



## ESG Questionnaire

Odd Molly International AB (publ)

### 1.1. GENERAL INDUSTRY

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Please list the industry's three biggest sustainability related challenges:

- 1) Reducing environmental impact
- 2) Resource efficiency
- 3) Sustainable supply chain

How does Odd Molly compare to industry peers regarding sustainability initiatives? Above, on par, or below?

*Odd Molly consider itself to be on par with peers with regards to sustainability initiatives and long-term commitments. Odd Molly focuses on material sustainability aspects such as clean transportation, energy efficiency and renewable energy e.g. from wind power, as well as conducting business in a responsible manner.*

Is Odd Molly a signatory of the UN Global Compact or Science Based Targets, report to the CDP or engage in any other relevant sustainability initiatives?

*No, not at this moment. However, note that while Odd Molly is not a signatory of the UN Global Compact, we support the principles.*

### 1.2. ENVIRONMENT

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Please list, if any, Odd Molly's climate related opportunities

- Energy efficiency measures e.g. minimizing energy usage in buildings, investing in solar panels and from local energy systems.
- Minimising waste and pollution for all new buildings.

Please list Odd Molly's three primary risks related to climate change.

- Extreme weather events e.g. flooding could lead to long term damages of properties
- Supply chain disruptions.

Does Odd Molly anticipate any climate related investments?

*Odd Molly continuously make climate related investments. For example, investments in solar panels, wind power and efficient systems for electricity, heat and ventilation.*

Does Odd Molly rely on any scarce resources for its operations? If so, what efforts are made to mitigate the risk of those resources becoming even more scarce in the future, e.g. recycling, reusing, substitutes or improved resource efficiency?

*No*

Transition related risks (for example changed customer preferences or legislation): Does Odd Molly anticipate any risks or opportunities due to the transition to a carbon neutral society? Is there any risk of Odd Molly's offering being negatively affected? If yes, is Odd Molly well positioned to handle that risk?

*Odd Molly strives to meet the changing demands from customers and partners as well as stricter market regulations and practices. Therefore, much focus is on resource efficient properties and to establish the conditions for more sustainable logistics.*

Please list Odd Molly's (1–2) primary means of making a positive environmental impact or minimising negative environmental impact. (If applicable, please list the corresponding most relevant UN Sustainable Development Goals). How are they tracked and communicated?

- *Odd Molly wants to reduce the climate impact of buildings throughout the life cycle. Therefore, the company aims to obtain an environmental certification for the majority of buildings with major renovations and new production.*
- *Odd Molly also improves the energy efficiency in its properties through investments in solar panels and wind power.*

### 1.3. SOCIAL

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Does Odd Molly have a history of accidents? If so, how have these been managed? Are there any preventive measures, such as policies?

*No history of accidents.*

Does Odd Molly conduct any other community engagement activities aside from those directly connected to the business?

*Currently, Odd Molly is evaluating several different community engagement activities and will take a decision during the end of the year on what to sponsor.*

Circular economy: How are purchases and waste managed? Please list Odd Molly's demands on its suppliers, if applicable.

*Odd Molly integrate environmental and social considerations into the procurement process to secure efficient and effective use of natural resources. Waste is managed in line with the requirements of the environmental certification.*

Are there any goals, policies, or Codes of conduct applicable to Odd Molly's suppliers? How often does the firm conduct audits of its suppliers?

*Odd Molly has a Code of Conduct in place for its suppliers which includes requirements in the areas of the environment, work environment, health and safety, human rights, and anti-corruption. Suppliers are audited on a regular basis.*

### 1.4. GOVERNANCE

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Do all staff members receive continuous training on anti-corruption? Is there an external whistle-blower function? Are there any ongoing or historical incidents involving corruption, cartels or any other unethical business conduct? Have any preventive measures been taken?

*Ethical business practices and anti-corruption are issues that are high on Odd Molly's agenda. Staff members receive training on anti-corruption on an occasional/ad-hoc basis.*

*Odd Molly is developing an external whistle-blower function which will be reached from the website*

*Odd Molly has no ongoing or historical incidents involving corruption, cartels or any other unethical business conduct*

Please state Odd Molly's business tax residence (i.e. where Odd Molly pays tax) and explain why that specific tax residence was chosen. Sweden, where Odd Molly has its business. Are there independent members of the Board of Directors?

*Yes, Fredrik Palm, Caroline Tagesson and Johan Mark are independent in relation to the company and group management as well as to major shareholders in the company.*

Please state if and to what extent, Odd Molly has transactions with related parties?

*Odd Molly has had minor transactions with related parties during 2020. For more information please refer to the annual report 2020.*

Is the remuneration of the CEO and other members of the management team in line with industry peers? Which KPIs dictate the remuneration (particularly if sustainability and gender diversity are included)?

*The remuneration is in line with industry peers. The principles for remuneration and other terms of employment for the CEO and other senior executives are proposed by the Remuneration Committee and submitted to the Board of Directors for approval*

Please indicate the relative split of men/women at every level of Odd Molly, particularly the Board of Directors and management team.

*Board of Directors (July 2021): 3 men and 2 women.  
Management (July 2021): 2 men and 1 woman.*

Is the Head of Sustainability a member of the management team? If not, who does that person report to?

*Since the company is newly established no Head of Sustainability has yet been appointed. However, the Head of Project Development is responsible for the environmental certification of buildings and reports to the CCO.*

Policies or agreements in place?

- Code of conduct is under development and will be finalised during the autumn.
- Code of conduct for suppliers: Yes.
- Diversity policy: Yes, it is covered in the Sustainability Policy.
- Anti-corruption policy: Yes, it is covered in the Sustainability Policy.

