all our offices in Sweden with control over their electricity supplier to change their current electricity contracts to green electricity within two years from initial connection. We also contribute to an efficient use of natural resources and to reducing the waste generation through prevention, reduction, recycling and reuse.

We are focused on sustainable practices in our operations. We ensured that 95 per cent of our offices in Sweden with control over electricity suppliers adopted green electricity contracts. Our emissions from energy consumption per employee in Sweden was 9.32 kilograms of carbon dioxide on average during the period 2022-24. While office paper usage increased compared to the work-from-home period of 2021 and 2022, it remained significantly lower than in the previous three-year period.

Governance for Greater Material Impact

As a service company within the financial sector, our greatest opportunity to make a positive contribution to our environment and society is through our core business – our financial advisory, asset management, insurance intermediary and HR-related services. We have identified the sustainability issues that are material to our business through an environmental assessment and a stakeholder analysis, resulting in the materiality map shown on the next page.

Söderberg & Partners' CEO has oversight of the sustainability ambition and long-term strategy at Group level. The Sustainability Council, consisting of the CEO, the COO, the Head of Sustainability and executive representatives from each main business area, formulates Söderberg & Partners' Sustainability Policy. Given the materiality map, the Council has determined seven focus areas to prioritise in the Policy.

The Head of Sustainability leads a Sustainability Team responsible for the implementation of the sustainability strategy. In addition to the Sustainability Team, the central functions including HR, Finance, IT, Procurement, Marketing and the Legal department each have one representative in an Environmental Group. This structure is to guarantee comprehensive dissemination of knowledge throughout the organisation, and to establish the most favourable environment for the integration of sustainability practices within Söderberg & Partners. As the governance structure has the enabling function, we believe these efforts have the greatest impact and are most efficient when the whole organisation is engaged. Our employees are the determining factor for our success in establishing and maintaining satisfying client relations. All employees can contribute to meeting our sustainability goals in day-to-day operations.

Söderberg & Partners Holding AB and the business operating in Sweden have implemented the ISO 14001 international standard for environmental management. As part of the ISO certification, Söderberg & Partners complies with current environmental legislation. This means that we apply the Precautionary Principle as we take necessary measures to minimise any negative impact on the environment. As our business culture is open to diversity, the structure of the sustainability work may vary from company to company, but Söderberg & Partners' Sustainability Policy is an overarching policy applicable to all companies where Söderberg & Partners are majority owners, and companies using the Söderberg & Partners brand. Each business may modify and adopt their own versions of the policy based on the characteristics of their own business operations.

Other policies and guidelines, such as the Employee Handbook, Travel Guidelines and Procurement Guidelines, are complementary to the Sustainability Policy. Each company in the Group should also align its operations with legal regulations applicable to the company.

“Our employees are the determining factor for our success in establishing and maintaining satisfying client relations.”



We consider our clients, employees, owners and suppliers as primary stakeholders because they are directly or indirectly affected by our business operations. Through surveys and dialogues, we have gathered these stakeholders' expectations regarding our sustainability efforts and the topics that they value the most. The results from the stakeholder surveys and an environmental assessment, together with a risks and opportunities analysis, form the basis of a materiality map. The map illustrates the ways in which our business is affecting sustainable development and the extent of our potential to regulate our influence. This is under further development due to the ongoing implementation of CSRD and will be updated in the 2025 sustainability report.

Clients:

Clients expect the organisation to provide sustainable advice and analysis to facilitate choices, including sustainable savings, sustainable investments and sustainable non-life insurance.

Employees:

Employees expect the organisation to take responsibility for the organisation's direct environmental impact and to be able to participate in sustainability training. Employees are expected to be knowledgeable about and familiar with the organisation's sustainability work.

Owners:

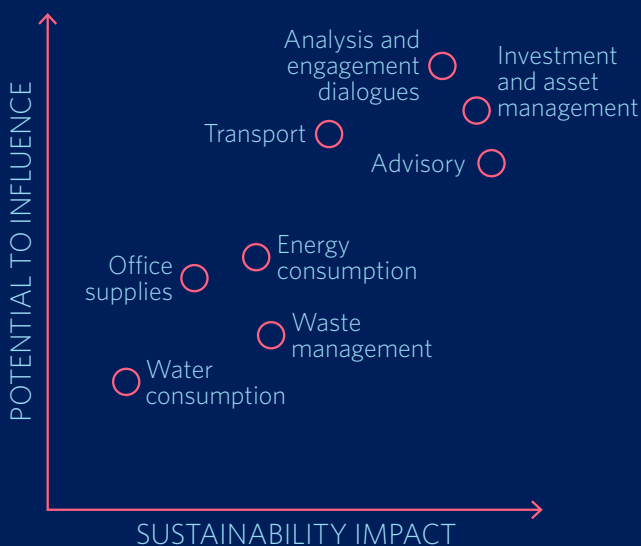
Owners expect that the employees' terms of employment and working environment are appropriate and satisfactory and that the organisation is at the forefront of sustainability work.

Suppliers:

The suppliers expect the organisation to conduct an ongoing dialogue about what strengths and weaknesses they have in their sustainability work and to set demands for the suppliers to meet their expectations regarding the sustainability work.

Society:

Society expects the organisation to take social and environmental responsibility and contribute to sustainable development in society.



ESG Analyses that Identify Truly Sustainable Products



SDG target 12.6

Encourage companies to adopt sustainable practices and sustainability reporting

Achievements 2024

- In 2024, we reached our target by covering 85 per cent of products in our defined universe with our sustainability analysis. Today, our sustainability analysis covers approximately 3,700 funds available for clients in Sweden; 13 Swedish Unit-linked Insurance companies; 14 Swedish, 5 Norwegian and 7 Danish Life Insurance and premium guarantee products; and 21 Swedish, 15 Norwegian, 11 Danish and 8 Finnish Non-life Insurance companies.
- Approximately 73 per cent of the funds available on the Fund Finder platform are covered by our updated sustainability analysis that reflects practices in the current market.
- We launched a new sustainability analysis of Danish Non-life Insurance companies during 2024. We have been conducting sustainability analysis of Finnish Non-life Insurance companies for two years in a row. We are the first company in the Nordics to undertake this type of analysis.

Targets for 2022-2024

Our target for 2022-2024 is that we shall produce relevant and elaborated sustainability analyses available to advisors, managers and brokers.

- Our sustainability analysis and advisory process can generate positive impact both for our clients and for society. We aim to guide our clients in their decision-making by providing updated and in-depth analysis of a wide range of products. The products are rated according to our traffic light system, where a green rating indicates the most sustainable choice. This enables our clients to choose the most sustainable financial and insurance products available on the market. By rating peers relative to each other, we have encouraged product suppliers to continuously improve. Our target was to increase the proportion of our products covered by sustainability analysis to 85 per cent, which we met in 2024.

- The Sustainability Team have continued to update our analysis model of funds to integrate new developments in the EU Sustainable Finance regulatory framework. Our target was that 75 per cent of the funds we cover with our sustainability analysis (funds available on Fund Finder) should have a sustainability rating according to our updated analysis model. Due to changes in strategy, the target was deprioritised. However, as of 2024, approximately 73 per cent of the funds available on the Fund Finder platform are covered by our updated sustainability analysis that reflects current market practices.
- We seek to continuously increase the number of business areas covered by the sustainability analysis. The analyses are tailored to the specific product areas to ensure that the assessments are relevant and material. Sustainable investment strategies are considered in all analyses, where both ESG integration and engagement work are assessed. This differs from many of the ratings available in the market, which focus mostly on the sustainability level of the holdings.

How We Measure

- The number of products covered by the sustainability analysis.
- The proportion of funds available on Fund Finder that have a sustainability rating according to the latest version of the analysis model that reflects the current market.
- The number of business areas covered by the sustainability analysis.

Engagement and Collaboration



SDG target 12.6

Encourage companies to adopt sustainable practices and sustainability reporting



SDG target 13.2

Integrate climate change measures into policies and planning

Achievements 2024

- Söderberg & Partners Asset Management S.A. ("S&P AM SA") has initiated collaboration with 2050 consulting, a firm specialising in sustainability consulting. Working with 2050, collaboration was initiated with two companies, Fasadgruppen and Proact. The aim of this collaboration is to assist them to become more profitable through reduced climate impact and active sustainability work.
- During 2024, we had 73 engagement dialogues as defined by Söderberg & Partners. A common definition ensures that our engagement dialogues uphold best-in-class quality.
- Of the dialogues above, 23 were held by the Sustainability Team. During the period 2022 to 2024, the Sustainability Team held engagement dialogues with an average of 19 per cent of our most important partners.
- During 2024, we have had two successful impact cases which have led to a change in our suppliers' sustainability work.
- Söderberg & Partners is a member of Swesif (Sweden's Sustainable Investment Forum). Our Head of Sustainability is the vice-chairperson of Swesif's board of directors. In addition to overseeing the operations of the secretariat, her main responsibility is member welfare including the onboarding of new members.
- Söderberg & Partners is a member of the UN Global Compact. Our Head of Sustainability is a board member of the Swedish network.
- S&P AM SA is a member of Fondbolagens Förening (Swedish Investment Fund Association) and is actively involved in the working group for active ownership and sustainability issues.

- As a representative for SFM and BIPAR, our Head of Sustainability spoke at an EIOPA event about the application of sustainability integration rules in the IDD and contributed to EIOPA's second report on the application of the IDD.

Targets for 2022-2024

Our target for 2022-2024 is that we shall drive and support sustainability improvements at our partners through dialogues and participation in various forums to spread and raise the level of knowledge within the industry.

- Through our sustainability analyses, we can identify the strengths and weaknesses of our product suppliers' sustainability work and influence the market in the right direction. Our target over a three-year period was to have engagement dialogues with an average of 30 per cent of our most important partners, i.e. financial and insurance companies who provide products that are the most relevant to our clients. During the period the Sustainability Team held engagement dialogues with an average of 19 per cent of our most important partners, so there is more work to be done.
- Engagement dialogues can influence a product supplier to improve their sustainability work, but it is difficult to prove that our engagement dialogues led to that difference. Therefore, we strive to follow up on our engagement dialogues, and our target was to contribute to a clear sustainability improvement in three impact cases. During these three years, we have had nine successful impact cases which have led to a change in our suppliers' sustainability work.
- Söderberg & Partners have continued to be a distinguished player and have contributed by applying our expertise and ambition regarding sustainable finance. We have driven the industry's development by participating in various forums.

How We Measure

- The proportion of key suppliers covered by our engagement work.
- The number of successful impact cases which have led to a change in our suppliers' sustainability work.

Responsible Investments that Make a Difference



SDG target 13.2

Integrate climate change measures into policies and planning

Achievements 2024

- In 2024, S&P AM SA have analysed companies to match the sixth engagement theme in the strategy, water. The previously selected themes were: mitigating child labour (completed 2022), climate change mitigation (completed 2023), circular economy (completed 2024), biodiversity (ongoing), climate change mitigation (ongoing) and water (ongoing). After a theme is deemed completed, a report containing details of the project is made public.
- Investment Management has continued to integrate the environmental funds from the environmental portfolio into other sustainability portfolios. This integration has increased the overall sustainability level of these portfolios.
- More funds within the portfolios of Investment Management are now subject to an in-depth sustainability analysis, which builds on meetings or other types of direct contact with fund managers.
- We have maintained our target that 100 per cent of equity and fixed income funds within discretionary mandates offered by S&P WM AB have attained at least a yellow or green sustainability rating.
- We have developed our analysis of sustainable investments within our sustainable mandates, using a look-through approach to determine the proportion of underlying holdings complying with our standards.
- S&P WM AB have 77 funds with a particular sustainability focus available to our clients, an increase of 9 funds since the end of 2023.
- 100 per cent of the rated equity and fixed income funds within the portfolios managed by S&P AM SA have attained a green or yellow sustainability rating.
- S&P AM SA invested in two companies to match the fifth engagement theme, reduction of carbon emissions, in the Aktiv Påverkan strategy.

- Following the implementation of the European Sustainable Finance Disclosure Regulation (“SFDR”), S&P WM AB and S&P AM SA have continuously analysed and monitored the sustainable investments and principal adverse indicators within their portfolios.

Targets for 2022-2024

- The targets are that Söderberg & Partners shall systematically integrate ESG into our investments and increase the number of sustainable alternatives made available to our clients.
- During 2022-2024, Investment Management have constructed new sustainability-themed portfolios. As these portfolios have become established, we have held and offered an increased number of funds with a particular focus on various sustainability themes.
- Since inception, Investment Management’s portfolios have taken the investments’ ESG risks and opportunities into account using our proprietary sustainability analysis and ESG data provided by external providers. The objective was to increase each portfolio’s sustainability level based on its respective strategy. More specifically, the portfolios divested from any equity and fixed income fund with a red sustainability rating. By the end of 2024, 100 per cent of the selected equity and fixed income funds had a yellow or green sustainability rating. Investment Management have worked systematically to increase the share of funds with a green sustainability rating by prioritising higher-rated funds when all else is equal.

How We Measure

- The number of sustainability-themed portfolios offered by Investment Management and S&P AM SA.
- Share of equity and fixed income funds in centrally managed portfolios and fund-of-funds with a yellow or green sustainability rating.
- The number of funds with a particular sustainability focus available to the clients of S&P WM AB.

Employee Training and Development

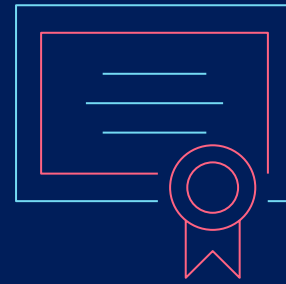


SDG target 4.7

Education for sustainable development and global citizenship.

Achievements 2024

- 145 newly recruited employees in Sweden attended an onboarding day where the Sustainability Team inspired them to take action in their daily lives.
- In Denmark all Wealth Management employees are offered internal education regarding sustainability, some in collaboration with the Danish financial sector's educational facility. 64% of the employees have participated in some kind of sustainability training.
- All advisors in Sweden participated in at least 15 hours of training, in which sustainability was integral.
- In Denmark WM employees were informed of the 2023 ESG performance.
- 1,156 participants from all countries took part in the international Sustainability Month 2024. This was the first time the Sustainability Week was extended to a month. The Sustainability Week/Month aims to create awareness and commitment surrounding Söderberg & Partners' sustainability work.
- In 2024 Söderberg & Partners Asset Management S.A. partnered with Research Institutes of Sweden (RISE) for sustainability training on water-related issues.
- New employees involved in analysis or portfolio management in Luxembourg all participate in training on Sustainable Investments from UN PRI (Principles for Responsible Investment).
- S&P WM AB was ranked number two in the "Sustainable investments" category in Kantar Sifo Prospera's Private Banking survey. Even though this is a shift from last year's number one ranking, this shows that our clients consider us to be a leader in terms of sustainability in the industry.



In 2024,

72 per cent

of all active employees in Sweden participated in some form of training in sustainability.

82 per cent

of employees in Sweden with the relevant roles have participated in in-depth sustainability training adapted to their role, where it was offered.

- As in previous years, Söderberg & Partners Insurance Consulting AB conducted a survey among its customers to investigate whether they believe we are leading the development in the industry and how important sustainability is when selecting a partner. Overall, our survey results have improved compared to last year.
- In the employee survey in Sweden, we ask three questions regarding sustainability. While the results have shown a decrease compared to last year, this presents an opportunity to enhance our focus and drive improvement.

"1,156 participants from all countries took part in the international Sustainability Month 2024."

Targets for 2022-2024

The targets are that Söderberg & Partners shall work with regular and relevant skill-enhancing initiatives on sustainability for all employees to raise awareness.

- As new studies and techniques are made available, there is a need to update knowledge and improve skills. Our ambition to be a leading sustainability player requires that employees are well informed and knowledgeable in the field. Our target is that all active employees of Söderberg & Partners must have completed some form of sustainability training.
- It is also important for sustainability training to be role-related, e.g. training for advisors about the new sustainability regulations and their impact on advice. Our target is that the proportion of employees who have undergone in-depth role-related sustainability training must reach 75 per cent of those in a relevant role, where available.
- Söderberg & Partners wants to be perceived by clients and employees as a sustainability leader within our industry. Our target is to do better in customer and employee survey results on sustainability.

How We Measure

- Proportion of active employees who have completed sustainability training.
- Proportion of employees who have completed in-depth role-related sustainability training.
- Clients' and employees' perception of Söderberg & Partners' sustainability efforts measured in annual stakeholder surveys.

During May, Söderberg & Partners organised a Sustainability Month with the aim of educating and encouraging employees to make more sustainable decisions in their daily lives. A Sustainability Week has been organised since 2021, but this was the first time the event was extended to a month. All employees were able to earn points by completing as many sustainability challenges as possible. These points were then converted into a donation to Save the Children's "Safe Return to Learning" project in Ukraine.



Social Responsibility



SDG Target 10.2

Promote universal social, economic and political inclusion



Achievements in Sweden 2024

- During 2024 we have supported Save the Children's education projects in Ukraine. The support will be used to provide psychosocial support to teachers and students in the exposed areas, refurbish shelters so that schools can open again, and help children who have fallen behind catch up with their education.
- In December, we arranged our annual Christmas event together with Barn till ensamma mammor – an organisation that supports mothers and children living in socially and economically vulnerable conditions. The purpose of the Christmas event is to create a wonderful childhood memory and give the families a chance to connect with each other and, of course – celebrate Christmas!
- During 2024 we have also supported organisations such as the Swedish Childhood Cancer Fund, Save the Children Sweden, Our Kids' Climate, Läxhjälpen and the Music Aid.

Targets for Sweden

- Söderberg & Partners shall contribute to sustainable development by actively promoting young people's and children's well-being and creating a more sustainable future for them. Our main focus is on health, education and climate.
- Söderberg & Partners' commitment to CSR is important to the organisation. In Sweden we encourage our employees to get involved in our common projects and other initiatives for a more sustainable future. We offer our employees the opportunity to dedicate one workday every year to a good cause.

How We Measure in Sweden

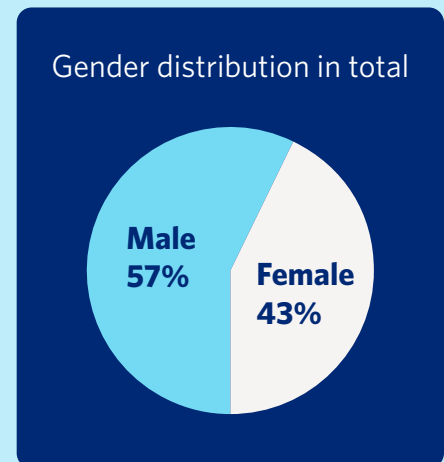
- Number of CSR projects undertaken by Söderberg & Partners and enabling employees to contribute to a good cause.



Sustainable Employees


Söderberg & Partners works continuously to create a healthy, meaningful and engaging workplace for all employees. We want to be the most attractive employer for the industry's most competent employees. Health, working conditions, development and learning, recruitment, equal treatment and labour rights are important matters for us.

The group had an average of **4,209 full-time employees** in 2024. The organisation is, however, growing every day, so the number of employees is constantly changing.



Söderberg & Partners has offices in Sweden, Finland, Norway, Spain, the United Kingdom, Denmark, Luxembourg and The Netherlands. The headquarters is located in Stockholm, Sweden.


* Only applies to the IT operations in Spain.
 ** Only applies to UK Wealth Management and UK Asset Management.
 *** Only applies to the head office in The Netherlands.


 Sweden	
Full-time employees	1,868
Employee turnover	14.2%
Gender distribution (men/women)	61%/39%


 Finland	
Full-time employees	77
Employee turnover	4.98%
Gender distribution (men/women)	52% / 48%

 Norway	
Full-time employees	581
Employee turnover	No figure available
Gender distribution (men/women)	63%/37%

 Spain	
Full-time employees	224
Employee turnover	18.92%*
Gender distribution (men/women)	43%/57%

 UK	
Full-time employees	93
Employee turnover	0.00%**
Gender distribution (men/women)	51% / 49%

 Denmark	
Full-time employees	239
Employee turnover	No figure available
Gender distribution (men/women)	56%/44%

 Luxembourg	
Full-time employees	7
Employee turnover	15.38%
Gender distribution (men/women)	85%/15%

 Netherlands	
Full-time employees	1,121
Employee turnover	20.90%***
Gender distribution (men/women)	50%/50%

Promote a Healthy Lifestyle



SDG target 3

Promote a healthy lifestyle and well-being

Achievements in Sweden 2024

- Our Health Strategy has continued to focus on the Healthy Mind Platter. This year we have put extra effort into Psychological Safety and Focus Time.
- The use of our wellness allowance has increased to 82%.
- The annual employee survey shows that perceived well-being, as well as quality of sleep, has improved. Physical activity attaining the WHO recommendations is unchanged.
- Several information posts have been created on topics about health and wellbeing, some of them connected to the Healthy Mind Platter. One of our employees has also produced a series of digital mindfulness sessions.
- Several health-focused elements were included in the Sustainability Month.
- A pilot project with health tests via blood samples has been conducted, with 100 participants. The results were generally good. Several factors were better than the comparison index, such as physical activity, eating habits and stress. The greatest health risks were found in elevated blood fats and iron deficiency.
- Lectures and webinars on Women's Health, Psychological Safety, Physical Activity and Sleep.

Targets for Sweden

- The ambition is for our employees to possess a strong level of commitment and to enjoy good physical and mental health.
- We aim to facilitate healthy habits to increase well-being, health and high energy levels.
- A high usage of the wellness allowance.
- Our insurance schemes can be used proactively when someone experiences health challenges or in the event of illness. A high usage rate of the preventative insurance solution indicates that our employees take their responsibility for looking after their own health seriously.

How We Measure in Sweden

- We monitor statistics regarding, for example, overall well-being, physical activity, sleep quality and sick leave.
- We track the percentage use of our yearly wellness allowance, as well as the usage rate of our health insurance schemes.

Equal Treatment



SDG target 5

Equal and fair treatment, regarding gender as well as other personal differences

Achievements in Sweden 2024

- In 2024, we have developed a new statement regarding our equal treatment work which was communicated at the end of 2024. 100% meritocracy = true diversity.
- We worked preventatively in our focus on equal treatment, i.e. we investigated, analysed, acted and followed up on the work in line with a given structure. These efforts included collaboration with employee representatives.
- We educated and developed our employees and leaders to handle and evaluate differences constructively.
- The annual equal pay review has been produced for each company with more than 10 employees as well as at overall group level. As part of this, we are also preparing for the new Pay Transparency Directive.
- Improved and extended parental pay.
- The majority of our employees are positive about combining work with parenthood, but in recent years the proportion has decreased.
- We communicated internally in various ways about the importance of treating everyone with respect, and that we have zero tolerance for discrimination. We have also communicated this externally at both Pride and Rocka sockorna.

Targets for Sweden

- Our diverse experiences, backgrounds and knowledge provide unique perspectives, enriching our culture and enhancing our capacity for innovation and competitiveness – and enable us to live up to our vision.
- We have zero tolerance for discrimination and harassment, and we provide equal conditions and opportunities regardless of background and identity.
- We work actively to create a work environment where all employees feel seen, heard and respected.
- We recruit and promote on merit, potential and competence without discrimination or prejudice.

How We Measure in Sweden

- The annual equal pay review analyses remuneration and terms of employment according to gender.
- In our annual employee survey, we ask whether any employee has experienced discrimination, harassment, or sexual abuse and if so, whether it has been reported. This question is also included in the employee dialogues, with an additional question asking if you know how and where to report a possible incident.
- We also follow up on data in the survey regarding whether it is easy to reconcile work and parenthood.





Sick leave Sweden (%) 2024
3.43 Female
0.79 Male

SICK LEAVE SWEDEN (%)*	2024	2023	2022	2021	2020
Female	3.43	2.58	3.3	3.14	3.18
Male	0.79	0.72	0.98	0.57	0.89
Total	1.82	1.44	1.88	1.71	1.8

The figures for sick leave for the years 2020–2022 were not correct in the Sustainability Report 2022 and therefore the figures will differ from that report.

Work Environment and Health

4 QUALITY EDUCATION

SDG target 4
 Stimulate and engage in lifelong development and learning

8 DECENT WORK AND ECONOMIC GROWTH

SDG target 8.5
 A good, safe and stimulating work environment for all employees

Achievements in Sweden 2024

- Employee satisfaction has increased even more from last year with a total score of 5.96 out of 7. For teams with lower results, action plans are set and no manager with low results last year remains at the lower level this year.
- Sick leave is still very low, at 1.82%.
- We continue our structured way of following up on and rehabilitating employees who are on long-term sick leave.
- All our offices have an office manager with responsibilities for the work environment at the office.
- The number of structured employee dialogues in our Heartpace system is increasing year by year. This year our managers conducted 1,482 registered dialogues. 77% of our employees think they have had a high-quality employee dialogue with their manager during 2024.
- Sustainability Month is an important and knowledge-intensive month when we focus on sustainability from an economic, ecological and social perspective.
- A new Emergency Plan regarding physical safety has been developed.
- Four times a year, the HR department in Sweden arranges an onboarding day for new employees. A total of 145 people attended our onboarding days in 2024.
- We have a digital onboarding programme providing a wide range of knowledge about Söderberg & Partners, which 221 employees in Sweden attended during 2024.
- We also launched a new international introductory training programme for new employees in all countries. 205 employees participated in the training programme 2024.

- Internal material has been updated based on the Swedish Work Environment Authority's review and update of all work environment regulations.
- We have followed up on holiday usage to ensure sufficient recovery time for all employees.
- New managers are offered two different internal full-day courses to provide guidance for being in leadership. 62 managers participated in these two training courses in 2024.
- HR have created workshops on Psychological Safety and Focus Time, as well as a workshop regarding how to create a driven and motivating culture.
- During 2023 and 2024 there has been a large project to change our HR platform; the new system will provide us with better and more accurate HR data.

Targets for Sweden

- We aim to create a healthy workplace for all employees, where the risks of work injuries and work-related illness are prevented.
- We regularly examine the social and organisational work environment through employee interviews, an employee survey, weekly meetings and other dialogue.
- Sick leave maximum 2.5 per cent.
- Employee satisfaction in Sweden should be at least 5.8 out of 7 in the following areas: My work situation, My manager, My team, Söderberg & Partners' values, and Sustainability.
- Everyone at Söderberg & Partners has at least one employee dialogue per year where the manager and employee discuss goals and direction, training needs and the purpose of the goals.

How We Measure in Sweden

- We monitor and take action regarding the scores from the employee survey.
- We collect and compile sick-leave statistics.
- We count the number of employee dialogues conducted.

Transportation



SDG target 11.2

Affordable and sustainable transport systems



Achievements 2024

- In Sweden, we have reduced the environmental impact of transport per employee from an average of 343 kilograms of carbon dioxide between 2019–2021 to an average of 257 kilograms of carbon dioxide between 2022 and 2024.
- We have managed to reduce the number of short flights (< 500 km) in Sweden by an average of 15 per cent between 2022 and 2024, compared to the last three-year period, reaching our goal of reducing these flights by at least 10 per cent.
- In 2024, the percentage of our company cars in Sweden that emit less than 50 grams of carbon dioxide per kilometre was 83, which means that we achieved our target of at least 50 per cent.

Targets for 2022–2024

The targets are that Söderberg & Partners shall reduce the environmental impact from transport by choosing more environmentally friendly modes of transport.

- As the organisation grows, some travel is inevitable, and local presence is important to our stakeholders. We promote, and encourage our employees to choose, environmentally friendly modes of transportation. Our target is to reduce the environmental impact from transport per employee compared to the last three-year period.

- We always promote train travel for our employees on their business trips, and air travel should only be chosen as a last option and only if the journey by train takes longer than four hours, according to our Travel Guidelines that we updated in 2022. Our target is to reduce the number of short flights (< 500 km) by 10 per cent compared to the last three-year period.
- In Sweden, employees can order a company car via our car leasing programme Autoplan. In order to create incentives for our employees to choose an environmentally friendly company car, we introduced a policy in June 2019 stating that employees who order a new company car that is less environmentally friendly must contribute to Söderberg & Partners' climate compensation system. Our target is to increase the percentage of cars that emit less than 50 grams of carbon dioxide per kilometre to 50 per cent.

How We Measure

- Carbon dioxide emissions per employee per year.
- The number of short flights (< 500 km).
- Percentage of cars that emit less than 50 grams of carbon dioxide per kilometre.

Energy and Resource Consumption

7 AFFORDABLE AND CLEAN ENERGY

SDG target 7.2
Increase global percentage of renewable energy

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SDG target 12.2
Sustainable management and use of natural resources

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SDG target 12.5
Substantially reduce waste generation

Achievements 2024

- 95 per cent of all Söderberg & Partners offices in Sweden with control over their own electricity supplier have an electricity contract with green electricity.
- Between 2022 and 2024, the emissions from energy consumption per employee in Sweden was an average of 9.32 kilograms of carbon dioxide compared to an average of 12.80 for the last three-year period (2019-2021).
- In 2024 (and 2023), our usage of office paper increased in Sweden compared to 2021 and 2022, when most employees worked from home because of the pandemic. This usage is still much reduced compared to the previous three-year period.*
- We have continued to work with our suppliers in line with our Procurement guidelines during 2024 encouraging suppliers to strive to minimise the adverse environmental impact of their activities, products and services. This is done through a proactive approach and responsible management of their environmental aspects.

Targets for 2022-2024

The targets are that Söderberg & Partners shall work systematically to reduce the environmental impact arising from energy use and consumables in the organisation.

- One way to reduce the environmental impact from the use of energy is to use green electricity, i.e. energy produced from renewable sources. Our target has therefore been for all our offices with control over their electricity supplier to change their current electricity contracts to green electricity within two years from initial start. This target was almost reached, being at 95 per cent at the end of the target period.
- We have made efforts to reduce our consumption of energy, and our target has been to reduce the environmental impact (kilograms of carbon dioxide) of energy consumption per employee compared to the previous three-year period.
- As digitalisation continues, paper consumption has decreased over time, but there is still more we can do to reduce it further. Our target has been to reduce the environmental impact (kilograms of carbon dioxide) of paper consumption per employee compared to the last three-year period. This target was achieved.

How We Measure

- Proportion of offices with control over their own electricity supplier that have an electricity contract with green electricity.
- Environmental impact (kilograms of carbon dioxide) of energy consumption per employee per year.
- Environmental impact (kilograms of carbon dioxide) of printed paper per employee per year.

95 per cent

of all Söderberg & Partners offices in Sweden with control over their own electricity supplier have an electricity contract with green electricity.

* We receive the carbon footprint in kg CO₂ per tonne of office paper produced from one of our suppliers each year. The figure from 2024 is based on the reported data from 2023 as we await data from 2024.

Our Carbon Footprint

The reporting considers the following greenhouse gases, all converted into CO₂-equivalents: CO₂, CH₄ (methane), N₂O (nitrous oxide), SF₆, HFCs, PFCs and NF₃. All emissions are expressed in tCO₂e.

ENERGY CONSUMPTION	2024	2023
CATEGORY		
Scope 1 energy (MWh)	5,283.6	642.3
Scope 1 renewable energy share (%)	9.5	7.8
Scope 2 energy (MWh)	7,215.6	7,298.3
Scope 2 renewable energy share (location-based) (%)*	62.1	76.3
Scope 2 renewable energy share (market-based) (%)**	21.8	30.4
SCOPE 1		
EMISSION SOURCE		
Petrol	1,227.4	67.2
Diesel	34.8	91.1
Total Scope 1	1,262.2	158.3
SCOPE 2		
EMISSION SOURCE		
Electricity, location-based	698.0	108.5
Electricity, market-based	1,786.6	1,238.1
District heating	88.2	114.4
District cooling	0.5	0
Heat natural gas	6.3	22.2
Total Scope 2, location-based	793.0	245.2
Total Scope 2, market-based	1,881.6	1,374.7
SCOPE 3		
EMISSION SOURCE		
Purchased goods and services	8,654.4	8,969.1
Capital goods	20.9	1.6
Fuel-and-energy-related activities	532.0	152
Upstream transportation and distribution	42.5	102.6
Waste	373.1	96.9
Business travel	3,693.0	1,699.3
Employee commuting	3,827.1	1,259.6
Investments	416,502.4	196,774.8
Total Scope 3 emissions	433,645.4	209,055.9
Total Scope 1, 2 & 3, location-based	435,700.6	209,459.3
Total Scope 1, 2 & 3, market-based	436,789.2	210,588.9

* The renewable energy share for purchased electricity is based on the national electricity mixes for the reporting countries.

** The renewable energy share for purchased electricity is based on purchases of renewable energy with guarantees of origin. In 2024, 1.2 per cent of the electricity was identified to be purchased as renewable.

GHG Emissions Accounting

For the 2024 reporting, we have adhered to the same principles as in the previous years, with a specific emphasis on enhancing the coverage of reporting.

Our efforts have been directed towards improving the comprehensiveness of our emissions data to ensure a more nuanced understanding of our environmental impact and higher coverage of our different locations and business units. In this methodology, emissions data is gathered and classified by Scope 1, 2 and 3, covering direct and indirect emission sources as defined by the GHG Protocol. The purpose of the disclosure is to map the entire value chain to demonstrate where the emissions mainly occur, with the aim of being able to set long-term targets for emissions reduction.

Due to this year's expanded scope, the availability and precision of the data has still varied within the organisation during 2024. Therefore, a hybrid model methodology has been utilised to include as much of the emissions data as possible in the inventory. This approach involves using primarily activity-based data and using both estimates and spend-based data as a secondary option.

The **activity-based method** is based on collecting data across the value chain at a granular level. This is based on activities undertaken by the organisation's value chain, and recorded raw data is quantified into emissions data by using emission factors from credible sources. This is either represented by supplier-specific data or by using corresponding generic emission factors.

The **spend-based method** reflects the financial value of a purchased product or service, which is then multiplied by an emission factor. The spend-based emission factors are based on industry average greenhouse gas emissions levels.

We are continuing to work to extend the scope and quality of our reporting, both regarding the countries and business areas included but also regarding the emissions categories included.

Emissions from the Wealth Management business area in Denmark is included for the first time, and actual data has been collected for the Non-life Insurance business area in Norway for the first time, rather than relying on estimations. The scope for the category of Investments has been extended, and now also includes data from the Wealth Management business areas in Denmark and Norway.

We have not been able to collect data for all our operations in Spain, Denmark, the United Kingdom and The Netherlands. Estimations have been made to cover all the operations in The Netherlands, but not in the other countries, due to unclear reporting boundaries. Further internal clarity will be worked on. For the category of employee commuting the full number of employees have been included in the extrapolations for all countries.

Emissions Overview

Scope 1 includes all direct emission sources.

This includes all use of fuels for stationary combustion or transportation in owned and (depending on the consolidation approach selected) leased or rented assets. In the 2024 GHG accounting, fuel use in company cars was included in Scope 1.

Scope 2 includes indirect emissions related to purchased energy for electricity and heating/cooling used in assets over which the organisation has operational control. The electricity emission factors used are based on national gross electricity production mixes from the International Energy Agency's statistics (IEA Stat). Emission factors for district heating/cooling were provided by the local energy suppliers. Electricity, heating and cooling are included in 2024's GHG accounting.

Scope 3 includes indirect emissions resulting from value chain activities. The Scope 3 emissions are a result of the organisation's upstream and downstream activities not controlled by the organisation, i.e., indirect activities. Scope 3 categories are included based on relevance and availability of data, which varies between countries and business areas.

Business Ethics and Compliance

Financial companies within Söderberg & Partners have established and implemented governance documents and ethical guidelines for each part of the business. The documents are for the purpose of governing business operations and ensuring that the financial companies are always aligned with internal requirements and applicable external requirements. Our services must live up to several basic principles with broad roots in that society. The starting point is that the companies respect human rights, anti-corruption, labour law and the environment.

The authorised business activities within Söderberg & Partners consist of securities trading, fund management and insurance brokerage, which means that these activities are conducted under the supervision of the national supervisory authorities in accordance with applicable laws and regulations as well as general guidelines issued by the authorities. Companies with such authorisation are referred to below as “financial companies”. Internal quality control is an important part of being able to work on continuous improvement of the way business is conducted. Policies and systems for handling customer complaints to manage these appropriately and objectively are established. There are also explicit knowledge requirements for both management and employees where the results are followed up regularly.

Another aspect of the internal quality and risk management work is the web-based incident reporting system. Employees report irregularities and violations of the internal regulations that can damage the business. The system provides support for incident management with the long-term objective of ensuring that appropriate measures are taken to improve the business and prevent similar incidents from occurring again.

The system enables anonymous reporting, which can be used for whistleblowing purposes. In addition, Söderberg & Partners also has another whistleblowing procedure where whistleblowing can be conducted via an outsourced, objective external party.

For companies operating under the national supervisory authorities, a common framework for risk identification is applied. By identifying risk areas and proposing mitigating actions, these companies are continuously strengthening the risk management framework and related procedures. Incident reporting provides an opportunity to verify that the risk identification framework is comprehensive and exhaustive.

The risk management activities are generally conducted through three lines of defence. The first line of defence is responsible for risk identification and risk management, as well as for regulatory compliance. It comprises the employees and the CEO in the respective company. The second line of defence consists of the Compliance Function and Risk Management Function. These functions work independently and report directly to the Board of Directors in the respective company.

The Compliance Function is an independent control function that is responsible for assessing and verifying that the authorised business is conducted in accordance with applicable laws and regulations, market standards and internal requirements. In addition to monitoring and testing the suitability and efficiency of the financial companies’ internal procedures, the function also provides support and advice on mitigating compliance risks when so required by the first line of defence. The Compliance Function continuously assesses possible impacts on the business depending on changes in the regulatory environment.



The Risk Management Function is an independent control function that provides a common framework for Söderberg & Partners' risk identification process. In addition to monitoring, identifying, measuring and continuously reporting risks that the business is exposed to, the function also, if deemed necessary, supports the business in the work of setting up appropriate actions to mitigate identified risks, although the businesses themselves are responsible for the risk mitigation activities.

The third line of defence consists of Internal Audit, which is a function that reports directly to the Board of Directors in the respective company. Internal Audit evaluates and verifies that the internal control environment and current risk management within the financial companies perform satisfactorily. The function conducts its work independently of the business operations in the same way as the Compliance and Risk Management Functions.

RISK MANAGEMENT ACTIVITIES ARE GENERALLY CONDUCTED THROUGH THREE LINES OF DEFENCE:

- 1 Risk identification and risk management
- 2 Compliance function and risk management function
- 3 Internal audit

APPENDIX

Sustainability in Söderberg & Partners Wealth Management AB

Söderberg & Partners Wealth Management AB (“S&P WM AB”) has implemented its own sustainability policy, which is based on the Group-wide sustainability policy and more accurately reflects our business operations. The ambition is to take both the direct and indirect aspects of our actions into account over time and to create a positive structure for working with sustainability issues.

S&P WM AB was awarded second place in the “Sustainable Investments” category in the 2024 Kantar Sifo Prospera’s Private Banking survey. This recognition underscores our clients’ perception of us as an industry leader in sustainability.

The impact of S&P WM AB is primarily indirect, through the decisions made in accordance with our advice and through our choice of suppliers. We educate our advisors and analysts so that they are well-informed and knowledgeable regarding sustainability. By the end of 2024, all S&P WM AB advisors had completed the Annual Knowledge Update Course, covering sustainability matters.

S&P WM AB strives to ensure that advisors always have access to relevant sustainability analyses. In our own platform (S&P Depå), 85 per cent of all funds have a sustainability rating.

S&P WM AB constantly strives to reduce the energy consumption of our offices and the use of consumables. By the end of 2024, 92 per cent of S&P WM AB offices with control over their own electricity supplier had an electricity contract with green electricity.

We strive to choose the most environmentally friendly alternatives for passenger transport. We have guidelines for business travel in Sweden which state that we should choose the most environmentally friendly mode of transport. For example, we should prioritise train travel over flights for journeys of up to four hours, with flying considered only as a last resort.

Our Carbon Footprint for S&P WM AB

Our carbon footprint for S&P WM AB is a proxy based on the data for Sweden and the percentage of the average of full-time employees in S&P WM AB compared to the average number of full-time employees in Sweden. However, all the emissions from investments in Sweden are allocated to S&P WM AB, as this is where they originate.

The reporting considers the following greenhouse gases, all converted into CO₂-equivalents: CO₂, CH₄ (methane), N₂O (nitrous oxide), SF₆, HFCs, PFCs and NF₃. All emissions are expressed in tCO₂e.

CATEGORY	2024	2023	SICK LEAVE (%)	2024	2023	2022	2021
ENERGY CONSUMPTION							
Scope 2 energy (MWh)	236.8	256.5	Female	2.15	1	1.27	1.17
Scope 2 renewable energy share (location-based) (%)*	67.3	69.3	Male	0.51	0.85	1.18	0.72
Scope 2 renewable energy share (market-based) (%)**	40.5	30.7	Total	1.11	0.95	1.21	1.03
SCOPE 1							
Petrol	0	0					
Diesel	0	0					
Total Scope 1	0	0					
SCOPE 2							
Electricity, location-based	1.1	1.7					
Electricity, market-based	6.4	5.8					
District heating	6.1	4.9					
District cooling	0	0					
Total Scope 2, location-based	7.2	6.6					
Total Scope 2, market-based	12.6	10.7					
SCOPE 3							
Purchased goods and services	529.1	509.1					
Capital goods	1.6	0.1					
Fuel-and-energy-related activities	1.9	2.5					
Upstream transportation and distribution	2.8	6.1					
Waste	4.1	5.2					
Business travel	93.8	92.6					
Employee commuting	57.8	62.8					
Investments	153,473.4	122,231.3					
Total Scope 3 emissions	154,164.6	122,909.8					
Total Scope 1, 2 & 3, location-based	154,171.8	122,916.4					
Total Scope 1, 2 & 3, market-based	154,177.2	122,920.5					

* The renewable energy share for purchased electricity is based on the national electricity mixes for the reporting countries.

** The renewable energy share for purchased electricity is based on purchases of renewable energy with guarantees of origin. In 2024, 0.2 per cent of the electricity in Sweden was identified renewables purchasing.



Second place in Sustainable Investments

In 2024, Söderberg & Partners Wealth Management AB was awarded second place in the "Sustainable Investments" category in Kantar Sifo Prospera's Private Banking survey. This shows that our clients consider us to be a leader in terms of sustainability in the industry.



Söderberg
& Partners