



ESG questionnaire (I/IV)

General industry

- First Camp Group considers 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. Campsites are often located near seas, lakes, or waterways. Extreme weather, such as heavy rainfall, can cause high water flows that may impact the campsites in the form of flooding or other damage
 - iii. As a growing number of travellers 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's taxonomy reporting encompasses the entire group where the relevant economic activities have been analyzed at the group level. To ensure that First Camp's analysis and reporting are carried out in accordance with the requirements and guidelines contained in the taxonomy, support from external advisors has been obtained. In 2023, First Camp conducted a taxonomy analysis for 2022, which has formed the basis for the taxonomy reporting in 2023. First Camp will continue its taxonomy reporting based on this method during 2024 to ensure that the EU taxonomy is analysed correctly and efficiently. Please find the full taxonomy assessment [here](#) (page 21-27)

E

Environment

- Camping is an inherently sustainable form of vacation, compared to e.g. charter, cruise ships etc. In this industry, First Camp is at the forefront driving sustainability improvement across climate, pollution, social and governance areas. Increasing awareness and the preference for camping as a vacation form drive reduced CO2 emissions from the community as a whole. In its operations, First Camp Group considers that reducing CO2 emissions, reducing total non-recycled waste (tonnes) and reducing water consumption (m³) from its customers are the main climate-related opportunities. This will, among other things, include:
 - i. Continuing current schemes to minimize footprint, through, reducing water flow from showers, use of eco-friendly detergents, waste separation, efficient lighting and minimising the use of chemical pesticides and fertilisers
 - ii. Reducing scope 1 and 2 emissions, and increase the use of renewable energy (including potential expansion of on-site solar power)
- 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. Campsites are often located near seas, lakes, or waterways. Extreme weather, such as heavy rainfall, can cause high water flows that may impact the campsites in the form of flooding or other damage
 - iii. Water consumption impacting the sustainable supply of freshwater
- The Group anticipates to continue investments in increase energy efficiency, convert fossil based energy sources to non-fissile and to ensure all sites have sufficient recycling facilities



ESG questionnaire (II/IV)

E

Environment

- First Camp Group does rely on any scarce resources for its operations
- Transition related risks: FC sees an opportunity as more and more guests discover camping as a sustainable vacation form with smaller climate footprint than most alternative forms of vacation. FC also see a trend of tourists from e.g. Germany, Netherlands changing preference from going to Southern Europe for camping vacation to the Nordics, due to higher summer temperatures
- First Camp makes continuous efforts to reduce CO2 emissions, and has (on like-for-like basis) in 2024 achieved a 27% reduction since LTM 2022-09 but has not set a carbon neutrality target
- Primary means of making a positive environmental impact or minimising negative environmental impact: 1) Minimise CO2 emission from operations, by replacing fossil energy sources: Integrate climate change measures into (national) policies, strategies and planning (corresponding SDG: 13); 2) Ensure sustainable campsite operations, but reducing water emissions, use environmental friendly detergents, minimise water consumption etc: By 2030, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests (corresponding SDG: 15)
- Proportion of sales directly linked to selected UN SDGs: 100%

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Social

- Since First Camp Group operates in an industry which requires manual labour, it focuses on providing health and safety for its employees. Average absenteeism rate of 3% is below the industry average (5%). 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
- To avoid and detect discrimination, First Camp Group monitors gender-related KPIs, including number of women/men in leading positions, and gender pay gap. These efforts are complemented by an annual salary survey, which concluded that differences in pay are not related to gender
- Community engagement activities: The deposits from guests' returnable bottles and cans are donated annually to a charity, most recently to "Planet International"
- No audit of suppliers today but a supply code of conduct distributed to relevant parties
- Primary means of making positive social impact: Test-based, CV less recruitment to ensure equal opportunity and non-bias recruiting. Frequent employee surveys to monitor wellbeing and early indicators of issues to be addressed and extensive leadership development program, to ensure good leadership enabling healthy working environment, equal opportunity to develop etc. (corresponding SDG: 8)



ESG questionnaire (III/IV)

G

Governance

- Our zero tolerance to corruption, either as giver or receiver, is described in our anti-corruption policy
 - i. Four eyes principle is applied to all material purchases, to ensure commercial sound decisions and supplier relations
 - ii. Authorisation schemes are in place, to ensure decisions on purchases, supplier and customer contracts are taken at the right level in the organisation
 - iii. No cases of non-compliance to corruption policies have been reported
- First Camp is a tax resident with headquarter in Sweden, but also operates through subsidiaries in Denmark and Norway. 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
- 3 independent members sit on the Board of Directors
- The Group conducts transactions with related parties. Companies in the Group have both purchased from and provided administrative services to the associated companies United Camping Holding AB, United Camping BidCo AB, United Camping Campsite HoldCo and United Camping Campsite HoldCo II
- In addition to a fixed salary, executives have bonus agreements tied to EBITDA and additional individual KPIs. Key management (CEO, CFO) working on sustainability has bonuses linked to sustainability performance
- Monthly and quarterly follow up of KPI:s in management team - energy consumption, employee and guest satisfaction, CO2 emissions, Green Key certification
- Has signed a union agreement



ESG questionnaire (IV/IV)

PAI

Principal Adverse Impacts

- Revenue: EUR 111m (2024)
- Green house gas emissions: 1,276 CO2 tonnes, sites included in First Camp Group's scope for KPI reporting. (scope 1 & 2)
- No energy production
- Energy consumption: Collected and monitored by the Company but are in process of aligning with CSRD and will be included in CSRD report
- Tonnes of emissions to water: Collected and monitored by the Company but are in process of aligning with CSRD and will be included in CSRD report
- Tonnes of hazardous waste and radioactive waste generated: Collected and monitored by the Company but are in process of aligning with CSRD and will be included in CSRD report
- To avoid and detect discrimination, First Camp Group monitor gender-related KPIs, including number of women/men in leading positions, and gender pay gap. These efforts are complemented by an annual salary survey, which concluded that differences in pay are not related to gender
- 1 of 5 board members are women
- Fossil fuel operations: No
- Sites/operations located in or near to biodiversity sensitive areas where activities negatively affect those areas: No
- Reports to CDP: No
- UN Global Signatory: Yes
- Involved in the manufacture or selling of controversial weapons: No
- Whistle blower policy: Yes
- Supplier code of conduct: Yes