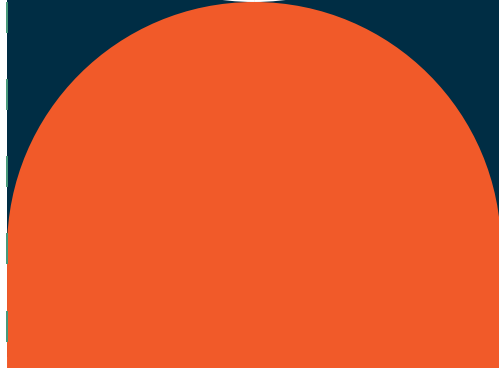
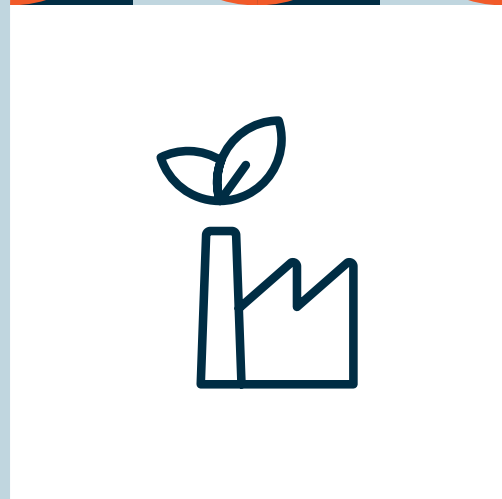
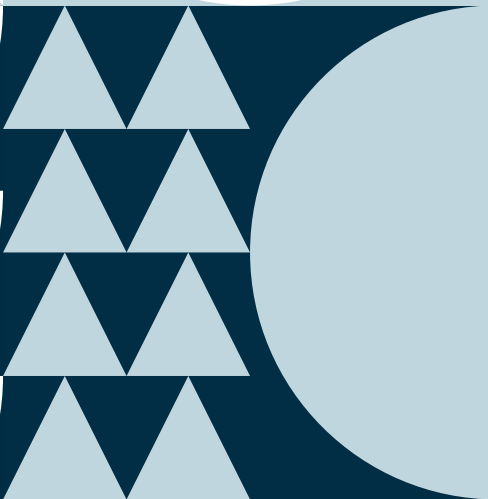
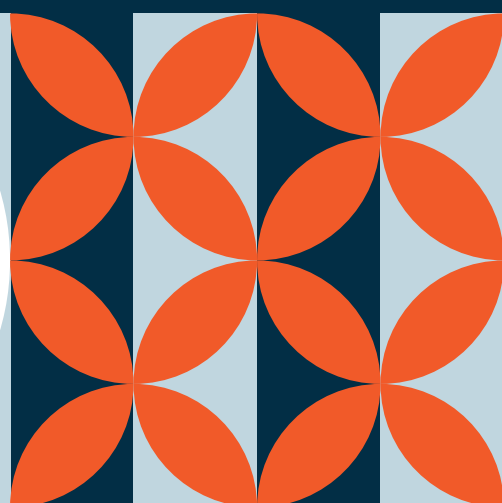
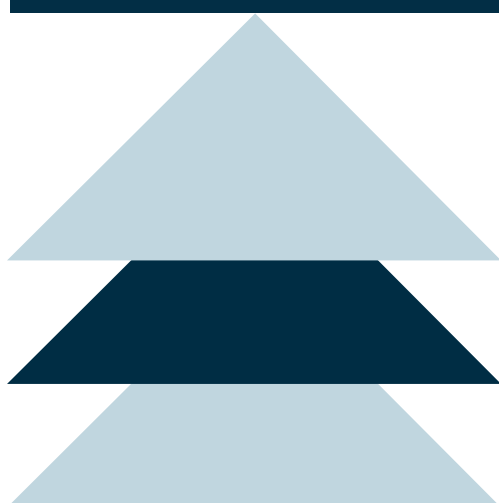


Sustainability report 2024

2050 Consulting AB



Introduction to this report

This report is based on the sustainability reporting standard, Voluntary Reporting Standard for Small and Medium-sized Enterprises (VSME), applying both the Basic Module and the Comprehensive Module. Furthermore, in addition to the disclosures included in the VSME standard, we have chosen to provide additional information that goes beyond the core content of the VSME standard. This approach allows us to present a more complete and transparent view of our sustainability performance and context. In this way we can better address stakeholder interests, provide relevant background, and strengthen the clarity and credibility of our reporting. Please see our VSME Index on page 34 for an overview of all disclosures, including our additional disclosures.

The report is consolidated on an individual basis, in line with our financial statements, and covers the full company, 2050 Consulting AB, for the year 2024. If nothing else is stated, the provided data and KPIs represents 2024.

For this sustainability report, we apply the VSME framework guided by the principle of including all information relevant to our business and stakeholders. Our aim is to provide a fair and balanced picture of how our operations affect people and the environment, while supporting transparency and clarity for all stakeholders. Where certain information is not included, we explain why in the VSME index.

At 2050 Consulting we are committed to transparently reporting on our impacts, risks and opportunities, and to inspiring others to do the same. We believe that all companies benefit from openly disclosing their sustainability impacts throughout the value chain. We also believe that every company should understand its impacts and risks to enable setting and tracking of concrete goals, supporting informed decisions and priorities for the future.

To ensure that this report focuses on the most relevant topics for our business and stakeholders, we have conducted a double materiality assessment (DMA). The DMA covers our entire value chain, as it is central to understanding both our impacts and related financial risks, and to identifying where we can drive real, long-term change. The approach we used for the DMA is inspired by the methodology described in the European Sustainability Reporting Standard (ESRS) and has guided the structure and priorities of this report (see page 8 for further information).

Even though the DMA primarily guides the content of this report, we have also included other key data that underpins our climate calculations, along with figures and metrics that support transparency. This ensures that the report not only reflects our most material topics but also provides a broader context for understanding our sustainability performance and the actions we take across our value chain (please see page 34 for an overview of the disclosures included).

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Message from the CEO and 2024 in review



Photo: Rosie Alm

2050 Consulting was founded 12 years ago with the conviction that sustainability and profitability go hand in hand. Throughout 2024, we have continued to accelerate the transition together with our clients, always with the goal of creating good business on a prosperous planet. Our strength lies in transforming the often vague concept of sustainability into concrete strategies and business plans that contribute to both increased profitability and a more sustainable world. With this report, we want to demonstrate how even small companies can visualize their sustainability work.

We are proud that our climate targets are now approved by the Science Based Targets initiative (SBTi), and that we are committed to reaching net zero as early as 2040—a decade ahead of the

Paris Agreement's benchmark. We are especially pleased that, over the years, we have helped nearly 100 companies set their own SBT targets, raising the level of ambition in the business community and making real change.

Our report is built on transparency and science, but also on the insight that every step—large or small—contributes to the necessary transition. We want to inspire more people to take the lead, to collaborate, and to see sustainability as a natural part of business. Together, we can create long-term impact, both for future generations and shareholders.

Markus Ekelund
CEO, 2050 Consulting AB

Company Overview

Our Purpose

2050 Consulting was founded in 2013 by a group of passionate individuals committed to merging business, sustainability, and climate action. Since day one, our mission has been to help companies transform sustainability challenges into strategic opportunities guided by our vision of good business on a thriving planet. Our promise, *Fast forward – together*, reflects our way of working: accelerating change with courage, creativity, and optimism. 2050 Consulting exists to accelerate the transformation towards sustainable business within planetary boundaries and today, we are an established and continuously growing business with a vision to make a difference. 2050 Consulting's entire existence and company name are about never losing focus on sustainability issues and the goal of a net-zero world by 2050.

Who we are

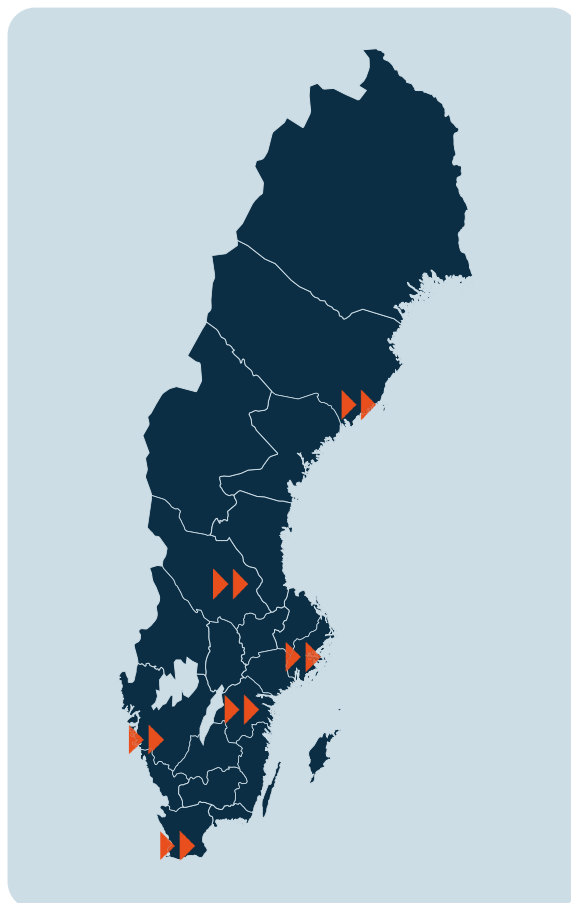
We are a Sweden-based consultancy, with all owners actively engaged in the business, offering expert advisory services within all sustainability strategic areas. Our offices in Stockholm, Gothenburg, Malmö, Linköping, and Falun, along with a local presence in Umeå, allow us to work closely with clients across the country and internationally. We operate at the intersection of business, policy, and research taking a science-based approach to everything we do.

As the first dedicated sustainability consultancy in Sweden with both short- and long-term net-zero targets approved by the Science Based Targets initiative (SBTi), we lead by example (see page 28 for more information). Over the past three years, we have supported more than 500 clients from the stock exchange's A-list to smaller growth firms often following them through ownership structures and value chains to capture synergies, identify risks and opportunities, and ensure results are embedded across operations.

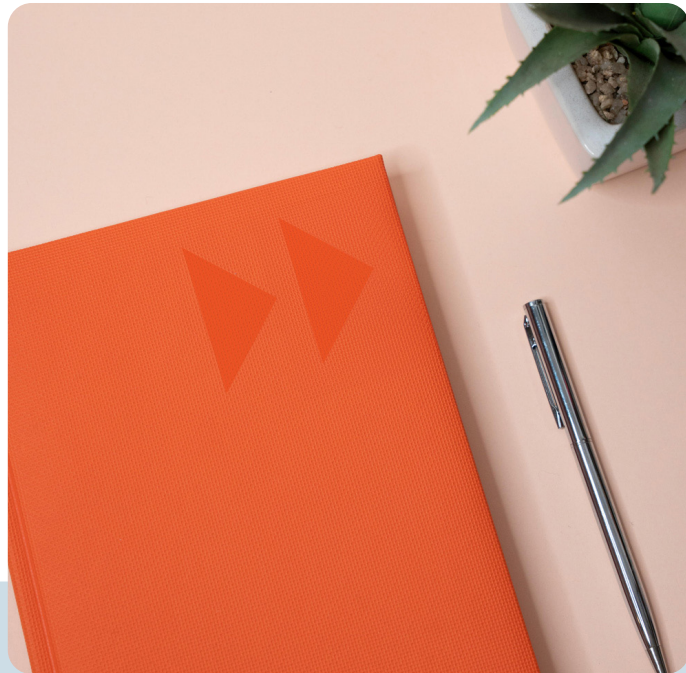
What we do

We work with companies across the private and public sector, including construction, automotive, forestry, food, retail, energy, banking and finance, manufacturing, transportation and non-profit organizations. For each sector we have a group led by a dedicated sector lead who monitors market developments, industry challenges, and regulatory changes to ensure our advice is relevant and impactful.

Most often, we are hired by companies to carry out defined projects from strategic initiatives to specialized analyses and implementations under agreed timelines and scopes. We work on a project basis, either with fixed pricing for clearly defined assignments or with time-based contracts.



Our consultancy services cover the full spectrum of sustainability needs:



Analyze

We assist companies from various industries in understanding their climate and environmental impact, as well as the risks and opportunities it presents throughout the entire value chain.

Communicate

An important part of the transition journey is to communicate success transparently and influence stakeholders. Significant global changes and regulations have increased the need for specialized sustainability expertise in brand and communication efforts.

Staffing

In addition to project-based work, we also provide interim staffing solutions for companies in need of in-house sustainability expertise. Our proprietary models, methods, and digital tools are designed to give clients the most effective and efficient consulting support possible.

Set goals and strategy

The starting point is to integrate sustainability efforts into a broader business context. Together, we formulate ambitions, define relevant goals, and design and implement strategies aligned with our client's business objectives.

Report

The new stringent requirements for sustainability reporting, in accordance with different standards, such as CSRD, VSME, GRI or CDP, pose a challenge for many companies. The aim is for all companies within the EU to operate on the same level, ensuring that those who wish to invest in these companies have consistent and reliable information. We also support companies in their work to report according to the EU Taxonomy, CBAM and EUDR.

Develop skills

We assist companies with enhancing sustainability and climate competence for employees, management, boards, or networks. We offer both open and tailored training programs.

Implement

We realize the implementation of our client's sustainability goals and ensure they contribute to both impact and profitable business. Our teams implement and accelerate the needed change initiatives internally and externally. We act as change leaders and ensure that the correct stakeholders are involved for effective implementation.

Climate finance

The capacity for permanent carbon storage needs to be rapidly expanded, and natural carbon sinks need to be protected. 2050 Consulting offers a comprehensive solution for science-based climate financing.

Our organization

Our strength lies in the diversity of our team: consultants with backgrounds spanning multiple industries and disciplines, united by a commitment to sustainable transformation. The organization is structured into four business areas, based on our office locations, each led by a Business Area Director and supported by group-leads who drive service development, knowledge sharing, and quality assurance.

2050 Consulting's management team, led by CEO and founder Markus Ekelund (See page 4) who is an expert in business and organizational development with a strong focus on sustainability and leadership, includes:



Ellinor Mårtensson

CFO, responsible for financial management and project profitability.



Malin Forsgren

Business Area Director Linköping with extensive experience in business development and policy.



Björn Haring

HR Manager, who leads organizational and leadership development.



Mats Tedenvall

Business Area Director Malmö, an expert in sustainability strategy and climate analysis.



Anna Rindejell

Market Director and Business Area Director Stockholm specializing in change management, strategy, and brand development.



Victor Norberg

Business Area Director Gothenburg, focusing on sustainable and customer-driven business and strategy development.

Our board is chaired by Ingrid Petersson, an experienced sustainability leader having served as Director-General at Formas, EU Science Relations and Collaborations Leader at Astra Zeneca and State Secretary at the Ministry of Agriculture. Other board members include Markus Ekelund, CEO and founder, Göran Erselius, founder and expert in climate and environmental analysis, Malin Forsgren, Business Area Director Linköping, and Mikael Karlsson, Senior Lector and Associate Professor at Uppsala University.

Together, we combine strategic insight, technical expertise, and a hands-on approach to help our clients move faster towards a net-zero, resilient, and profitable future.

- **Number of employees*: 63**
- **Balance sheet total: 23.46 MSEK****
- **Turnover: 82.86 MSEK****

** Average number of employees, FTE. The average is calculated as the total number of employees at the beginning and end of the year divided by two. FTE (Full-Time Equivalent) represents the total hours worked by all employees, divided by the average annual hours of a full-time employee. All FTE figures are presented rounded to the nearest whole number.*

***See the VSME index on page 34 for the corresponding KPIs expressed in Euro.*

Sites	Address	Postal Code	City	Country	Coordinates
Registered office	Skeppsbron 32	111 30	Stockholm	Sweden	59.32386, 18.07504
Office	Drottninggatan 25	411 14	Gothenburg	Sweden	57.70557, 11.96616
Office	Sturegatan 87	791 60	Falun	Sweden	60.60619, 15.62455
Office	Gjuterigatan 1	582 73	Linköping	Sweden	58.41722, 15.62634
Office	Adelgatan 2	211 22	Malmö	Sweden	55.60732, 13.00217

Gender distribution in governance body*				
	Total number of members*	Total number of members*	Total number of members*	Gender diversity ratio**
Board of Directors	5	2	3	0,67
Management team	7	3	4	0,75

**Headcount, 2024-12-31.*

***Gender diversity ratio is calculated as the number of female members divided by the number of male members.*

Our double materiality assessment

This year, we carried out our first double materiality assessment, an important milestone in understanding both how sustainability topics affect our business and how our business impacts people and the environment. We encourage our clients to undertake the same process, as it provides a solid foundation for prioritizing action, guiding reporting, and strengthening transparency.

While this assessment identifies our current material topics, we remain attentive to developments in sustainability reporting standards and will review our assessment if our activities or external expectations should evolve. This includes monitoring topics that are not material today but may become relevant in the future.

Our sustainability efforts are rooted in the belief that responsible choices, however small, contribute to broader progress on sustainability challenges. By embedding this mindset into our own operations and our work with clients, we aim to drive meaningful changes across environmental, social, and governance topics throughout the value chain.

Methodology

When performing the assessment, we were guided by the principles set out in the European Sustainability Reporting Standards (ESRS), which we have in-depth knowledge of through our work supporting clients with their DMAs and reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD).

Even though we are an SME and therefore not in scope of the CSRD and the ESRS, we have chosen to carry out a DMA inspired by the ESRS methodology, as we believe it is a valuable tool for advancing our sustainability work.

In our DMA we assessed whether the topics and associated sub-topics (as listed in Appendix B of the VSME Standard) were material from an impact perspective and/or from a financial perspective. For impacts we evaluated both positive and negative impacts, and whether impacts were

potential or actual. Financial materiality was assessed through evaluating sustainability-related risks or opportunities.

When assessing impact materiality, four parameters are considered: scale, scope, irremediable character, and likelihood. Scale reflects the severity of a negative impact or the degree to which a positive impact benefits people or the environment. Scope refers to how widespread the impact is. Irremediable character indicates whether, and to what extent, a negative impact can be remedied. For example restoring the environment or affected individuals to their prior state (this parameter is only applicable when assessing negative impacts). Finally, likelihood represents the probability that we directly or indirectly cause or contribute to the impact.

Additionally, when assessing material risks and opportunities, the parameters of potential financial effect and likelihood were used.

We have applied a partly simplified approach, compared to the method described in the ESRS, while still ensuring that the assessment provides a comprehensive basis for this report. For example, our assessment was conducted at the topic and sub-topic, even though the sub-sub-topics (as listed in Appendix B of the VSME Standard) were considered. The evaluation of each impact took into account the four parameters for impact materiality in an integrated way, with the overall assessment based on their combined significance rather than on each parameter separately as prescribed in the ESRS. Our experience from working with DMAs has informed us of this approach and enabled us to apply the parameters in a coherent manner.

Additionally, we have conducted a climate scenario risk analysis, inspired by the methodology prescribed in the ESRS. We performed a structured assessment of how climate change may affect our operations, value chain and strategy. The analysis considered both physical risks, such as floods, heatwaves or storms, and transition risks and



Photo: istockphoto.com

opportunities arising from policy, technology and market shifts linked to the low-carbon transition. It covered three different time horizons, short term (less than 3 years), medium term (5-10 years) and long term (more than 15 years). We used two emission scenarios: one high-emission scenario for physical risks and one 1.5°C scenario with limited or no overshoot for transition risks.

The outcome of the climate scenario analysis served as input to the materiality assessment and, in itself, indicated our business resilience.

Result of the double materiality assessment

Please see section Our policies and Material sustainability topics for more information on our policies, practices, performance and targets related to our material topics.

Climate change

Climate change is one of the most pressing challenges of our time, creating widespread negative impacts on people, ecosystems, and economies. Rising global temperatures, more frequent extreme weather events, and shifting ecological systems disrupt communities, supply chains, and infrastructure that drive costs, uncertainty, and inequality. These realities make climate change a material issue for every organization, including 2050 Consulting.

We recognize that we contribute to climate change and have actual negative impacts on the climate, as we, like any business, emit greenhouse gases. Business travel, office energy use, digital tools, procurement choices, and the growing reliance on energy-intensive AI solutions all add to the global problem of rising emissions. While modest in scale from our business, these impacts are real and part of the cumulative drivers of climate change, which is why climate change is assessed as material for us. By acknowledging that we are both an advisor and a contributor, we hold ourselves accountable to reduce our footprint while ensuring that our expertise helps clients address the same systemic challenge. At the same time, our biggest contribu-

tion to a sustainable future is to help our clients become more sustainable. 2050 Consulting is driven by ambitions to reduce emissions and halt climate change, while ensuring that all dimensions of sustainability are addressed. Over the years, we have supported a significant number of clients in calculating their greenhouse gas (GHG) emissions, setting science-based targets, and developing climate transition plans. A large share of Swedish companies with approved targets under the SBTi have benefitted from our expertise. We also assist clients with climate scenario analysis and the development of adaptation and mitigation measures related to climate change. Through our advisory services, we thereby generate a positive actual impact, especially related to climate change mitigation.

As climate change accelerates, it poses a financial risk to us, as it does to all companies. The conclusion from the climate scenario risk analysis is that extreme weather events are not likely to materially affect our business in the short or medium term. However, they have some potential negative financial effects due to less efficient work or need for a change of premises. In the longer term there is a risk that extreme weather and sea level rise will raise prices for office space. Our conclusion is therefore, that for 2050 Consulting, as a pure

service provider with small physical assets and no production facilities, climate change is not assessed as financially material due to physical risks. However, we have assessed that there is a material transitional risk related to a significant reduction in political commitment to address climate change. Reduced policy ambition could slow the transition, and, in turn, diminish corporate demand for the advisory services that form the core of our business model.

At the same time, our core business strategy is to transform sustainability challenges into strategic opportunities. Therefore, climate change represents a material opportunity for us. This translates into greater expected demand for our services, driven in the short to medium term by stronger climate policies, and in the long term by the accelerating physical impacts of climate change.

Our resilience to transition risks is low in the short and medium term. We are sensitive to fast and unexpected changes in political will to fight climate change but can adapt in a longer term. We are also convinced that accelerating effects of climate change in the long term will significantly increase demand for our services, as companies increasingly seek support to manage risks and adapt their operations.

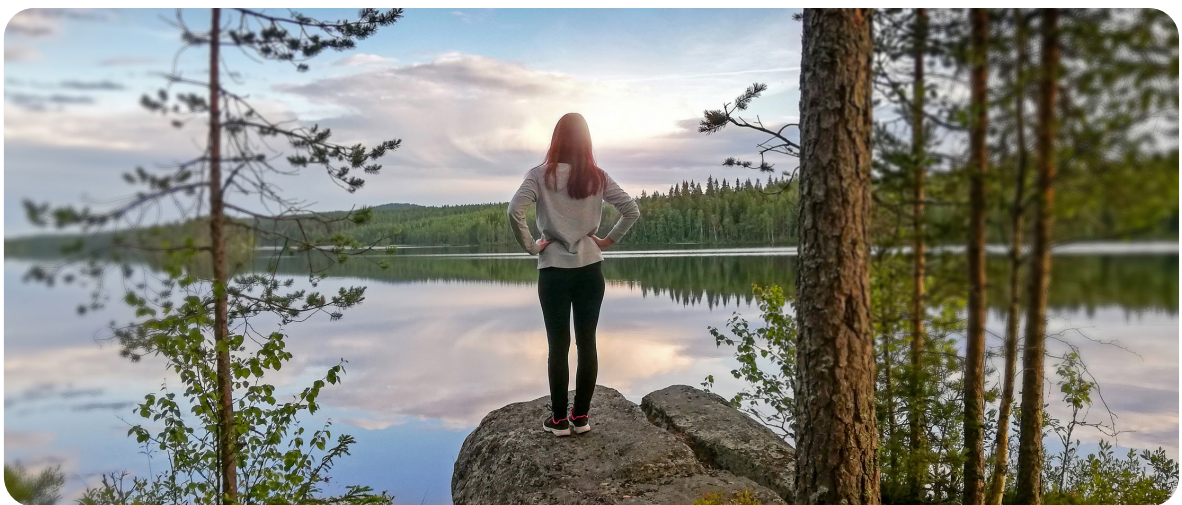


Photo: istockphoto.com

Other environmental topics

As a knowledge-based consultancy, 2050 Consulting's has a limited direct negative impact related to pollution, water and marine resources, biodiversity and ecosystems and circular economy. We operate as an office-based service provider within municipal infrastructure, which means our activities do not involve industrial processes, manufacturing, or the use of hazardous substances. We do not emit pollutants into air, water, or soil in any significant quantity. Our direct water use is minimal and confined to office facilities, and we have no interaction with marine resources. Similarly, because our business does not involve land use or raw material extraction, our direct impact on biodiversity is limited our offices require very little physical space and are located in multi-story buildings within already developed urban areas. The same applies to circular economy: as a service-based company with very limited purchasing of goods, our contribution in this area primarily takes place through the work we do with clients.

At the same time, we acknowledge that our value chain contributes to some negative impacts on pollution, biodiversity, and the circular economy, both upstream and downstream. For example, the district heating and electricity used in our offices result in emissions of nitrogen oxides (NO_x), sulfur dioxide (SO₂), particulate matter (PM₁₀ and PM_{2.5}), heavy metals, and other pollutants. Metal extraction, agriculture, and forestry activities related to the production of equipment and food directly contribute to biodiversity loss, while climate-related emissions and pollutants indirectly affect ecosystems. Waste from our operations, when not recycled, adds to these impacts when incinerated. Equipment like computers, phones, and other office technologies require extraction of raw materials and the production process often takes place in countries with less stringent environmental regulations compared to those in the EU, generating emissions and contributing to biodiversity loss. Transportation, business travel, and commuting add further air pollution and microplastic emissions, while food and coffee consumed in our

operations and representation activities contribute to emissions of ammonia (NH₃), nitrogen oxides (NO_x), and non-methane volatile organic compounds (NMVOCs). Furthermore, the increasing use of digital tools and AI solutions not only drives higher energy consumption but also contributes to climate-related emissions and requires substantial water use for data center cooling.

Conversely, our consulting services allow us to create positive impacts in areas including pollution, water and marine resources, biodiversity and ecosystems, and the circular economy. We support companies in improving their practices, setting meaningful targets, and moving in the right direction toward more sustainable operations. This includes identifying and analyzing impacts, risks and opportunities across the value chain, integrating sustainable principles into strategies and building competence to accelerate the transition. We build biodiversity competence through open and tailored courses, help companies understand their impacts on nature, and support them in taking action to embed biodiversity into their strategic decision-making. While the impacts achieved through our services are not currently assessed as material, they represent important areas where we actively engage in client work.

From a financial perspective, no material risks, related to pollution, water and marine resources, biodiversity and ecosystems and circular economy, have been identified. However, new or expanded legislation and increased expectations from stakeholders are driving demand for sustainability consultants. This development translates into financial opportunities for 2050 Consulting through a possible increased number of clients and higher sales of consulting services. In particular, we see material opportunities related to circular economy and biodiversity.



Photo: Sofia Lewerin

Own workforce

The workplace has a profound influence on each individual, shaping both well-being and long-term health. For 2050 Consulting, this makes the work environment, safety, and resilience of our employees a material sustainability matter. Our most significant negative actual impact relates to occupational health and safety, with work-related stress identified as an ongoing challenge. High productivity expectations, inherent in knowledge-based service firms, can also create a potential negative impact on employees' work-life balance. To mitigate this, we have increased our efforts during 2024 to actively address stress-related risks and strengthen preventive measures. While these initiatives represent important progress, work-related stress continues to constitute a material negative impact.

Another potential negative impact arises from the absence of formal collective agreements and active trade union representation. This lack of formal structures can reduce employees' ability to collectively influence working conditions, potentially limiting transparency, fairness, and structured conflict resolution. To mitigate this potential impact, we regularly ensure that our internal policies and practices are, in all significant respects, aligned with or exceed the standards typically provided under collective agreements. We nevertheless assess this potential impact as material. Please see sections Our policies and Material topics – Our own workforce for more information on our practices and mitigating measures.

We also recognize that we may have potential negative impacts on our employees related to equal treatment. Just like other companies operating in Sweden, we act within a strong legal framework, yet risks can still arise if fairness, inclusion, or equal opportunities are not actively ensured. Such impacts may restrict employees' career development, result in unequal treatment in compensation or advancement, create a sense of exclusion, and negatively affect overall well-being. To mitigate these impacts, we have integrated equal treatment principles into our internal policies and practices and continue to strengthen our culture of inclusion.



Foto: Sofia Lewerin

Based on the above, we assess Own Workforce as material to us, due to both actual and potential negative impacts.

In terms of positive impact, 2050 Consulting has a potential positive impact on its workforce through its mission-driven business model that extends beyond profit maximization. By focusing on accelerating the green transition and fostering societal sustainability, we attract clients whose values align with our own, which can strengthen employee engagement and cohesion. However, while this influence is positive, it is not considered material.

From a financial standpoint, our own workforce is essential to the company's long-term viability. As a consulting firm, our expertise, capacity, and reputation are directly tied to the skills, well-being, and retention of our employees. While not assessed as financially material, risks still exist, for example related to employee turnover, increased sick leave due to work-related illness, or reduced engagement, which could result in lost productivity, additional recruitment and onboarding costs, and potential reputational damage.

Conversely, maintaining a healthy, motivated, and skilled workforce supports our ability to deliver high-quality services, sustain client relationships, and secure business growth. We conclude that the core idea of our business and our genuine commitment, driven by the desire to create positive change for future generations and combined with our value-based strategy, represent a financially material opportunity for us, as they attract senior talent that is crucial to our long-term success.

Other social topics

2050 Consulting's business model relies on in-house expertise rather than outsourced labor or extensive supplier networks. As a result, we purchase relatively little; procurement is not core to our business. We recognize, however, that there is a potential negative impact on human rights in all global value chains. In our case, this is mainly related to the procurement of technology and electronic equipment, where global supply chains can be linked to labor rights challenges. That said, our potential negative impact on Workers in the value chain is assessed as limited and therefore not considered material.

Through our consulting services, we also contribute to some positive, though not material, impacts in this area. We support clients in mapping and assessing their value chains, conducting stakeholder dialogues, and strengthening due diligence processes related to human rights and labor conditions. In this way, we help companies move toward more responsible value chain management, even if such impacts are not currently considered material. At the same time, this is an issue we view as highly important and one we are increasingly engaged in, with the ambition of supporting companies even more in managing their impacts going forward.

From a financial perspective, our ability to deliver services is not dependent on large-scale contracted labor, and disruptions in our limited supply chain would have a minimal impact on business continuity or revenue generation. Given these factors, the topic Workers in the value chain is not evaluated as a material risk or opportunity.

As we exclusively provide our services to corporate and organizational clients, we have no direct interaction with local communities, and our operations are limited to office-based activities with a small environmental footprint. Any potential impacts on communities arise indirectly through the sustainability work we support our clients with and are therefore very limited. For the same reason, we see no financial risks or opportunities

due to affected communities, as our revenue and business continuity are not dependent on local community acceptance. The topic of Affected communities is therefore not considered material.

Likewise, since 2050 Consulting exclusively provides services to corporate and organizational clients, we have no direct interaction with individual consumers. Any potential indirect impacts occur through our clients' activities and decisions and are therefore limited. For the same reason, consumers and end-users are not a financial risk or opportunity, as our business model does not depend directly on consumer demand or behavior. Consequently, the topic Consumers and end-users is not assessed as a material topic.



Photo: Zandra Erikshed



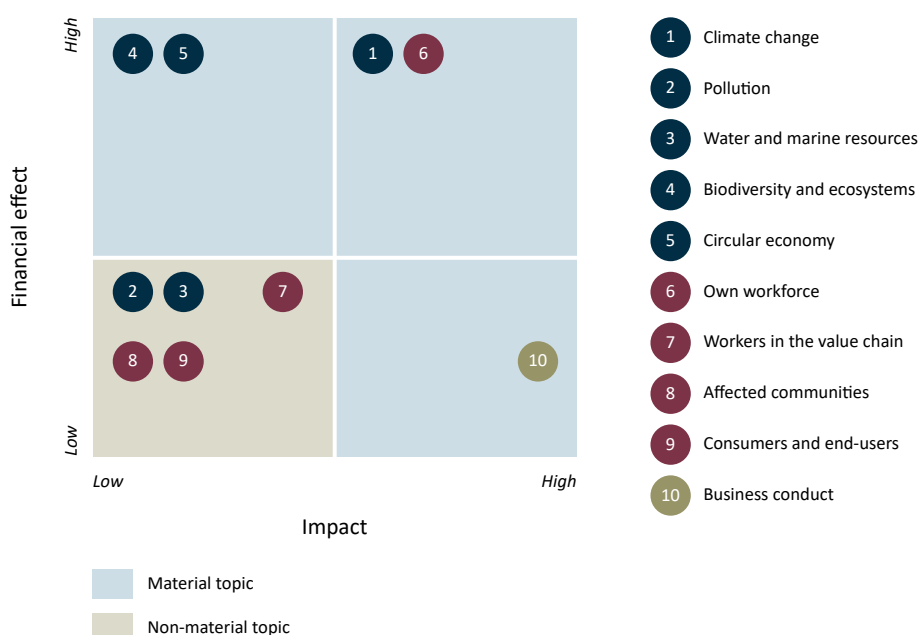
Photo: Zandra Erikshed

Business conduct

Strong governance is essential for 2050 Consulting's ability to operate responsibly, maintain trust, and deliver high-quality advisory services. Without a firm corporate culture that embeds integrity and accountability we acknowledge potential negative impacts. Insufficient protection of whistleblowers can undermine trust, discourage the reporting of misconduct, and thereby lead to significant negative impacts. Within the area of business conduct, including corruption and bribery, our potential negative impact primarily relates to the risk of engaging in business with unethical companies when managing numerous and complex client and supplier relationships. Also, when dealing with economic transactions and consultant fees in the governance of suppliers, the risk of corruption of different kinds cannot be ignored. Within this context we have also chosen to include information security in Business conduct. For our industry, the way we manage information security is critical to maintaining client trust, as it directly relates to protecting sensitive information. Insufficient management of this area could lead to significant impacts for our customers, including data breaches, operational disruptions, or loss of market confidence. While our controls mitigate these risks, the potential negative impacts remain significant. Accordingly, we assess our potential negative impacts related to business conduct, including information security, as material.

At the same time, we have identified actual positive impacts in this area. Through our consulting services, we support clients in mapping and assessing their value chains, conducting stakeholder dialogues, and strengthening due diligence processes related to human rights and labor conditions. In doing so, we contribute to more robust governance, stronger supplier requirements, and higher standards of ethical business conduct across our clients' operations. Additionally, by being present at forums such as Almedalsveckan, publishing reports, and issuing public commentary on, for example, Sweden's progress toward its climate targets, 2050 Consulting exercises science-based political influence. In this way, we generate positive impacts by helping shape the societal agenda on climate action and sustainability. However, our positive impacts related to business conduct are not assessed as material at this time.

From a financial perspective, poor business conduct entails severe legal, financial, and reputational risks. Strong governance safeguards the company's reputation, supports long-term client relationships, and reduces exposure to regulatory, information security, and professional integrity risks. If these safeguards are lacking, the consequences can include reputational damage, client attrition, and financial penalties. However, given our current practices and mitigating measures, Business conduct is not assessed as material from a financial perspective.



Our policies

Our commitment is genuine, driven by the desire to create positive change for future generations. Our value-based strategy is at the core of our business and the foundation for our employees. Transitioning toward a more sustainable economy requires leadership, integrity, and consistency which is why we hold ourselves to the same high standards we encourage others. By applying these standards to our own operations, we aim to lead by example, demonstrate credibility, and ensure that our actions align with the change we seek to create. This work is guided by a set of policies and steering documents that define our approach to sustainability, outline our responsibilities, and support consistent decision-making across the company. Our most important sustainability policies are:

- Environmental Policy
 - Travel Policy
 - Work Environment Policy
 - Equal Opportunity Policy
 - Parental Leave Pay Policy
 - Pensions and Insurance Policy
 - Code of Conduct
 - IT Security Policy
 - Conflict of Interest Policy
- Environment**
- Social**
- Governance**

These policies reflect our commitment to transparency and accountability in every aspect of our business. Our policies are approved by the board and executed under the responsibility of the CEO, with support from the management team, ensuring they are embedded in our daily operations. The Board holds the ultimate responsibility for information security at 2050 Consulting.

The following section provides a summary of the content in our sustainability policies, covering both material and non-material topics, in order to ensure transparency in our sustainability efforts. At 2050 Consulting, our sustainability efforts are guided by the belief that responsible choices, however small, contribute to the larger shift toward a more sustainable economy.



Photo: Rosie Alm



Photo: Rosie Alm

	Material topic?	Do you have existing sustainability policies that address any of the following sustainability issues?	Names of policies	Are policies publicly available?*	Do you have existing sustainability practices that address any of the following sustainability issues?	Overview of practices	Do you have planned future sustainability initiatives that address any of the following issues?	Do the policies include targets?	Adopted targets
Climate Change	YES	YES	- Environmental Policy - Travel Policy	YES	YES	- Avoid fossil-fueled travel, including flights - Use energy-efficient equipment - Implement energy-saving measures in our offices - Purchased energy must be certified renewable - Office space is to be used efficiently - Vegetarian options are standard - Offices located near public transport - Second-hand goods and recycled materials are prioritized - No giveaways - Low-climate-impact options for food and beverages - Pension funds with a sustainability focus	YES	YES	- SBTi near-term target - SBTi net-zero target
Pollution	NO	YES	- Environmental Policy - Travel Policy	YES	YES	- No giveaways - Only eco-labelled products - KRAV-certified food - Second-hand goods and recycled materials are prioritized	NO	NO	N/A
Water and Marine Resources	NO	NO	N/A	N/A	NO	N/A	NO	N/A	N/A
Biodiversity and Ecosystems	YES	YES	Environmental Policy	YES	YES	- No giveaways - Eco-labelled products are prioritized - Second-hand goods and recycled materials are prioritized	NO	NO	N/A
Circular Economy	NO	YES	Environmental Policy	YES	YES	- No giveaways - Eco-labelled products are prioritized - Second-hand goods and recycled materials are prioritized	NO	NO	N/A
Own Workforce	YES	YES	- Work Environment Policy - Equal Opportunity Policy - Parental Leave Pay Policy - Pensions and Insurance Policy - Code of Conduct	NO	YES	- Extra emphasis on health, well-being, and preventive efforts to reduce stress and build resilience - Company-wide conferences twice a year - Strengthened leadership; more managers with dedicated personnel responsibilities - New part-time HR manager - Clarification of expectations - More structured ways of working	YES	YES	Engagement score, eNPS > 65
Workers in the Value Chain	NO	YES	Code of Conduct	YES	NO	N/A	NO	NO	N/A
Affected Communities	NO	NO	N/A	N/A	NO	N/A	NO	NO	N/A
Consumers and end-users	NO	NO	N/A	N/A	NO	N/A	NO	NO	N/A
Business conduct	YES	YES	- Code of Conduct - IT Security Policy - Conflict of Interest Policy	YES	NO	Implementation of Code of conduct	YES	YES	Zero tolerance for any form of corruption or bribery

*Our publicly available policies and steering documents can be found on our website, 2050.se.

Environmental Policy

Our objectives and principles from our Environmental Policy are that 2050 Consulting's environmental efforts aim to support environmental objectives at local, national, and global levels. Priority is given to climate change mitigation, biodiversity loss prevention, and pollution reduction. We seek to reduce our environmental impacts wherever possible and serve as a role model that inspires others. High environmental standards are expected of partners and suppliers. Where relevant, we assess the environmental performance of clients and may decline engagements on environmental grounds. We recognize that environmental considerations may justify higher costs. We also strive to empower all employees to increase their environmental awareness and action.

2050 Consulting's environmental governance covers procurement, use, and circularity of goods and services, particularly in the areas of energy, transport, food, and other consumables. Financial services, including capital allocation, are also included.

Energy

We aim to reduce energy consumption across all activities through energy-saving measures and the procurement of efficient products, preferably eco-labelled and TCO-certified. Purchased energy must be certified as renewable. Office space is to be used efficiently through optimized space utilization.

Transport

2050 Consulting has a dedicated Travel Policy. See page 23 for more information.

Food

We strive for strong environmental considerations in food procurement, for both internal meetings and external representation. Where possible, food should be organically certified (KRAV) and have a low climate footprint. Vegetarian options are often



Photo: istockphoto.com

preferred, while high-impact food items, such as meat, are avoided. Food waste is minimized, and composted where possible (unfortunately, this is not yet possible at our Stockholm office dependent on the municipality's waste management).

Other products and services

2050 Consulting does not produce or distribute giveaways. All public materials are made available on our website to avoid unnecessary production and waste. In procurement, we prioritize environmentally certified products, giving preference to reused and recycled materials whenever feasible, except where this may pose a risk of hazardous chemicals. This applies to all purchases, including furniture, equipment, and office supplies.

Non-recyclable disposable items are completely avoided, and the use of recyclable single-use products is kept to a minimum. By favoring reused, recycled, and certified products, we help reduce the global demand for virgin materials and help lower pressure on natural systems.

Pensions

2050 Consulting encourages employees to prioritize sustainability in pension investments. We follow up on this at the organizational level to further inspire and guide employees. See page 23 for more information.



Photo: Sofia Lewerin



Photo: istockphoto.com

Travel Policy

2050 Consulting's Travel Policy ensures that employee travel is environmentally responsible, cost-effective, and safe. We prioritize public transportation and avoid unnecessary travel by using digital meetings when possible. When travel is required, trains are the preferred option for domestic journeys, and flights are avoided where a more sustainable alternative exists. We avoid the use of fossil fuels for business travels and instead choose electric or biofuel-powered cars, taxis, and buses whenever possible.

Accommodation is booked cost-effectively and, where possible, in environmentally certified hotels. In addition, we encourage sustainable commuting through our centrally located offices.

Work Environment Policy

We are committed to providing a safe and healthy workplace where employees thrive and develop. The policy emphasizes openness, equality, and respect, with zero tolerance for harassment or discrimination.

In line with applicable legislation, the policy sets out continuous improvements to the organizational, social, and physical work environment. It highlights that health and safety are integrated into decision-making, collaboration between employees, managers, and safety representatives is ensured, and leadership is based on respect and care. Furthermore, the policy emphasizes the promotion of health, prevention of substance misuse, and early intervention when risks are identified.

Through these commitments, the Work Environment Policy guides 2050 Consulting in creating a safe, supportive, and engaging workplace that enables long-term professional growth and well-being.

Equal Opportunity Policy

We consider diversity of experiences and perspectives essential for long-term success. Our Gender Equality Policy affirms that all individuals must be treated with respect and dignity, regardless of gender, age, ethnicity, disability, religion, belief, sexual orientation, or other differences.

The policy commits 2050 Consulting to ensuring equal access to a safe and supportive work environment, free from discrimination and harassment. It emphasizes fair opportunities for training, development, and career advancement, as well as active efforts to promote gender balance and broader diversity in recruitment and staffing. Equal pay for equal work is a core principle. Managers with personnel responsibility are accountable for upholding the commitments laid out in the policy, in line with legal requirements and company values.

Parental Leave Pay Policy

Employees receive financial support during parental leave beyond the statutory parental allowance. The policy ensures that parental pay is complemented by continued pension contributions and participation in the company's bonus program during the leave period.

By offering parental pay, 2050 Consulting provides employees with financial security during parental leave and ensures conditions in line with the standards of collective agreements.

Pensions and Insurance Policy

All employees are included in our pension and insurance solutions. The company covers premiums, while employees make individual choices regarding pension and insurance options.

Coverage includes occupational pensions, health and life insurance, injury protection, and access to preventive healthcare. Additional voluntary insurance is also available.

We ensure that pension capital is invested responsibly, with focus on environmental, social, and governance aspects. Advisory and administration are provided through external partners, giving employees professional guidance and support.

Code of Conduct

2050 Consulting has implemented a Code of Conduct (CoC) that applies to all employees and board members. Our CoC sets out clear expectations on ethical conduct, business integrity, environmental responsibility, and social standards. It forms part of our broader governance framework and is reviewed regularly to ensure ongoing relevance and compliance. Our CoC outlines the principles and standards that guide our actions and decisions. By adhering to these guidelines, we aim to ensure a positive and professional atmosphere for everyone. In case of breaches, disciplinary or legal measures may be taken.

Our CoC makes clear that 2050 Consulting supports and respects internationally recognized human rights. We do not tolerate any form of child labor, forced labor, human trafficking or other violations of individual rights. These principles extend to our partners and suppliers.

It also outlines that we are committed to providing a safe, inclusive, and respectful working environment. All employees are treated with dignity, regardless of age, sex, gender identity or expression, ethnicity, disability, religion or belief, or other characteristics. Discrimination, harassment, or other forms of inappropriate behavior are not accepted. Recruitment and promotion are based on merit and fairness. Furthermore, preventive measures are being taken to reduce risks of ill-health and workplace accidents, and 2050 Consulting works actively to ensure the physical and psychosocial safety of all staff.

As part of our commitment to employee wellbeing and open dialogue, 2050 Consulting maintains several mechanisms to support transparency and accountability. All employees have access to a secure and confidential whistleblowing channel, provided by a third party, where concerns can be raised anonymously without fear of retaliation. In addition, designated safety representatives are available to provide support and serve as an alternative anonymous reporting route for workplace-re-



Photo: Rosie Alm

lated issues or complaints. All matters reported on the whistleblowing channel are handled personally by the HR Manager and simultaneously shared with the Chair of the Board. Each case is managed with strict confidentiality and objectivity. All reports are investigated thoroughly, and no one who reports in good faith will face reprisals.

The CoC also outlines expectations for professional conduct, environmental responsibility, and ethical business practices. 2050 Consulting's employees are expected to uphold sound business practices and act ethically in all interactions with stakeholders. All business decisions must be made with integrity, transparency, and in full compliance with applicable laws and regulations. Company assets and equipment are to be used exclusively for business purposes, and confidential information must be handled with care and protected from unauthorized access.

In the CoC, it is also stated that environmental considerations are integrated across our operations. We prioritize actions that support climate mitigation, biodiversity preservation, and reduced pollution, and we set high environmental expectations for our partners and suppliers. Projects may be declined on environmental grounds. In line with our values, 2050 Consulting does not produce or distribute giveaways. Furthermore, all our external communication is guided by accuracy, accessibility, and trustworthiness.

IT Security Policy

We are committed to protecting information and systems by ensuring confidentiality, integrity, and availability. Our IT Security Policy applies to all employees and covers the handling of internal and client information, aligned with relevant standards and legal requirements.

The policy sets out a risk-based approach with annual reviews, classification of information, mandatory IT security training, and clear rules for secure use of devices and accounts. Breaches are reported to management and may lead to disciplinary action, while any exceptions to the policy must be formally approved.

Conflict of Interest Policy

The aim of our Conflict of Interest Policy is to prevent and manage conflicts of interest, applying to all employees and subcontractors. A conflict of interest may arise when personal, financial, or other undue interests risk compromising objectivity in decision-making or professional conduct. This can include personal financial stakes, close relationships, or assignments that conflict with 2050 Consulting's own interests or those of other clients.

To mitigate risks, a conflict of interest assessment is conducted before accepting new assignments. Employees are required to immediately disclose any potential conflicts to their manager, who documents the matter, while client-related conflicts are escalated by the key account manager to the management team. Mitigation measures may involve reallocating staff, declining the assignment, or proceeding with client consent. All cases are handled confidentially and with respect for individual privacy.



Photo: Sofia Lewerin

Our material topics

Climate change

Our practices and results

We recognize our responsibility to monitor and reduce our greenhouse gas emissions in line with the principles we promote, while also supporting our clients in setting and achieving their ambitious climate targets. Transparency and data-driven decisions are central to both our internal work and our client advisory.

We aim to empower the business community to contribute to a society where global temperature rise is halted. By supporting numerous companies, we enhance their environmental efforts and inspire others to follow suit. This commitment means we hold ourselves to the highest environmental standards.

Our Scope 1 emissions (direct emissions from our own operations) were calculated at zero tons CO₂e in 2024. This reflects the absence of company-owned vehicles, on-site combustion, and other direct emission sources.

Our Scope 2 emissions (indirect emissions from purchased energy) were calculated at 5.52 tons CO₂e in 2024, representing 15 percent of our total greenhouse gas emissions. Nearly all of these emissions (4.92 tons CO₂e) came from district heating used in our offices in Stockholm, Linköping, Gothenburg, and Malmö. Emissions from electricity used in our offices sum up to 0.58 tons CO₂e, with all purchased electricity certified as fossil free. To minimize our Scope 2 emissions, our approach includes choosing energy-efficient equipment, implementing energy-saving measures in our offices, and securing renewable energy agreements for electricity where possible, therefore we report emissions using the market-based method. For comparison, however, emissions are also reported using the location-based method.

The majority of 2050 Consulting's climate impact falls within Scope 3 (significant indirect emissions across the value chain), which amounted to 32.20 tons CO₂e in 2024, or 85 percent of our total emissions.



For the year 2024:

- **Total emissions (Scope 1-3): 37.72 tons CO₂e***
- **Emissions per employee: 0.60 CO₂e ****
- **0.465 tons CO₂e per million SEK in turnover*****

**Market-based*

***Market-based, FTE average.*

****Location-based*

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This breakdown highlights the importance of addressing upstream value chain impacts in our reduction efforts. Our Scope 3 emissions primarily came from purchases of capital goods (46% of total emissions), business travel (21%), and purchased goods and services (10%). Emissions from business travel amounted to 7.82 tons CO₂e. Of this, 1.37 tons CO₂e came from air travel conducted on behalf of clients, while no air travel was undertaken for the company's own operations. The vast majority of client trips use public transport such as trains, buses or similar, but it is not possible to break down these emissions in a corresponding manner.

In addition to our emissions targets, which are presented in the following section, we believe it is necessary to take further responsibility for the climate and environment. Therefore, we are participating in financing projects for carbon storage and biodiversity, in line with our climate finance strategy. Each year, we purchase high-quality credits in Swedish biochar to offset the emissions that 2050 Consulting has not been able to avoid during the year. Information on the credits purchased for the 2024 emissions will be communicated on 2050 Consulting's website.

In 2025, we will continue working on this strategy and develop an action plan to achieve our goals. We will also develop a clarified climate finance strategy, building on the latest research and the guidelines from relevant actors, such as the SBTi. This strategy will be presented during 2025 and in our sustainability report for 2025. Furthermore, while we have not yet taken specific climate change adaptation actions, this issue is continuously monitored, particularly in relation to transition risks.



During 2024, 85 percent of employees' pensions were graded as green according to Söderberg and Partners definition.

	Renewable MWh	Non-renewable MWh	Total MWh
Electricity*	20.93	7.09**	28.02
Fuels	0.00	0.00	0.00
Total	20.93	7.09	28.02

*As reflected in utility billings.

** Nuclear power

	GHG Emissions tCO ₂ e
Scope 1	0.00
Scope 2 (location-based)	6.89
Scope 2 (market-based)	5.52
Total, Scope 1 and Scope 2 (location-based)	6.89
Total, Scope 1 and Scope 2 (market-based)	5.52
Scope 3*	32.20
1. Purchased goods and services	3.86
2. Capital goods	17.21
3. Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	0.77
4. Upstream transportation and distribution	0.00
5. Waste generated in operations	0.05
6. Business travel	7.82
7. Employee commuting	1.92
8. Upstream leased assets	-
9. Downstream transportation and distribution	-
10. Processing of sold products	-
11. Use of sold products	-
12. End-of-life treatment of sold products	-
13. Downstream leased assets	-
14. Franchises	-
15. Investments	0.58
Total, Scope 1, Scope 2 and Scope 3 (location-based)	39.09
Total, Scope 1, Scope 2 and Scope 3 (market-based)	37.72

*Scope 3 categories 8 to 14 have been excluded from our CO₂e-calculations as they are not relevant for our business.

	GHG Emissions intensity tCO ₂ e/MSEK*
Total, Scope 1, Scope 2 and Scope 3 (location-based)	0.46
Total, Scope 1, Scope 2 and Scope 3 (market-based)	0.45

*See the VSME index on page 34 for the corresponding KPIs expressed in Euro-based CO₂e intensity figures.

Our targets

During 2024, we started developing our new climate targets and completed the submission to SBTi. Our climate targets, under the small and medium-sized enterprises category, were approved by the SBTi in April 2025. This means our emission reduction targets are now validated as science-based and aligned with the Paris Agreement’s ambition to limit global warming to 1.5°C.

Our climate targets commit us to reducing our Scope 1 and 2 emissions by 7% per year in absolute terms from the baseline year 2024 through 2030, while also measuring and working to reduce our Scope 3 emissions. This near-term target exceeds the SBTi minimum requirement of a 4.2% annual reduction for 1.5°C alignment. Looking further ahead, our long-term ambition is to reach net-zero by 2040 by achieving a 95% reduction across Scopes 1, 2, and 3 and neutralizing any remaining emissions. All of our calculated emissions are included in these targets, ensuring that we account for our complete footprint. By setting both near-term and long-term targets in absolute terms, and committing to reach net-zero a full decade earlier than the standard SBTi expectation of 2050, we go beyond the requirements and take responsibility for our full climate footprint. These targets are aligned with the Paris Agreement and also an essential part of how we integrate climate action throughout our entire business.

Setting targets aligned with climate science is, according to us, essential for all businesses and organizations and is something we have long advocated and encouraged others to do. Now, we have taken the same step ourselves. For us, this is a natural extension of our work to help solve the climate crisis and a clear statement that even smaller, specialized sustainability consulting firms can—and should—take this responsibility seriously.

To maintain this low-emission profile in our Scope 1 category we have to keep avoiding fossil-driven vehicles and other activities that cause climate

impact. To further reduce our Scope 2 we need to increase energy efficiency, secure renewable energy agreements for electricity and ensure that the heating of our office properties is renewable. Negotiating agreements around renewable district heating is a challenge. This could be done together with our landlords or in individual agreements with the suppliers. Another possibility, going forward, is to move to premises with pure renewable heating.

To reduce emissions in Scope 3, we need to apply a careful procurement strategy that prioritizes reuse and the purchase of second-hand products wherever appropriate. For goods that cannot be reused, such as food and beverages, we opt for products with low climate impact whenever possible. Our Travel Policy also plays a key role, as we minimize air travel for business purposes and encourage the use of alternatives with low climate impact.

	Current state tCO ₂ e	Near-Term Target* tCO ₂ e	Net-Zero Target tCO ₂ e
	Base year: 2024	Target year: 2030	Target year: 2040
Scope 1	0.00	0.00	0.00
Scope 2**	5.52	3.20	0.28
Total, Scope 1 and Scope 2	5.52	3.20	0.28
Scope 3	32.20	-	1.61
Total, Scope 1, Scope 2 and Scope 3	37.72	-	1.89

*Scope 3 is not included in our near-term target.

**Market-based.



Photo: Zandra Erikshed

Other environmental topics

Our practices and results

Biodiversity

None of 2050 Consulting's sites are currently located near a biodiversity sensitive area. This has been verified using the Swedish Environmental Protection Agency's online mapping tool. Furthermore, as biodiversity, including land use, is not material to 2050 Consulting, we have not prioritized the collection of land use data.

We recognize a medium-term potential financial opportunity, if new or expanded legislation driven by rising stakeholder expectations increases the demand for sustainability consultants, resulting in higher revenues through a broader client base and expanded sales of consulting services. Similarly, escalating climate impacts may drive stronger demands for action, while a worsening natural crisis, increasingly visible to those directly affected, can generate public pressure for political measures and policy responses. To seize this opportunity, we are focusing on developing methodologies, engaging in dialogue with our clients on various assignments, and strengthening our expertise through the recruitment of new employees in the field of biodiversity.

Circular economy

Currently, we are only able to collect actual waste data for recycled waste from our Stockholm office. Furthermore, as circular economy is not a material topic, we have not prioritized gathering detailed waste data. However, we have estimated our total waste diverted to recycling and directed to disposal, with the exception of hazardous waste, as our hazardous waste is assessed to be very limited.

In the same way that we identify opportunities for increased political action to mitigate climate change and safeguard biodiversity, we assess that political measures will also be required to advance a more circular economy. We have already collaborated with many clients in this area and are actively working to strengthen our expertise and develop methodologies that enable us to support and address the opportunities that may arise.

	Waste diverted to recycling or reuse ton*	Waste directed to disposal ton**	Total ton
Non-hazardous waste	2.23	3.19	5.42
Hazardous waste	0	0	0
Total	2.23	3.19	5.42

The actual data has been applied to all employees (average number, FTE) to estimate the recycled waste for the full company.

**Waste diverted to recycling, or reuse is estimated based on actual data from our recycle service provider for our Stockholm office.*

*** Waste directed to disposal consists of residual waste from our offices. The amount has been estimated based on the average weekly volume per full-time employee (average number of employees). Includes food waste due to lack of exact data.*

Our own workforce

Our practices and results

Because our work depends on the dedication of our people, we must ensure they are supported, healthy, and able to develop. This makes our workforce not only a key strength but also a significant area of impact and responsibility. We believe that stability creates the foundation for long-term impact, which is why we strive to offer all employees permanent contracts, with the exception of short-term summer roles and the initial probationary period. This reflects our commitment to building a workplace where people feel secure, valued, and able to grow.

This year has been one of strong growth for our team. We welcomed many new colleagues, expanding our workforce significantly to meet increasing demand and deepen our expertise. Growth also creates new opportunities to strengthen our culture, sharpen our ways of working, and ensure that we continue to deliver with the same care, curiosity, and clarity that define our approach.

Number of Employees by type of contract	
	Number of employees* FTE
Permanent contract	57
Temporary contract	6
Fixed-term contract	1
Total employees	63

**Average number during the year.*

Supporting our people has been a clear priority throughout the year. At our company-wide conference and in everyday conversations across the organization, we have placed extra focus on wellbeing making sure our employees feel supported, engaged, and motivated. We regularly measure employee satisfaction, leadership, and wellbeing through pulse surveys, giving us valuable insights and enabling us to act where improvements are needed.

We have also taken several important steps to strengthen leadership and internal support. A new part-time HR Manager joined our management team to further prioritize internal development. Together, we've worked to clarify expectations and build more structured ways of working, making everyday tasks easier to navigate, reducing unnecessary stress, and increasing both clarity and motivation. This kind of clarity is not just good for efficiency, it's essential for personal development and long-term wellbeing.

To bring leadership closer to our colleagues, we've also adjusted our organizational structure, appointing more managers with dedicated personnel responsibilities. In a sector where high pace and tight deadlines often are the norm, we understand the importance of building space for recovery, health, and sustainable performance. That's why we've placed extra emphasis this year on health, wellbeing, and preventative efforts to reduce stress and support resilience.

Number of Employees by Gender		
	Number of employees*	
	Headcount	FTE
Male	31	25
Female	49	38
Other	0	0
Not reported	0	0
Total employees	80	63

*Average number during the year.

Employee turnover rate*
12.47 %
Engagement score**
60

*Employee turnover rate is calculated as number of employees who left the company during the reporting year divided by the average number of employees (head count) during the reporting year multiplied with 100.

** Engagement score measures overall employee engagement, including factors such as motivation and commitment, satisfaction with the work environment and leadership, and perceived opportunities for growth and development.

Health and safety	
Number of recordable work-related accidents*	0
Rate of recordable work-related accidents	0
Number of work-related ill-health**	3
Rate of absence due to work-related ill-health***	3,75 %
Number of work-related fatalities	0

*The number of cases may be incomplete due to the absence of a formal monitoring and reporting system

**Defined as the number of cases of sick leave resulting from work-related ill-health (as defined by the VSME standard). The number of cases may be incomplete due to the absence of a formal monitoring and reporting system

***Percentage of employees (headcount, average) who have been absent due to work-related ill-health during the reporting period.

Remuneration, collective bargaining and training	
Share of employees receiving pay equal to or above applicable minimum wage*, percentage	100 %
Gender pay gap**	4,2 %
Share of employees covered by collective bargaining agreements	0 %
Average number of training hours, all employees***	20.6

*The minimum level refers to the wage floor set by Swedish trade unions for 2024, as Sweden does not have a statutory minimum wage.

**The gender pay gap is calculated by subtracting the average gross hourly pay of female employees from that of male employees, dividing the result by the average pay of male employees, and multiplying by 100 to express it as a percentage.

***Applies to both female and male employees. The average number of training hours is estimated based on data from 2050 Consulting's time reporting system. The total number of hours is divided by the average number of employees (headcount) during the year. No gender-specific estimates were made due to lack of exact data.

Our targets

2050 Consulting aims to be an attractive employer, primarily for those currently employed at 2050 Consulting. This means:

- Being able to channel their passion for climate and environmental issues
- Exciting assignments connected to the world's largest transformation projects
- Living our values: Courage, creativity, and joy
- Creating a culture characterized by community, collaboration, fun, openness, helpfulness, personal connection, respect, and appreciation
- Opportunities for development both within and beyond assignments
- Balance in life
- Structures that make us more agile and improve the quality of our deliveries

Our main measurable target for our own workforce is the Engagemwent Score, Employee Net Promoter Score (eNPS). This score measures overall employee engagement, including factors such as motivation and commitment, satisfaction with the work environment and leadership, and perceived opportunities for growth and development. Our goal is to achieve an eNPS above 65, reflecting high levels of well-being and engagement among our employees. Additional measures to strengthen well-being and engagement are currently being developed.

Governance

Our practices and results

Our governance approach emphasizes high ethical standards, integrity, awareness of corruption risks, and consistency in decision-making, all of which are fundamental to being a responsible business.

We mitigate the potential impacts and risks by applying our Code of Conduct including our whistleblowing channel, carrying out risk assessments for particularly complex engagements, and maintaining a limited number of suppliers with whom we build long-term, transparent relationships.

Anti-corruption is a fundamental principle of our CoC. Employees are strictly prohibited from offering or accepting payments, gifts, or benefits that could compromise the objectivity of business decisions. We expect all representatives of the organization to maintain independence and avoid conflicts of interest in both personal and professional matters.

During 2024 we had no confirmed incidents, convictions or fines related to corruption and bribery.

2050 Consulting works actively with the management of information security in order to secure availability, systems and data. 2050 Consulting strives to comply with the standard SS-EN ISO/IEC 27001 Information Security Management System. 2050 Consulting complies with agreements with external parties, including data processing agreements.

2050 Consulting mainly uses the Swedish Civil Contingencies Agency's methodological support for systematic information security work, which is structured on the four main steps: Identify and analyze, Design, Use and Follow up and improve. 2050 Consulting uses a risk-based approach where the level of protection and its cost are based on business risk and impact assessment that is carried out annually as a minimum.

We had no confirmed significant incidents related to data leakage during 2024.

Our targets

2050 Consulting has zero tolerance for any form of corruption or bribery.

2050 Consulting has no officially adopted goals related to information security. However, we aim to ensure that no significant incidents concerning information security occur.

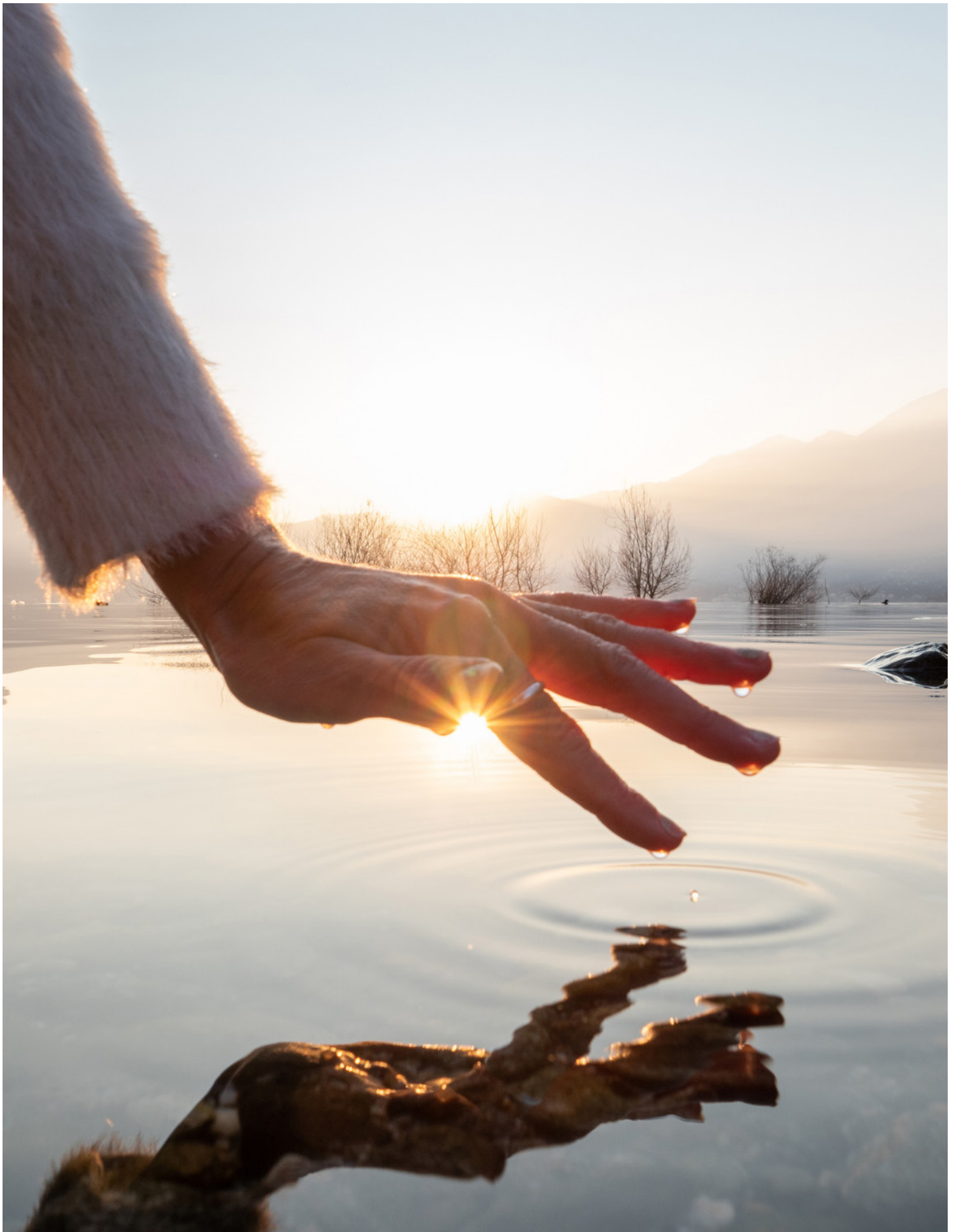


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VSME Index

Module	Topic	Disclosure	Page	Comment
Basic	General information	B1 - Basis for preparation	2, 7, 34	§24 b): No information relevant for reporting in accordance with the VSME has been omitted. §24 c): The company is not part of any group or has subsidiaries. §24 d): Disclosure not applicable as the report is prepared on an individual basis. §24 e), i: 2050 Consulting is a Limited company. §24 e), ii: The company works in the NACE-category N 70.2 and 74.99.53. §24 e), iii-iv: We have included our revenue and balance sheet total in SEK (see disclosure A2), in the report, as this aligns with our annual financial reporting. Our turnover and balance sheet total 2024 were 7.24 MEUR respectively 2.05 MEUR. §25: 2050 Consulting has not obtained any sustainability-related certifications or labels relevant for this disclosure.

Module	Topic	Disclosure	Page	Comment
	Environment metrics	B2 - Practices, policies and future initiatives for transitioning towards a more sustainable economy	19	
		B3 - Energy and greenhouse gas emissions	26-27, 35	§31: We have included our tCO ₂ e intensity in SEK (please see disclosure A4), in the report, as this aligns with our annual financial reporting. Our tCO ₂ e intensity, using EUR revenue, amounts to 0.00 (location-based) respectively 0.00 (market-based).
		B4 - Pollution of air, water and soil	35	§32: We are not subject to legal or regulatory reporting requirements related to pollution, nor do we report on them voluntarily, as pollution is not material to us. Therefore, we have not included quantitative data on emissions of pollutants.
		B5 - Biodiversity	30	
		B6 - Water	34	§35-36: Our operations only require office water use; therefore, it is not a material topic. We have confirmed through WRI's Aqueduct that none of our offices are in high-water stress areas, and as it is not material, no detailed data is collected. Our estimated water consumption is 725 m ³ (estimated from

Module	Topic	Disclosure	Page	Comment
Comprehensive	Social metrics			average daily use per FTE).
		B7 - Resource use, circular economy and waste management	20, 30, 36	§38 c): We do not have significant material flows, therefore we do not collect data for or report on the annual mass-flow of relevant materials used.
		B8 - Workforce - General characteristics	30-31	§39 c): We only have employees in Sweden.
		B9 - Workforce - Health and safety	31	
		B10 – Workforce – Remuneration, collective bargaining and training	31	
	Governance metrics	B11 - Convictions and fines for corruption and bribery	32	
	General information	C1 - Strategy: Business Model and Sustainability – Related Initiatives	5-6	
		C2 - Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	17, 19-25	
	Environment metrics	C3 - GHG reduction targets and climate transition	26-28, 36	§55-56: 2050 Consulting does not operate in any high climate sectors.
		C4 - Climate risks	8-10	

Module	Topic	Disclosure	Page	Comment
	Social metrics	C5 - Additional (general) workforce characteristics	7, 37	§60: One self-employed worker worked for the company during the reporting period but not exclusively.
		C6 - Additional own workforce information - Human rights	19, 24, 37	§61 a): Human rights are covered by 2050 Consulting's Code of Conduct. There is no separate human rights policy in place. §61 b), i-v: 2050 Consulting's code of conduct covers: child labor, forced labor, human trafficking, discrimination, accident prevention and other violations of individual rights.
		C7 - Severe negative human rights incidents	37	§62 a): There were no confirmed incidents in the own workforce, related to severe negative human rights (including child or forced labor, human trafficking, discrimination or other) during the reporting period. §62 b): Not applicable, as no incidents were confirmed. §62 c): There were no confirmed incidents involving workers in the value chain, affected communities or consumers and end-users during the reporting period.

Module	Topic	Disclosure	Page	Comment
	Governance metrics	C8 - Revenues from certain sectors and exclusion from EU reference benchmarks	38	§63 a-c): 2050 Consulting is not active in, nor has it revenue from, any of the following sectors: controversial weapons, cultivation and production of tobacco, fossil fuel sector or chemicals production. §64: 2050 Consulting is not excluded from any EU reference benchmarks that are aligned with the Paris Agreement.
		C9 - Gender diversity ratio in the governance body	7	
Additional information	General information	A1 – Double materiality assessment	8-16	
		A2 – Financial indicators (SEK)	7	
	Environmental metrics	A3 – Emissions from air travel	27	
		A4 – GHG Intensity (SEK)	26-27	
		A5 – Emission per employee	26	
	Social metrics	A6 – Number of cases of work-related ill-health	31	
		A7 – Engagement Score	31, 38	Engagement score is our main KPI used to measure employee satisfaction.
		A8 – Targets related to own workforce	32	

Module	Topic	Disclosure	Page	Comment
	Governance metrics	A9 – Targets related to governance	32	



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