

General industry

- The Issuer consider the industry's three biggest sustainability related changes:
 - i. The Nordic campsite industry is highly fragmented. While larger peers have sustainability initiatives in place, smaller peers seem less focused or vocal on sustainability
 - ii. The regulatory pressure for the industry is shaped by local institutions and government bodies, which will need to be the driving force for environmental responsibility and sustainable operation within the industry
 - iii. As a growing number of travelers are taking climate change and sustainability into account when planning their vacations, alternative food menus (including vegetarian), recycling bins, and water and energy measures must be taken and monitored at campsites
- First Camp Group considers that its sustainability initiatives compare to the general industry in the following ways:
 - i. Above: Employee health and safety, and integrating sustainability principles
 - ii. Above: Integrating environmental issues in the kids' club, to educate young guests
 - iii. On par: We are doing our share within the energy & carbon and waste & wastewater segments

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Environment

- First Camp Group considers that reducing CO2 emissions, reducing total waste (tonnes) and reducing water consumption (m³) from its customers is the main climate-related opportunities. This will, among other things, include:
 - i. Use 100% renewable energy by 2022
 - ii. Site expansion will be conducted in an environmentally friendly way by using sustainable building materials and energy-efficient construction
 - iii. Low-flush cranes to reduce water consumption
- The Group's three primary risks related to climate change are:
 - i. Carbon footprint from travel and energy consumption, using other sources than renewable energy
 - ii. Large total waste streams from operational activities impacting the local ecosystem
 - iii. Water consumption impacting the sustainable supply of freshwater
- The Group anticipates to undertake the following climate-related investments:
 - i. Ensure that all remaining locations adhere to Green Key requirements and request certification
 - ii. Site expansion will be conducted in an environmentally friendly way using sustainable building material, and all sites will have multiple recycling bins
 - iii. First wave of investments in solar panels and EV rechargers are being planned for 2022

ESG questionnaire (2/3)

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Environment

- First Camp Groups does not consider that it relies on any scarce resources for its operations
- The Company believes that the industry will need to eliminate the risks of environmental incidents by having a best-in-class ecological management system in place. Also, water consumption should be minimized
- First Camp Group focuses on the following SDG targets in particular:
 - i. 13.2 - Integrate climate change measures into (national) policies, strategies and planning
 - ii. 15.1 - By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests
 - iii. 6.4 - By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater
 - iv. 8.8 - Protect labour rights and promote safe and secure working environments for all workers
 - v. 16.6 - Develop effective, accountable and transparent institutions at all levels
 - vi. 16.7 - Ensure responsive, inclusive, participatory and representative decision-making at all levels
- The SDGs are tracked by: (i) carbon footprint (tCO₂e), (ii) total waste (tonnes), tonnes / SEKm revenue, Green Key certified locations (%), (iii) water consumption (m³), water intensity (m³ / SEKm revenue), (iv) Absenteeism rate (%), accident rate, (v) ESG policy

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Social

- Since First Camp Group operates in an industry which requires manual labor, it focuses on providing health and safety for its employees. Average absenteeism rate of 1.6% is below the industry average (3.8%). The Group follows up on reported working hours and sick leaves. Safety risks are examined bi-annually, and follow-up actions are taken if required.
- The Company does not conduct any other community activities besides those directly connected to the business, but needs to have a good relationship with the local community around every site due to the nature of operations.
- Waste is sorted and handled according to local laws. The Company does not currently put circular economy demands on its suppliers, but has adopted a number of policies to guide employees and partners in their activities to ensure that they operate in line with the Group's expectations. These policies include (i) ABC policy, (ii) Discrimination policy, (iii) Whistleblowing policy, (iv) Data privacy policy, (v) Health & Safety policy, and (vi) Environment policy. The policies have been in place since 2021

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Governance

- First Camp Group has rolled out a list of policies where employees can report on discrimination and a whistle-blower solution. The policies have been in place since 2021
- First Camp is a tax resident in Sweden. Its tax location was chosen for various operating reasons, but first and foremost because it is the country where it is registered and where it is headquartered
- The Group does not conduct transactions with related parties
- The Group believes that the remuneration of the CEO and other members of the management team is in line with market standards of comparable companies
- Women represent 52% of the total employees. The Group has 2 women (out of 6 member's) in the management team, and one in the Board of Directors
- Göran Meijer is the CFO and in charge of ESG activities, with support from several functions. He is a part of the management team and reports to the CEO
- The Group has the following policies and agreements in place:
 - i. ABC policy
 - ii. Data Privacy policy
 - iii. Discrimination policy
 - iv. Environmental policy
 - v. Health and Safety policy
 - vi. Whistleblowing policy