



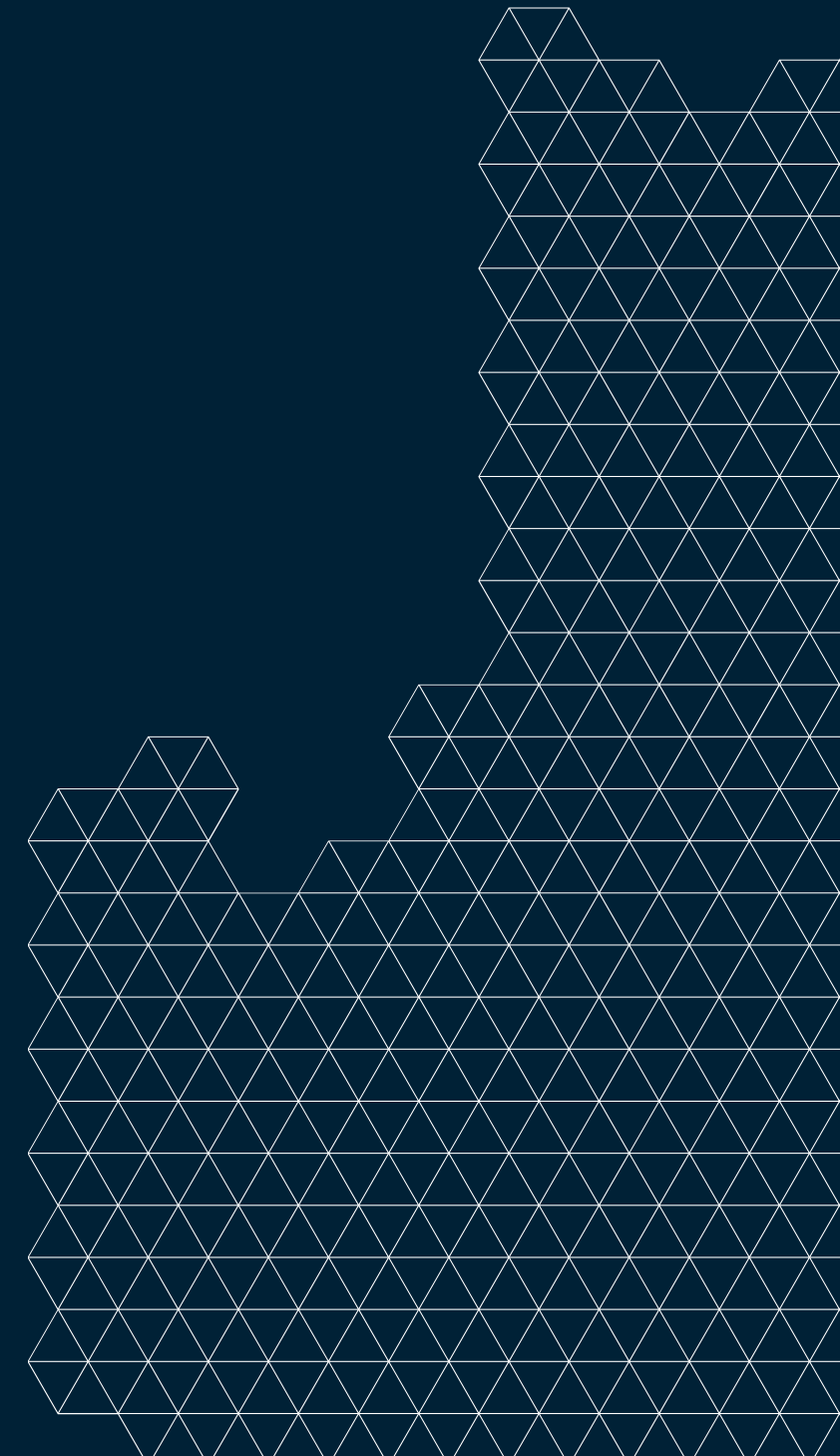
NORDIC BIM
GROUP

ESG REPORT 2024



REPORT HIGHLIGHTS

- Message from our CEO
- Goals & Values
- Organisation
- ESG Goals & Actions
- UN Sustainable Development Goals
- ESG Activity Plan 2025
- ESG Goals for 2025
- Policy Governance
- Sources
- Contact Information



MESSAGE FROM OUR CEO

ESG gets higher up on the agenda, year-by-year, for almost every organization and individual. Today we can see that the sustainability goals and the business goals are clearly aligned. This accelerates the challenges our customers meet when complying with new regulations and new demands. Customers also need to adapt with their clients changed ways of evaluating design and construction projects. Carbon emission of a project has become a significant differentiator between competitors in the AEC/O business.

At Nordic BIM Group, we've strengthened our sustainability portfolio in 2024 to help customers meet today's environmental challenges. Our expanded Green BIM Certificate program continues to empower designers to create more sustainable buildings and urban environments. Additionally, we've enhanced our Anavitor LCA solution with advanced capabilities for precise carbon footprint analysis, ensuring projects comply with the increasingly rigorous environmental standards being implemented across Nordic countries and international markets.

With our customers' knowledge combined with our partners, our dedicated employees, and the advanced BIM & LCA tools we provide, we continue to fulfill our vision "To be a major contributor towards a sustainable built environment." Together we are making a measurable difference. Our values "Succeeding together | Sustainable | Happy/Healthy/Fun" remain at the core of our business across all four markets where we operate.

The report for 2024 demonstrates our continued ambition and impact. Building on our sustainability offerings for the AEC/O business, we maintain our focus on skilled employees with attitudes and behaviors that reflect our values. Our annual employee survey shows strong job satisfaction and loyalty with an eNPS score of 36. In today's competitive labor market, providing a workplace where people thrive and develop remains crucial, as together we create sustainable value. Our ambitions for 2025 include creating even greater engagement, development, and results together with our employees, partners, and customers.



Jörgen Nylund
CEO Nordic BIM Group

GOALS & VALUES

Mission and Vision

Responsibility has always been central to our operations, and at Nordic BIM Group, we are devoted to a broad range of environmental, social and governance (ESG) commitments. These elevate our business, create value for our shareholders and investors, support our employees and customers, and show respect to the local communities in which we work. We believe ESG is our corporate responsibility as digitizer of the AEC/O industry, as well as an opportunity to promote good business ethics and focus on a more sustainable and resilient future.

With responsibility thinking, we start from the premise that we can continually develop our operations in a more responsible direction. The world is not perfect, and neither are we. In this policy, we focus on evaluating our operations so far and setting the first development goals.

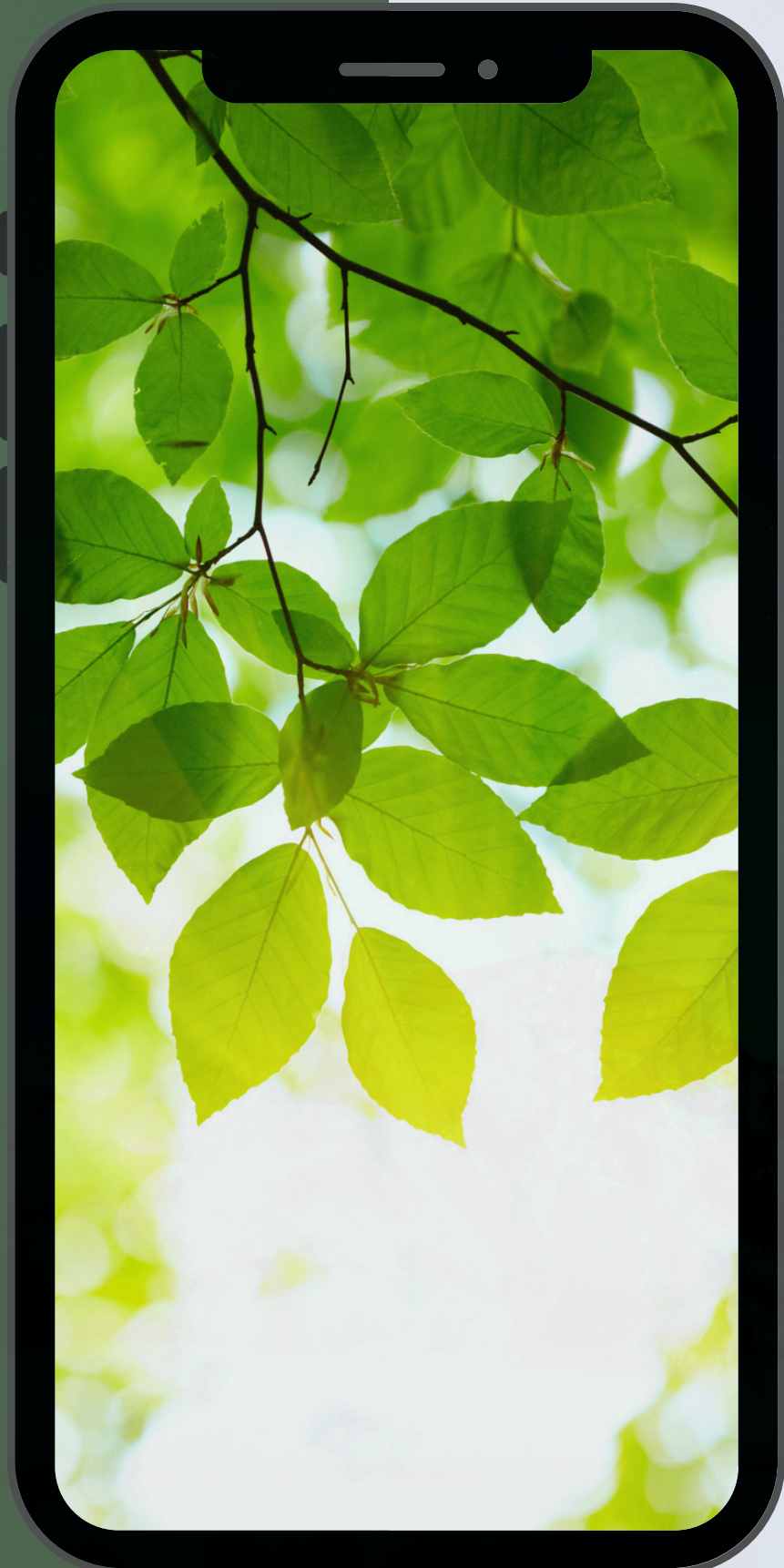


THE ORGANISATION

Nordic BIM Group is a software and consulting company specializing in creating a digital advantage for our customers by adapting BIM and LCA tools to Nordic market conditions. Our story is not so much about us as it is about our customers. It is our many extensive collaborations within the Architecture, Construction and Property sectors that have made us what we are today.

HISTORY

Our common journey began when three companies operating in Sweden, Norway and Finland decided to join forces and merge into one Nordic entity. With more than 30 years of experience and local market knowledge, we now continue our joint quest to unlock the full potential of digitalization in all stages of the built environment value chain.



ESG GOALS & ACTIONS

Reducing CO2 emissions and environmental impact

Climate action is central to our environmental responsibility. We are committed to addressing climate change and environmental sustainability challenges in alignment with the United Nations Sustainable Development Goals (SDGs).

Environmental stewardship matters deeply—not just to our organization, but to our customers and stakeholders across the value chain. While our direct environmental footprint is modest as a software and services provider, we recognize our significant potential to influence indirect impacts and are dedicated to continuous improvement in this area.

Our greatest environmental contribution comes through our solutions that enhance resource efficiency throughout the AEC/O industry, enabling optimal resource utilization. To amplify this positive industry transformation and support our customers in reducing their environmental impact, we are strengthening our educational initiatives and communications to better showcase the sustainability features embedded in our products.



OCCUPATIONAL WELLBEING, WELFARE AND HEALTH

We place the well-being and happiness of our work community at the heart of our organization, recognizing that committed, skilled employees drive our success. Nordic BIM Group embraces the UN's SDG for health and well-being, aiming to provide lasting prosperity for our team. We foster an open, prejudice-free environment regardless of gender, religion, or ethnicity, and compete for top talent by genuinely prioritizing their care. Our low-risk office environments allow us to focus on workplace well-being, optimal working conditions, and proper tools. All employees receive comprehensive health services, competitive benefits, and equal opportunities for professional growth.

COMMUNITY INVESTMENTS

Our company thrives when our communities flourish. While our most significant community impact comes through employment and tax contributions, we are committed to giving back directly in alignment with the UN SDG to reduce inequalities. We have established a strategic plan to increase our community investments over the coming years through three key initiatives: creating development opportunities for young professionals entering the field, engaging in meaningful volunteer work within our local communities, and supporting regional charitable organizations through structured annual donations. These investments strengthen both our community bonds and our business foundation.

GOVERNANCE AND FINANCIAL RESPONSIBILITY

Good governance and economic responsibility form the foundation of our operations. Our comprehensive Code of Conduct guides every employee, regardless of position, in meeting ethical and legal requirements while shaping our interactions with business partners, employees, shareholders, and the public. We maintain strict compliance with all applicable laws and regulations, prioritizing data security across all activities. We extend these expectations to our partners, requiring responsible and ethical conduct throughout our value chain. We firmly believe that conducting business responsibly and professionally, with a people-centered approach, enhances our profitability both now and in the future.

UN SUSTAINABLE DEVELOPMENT GOALS



THE 17 SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development represents a universal call to action adopted by all United Nations Member States in 2015. This shared blueprint aims to create peace and prosperity for both people and planet, now and for future generations. At its core are the 17 Sustainable Development Goals (SDGs), which establish an urgent mandate for collaborative action across all nations—developed and developing alike—through global partnership.

NORDIC BIM GROUP SDG CONTRIBUTION

From the 17 global goals, Nordic BIM Group has strategically selected three SDGs where we can make the most meaningful contribution to the United Nations Sustainable Development agenda. These focal areas align with our core competencies and allow us to maximize our positive impact.

GOAL 3

GOOD HEALTH AND WELL-BEING

Nordic BIM Group prioritizes employee well-being, welfare, and health. We actively work to achieve optimal workplace conditions through supportive initiatives that benefit both our team members and our organizational success.

COUNTRIES: 4	EMPLOYEES: 72	ENPS: 36
---------------------	----------------------	-----------------

WHY

We believe that workplace satisfaction and health create the foundation for an engaged, thriving team that drives our collective success. When our employees feel valued and supported, both individual and organizational performance excel.

HOW

We systematically evaluate employee well-being and job satisfaction through comprehensive annual atmosphere and welfare surveys. These assessments provide valuable insights that help us identify specific development opportunities and implement targeted improvements.

GOAL

We are committed to maintaining exceptional eNPS scores and high employee satisfaction rates. Our track record shows we consistently outperform industry eNPS benchmarks. In 2024, we achieved an employee satisfaction rate of 36, continuing our strong performance compared to industry standards, though we saw a slight decrease from the previous year in our satisfaction and advocacy metrics.

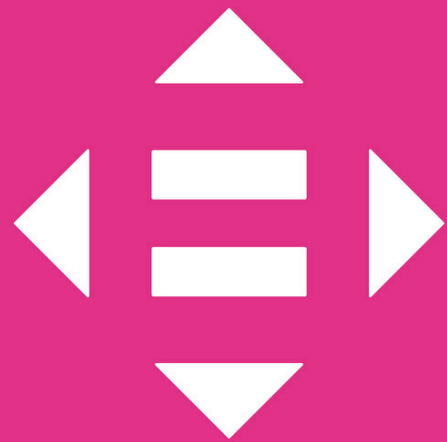
3 GOOD HEALTH AND WELL-BEING



GOAL 10

REDUCE INEQUALITIES

10 REDUCED INEQUALITIES



SUMMER CAMPS

Nordic BIM Group prioritizes local community investments. Throughout 2024, we continued our tradition of contributing to our communities through various strategic initiatives.

To prepare the next generation of industry professionals, we enhanced our educational programming in 2024. Building on the success of our established Archicad Summer Camp, we expanded both the Archicad and Solibri Summer Camps with additional BIM-related topics, including Life Cycle Assessment (LCA) and timber construction techniques. These curriculum updates reflect emerging industry priorities and provide students with more relevant skills before entering the job market. All camps remain intensive, in high demand, and offered completely free of charge to participants.

COMMUNITY DAYS

In 2024, Nordic BIM Group organized and participated in 3 community days, maintaining our commitment to local communities. These initiatives reinforced our dedication to making a meaningful impact in the areas where we operate.

GOAL 13

CLIMATE ACTION

13 CLIMATE
ACTION



Nordic BIM Group is committed to reducing CO2 emissions and environmental impact. Through our innovative products, we empower our customers with powerful tools to lower their carbon footprint.

The built environment generates nearly 50% of annual global CO2 emissions. Building operations account for 27% of these emissions annually, while building materials and construction (embodied carbon) contribute an additional 20%. Given this significant impact, our industry plays a crucial role in achieving global decarbonization and sustainability goals.

In 2024, we successfully launched Anavitor, our comprehensive Life Cycle Assessment (LCA) solution. We are now actively distributing Anavitor alongside other specialized tools designed to support positive climate action. As European carbon policies continue to reshape industry standards, we are positioning our clients to meet urgent net-zero requirements through collaborative, data-driven approaches that span the entire value chain.

GOAL 13

CLIMATE ACTION



RENEWABLE ENERGY COMMITMENT

Across all three Nordic countries, we maintain our 100% renewable energy sourcing:

- Sweden: Telge Energi provides clean electricity from solar, wind, and hydropower
- Norway: Entelios, certified with the ISO 14001 environmental management system
- Finland: Vattenfall delivering 100% wind energy

SUSTAINABLE TRAVEL POLICY



We continue to minimize unnecessary travel, prioritizing digital collaboration whenever possible. When travel is essential, we select the most environmentally responsible transportation options available, further reducing our carbon footprint.



LCA BY NORDIC BIM GROUP

ANAVITOR LCA: TRANSFORMING SUSTAINABLE DESIGN

2024 marked the successful commercial launch of Anavitor LCA following last year's pre-launch phase. This powerful Life Cycle Assessment solution integrates seamlessly with Archicad, allowing architects and building professionals to quantify and optimize their projects' environmental impact. The market response has validated our investment in this technology, as clients increasingly leverage Anavitor to meet stringent sustainability regulations and voluntary green building certifications. By providing data-driven insights throughout the design process, Anavitor is helping transform how the industry approaches sustainable construction.

ESG ACTIVITY PLAN 2025

JUNE

3 community days



NOVEMBER

Employee satisfaction survey



Summer camps



Winter camps



JULY

DECEMBER



NORDIC BIM GROUP

GOALS FOR 2025

Engage in a minimum of 3 community service days yearly to create positive impact in our local communities

Integrate ESG priorities into regular management team meeting agendas across all local offices

Conduct comprehensive annual employee surveys to maintain and enhance our exceptional workplace satisfaction

AN ONGOING JOURNEY

We recognize that perfection in sustainability is an aspiration rather than an immediate reality. Our commitment to environmental and social responsibility represents a continuous journey of improvement. While we actively pursue our established goals, we embrace each challenge as an opportunity to learn and evolve.

Through persistent effort, measured progress, and transparent reporting, we steadily enhance our sustainability practices year after year. This approach reflects our understanding that meaningful change requires both dedication to immediate actions and patience for long-term transformation.

Provide complimentary professional training to at least 150 AEC students annually through our educational camp programs

Maintain our commitment to 100% renewable energy sourcing across all operations

Minimize travel footprint by leveraging digital collaboration tools to enhance both sustainability and operational efficiency

Offer free BIM education through seasonal camps to students in architecture, engineering, and construction

POLICY GOVERNANCE

Nordic BIM Group has established an ESG team which is responsible for monitoring ESG implementation and reporting.

THE ESG TEAM

We are committed to supporting and implementing a responsible and sustainable approach in our business operations and daily activities, while transparently communicating our progress.

We report annually on our ESG-related achievements and KPIs to demonstrate the advancement of our ESG policy and actions undertaken throughout the year. This report is published on our websites and serves as supporting material for our presentations.

ESG matters are integrated as a standard agenda item at every board meeting, enabling us to effectively monitor our ESG initiatives and progress.

THE ESG TEAM'S RESPONSIBILITIES

- Setting the strategic direction of ESG at Nordic BIM Group, aligned with the group strategy approved by the board
- Communicating the policy content, annual achievements, and ESG updates both internally and externally
- Ensuring organizational compliance with the policy and fulfillment of established KPIs
- Conducting ongoing review and recommendation of policy amendments to maintain regulatory compliance and respond to evolving ESG trends
- Performing comprehensive ESG-related risk assessments

SOURCES

ARCHITECTURE 2030 - WHY THE BUILT ENVIRONMENT?

<https://architecture2030.org/why-the-building-sector>

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

<https://sdgs.un.org/goals>

MADRID 2022: DECARBONIZING THE CONSTRUCTION ECOSYSTEM | MCKINSEY

<https://www.mckinsey.com/capabilities/operations/our-insights/global-infrastructure-initiative/roundtables/decarbonizing-construction>



NORDIC BIM
GROUP

CONTACT INFORMATION

ESG Inquiries: ESG@NORDICBIM.COM

FINLAND

Nordic BIM Group Finland Oy
Uudenmaankatu 16-20 (3rd floor)
00120 Helsinki

NORWAY

Nordic BIM Group Norway AS
Fridtjof Nansens vei 17
0369 Oslo

SWEDEN

Nordic BIM Group Sweden AB
Linnégatan 87B
115 23 Stockholm



NORDIC BIM
GROUP