

Annual and Sustainability  
Report 2025

# Happy neighbour- hoods for the many



**BONAVA**

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The Report of the Board of Directors on pages 40–130 and the financial statements on pages 131–167 constitute the statutory Annual Report. The Sustainability Statement and the Corporate Governance Report comprise parts of the Report of the Board of Directors. This Annual report is a non-official translation from Swedish. In the event of discrepancies between the language versions, the Swedish wording will prevail.

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## Why?

# Our purpose is to build happy neighbourhoods for the many

Happiness goes hand in hand with where you live. Since the beginning, Bonava has been driven by a strong curiosity to understand what this means. Creating locations and environments where people thrive, and future generations can grow up, means so much more than just four walls.

That is why we build more than just houses. We create happy neighbourhoods for the many.

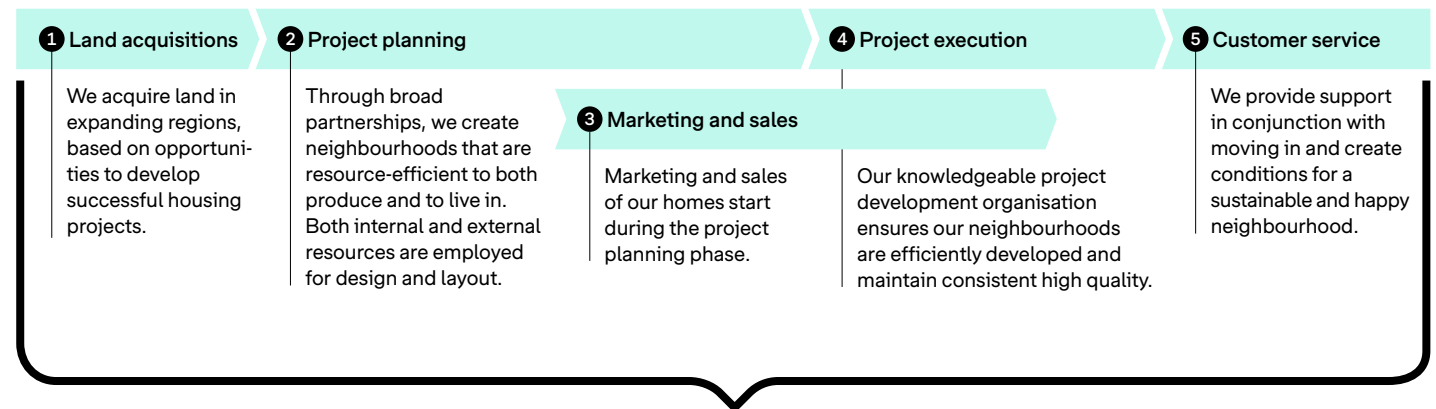


# What?

## A leading residential developer

We develop attractive, sustainable and competitive homes while helping to alleviate the housing shortage and improving the conditions for urban growth.

We develop land into attractive, sustainable neighbourhoods based on a genuine understanding of our customers' needs and the unique circumstances of the area. We construct several types of homes, multi-family housing, single-family homes and semi-detached houses with various types of tenure. Our resource-efficient and sustainable houses create value for our customers, owners, employees and society as a whole.



# Where? In Europe

In 2025, we conducted operations in Germany, Sweden, Finland, Latvia, Estonia and Lithuania with our approximately 900 employees. Germany is our largest market.

Our operations focus on 21 select submarkets, and we are endeavouring to strengthen our position in markets with major potential for long-term value creation.

## Net sales

SEK Bn  
**8.2** (8.3)

Per segment



- Germany, 67%
- Sweden, 15%
- Finland, 7%
- Baltics, 11%

## Employees

Number of employees  
**900** (900)

Per segment



- Germany, 51%
- Sweden, 9%
- Finland, 11%
- Baltics, 24%
- Other operations, 5%

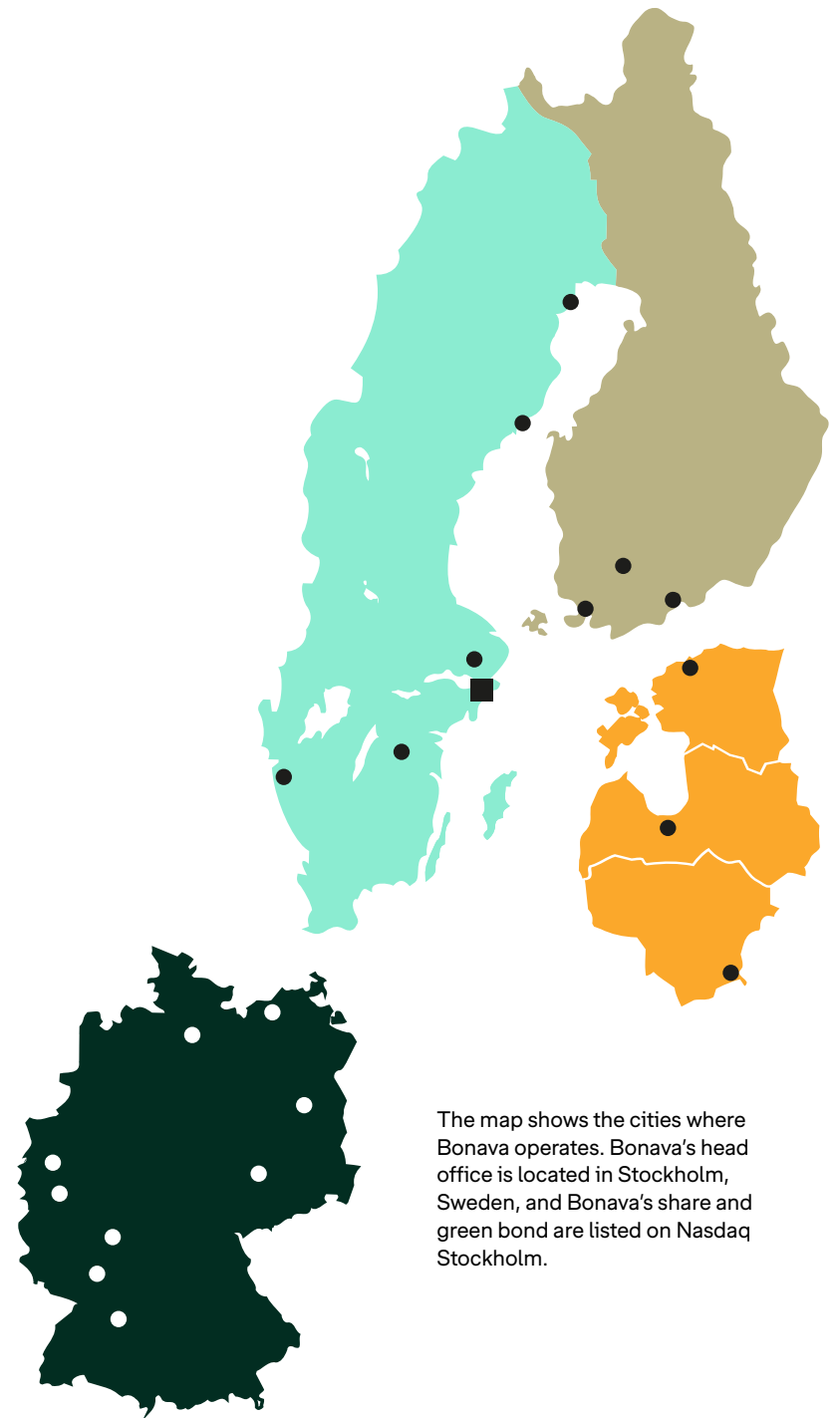
## Geographic presence

Countries

**6** (6)

Submarkets

**21** (20)



# How?

## A diversified business model that meets customers' needs

Bonava's project portfolio is diversified as regards customer segments, product type, type of tenure and geography. Which segment is strong, and which type of housing units are in demand, varies over time. Moreover, the macroeconomic situation may differ among countries.

Our balanced business model provides us with greater flexibility, a lower risk profile, and increased possibilities to steer our investments to the projects that create most value.

### Consumers and investors

Bonava's business targets both consumers and investors. The core operations are developing and selling homes to consumers as well as investors. Projects targeted at investors – who in turn lease housing units to tenants – is an attractive complement to the consumer business and reduces risk in the operation. In general, investor projects entail lower risk and a more favourable cash flow compared to consumer projects.

#### Customer segment



Consumers



#### Customer diversification

Various margins, risk profiles and cash flows



Investors

### Product mix and type of tenure

Our offering contains both multi-family housing and single-family homes, and we offer different types of tenure. Our product mix promotes risk reduction through variation in margins and volumes as well as sales and construction rates. Condominiums is the most common type of tenure, though we also sell rental apartments to investors. We also have a small number of properties under the Build-to-Manage (B2M) model.

The product mix and different types of tenure increases the possibilities of meeting demands that change over time.

#### Product mix



Multi-family homes



#### Product diversification

Volumes and speed differ



Single-family homes

### Geographic spread

With a geographic presence in six countries and 21 submarkets, we can address local changes in demand by investing in the markets that generate the best returns.

Bonava routinely monitors and evaluates macroeconomics and other criteria in its markets in order to ensure that we are operating in the markets that are most attractive to the company's long-term business, where we aim toward being among the top three largest players in each submarket.

#### Geographic spread



Market X



#### Geographic diversification

Macroeconomic situations differ



Market Y

# 2025 in brief

## Financial

### Key figures

SEK M unless otherwise stated <sup>1)</sup>	2025	2024
<b>IFRS</b>		
Net sales	7,725	8,194
Gross margin, %	12.8	8.3
EBIT	362	22
EBIT margin, %	4.7	0.3
Earnings per share before and after dilution, SEK	-0.28	-1.85
Equity/assets ratio, %	44.4	41.7
Net debt	2,816	3,068
Net project asset value / Net debt excl. leases, multiple	1.8	1.6

Starting on 1 January 2025, the Group reports its segments using a new segment reporting method. Earnings from sales of housing units are recognised in segment reporting using the percentage of completion method. Previously, revenue was recognised in full upon delivery of housing units to a customer. In the segment result, certain operational adjustments relating to impairments and other items affecting comparability can be made, adjustments amounted to 0 (-267) MSEK in 2025. The figures that are based on segment reporting are marked in brown in this report, and the comparative figures for 2024 have been restated. A bridge between operating EBIT and EBIT is found in Note 2.

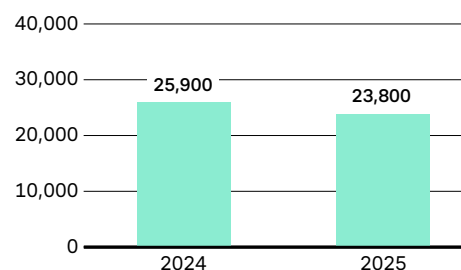
### Segment reporting

Net sales	8,218	8,312
Operating gross margin, %	14.3	11.8
Operating EBIT	548	326
Operating EBIT margin, %	6.7	3.9
Earnings per share before and after dilution, SEK	0.16	-1.03
Return on equity, R12, %	0.7	-4.0



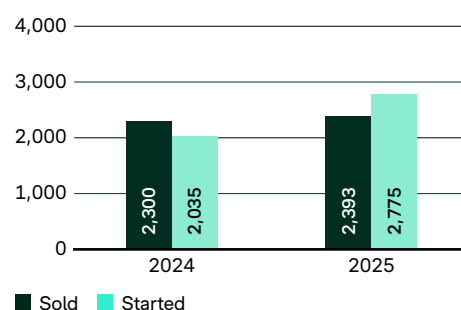
## Building rights, sales and starts

### Number of building rights



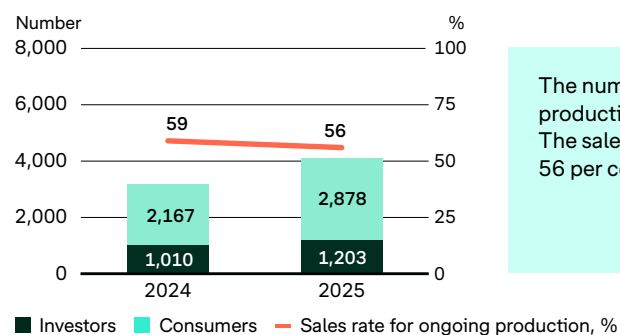
The building rights portfolio decreased by 2,100 building rights during the year to 23,800 (25,900) as a result of a large number of production starts during the year.

### Number of housing units sold and started



The number of housing starts increased 36 per cent, totalling SEK 2,775 (2,035). The number of housing units sold in 2025 totalled 2,393 (2,300), an increase of 4 per cent.

### Number of housing units in ongoing production and sales rate for ongoing production



The number of housing units in ongoing production increased to 4,081 (3,177). The sales rate for ongoing production was 56 per cent (59).

<sup>1)</sup> For more information about the Group's key figures and definitions, refer to pages 177-178.

## Highlights of 2025

- Starting with the first quarter of 2025, Bonava introduced the percentage of completion method in its segment reporting.
- Bonava refinanced its SEK 960 M green bond, with maturity in 2028. The bond was substantially oversubscribed. This share issue strengthens the company's financial flexibility, extends the tenor and yields improved conditions for financing.
- Bonava held a Capital Markets Day on 27 March 2025.
- Investor transactions for the year amounted to approximately SEK 2 Bn.
- Bonava surpassed its forecast for 2025, with its operating EBIT margin amounting to 6.7 per cent against earlier communicated forecast 5 to 6 per cent.



## Corporate governance

- Jon Johnsson took office as Deputy CEO and CFO on 2 January.
- Anneli Jansson and Paula Röttorp were elected as new members of the Board at the Annual General Meeting on 9 April 2025.
- Rico Kallies stepped into the position of Business Unit President for Bonava Germany on 1 September.
- On 24 September, at his own request and with immediate effect, Olle Boback resigned from Bonava's Board of Directors due to illness.

## Sustainability

- Bonava has been included on the Financial Times list of Europe's Climate Leaders 2025. The ranking, developed with Statista, highlights companies that have reduced their climate impact. Bonava was awarded 69.5 out of 100 points.
- Bonava's updated Science Based Targets were validated in September.
- We started our most sustainable single-family home ever: Villa Verde.
- Bonava received an approved basic license under Nordic Swan Ecolabel generation 4 in Sweden.



# 2025: a year that confirmed that we are on the right track

2025 was a year of clear transition for Bonava – from consolidation to controlled growth. We continued to enhance our decentralised organisation and strengthen our financial position while being in a business environment marked by uncertainty and slower-than-expected recovery. Despite this, we succeeded in significantly increasing the number of housing starts, improving our margins and strengthened the company's financial position.

## Slower recovery despite good conditions

Germany – Bonava's largest market – is characterised by a continued housing shortage, particularly in Berlin, Cologne and Düsseldorf. However, the market is fragmented – some regions are displaying robust growth while others are more cautious. Bonava is positioned in growth regions, and is a strong contender as one of Germany's most active residential developers. The German government is investing more in defence and infrastructure, which – while benefiting the housing market in the long term – is contributing to rising long-term interest rates and subdued demand in the short term. Our key investor market gained momentum in December with increased rental levels over the year and continued low vacancy rates, particularly in metropolitan areas, contributing to the positive development. We are convinced that the German market is a source of continued profitable long-term growth for Bonava.

The Swedish housing market in 2025 was characterised by continued caution among households, despite stronger disposable income and cuts to the policy rate. Several measures to support household consumption were unveiled, and there is an underlying pent-up demand for modern, sustainable homes.



"2025 was a year of clear transition for Bonava – from consolidation to controlled growth."

Peter Wallin  
President and CEO

Demand in metropolitan areas, where the population is increasing, was stable. We had hoped for a broader recovery in 2025, but the trend of bookings taking longer to convert into binding contracts persisted throughout the year. We noted an increase in activity levels in the transaction market at year-end, with increased interest from investors, and we concluded two investor transactions during the year.

The Baltic capitals of Tallinn, Riga and Vilnius continued to display strong growth, with low unemployment levels and a shortage of modern housing units. Prices either remained stable or rose slightly. Activity levels were particularly high in Riga, followed by Vilnius, especially in the second half of 2025. In Tallinn, we noted stable levels of sales during the year.

The Finnish housing market is in an early stage of recovery following a period of low activity, higher interest rates and inflation. Prices have begun to stabilise, and transaction volumes in the investor segment, while still at low levels, are increasing. The surplus of unsold completed housing units had a dampening effect on the housing market. This surplus has essentially now been eliminated, and we are seeing gradually increasing interest from both consumers and investors, with recovery taking some time.



**“Using good project governance and cost control, we have gradually improved our profitability.”**

**Peter Wallin**  
President and CEO

### **Increased sales and operating EBIT**

Our decentralised, market-oriented organisation has been crucial in enabling us to adapt quickly to changing conditions. Using good project governance and cost control, we have gradually improved our profitability, especially in Germany and the Baltics, where the margins performed well during the year. Our business operations in Sweden and Finland, which have faced great challenges with a declining market in recent years, reported a positive operating EBIT for 2025. Consolidated net sales totalled SEK 8.2 Bn (8.3), which adjusted for currency effects meant growth of 3 per cent. The operating gross margin amounted to 14.3 per cent (11.8) and the operating EBIT margin increased to 6.7 per cent (3.9). Through the measures we implemented to strengthen our project margins and reduce our costs, we were able to exceed our full-year forecast, which we issued in March 2025, of an operating EBIT margin of 5–6 per cent.

Given this increase in the volume of ongoing projects, we are seeing opportunities for increasing EBIT substantially in 2026. For full-year 2026, we estimate that net sales will grow by 20 to 25 per cent, which will result in an operating EBIT margin of 8–9 per cent. Market developments were more subdued in the second half of 2025, which resulted in delays in production starts. The anticipated volumes of worked-up income and earnings for 2026 have thus been affected, which is why we lowered our outlook regarding the EBIT margin slightly compared to the previous assessment.

### **Increased growth in production starts and sustained healthy sales rate**

We significantly increased our starts during the year with a growth of 36 per cent over 2024. Housing starts in 2025 amounted to 2,775 (2,035), of which 676 (573) were to investors. Our ongoing production amounted to 4,081 (3,177) at year-end, with a healthy sales rate of 56 (59) per cent. 2,393 housing units (2,300) were sold during the year. We have not compromised on our principle of having a good sales base prior to commencing production. The stock of unsold completed housing units decreased throughout the year, and when we closed the books on 2025, we had 212 (309) housing units in our balance sheet. The organisation was focused fully on enhancing our customer offering and driving our projects forward. One concept that we launched during the year was cooperative rental apartments, in the form of assisted living homes with extra services. This concept meets a growing



## **The Green Wave consumer project in western Vilnius**

**Type of homes:** Multi-family housing for consumers  
**Number of units:** 59 apartments

In Pašilaičiai, a growing area in western Vilnius, Bonava has started production of 59 housing units – the initial phase in the new Green Wave neighbourhood. The area is being developed on former industrial land, and will house a total of 731 energy-efficient homes. Green courtyards, playgrounds and footpaths – all of these are being planned here, in a modern and sustainable district close to services and public transportation.

need for housing among an ageing population and promotes both community and empowerment for residents. By responding to changing needs and trends, we are creating more opportunities for people to live and work in happy neighbourhoods.

### Strong financial position with refinanced green bond

Bonava took advantage of the robust situation in the bond market in February and refinanced its SEK 960 M green bond on better terms, with an extension of just over one year to autumn 2028. Great interest from investors yielded a heavily oversubscribed order book, which meant that our financing costs decreased. During the year, we took several steps in the process of increasing the proportion of project financing, which will mean more adapted funding for our activities and thereby lower financing costs. Project financing in 2025 increased by 79 per cent. We implemented our first local financing in Germany in conjunction with the acquisition of 450 building rights with building permits in Berlin, and we raised further local financing in the Baltics. Our financial

position remains healthy, with a low net debt of SEK 2.8 Bn (3.1) and an equity/assets ratio of 44 per cent (42).

We have an attractive building rights portfolio of 23,800 building rights that forms the basis for future expansion. In the cautious market of recent years, we have focused sharply on developing existing land in the portfolio. Because of this, we currently have a large number of building rights where the conditions for the start of production have been met. The building rights portfolio is assessed annually in the third quarter, and the estimated surplus value had increased to SEK 5.3 Bn (4.6) as of September 30.

### High activity levels in sustainability

Our sustainability objectives are ambitious. After a thorough-going process supported by new insights, Bonava had its updated emission reduction targets ratified by the Science Based Targets initiative (SBTi) during the autumn. Using life cycle assessments (LCA) for all projects and the introduction of carbon budgets at the project level, Bonava can now track

**“We have an attractive building rights portfolio of 23,800 building rights that forms the basis for future expansion.”**

climate impact to a greater extent – from materials selection to finished home, as well as during the service life of the housing unit. This facilitates greater accuracy and efficiency in climate actions, with ventures being directed to where they can do the most good. We are working in many exciting areas to decrease our climate impact, and one such example is Villa Verde – Bonava’s most climate-smart single-family home, which was started during the year. This is a pilot project in which we are reducing climate impact by 36 per cent.

### Further steps towards a stronger, more profitable Bonava

I would like to extend a sincere thanks to all our employees, shareholders and partners for your engagement and support during the year. In 2025, we took key measures to strengthen our financial position, create an even more efficient and locally rooted organisation, and develop our customer offering to face new market conditions. I frequently mention our decentralised model. In this new world order, which has arisen in light of conflicts, trade tariffs and a wave of investments driven by AI, a strong local market presence is the key to success. Europe requires economic growth and resilience to ensure its own growth and security. Support for these key factors requires the development of new housing units. Together, we are building a stronger and more flexible Bonava that is equipped for the possibilities and challenges of the future. The journey of controlled growth that we have set out on since the start of the year means that we will gradually be increasing our volumes and our profitability. Throughout the year, we have fulfilled our forecasts by a wide margin. This demonstrates the strength of our organisation, and shows that we have good control of our projects. By combining sustainability, innovation and local market awareness, we are building an operation that is profitable and sustainable – which will allow us to create happy neighbourhoods for the many.

March, 2026

**Peter Wallin**  
President and CEO

## The Cecilien-Carré investor project, in the growing Marzahn-Hellersdorf district of Berlin

**Type of homes:** Multi-family housing for investors  
**Number of units:** 144 rental apartments

During the year, Bonava signed its second deal with the municipal housing company GESOBAU AG. Bonava sold and started 144 rental apartments in the new Cecilien-Carré residential district in Berlin’s expansive Marzahn-Hellersdorf quarter. Delivery of the apartments is expected at the end of 2027. This deal complements the 128 rental apartments in the same block that were sold to GESOBAU AG in 2024. The rental apartments create affordable housing in a growing part of Berlin. The neighbourhood is characterised by modern architecture, energy-efficient solutions and good transport links, making it attractive to a broad target group.



# Strategic framework

Everything we do should take us toward our targets.

We are a residential developer whose aim is to develop land in our building rights portfolio into happy neighbourhoods for our customers. In this way, we want to help reduce the housing shortage, promote good living environments and create sustainable communities.

To achieve our purpose, we continuously execute the strategy in our focus areas and deliver on our sustainable foundation without compromising on our values. Together, these enable us to create business opportunities and achieve our targets.



# Our journey continues towards more happy neighbourhoods

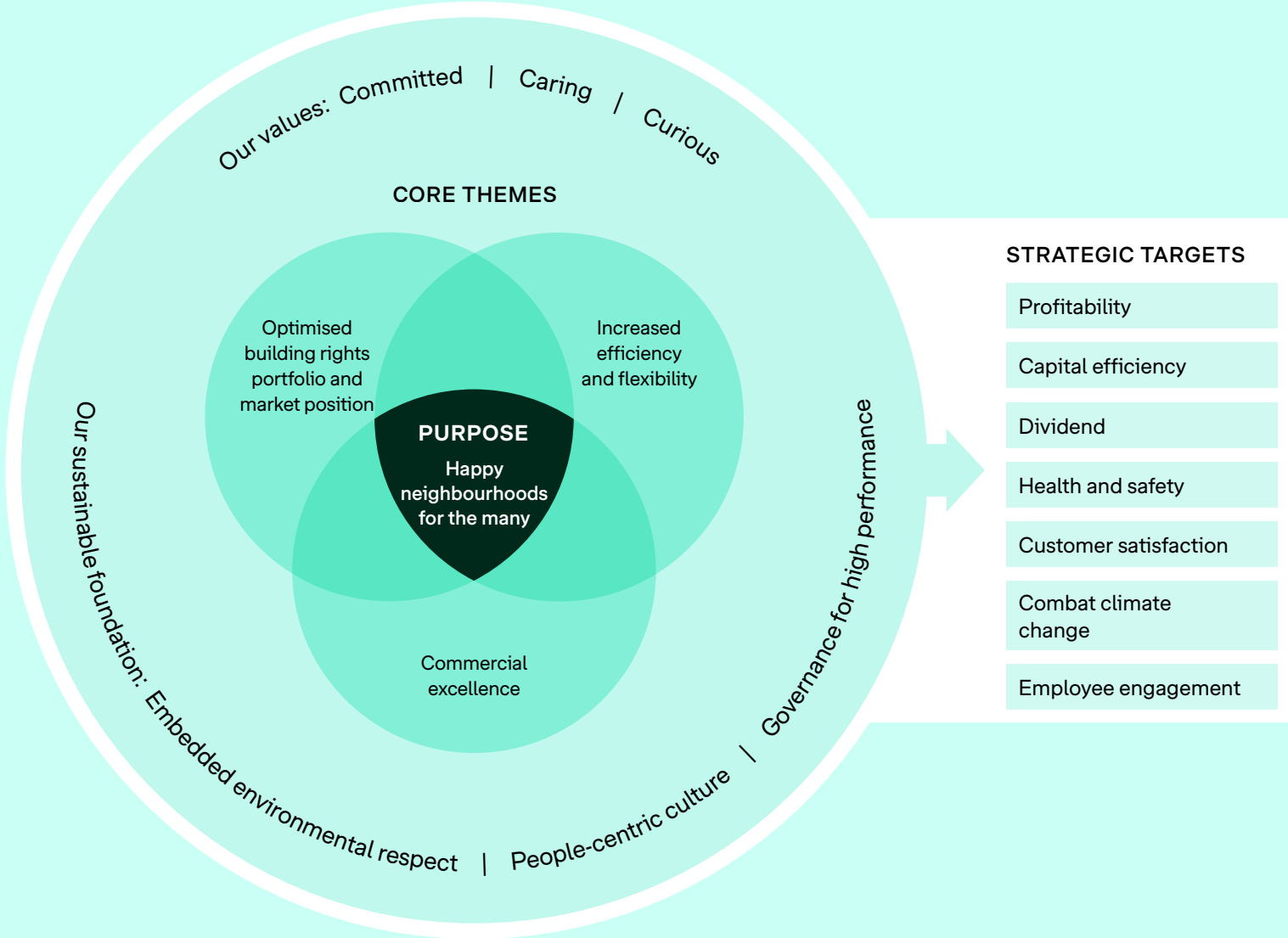
Bonava is on a clear development journey from controlled growth toward full potential, with the ambition to be a leading and long-term profitable residential developer capable of generating strong returns throughout the business cycle.

The strategy combines financial discipline with assertive market positioning and a high degree of operational flexibility.

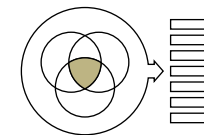
In the initial phase, the focus has been on controlled growth, with a gradual increase in starts without compromising margins, cash flow, or net debt. Selective land acquisition, clear investment discipline, and efficient processes have built a robust foundation and a strong balance sheet, creating room for action in the next growth phase.

With this foundation, Bonava is expected to enter a phase of accelerated growth in 2027. Through targeted investments in land, product development, and a clearly differentiated customer offering, the company aims to gain market share in prioritised submarkets with the goal of becoming a leading player in all submarkets. Full potential is reached when the company is sufficiently large and agile to be profitable in both economic upturns and downturns.

Learn more about our strategic framework and its components on the following pages.



# Our purpose – Happy neighbourhoods for the many



To create locations and environments where people thrive, and where future generations can grow up, we build more than homes – we create happy neighbourhoods for the many. These efforts are founded in a genuine understanding of our customers’ needs and drivers.

## We build homes for various needs

We develop homes that more people have the possibility of living in. By developing residential districts with a diversity of housing units in different sizes, price ranges and types of tenure, we create greater freedom of choice and promote more vibrant neighbourhoods. This way, we also make it possible for people to live in the same area during the different stages of life.

## Development based on customer insights

Our value-generating residential environments are built on a genuine understanding of our customers’ needs and driving forces. We work strategically to understand and identify what is important for people to feel content where they live. We do so through annual surveys, consultations and dialogue with relevant target groups. Through our efforts, we have gained good insights into which factors enable a vibrant and functional neighbourhood. We know that secure and green outdoor environments, social interaction among neighbours, and the opportunity to pursue a more sustainable lifestyle are crucial factors for feeling content.

## We start from local conditions

We have a strong local presence and work closely with our customers to understand their needs and the specific conditions in each market. We can see that our customers’ needs and drivers are often similar, but the solutions vary depending on market. We continuously develop our processes, structures and approaches to strengthen our capacity for facing customer drivers and delivering the best possible results in all our markets.



## Ambitious goals and constant improvements

The success of our efforts is evaluated over the short and long term through Bonava’s customer satisfaction programme. In this programme, we monitor our customers’ experience and customer satisfaction with our products, services and interaction throughout the customer journey.

Our strategic target is to reach 100 per cent NPS Consistency by 2026. The target concerns our capacity to deliver at the same high level to all customers.

In 2025, 55 per cent of Bonava’s projects achieved the overall NPS Consistency target.

Customer Satisfaction Net Promoter Score and NPS Consistency

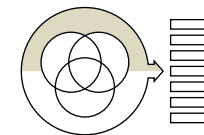
	2025	2024
<b>NPS</b>		
Germany	31	40
Sweden	40	25
Finland	53	50
Baltics	60	49
<b>NPS Consistency, %</b>		
Germany	50	49
Sweden	69	14
Finland	73	83
Baltics	56	58
<b>Total, Group</b>	<b>55</b>	<b>45</b>

The Net Promoter Score (NPS) measures the likelihood that Bonava will be recommended. The NPS is tracked six weeks after occupancy begins and can vary from -100 to +100. Once all projects in a market reach NPS ≥50, this is defined as 100 per cent NPS Consistency.

## Bonava to transition from NPS to CSAT in 2026

At Bonava, our customers are at the heart of everything we do. To expand our understanding of customer experiences and pursue continual improvements, Bonava is updating its method for measuring feedback and moving from Net Promoter Score (NPS) to Customer Satisfaction (CSAT) during 2026. This transition emphasises our commitment to actively listening to our customers, learning from their feedback, and taking measures to ensure that we create homes and neighbourhoods where people truly feel at home. We will begin reporting CSAT results as of the first quarter of 2026, with the target for 2026 set at 83.

# Our values permeate our culture and operations



Our values underpin our culture, which is always people-centric. Our values also constitute our approach to achieving a sustainable, high-performance and profitable operation.

With a desire to create the best for our customers, suppliers and partners, our success is built on having the right conditions in place to facilitate our employees' performance. To create the best culture and work environment, each employee has an important role to play every day, and our values provide guidance and support in this role. Our values describe successful aspects of the behaviours and decision-making at Bonava, and serve as the keys in our work, our development and our recruitment of employees.

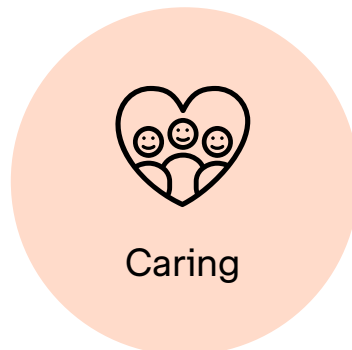
With a committed, caring and curious culture, we are building a strong business and a robust brand, which will ensure that we continue to attract talent and skills, as well as continue to create the best for our customers, suppliers and partners.



Committed

## We are committed

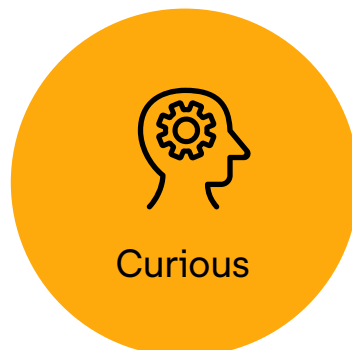
We are committed – we drive business results and customer satisfaction. We strive to exceed ourselves, to achieve the best results for our customers, our operations and for society at large.



Caring

## We are caring

We are caring – we want the best for one another, as we do for our customers and society at large. We have an inclusive and caring approach and enjoy collaborating and sharing knowledge.



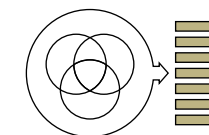
Curious

## We are curious

We are curious – we always endeavour to learn and improve ourselves, as well as to create what is best for our customers. We endeavour to offer improvements for people and the planet – not just for today, but also going forward – by being part of building the society of tomorrow.



# The targets that guide us



To fulfil our purpose and create value for society and our shareholders, Bonava has set a number of strategic targets. The targets, which are divided into financial and other strategic targets, guide the company's activities and are followed up regularly. The financial targets are based on a framework that is meant to balance the financial risks in the business. The financial targets are tracked on the basis of the company's segment reporting.

Financial targets	Targets (Target year)	Outcome 2025
<b>Profitability</b>		
Operating EBIT margin	≥10% (2025)	<b>6.7%</b>
<b>Capital efficiency</b>		
Return on equity over time	≥15%	<b>0.7%</b>
<b>Dividend</b>		
Distribution of the Group's profit after tax over time	40%	<b>0%</b>
<b>Financing framework</b>		
Targets		Outcome 2025
<b>Net debt</b>		
The Group's net project asset value is to exceed its net debt (excluding leases)	>1.0 times	<b>1.8 times</b>
<b>Equity/assets ratio</b>	≥30%	<b>44%</b>

## Outlooks for 2026<sup>3)</sup>

- For full-year 2026, it is believed that the operating EBIT margin will reach 8–9 per cent.
- For full-year 2026, net sales are expected to grow at a rate of 20–25 per cent compared to 2025 (adjusted for currency effects).

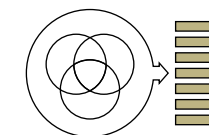
See the following page for comments on the outlooks for 2026.

Other strategic targets	Targets (Target year)	Outcome 2025
<b>Customer satisfaction</b>		
Net Promoter Score (NPS) Consistency	100% (2025)	<b>55%</b>
<b>Health and safety</b>		
Frequency of severe incidents	<7.1 (2026)	<b>5.7</b>
Everyone Plan fulfilment	≥90%	<b>97%</b>
<b>Employee engagement</b>		
Top 10 per cent best companies	89 <sup>1)</sup> (2026)	<b>86</b>
<b>Combat climate change</b>		
Reduced climate impact in line with our long-term climate targets validated by the Science Based Targets initiative to limit warming to 1.5 °C <sup>2)</sup>		
Emissions, Scope 1–2, absolute figures	–42% (2030)	<b>–17%</b>
Upstream emissions, Scope 3, emissions from new buildings, including capital goods	–40.8%/m <sup>2</sup> (2030)	<b>–8%</b>
Downstream emissions, Scope 3, use of sold products	–51.6%/m <sup>2</sup> (2030)	<b>4%</b>

<sup>1)</sup> Employee engagement should be in line with the top 10 per cent of companies according to the Brilliant Future high-performance benchmark, which stands at 86 in the most recent survey conducted in 2025.

<sup>2)</sup> In 2025, Bonava updated its baseline and targets based on LCA data, in line with the SBTi Building Sector Guidance. In addition to the above targets, Bonava undertakes to ensure that new equipment owned or financially controlled by the company in its project portfolios and installed beginning on 1 July 2030 will not be powered by fossil fuels.

<sup>3)</sup> Outlook is based on segment reporting.



## Financial targets and financing framework

### Comments on the outlooks for 2026

In 2025, Bonava transitioned from consolidation to controlled growth, which means a gradual increase in the number of production starts towards a range between 3,500 and 4,000 annually. In 2025, Bonava had 2,775 starts (2,035). Although we increased the number of starts by 36 per cent in 2025, the market recovered more slowly than expected, especially in the second half of the year. This involved delaying planned production starts, which will also affect the work-up of income and earnings for 2026. In the updated outlook for 2026, we expect the operating EBIT margin to be in the range of 8 to 9 per cent for the full year. We believe that the target of an operating EBIT margin of at least 10 per cent can be achieved on an annual basis when we reach our target for the number of starts. With 3,500 to 4,000 production starts, we will have an ongoing production of at least 5,000 housing units, which means that we will then have a sufficiently large business volume to achieve at least 10 per cent in operating EBIT margin.

### Profitability, capital efficiency and dividend

On the basis of segment reporting, the operating EBIT margin was 6.7 per cent (3.9) for 2025, which surpassed the forecast of 6 per cent that we had communicated, all due to improved project margins and the full impact of the cost-saving measures that had been implemented to reduce the Group's indirect production costs and other overheads. These measures have resulted in gross annual savings of nearly SEK 1.1 Bn starting in 2025, compared to 2022. Apart from the outlook on our EBIT margin, we believe that net sales for full-year 2026 will increase by approximately 20 to 25 per cent adjusted for currency effects compared with 2025, in light of the increase in production starts.

The target for capital efficiency is that return on equity will total at least 15 per cent over time. For 2025, the outcome was 0.7 per cent (-4.0), which is an improvement year-on-year. It will take time to reach the target of 15 per cent, which is where we want to be. We need to increase our business volume, thereby working up profits and bringing down our financial expenses.

The Group's dividend policy states that 40 per cent of the Group's profit after tax over time shall be distributed to share-

holders. The Board of Directors proposes that no dividend be distributed for the 2025 financial year due to restrictions in the current financial agreement that prevents it.

### Financial risk framework for the equity/assets ratio and net debt

The financial targets rest on a financing framework to ensure control over financial risk. Under the framework, the equity/assets ratio is to exceed 30 per cent and the Group's net project asset values are to exceed the Group's net debt (excluding leases). This clarifies that investments in building rights can only be made with shareholders' equity.

At the end of 2025, the criteria of the financing framework had been met by wide margins. The equity/assets ratio increased to 44.4 per cent (41.7) and the ratio of net project asset value to net debt excluding leases was 1.8 (1.6).

## Other strategic targets

### Customer satisfaction

The Group achieved an NPS Consistency score of 55 in 2025 – a clear improvement compared with 2024 (45) and 2023 (29). Sweden and Finland posted the highest results. The decline in Germany is attributable to a change in the project mix, with a higher response rate among several low-rated projects affecting the overall result. The lower ratings were driven mainly by delays in scheduling. The overall results show a strong positive trend – a confirmation that Bonava's approach, driven by close relationships with customers and a systematic focus on the customer experience – strengthens the customer experience across the entire Group.

### Health and safety

23 severe incidents, including 11 injuries and 12 near misses, were reported in 2025. The increase from 2024 is linked to a greater number of reported incidents in the Baltics, which is due primarily to an enhanced reporting culture and more proactive risk identification, rather than an actual increase in accidents that occurred.

The outcome for the Everyone Plan 2025 was 97 per cent (95), surpassing the Group's target and the 2024 outcome.

This increase is deemed to be in line with expectations, and is attributable to a more focused approach with fewer – but more clearly – prioritised operationally embedded improvement initiatives with a focus on strengthened ownership and delivery capacity, being identified. Read more on pages 103 and 114.

### Employee engagement

The Engagement Index was 86 (83) in a market that remains challenging. Although the target of 89 was not achieved, the result is deemed to be strong and in line with internal expectations. The results show a positive performance that indicates the effect of leadership initiatives that have been implemented and a gradually improved market situation. Read more on page 102.

### Combat climate change

Scope 1 and 2 emissions decreased by 17 per cent, driven by reduced use of fossil fuels, fewer greenfield developments and lower energy consumption in our offices. Material actions included changes in the vehicle fleet, reduced office space in the Baltics, improved data for renewable electricity in Germany and reclassification of private use of company vehicles in Sweden.

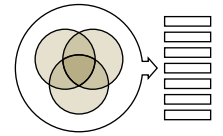
Emissions intensity for embodied emissions decreased 8 per cent, primarily as a result of changes in the composition of the project portfolio and the design of buildings. The distribution between single-family housing and multi-family housing, as well as choice of materials, impacted the outcome in Germany and Sweden; higher heating-related emissions impacted the outcome in Finland and the design of buildings impacted emissions in the Baltics.

Emissions intensity increased 4 per cent, due primarily to project-specific energy solutions and methodology-related impacts. Germany posted no deviations, while Sweden and Finland were affected by a larger proportion of district heating compared with 2024, and the Baltics by a change in the calculation method for energy certificates.

Annual variations may occur for the scope 3 targets, as the results are influenced by Bonava's project portfolio and do not necessarily reflect performance within a single year.

Read more on pages 82–84.

# Financial strength and strategic flexibility for sustainable growth

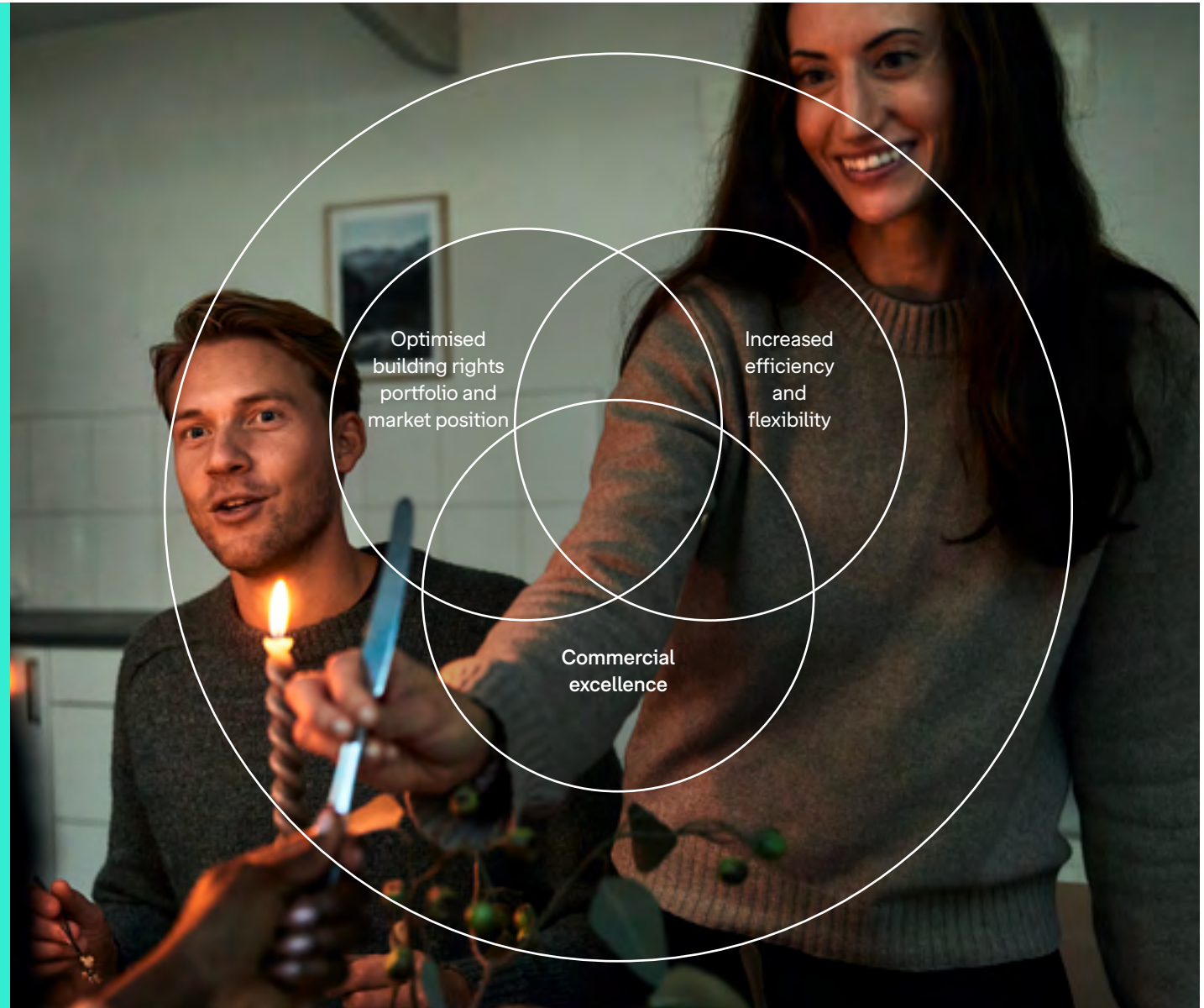


In 2025, we took key measures to strengthen our financial position, create an even more efficient and locally rooted organisation, and develop our customer offering to face new market conditions.

These activities took place within the framework of our strategy, which brings together our three core themes:

1. Commercial excellence
2. Increased efficiency and flexibility
3. Optimised building rights portfolio and market position

All together, these comprise the foundation of our long-term competitiveness and capacity for creating value for both customers and society. By combining sustainability, innovation and local market awareness, we are building an operation that is profitable and sustainable and will allow us to create happy neighbourhoods for the many.





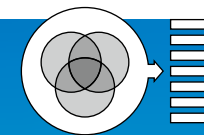
Visthuset in Sigtuna – cooperative assisted living for seniors



The Dreilinga mājas district in Riga



Acquisition of building rights in Järveaasa, Tallinn



## 1. Commercial excellence

With a decentralised organisation, we can stay close to the local market and be agile to adapt our operations and our offerings to meet customer demand. In a changing market, we are continually exploring alternative business models and customer offerings in order to strengthen our financial position and meet new needs. As regards financing, during the year we developed new approaches to attracting more long-term financiers and investors, which facilitates, among other things, more and faster production starts.

One distinct trend in several of our markets is an ageing population. To provide for this customer group, during the year we evaluated the possibility of new business arrangements, partnerships and customer offerings that suit a mature customer group. Toward the end of the year, a project with 91 cooperative assisted living rental apartments for seniors was launched in Sigtuna. With this neighbourhood, we meet both the underlying need for housing units for the elderly and can offer an alternative type of tenure with greater opportunity for residents to exercise influence.

## 2. Increased efficiency and flexibility

To ensure long-term profitability, we need to work efficiently and in a customer-oriented manner. Our strategy is to combine standardised solutions with continual improvement to shorten turnaround times, increase cost efficiency and improve customer satisfaction. We apply repetitive working methods and proven building systems for both multi-family housing and single-family homes, which yields a high degree of repetition and scalability.

Within the framework of our standardised approaches, there is scope for flexibility in the design of housing units. With just small means we ensure a varied expression and we offer an attractive mix of products within our segments. We are also enhancing efficiency by gradually integrating digital tools and AI-based technologies into our processes for better analysis and governance. One tangible example is the Dreilinga mājas investment in Riga, where we developed multi-family housing in several stages. Through increased efficiency in project governance, we have been able to improve both project margins and customer satisfaction over time.

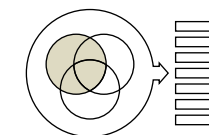
In recent years, Bonava has reorganised to increase efficiency and achieve a more flexible cost base. Total gross savings for the Group will amount to approximately SEK 1.1 Bn on an annual basis from 1 January 2025.

## 3. Optimised building rights portfolio and market position

If we are to start projects, we must have a building rights portfolio that is optimised in terms of geography and development potential. In a cyclical market with long turnaround times and major fluctuations, endurance and resilience are in high demand. Our strategic ambition is to have a portfolio that can withstand market fluctuations while providing the flexibility to act when conditions change. This requires a balance between land that is ready for construction, for quick production starts, and land for future development with possibilities for making choices after evaluating the market situation.

We are actively engaged in spreading risk and increasing our capital efficiency through partnerships and alternative structures. We evaluate all investments carefully, through a robust investment process, to ensure the best return and a judicious use of resources. During the year, we made both a major investment in land ready for construction outside Berlin and an investment in building rights off-balance sheet for future development in Tallinn. These promote both efficient use of capital and greater resilience in a changing market. Read more on the next page.

# Our building rights portfolio is the basis for future profitability



Our building rights portfolio contains 23,800 building rights (25,900). The aim is for the distribution of building rights among our regions to reflect the growth potential we see in each market. Through strategic acquisitions and divestments, we ensure an optimal distribution of building rights in the portfolio over time.

In the cautious market of recent years, we have focused sharply on developing existing land in the portfolio. Thanks to this, we currently have a large number of building rights where the conditions for the start of production have been met, for example, when the zoning plan for residential construction has

become final. Such developed land is valued higher and is more attractive in the market in the case of potential land sales. We completed strategic acquisitions during the year, including the acquisition of around 450 building rights with building permits in Berlin, Germany.

The value of the building rights portfolio is recognised at carrying amount in the balance sheet. The carrying amount of building rights determines how assets are recognised in our balance sheet, but these values are not always in line with estimated market values. To highlight this, we updated the valuation of our building rights portfolio during the year. Using a val-

uation model where each building right is measured on the basis of an assumed future cash flow, based on the project to be built, the present value of the building rights portfolio can be compared with its carrying amount. The valuation performed in the third quarter led to an impairment of SEK 15 M, corresponding to less than 1 per cent of the total estimated value of the portfolio.

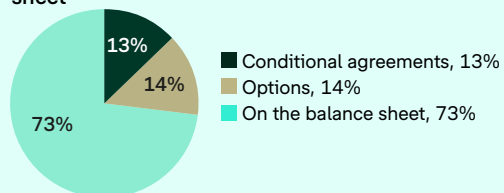
The estimated surplus value in the portfolio amounted to SEK 5.3 (4.6) Bn at the time of valuation. The increase in the surplus value is explained by a combination of improved cash flows and the closer timing of cash flows.

## Building rights at the end of 2025

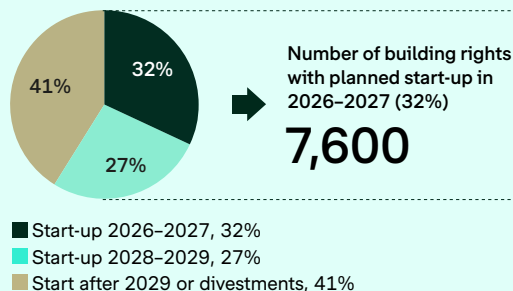
Number of building rights

# 23,800

Number of building rights, on and off-balance sheet



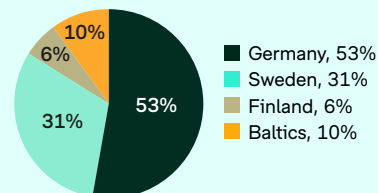
Intended start for building rights



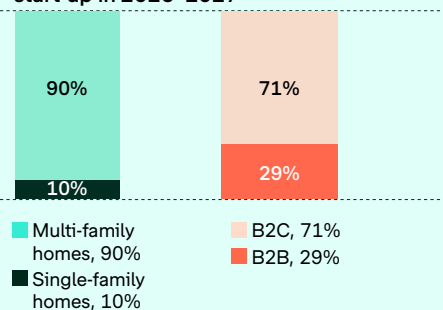
Book value

# 6.3 SEK Bn

Carrying amount in building rights portfolio

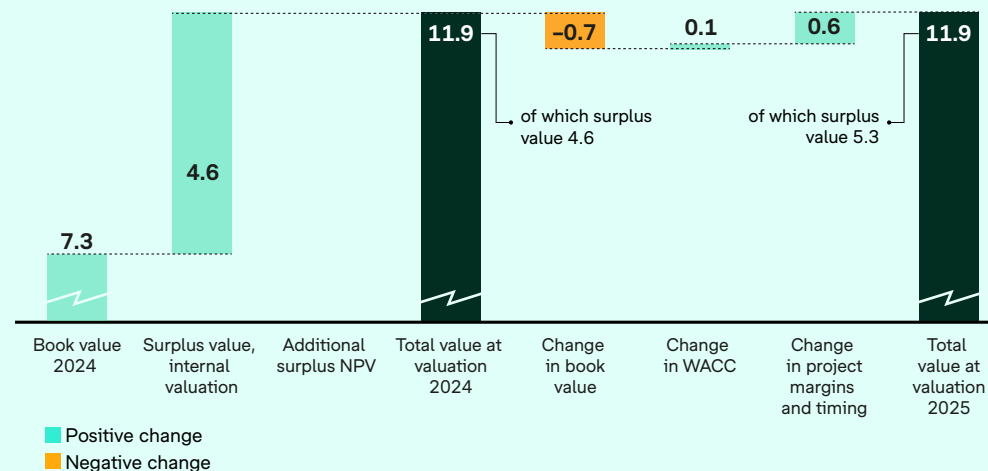


Distribution of building rights with start-up in 2026-2027

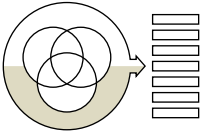


Valuation of building rights portfolio

Illustration of estimated surplus value in the building rights portfolio, based on a combination of external valuation completed in 2025 and an internal valuation made on the basis of discounting assumed future cash flows. An impairment of SEK 15 M was made in conjunction with the valuation. A combination of improved cash flows and the closer timing of the cash flows had a positive impact on the total value of the building rights portfolio in 2025.



# Everything we do will rest on our firm foundation



Bonava's operations stand on a stable foundation owing to our core themes in sustainability. This foundation is the starting point of our strategy, and means that we have an integrated approach to sustainability in our business and value chain.

We have a people-centric culture. This is the core of how we work in the best interests of our customers. We embed environmental respect into everything we do, and we apply an efficient governance model with a focus on regulatory compliance. Our work method, procedures and structures are based on the needs and possibilities of the projects, and our work is balanced between the business units and the Group's support functions, with the ambition of pursuing our business close to the local markets.





## Embedded environmental respect

The climate impact of the construction and property industry is significant, and developing housing units in line with the international climate targets has become increasingly important to customers and investors. Bonava has climate targets that have been validated by the Science Based Targets initiative, and we are systematically reducing our environmental and climate impact across our value chain.

To mitigate climate change, we focus on reducing emissions from purchased materials and minimising energy consumption over the service life of the building. We endeavour to attain a circular production model with as few virgin production raw materials and as little waste as possible. We also strive to make our housing units more energy efficient, and promote the use of renewable energy solutions such as solar panels and local energy systems.

To adapt our housing units to a changing climate, we are systematically identifying and assessing climate-related risks and adapting projects to extreme weather events such as heavy rainfall, flooding or heat waves.

Where previously undeveloped land is claimed, we work to protect its biodiversity and other ecological values. Where needed, we remediate land to render it suitable for building homes. We also focus on using the right materials for healthy homes with as few substances that are hazardous to the environment and to health as possible.

Read more about our activities in Environmental information on pages 72–97.



## People-centric culture

Bonava always has a people-centric culture – in our projects, at our workplaces and in our partnerships. We take responsibility for good working conditions and a safe, healthy and inclusive work environment for both our own workforce and workers in the value chain.

There are strong protections for Bonava employees in the form of legislation and collective bargaining agreements, including the right to sick pay, parental leave and vacation. With a sharp focus on learning and continuous improvement, we strive for a culture that promotes well-being, engagement and performance.

We ensure a safe and healthy workplace by integrating our health and safety activities into our entire operations, and by focusing on continual learning and improvement efforts. Our aim is to halve the number of serious accidents and incidents by 2026 compared to 2022. In the supply chain, we set requirements for good working conditions, a safe working environment and zero tolerance toward discrimination and harassment.

Through offering job security, opportunities for development and inclusive leadership, we can strengthen our attractiveness as an employer.

Read more about our activities in Social information on pages 98–116.



## Governance for high performance

Development of housing units and residential districts is a central component of every community, and maintaining trusting relationships with many different stakeholders is of particular importance. Good governance is a condition for achieving the best results, and there is an expectation among all our stakeholders that our operations are to be carried out with a high standard of business conduct.

During the year, we began implementation of the Bonava Way – a Group-wide framework that clarifies our core approaches and the principles that guide our actions as a company. This framework, which will be fully implemented in 2026, aims to create clarity in mandates and responsibilities, enhance internal governance and enable long-term sustainable and profitable operations.

Our internal regulations and procedures for good business conduct and compliance are defined in our Code of Conduct as well as in other policies and business management systems.

We have a structured programme for compliance and ethics that includes training, control mechanisms and reporting channels such as our whistleblowing function, SpeakUp. We follow the UN Global Compact for Corporate Social Responsibility and integrate these principles into our procedures for procurement, partnership and governance.

To counteract corruption and bribery, our employees undergo training in anti-corruption and ethics. We also set Group-wide ethical requirements on all suppliers who deliver to Bonava's housing projects.

Read more about our activities in Governance information on pages 117–118.

# Market and trends

The conditions for residential development in our submarkets are favourable over the long term, but have been challenging in recent years. We are seeing a gradual improvement, although normalisation will take time.



Bonava operates in the Riga region, which has approximately 1.1 million inhabitants.

# A local market, attractive over the long term, that is evolving

Residential development remains characterised by uncertainty and lengthy turnaround times, but we are seeing gradual signs of stabilisation. Bonava's strength lies in its local presence and in-depth market awareness, which produces conditions for acting proactively even in a challenging environment. At the same time, it is clear that long-term drivers – demographic shifts, technological developments and the need for great resilience in a cyclical market – will shape the industry going forward. Combining insights into customers' changing needs with digitisation and flexible business models creates conditions for controlled growth in Bonava's various submarkets.

## Regional presence and strategic adaptation

Bonava operates in six countries and 21 submarkets. Bonava aims to be among the top three in all of the submarkets we choose to operate in. The conditions in our markets remain favourable for residential developers over the long term, although differences across countries and submarkets persist. Local regulations, the competition situation and customer preferences require continued adaptation and flexibility in our offerings. At the same time, we are seeing the positive impact of lower inflation and improved financing opportunities on demand, motivating a greater willingness to invest.

## Focus on sustainability and social responsibility

The construction and property industry has a major responsibility for the environment and climate. At Bonava, we make a conscious effort to reduce climate impact, increase resource efficiency and create sustainable neighbourhoods as an integral part of our decision-making process. Sustainability is not just a responsibility, but a strategic driver that strengthens our competitiveness and long-term profitability. By closely following developments in legislation and consumer demands and adapting our offerings accordingly, we see sustainability as an opportunity to create value for both customers and society – now and in the future.



In Aachen, Bonava is developing the new Rütcherhof neighbourhood, with 139 homes in energy-efficient multi-family housing and terraced houses. The area is located close to the city centre, in proximity to schools and universities. The neighbourhood has been designed as a green and car-free area with the sustainability profile strengthened by solar panels, green roofs and the Effizienzstandard 55 EE energy performance standard.

# Long-term trends

## Trend

### Demographic shifts mean new customer needs

Demographic changes over time – such as urbanisation, population growth and a progressively ageing population – have a profound impact on the housing market. Customers' needs are becoming increasingly diverse, with growing demands for flexible forms of housing, sustainable solutions and different types of tenure. At the same time, we are seeing a growing demand for housing units that support quality of life and social values. These shifts create new challenges but also opportunities for operators who can adapt quickly.

### New technologies as enablers when efficiency is lagging

The construction and housing sector has long been characterised by lagging digitisation and lengthy regulatory processes, which negatively affect efficiency. At the same time, technological developments are accelerating and opening up new solutions that could fundamentally change the industry. Digital tools and AI-based technologies create opportunities for improving both decision-making and the customer experience. These developments are crucial for strengthening operator competitiveness and addressing increasing demands for cost efficiency.

### A cyclical market that requires great resilience

The housing market is cyclical, and impacted to a great degree by business cycle fluctuations, interest rates and political decisions. At the same time, lengthy turnaround times and large amounts of tied-up capital make the industry vulnerable to rapid changes. Long-term success requires business models that can manage uncertainty and create flexibility. Resilience becomes a key factor in being able to act proactively in a volatile environment.

## Bonava's response

We are monitoring developments in our submarkets closely to understand local needs and trends. On the basis of in-depth market analysis, we are developing attractive concepts that combine sustainability, flexibility and quality of life. To meet new customer needs, we are currently developing products and offers aimed at older customer groups. Being located close to our local submarkets allows us to quickly adjust our customer offerings and face changing preferences over time.

We are committed to combining cost optimisation with digital transformation. By gradually integrating AI-based technology into our procedures, we can improve analysis, planning and governance. We are standardising repetitive approaches and using smart tools to create scalability and quality. Moreover, we are working to increase transparency and more data-driven decisions to shorten turnaround times and increase precision in our projects. This will make us better equipped for a more digital and efficient future.

We are building resilience by constantly optimising our building rights portfolio and strengthening our financial position. Moreover, we are methodically developing more flexible business models and arrangements that make us less sensitive to market fluctuations. With our decentralised organisation, we can shift focus rapidly among various submarkets and customer segments based on how current market conditions are supporting our business. This gives us the scope to act more dynamically and ensure resilience in our operation over time.

# Segments

Our markets differ, and that is why we approach them in different ways.



# Germany

Share of net sales

67% (69%)



## Market facts Germany

**Population** (annual growth since 2014): 83.6 million inhabitants (0.3%)

**Share that live in cities:** 82.0%

**Unemployment 2025 (2024):** 3.7% (3.4%)

**Competitors:** BPD, BUWOG/DEUWO, Instone, Ten Brinke, Deutsche Reihenhaus

### Type of products

Single-family homes



Multi-family homes



### Type of customers

B2B



B2C



SEK M	2025	2024
Net sales	5,480	5,757
Operating gross margin, %	14.1	12.2
Operating EBIT margin, %	10.0	7.6
Number of building rights	7,000	7,600

# Bonava Germany enters a new phase of controlled growth

Improved project margins and stronger financing structures support expansion in key German metropolitan regions.

## Market potential and drivers

Germany continues to face a pronounced shortage of housing units, a challenge that remains high on the political agenda and is expected to persist for the foreseeable future. The government's target of building 400,000 new homes annually remains unmet, while construction volumes stay well below demand despite new subsidies and simplified planning regulations. The estimated need of homes by 2030 is estimated to about 2,400,000 (Source: CEIC, ZIA, JLL).

The overall market mood in 2025 was still cautious, but sentiment improved as lower interest rates and stabilising construction costs supported affordability. Demand was strongest in Berlin, which continues to act as the country's growth engine, followed by Cologne and Düsseldorf, where dynamic labour markets and a resilient services sector drive long-term housing needs. However, the German government is pushing for increased defence and infrastructure investments. While supporting growth in the long term, this will negatively impact the housing market in the short term due to rising long-term interest rates.

Bonava has noted increased interest from the investor segment, supported by rising rental levels and persistently low vacancy rates in metropolitan areas. During the year, institutional demand for sustainable rental housing increased, particularly in well-connected urban districts, reinforcing the long-term fundamentals of the German housing market.

## Bonava's regions and offering

Germany is Bonava's largest market, with operations in Berlin, Hamburg, Cologne/Bonn, Stuttgart, Leipzig, Dresden, Frankfurt, Düsseldorf, Mannheim and the metropolitan regions of Rhine-Ruhr, Rhine-Main, Rhine-Neckar and the Baltic coast. With a total population of approximately 84 million people, Bonava's operations cover around 30 million inhabitants



## Bonava develops 450 new homes in Berlin-Buch

In Berlin, Bonava has acquired building rights for 450 homes in collaboration with local German banks – marking the first project financed through local partnerships. The new residential area will be developed in a previously built-up part of northeastern Berlin, surrounded by green spaces and close to schools, preschools and grocery stores. The neighbourhood will offer a mix of homes for consumers and investors and reflects Bonava's strategy to combine locally financed growth with long-term financial stability. Construction is expected to start in mid-2026.

(35 per cent of the total population). As one of the country's most active residential developers, we are well positioned to meet the shorting of housing units. Our offering includes apartments and single-family homes to consumers and rental projects for investors – designed with renewable energy solutions such as solar panels and heat pumps. By optimising layouts, materials and energy performance, Bonava provides sustainable, cost-efficient homes adapted to current market conditions and demographic needs.

### Development during the year

#### Investor and consumer projects started

Bonava sold 747 (910) housing units to consumers and 354 (474) to investors. The lower sales are mainly due to projects being in an earlier phase compared with the previous year. Bonava launched several consumer projects in major cities continuing the transition from consolidation to controlled growth, among them project Rütcherhof with 139 multi-family and terraced housing units in Aachen, project Werftquartier with 50 multi-family housing units in Germersheim and project Gartenstadt Karlshorst with 50 multi-family housing units in Berlin. In total Bonava started 921 (657) consumer units.

The interest in the investor segment picked up in Bonava's markets, and in December we sold and started four investor projects, to three different investors, in Berlin, Hamburg and Leipzig. We sold and started 354 (474) units to investors during the year. The total value of sold and started investor projects in 2025 was approximately EUR 114 M (140).

#### Efficient working methods and a stronger organisation

Bonava Germany's construction is based on a proven technical platform that enables efficient, high-quality production. Standardised methods ensure cost efficiency, while flexible processes allow adaptation to customer preferences and local requirements. With this system, we can easily scale production up or down in response to market demand. In addition, Bonava's restructuring measures during the last years entered into full effect in the beginning of 2025, which has strengthened competitiveness.

#### Favourable cash flow model

In Germany, projects can be launched in smaller phases and partly financed through advance payments, ensuring healthy



#### Investor project in Leipzig

In December, Bonava sold and started production of 78 rental apartments for a pension fund. The project comprises three multi-family buildings with green roofs and solar panels. The new neighbourhood offers an attractive location that combines the convenience of city living with green surroundings and excellent transport connections.

cash flow and reduced risk exposure. Investor projects are structured with instalment-based payment plans that generate positive cash flow from the outset.

#### Local project financing

During the year, Bonava Germany initiated its first collaboration with local German banks to finance projects, starting with the acquisition of 450 building rights in Berlin (see separate case). The new structure supports Bonava's strategy to increase project-level financing, reduce central debt and strengthen financial stability over time.

#### High brand awareness

Bonava is well positioned in the German market. The company is the second housing developer in Germany and the brand is top 10 in all our markets. Bonava's favourable market offering in combination with the high brand awareness open up for investment opportunities.

#### Optimising the portfolio

At the end of 2025, German operations held a total of 7,000 (7,600) building rights. Several production starts and sold building rights during the year contributed to a gradual reduction of the building rights portfolio. However, Bonava strengthened its market position in Berlin through the acquisition of 450 building rights, in Düsseldorf through the acquisition of approximately 100 building rights and secured a further 100 building rights in Cologne and 100 building rights in Mannheim through contracts with options. Current building rights portfolio secures business for the next 2–3 years and Bonava's ambition is to grow the portfolio in Germany to achieve optimal project start volumes.

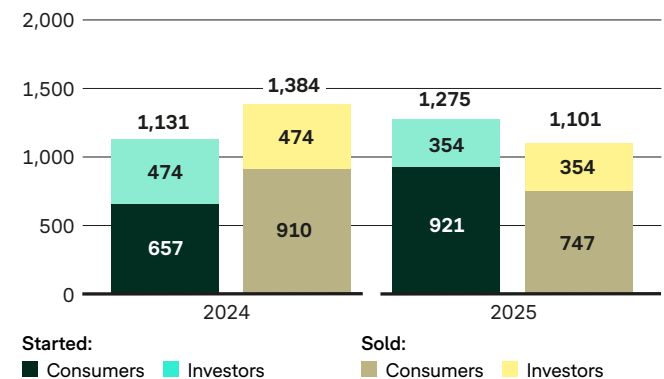
### Strategic focus going forward

As part of our strategy, we are actively working to broaden and strengthen our capital structure through project financing. This approach enhances financial flexibility and ensures we can support future growth and investments.

To remain competitive and meet evolving market demands, we are focusing on developing innovative and adaptable residential product concepts. By combining customer insights with forward-thinking solutions, we aim to deliver products that are relevant and attractive in a dynamic market.

With Rico Kallies succeeding Sabine Helterhoff as Business Unit President in September 2025, Bonava Germany focuses on sustainable profitability, leveraging its strong project pipeline, attractive portfolio and experienced team to drive the next phase of growth.

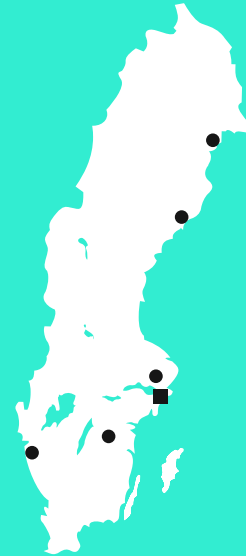
Number of housing units started and sold



# Sweden

Share of net sales

**15%** (13%)



## Market facts Sweden

**Population** (annual growth since 2014): 10.6 million inhabitants (0.9%)

**Share that live in cities:** 88.9%

**Unemployment 2025** (2024): 8.9% (8.4%)

**Competitors:** JM, Riksbyggen, HSB, OBOS, Skanska, Peab, Besqab, Nordr, BoKlok

### Type of products

Single-family homes

Multi-family homes



### Type of customers

B2B

B2C



SEK M	2025	2024
Net sales	1,188	1,101
Operating gross margin, %	12.5	5.1
Operating EBIT margin, %	2.7	-5.6
Number of building rights	7,800	8,700

# Sweden – strengthening position in a recovering market

Bonava Sweden is seeing gradually improving market conditions with increased activity among both consumers and investors. New partnerships and ten production starts in Stockholm, Gothenburg, Uppsala and Linköping illustrate the shift from stabilisation to controlled growth.

## Market potential and drivers

The housing market in recent years has been under pressure from the high interest-rate scenario that has made customers cautious, with lower sales levels and fewer production starts as a result. A large proportion of Swedish households have variable rate mortgages, meaning that interest rate developments impact consumption capacity and purchasing power directly.

Household disposable incomes strengthened during 2025 as the key interest rate fell. Despite this, customers remain cautious. Bonava is noting high levels of interest, but the trend of it taking a longer time to convert bookings into binding contracts continued through the year.

At the same time, there is a significant deficit of homes, estimated to 300,000 by 2030 (Source: Boverket). In Sweden, the housing shortage is expected to increase further in coming years due to the low number of production starts of new housing units, and Bonava is active in the regions that have – and are expected in the future to have – a deficit. The government’s clear ambition regarding the construction of more single-family homes, and investigations into facilitating consumer entry into the housing market – including easing repayment rates and reducing upfront cash investments – signal continued political support for residential development.

## Bonava’s regions and offering

Bonava Sweden operates in the country’s key growth regions, including Stockholm, Gothenburg, Uppsala, Linköping, Umeå and Luleå. Together, these regions account for approximately 4 million inhabitants (around 40 per cent of Sweden’s total population) and continue to attract people seeking both urban convenience and sustainable living environments.



## Fredman – a new ecolabelled neighbourhood in Hägersten

Bonava has started production of Fredman in Axelsberg, Hägersten – the first phase of a new district in southern Stockholm. The project includes 120 Nordic Swan ecolabelled tenant-owned apartments in two 11-storey buildings, designed to combine urban living with proximity to nature. Solar panels on the rooftops, communal spaces and green courtyards promote sustainable and social living.

With a strong local presence and many years of experience, Bonava is well positioned to meet the growing demand for high-quality homes in these areas.

Our offering spans multi-family and single-family housing for consumers as well as rental housing projects for investors.

### Development during the year

#### Increase in number of housing starts

As market conditions improved during 2025, Bonava Sweden increased the number of housing starts for consumers to 460 units (116) and for investors to 322 (0). Housing units sold to consumers amounted to 214 (233) and to investors 322 (0).

Activity was concentrated in the country's major cities, where demand remains strongest. The most significant project was Fredman in Hägersten, Stockholm, where



**Sustainable rental homes in Årsta Park, Uppsala**

Årsta Park is a new rental neighbourhood comprising 231 Nordic Swan-ecolabelled apartments across five buildings. Located in eastern Uppsala, the project offers access to one of the city's largest parks, strong public transport links and nearby services. The first homes are expected to be completed in 2026.

construction began on 120 ecolabelled tenant-owned apartments – the first phase of a 450-home district with two pre-schools (see case).

Bonava sold and started a large investor project at the beginning of the year. It constitutes a milestone for the Swedish operations since it is the first investor transaction in several years. Årsta Park is located in Uppsala and comprise 231 apartments (see case). It was sold to the real estate investor Nrep (now Urban Partners) and is financed directly by the buyer, with regular payments being made during production. This is in line with Bonava's ambition to increase the share of project financing, thereby decreasing the share of centrally held credits. The underlying property value in the transaction amounts to SEK 485 M.

In December Bonava sold and started a rental housing project of 91 units in Sigtuna. The homes are offered as cooperative rental apartments. This concept addresses the growing need for housing for an aging population while promoting both community and resident influence. The transaction amounted to SEK 363 M.

#### Joint ventures and partnerships

Partnerships remain an important success factor for Bonava Sweden. By forming joint ventures, we can free up capital for new project starts while sharing expertise and resources with our partners.

In 2024, Bonava established a structure for long-term collaboration with OBOS Nya hem, which jointly develop Explora Block in the Södra Änggården district of Gothenburg.

During 2025, Bonava strengthened its position in Gothenburg through the formation of a joint venture with Kynningsrud Bostäder AB (now Spira Bostäder) to develop 220 apartments in Södra Centrum. The partnership enables capital efficiency and shared risk while supporting continued growth in one of Sweden's most dynamic markets. This collaboration marks a continuation of Bonava's partnership approach and demonstrates our ability to adapt to local market conditions. The transaction generated a positive earnings impact of SEK 16 M.

#### Back to profitability

The Swedish organisation has worked hard in recent years to optimise its operations, review costs, and improve efficiency. The market has been challenging, but despite this, the business unit has returned to EBIT profitability in 2025. Bonava Sweden continued to increase its volumes without

compromising on the sales ratio 2025, which will contribute to net sales and results going forward.

#### Optimising the portfolio

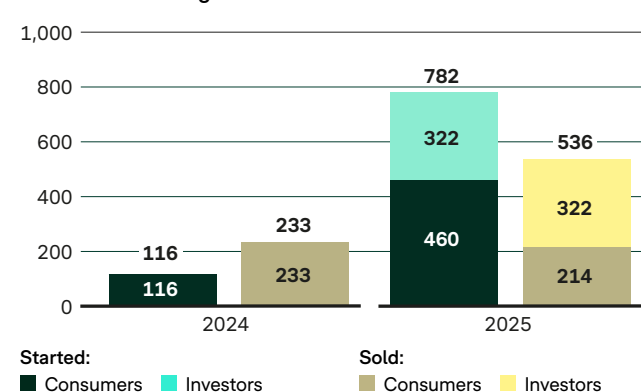
We continued to optimise our project portfolio to focus on high-margin regions and products. We work actively with municipalities to progress zoning plans and secure development rights in strategically important areas. At the same time, we divest projects that no longer fit our long-term strategy, thereby strengthening cash flow and enabling new project starts as the market recovers. Building rights decreased through production starts supplemented by a handful of sales during the year. Bonava Sweden's building rights portfolio totaled around 7,800 building rights (8,700) at year-end, with the majority located in Stockholm.

### Strategic focus going forward

There is continued focus on controlled growth through starting profitable projects with relevant project financing when local market conditions are right.

Bonava is gradually increasing its share of investor projects to strengthen margins and cash flow. These projects provide stability and reduce overall risk when developing new neighbourhoods.

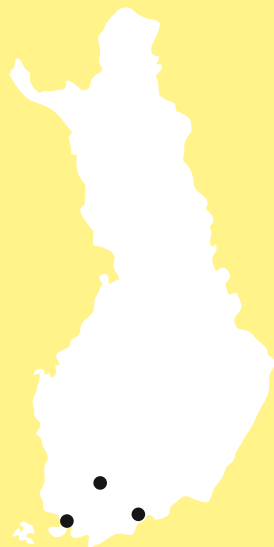
Number of housing units started and sold



# Finland

Share of net sales

**7%** <sup>(10%)</sup>



## Market facts Finland

**Population** (annual growth since 2014): 5.6 million inhabitants (0.3%)

**Share that live in cities:** 74.3%

**Unemployment 2025** (2024): 9.7% (8.4%)

**Bonava's regions:** Helsinki, Turku, Tampere

**Competitors:** YIT, Skanska, SRV, JM Suomi, Peab, Pohjola Rakennus, T2H, Lujatalo

### Type of products

Single-family homes



### Type of customers

B2B



B2C



SEK M	2025	2024
Net sales	606	762
Operating gross margin, %	14.5	15.9
Operating EBIT margin, %	0.5	2.1
Number of building rights	3,200	3,200

# Finland – resilience through a slow but gradual market recovery

Early signs of recovery as demand and confidence begin to return.

Bonava Finland continues to demonstrate resilience and adaptability in a challenging housing market. Following a prolonged period of weak demand and limited consumer activity, there are now early signs of stabilisation. With a strong presence in the country's key growth regions, Bonava Finland is well positioned to benefit as confidence gradually returns.

## Market potential and drivers

The Finnish housing market remains concentrated in the Helsinki metropolitan area, as well as the cities of Tampere and Turku. Together they account for the highest population growth and most extensive infrastructure development in the country.

The market has been influenced by high interest rates, inflation and cautious consumer sentiment, but there are signs of an early phase of recovery. After several years of subdued activity, the offering of new housing units has decreased, helping to stabilise prices and even result in price increases going forward.

Transaction volumes in the Finnish investor market increased during 2025, although they remained at low levels. Urbanisation and demographic change as well as several years of low housing starts continue to drive long-term demand for new, sustainable homes, particularly in Finland's largest metropolitan regions. The estimated need for homes by 2030 is estimated to 200,000 (Source: stat.fi, VTT).

## Bonava's regions and offering

Bonava operates in the Helsinki metropolitan area and the cities of Tampere and Turku, where 2.3 million inhabitants (around 40 per cent of Finland's total population) are located and remain the country's strongest growth regions. These university cities continue to attract residents thanks to expanding infrastructure and employment opportunities.

Bonava Finland offers multi-family housing for consumers and rental housing projects for investors, with a focus on energy efficiency and sustainable design. Our homes range from



## Sustainable multi-family housing in Helsinki

Renata is located in a rapidly growing residential district of Helsinki. Close to outdoor recreation, services and excellent public transport, this location is hard to beat. Many of these 77 multi-family housing apartments for consumers have a sea view, and their design has been carefully planned. Residents in the neighbourhood can make use of the common spaces, including a sauna and a bicycle workshop. The buildings will be equipped with solar panels and green roofs.

compact urban apartments to larger family units, combining modern functionality with environmentally responsible solutions that support vibrant, well-connected neighbourhoods.

**Development during the year**

**Started and sold projects**

During the year, we sold 53 (73) housing units to consumers and 0 (99) housing units to investors, and we started 92 (29) units for consumers and 0 (99) units for investors.

Bonava started the Renata project consisting of 77 A-energy-class homes for consumers in the seaside neighbourhood of Kruunuvoorenranta in Helsinki. This project, financed through Danske Bank, demonstrates Bonava's ability to successfully launch well-located, sustainable developments even in a challenging market (see case). Project Tuulikello 3 in Espoo with 15 housing units for consumers also started during the year (see case).

**Finland's largest residential development districts**

In Turku's Kirstinpuisto district, one of Finland's largest residential development areas with around 1,400 housing units,

Bonava continued to expand its presence during 2025. With its growing population and strong local economy, Turku remains one of Finland's most dynamic growth centres, supported by thriving technology, shipping and biotech industries.

**571 new Bonava homes completed in Helsinki**

During the year, Bonava completed the company's largest neighbourhood to date. The neighbourhood in Helsinki is composed of 571 rental apartments divided across six multi-family buildings – and two garages. The final stage, with 166 housing units, was delivered in June to the real estate private equity fund Taaleri Asuntorahasto VIII. The two final stages out of six are taxonomy aligned. The neighbourhood is characterised by sustainable solutions, homes with an A rating in terms of energy efficiency and a view of the sea.

**Ready to grow and improve profitability**

Following earlier organisational adjustments, Bonava Finland operates with a lean and cost-efficient structure. Streamlined processes, clear project governance and closer coordination between design, procurement and production have strengthened both control and profitability. The renewed organisation

provides flexibility to scale activity as market conditions improve, while ensuring a continued focus on efficiency and quality in every stage of the value chain. Good cost control is in place and what is required for growth and profitability is a recovery in the market with larger production volumes.

**Optimising the portfolio**

At year-end, Bonava Finland held approximately 3,200 (3,200) building rights. One minor acquisition took place during the year. At the same time certain building rights were converted into construction starts. The portfolio remains well balanced between consumer and investor projects, supporting the business unit's ability to respond quickly as demand recovers. Land investments in prime locations are interesting in order to unlock opportunities as the market rebounds.

**Strategic focus going forward**

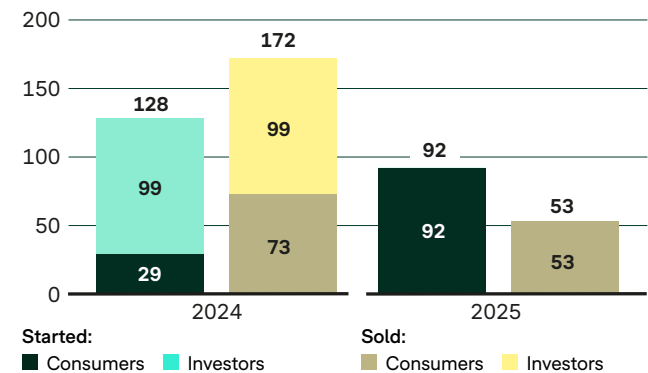
Looking ahead, Bonava Finland will increase activity in our selected locations. As market conditions gradually improve, the organisation is preparing for increased production volumes. Strategic development of the building right portfolio remains a priority, ensuring readiness for new project starts as the market rebounds. In addition, Bonava is exploring opportunities within senior housing and B2B solutions, supporting a more diversified and resilient project pipeline.

**Light-filled homes in Tapiola**

In the green surroundings of Tapiola in Espoo, Bonava is constructing Tuulikello 3 – a high-quality residential project comprising 15 A-energy class homes for consumers across two row houses and one low-rise apartment building. The homes feature 3–6 rooms and are designed to offer light, space and privacy in a peaceful courtyard setting. Located next to Tuuliniitty playground and Hakalehto Park, the neighbourhood combines tranquil living with access to urban amenities.



Number of housing units started and sold



# Baltics

Share of net sales

11% (8%)



## Market facts Baltics

**Population** (annual growth since 2014): Estonia 1.4 million inhabitants (0.4%), Latvia 1.9 million inhabitants (-0.7%). Lithuania 2.9 million inhabitants (-0.2%)  
**Share that live in cities:** Estonia 70.7%, Latvia 68.5%, Lithuania 68.8%  
**Unemployment 2025 (2024):** Estonia 7.4% (7.6%), Latvia 6.7% (6.9%), Lithuania 6.7% (7.3%)  
**Competitors:** Merko, Liven, YIT, Hanner, Eika, RealCo

## Type of products

Single-family homes



## Type of customers

B2B



B2C



SEK M	2025	2024
Net sales	943	692
Operating gross margin, %	18.6	14.9
Operating EBIT margin, %	13.1	8.0
Number of building rights	5,800	6,400

Segments

# Baltics – Good performance and strong foundation for continued future growth

Bonava is the largest residential developer in the Baltics with a well-positioned land bank and growing demand in all three capitals.

## Market potential and drivers

The Baltics segment comprises the capital cities Tallinn in Estonia, Riga in Latvia, and Vilnius in Lithuania, which together represent Bonava's fastest-growing regional markets. Bonava remains the largest residential developers in the Baltics.

The markets in all three Baltic capitals are growing economies. The favourable market conditions in the Baltic markets remain, with a low level of unemployment and a fundamental need for modern housing units. The prices for new housing units are stable in all markets, with a slight rising trend. We are seeing the highest levels of activity in Riga, followed by Vilnius. Tallinn's levels remain stable. The low standard of the existing housing stock combined with growing demand for modern rental housing presents opportunities to build and manage these. Furthermore, increasing mortgage lending indicates that the markets are healthy.

## Bonava's regions and offering

In the Baltics, we are positioned around the capitals which gives us a strong foothold both in terms of brand recognition and our relationships with customers and municipalities. Bonava operates in the greater Riga region with around 1.1 million inhabitants, Tallinn with 600,000 inhabitants and Vilnius with 800,000 inhabitants. In total, around 2.5 million people live in the three Baltic metropolitan capital cities.

We offer multi-family housing for consumers (housing units with ownership rights) and rental housing projects for investors, expanding scale of customer offer (historically low share). In Vilnius, we are one of the few players to offer fully finished housing units.



## Hartmaņa kvartāls in Purvciems

In Riga, Bonava has started production of 74 housing units for consumers in the Hartmaņa kvartāls neighbourhood, in the city district of Purvciems. Two six-storey buildings are being constructed with energy-efficient solutions such as solar panels, heated floors and heat recovery. This family friendly neighbourhood close to the city centre will have recreational areas, bicycle storage and a green inner courtyard.

## Development during the year

### Several consumer projects started

During the year, Bonava sold 703 (511) housing units for consumers and started 626 (660) housing units for consumers. Bonava continued to expand its operations in the Baltic capitals during 2025, with several new housing projects under way; five projects with a total of 330 housing units in Riga, three projects with a total of 157 housing units in Tallinn and three projects in Vilnius with a total of 139 housing units.

The following projects are a selection of this year's launches: In Riga, the third phase of the Blūmendāles project started, consisting of 70 housing units. In Vilnius, Bonava started production of the Green Wave project – the first phase of a new neighbourhood that will comprise 731 energy-efficient homes once completed. In Tallinn, Bonava started



**Homes by the green slopes of Mäepealse**

The Mäepealse neighbourhood in Tallinn is located next to a green space with hiking trails, an adventure park and ski slopes. The entire neighbourhood will comprise three multi-family housing buildings with a total of 92 housing units for consumers. The common spaces are characterised by sustainable solutions for rainwater collection, varied landscape architecture, playgrounds, shared gardens and spaces for outdoor cooking.

production of 33 apartments in the tenth phase of the Uus-Mustamäe neighbourhood. Once completed, the district will comprise a total of 858 energy-efficient homes in a green, well-connected area close to the city centre.

### Important player in the capitals

Bonava is the number one leading residential developer in the Baltics. Bonava is the market leader in Latvia, among the 5 largest developers in Tallinn, and in Vilnius, where Bonava started operations in 2020, Bonava is growing and already one of the largest residential developers.

### Awards during the year

Bonava's rental housing projects in Riga and Tallinn have been awarded the BREEAM Excellent certification showing the highest standards of quality and responsible construction. BREEAM (Building Research Establishment Environmental Assessment Method) is the leading building sustainability certification system in Europe and the world.

For the third time, Bonava was awarded the Gold Level label on the Responsible Business Index in Estonia, Bonava remains the only construction company in Estonia to have received such recognition. In Riga, Bonava received nominations and recognitions at the BREL awards 2025 in the categories Engineering Structure and Residential New Building.

### Ready for growth

Bonava uses reliable and cost-efficient pan-Baltic building system that is customised to specific requirements of each market. In 2025, the organisation has implemented AI to further streamline the design process. The organisation is very engaged with excellent results in employee engagement and leadership evaluations.

### Build to manage projects

Since 2023 Bonava has two rental housing projects with 208 units in operation in Riga and Tallinn under our Build to Manage (B2M) model. The B2M model involves constructing, retaining and managing properties for a certain period instead of divesting immediately.

The two pilot projects have shown strong fill-up rate and stable rental income that amounts about SEK 20 M on an annual basis, supported by efficient management. In 2025 Bonava secured financing from local banks for these properties which is an important step towards a more flexible and

sustainable funding structure. We see strong potential in the professional rental market in the Baltics as there is a need for ca 165,000 new rental homes to meet the demand. Bonava is now evaluating additional opportunities to expand the B2M model in the Baltic markets, including entering Vilnius.

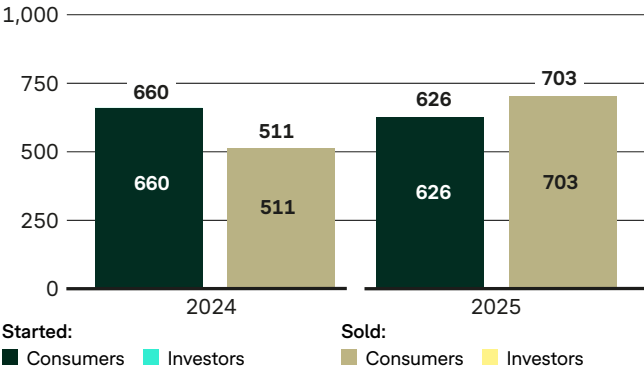
### Optimising the building rights portfolio

A solid building rights portfolio is essential for growth and starting projects at the right moment and location. Several production starts are reducing the Baltic building rights portfolio. At the beginning of the year, Bonava completed several building rights acquisitions in Riga. By the end of 2025, the Baltic operation had 5,800 building rights (6,400). Bonava's ambition is to grow the building rights portfolio in the Baltic capitals to secure optimal volume of project starts.

## Strategic focus going forward

The Baltic business unit maintains a leading market position, with particularly strong growth in Riga and Vilnius. Bonava is actively seeking new locations near the city centres of all three capitals, and is placing greater emphasis on cost control, sustainability, and customer-centric design. These priorities will support offering attractive homes for the many, ensuring continued growth in the increasingly competitive market, including expansion of our rental offering.

Number of housing units started and sold



# Financing

By using a well-balanced financing strategy and active risk management, Bonava creates conditions for sustainable growth and long-term profitability.



# Financing strategy

Bonava has transitioned from consolidation to controlled growth, which creates a need for capital in order to realise continued growth. By and large, the basis of our financing strategy is capitalising on opportunities and managing risks in the booms and slumps of the market.

## Performance of net debt and net financial items

In recent years, Bonava has worked systematically to reduce its net debt – from its highest level in 2023, when we reported a net debt of SEK 7.8 Bn, to SEK 2.8 Bn at the end of 2025.

Net debt is expected to increase in pace with the growth of business volumes, but not to the same extent as in 2023 when Bonava changed its financing model to become more flexible. Debt should be directly linked to active ongoing projects, which makes the strategy of increasing the share of project finance key. This is also the reason why we closely track and report the ratio of the Group's net project asset value to net debt. Land acquisitions should be financed by equity and not by loans.

By decreasing debt and refinancing the green bond in 2025, we have lowered our interest expenses. Our average interest rate went from 7.58 per cent in 2024 to 6.91 per cent in 2025, and we aim to keep reducing it going forward.

## Financing strategy

Residential development is a capital-intensive business, and in Bonava's balance sheet there are assets in the form of land and ongoing housing projects that require financing. The housing market is cyclical in character, and by and large, the basis of our financing strategy is capitalising on opportunities and managing risks in the booms and slumps of the market. We are aiming for a capital structure that allows tied-up capital in a form that is adapted to the point in the business cycle where the company finds itself.

Bonava is following its plan for controlled growth, which creates a need for capital in order to realise continued growth. Bonava's financing strategy is to ensure that we have a robust, sustainable and cost-efficient capital structure that supports the company's long-term business plan, profitability and

targets it has set. The strategy should promote financial flexibility, risk management, containment of financial expenses and good creditworthiness, taking into account the financing needs of the operation.

## Strategic activities

Our business model is based on a decentralised organisation. Bonava has therefore begun to work on a financing strategy that involves linking our debt directly, to a greater extent, to our ongoing projects in each of its markets in the form of project financing. In order to achieve an optimal capital structure, we will continue to hold some central debt but increase the share of project financing. Currently, the operation is financed largely by the Parent Company, primarily with a syndicated credit agreement and a green bond. Sustainable financing is a natural component of Bonava's sustainability programme, which is why we issued a green bond of SEK 960 M during the year. The operation is financed in local currency, with internal loans from Bonava's Treasury department. An important part of increasing the share of project financing is close, healthy dialogue with our banks and the capital market.

We are systematically investing our capital where we can generate the best value and returns. All members of the Executive Management Group sit on our investment committees to decide what land to acquire and which projects to start. We are also working on strategic collaborations, where we build partnerships to jointly construct housing projects (Joint Ventures). This reduces risk and improves use of capital. When we acquire new building rights, we work actively with the payment structure and, if possible, employ options to avoid tying up capital at an early stage.

## Risk management and monitoring KPIs

The Group's financial risks are regulated by a Finance Policy and are managed centrally. The Finance Policy aims to ensure that financing activities are conducted with proper control and regular monitoring. The financial risks – such as interest rate risk, exchange rate risk, liquidity risk, refinancing risk and counterparty risk – are managed in accordance with the company's Finance Policy and are continually monitored. The Board reviews the Finance Policy annually. Refer to Note 24.

To ensure a strong capital structure, Bonava monitors the KPIs for equity/assets ratio, net project asset values and liquidity.

- The equity/assets ratio must not fall below 30 per cent.
- The Group's net project asset values are to exceed net debt (excluding leasing). Net project asset values refer to that part of Bonava's ongoing and completed housing projects that are not already financed by customer advances.
- Bonava's main source of liquidity is cash flow from operating activities, in the form of customer advances and payments for delivered housing units, as well as borrowing from external creditors. Some cash flow is also generated through sales of land. Bonava's Treasury department monitors cash flow forecasts on a weekly basis, and our business units engage in liquidity planning for the short and long term.

By using a well-balanced financing strategy and active risk management, Bonava creates conditions for sustainable growth and long-term profitability.

# Capital structure and financing

## Green financing

Bonava has had a green financing framework since 2020, and it was updated in January 2025. This is a further building block in Bonava's ambitious sustainability agenda. Through the framework, Bonava can issue bonds and raise loans using the proceeds to fund sustainable residential development with the aim of promoting positive environmental effects. The green assets have comprised land and projects in Sweden, Finland, the Baltics and Germany to be certified under the Nordic Swan Ecolabel or with a certain energy classification. More information concerning the Green Financing Framework can be found at [bonava.com](https://bonava.com) and in the in-depth sustainability information.

## Long-term debt financing

In 2024, all of Bonava's previous loan facilities and bilateral loans were replaced. The new secured loan package consists of a revolving credit facility (RCF) of EUR 265 M, which can be drawn in EUR, SEK and NOK, and two loans of EUR 64 M and EUR 69 M, totalling EUR 398 M. The financing package extends until March 2027. After repayments the value of the RCF is EUR 225 M and the remaining loan EUR 58 M, in total EUR 283 M. Bonava intends to refinance this agreement in 2026.

## Corporate bonds

During February 2025, Bonava issued a SEK 960 M secured

## Financing as of 31 December 2025

Loan type	Currency	Limit	Maturity date	Interest base	Utilised amount	Unutilised amount
Revolving credit facility (RCF)	EUR M	225	March 2027	Floating	116	109
Loan	EUR M	58	March 2027	Floating	58	0
Corporate bonds	SEK M	960	Sep 2028	Floating	960	0

The table details Bonava AB's financing framework. In addition to these, there are unutilised contractual credit facilities for projects in Swedish tenant-owner associations and Finnish housing companies.



In Helsinki's Aurinkolahti district, Bonava has completed the Sitadelli neighbourhood with 571 housing units.

green bond, which was significantly oversubscribed. The coupon of the new bond is STIBOR +475 bp, and the tenor is 3.5 years with maturity in September 2028. The previous bond, which was more expensive due to a step-up structure, was tendered and called at a price of 102 per cent of the nominal value. The bond is listed on the Nasdaq Sustainable Bond List and initially funds projects under the Nordic Swan Ecolabel.

## Project financing

In Sweden and Finland, Bonava sells housing units in the form of tenant-owner associations and housing companies respectively, which are established when the housing projects start. The funding of these projects during the construction period is partly from Bonava and partly in the form of construction loans from banks, wherein the loans are paid out in pace with project development. The tenant-owner associations or housing companies act as borrowers. These loans are consolidated in Bonava's consolidated balance sheet, since Bonava considers itself to have controlling influence over tenant-owner associations and housing companies during the production period. Accordingly, Bonava reports a higher net debt than if these loans were not consolidated. In the Baltics, Bonava owns two self-developed investment properties that are financed with external debt. During the year, we also raised our first project financing in Germany with local German banks.

## Guarantees

Bonava's customers in Germany and Finland pay advances and for this they demand collateral for the completion of their home, for example, in the form of a bank guarantee. In Germany, for example, customers pay advances for their home in seven instalments. Advance payments provide an advantage for Bonava as some of the construction can be financed with these cash flows.

Apart from surety requirements for advance payments, some markets also require collateral for completion, meaning a guarantee that Bonava will complete the housing projects started. This collateral is provided in the form of a guarantee by banks or credit insurers, thereby creating high demand for credit limits with these counterparties. Collateral can, in certain cases, also take the form of guarantees issued by a Group company.

## Seasonal variations affect net debt

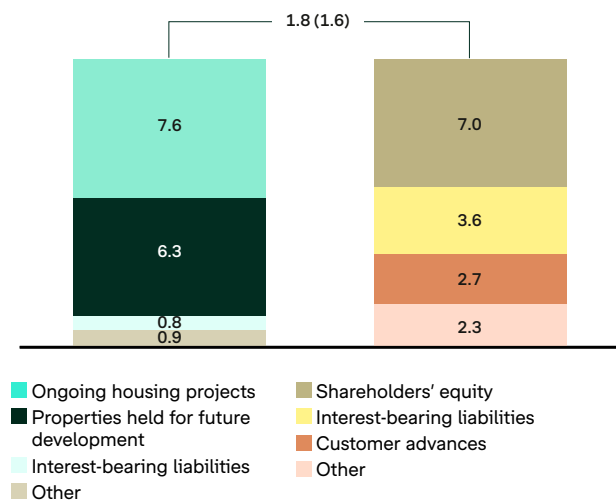
Bonava's operations exhibit significant seasonal variations, which is also reflected in its net debt. In the first three quar-

ters of the year, borrowing usually increases due to investments in projects started and many housing units in production. Net debt is normally highest in the third quarter, when homes nearing completion tie up the most capital. In the fourth quarter, many housing units are handed over to customers, which generates cash inflows that are used to reduce net debt. In addition to starting projects and housing units being delivered to customers, Bonava's net debt is also impacted by land acquisitions and divestments. These transactions are not affected by seasonal variations.

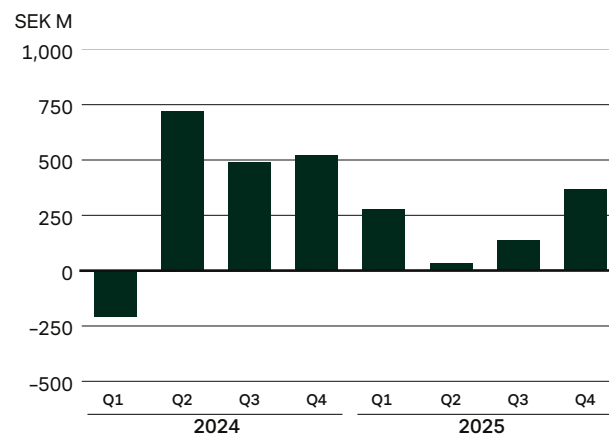
To ensure control over its financial risk, Bonava has set a target for the Group's net project asset values to exceed net debt (excluding leases). On the balance sheet date, the ratio of net project asset values to net debt was 1.8 and the target was therefore met, as shown in the leftmost chart below. The other diagrams illustrate how operating cash flow and net debt have developed between quarters, as well as the proportion of borrowing that comprises project financing.

## Net project asset values/net debt

Total assets: SEK 15.6 Bn



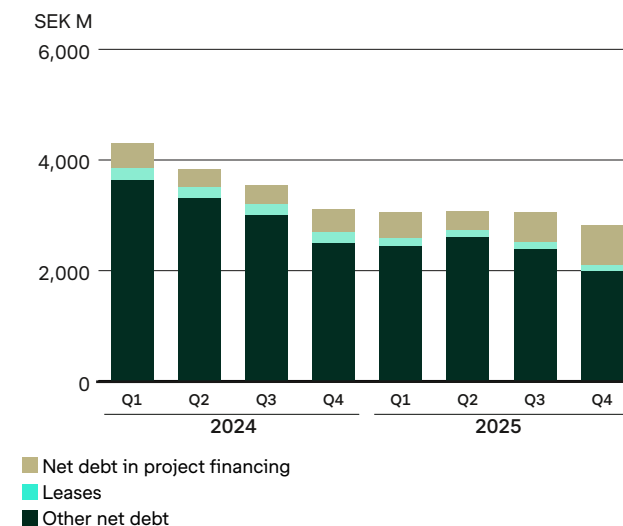
## Operating cash flow



Specification of net debt	2025	2024
Non-current interest-bearing receivables <sup>1)</sup>	103	591
Current interest-bearing receivables <sup>1)</sup>	500	57
Cash and cash equivalents <sup>2)</sup>	209	575
<b>Interest-bearing receivables</b>	<b>812</b>	<b>1,224</b>
Non-current interest-bearing liabilities	2,357	2,719
Current interest-bearing liabilities	449	1,021
<b>Interest-bearing liabilities<sup>3)</sup></b>	<b>2,806</b>	<b>3,739</b>
Net debt in project financing	725	393
<b>Net debt excl. leases</b>	<b>2,719</b>	<b>2,908</b>
Lease liabilities	98	160
<b>Net debt</b>	<b>2,816</b>	<b>3,068</b>
<b>Share of net debt pertaining to project financing</b>	<b>2025</b>	<b>2024</b>
Cash and cash equivalents	10	18
Gross debt	735	411
<b>Net debt in project financing</b>	<b>725</b>	<b>393</b>

- <sup>1)</sup> Vendor notes that have been issued to the buyer of the Norwegian operations are included in long-term and current interest-bearing receivables. See further Note 13.
- <sup>2)</sup> Excluding cash on hand for project financing.
- <sup>3)</sup> Of which SEK 1,500 M (1,998) in green debt. The base of leveraged green assets comprised assets that meet at least two of the following criteria in combination: 1) projects whose primary energy demand is at least 10 per cent better than the requirements in the near-net zero construction regulations implemented in the EU; and 2) conduct LCAs for all completed projects. All buildings in the project must meet the conditions and land in Sweden that is, or will be, certified under the Nordic Swan Ecolabel.

## Net debt



# Strong cash flow from early customer payments in Germany

The point in time when Bonava receives payment from a private customer for a home differs greatly among our markets. With sales to investors, the terms and conditions of payment are established through negotiation between the parties in each individual transaction, regardless of market.

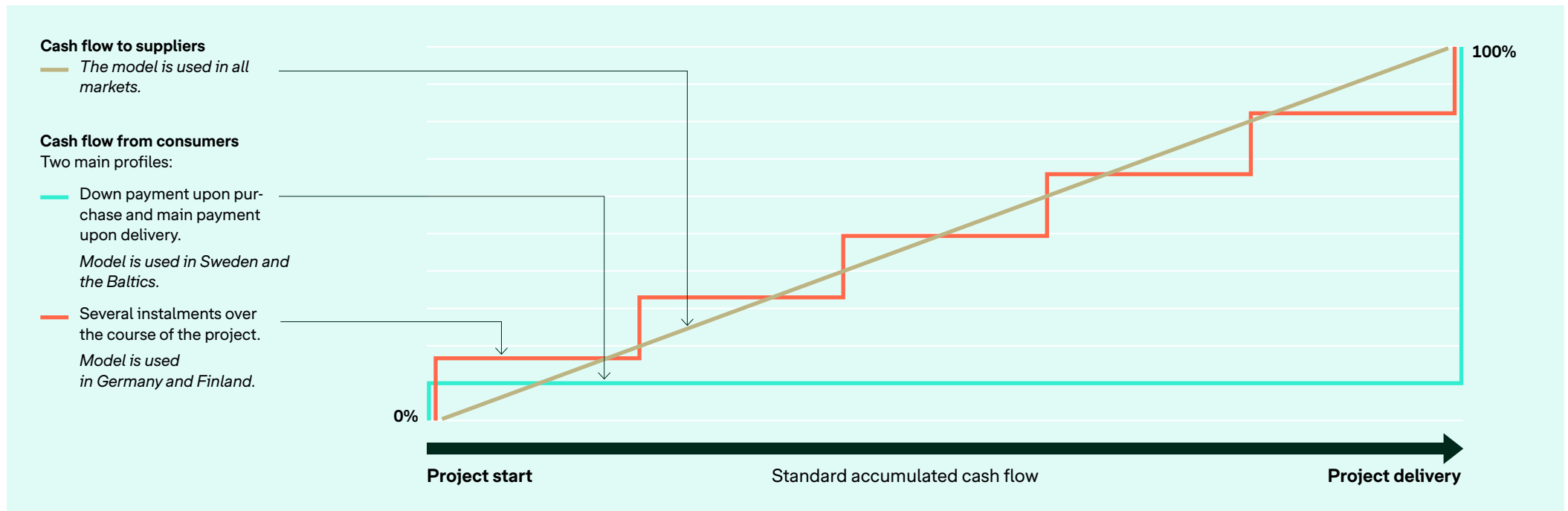
Regulations and traditions vary among Bonava's markets and thus the consumer pays for their home at various points in the process. In Germany, customers make seven instalments under the current regulations, with more than half of the price of the house paid at an early stage.

This means that Bonava's capital employed in projects is low during ongoing production. Finland has a similar payment model, but is adapted to market conditions. In Sweden and the Baltics, customers make a small down payment at the start of the project while

the main payment is made on delivery of the home. This requires a considerably higher level of capital employed during production for operations in Sweden and the Baltics.

Some payments to suppliers are made prior to the start of production, for example for land and architectural services. Payments for material and contractors are made on an ongoing basis during the construction period and may occasionally also continue after delivery to the customer, for example, for putting the finishing touches to outdoor spaces in the neighbourhood.

Cash flow profile for consumer transactions in Bonava's markets



# Report of the Board of Directors

This year, the Report of the Board of Directors is divided into three sections: The Report on Operations (the Report of the Board of Directors in previous annual reports), Corporate Governance and Sustainability Statement

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# Report on Operations

The Board of Directors and Chief Executive Officer of Bonava AB (publ), corporate identity number 556928-0380, with its registered office in Stockholm, Sweden, hereby present the Annual Report and consolidated financial statements for the 2025 financial year.

Unless otherwise stated, amounts are indicated in millions of Swedish kronor (SEK M). Rounding differences may occur.

## Group

### Operations

Bonava is a leading residential developer in Europe and conducts operations in Germany, Sweden, Finland, Estonia, Latvia and Lithuania. Bonava operates in 21 metropolitan regions, all of which are characterised by stable population trends and a functioning local labour market. We believe that these conditions will lead to long-term, stable demand for housing units.

Bonava turns serviceable land into housing units with a focus on affordable and sustainable solutions adapted to customer needs and the conditions of the areas. The operation encompasses construction of multi-family housing and single-family housing for both consumers and institutional investors. Development is carried out in collaboration with municipalities and other relevant stakeholders.

### Performance of operations

#### Net sales

Bonava's net sales amounted to SEK 7,725 M (8,194). The change year-on-year was negatively impacted by exchange rate effects of SEK 299 M.

During the period, 1,513 (1,630) housing units were delivered to consumers at a value of SEK 5,636 (6,288) M and 483 (465) housing units for investors at a value of SEK 1,524 (1,399) M.

Net sales also include sale of land totalling SEK 534 M (483).

#### EBIT

EBIT was SEK 362 M (22) and the EBIT margin was 4.7 per cent (0.3). EBIT was charged with SEK 15 M (267) in non-recurring costs, of which SEK 15 M (244) pertained to impairment of land. EBIT was also positively impacted by earnings of SEK 98 M (17) from land sales. EBIT was negatively impacted year-on-year by SEK 23 M in exchange rate effects.

#### Net financial items, profit before tax and profit for the year

Net financial items totalled SEK -428 M (-524), and net interest items improved to SEK -267 M (-394) as a result of lower debt levels and lower interest rates.

Loss before tax amounted to SEK -67 M (-501). Tax on the profit for the year amounted to SEK -22 (-17) M, which was attributable primarily

to the fact that no deferred tax assets relating to reported losses have been recognised. Loss for the year amounted to SEK -89 M (-518).

#### Cash flow

Cash flow before financing activities was SEK 417 M (621). The decrease is mainly attributable to operating activities, which in turn are attributable to increased investments in housing projects during the year.

### Financial position

#### Net debt and net project asset value

Net debt decreased year-on-year to SEK 2,816 M (3,068) at year-end. The decrease was due primarily to a positive cash flow from operations. Net project asset value amounted to SEK 4,856 M (4,651) and the ratio of net project asset value to net debt excluding leases was 1.8 (1.6).

#### Capital employed and return on capital employed

Capital employed amounted to SEK 10,589 M (11,499) at year-end. Return on capital employed was 2.5 per cent (-0.3), with the increase due primarily to higher EBIT.

#### Equity/assets ratio and net debt/equity ratio

The equity/assets ratio at year-end was 44.4 per cent (41.7) and the net debt/equity ratio was 0.4 (0.4).

	2025	2024	2023	2022	2021
Net sales	7,725	8,194	13,269	13,987	13,959
EBIT	362	22	-619	802	1,081
EBIT margin, %	4.7	0.3	-4.7	5.7	7.7
Profit/loss for the year	-89	-518	-1,143	441	761
Net debt <sup>1)</sup>	2,816	3,068	4,951	7,259	3,313
Equity/assets ratio, % <sup>1)</sup>	44.4	41.7	34.6	31.2	35.1
Cash flow before financing activities <sup>1)</sup>	417	621	716	-3,345	631

<sup>1)</sup>Including discontinued operations, 2021-2022

### Segment reporting

Since 1 January 2025, Bonava has applied an accounting principle in segment reporting that involves the assumption that the income from the projects being carried out arises on an ongoing basis during the implementation of the projects, in contrast to the consolidated finan-

cial statements where income is recognised upon completion of the projects. This application means that the estimated earnings metrics of gross profit and EBIT do not tally with the consolidated income statement. For this reason, the terms Operating gross profit and Operating EBIT are used when the outcome for the segments is presented and described.

Apart from the aforementioned accounting policies, operating EBIT is also adjusted for any items affecting comparability (for example, impairments or restructuring).

This adjustment can be seen in the segment reporting in Note 2. The comparative figures for 2024 have been restated. The amounts and figures taken from the segment reporting are highlighted in brown in this report.

Net sales amounted to SEK 8,218 M (8,312). The change year-on-year was negatively impacted by exchange rate effects of SEK 300 M.

Operating EBIT was SEK 548 M (326) and the operating EBIT margin was 6.7 per cent (3.9). The improvement in operating EBIT is attributable to both higher project margins and lower indirect production costs as well as positive earnings of SEK 98 M (17) from land sales in combination with lower selling and administrative expenses. Operating EBIT was negatively impacted year-on-year by SEK 27 M in currency effects.

As of 2024, Bonava reports a simplified operating cash flow based on earnings before tax and depreciations/amortisations (EBITDA) and includes net investments in fixed assets and properties held for future development as well as change in working capital. The net changes are taken directly from the balance sheet and are not adjusted for exchange rate effects or other non-cash items.

Operating cash flow was SEK 823 M (1,524). The decrease is mainly attributable to higher net investments in housing projects.

Operating cash flow and reconciliation against cash flow according to IFRS can be found in Note 2.

	2025	2024
Net sales	8,218	8,312
Operating gross profit	1,173	984
Operating gross margin, %	14.3	11.8
Operating EBIT	548	326
Operating EBIT margin, %	6.7	3.9
Operating cash flow	823	1,524

## Housing sales, housing starts and building rights

### Building rights

The total number of building rights at the end of the year was 23,800 (25,900). All business units except Finland showed a net decrease for 2025, with the largest decrease in Germany.

### Housing units in production

At the end of the year, there were 2,878 housing units (2,167) for consumers and 1,203 housing units (1,010) for investors in production. As of 31 December, the sales rate for ongoing production was 38 per cent (40) for housing units for consumers and 100 per cent (100) for housing units for investors.

### Sold completed housing units not delivered

The number of completed housing units sold but not recognised in profit at year-end was 31 (59).

### Unsold completed housing units

The number of unsold completed housing units at year-end was 212 (309). The number decreased in all business units except Germany.

	2025	2024
Number of building rights	23,800	25,900
of which, off-balance sheet building rights	6,500	6,300
<b>Housing development for consumers</b>		
Number of housing units sold	1,717	1,727
Sales value of housing units sold	5,688	6,329
Number of housing units started	2,099	1,462
Number of housing units in ongoing production	2,878	2,167
Sales rate for ongoing production, %	38	40
Number of housing units recognised in profit	1,513	1,630
<b>Housing development for investors</b>		
Number of housing units sold	676	573
Sales value of housing units sold	1,917	1,743
Number of housing units started	676	573
Number of housing units in ongoing production	1,203	1,010
Sales rate for ongoing production, %	100	100
Number of housing units recognised in profit	483	465

## The share and shareholders

Bonava's share and green bond are listed on Nasdaq Stockholm.

Bonava has two share classes, Class A and Class B. Each Class A share carries ten votes and each Class B share one vote.

The share capital was SEK 538 M on the balance sheet date, divided among 322,816,756 shares and 588,604,747 votes. On the balance sheet date, Bonava had 29,531,999 Class A shares and 293,284,757

Class B shares. The number of Class B shares in treasury totalled 1,229,433, corresponding to 0.4 per cent of the capital and 0.2 per cent of the votes.

At year-end, Bonava had 26,432 (28,261) known shareholders. Bonava's largest shareholders were Nordstjernan AB, with 24.7 per cent of the capital and 49.5 per cent of the votes, followed by Fredrik W. Mohn with 6.8 per cent of the capital and 3.7 per cent of the votes, and Schröders, with 6.4 per cent of the capital and 3.5 per cent of the votes. The ten largest shareholders controlled 64.8 per cent of the capital and 72.3 per cent of the votes in total.

More information on the Bonava share and owners is available at [bonava.com/en/investors](https://bonava.com/en/investors) and on pages 175–176.

## Organisation and employees

The average number of employees in the Group for the year was 873 (923).

## Nomination activities

Bonava's 2025 AGM appointed the following Nomination Committee ahead of the 2026 AGM: Peter Hofvenstam (Nordstjernan AB), Olof Nyström (Fjärde AP-fonden), Oscar Bergman (Swedbank Robur Fonder), with the Chairman of the Board as a co-opted member. Peter Hofvenstam was elected Chairman of the Nomination Committee. In December, Christine Revheim-Hansen from Perestroika AS (Fredrik W. Mohn) joined the Committee as a result of changes to the ownership structure. For more information on the composition of the Board, refer to the Corporate Governance Report.

## Significant events during the year

During February 2025, Bonava issued a SEK 960 M secured green bond, which was significantly oversubscribed. The coupon of the new bond is STIBOR +475 bp, and the tenor is 3.5 years. The previous bond, which should have been more expensive due to a step-up structure, was tendered and called at a price of 102 per cent of the nominal value.

## Significant events after year-end

No significant events occurred after the end of the year.

## Remuneration

The 2023 AGM resolved that the maximum outcome for variable cash-based remuneration shall amount to at most 60 per cent of fixed annual cash-based remuneration for the CEO and 50 per cent for other senior executives during the measurement period for such criteria. The foundation for the applicable guidelines will be valid for the period up until the 2027 AGM. These guidelines cover the Executive Management Group including the CEO, a total of 7 (6) senior executives.

Bonava applies remuneration levels and employment terms that are necessary to enable the recruitment and retention of a management possessing high competence and the ability to achieve the targets set. The remuneration principles and structures should motivate senior executives to do their utmost to safeguard the shareholders' interests. Accordingly, remuneration should therefore be on market terms and competitive. It should be straightforward, long-term and measurable. The total remuneration package should support the company's long-term strategy. Remuneration to Executive Management comprises fixed salary, variable remuneration, long-term performance-based incentive programmes, pensions and other benefits.

### Fixed cash-based salary

Fixed salary to senior executive should be on market terms and based on areas of responsibility, experience and results achieved. Fixed remuneration is reviewed either annually or biannually.

### Variable cash-based remuneration

Short-term variable remuneration is to be maximised and related to fixed salary, and based on the outcome in relation to the targets set, of which the absolute majority correspond to financial targets. In 2025, short-term variable remuneration to the CEO was capped at 60 per cent of fixed salary, and for other members of the Executive Management Group maximised at 50 per cent of fixed salary.

### Variable share-based remuneration

At the AGM on 9 April, a resolution was passed to authorise a long-term performance-based share programme (LTIP 2025) for Bonava's Executive Management Group, including the company's CEO. 40 per cent of the performance share rights will relate to target 1 (Operational EBIT) and 60 per cent will relate to target 2 (absolute Total Shareholder Return, TSR). In the opinion of the Board of Directors, incentive programmes of this type benefit the company's long-term performance. More details on the previously introduced long-term incentive programmes are available at [bonava.com](https://bonava.com). See also Note 4, Number of employees, personnel costs and remuneration of senior executives.

### Pensions and other benefits

With regards to pensions, Bonava offers defined-contribution solutions, which means that Bonava pays premiums that comprise a specific portion of the employee's salary. For all members of Executive Management (who are not covered by ITP plans under collective bargaining agreements), the pension premium in fixed cash salary is not to exceed 30 per cent. For the CEO, the pension premium in fixed cash salary is not to exceed 35 per cent. Variable cash remuneration will not be pensionable, provided this does not follow from obligatory provisions in a collective bargaining agreement.

Other benefits may include features such as life insurance, health-care insurance and company vehicles. All together, premiums and other costs for benefits of this kind may total a maximum of 10 per cent of the fixed cash salary. For members of Executive Management working outside Sweden, pension and other benefits are arranged in accordance

with fixed or mandatory local practice, but in that case adjustment must be kept as far as possible within the boundaries of these guidelines.

### Termination of employment

A senior executive who terminates his/her employment on the company's initiative is normally entitled to a maximum of nine months' notice with severance pay corresponding to nine months' fixed salary. The company shall be entitled to deduct from the severance pay for compensation paid during the said nine months from the new employer. For the CEO, a notice of twelve months may instead be applied with severance pay corresponding to twelve months' fixed salary. The period of notice amounts to a maximum of six months from the senior executive's side. In this context, senior executives are defined as the CEO, CFO and other members of the Executive Management Group. The Board of Directors is entitled to depart from the above guidelines for remuneration to senior executives if there are special reasons in an individual case.

## Parent Company

### Net sales and profit

Operations in the Parent Company, Bonava AB (publ) comprise capital supply, treasury functions and Group-wide administration. Income derives exclusively from onward invoicing of internal services. No external operational activities are conducted. The company's net sales for the period totalled SEK 160 M (167). Profit after financial items was SEK 164 M (166). The average number of employees for the year was 46 (47).

## Environmental impact

Bonava does not conduct any activities subject to permits under the Swedish Environmental Code within the Parent Company or subsidiaries.

## Dividend

Bonava's dividend policy is to distribute 40 per cent of profit after tax, according to the segment reporting, for the year over time. The Board of Directors proposes that no dividend be distributed for the 2025 financial year due to restrictions in the current financial agreement that prevents it.

## Appropriation of profit/loss

The Board of Directors proposes that distributable earnings of SEK	6,929,765,200
<i>Be appropriated as follows:</i>	
Carried forward	6,929,765,200
<b>Total SEK</b>	<b>6,929,765,200</b>

# Segments

## Germany

Germany is Bonava's largest market. Bonava is one of Germany's most active residential developers, and builds housing units in Berlin, Hamburg, Cologne/Bonn, Stuttgart, Leipzig, Dresden, Frankfurt, Düsseldorf, Mannheim and the metropolitan regions of Rhine-Ruhr, Rhine-Main, Rhine-Neckar and the Baltic coast. We offer apartments and single-family homes to consumers, and rental projects to investors.

## Profit

Net sales decreased to SEK 5,480 M (5,757), attributable primarily to ongoing projects being in an earlier production phase compared with the preceding year, as well as negative foreign currency translation effects.

The operating gross margin improved to 14.1 per cent (12.2), which is attributable primarily to stronger project margins in ongoing production and lower indirect production costs. Through its recent restructuring, Germany decreased its annual overheads by SEK 400 M compared with the level per year for 2022, with full effect beginning 1 January 2025.

Operating EBIT amounted to SEK 547 M (439) with an increased operating EBIT margin of 10.0 per cent (7.6). Selling and administrative expenses decreased year-on-year, leading to a higher operating EBIT margin.

## Building rights and ongoing production

Building rights decreased year-on-year, to 7,000 (7,600) at year-end. Several acquisitions took place during the year, but a higher number of production starts meant that overall the building rights portfolio decreased compared with the previous year.

The number of housing starts for consumers increased to 921 (657) and the number of housing starts for investors was 354 (474).

The number of housing units sold to consumers was lower than in the preceding year, totalling 747 (910). The decrease in sales is due primarily to projects being in an earlier phase compared to the previous year. The sales rate for ongoing production for consumers decreased to 42 per cent (50). The number of housing units sold to investors decreased to 354 (474) and the sales rate for ongoing production was 100 per cent (100).

	2025	2024
Net sales	5,480	5,757
Operating gross profit	773	702
Operating gross margin, %	14.1	12.2
Operating EBIT	547	439
Operating EBIT margin, %	10.0	7.6

## Building rights

Number of building rights	7,000	7,600
of which, off-balance sheet building rights	1,700	1,400

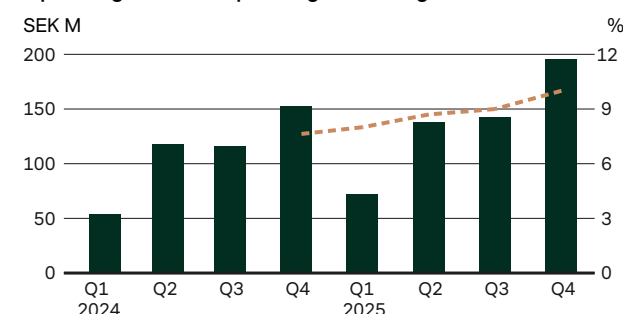
## Housing development for consumers

Number of housing units sold	747	910
Sales value of housing units sold	3,608	4,429
Number of housing units started	921	657
Number of housing units in ongoing production	1,328	1,219
Sales rate for ongoing production, %	42	50

## Housing development for investors

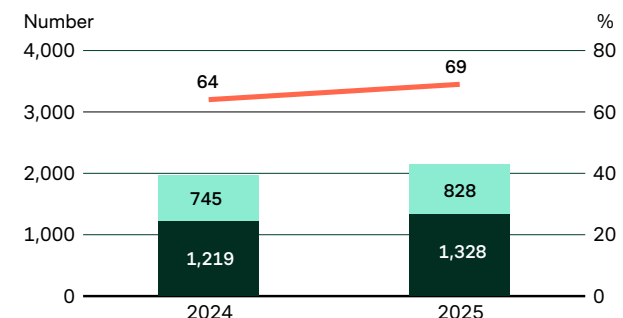
Number of housing units sold	354	474
Sales value of housing units sold	1,209	1,532
Number of housing units started	354	474
Number of housing units in ongoing production	828	745
Sales rate for ongoing production, %	100	100

## Operating EBIT and operating EBIT margin



■ Operating EBIT, per Q  
 - - - Operating EBIT margin, R12

## Number of housing units in ongoing production and sales rate for ongoing production



■ Consumers  
 ■ Investors  
 - - - Sales rate for ongoing production, %

## Sweden

In Sweden, Bonava offers apartments and single-family homes to consumers in Stockholm, Gothenburg, Linköping, Uppsala, Umeå and Luleå. We offer rental housing projects to investors across the country.

## Profit

Net sales increased to SEK 1,188 M (1,101), attributable primarily to several ongoing projects, a higher degree of completion and sale of land.

The operating gross margin increased to 12.5 per cent (5.1) as a result of stronger project margins and lower indirect production costs. Gross profit was also positively impacted by earnings of SEK 63 M (11) from land sales.

Operating EBIT increased to SEK 32 M (-62) with an operating EBIT margin of 2.7 per cent (-5.6). A larger volume of ongoing production enabled a positive operating EBIT.

## Building rights and ongoing production

Building rights decreased during the year, totalling 7,800 (8,700) at year-end as a result of an increase in the number of production starts.

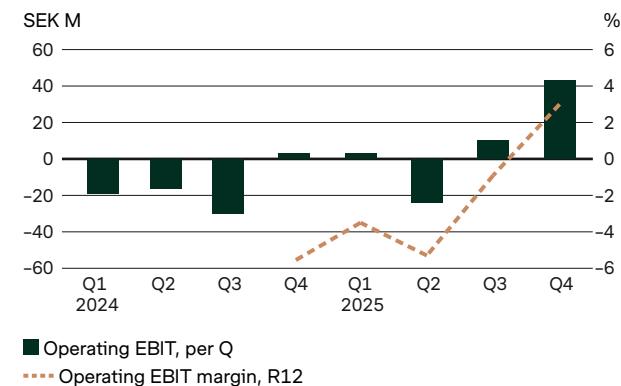
Housing starts for consumers increased to 460 (116).

There were 322 (0) housing starts for investors this year.

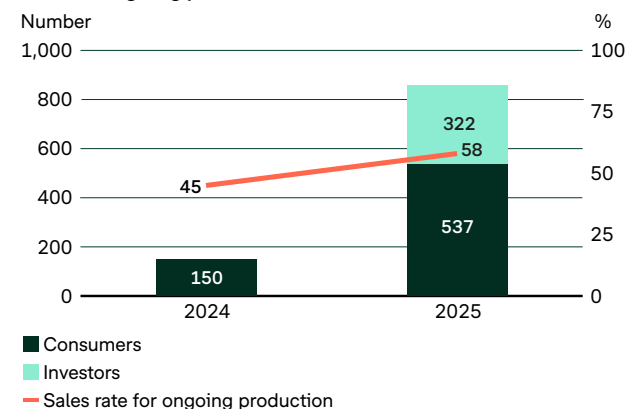
The number of housing units sold to consumers was 214 (233). The sales rate for ongoing production was 34 per cent (45). The lower sales rate compared to previous years is attributable to a consumer project starting late in the fourth quarter, which is why the bookings will be converted in the first quarter of 2026. If they had been included, the sales rate would have been on a par with the preceding year. 322 (0) housing units were sold to investors during the year.

	2025	2024
Net sales	1,188	1,101
Operating gross profit	149	56
Operating gross margin, %	12.5	5.1
Operating EBIT	32	-62
Operating EBIT margin, %	2.7	-5.6
<b>Building rights</b>		
Number of building rights	7,800	8,700
of which, off-balance sheet building rights	1,700	1,800
<b>Housing development for consumers</b>		
Number of housing units sold	214	233
Sales value of housing units sold	905	989
Number of housing units started	460	116
Number of housing units in ongoing production	537	150
Sales rate for ongoing production, %	34	45
<b>Housing development for investors</b>		
Number of housing units sold	322	—
Sales value of housing units sold	687	5
Number of housing units started	322	—
Number of housing units in ongoing production	322	—
Sales rate for ongoing production, %	100	—

## Operating EBIT and operating EBIT margin



## Number of housing units in ongoing production and sales rate for ongoing production



## Finland

In Finland, Bonava is active in the regions of Helsinki, Tampere and Turku. We offer apartments for consumers and rental projects for investors.

### Profit

Net sales decreased year-on-year to SEK 606 M (762), attributable to a lower number of housing units in ongoing production and newly started projects.

The operating gross margin decreased to 14.5 per cent (15.9).

Operating EBIT decreased to SEK 3 M (16) with an operating EBIT margin of 0.5 per cent (2.1). The low levels of earnings are a direct effect of the low business volume.

### Building rights and ongoing production

Building rights were unchanged during the year, totalling 3,200 (3,200) at year-end.

The number of housing units sold to consumers was 53 (73). The sales rate for ongoing production was 8 per cent (31). The number of housing units sold to investors was 0 (99). There were 92 (29) housing starts for consumers during the year. There were 0 housing starts (99) for investors, and the sales rate for ongoing production was 100 per cent (100).

	2025	2024
Net sales	606	762
Operating gross profit	88	121
Operating gross margin, %	14.5	15.9
Operating EBIT	3	16
Operating EBIT margin, %	0.5	2.1

### Building rights

Number of building rights	3,200	3,200
of which, off-balance sheet building rights	1,600	1,600

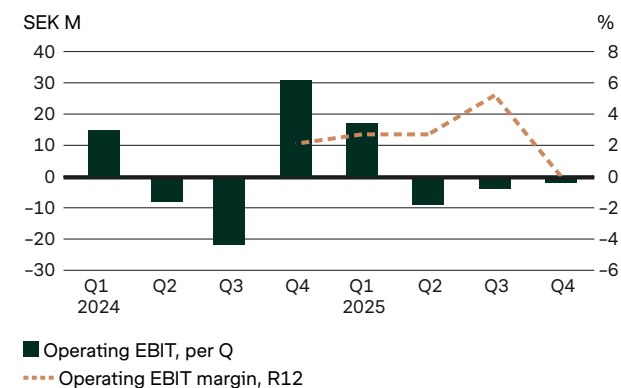
### Housing development for consumers

Number of housing units sold	53	73
Sales value of housing units sold	194	198
Number of housing units started	92	29
Number of housing units in ongoing production	92	29
Sales rate for ongoing production, %	8	31

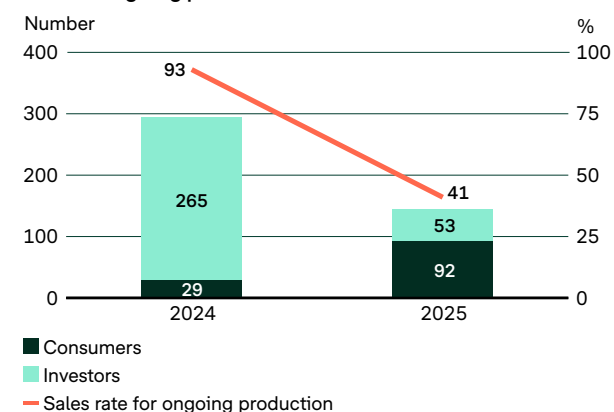
### Housing development for investors

Number of housing units sold	–	99
Sales value of housing units sold	21	206
Number of housing units started	–	99
Number of housing units in ongoing production	53	265
Sales rate for ongoing production, %	100	100

### Operating EBIT and operating EBIT margin



### Number of housing units in ongoing production and sales rate for ongoing production



## Baltics

The Baltics segment comprises the capital cities of Tallinn, Estonia; Riga, Latvia; and Vilnius in Lithuania. The offer primarily consists of apartments for consumers, which are supplemented by rental housing projects for investors.

## Profit

Net sales amounted to SEK 943 M (692) as a result of an increased number of housing units in ongoing production with a higher sales rate.

Operating gross margin increased to 18.6 per cent (14.9), driven primarily by the increase in volume, higher sales rate and higher project margins.

Operating EBIT more than doubled to SEK 123 M (56) with an operating EBIT margin of 13.1 per cent (8.0).

The occupancy rate in the two rental properties that Bonava holds under its Build-to-Manage (B2M) model remains high.

## Building rights and ongoing production

Building rights decreased during the year, totalling 5,800 (6,400) at year-end. Land sales alongside production starts resulted in a reduced building rights portfolio.

The number of housing starts for consumers was 626 (660) and there were zero housing starts for investors in either the current or the preceding year.

The number of housing units sold to consumers was 703 (511). The sales rate for ongoing production was 38 per cent (23). During the current and preceding year, zero housing units were sold to investors.

	2025	2024
Net sales	943	692
Operating gross profit	175	103
Operating gross margin, %	18.6	14.9
Operating EBIT	123	56
Operating EBIT margin, %	13.1	8.0

## Building rights

Number of building rights	5,800	6,400
of which, off-balance sheet building rights	1,500	1,500

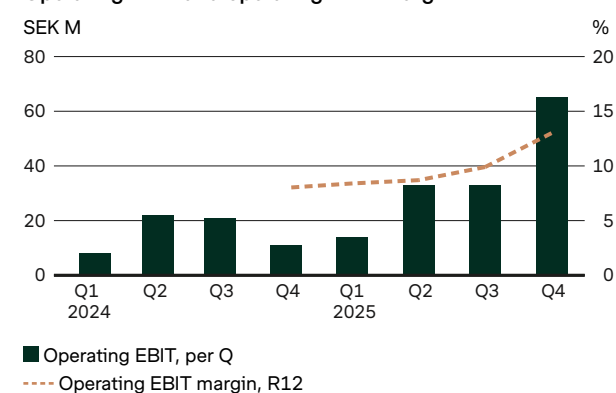
## Housing development for consumers

Number of housing units sold	703	511
Sales value of housing units sold	981	712
Number of housing units started	626	660
Number of housing units in ongoing production	921	769
Sales rate for ongoing production, %	38	23

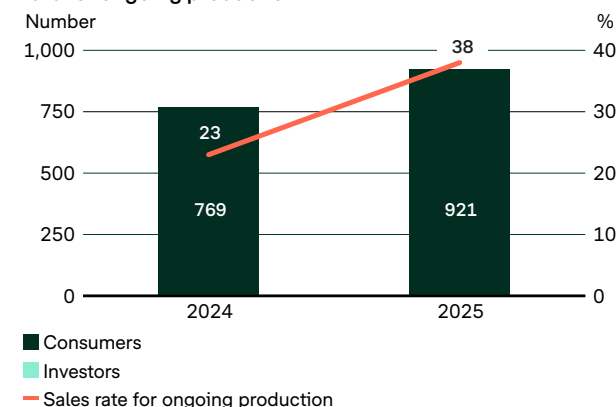
## Housing development for investors

Number of housing units sold	–	–
Sales value of housing units sold	–	–
Number of housing units started	–	–
Number of housing units in ongoing production	–	–
Sales rate for ongoing production, %	–	–

## Operating EBIT and operating EBIT margin



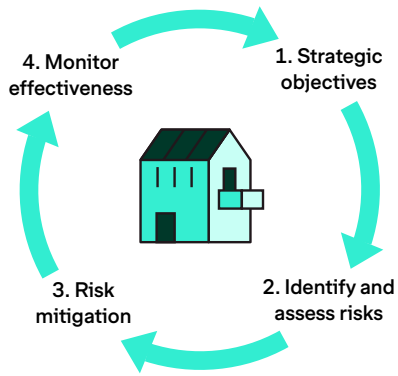
## Number of housing units in ongoing production and sales rate for ongoing production



# Risks and risk management

Proactive and strategic risk management is fundamental to how Bonava operates. Through a structured framework, the company identifies and assesses risks early, enabling the effective implementation of measures that mitigate potential impacts across all levels of Bonava. The risk management process is designed to support the business in managing critical risks that could affect the ability to achieve financial targets and strategic objectives. At the same time, the company strives to turn challenges into opportunities to create and protect value for its stakeholders and society.

## Structured framework for risk management



## Enterprise Risk Management programme

In 2025, the company updated its Enterprise Risk Management (ERM) programme to fully align with the decentralised operating model. The programme ensures that risk management is embedded in decision-making processes across all levels of the organisation. The ERM-programme is based on the following principles:

### ERM Guiding Principles:

- **Value-Creating** – adds value and supports informed decision-making.
- **Integrated** – embedded in strategic planning, business and decision processes.
- **Transparent** – reported to support accountability and early response.
- **Ownership at right level** – managed close to the risk activity.
- **Proportionate** – align risk management with impact on strategic objectives.

## Three categories of risk

Bonava categorises risks into three levels: enterprise, operational, and investment risks. Enterprise risks are managed by the Executive Management Group (EMG). Group functions and Business Units are responsible for operational risks in their respective areas while Business Units are also responsible for handling investment risks. All employees are expected to understand and manage risks within their roles.

The categorisation of risk levels is determined by their severity, as well as by the level in the company at which the risks can be managed most effectively. Bonava considers, for example, Health & Safety and ESG risks to be highly relevant. As these risks are closely connected to the company's housing projects, they are mainly considered operational risks. Strategic work related to Health & Safety is a regular item on the EMG agenda.

[Read more about Bonava's sustainability risks in the Sustainability statement on pages 59-130.](#)

## Bonava's risk categories



## Risk and Opportunity Assessment

The process of risk and opportunity identification adopts a bottom-up approach, beginning at the level of Business Units and Group Functions, and is subsequently consolidated during an annual Strategic Workshop with the EMG. This process provides a comprehensive view of Bonava's risk exposure and ensures that enterprise risks are prioritised based on their potential impact on strategic objectives and financial targets. The inte-

grated identification of opportunities that arise from the appropriate handling of risks increases awareness for possibly unrealised potential. The risk owners continuously update their assessment of the most relevant risks in their area of responsibility.

The most relevant enterprise risks are reported quarterly to the Audit Committee. This overview shows the identified key risks and how they are connected with the achievement of Bonava's strategic objectives.

## Identified key risks in context with strategic objectives

Strategic objectives	Key risks	Possible impacts
Profitability Capital efficiency Dividend	– Geopolitical instability	– Decreased demand, strained supply chains
	– Stakeholder trust (regulatory compliance)	– Financial and reputational damages
	– Long-term financing capacity	– Increased financing costs
	– Liquidity shortage	– Inability to meet payment obligations
	– Optimised project portfolio	– Lack of suitable land, increased bound capital
	– Project performance	– Failure to meet budgeted profit expectations
	– IT security	– Falling behind in IT innovation, cyber attacks
Customer satisfaction	Changed customer behaviour	Decreased demand, high warranty costs
Health and safety	Injuries, accidents and ill-health affecting people at our sites or offices	Severe incidents, lowered productivity and reputation
Employee engagement	Talent attraction and retention	High turnover, delayed project starts
Combat climate change	New requirements from EU and reporting risks	Decreased reputation and access to capital

## Enterprise Risks

Out of the identified key risks, Bonava considers five risks to be enterprise risks that can have a significant impact on the company's result and should therefore be followed up centrally. All other key risks are being classified as operational or investment risks.

Description	Examples of mitigation activities
<b>Geopolitical instability</b>	
Political instability, conflicts or changes in government policies can adversely impact business operations. This may affect the supply of construction materials, rapid changes in interest policies and the willingness of potential customers to invest in real estate.	<ul style="list-style-type: none"> <li>– Close monitoring/analysis of market development in EMG and Business Unit meetings.</li> <li>– Geographical mix and decentralised operating model with flexibility, scalable operations and close cost control.</li> <li>– Controlled growth with starts based on market demand and sales.</li> <li>– Growing B2B share to adapt to market.</li> </ul>
<b>Long-term financing capacity</b>	
Solid long-term financing is required to maintain business operations. Changes in availability and costs impact ability to reach financial targets and growth ambitions.	<ul style="list-style-type: none"> <li>– Reduction of net debt.</li> <li>– Successful bond refinancing.</li> <li>– Secure project financing before starting projects.</li> </ul>
<b>Liquidity shortage</b>	
Liquidity is required to meet payment obligations. Lack of sufficient liquidity may lead to default.	<ul style="list-style-type: none"> <li>– Structured process for continuously monitoring and forecasting Group liquidity to ensure optimal financing and liquidity at any given time.</li> <li>– Start projects that are cashflow-neutral.</li> <li>– Emphasis on project financing.</li> </ul>

Description	Examples of mitigation activities
<b>Stakeholder trust</b>	
Increased regulatory requirements including EU legislation, trade sanctions and reporting standards as well as third-party risks including corruption impose challenges for Bonava's business. Non-compliance may lead to fines, interruption of operations, reputational and financial damages.	<ul style="list-style-type: none"> <li>– Continuous detection of incoming regulatory changes and continuous monitoring of adherence to existing legislation.</li> <li>– Robust anti-corruption programme.</li> </ul>
<b>IT Security</b>	
Growing cyber security risks require a safe environment that provides sufficient safeguards against unauthorised access and malware attacks.	<ul style="list-style-type: none"> <li>– Continuous scanning and development of cyber defence tools to eliminate and prevent vulnerabilities in systems and applications.</li> <li>– Security awareness training to increase focus and awareness of the staff.</li> <li>– Supporting IT organisation in decision-making, plans and business case generation.</li> </ul>

# Corporate governance



# Corporate Governance Report

This Corporate Governance Report, which has been prepared in accordance with the Annual Accounts Act and the Swedish Corporate Governance Code, "the Code", contains important information about how Bonava complies with the Code, about shareholders, the Nomination Committee, the Annual General Meeting ("AGM"), the Board of Directors and its work, including committees, remuneration and allocation of responsibilities within the governance model. The Corporate Governance Report also describes Bonava's system for internal control and risk management, which according to the Swedish Companies Act and the Code is the responsibility of the Board. This Corporate Governance Report has been prepared by the Board of Directors and is presented in compliance with the Annual Accounts Act and the Code, presenting Bonava's Corporate Governance in 2025.

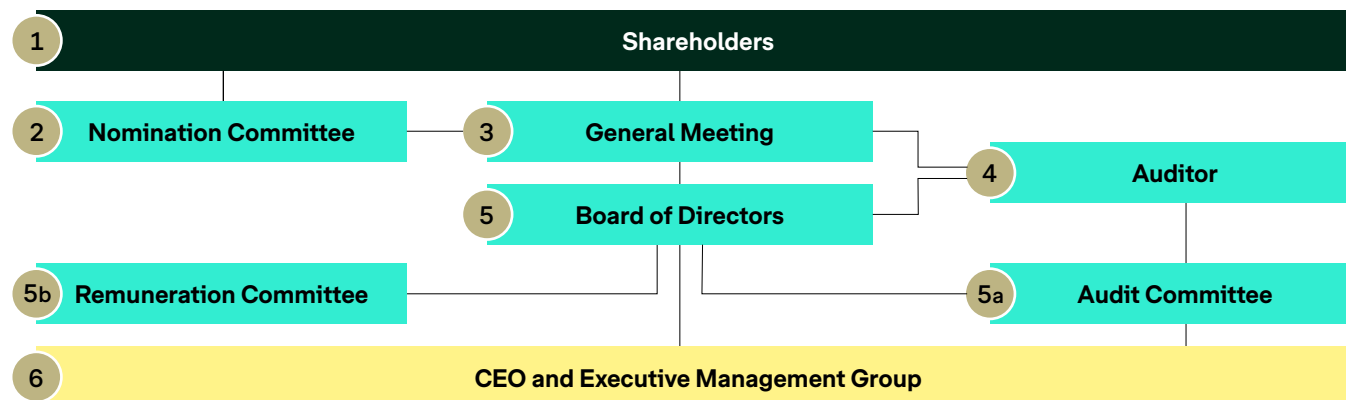
## Regulatory framework, governance model and internal control

Through good corporate governance, Bonava aims to ensure a responsible and sustainable way of working over time. The governance model applied provides a transparent and clear allocation of mandates and responsibility, and an effective management of relevant risks and necessary controls. The objective is to create a long-term sustainable operation that generates value for shareholders and other stakeholders over time.

## Regulatory framework and governance model

Bonava is a Swedish public limited company that was listed on Nasdaq Stockholm in 2016. Bonava's corporate governance complies with Swedish law, the Articles of Association, Nasdaq Stockholm's Rules for Issuers and regulations and recommendations issued by relevant organisations. In the countries where Bonava conducts operations, the company complies with local legislation and other regulations. Bonava also complies with accepted securities market practice, which includes the application of the Code.

Bonava's Articles of Association were adopted at the general meeting on 10 April 2024 and are available in full at Bonava's



website, bonava.com. The Articles of Association stipulate that the company, directly or through subsidiaries, develops and invests in residential properties and engages in real estate trading operations, and conducts other operations related to the above. The company also undertakes certain Group-wide activities, such as the provision of employee services. The registered office is in Stockholm, Sweden. The company is prohibited from making any decisions that contravene the Articles of Association without first referring such matters to the General Meeting for a decision and potentially amending the Articles of Association. The Articles of Association do not contain any special stipulations regarding the appointment and discharge of Board members or amendments to the Articles of Association.

Bonava has not departed from the Code. There have been no instances of non-compliance with Nasdaq Stockholm's Rules for Issuers or accepted securities market practice.

### 1 Shareholders

Bonava's share was listed on Nasdaq Stockholm in 2016. At year-end, the number of shares in the company was 322,816,756. On the same date, the share capital totalled SEK 538 M with a quotient value per share of SEK 1.67.

At year-end, Bonava had approximately 26,432 known shareholders. The company's five largest shareholders at year-end were Nordstjernan AB, Frederik W. Mohn, Schroders, the

Fourth Swedish National Pension Fund (Fjärde AP-fonden) and Nordea Fonder. Read more about Bonava's shares and shareholders on pages 175–176.

### 2 Nomination Committee

The Nomination Committee is a body established by the AGM with the task of proposing the number of Board members and the composition of the Board, including the Chairman as well as proposals relating to remuneration to the Board, including any special fees for committee work. The Nomination Committee also proposes the Chairman of the AGM and the company's auditors and their remuneration. Where required, the Nomination Committee also proposes any changes to the applicable instructions for the Nomination Committee.

### Nomination Committee ahead of 2026 AGM

At the 2025 AGM for Bonava, Peter Hofvenstam (nominated by Nordstjernan AB), Olof Nyström (nominated by the Fourth Swedish National Pension Fund) and Oscar Bergman (nominated by Swedbank Robur Fonder) were appointed to the Nomination Committee for the 2026 AGM. On 11 December 2025, Bonava announced that Christine Revheim-Hansen, nominated by Frederik W. Mohn, would be added as a new member of Bonava's Nomination Committee as a result of the ownership structure. Peter Hofvenstam was elected Chairman

of the Nomination Committee. No special remuneration was paid to the members of the Nomination Committee. The Nomination Committee's proposals are published in the notice convening the AGM and at Bonava's website, bonava.com. The Nomination Committee has applied Code rule 4.1 of the Swedish Corporate Governance Code as its diversity policy.

### Nomination Committee ahead of 2026 AGM

Board members	Nominated by	Independent <sup>1)</sup>
Peter Hofvenstam, Chairman of the Nomination Committee	Nordstjernan AB	Yes/No
Olof Nyström	Fourth Swedish National Pension Fund (Fjärde AP-fonden)	Yes/Yes
Oscar Bergman	Swedbank Robur Fonder	Yes/Yes
Christine Revheim-Hansen	Frederik W. Mohn	Yes/Yes

<sup>1)</sup> Independent in relation to the company and company management/to the largest shareholder in terms of votes.

### 3 General Meeting

The general meeting is Bonava's highest decision-making body and a forum for all shareholders to exercise their influence. The general meeting decides on changes to the Articles of Association. Notices convening general meetings are made available on the company's website and through announcements in the Swedish Official Gazette (Post- och Inrikes Tidningar). Confirmation that the notice has been issued is published simultaneously in the Swedish daily newspaper Dagens Nyheter.

#### 2025 Annual General Meeting

The regular 2025 AGM was held on 9 April 2025 when the Board was elected and other customary matters were decided.

#### 2026 Annual General Meeting

Bonava's regular AGM for 2026 will be held on 22 April 2026 in Stockholm, Sweden. Shareholders are entitled to raise matters at the AGM subject to submitting a written request to the Board of Directors by 4 March 2026, which the company announced on its website in conjunction with the interim report for the third quarter of 2025. Bonava seeks to ensure that the Board of Directors, management team, Nomination Committee and auditor are present at AGMs. For more information about the AGM, see page 179 or visit Bonava's website, bonava.com.

### 4 Auditor

The company's financial accounts and accounting, as well as the management by the Executive Management Group and the Board of Directors, are reviewed and audited by the company's auditor.

At the AGM on 9 April 2025, the registered audit firm Öhrlings PricewaterhouseCoopers AB (PwC) was elected auditor for the period until the AGM in 2026. The election took place on the Nomination Committee's proposal which concurred with the Audit Committee's recommendation. Authorised Public Accountant Johan Rippe has been appointed Auditor in Charge.

The auditor is to report any material accounting errors and suspected irregularities to the Audit Committee. At least once a year, usually in connection with the closing of the financial statements, the auditor is to report any observations from the audit and its assessment of the company's internal control to the Board of Directors. The auditor also participates at the AGM to present its Auditor's Report and outline the audit work carried out and observations made.

### 5 Board of Directors

The Board of Directors has the overarching responsibility for Bonava's organisation and administration.

According to the Articles of Association, Bonava's Board of Directors shall have a minimum of three and a maximum of eight members. The AGM on 9 April 2025 resolved to re-elect Mats Jönsson, Per-Ingemar Persson, Nils Styf, Olle Boback, Anette Frumerie and Tobias Lönnevall as Board members and elect Anneli Jansson and Paula Röttorp as new Board members. At the same time, Viveca Ax:son Johnson stepped down from the Board. The AGM resolved to elect Mats Jönsson as Chairman of the Board.

On 24 September 2025, Bonava announced that Olle Boback, at his own request and with immediate effect, had resigned his seat on the Board of Directors due to illness.

For information on Board members, their assignments outside the Group and their shareholdings in Bonava, see the "Board of Directors" section. The Board of Directors also adopts the Rules of Procedure for the Board and instructions for the CEO. The Board of Directors has also decided on a number of general policies relating to the company's operations. These internal policy documents are reviewed at least once a year and are also updated continuously to comply with legislation as and when required.

### The Board of Directors and non-affiliation

Bonava's Board of Directors was deemed to satisfy the Code's requirements for independence, since all eight of the members elected by the AGM are independent of the company and the Executive Management Group.

All Board members, with the exception of Paula Röttorp, are deemed to satisfy the requirement for independence in relation to major shareholders (in this case, pertaining to Nordstjernan AB).

#### Chairman

The Chairman of the Board is elected by Bonava's general meeting and leads the work of the Board. At the AGM on 9 April 2025, Mats Jönsson was elected as the Chairman of the Board.

#### Work of the Board of Directors in 2025

In 2025, the Board held 12 meetings. The agenda for every regular Board meeting includes a number of standing items: the CEO's summary of operations, divestments and investments, financial reporting, a summary of major exposures and reports on any potential health and safety and Code of Conduct incidents.

In 2025, the Board of Directors continually engaged with the company's financing strategy in order to safeguard long-term financing. In addition, the Board devoted time to issues related to changing market conditions in the business units and the impact of this on local operations, as well as decisions on major sales of and investments in land and projects.

#### Remuneration of Board members

The AGM on 9 April 2025 resolved to pay, in accordance with the proposal from the Nomination Committee, for the period until the next AGM is held, annual fees of SEK 860,000 to the Chairman and SEK 340,000 to each of the other Board members who are not employed by the company. Furthermore, the AGM resolved that, in addition to this remuneration, Board members living in Europe but outside of the Nordic region would receive a meeting fee of SEK 22,000 for each physical Board meeting held in the Nordic region. Additionally, the AGM resolved to pay for work on the Audit Committee, in the period until the next AGM is held, annual fees of SEK 160,000 to the Chairman and SEK 80,000 to each of the other committee members who are not employed by the company, and for work on the Remuneration Committee, an annual fee of SEK 80,000 will be paid to the Chairman and SEK 38,000 to each

of the other committee members who are not employed by the company. No special remuneration was paid for any other committee work.

### Evaluation of the Board of Directors

In accordance with the Board of Directors' Rules of Procedure, the Chairman of the Board evaluates the Board's work annually. The evaluation for 2025 was conducted through Board members responding to a questionnaire with opportunities to answer candidly. The compiled results of the questionnaire were then reviewed and discussed at a Board meeting. The purpose of the evaluation was to gather information about the views of Board members on the Board's work and what measures can be implemented to improve its efficiency.

The intention was also to gain an understanding of the issues that the Board of Directors considers should be given more prominence, and in which areas the Board may be in need of additional experience and competence. The results of the evaluation were shared with the Nomination Committee by the Chairman.

### Board committees

The Board currently has two committees: the Audit Committee and the Remuneration Committee. The committees' assignments are regulated more closely in the annually revised committee instructions.

#### 5a Audit Committee

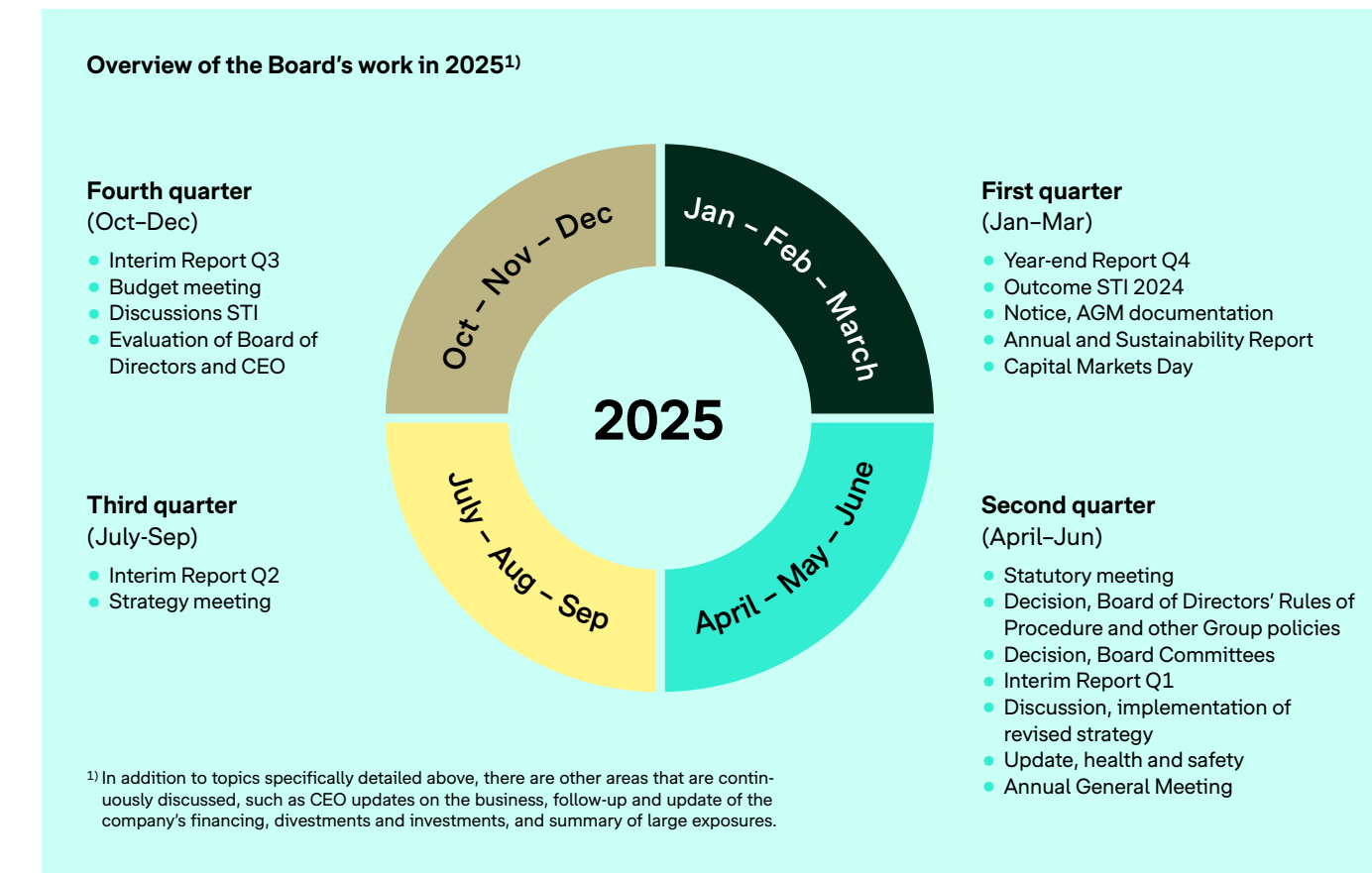
The tasks of the Audit Committee include monitoring the company's financial reporting and the efficiency of the company's internal control and risk management.

The Audit Committee works according to an agenda that is set annually and has since the AGM on 9 April 2025 consisted of Board members Tobias Lönnevall (who also served as Chairman), Per-Ingemar Persson and Nils Styf, none of whom is employed by the company.

In 2025, the Audit Committee held five meetings. Bonava's auditor was present at all of these meetings. The meetings addressed matters such as the company's interim reports and financing, the focus of the external audit and the company's internal controls of its financing.

#### 5b Remuneration Committee

The tasks of the Remuneration Committee include addressing matters relating to the principles governing remuneration to the



CEO and senior executives, as well as individual remuneration to the CEO in accordance with the remuneration principles.

The Remuneration Committee works according to an agenda that is set annually and as of the AGM on 9 April 2025, consisted of Board members Mats Jönsson (who also served as Chairman), Anette Frumerie and Tobias Lönnevall, none of whom is employed by the company.

The remuneration principles include the relationship between fixed and variable remuneration, and the correlation between performance and remuneration, mainly the terms applying to potential bonuses and incentive programmes, and the primary terms of non-monetary benefits, pension, termination of employment and severance pay. The Board as a whole determines the CEO's remuneration and other employment

terms. Share-based incentive programmes for the Executive Management Group are decided by the AGM.

In 2025, the Remuneration Committee held three regular meetings and one extraordinary meeting. The members were present at all meetings. The meetings addressed matters such as variable and other remuneration to senior executives and guidelines for such remuneration.

#### 6 CEO and Executive Management Group

The division of responsibilities between the CEO and the Board of Directors is defined in the Board's Rules of Procedure, and the instructions to the CEO are prepared by the Board of Directors. The CEO serves as the head of the Executive Management Group and makes decisions in consultation with

members of the Executive Management Group.

The Board of Directors reviews the work and performance of the CEO on an ongoing basis. A comprehensive CEO evaluation was carried out in autumn 2025 and discussed at a Board meeting.

The Executive Management Group comprises the CEO, CFO and Deputy CEO, and presidents of the Germany, Sweden, Finland and Baltics business units, as well as SVP Brand and Culture and the Chief Legal Officer. The Executive Management Group meets regularly and supplementary meetings are held as and when required. During 2025, the Executive Management Group held 12 meetings. In addition, the Executive Management Group had ongoing reconciliations.

### Guidelines for remuneration to senior executives

In this context, senior executives are defined as the CEO and other members of the Executive Management Group. For more information on remuneration to senior executives, refer to Note 4.

In accordance with the guidelines adopted by Bonava's AGM on 3 April 2023, the company offers remuneration on market terms that enable the company to recruit and retain individuals with the highest possible competence levels. The total remuneration package should support the company's long-term strategy. Remuneration to Bonava's Executive Management comprises fixed salary, short-term variable cash-based remuneration, long-term variable share-based remuneration, pensions and other benefits. When determining fixed salaries, individual employees' area of responsibility, experience and achieved results are considered. Fixed salaries are reviewed either annually or biannually. All variable remuneration is related to a fixed salary, and rewards the fulfilment of pre-determined targets, primarily of a financial nature. All variable remuneration at Bonava is designed to motivate and reward value-creating activities that support the company's long-term operational and financial objectives.

### Share-based incentive programmes

Bonava had three share-based incentive programmes during the year. The 2022 and 2023 programmes covered 44 key individuals, including members of the Executive Management Group. The programme resolved on at the Annual General Meeting in April 2025 was targeted exclusively at the Executive Management Group. All three programmes aim to align the interests of shareholders and Executive Management for

### Remuneration and attendance at Board meetings 2025

Members appointed by General Meeting	Elected year	Board of Directors	Board committees	Remuneration Committee	Non-affiliated, shareholders	Non-affiliated, company	Total paid annual fees, SEK
Total number of meetings		12	5	4			
Chairman Mats Jönsson	2020	12	—	4	Yes	Yes	930,500
Viveca Ax:son Johnson (until 9 April)	2015	5	—	—	No	Yes	82,500
Per-Ingemar Persson	2021	12	5	—	Yes	Yes	416,750
Nils Styf	2022	12	5	—	Yes	Yes	416,750
Olle Boback (until 24 September*)	2023	9	—	—	Yes	Yes	317,500
Anette Frumerie	2023	12	—	4	Yes	Yes	375,000
Tobias Lönnevall	2023	12	5	4	Yes	Yes	533,500
Anneli Jansson (from 9 April)	2025	6	—	—	Yes	Yes	255,000
Paula Röttorp (from 9 April)	2025	7	—	—	No	Yes	255,000

\* Olle Boback resigned from the Board of Directors on 24 September 2025 at his own request.

long-term value creation. Participation presumes own shareholding in Bonava. The 2025 AGM also resolved to authorise the Board of Directors to repurchase Class B shares to secure the implementation of the incentive programme. The Board did not exercise this authorisation in 2025.

The share-based incentive programme adopted at the AGM in 2022 was concluded in 2025. Since the minimum level was not achieved for the adopted performance targets, the outcome for the performance-related portion was thus zero. The programme also included a guaranteed portion comprising performance shares and synthetic shares, which was settled in 2025 in accordance with the terms of the programme.

Long-term incentive programmes	LTIP 2025	LTIP 2023	LTIP 2022
No. of employees invited to participate	8	44 <sup>1)</sup>	44
No. of employees opting to participate	7	21	28

<sup>1)</sup> Of these, 12 people were prevented from investing during the standard investment period on account of inside information. In connection with the extended investment period, 11 of these chose to accept.

### The Board of Directors' report on internal control

#### Internal control of financial reporting and risk management

Bonava has a well-established approach to financial reporting and a developed process for internal control. The process ensures that the company has appropriate risk management and reliable financial reporting that is aligned with IFRS,

applicable legislation and regulations as well as other stipulations with which companies listed on Nasdaq Stockholm are required to comply. This approach is based on the framework that was developed by the Committee of Sponsoring Organizations of the Treadway Commission ("COSO"). The Framework includes the following five components: control environment, risk assessment, control activities, information and communication, and follow-up. This work involves the Board of Directors, the Executive Management Group and other employees. The Board bears ultimate responsibility for ensuring the quality of risk management and internal control.

#### Process for risk assessment and internal control

Bonava has an annual process for systematic risk assessment and internal control for financial and non-financial risks. The process begins in each business unit/function and is analysed annually by the Executive Management Group. Read more about Bonava's risk management on pages 48–50.

The internal control initiatives are based on the control activities that are considered the most material to Bonava's operations, and then with particular focus on the controls that are linked to the company's possibilities for achieving its financial and strategic targets as well as a current risk assessment. Each business unit/function conducts an annual self-assessment of the selected control activities, and this self-assessment is evaluated in an interactive procedure under the management of the company's Risk Committee consisting of the CFO, Chief Legal Officer, SVP Brand & Culture, Group Head of Treas-

sure and Group Head of Risk and Compliance. The results are reviewed by the company's auditors and included in the annual risk report, which is approved by the CEO and the Audit Committee and adopted by the Board.

### **Control environment**

Bonava's internal control procedure is an integral part of its operations and is regulated by the company's governing documents, such as policies, which are adopted by the Board of Directors annually. The Rules of Procedure for the Board of Directors, the Instructions to the CEO and the Rules of Procedure for Decisions regulate the allocation and delegation of responsibilities. In addition, the Board of Directors adopts the company's Finance Policy, Code of Conduct, Corporate Governance Policy, Insider Policy and Sustainability Policy.

In addition to these policies, Bonava has both other kinds of governing documents and procedures that are adopted by the CEO. All governing documents are regularly reviewed and updated as necessary. Policies and procedures are available to all employees on the company's intranet. Through these policy documents and applicable laws and regulations, Bonava ensures a good control environment. The Executive Management Group has overarching responsibility for compliance with the policy documents. Every employee is also individually responsible for ensuring compliance with all adopted regulations and procedures. The company makes it possible for employees to assume this responsibility by means of various information and training initiatives.

### **Risk assessment**

A methodical risk assessment has been integrated into Bonava's operations through the Bonava Way, and is intended to identify and manage risks that may cause Bonava to fail to achieve its financial or strategic targets. The outcome of the risk assessment is included in the annual risk report. The material risks and their management are reported to the Board on a quarterly basis. Once a year, the Board of Directors and the Audit Committee review the company's risk assessment and internal control procedures.

### **Control activities**

Bonava manages its risks on the basis of analysis and control at the level in the company where the risk arises. Control is exercised through an assessment on the basis of selected control activities, and must ensure proper management of identified risks.

In addition, Bonava has a centralised investment procedure, with decisions on land acquisitions and production starts being made in accordance with the company's decision-making process.

Bonava has a Treasury function that controls financial risks in various respects, and a central IT function that bears overarching responsibility for the most material IT systems at Bonava. Bonava also has a central function for Human Resources Operations that manages payroll administration for the Nordic countries. These functions have procedures that manage identified risks effectively.

Other control activities include, for example, regular monthly financial reconciliations with the business units and more comprehensive quarterly follow-ups. Topics discussed at these meetings include financial forecasts and outcomes, as well as structured risk assessments and completed investments. Bonava also has a Group-wide compliance programme called Our Foundation that is applicable to the entire Group. The programme focuses on business conduct and is intended to minimise risks of inadequate compliance through guidelines on such subjects as anti-corruption and competition law. Mandatory training sessions are held every year for both new and existing staff. In addition, the company's managers lead discussions on relevant ethical issues in their teams. Bonava also has a whistleblower programme.

Bonava has a Group Head of Risk & Compliance, who is responsible for developing Bonava's procedures for deliberate and proactive work on risk and compliance management and leads the company's Risk Committee.

### **Information and communication**

Bonava has an organisation for internal and external communication that ensures financial and non-financial reporting is correct and communicated at the right time. Relevant policies and procedures of significance for both financial and non-financial reporting are communicated to employees through Bonava's intranet.

The Board of Directors regularly receives reports regarding Bonava's financial position and earnings performance. Every month, the Executive Management Group receives information regarding the company's liquidity planning, sales and profit as well as reviews and follow-up of ongoing and future investments.

### **Follow-up and improvements**

Monitoring is conducted routinely at the appropriate level in Bonava. The Board of Directors regularly evaluates the infor-

mation provided by management and the auditors. The company's auditor also reports observations based on his review, as well as an assessment of internal control, directly to the Board of Directors and to the Audit Committee.

The Board's responsibilities and monitoring of internal controls includes ensuring that deficiencies and suggestions that are detected are addressed. The main basis for the Board's monitoring comprises the external audit and the company's annual risk report.

### **Evaluation of the need for a dedicated internal audit function**

Bonava has not set up an internal audit function. The Board of Directors has reviewed the matter and considers the existing structures for follow-up and evaluation to be satisfactory. In conclusion, this means that it is currently not justified to establish a separate internal audit function. The matter is reviewed annually.

### **Sustainability**

The Board of Directors holds ultimate responsibility for reviewing, monitoring, and guiding Bonava's sustainability initiatives. Read more about Bonava's sustainability governance on pages 70–71.

### **Health and safety**

The Board of Directors routinely monitors issues related to the company's health and safety initiatives. Every month, any incidents and accidents at the work sites are reported, along with other relevant statistics. The Board has regular opportunities throughout the year to participate in relevant training courses such as online training in security at the workplace, which also is a requirement for permission to visit a Swedish work site.

During the year, Bonava has had a Group Head of Health & Safety who has overarching responsibility for developing Group-wide processes and driving the development process for health and safety. In November 2025, the Group Health & Safety Champion role was initiated to enhance health and safety efforts in the company's decentralised operations. The company's Business Unit President in Finland was appointed Health & Safety Champion. The role replaces the previous role of Group Head of Health & Safety. The Group Health & Safety Champion leads Bonava's Council for Health and Safety with the aim of preparing supporting documentation for the Executive Management Group, and implementing decisions. The Council for Health and Safety includes representatives from each business unit.

# Board of Directors



## Mats Jönsson

Board member since 2020  
Chairman since 2021

**Born:** 1957

**Education:** M.Sc. in Engineering, KTH Royal Institute of Technology in Stockholm

**Other current assignments:** Board member of Eduviva Group AB, NCC AB and Assemblin Caverion Group.

**Previous experience:** CEO and President of Coor Service Management, Business Unit Director at Skanska Services and Division Head at Skanska Sverige.

**Holdings in Bonava (incl. related parties)\*:** 390,000 Class B shares and 735,294 options issued by Nordstjernan AB

## Auditor

### Johan Rippe

PwC (Öhrlings PricewaterhouseCoopers AB)  
Auditor in Charge since 2025



## Per-Ingemar Persson

Board member since 2021

**Born:** 1956

**Education:** M.Sc. in Civil Engineering, Lund University, LTH Faculty of Engineering

**Other current assignments:** Board member of Veidekke ASA and Jacob Bennet Holding AB.

**Previous experience:** CEO of Veidekke Sverige AB and of NVS Installation and various senior management positions within the Skanska Group.

**Holdings in Bonava (incl. related parties)\*:** 49,700 Class B shares

### Other significant assignments:

Other audit assignments include: Electrolux AB (publ), Stena AB, Axel Johnson AB, Platzer Fastighets AB och Cibus Nordic Real Estate AB (publ).



## Nils Styf

Board member since 2022

**Born:** 1976

**Education:** M.Sc. in Economics, Stockholm School of Economics

**Other current assignments:** CEO of Hemsö Fastighets AB and Board member in all wholly-owned and partly-owned subsidiaries of the Hemsö Group. Chairman of the Board of NP3 Fastigheter AB. Board member of Cibus Nordic Real Estate AB (publ), Mattssons Fastighetsutveckling i Stockholm AB and Rigido Invest AB.

**Previous experience:** Chief Investment Officer at Citycon, Director at Areim, Principal at Doughty Hanson & Co, Associate at Deutsche Bank and Analyst at Merrill Lynch.

**Holdings in Bonava (incl. related parties)\*:** 140,000 Class B shares



## Anette Frumerie

Board member since 2023

**Born:** 1968

**Education:** M.Sc. in Engineering, KTH Royal Institute of Technology in Stockholm

**Other current assignments:** CEO of Rikshem AB and Board member of Lindab International AB.

**Previous experience:** CEO of BESQAB and Business Area Manager at Residential Development Nordic at Skanska.

**Holdings in Bonava (incl. related parties)\*:** 30,000 Class B shares



## Tobias Lönnevall

Board member since 2023

**Born:** 1980

**Education:** B.Sc. in Economics, Stockholm School of Economics

**Other current assignments:** CEO of AB Gullringsbo Egendomar. Chairman of the Board of Svenska Hus AB and Board member of Attendo AB, MVB Holding AB, Wangeskog Hyrcenter AB and Anläggningsbolaget i Sverige AB.

**Previous experience:** Investment Director at Nordstjernan, CFO at Landic Property. Accenture Management Consulting.

**Holdings in Bonava (incl. related parties)\*:** 55,000 Class B shares



## Anneli Jansson

Board member since 2025

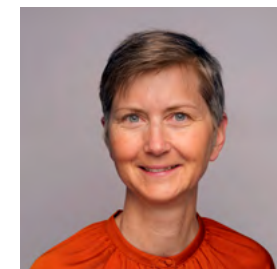
**Born:** 1974

**Education:** M.Sc. in Real Estate Economics, KTH Royal Institute of Technology in Stockholm

**Other current assignments:** CEO of Humlegården Fastigheter since 2016. Board member of Platzer Fastigheter AB and Wahlborgs Fastigheter AB.

**Previous experience:** Director Nordics at Grosvenor Fund Management. Extensive experience in the property and capital markets.

**Holdings in Bonava (incl. related parties)\*:** 50,000 Class B shares



## Paula Röttorp

Board member since 2025

**Born:** 1976

**Education:** LLM, Stockholm University; and Master of European Studies, College of Europe

**Other current assignments:** General Counsel, Nordstjernan

**Previous experience:** Nearly 20 years of experience from leading Nordic law offices, where she advised clients in primarily borrowed capital and financing solutions including acquisition financing, property financing and bonds as well as issues concerning finance regulations.

**Holdings in Bonava (incl. related parties)\*:** 0

## Changes to the Board of Directors in 2025

On 24 September 2025, Bonava announced that Olle Boback, at his own request and with immediate effect, had resigned his seat on the Board of Directors due to illness.

## Proposed changes for the 2026 Annual General Meeting

The Nomination Committee proposes re-election of Board members Mats Jönsson, Nils Styf, Anette Frumerie, Anneli Jansson and Paula Röttorp, as well as election of Carl Bergsten, Tina Kleingarn and Henrik Thomsen as new Board members. Per-Ingemar Persson and Tobias Lönnevall declined re-election. The Nomination Committee proposes re-election of Mats Jönsson as chairman of the board for the period until the end of the next Annual General Meeting.

\*Disclosures on holdings in Bonava pertain to directly owned, through related parties and through owned companies, as of 12 January 2026.

# Executive Management Group



## Peter Wallin

President and CEO since 2021

**Born:** 1967

**Education:** M.Sc. in Economics, Uppsala University

**Previous experience:** CFO and Business Area Manager at Ratos. Prior to this, 18 years of experience from senior roles in the Skanska Group, including as CFO and Line Manger with responsibility for Skanska's construction operations in the UK, Poland and the Czech Republic. Executive Chairman of the Board of the Norwegian construction company HENT and Board member of the Norwegian offshore company Aibel.

**Holdings in Bonava (incl. related parties)\*:** 389,967 Class B shares and 588,235 options issued by Nordstjernan AB



## Jon Johnsson

Deputy CEO and Chief Financial Officer since 2025

**Born:** 1975

**Education:** Bachelor of Economics, School of Business, University of Gothenburg

**Previous experience:** CFO in Karo Healthcare and CEVT, and 11 years of experience from leading finance roles in Atlas Copco, including VP Finance for several divisions and Manager for Group Controlling, DeLaval and Addnature

**Holdings in Bonava (incl. related parties)\*:** 21,200 Class B shares



## Anna Wenner

SVP Brand and Culture since 2022

**Born:** 1971

**Education:** M.Sc. in Political Science, Örebro University and Marketing Communication Program (IHR), Stockholm University.

**Previous experience:** A total of 20 years of experience from senior roles within the Skanska Group, including HR, Communication and marketing and Head of Media Relations at Skanska AB. Senior Vice President HR and Communication at Skanska Sweden 2016–2021.

**Holdings in Bonava (incl. related parties)\*:** 36,934 Class B shares



## Hedvig Wallander

Chief Legal Officer since 2021

**Born:** 1973

**Education:** Law degree, Uppsala University

**Previous experience:** Head of Legal at Bonava Sweden 2016–2021. Prior to this, company lawyer at Peab and lawyer at Mannheimer Swartling.

**Holdings in Bonava (incl. related parties)\*:** 61,000 Class B shares



## Michael Björklund

Business Unit President Sweden-Baltics since 2016

**Born:** 1969

**Education:** M.Sc. in Engineering, KTH Royal Institute of Technology, Stockholm, and B.Sc. in Economics, Stockholm University.

**Previous experience:** 25 years of experience in senior positions in the property sector, including IKEA Real Estate Russia, Skanska International and NCC.

**Holdings in Bonava (incl. related parties)\*:** 27,472 Class B shares



## Riku Patokoski

Business Unit President Finland since 2021

**Born:** 1973

**Education:** M.Sc. in Architecture, University of Oulu

**Previous experience:** More than 20 years of experience in construction, residential and property development. Executive Vice President of Hoivatilat (2018–2020) with responsibility for the company's operations in southern Finland and Sweden. Prior to this, various senior positions at Peab and Skanska.

**Holdings in Bonava (incl. related parties)\*:** 13,801 Class B shares



## Rico Kallies

Business Unit President Germany since 2025

**Born:** 1975

**Education:** M.Sc. Engineering, Berufsakademie Berlin

**Previous experience:** Extensive experience in the construction and property sector as site manager, project manager, regional manager and Head of Product Development with responsibility for project development and regional operations.

**Holdings in Bonava (incl. related parties)\*:** 55,000 Class B shares

## Changes in the Executive Management Group, 2025

Rico Kallies stepped into the role of Business Unit President for Bonava Germany on 1 September 2025. Sabine Helterhoff, formerly Business Unit President Germany, was a member of Executive Management Group until September 1, 2025.

\*Disclosures on holdings in Bonava pertain to directly owned, through related parties and through owned companies, as of 12 January 2026.

# Sustainability statement

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## Basis for preparation

### About Bonava's sustainability statement BP-1, BP-2

This is Bonava's first sustainability statement in line with the European Sustainability Reporting Standards (ESRS) and the new requirements of the Swedish Annual Accounts Act. This Sustainability Statement covers the period 1 January–31 December 2025. Significant events that occurred from 1 January 2026 until the date of publication have been included where indicated.

In previous years, the Sustainability Report was based on the Global Reporting Initiative (GRI). The transition from GRI to ESRS has not led to changes in the matters that are material to Bonava. On the other hand, ESRS has enabled changes to the structure and scope of the report in terms of both qualitative and quantitative information.

This Sustainability Statement has been prepared on a consolidated basis and has the same scope as the financial reporting. All of Bonava's business units are included.

This Sustainability Statement includes impacts, risks and opportunities that are related to Bonava's own operations and arise from business relationships, products and services upstream and downstream in Bonava's value chain.

Bonava has applied the general requirements of ESRS 1 in preparing its Sustainability Statement. In some cases, this Sustainability Statement includes estimated data, mainly related to Scope 3 emissions data, as well as key performance indicators related to Bonava's contractors. Information on estimates and uncertainties is provided in the description of method alongside the metrics, where relevant.

The content index for the Sustainability Statement, and information on datapoints that originate from other EU legislation, are on pages 123–130.

Bonava is a signatory to the UN Global Compact. Bonava's Communication on Progress (CoP) is available to the public on the UNGC website.

#### **Bonava's approach to phase-in**

Bonava is applying phase-in in accordance with ESRS 1 Appendix C and the "quick fix" amendments to Delegated Act (EU) 2023/2772, which were adopted by the European Commission on 11 July with the aim of reducing the reporting burden for companies that are the first to report under the Corporate Sustainability Reporting Directive (CSRD) ("wave one"). Phase-in was applied in Bonava's Sustainability Statement for 2025 in accordance with:

- Anticipated financial effects (ESRS 2 SBM-3 paragraph 48(e), E1-9, E2-6, E4-6 and E5-6).
- Performance indicators related to own workforce: S1-7, S1-11, S1-13, S1-15.
- For standards S2 Workers in the value chain and E4 Biodiversity, we have chosen to apply phase-in. However, we report on the disclosure requirements where information is available, which includes the majority of the requirements. Disclosure requirement E4-1 – Transition plan and consideration of biodiversity has been entirely excluded.

# Business model, strategy and value chain

## Strategic overview

<b>Core themes</b>	<b>Embedded environmental respect</b> (E1, E2, E4, E5)		
<b>Governance<sup>1)</sup></b>	<p><b>Climate action</b> We commit to act to limit global warming in line with the Paris Agreement.</p> <p><b>Responsible land use</b> We adapt land and projects to climate-related risks and natural values where necessary.</p> <p><b>Resource- and energy-efficient homes</b> We create homes that save energy and resources through smart solutions, healthy and low-carbon materials as well as circular thinking.</p>		
<b>Strategic targets<sup>2)</sup></b>	Scope 1 and 2 – absolute emissions -42% (2030)	Scope 3 – embodied emissions from new buildings -40.8% (2030)	Emissions, Scope 3, Use of sold products per sqm -51.6% (2030)
<b>Outcome 2025</b>	<b>-17%</b>	<b>-8%</b>	<b>4%</b>
<b>Comments on the outcomes</b>	<p><b>Scope 1 and 2</b> Scope 1 and 2 emissions decreased by 17 per cent, driven by reduced use of fossil fuels, fewer greenfield developments and lower emissions from the energy consumption in our offices. Material actions include changes in the vehicle fleet, reduced office space in the Baltics, improved data on renewable electricity in Germany and reclassification of the private use of company vehicles in Sweden.</p>	<p><b>Scope 3 – embodied emissions from new buildings</b> Emissions intensity for embodied emissions decreased 8 per cent, driven by changes in the composition of the project portfolio and the design of buildings. The distribution between single-family housing (SFH) and multi-family housing (MFH), as well as choice of materials, impacted the outcome in Germany and Sweden; higher heating-related emissions impacted Finland, while emissions intensity in the Baltics were shaped by the design of the buildings, with fewer stories per project.</p>	<p><b>Scope 3 – Emissions from use of sold products</b> Emissions intensity increased 4 per cent, due primarily to project-specific energy solutions and methodology-related impacts. Germany posted no deviations, while Sweden and Finland were affected by a larger proportion of district heating compared with 2024, and the Baltics by a change in the calculations for energy certificates. Annual variations may occur for the scope 3 targets, as the results are influenced by Bonava's project portfolio and do not necessarily reflect performance within a single year.</p>
<b>Strategic advances</b>	<p><b>Our transition plan through 2030 comprises three steps:</b></p> <ol style="list-style-type: none"> <li>1. In 2025, each business unit identified insights and opportunities to reduce embodied emissions (Scope 3) on the basis of project type, customer insights, low-carbon materials, legislation and supplier dialogues.</li> <li>2. By 2026, all business units must develop and decide on a portfolio-wide emission reduction plan through 2030.</li> <li>3. The plan will then be implemented, with annual emissions targets in kg CO<sub>2</sub> per m<sup>2</sup> in the projects.</li> </ol> <p><a href="#">Read more on pages 76–77 (E1-1)</a></p>		

<sup>1)</sup> Summarises the Sustainability Policy linked to the core themes.

<sup>2)</sup> Pertains to Group-wide strategic targets. Read more about results and methodology under Metrics and targets in each ESRs standard.

<b>Core themes</b>	<b>People-centric culture</b> (S1, S2)			<b>Governance for high performance</b> (G1)
<b>Governance<sup>1)</sup></b>	<p><b>Value-driven leadership and culture</b> We promote a people-centric culture with strong leadership, diversity and equal opportunities for all.</p> <p><b>Empowering and enabling</b> We promote well-being, balance and self-leadership in order to create a workplace where people can grow, develop and perform.</p> <p><b>Health and safety</b> We work towards a safe and healthy workplace for everyone, everywhere, every day.</p>			<p><b>Corruption and bribery</b> We prevent corruption and bribery through our Code of Conduct, whistleblowing function, incident tracking and targeted training courses, which ensures business integrity and confidence.</p>
<b>Strategic targets<sup>2)</sup></b>	Employee engagement Top 10 per cent best companies <sup>3)</sup>  89 (2025)	Frequency of severe incidents  <7.1 (2026)	Everyone Plan fulfilment <sup>4)</sup>  ≥90% (2026)	No target  n/a
<b>Outcome 2025</b>	<b>86</b>	<b>5.7</b>	<b>97%</b>	n/a
<b>Comments on the outcomes</b>	<p><b>Employee engagement</b> The outcome of the engagement index was 86. Despite the target of 89 not being achieved, the result is deemed to be strong and in line with internal expectations. The results are a positive development that indicates a gradually improved market situation, and that the leadership initiatives that were implemented have had an effect.</p> <p><b>Frequency of severe incidents</b> 23 severe incidents (11 injuries and 12 near misses) were reported in 2025. The increase from 2024 is linked to a greater number of reported incidents in the Baltics, which is due to an enhanced reporting culture and more proactive risk identification, rather than an actual increase in accidents that occurred.</p> <p><b>Everyone Plan fulfilment</b> The outcome of the Everyone Plans for 2025 was 97 per cent, surpassing both the Group's target and the 2024 outcome. The outcome reflects a focused approach with clear priorities, enhanced ownership and increased learning, prevention and management commitment to health and safety.</p>			n/a
<b>Strategic advances</b>	<p><b>Our core themes in People &amp; Culture, in 2026 and beyond:</b></p> <ol style="list-style-type: none"> <li>Leadership <ul style="list-style-type: none"> <li>Future-proofing and implementing our leadership principles</li> <li>Driving leadership development</li> </ul> </li> <li>A learning organisation <ul style="list-style-type: none"> <li>Reactivating Bonava's learning ambitions</li> <li>Driving skills enhancement</li> </ul> </li> <li>Attractive employer <ul style="list-style-type: none"> <li>Reactivating the Employer Value Proposition</li> <li>Ensuring tools and channels for employer branding</li> </ul> </li> </ol> <p><u>Read more on pages 100–102 (S1-4)</u></p> <p><b>Our two strategic targets for health and safety remain in 2026:</b></p> <ol style="list-style-type: none"> <li>Each business unit is to implement at least 90 per cent of the actions in its Everyone Plan – our local plans that drive systematic health and safety improvements; and</li> <li>Reduce severe incidents, both injuries and near misses, to ensure a safe working environment.</li> </ol> <p>The strategic target in health and safety will be updated in 2026 for the new strategic period. <u>Read more on pages 100–101, 103, 111–114 (S1-4, S2-4)</u></p>			<p>Bonava is introducing annual compliance audits to enhance control over third-party risks, improve our capacity for detecting irregularities and ensure that our anti-corruption checks are effective. The audits are led by the legal functions at the Group and business unit level, with the first audit cycle focusing on the procurement process. <u>Read more on pages 117–118 (G1-3)</u></p>

n/a = not applicable

<sup>1)</sup> Summarises the Sustainability Policy linked to the core themes.

<sup>2)</sup> Pertains to Group-wide strategic targets. Read more about results and methodology under Metrics and targets in each ESRS standard.

<sup>3)</sup> Employee engagement to reach the top 10 per cent of companies in the Brilliant Futures benchmark (89 by 2025).

<sup>4)</sup> The target pertains to activities for improving health and safety that have been planned for the calendar year, and the outcome pertains to the proportion of completed activities.

## A sustainable residential developer

SBM-1, SBM-3

Bonava develops land into attractive, sustainable neighbourhoods based on a genuine understanding of our customers' needs and the unique circumstances of the area. We construct several types of homes: multi-family housing, single-family homes and semi-detached houses with various types of tenure. Our resource-efficient and sustainable houses create value for our customers, owners, and employees as well as society as a whole. With our 900 employees, Bonava has operations in Germany, Sweden, Finland, Estonia, Latvia and Lithuania.

Bonava's operations stand on a stable foundation consisting of our sustainability core themes: Embedded environmental respect, People-centric culture and Governance for high performance. Our sustainable foundation is the starting point of our strategy, and it means that we have an integrated approach to sustainability in our business and value chain.

We have adopted four Group-wide strategic sustainability-related targets (see Strategic overview). We also have business unit-specific targets relating to E5 – Resource use and circular economy. Our objectives are presented in more detail in the chapters for each ESRS topic.

### Long-term value creation

Bonava's long-term value creation is based on taking responsibility – for the climate, for the health and safety of our own workforce and our contractors, for engagement among our employees and for our financial sustainability. By connecting these areas, we create robust earnings over time and strengthen confidence among our stakeholders: customers, investors and society.

Our climate activities are a key component of Bonava's strategy for long-term value creation. Through our climate change mitigation and transition plans, we are guiding our operations towards achieving our science-based targets (SBTi) for 2030. Bonava's emissions are related mainly to materials such as concrete, steel and insulation, with the greatest climate footprint being found in the supply chain. By working closely with our partners, monitoring technology developments and understanding the financial implications of various solutions, we can combine climate benefits with economic sustainability. This way, we strengthen our resilience, future-proof our business and create value for customers, investors and society over time. Our ambitions are high, but we are acting with long-term realism – where every step towards lower emissions is also a step towards a stronger Bonava that can create more value.



As Bonava's organisation has changed in recent years and the number of skilled workers has markedly decreased, our dependence on external contractors at our construction sites has increased. This means that our strategy and responsibilities relating to health and safety include contractors at our construction sites to an increasing extent. Our long-term vision for health and safety is for everyone to return home safe and sound, every day, and our strategy for health and safety is to establish a proactive health and safety programme in all of our markets.

Despite some challenging years for the housing and construction sector – with high inflation, increased energy prices, high interest rates and internal readjustments – Bonava has chosen to continue investing in our employees. We have carried out a major leadership development initiative to empower managers in a time of change, and create the conditions for sustainable and committed leadership. We aim to be an attractive and people-centric organisation characterised by self-leadership, responsibility and clear values. Being an inclusive workplace, characterised by diversity, that reflects society and offers equal opportunities for every-

one is vital to our long-term value creation. We are developing a learning organisation, with a focus on culture, collaboration and continuing development – at the individual, team and organisational levels – to strengthen both our competitiveness and our ability to face the challenges of the future.

### Current financial effects

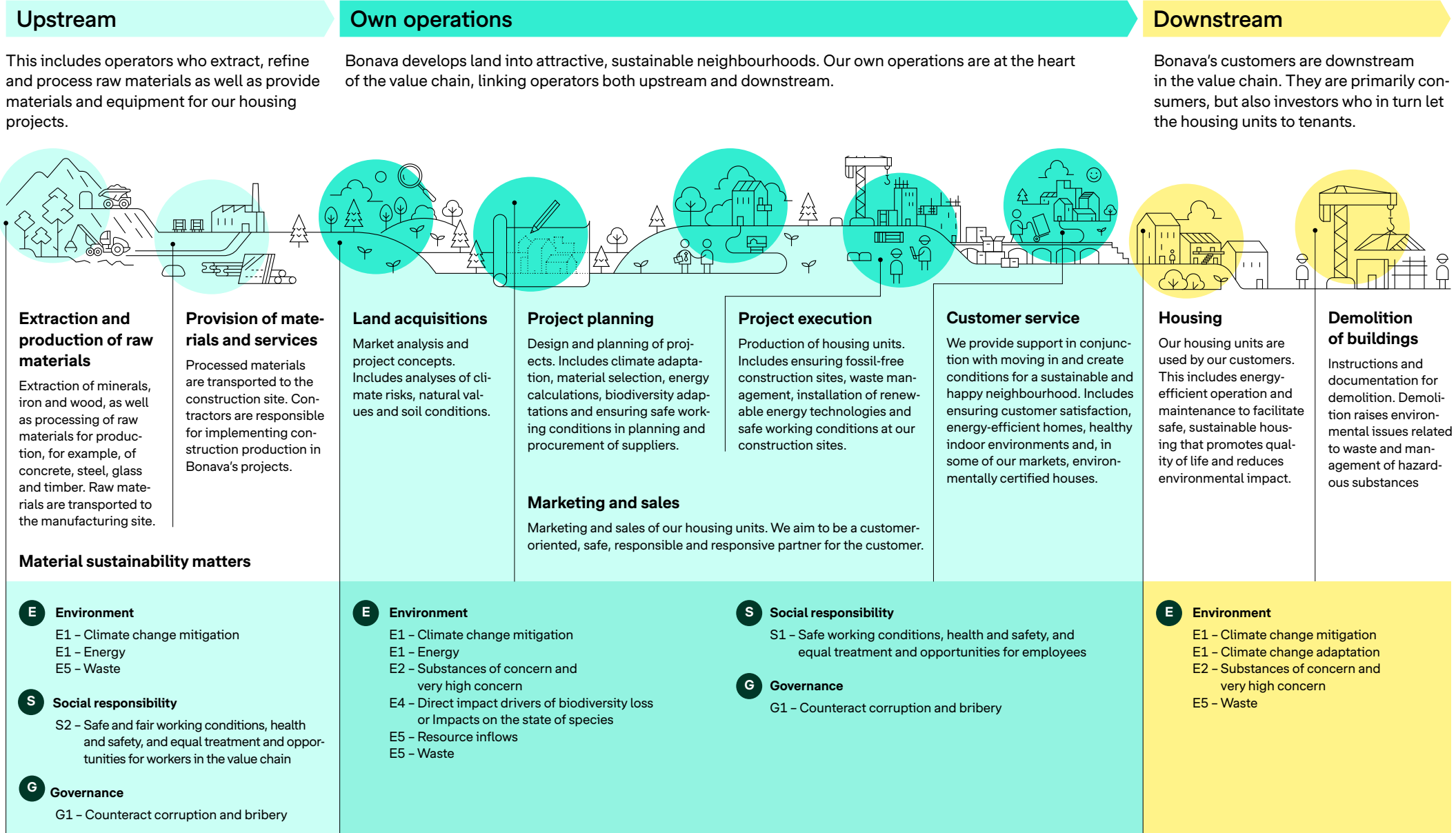
Bonava's current financial effects from material sustainability matters are linked primarily to the climate. In 2025, Bonava's business units developed in-depth insights into emission reduction potential on the basis of low-carbon materials available in their respective markets today as well as solutions that are expected to be commercially available by 2030. Read more about the financial effects under Climate Transition Plan on pages 76–77.

Financial effects in other material sustainability matters are briefly described within the chapters for each ESRS topic, and in the introductory table on Material impacts, risks and opportunities.

# Bonava's business model and value chain SBM-1, SBM-3

Using Bonava's business model, we are creating, delivering and preserving value across our value chain – from upstream suppliers of materials and services and own project development to down-

stream customers and residents. The model below shows how Bonava is integrating sustainability topics into the business model, and collaborates with operators in the value chain.



## Interests and views of stakeholders SBM-2

As a residential developer with an impact on community development, trusting relationships are crucial. Our stakeholder dialogues help us understand expectations, identify opportunities and drive progress in line with our strategic targets. Through ongoing dialogues with customers, employees, investors, banks,

suppliers and government authorities, we gain insights that strengthen customer satisfaction, engagement, attractiveness and possibilities for how we can combat climate change – and ensure that Bonava develops in line with the needs of the market and society.

Key stakeholders	How the stakeholder dialogue was organised	Purpose of the stakeholder dialogue	Examples of outcomes resulting from the stakeholder dialogue	How the Board of Directors and Executive Management are informed about stakeholder perspectives
<p><b>Customers</b> Bonava's customers comprise consumers and property investors. Consumers are looking for safe homes in happy neighbourhoods, while investors are looking for sustainable investments that take ESG factors into account.</p>	<ul style="list-style-type: none"> <li>– Public events for potential customers.</li> <li>– Ongoing dialogues with existing and future investors.</li> <li>– Customer access to Bonava's customer portal.</li> <li>– Bonava customer service.</li> <li>– Customer satisfaction is monitored through Net Promoter Score (NPS) and NPS Consistency.</li> </ul>	<ul style="list-style-type: none"> <li>– Deliver on our customer promise.</li> <li>– Measure customer satisfaction.</li> <li>– Keep the customer informed and involved throughout the process.</li> <li>– Build confidence.</li> </ul>	<ul style="list-style-type: none"> <li>– Product improvements.</li> <li>– Process improvements.</li> </ul>	<p>Bonava measures customer satisfaction, which is a strategic target that is tracked by the management team in conjunction with quarterly reviews and reported to the Board.</p>
<p><b>Employees</b> With 900 employees in six countries, Bonava relies on attracting and retaining committed employees. We do so by offering an attractive workplace with opportunities for personal development.</p>	<ul style="list-style-type: none"> <li>– The annual Passionate Workplace survey at the team and organisational level.</li> <li>– Performance and development process at individual level. Monitoring on half-year and full-year basis.</li> <li>– Recurring 1-on-1 meetings with manager at least once a month.</li> <li>– Off-boarding surveys monitored on a quarterly basis.</li> <li>– Worker protection representation.</li> <li>– Annual "Health and Safety Awareness Week".</li> </ul>	<ul style="list-style-type: none"> <li>– Safeguard well-being, high levels of engagement, motivation; individual, team and organisational performance and development.</li> <li>– Insights into what Bonava is doing well, and could improve regarding the employee journey.</li> <li>– Create engagement and awareness around health and safety.</li> </ul>	<ul style="list-style-type: none"> <li>– Individual goals and development plans.</li> <li>– Action plans at the team level to address material areas of development on the basis of outcomes of Passionate Workplace surveys.</li> <li>– Employee data is monitored on a quarterly basis.</li> <li>– Health and safety are monitored on a monthly basis.</li> </ul>	<p>Information on employee well-being is measured through Passionate Workplace twice a year. Engagement is also a strategic target monitored by the management team and the Board.</p> <p>Health and safety information is reported monthly to the management team and the Board.</p>
<p><b>Investors, financiers, owners</b> The impact of sustainability on risk, return and long-term attractiveness are key issues for this stakeholder group.</p>	<ul style="list-style-type: none"> <li>– Investor meetings, e-mails and questionnaires.</li> <li>– ESG rankings.</li> <li>– Capital Markets Days.</li> <li>– Meetings, networking events, e-mails with banks and bond owners including dialogue on green financing.</li> </ul>	<ul style="list-style-type: none"> <li>– Understand and meet expectations of ESG data from investors, financiers and owners.</li> </ul>	<ul style="list-style-type: none"> <li>– ESG rating.</li> <li>– Evaluation of Green Financing Framework.</li> <li>– Market expectations concerning climate targets, outcomes and climate action, today and towards 2030.</li> </ul>	<p>Recurring dialogues with financiers, potential financiers, investor clients and banks through Capital Markets Days, analyst meetings, and meetings with banks and other lenders. These meetings are conducted with various representatives from Bonava's Group functions or business units, often by individuals at the management team level.</p>

Key stakeholders	How the stakeholder dialogue was organised	Purpose of the stakeholder dialogue	Examples of outcomes resulting from the stakeholder dialogue	How the Board of Directors and Executive Management are informed about stakeholder perspectives
<p><b>Suppliers</b> Contractor services and materials suppliers are of particular importance in terms of impacts, risks and opportunities related to health and safety, labour conditions, environment, and business conduct. Partnership and dialogue with suppliers are crucial to achieving our sustainability targets – especially our climate targets.</p>	<ul style="list-style-type: none"> <li>– As a developer, provide clarity in requirements in the procurement process to ensure the right expertise and capabilities.</li> <li>– Our supplier requirements set demands for human rights, labour law, environmental protection and anti-corruption.</li> <li>– In projects, Bonava works with introduction, coordination, monitoring and evaluation of contractors.</li> </ul>	<ul style="list-style-type: none"> <li>– Compliance with our Code of Conduct and supplier requirements.</li> <li>– Ensure that goods and services purchased support our environmental and climate ambitions.</li> </ul>	<ul style="list-style-type: none"> <li>– Confidence and partnership.</li> <li>– Increase awareness and transparency around supplier requirements.</li> <li>– Knowledge building for meeting project needs.</li> <li>– Risk management.</li> </ul>	<p>The suppliers with the greatest impacts, risks and opportunities are the contractors who build our houses. Issues of working conditions, health and safety, environment, materials and emissions data are addressed through supplier requirements, third-party auditing and onboarding. Dialogues routinely take place, as does monitoring with inspections, safety inspections and reporting via channels including Bonava's Group-wide system for reporting incidents in health, safety and the environment. External stakeholders can also use the whistleblowing function to submit reports, which are forwarded to Executive Management and the Board.</p>
<p><b>Public authorities and municipalities</b> Bonava is impacted by authorities through, for example, regulations as well as land and construction permit procedures. The more Bonava can demonstrate holistic understanding and implementation to contribute to sustainable cities, the better the collaboration, dialogue and implementation that we can have with public authorities and municipalities.</p>	<ul style="list-style-type: none"> <li>– Throughout the planning and construction process there are many points of contact, coordination issues and dialogues between Bonava and municipalities, and in many cases representatives from the local community. This concerns issues at an early stage, planning and monitoring.</li> </ul>	<ul style="list-style-type: none"> <li>– Understand and integrate municipalities' visions, for development of a given area, in the project development plan.</li> <li>– Coordination and involvement of stakeholders in a given area.</li> <li>– Identify, reduce, alleviate and address potential negative impacts on the environment.</li> <li>– Technical coordination and setting requirements.</li> </ul>	<ul style="list-style-type: none"> <li>– Construction permits.</li> <li>– Various assessments, reports, measures to ensure the ecological, cultural and social values of a specific site. Examples include health and safety inspections by local authorities such as the work environment authority or similar bodies in our other countries.</li> </ul>	<p>Key people in Bonava's business units and the Executive Management Group engage in dialogue with politicians or civil servants in municipalities through direct dialogue, roundtables or industry forums to understand priorities and thinking around urban development. Gathering business intelligence on a regular basis also provides management with an overview of the priorities of and decisions by authorities and municipalities.</p>

# Bonava's material sustainability matters

## Material impacts, risks and opportunities SBM-3

The results of Bonava's double materiality assessment are presented below. In summary, Bonava has identified 12 material sustainability areas, all of which were previously classified as material for Bonava and – to various extents – reported as part of Bonava's sustainable foundation and three sustainability core

themes (Embedded environmental respect, People-centric culture and Governance for high performance).

A more detailed description of Bonava's impacts, risks and opportunities can be found in the introductions of the chapters for each ESRS topic.

### IRO-2: Bonava's material sustainability matters

Topic	IRO
<b>Embedded environmental respect</b>	
<b>E1 – Climate change</b>	
Climate change mitigation	<p>Actual negative impact related to emissions. The largest emissions come from materials purchased and energy consumption over the lifetime of the building.</p> <p>Risk related to more rigorous climate legislation that could increase costs through stricter construction requirements and more expensive high-carbon materials.</p>
Climate change adaptation	Potential negative impact resulting from extreme weather that could increase customers' costs in the form of higher insurance, maintenance, repairs and energy demands.
Energy	<p>Actual negative impact from energy consumption in Bonava's homes during their service life.</p> <p>Risk related to increased costs owing to changes in legislation and stricter building standards.</p> <p>Opportunity resulting from growing customer focus on energy efficient buildings.</p>
<b>E2 – Pollution</b>	
Substances of concern and very high concern	Potential negative impact on people and the environment from the use of chemicals and hazardous substances in the housing units that we construct.

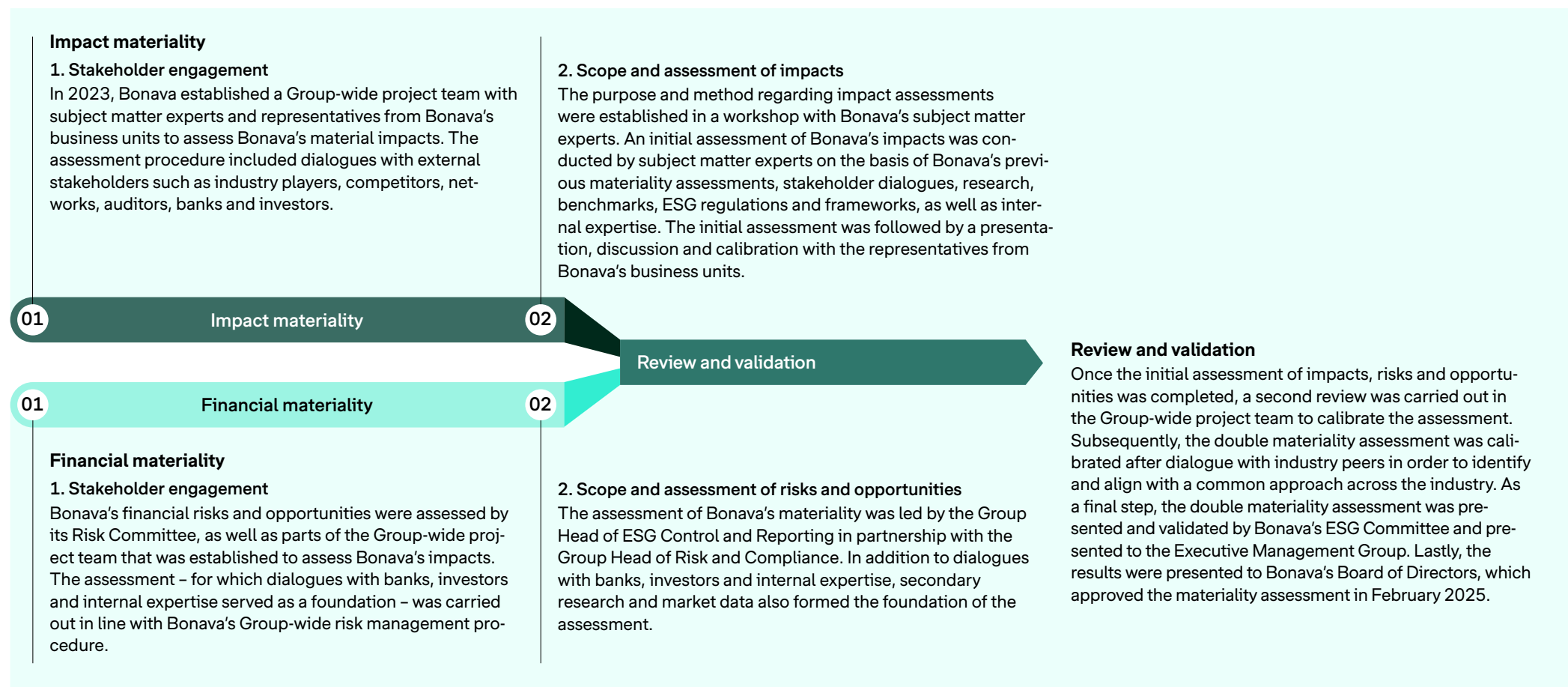
Topic	IRO
<b>Embedded environmental respect, cont.</b>	
<b>E4 – Biodiversity and ecosystems</b>	
Direct impact drivers of biodiversity loss and impacts on the state of species	<p>Potential negative impact from biodiversity loss, risk to species population size and risk of extinction.</p> <p>The absence of a biodiversity assessment – or a late identification of threatened species or habitats – could risk delaying the permit, impact the design and increase costs.</p>
<b>E5 – Resource use and circular economy</b>	
Resource inflows, including resource use	<p>Actual negative impact from use of raw materials and resources.</p> <p>Being an early adopter of circular resource-efficient products and procedures can entail higher costs, technological instability, delivery risks and regulatory uncertainty.</p> <p>By being an early mover in implementing circular resource-efficient products and procedures, there are opportunities for driving innovation, creating competitive advantages, strengthening the brand and influencing future standards.</p>
Waste	<p>Actual negative impact from waste during the construction phase and throughout the service life of the building.</p> <p>Inadequate waste management in the construction sector can lead to fines, increased costs and legal and reputational risks.</p> <p>Proactive waste management creates cost savings, increased circularity, regulatory compliance and a stronger brand.</p>

Topic	IRO
<b>People-centric culture</b>	
<b>S1 – Own workforce</b>	
Working conditions	<p>Potential negative impact on employees from psychosocial work environment risks and safety risks.</p> <p>Risk related to poor working conditions that could increase employee turnover and sick leave, and reduce engagement and productivity.</p> <p>Opportunity related to strengthened attractiveness as an employer.</p>
Equal treatment and opportunities for all	<p>Potential negative impact related to discrimination, including harassment.</p> <p>Risk related to insufficient opportunities for development that could impact the possibility of attracting and retaining employees with the right skills and a high level of engagement.</p> <p>A strategic leadership and an inclusive work environment make attractiveness, engagement, productivity and innovation possible.</p>
<b>S2 – Workers in the value chain</b>	
Working conditions	<p>Potential negative impact from work environment risks and safety risks at construction sites.</p> <p>Potential negative impact related to poor working conditions among subcontractors.</p> <p>Risk linked to shortcomings in health, safety or working conditions that can damage Bonava's reputation and partnerships, and result in financial consequences.</p>
Equal treatment and opportunities for all	Actual negative impact related to discrimination and harassment in conjunction with weak oversight and insecure employment.
<b>Governance for high performance</b>	
<b>Business conduct</b>	
Corruption and bribery	<p>Potential negative impact related to corruption and bribery.</p> <p>Risk related to corruption and bribery in business relationships.</p>



## Process for double materiality assessment IRO-1

Bonava's double materiality assessment has been conducted in various stages. Bonava's ESG Committee has been designated a steering group. Our approach is presented below.



### Assumptions and definitions

#### Value chain

The assessment includes impacts upstream, downstream and in own operations, or a combination of these.

#### Time horizons

Short term: current calendar year  
Medium term: 2-5 years  
Long term: >5 years

#### Scoring

A scale from 1 to 5 was used in the assessment, with 1 corresponding to a low/little impact, risk or opportunity and 5 corresponds to a high/severe impact, risk or opportunity.

#### Threshold

The materiality threshold in each assessment is >1.5. Values below 1.5 may still be regarded as a key area to keep informed about.

#### Variables

In assessing impacts, the degree of severity (scale, scope and irremediable character) and likelihood were evaluated. In assessing risks and opportunities, likelihood and the scale of the financial effect were evaluated.

#### Risk-reducing factors

Risk-reducing factors that are already part of our daily operations have not been considered, nor have factors that reinforce positive impacts or opportunities.

# Sustainability governance

## Role and responsibilities of the Board of Directors and Executive Management

GOV-1, GOV-2

The Board of Directors holds ultimate responsibility for reviewing, monitoring, and guiding Bonava's sustainability initiatives. The allocation of tasks and responsibilities is regulated in its Rules of Procedure. The Board of Directors is responsible for measures such as ensuring effective controls, compliance with laws, the adoption of policies and guidelines for the Group, and the transparency, relevance and reliability of Bonava's external reporting.

The Board currently has two committees: the Audit Committee, which is responsible for overseeing financial reporting and sustainability reporting, as well as ensuring that audits are conducted correctly and in accordance with the Swedish Companies Act; and the Remuneration Committee, which manages remuneration to senior executives in accordance with the Code.

### Sustainability organisation

The Board of Directors has delegated daily responsibility for sustainability matters to the CEO, who in turn has delegated the strategic responsibility to SVP Brand & Culture. The Group Head of ESG Control & Reporting coordinates the sustainability activities with other heads of functions and reports to SVP Brand & Culture.

An ESG Committee, led by Group Head of ESG Control & Reporting, supports the Executive Management Group in implementing Bonava's sustainability commitments and coordinates sustainability matters among the business units. As a supplement, the investment workgroup manages ESG issues in conjunction with investments, the Risk Committee pursues Bonava's risk and compliance activities, and various topic-specific councils focus on issues such as health, safety, employees, the environment and climate.

Our efforts are guided by Group-wide and local policy documents, internal controls and minimum requirements. Progress towards our strategic sustainability targets, which is an integral part of financial monitoring, is tracked on a quarterly basis. Bonava's sustainability targets are approved by the Board of Directors. The Board receives monthly reports on workplace incidents, including analyses and lessons learned from them, as well as –

### Composition of the Board of Directors

- The Board of Directors consists of seven non-executive directors, of which three are women and four are men.
- All of the members elected by a General Meeting are independent in relation to the company and the Executive Management Group. Five out of seven members are deemed to fulfil the requirement of independence from major shareholders.
- Bonava has no employee representatives or other workers on the Board.
- In 2025, the average ratio of women to men on the Board was 43/57 per cent.

when needed – information on other serious incidents in other areas such as the environment.

From 2025 Bonava started to publicly report on performance of our health and safety targets, on a quarterly basis. Beginning with the first quarter of 2026, Bonava will also report public climate data (kg CO<sub>2</sub>eq/m<sup>2</sup> GFA, from LCAs) on a quarterly basis.

Reports to the Board are presented in accordance with the Board's Rules of Procedure and the annual cycle, which includes:

- First quarter: Review of Annual Report including Sustainability Report, results for the short-term incentive programme (STIP), and documentation for the long-term incentive programme (LTIP).
- Second quarter: Status update on material health and safety indicators.
- Third quarter: Update and discussion of Bonava's management of material impacts, risks and opportunities pertaining to Bonava's organisation, targets and key performance indicators.

Reporting is presented to the Board via Bonava's CEO, CFO, CLO and SVP Brand & Culture. If necessary, other representatives within the company will also present reports. Each Board committee is responsible for routine reporting to the Board on their activities, observations, recommendations and proposals.

### Experience and skills

Our Board members possess expertise, as well as broad experience from positions on boards of directors and executive management teams that includes aspects featured in our sustainability agenda. The Nomination Committee is of the opinion that the relevant competence for the operations that Bonava pursues is on hand. In 2025, the Board of Directors initiated sustainability certification via external training companies.

## Sustainability in incentive schemes GOV-3

Climate has been integrated into Bonava's strategic and long-term targets and impacts the variable remuneration to senior executives, including the CEO. Starting in 2025, climate performance comprises 10 per cent of the total assessment in the short-term incentive program (STI). The assessment is based on three principles:

- Materiality – rewarding insights that lead to reductions in emissions, with LCAs from project types as the foundation for assessments, combined with economic sustainability in projects.
- Measurability – quantifiable actions for a better basis in decision-making.
- Market – taking local conditions and maturity (laws, customers, maturity of material suppliers and technology) into account.

The framework is related to Bonava's emission reduction plan Step 1, which is based on identifying emission reduction opportunities in 2025.

Bonava's STI programme also includes a clause related to health and safety. The Group's ESG Committee assesses climate performance and submits recommendations to the Remuneration Committee, which decides on outcomes.

For more information on remuneration to the Board of Directors and Executive Management, refer to Note 4 on pages 144–147.

## Statement on due diligence GOV-4

The table below provides references to the different components of the Bonava due diligence process.

Core elements of due diligence	Sections in the Sustainability Report	Page
a) Embedding due diligence in governance, strategy and business model	<ul style="list-style-type: none"> <li>– Role and responsibilities of the Board of Directors and Executive Management</li> <li>– Sustainability in incentive schemes</li> <li>– Material impacts, risks and opportunities</li> </ul>	70 70 67–68
b) Engaging with affected stakeholders	<ul style="list-style-type: none"> <li>– Role and responsibilities of the Board of Directors and Executive Management</li> <li>– Interests and views of stakeholders</li> <li>– Process for double materiality assessment</li> <li>– Section on policies in the chapters for each ESRS topic, and policy annex</li> <li>– Processes for engaging with own workforce</li> <li>– Processes for engaging with value chain workers</li> </ul>	70 65–66 69 79, 88, 90, 93–94, 99, 110–111, 118, 119–122 100 111
c) Identifying and assessing negative impacts on people and the environment	<ul style="list-style-type: none"> <li>– Process for double materiality assessment</li> <li>– Material impacts, risks and opportunities</li> </ul>	69 75, 88, 90, 93, 98–99, 110, 117
c) Actions to manage negative impacts on people and the environment	<ul style="list-style-type: none"> <li>– Section on actions in the chapters for each ESRS topic</li> <li>– Transition plan for climate change mitigation</li> <li>– Prevention and detection of corruption and bribery</li> </ul>	79–81, 88–89, 90–91, 94, 100–102, 111–113 76–77 117–118
e) Monitoring the effectiveness of these initiatives	<ul style="list-style-type: none"> <li>– Section on metrics and targets in the chapters for each ESRS topic</li> </ul>	82–87, 89, 91–92, 95–97, 102–109, 114–116, 118

## Risk management and internal controls over sustainability reporting GOV-5

Bonava applies the Group's Internal Control Policy, which governs how risks are identified, assessed and controlled across the operation. The procedure includes an annual cycle of risk assessment and minimum requirements for internal control, as well as self-assessment, which is reported to the Audit Committee and the Board. Bonava's risk management and internal control procedures related to sustainability reporting are built on two main risk types in Bonava's internal control framework:

### 1. Risks related to reporting of sustainability information

These risks related to non-compliance with requirements for transparency in sustainability and risks pertaining to submitted information that is not sufficiently material or pertinent to Bonava's stakeholders. To manage these risks, Bonava conducts an annual risk assessment of ESG reporting that encompasses materiality, data and process risks, internal and external auditor feedback and regulatory developments.

### 2. Risks related to data quality and reliability

These risks pertain to quality and reliability in the sustainability data. Our internal control framework requires annual validation, verification and review of the reliability of the data. This is carried out by a designated control owner.

For risks related to the reporting of sustainability information, qualitative input is collected from stakeholders and auditors, and these risks are assessed on the basis of likelihood and its impact on reporting quality. For risks related to data quality and reliability, the topic owners conduct a structured assessment of the validation and verification of data – for example, whether there are internal checks related to the information. The control owner subsequently consolidates this information from the topic owners and prioritises the most material risks on the basis of an overall assessment of likelihood, impact and control maturity. This approach ensures that the most material risks related to sustainability reporting are consistently identified and prioritised.

One of the most material risks for 2025 was the CSRD regulations still being new, and industry practices for interpretation and

application of the regulations were continually evolving. This can lead to uncertainty regarding how to delimit scope, materiality and reporting levels, which in turn risks impacting priorities and reporting focus. To address this, Bonava monitors developments in practices and guidance, calibrates the materiality assessment regularly and documents key assumptions in order to ensure clarity, relevance and consistency with ESRS.

Another material risk that has been identified relates to the introduction of new data methods and indicators in sustainability reporting, for example, concerning climate risk assessment, where our organisation is still maturing and developing new approaches. The use of new technologies and new assessment models may initially involve uncertainty regarding data quality, comparability and consistent application. To address this, Bonava works according to a clear methodology, strengthened quality assurance and regular monitoring of the functioning of the models and procedures over time.

## EU Taxonomy

### Reporting in accordance with EU Taxonomy

The EU Taxonomy is a green classification system that translates the EU's climate and environmental objectives into specific criteria for economic activities to meet for investment purposes. The Taxonomy highlights green, or environmentally sustainable, economic activities based on how well each activity significantly contributes to at least one of the EU's six set environmental objectives, while not causing significant harm to any of the other objectives and meeting minimum social safeguards.

### Economic activities eligible for the EU Taxonomy

An eligible economic activity, as described in the Taxonomy, has technical screening criteria. When an economic activity is deemed eligible, all turnover, CapEx and OpEx must be reported for the economic activity. Bonava's main activities are mostly included in the economic activity New construction of buildings (CCM7.1, CE3.1) but also to a lesser extent in the economic activity Acquisition and ownership of buildings (CCM7.7). CCM 7.7 is reported for 2025 as activities that are deemed to be not material, since it does not constitute Bonava's core operation.

### Economic activities aligned with the EU Taxonomy

An eligible economic activity that also contributes significantly to at least one of the EU's environmental objectives, does not cause significant harm to any of the other environmental objectives and meets minimum social safeguards is classified as a Taxonomy-aligned activity. All turnover, CapEx and OpEx must be reported for projects deemed Taxonomy-aligned. In 2025, Bonava completed a Taxonomy-aligned project in Finland for a property investor. We have not been part of any convictions in any of the areas covered by minimum safeguards.

### Bonava's continued work with the EU Taxonomy

In 2024, Bonava Finland decided that new investor projects from that year onward were to be aligned with economic activity CCM7.1 New construction of buildings. In addition, in 2024 Bonava Sweden undertook to certify all new projects, in the design phase, with the Nordic Swan Ecolabel version 4.0, which is aligned with the EU Taxonomy. Bonava therefore believes that alignment with the EU Taxonomy for economic activity CCM7.1 will increase as the number of new projects in Sweden and Fin-

land grow and are completed. In 2025, the CCM7.1 technical screening criteria were integrated into the Bonava Projects environmental reporting system for easier project reporting and monitoring. Bonava's projects already meet most of the material eligibility criteria, either fully or in part. For example, every completed project, from 2024, will perform life cycle assessments (LCA) according to a 2023 decision. Beginning in 2025, we will start carrying out climate risk assessments at the investment or project level. Additionally, energy performance is monitored on a project-by-project basis, with 100 per cent of Swedish and Finnish projects meeting the target of the primary energy demand being at least 10 per cent better than national building norms

In 2024 and 2025, a gap analysis was conducted for the technical screening criteria for economic activity CE3.1 New construction of buildings. Above all, the analysis of CE3.1 revealed the challenge of meeting the technical screening criterion that focuses on minimising the use of primary raw materials (criterion 4 for substantial contribution to a circular economy).

### Total sales (turnover)

Bonava's net sales are reported in accordance with IFRS 15 Revenue from Contracts with Customers and IFRS 16 Leases, and mainly include four revenue streams in the form of sales of housing units to consumers, sales of housing projects to investors, rental income from consumers and, to a lesser extent, sales of land.

### Eligible turnover

Bonava has established that its net sales, relating to sales of housing units to consumers and sales of housing projects to investors, as Taxonomy-eligible activities. Sales of land that occur when the land is not subject to project development are not classified as Taxonomy-eligible sales since they do not relate to new construction of buildings. Turnover is defined as sales of housing units to consumers and sales of housing projects to investors, see Net sales, consumers and Net sales in the statement of profit or loss.

### Total CapEx

Bonava's fixed assets are recognized in accordance with IAS 16 Property, Plant and Equipment, IAS 38 Intangible Assets, IAS 40 Investment Properties and IFRS 16 Leases. Intangible assets refer

to the capitalized development expenses of IT systems. Operating properties are held for use in the company's own operations such as production, provision of services or administration. Leased fixed assets refer to premises where Bonava conducts its operations, as well as machinery and equipment (mainly cars and office machinery).

### **Eligible CapEx**

Bonava has established that investments related to operating properties, right-of-use assets (buildings), machinery and equipment and right-of-use assets (machinery and equipment) pertain to eligible activities. All investments are critical components of Bonava's operations and are assessed as eligible for CCM7.1 and CE3.1. Bonava does not report the gross change in right-of-use assets in the financial reporting. No right-of-use assets relating to buildings, machinery and equipment were added during the year.

Applicable CapEx during the year:

- Investment properties SEK 0 M
- Right-of-use assets, Buildings SEK 25 M
- Machinery and equipment SEK 5 M
- Right-of-use assets, Machinery and equipment SEK 20 M
- Other: SEK 10 M

Refer to "Investments" in Group Note 10 Investment properties, and "Real estate used in business operations" and "Machinery and equipment" in Note 11 Property, plant and equipment.

### **Total OpEx**

Total OpEx according to the Taxonomy consists of research and development expenses expensed during the period, renovation of buildings (owned or leased), expenses for repair and maintenance of property, plant and equipment (owned or leased), other direct expenses such as services related to ongoing maintenance of property, plant and equipment required to ensure the ongoing function of these assets. Bonava does not conduct research and development and has no short-term leases that are expensed. Bonava's OpEx thus comprises solely maintenance costs attributable to owned and leased buildings. Examples of these costs are building renovation, maintenance and repair and other direct costs required for the efficient day-to-day operation of Bonava's property, plant and equipment.

Bonava believes that the amount of OpEx is not material for our business model since there is a very small amount of property, plant and equipment, and thereby no material amounts linked to maintenance and repairs.

### **Changes since the previous year**

Bonava has chosen to apply Commission Delegated Regulation (EU) 2026/73 of July 4, 2025 for its 2025 Taxonomy reporting. Above all, this means that the presentation format has changed compared to the previous year. The comparison figures are taken from the 2024 reporting, but there would not have been any difference if the Delegated Regulation from July 4, 2025 had been applied to them. Bonava does not report on CCM7.7 as turnover is less than 10 per cent of total turnover. Bonava has not deemed OpEx to be material for its business model. Refer to Total OpEx for the justification.

### **Voluntary additional disclosures**

Bonava's main investment pertains to housing and property projects. The majority of Bonava's property holdings are classified as housing projects and are recognized as current assets as the intention is to sell the properties and hand them over to the customer after completion. Housing projects within Bonava are divided into development properties, ongoing housing projects and completed housing units and all are considered to meet the criteria for eligible activities according to CCM7.1, CE3.1. Investments in property held for future development, ongoing housing projects and completed housing units are reported under IFRS as current assets and are therefore not included in the Taxonomy's definition of CapEx.

## Proportion of turnover, CapEx and OpEx from products or services associated with Taxonomy-eligible and Taxonomy-aligned economic activities

Financial year (2025)

KPI	Total	Proportion of Taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of Taxonomy-aligned activities	Breakdown by environmental objectives for Taxonomy-aligned activities						Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy-aligned activities in previous financial year (2024)	Proportion of Taxonomy-aligned activities in previous financial year (2024)
					Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity					
Text	SEK M	%	SEK M	%	%	%	%	%	%	%	%	%	SEK M	%	
Turnover	7,725	93	461	6	6	-	-	0	-	-	-	-	0	165	3
CapEx	59	100	0	0	-	-	-	-	-	-	-	-	-	0	0
OpEx	11	0	-	-	-	-	-	-	-	-	-	-	-	-	-

## Proportion of turnover and CapEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosures for 2025 (activity breakdown)

Reported KPI (Turnover)

Financial year (2025)

Economic activities	Code	Taxonomy-eligible turnover (proportion of Taxonomy-eligible turnover)	Taxonomy-aligned turnover (monetary value of turnover)	Taxonomy-aligned turnover (proportion of Taxonomy-aligned turnover)	Environmental objectives for Taxonomy-aligned activities						Enabling activities	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible
					Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity			
Text		%	SEK M	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Construction of new buildings	CCM7.1, CE3.1	93	461	6	6	-	-	0	-	-	-	-	6
<b>Sum of alignment per objective</b>					6	-	-	0	-	-			
<b>Total KPI (turnover)</b>		93	461	6	6	-	-	0	-	-	-	-	6

Reported KPI (CapEx)

Financial year (2025)

Economic activities	Code	Taxonomy-eligible CapEx (proportion of Taxonomy-eligible CapEx)	Taxonomy-aligned CapEx (monetary value of CapEx)	Taxonomy-aligned CapEx (proportion of Taxonomy-aligned CapEx)	Environmental objectives for Taxonomy-aligned activities						Enabling activities	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible
					Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity			
Text		%	SEK M	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Construction of new buildings	CCM7.1, CE3.1	95	0	0	0	-	-	0	-	-	-	-	0
<b>Sum of alignment per objective</b>					0	-	-	0	-	-			
<b>Total KPI (CapEx)</b>		95	0	0	0	-	-	0	-	-	-	-	0

# E1 – Climate change

## Material impacts, risks and opportunities SBM-3

The construction and engineering sector is responsible for a large share of global climate emissions, mainly from materials such as cement and steel. For Bonava, reducing climate impact across its value chain – from design and construction to operation of finished homes – is therefore central.

We identified climate impact – both in terms of our impact on the climate and the impact of climate change on our operation – as one of our most material sustainability matters in our double materiality assessment. This table shows the results of the materiality assessment and the climate-related impacts, risks and opportunities that are material for Bonava.

### Bonava's material impacts, risks and opportunities linked to climate change

Impact, risk and opportunity	Part of the value chain	Time horizon	Description
<b>Climate change mitigation</b>			
Actual negative impact	– Upstream – Own operations – Downstream	– Short term – Medium term – Long term	The construction sector contributes substantially to climate change both in Sweden and globally. Bonava's operations give rise to emissions throughout the value chain. The largest emissions come from purchased materials and energy consumption over the lifetime of the building.
Risk	– Own operations	– Medium term – Long term	As a residential developer, Bonava operates in a strictly regulated market. Changes in legislation and more stringent climate-related building standards may give rise to financial effects for Bonava. Examples include the introduction of limits to carbon emissions, or regulations that make carbon-intensive materials such as cement and steel more expensive.
<b>Climate change adaptation</b>			
Potential negative impact	– Downstream	– Medium term – Long term	Extreme weather conditions exacerbated by climate change could trigger increased costs for our customers during the use phase of the housing units. Examples of this include: – Increased insurance premiums or deductibles in areas with at greater risk for flooding, for example. – Increased maintenance and repair costs resulting from extreme weather. – Higher energy costs due to increased cooling needs during heat waves.
<b>Energy</b>			
Actual negative impact	– Downstream	– Short term – Medium term – Long term	Bonava's second largest emissions category is energy consumption in Bonava's homes during its lifetime. Bonava therefore has a negative impact on the environment related to consumers' energy use, even though these homes are then divested to investors and consumers.
Risk	– Own operations	– Medium term – Long term	Changes in legislation and more stringent building standards pertaining to energy performance may entail increased costs for Bonava.
Opportunities	– Own operations	– Short term – Medium term – Long term	Increased focus on and increased demand for energy-efficient buildings among our customers – for example, as a result of lower operating costs and potential benefits in the form of lower interest rates on bank loans – represents a business opportunity for Bonava.

## Climate Transition Plan E1-1

In 2025, we focused on updating Bonava's climate targets and developing a new baseline grounded in LCA methodology and the SBTi's new guidance for the building sector. Read more about our updated climate targets and methodology on pages 82–84.

Our new baseline and updated climate targets form the basis of the company's Group-wide three-step transition plan. To date, steps one and two have been adopted by the Executive Management Group.

- **Step One**, completed in 2025, focused on developing insights and identifying opportunities for reducing embodied emissions and their potential impact on other life cycle stages, taking both climate impact and related costs into account. This assessment is based on one or two representative project types in each business unit.
- **Step Two** involves all business units, by 2026 at the latest, having developed and adopted a complete emission reduction plan for the entire project portfolio up through 2030. The plan will thereafter be revised annually, on the basis of any new insights and changes in the portfolio.
- **Step Three** involves all business units annually implementing, monitoring and delivering on the established emission reduction plan for the entire project portfolio by achieving annual emission targets (kgCO<sub>2</sub>eq per sqm) in completed projects up through 2030.

### Insights into emission reduction opportunities in 2025

#### Germany

The focus in 2025 was on establishing a basis for future planning of emissions reductions. Two representative reference projects – an apartment project and a single-family housing project – were analysed to establish an emissions baseline, supplemented by a third project for in-depth analysis.

Dialogues with suppliers provided valuable market insights for future materials choices, and construction methods, with lower climate impact. Sustainability and building physics were consolidated into a joint function to strengthen the link between technological development and low-carbon design.

The largest emission reduction potential was identified in materials and construction choices, including material substitutions, increased use of wood instead of concrete, and the use of renewable electricity without heating during the construction phase of investor projects. A pilot project with an external partner was also initiated to reduce emissions from company vehicles.

#### Sweden

Concrete and steel with lower Global Warming Potential (GWP) for floors, walls, frames and foundations remain the most efficient and directly feasible emission reduction measures and are already being introduced into projects in Sweden. Low-carbon emissions steel provides additional savings in load-bearing structures. Alternatives with wood frames and wood façades show strong long-term potential for deeper emission reductions, but are associated with greater cost uncertainty and technical dependencies. In addition, a transition to HV100 for transportation and working machinery would entail an immediate low-risk action for reducing transportation-related emissions. Overall, emission reductions are concentrated in life cycle stages A1–A5, with limited impact on the operational energy stage (B6). The ambition for new projects (under Nordic Ecolabel 4.0) is energy efficiency class B.

#### Finland

Concrete and steel with lower GWP for floors, walls and frames remain the most efficient and immediately feasible measures and are already on the way to being introduced into sourcing procedures for Bonava Finland. Energy measures such as district heating, solar energy and heat recovery from waste water complement the material measures but have a smaller impact on embodied emissions.

#### Baltics

The main levers for emission reduction focus on material-for-material exchanges within the building system as well as on cooperation with suppliers. The use of green or low-carbon concrete remains a possibility over the longer term. Supplier dialogues are crucial for exploring viable options based on regional supply conditions. The detailed assessment of a representative apartment building shows that the identified measures for emission reduction both reduce emissions and increase production costs. The principal insight relates to the high cost sensitivity of the affordable housing segment, which is the focus of the Baltics. Going forward, the business unit will broaden its assessment to include the combined effects of material and labour costs as part of a comprehensive transition plan.

#### Financial effects

We feel that a rapid transition to low-carbon technologies today, in its most ambitious application and without clear incentives from customers and/or legislation, would entail significant short-term costs and risks to the profitability, financial stability and technical feasibility of our housing projects. We therefore expect that our trajectory for emissions reduction will follow an acceler-

ated reduction curve, with decreases being smaller at the beginning to then gain momentum as market conditions improve and the solutions become more competitive. This means that a gradual transition during the period from 2026 to 2030 is a realistic one for alignment with the Paris Agreement, since it allows for technological development, supplier adaptation a potential increase in customer interest and the implementation of national legislation in the field. Together, these factors could push through a commercially competitive transition to the industry's benefit while reducing short-term financial risks.

In 2025, Bonava's business units developed in-depth insights into emission reduction potential on the basis of low-carbon materials available in their respective markets today as well as solutions that are expected to be commercially available by 2030. These assessments encompass both existing, applicable options and estimated cost levels for future solutions. However, the rate of development, maturity, supplier interest, customer demand and national legislation vary significantly among markets, which impacts the capacity for driving this transition at the same pace in all of our markets. This work is a key component of Bonava's Climate Transition Plan and supports the company's SBTi target for 2030 by combining science-based emission reductions with financial responsibility.

Bonava has not made any significant or specific investments (CapEx) as a direct result of current measures. The measures that were taken are being integrated into regular business activities and implemented within the framework of our ongoing operational activities, for example through the selection of materials, planning, purchasing and follow-up in ongoing projects.

#### Germany

Currently, sustainable materials carry higher prices than conventional materials. The impacts on future margins remain difficult to assess. We see opportunities for emission reductions, but these can only be realised in collaboration with suppliers and the market.

#### Sweden

Although several low-carbon solutions show promising potential for reducing embodied emissions, their economic feasibility varies depending on supplier prices, the maturity of the technology and design compatibility. All together, our analysis confirms that significant emission reductions are possible, but require stepwise and cost-conscious implementation, supported by continued supplier cooperation and market development.

## Finland

The business unit has explored a broad range of low-carbon materials, from low-carbon concrete and steel to the partial use of wood and new energy solutions. Most of these measures yield emission reductions with limited cost impact, whereas some of these options are still expensive or rely on supplier readiness and technical approvals. In our opinion, emission reductions can be achieved without major risks to profitability if they are introduced gradually, starting with cost-effective and market-ready materials and then more advanced options as prices and availability improve.

## Baltics

Owing to high price sensitivity in the affordable housing segment, even small effects on contribution margins can have material consequences for sales and profitability, requiring project-specific evaluations. Current assessments indicate the possibility of small emission reductions, but they will come with significant cost implications for several of the options that we have evaluated. Although the supplier dialogue on emission reduction opportunities is continuing, the business unit's ability to influence market dynamics remains limited, underlining the importance of a gradual and cost-effective transition in line with market and regulatory developments.

## Potential locked-in GHG emissions

Our transition relies heavily on industry developments in certain areas. Potential locked-in GHG emissions are indicated below:

- Materials used in construction such as cement and steel have locked-in GHG emissions that cannot be fully eliminated unless the manufacturing industry becomes carbon-free. Despite initiatives for using low-carbon alternatives and optimising material efficiency, there will be emissions that remain locked in when our housing units are completed – which is beyond Bonava's direct control.
- The homes we build are energy efficient and comply with best practices in sustainable construction. However, emissions from completed homes are due to the energy sources that are available in the power grid. Unless the power grid is fully switched to renewable energy, a proportion of the emissions from household energy consumption will remain locked in.

To reduce the risk of locked-in GHG emissions, we are collaborating with several suppliers to increase access to low-carbon building materials. We are also creating competence synergies in the Group through collaboration and knowledge sharing among our business units. Moreover, we are continuously working to improve energy efficiency in our buildings, thereby decreasing dependence on electricity from the power grid.

Bonava is not exempt from the EU Paris-aligned Benchmarks.

## Resilience analysis and use of climate scenario ESRS 2 IRO-1

Bonava uses the Science Based Target initiative (SBTi) methodology regarding emissions pathways and scenario analyses. These form the foundation of the company's climate targets and constitute the basis of the resilience analysis of Bonava's strategy and business model to ensure that the assessments are scientifically sound.

Bonava's climate targets are based on science-based emission pathways developed through comparison with the IEA's Net Zero by 2050 scenario.

The targets for Scope 1 and 2 have been validated by SBTi and are aligned with a 1.5 °C pathway. For embodied emissions in Scope 3, Bonava applies SBTi's sector-specific emissions pathways adapted to 1.5 °C, while emissions from the use phase of products sold follows the SBTi's methodology requirements of at least a 7 per cent annual reduction, which corresponds to a trajectory of "well below 2 °C".

Transition risks are assessed based on Bonava's interim climate targets for 2030, aligned with the SBTi 1.5°C pathway, as no net-zero target has yet been set. Physical climate risks are assessed over the expected project lifetime of approximately 50 years. To capture the potential development of climate-related risks during this period, the IPCC's Representative Concentration Pathways (RCP) 4.5 and 8.5 are used as long-term reference scenarios, with a time horizon extending to the year 2100.

The resilience analysis was carried out in 2025 by the ESG function at Group level as a structured qualitative assessment of Bonava's overall strategy and business model, based on the TCFD categories for transition risks and physical risks. The analysis is based on the Group's governing documents and internal control

framework, the SBTi commitment, business-unit-specific risk and market analyses, climate scenarios in the annual report, as well as external reviews and stakeholder dialogues. Physical risks have been evaluated at the business-unit level for each new investment, taking the local context into account. Read more about climate change adaptation and physical climate risks under Climate change adaptation on page 81. The table on the next page provides a summary of the resilience analysis.

The resilience analysis indicates that Bonava's strategy and business model are currently robust. Identified transition risks are assessed to be manageable within the existing business model and governance, while physical climate risks are primarily local and project-specific. This conclusion is supported by scenario analysis aligned with a 1.5°C pathway for transition risks and site-level physical risk assessments across the portfolio under RCP 4.5 and RCP 8.5 scenarios, which indicate no systemic material exposures or vulnerabilities and confirm that identified risks remain manageable within Bonava's governance and adaptation framework.

Climate-related competence is being developed within existing roles and processes. No need for specific retraining or asset divestment has been identified.

Type of risk	Description	Management of risks
<b>Transition risks</b>		
<b>Regulatory changes</b>	New regulations on energy efficiency, emissions and sustainable materials could result in increased costs. The introduction of carbon taxes may further raise the costs of carbon-intensive materials and processes. If we are not prepared for changes to requirements and building standards and we do not adapt our operations in time, this could lead to non-compliance, fines, longer construction times and increased operating costs.	Regulatory changes are monitored at both the business unit and Group level. Business units comply with local regulations – energy efficiency, LCAs and emission thresholds for building permits, for example – and regularly analyse business intelligence. The Group's ESG function monitors overall environmental and transparency requirements. Internal controls ensure consistent work.  Regulatory changes and their consequences are shared among business units, the ESG Committee and annually with the Board of Directors in accordance with its Rules of Procedure. Environmental and climate-related regulations and laws are also part of Bonava's risk assessment, which is managed by the Risk Committee.
<b>Market changes</b>	A shortage of finite raw materials and government incentives to reduce the climate footprint of building materials could lead to increased material costs. Moreover, investors and financial institutions are increasingly focused on sustainability, which means that financing opportunities may decrease if sustainability efforts are inadequate.  Furthermore, uncertainties around or incapacity for adapting to market changes and customer behaviour could lead to reduced demand for Bonava's products, if our homes and neighbourhoods do not match customer preferences.	Bonava's markets evolve at different rates depending on the market's customers, industry conditions, suppliers and legislation. Business units and their management therefore need to be flexible and gradually introduce green solutions into projects, in accordance with their transition plans.  The dialogue with investors and financial institutions is central to Bonava's sustainability agenda, transparency and project development. While financial institutions are demanding commitments to science-based climate targets, progress on measures and transparency in climate data for Scope 1, 2 and 3, property investors are looking for projects that are energy efficient, Taxonomy-aligned or environmentally certified.
<b>Technology and processes</b>	Investments in new sustainable technologies and materials can be costly and affect profitability. If the industry cannot secure sustainable alternatives at reasonable costs, Bonava's capacity for achieving its climate targets and affordability for its housing units could be jeopardised.	The purchasing functions of the business units collaborate with manufacturers and suppliers to convey our climate targets, set requirements for sustainability and capture the latest developments and trends in the industry. Moreover, Bonava's Baltics business unit has a dedicated R&D team that develops innovative construction methods and sustainable materials for increased climate resilience.
<b>Reputation and brands</b>	Changes in customer perceptions and heightened stakeholder expectations may mean that sustainability measures that fail to materialise could lead to negative publicity, loss of confidence and difficulties in distinguishing ourselves in a market where environmental awareness is increasing. Additionally, access to capital could decrease when banks and investors steer their portfolios to a greater extent toward ambitious climate agendas, with strong climate performance often comprising a central selection criterion.	Bonava is in active dialogue with investors and has developed a dedicated climate communication package titled "Balancing responsible ambition with business-realistic action". We undertake to follow best practices and science-based targets aligned with global climate targets while clarifying the difference between our long-term climate targets and our financial targets. These climate targets are not aligned with individual business strategies and are often beyond our direct control. They serve as a compass for our promotion of net-zero emissions by 2050 – not as forecasts for Bonava's earnings. We are transparent about our progress, challenges and lessons learned, and avoid making unrealistic promises while doing everything we can to carry out a responsible – and businesslike – sustainable transition.
<b>Physical risks</b>		
<b>Temperature-related risks</b>	Rising average temperatures – including heat waves, heat stress and long-term heating – can lead to excess indoor temperatures, impacts on comfort and health, and increased need for cooling. These effects can be amplified in urban environments, where sealed and impervious surfaces store heat.	Heat exposure is limited by external protection from sunlight, solar insulating glass, passive cooling and safe air conditioning at night. This is supplemented with heat management plans, climate-friendly design verification, monitoring and nature-based solutions such as vegetation.
<b>Water-related risks</b>	Heavy precipitation, surface runoff and hydrological variability can cause water accumulation, overloading of stormwater systems and moisture penetration into buildings. Brief, intense rain events pose particular risks in urban environments.	Measures include local stormwater management (including blue-green solutions), controlled surface runoff paths, flood protection for critical equipment and regular maintenance of drainage, all in combination with vegetation.
<b>Mass movements/ ground stability</b>	Increased precipitation can raise pore pressures and cause soil movement in fine-grained and sensitive soil types, which runs the risk of impacts to foundations and underground infrastructure.	Measures include geotechnical surveys, reinforced foundations, slope stabilisation, improved drainage and limitation of loads in sensitive areas. Where necessary, building-free zones are also put into effect.
<b>Wind-related risks (storms)</b>	No threat descriptions for wind-related risks have been reported.	No adaptation measures linked to wind-related risks have been reported.

## Policies related to climate change

MDR-P, E1-2

We undertake to monitor and regularly adjust our climate targets, as well as implement climate-related measures to reduce the impact of Bonava's operations on global warming in line with the Paris Agreement. This is set out in Bonava's Sustainability Policy. The Policy's statements include that we will endeavour to use sustainable materials and strive for high resource efficiency to support our customers in minimising their negative environmental impact.

Our Group-wide guidelines for environmental and climate action govern how the business units should work to mitigate – and adapt their operations to – climate change. The policy document states that all Bonava business units must:

- adopt measurable procedures, instructions and actions to enable the fulfilment of Bonava's science-based climate targets.
- begin the development of LCAs at an early stage in the projects in order to facilitate identification and implementation of opportunities for reducing emissions in future housing units.
- establish local emission reduction plans on the basis of insights from the LCA process.
- include energy-efficient design in all construction projects.
- use energy modelling and simulation tools during the design phase to predict and optimise the energy performance of buildings.
- meet or exceed local and international standards and certifications for energy efficiency, such as Nordic Swan Ecolabel, RTS, BREEAM and others.
- use energy-efficient construction equipment and machinery.
- implement best practices for energy management on construction sites.
- ensure regular monitoring of energy consumption to identify and address areas for improvement.
- integrate renewable energy sources into project design where possible.
- use renewable energy for construction sites and commissioned buildings.

In order to anticipate, prepare for and manage the impacts of climate change, from 2025 onwards each business unit will also conduct a climate and vulnerability assessment for each new investment, in line with our climate and environment guidelines, and integrate climate change adaptation considerations into project planning and design.

For managing third-party risks – including climate-related risks – we have a third-party risk strategy that sets the minimum require-

ments we have in relation to third parties. One of the points that these minimum requirements emphasise is that all of Bonava's business units must ensure that the materials used and services provided at our construction sites support Bonava's environmental ambitions. This means using safe, low-carbon materials from reliable sources and ensuring that third-party operators do not jeopardise Bonava's reputation or capacity for delivering on its promises. Our Group-wide Internal Control Policy guides us in our risk management and internal control activities, including guaranteeing the procurement of low-carbon materials.

Refer to Appendix on pages 119–122 for a more detailed description of Bonava's policies.

## Actions MDR-A, E1-3

The climate-related activities in the business units are based on Bonava's Group-wide guidelines for environmental and climate action. With all of the business units implementing and complying with these guidelines, we can limit Bonava's environmental impact and adapt investments to a changing climate.

As support for its environmental and climate programme, Bonava has a long-established Environment and Climate Action Council that plays a central role in the efforts around all of its environmental and climate-related impacts, risks and opportunities. Led by the Group Environment and Climate Action Manager, the Environment and Climate Action Council holds monthly meetings and gathers together representatives from all business units. This ensures a structured and systematic approach and consistent implementation of the Group's policies within the local organisations. The Council coordinates key work streams such as our activities around science-based climate targets, the implementation of CSR, project-level LCAs and the development of IT infrastructure for reporting and data.

For 2025, no specific key actions have been defined, as the year has focused on generating insights into emission-reduction opportunities within each business unit. During 2026, each business unit will develop and adopt an emission-reduction plan aimed at 2030, based on these insights. In these plans, the quantitative contribution of the main drivers to achieving the targets will be defined. The plans will then be followed up annually.

Bonava has not made any significant or specific investments (CapEx) as a direct result of current measures. The measures that were taken are being integrated into regular business activities and implemented within the framework of our ongoing operational activities, for example through the selection of materials, planning, purchasing and follow-up in ongoing projects.

## Climate change mitigation

Key drivers for reduced emissions include optimised use of materials, continually exploring more sustainable alternatives, implementing energy efficiency measures, and increasing the use of renewable energy sources such as solar panels and geothermal energy. We are also actively engaged in minimising our own climate impact in Scope 1 and 2.

With local conditions and challenges as a basis, the activities among the business units vary.

- Specific to Business Unit Germany: Has a focus on increasing the proportion of renewable energy, and phasing out fossil fuels
- Specific to Business Unit Sweden: Nordic Swan Ecolabel requirements are integrated into sourcing templates and design processes, which requires the use of low-carbon materials (such as low-carbon concrete and recycled steel). All projects that were started in 2024 and onward must be Nordic Swan Ecolabelled according to version 4.0, aligned with the EU Taxonomy.
- Specific to Business Unit Finland: Energy efficiency class A applies to all new projects from 2022 and onward; adaptation to the EU Taxonomy applies to investor projects from 2024 and onward; the YL Ecolabel applies to consumer projects from 2024 and onward; and low-carbon concrete hollow-core slabs are used in all projects, which is the case for the majority of residential development projects.

### Driver – resource efficiency and choice of materials

Bonava's single largest climate impact comes from the aggregate emissions linked to all purchased goods and services. Our focus is therefore on increasing resource efficiency and gradually shifting to materials with lower carbon emissions in our projects.

Bonava's key decision on producing LCAs for all completed projects in 2024 allows us to analyse and compare, on a project-by-project basis, how different materials and design choices affect not only costs but also kgCO<sub>2</sub>e/m<sup>2</sup>.

All business units are introducing criteria for priority materials that include climate, environmental and health impacts as well as responsible and reliable sourcing. These criteria must be integrated into the planning and procurement processes.

Read more about how we work with resource efficiency and circular production models in Resource use and circular economy on page 94.

### Driver – Efficient buildings

Bonava's second-largest emissions category is the future climate impact from housing units after delivery to our customers. Sup-

ported by EU regulations and the EU Taxonomy, energy performance has long been a focus area for residential developers, regulators and customers alike. As energy systems become increasingly renewable and less dependent on fossil fuels, Bonava will continue to design homes that are as resource-efficient as possible.

Each business unit sets its ambitions for energy efficiency on the basis of local standards, regulations and access to renewable energy as part of the activity plans that support our climate targets. This approach ensures that Bonava's buildings fulfil national requirements while their energy and environmental performance continually improves.

In line with Bonava's climate and environmental action guidelines, we ensure that all business units implement strategies and measures to minimise energy consumption and maximise energy efficiency across the value chain.

#### Driver – Energy transition

The emissions from Bonava's own operations are small in relation to our Scope 3 emissions. Emissions in Scope 1 and 2 account for approximately 0.5 per cent of our total emissions. Nearly 90 per cent of the emissions come from fossil fuels, primarily from the German operation. The remaining emissions come from changes in land use, electric vehicles and energy consumption at the offices we own and control.

To reduce these emissions, we are focusing our actions on areas where we believe we have the greatest possibility of making a difference. We are collaborating with energy providers and implementing framework agreements for renewable energy in the Nordic region and Germany while investigating additional opportunities for increasing the proportion of renewable energy. Furthermore, we have explicit internal emissions requirements in order to expedite electrification and reduce dependence on fossil fuels.

Our Group-wide target is a 42 per cent reduction in Scope 1 and 2 emissions by 2030. We take a holistic approach, which means that while some business units – such as those with high emissions levels from land-use changes – may struggle to meet the target, other units with higher fuel-related emissions can compensate through more robust measures.



#### Activities in 2025

##### Germany

- An initial draft of a materials preference list that includes climate considerations has been produced. A need for clear and measurable criteria for environmental safety and climate impact was identified during this activity, so that procurement could be checked and verified in a reliable manner.
- The conversion of the vehicle fleet continued in 2025, with the objective of transitioning the entire fleet to electric vehicles as quickly as possible. Current fuel consumption is tracked using a mobility app and emissions are temporarily offset via TÜV-certified projects (outside SBTi).
- Bonava Germany's construction platform has been developed further. The goal is to save resources through increased standardisation, adaptation to legal requirements, more sustainable products and more efficient production.

##### Sweden

- By using low-carbon concrete, thinner overlay, insulating concrete and reduced reinforcement, the climate footprint in Årsta Park has been reduced by 20 per cent.
- In the development of Villa Verde, our most sustainable single-family home and ongoing pilot project, the use of a new type of base slab – combined with other solutions – has halved its climate impact (A1–A5: –40 per cent) from raw materials to completed building compared to neighbouring buildings of the same size.
- The Fredman (TG4) multi-family housing project, and the entire Fjärilshusen district is being constructed with low-carbon concrete.

##### Finland

- One project was completed with low-carbon concrete hollow-core slabs that reduce materials consumption and weight while retaining load-bearing capacity.
- Efforts have commenced at updating the criteria for prioritised materials in order to clarify climate requirements in relation to suppliers.

##### Baltics

- Two rental properties – Krasta Kvartāls in Riga and Ainadi in Tallinn – have been BREEAM In-Use certified with an Excellent rating, which enhances their sustainability profile and attractiveness to investors.

- As of 2025, all projects are to be equipped (where technically feasible) with solar panels to secure local energy production, improve energy efficiency and reduce customers' energy costs.
- Charging infrastructure for electric vehicles is now being installed in parking lots, with possibilities for additional chargers as an option at the time of sale.

## Climate change adaptation

In line with Bonava's climate and environment guidelines, beginning in 2025 each business unit will conduct a climate and vulnerability assessment in each new investment, and integrate considerations for climate change adaptation into project planning and design. The climate and vulnerability assessment will be based on two scenarios:

- RCP 4.5 – Scenario with moderate emissions levels: A scenario based on a future with relatively ambitious emission reductions. GHG emissions increase slightly before starting to decrease around 2040. In this scenario, global warming of up to 2.6°C is predicted, with greater warming over land and close to the North Pole.
- RCP 8.5 – Scenario with high emissions levels: A scenario based on a future without any political changes to reduce emissions. A future characterised by increasing GHG emissions leading to high concentrations in the atmosphere. This scenario predicts global warming of 4.9°C – but this could be up to 11°C for the land areas in the northern hemisphere, which means large parts of the globe will have an annual average temperature of over 29°C.

Transition risks are assessed against Bonava's interim 2030 climate target aligned with the SBTi 1.5°C pathway, reflecting the timeframe in which regulatory, market and policy developments are expected to materially affect the business. Physical climate risks are assessed over the expected project lifetime of approximately 50 years, as this represents the period during which Bonava is exposed to climate-related impacts through development, construction and asset performance. A 50-year horizon inherently captures short-, medium- and long-term developments (e.g., 2030, 2040/2050 and beyond), rather than assessing them separately. The differing time horizons reflect the nature of the risks whereby transition risks materialise primarily over shorter to medium-term policy and market cycles, while physical risks develop progressively and influence assets over their full lifetime.

Some physical climate-related risks are eliminated at the Group level at the very start of a new investment, since historical risk exposure is absent and is not expected to arise under the RCP 8.5 scenario. The remaining risks for each investment are assessed at the business unit level.

Publicly available sources such as national climate maps and databases on natural hazards are used to assess risk exposure, making it possible to identify the geographical locations of projects and track risk levels for specific areas. Vulnerability is assessed on the basis of the characteristics of the planned investment. Detailed design information is normally not yet available at

an early stage of investment. In those cases, we start with a typical building based on Bonava's usual design standards and applicable local building codes, and document the assumptions (supporting construction, drainage type, insulation, ventilation strategy, floor plan). The ultimate vulnerability can change in pace with the development of the design.

Bonava focuses on identifying risks that are deemed to have both high exposure and high vulnerability under both the RCP 8.5 and RCP 4.5 climate scenarios. It is these risks alone – the "high-high" risks – that require adaptation measures. Risks that are deemed to have medium vulnerability – the "high-medium" risks – do not require action, but are nonetheless analysed since they comprise relevant climate-related stress factors for long-term planning. This approach allows for an early risk assessment, helps prioritise future adaptation measures and allows our project teams to take climate risks into account at an early stage.



### Activities in 2025

During the year, all business units developed climate risk and vulnerability assessments for all investments made in 2025. These assessments show that several physical climate risks achieved the "high-high" or "high-medium" levels within our markets – primarily in Germany, Sweden, Finland and Lithuania.

#### *Risk designation*

High-high = High exposure and high vulnerability

High-medium = High exposure and medium vulnerability

High exposure and high vulnerability (high-high) outcomes were most prominent for temperature-related risks, including heat waves, heat stress and long-term temperature increases, which were mainly observed in Germany. Additional temperature-related risks, but with a "high-medium" rating, were noted in Finland and Sweden. These results indicate an increased exposure to extreme weather conditions, which we are monitoring with regard to potential consequences for performance and comfort in buildings.

Furthermore, water-related risks comprised a significant portion of "high-high" assessments – especially in Germany, where heavy precipitation, downpours and hydrological variability were identified in both scenarios (RCP 8.5 and RCP 4.5). Finland, Sweden and Lithuania reported "high-medium" for similar risks. Although the medium-level outcomes do not require action, they remain important for understanding potential impacts on storm-water management, runoff patterns and local flood risks.

Risks linked to fixed masses were less common, but included one "high-high" case pertaining to landslides in Sweden caused by fine-grained soils that are sensitive to increased pore pressure in conjunction with heavy precipitation. Soil degradation was also identified as "high-medium" for the same investment, which does not require any adaptation measures but will continue to be monitored owing to its geotechnical relevance.

Wind-related risks were identified only in Sweden, and then at a "high-medium" level. These do not require any adaptation measures under our methodology, but are still included in the overall understanding of physical climate exposure. No wind-related risks achieved a "high-high" level in 2025.

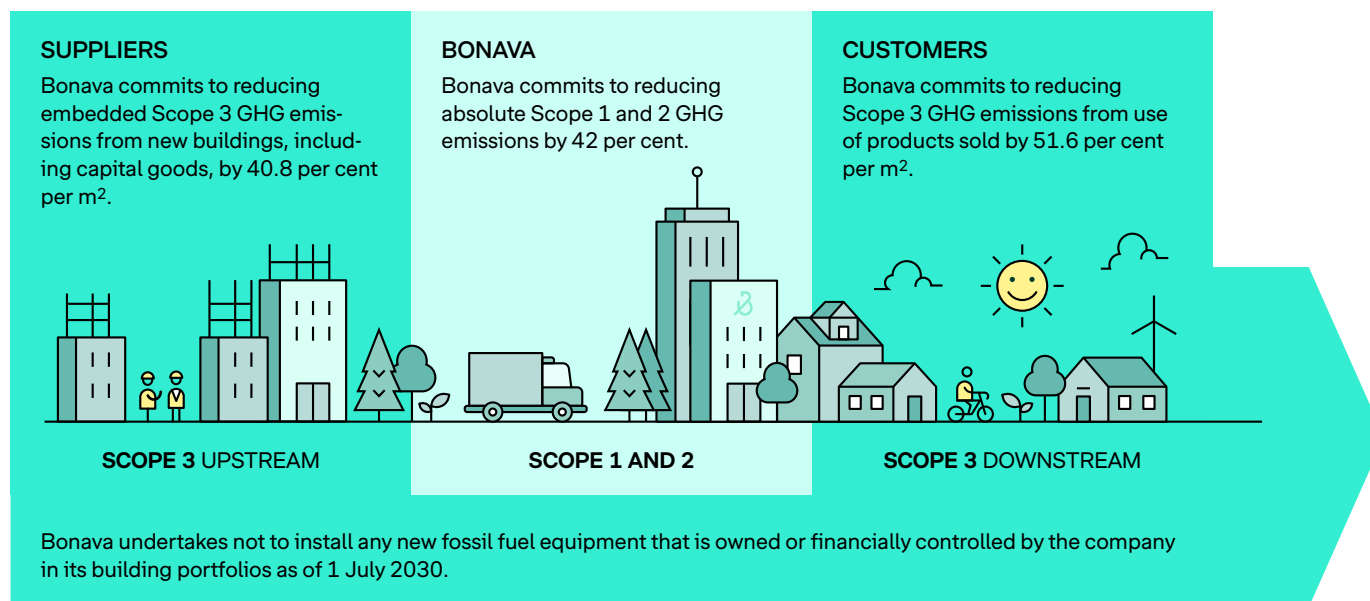
Overall, the results for 2025 show that heat and intense precipitation remain the most material physical climate risks in Bonava's project portfolio, while geotechnical and storm-related risks occur locally. While only "high-high" cases require adaptation measures, the broader set of "high-medium" risks provides important insights into evolving climate challenges and forms a central foundation for our long-term risk assessment and planning.

## Targets MDR-T, E1-4

Bonava's updated climate targets were set in 2025. The short-term climate targets are science-based and validated by the SBTi and their new guidance for the construction sector. From 2025 and onward, we will base the climate targets and emission calculations on project-based life cycle assessments. We have also switched from measuring emissions per housing unit to measuring emissions per square metre.

The climate targets are directly linked to Bonava's policy commitments to reducing the climate impact of its operations. These targets serve as a guide for both strategic decisions and operational work across the Group. The targets are monitored yearly by Bonava's Executive Management Group.

## Targets for 2030 compared to base year 2024



### Key definitions

#### Absolute emission reduction target for Scope 1 and 2

Includes 100 per cent of Bonava's market-based Scope 1 and Scope 2 emissions from owned or controlled sources, such as energy use in Bonava's offices, vehicles, and land-use change, which corresponds to approximately 0.5 per cent of Bonava's total carbon footprint.

#### Scope 3 emission reduction target for embodied emissions from new buildings

Encompasses embodied emissions from capital goods – buildings under construction. Includes materials (LCA steps A1–A3), transport (A4) and fuel, energy and waste during the construction stage (A5). Includes all structures, garages, foundations and underground parking, and construction elements. For base year 2024, these accounted for 52 per cent of Bonava's total carbon footprint. Intensity is measured per square meter of gross floor area.

#### Scope 3 emission reduction target for emissions from use of sold products

Encompasses operational emissions from housing units during their life cycle (60 years, LCA step B6 – Operational energy use). Includes all constructions. For base year 2024, these accounted for 38 per cent of Bonava's total carbon footprint. Intensity is measured per square meter of gross floor area.

#### Capital goods

In line with the SBTi, Bonava classifies buildings under construction as capital goods, which reflects the creation of capital-intensive assets. This ensures that the emissions are attributed to the GHG inventory of the initial owner. These are reported separately from conventional capital goods (e.g. purchased equipment).

#### Building

A permanent or semi-permanent enclosed structure, with defined floor area used for residential purposes or that supports its operation and functions. Includes detached but functionally connected structures, such as garages, storerooms and

underground parking, if they have foundations or anchors, roofs and walls, and measurable floor area.

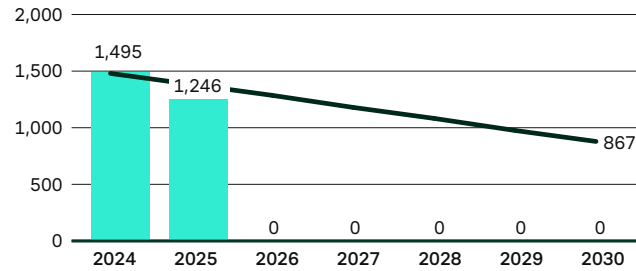
#### Biogenic emissions and removals

Excluded from Bonava's climate targets. Reported separately to avoid underestimation of embodied emissions and to permit focus on reduction of fossil-based emissions. In line with SBTi guidance, Bonava assumes that carbon removals correspond to the associated biogenic emissions due to limited data accuracy.

#### Fossil fuel equipment

Encompasses all systems or appliances that directly burn or rely on fossil fuels for energy supply in buildings sold by Bonava, such as gas boilers, gas stoves and diesel or gas generators used as a primary energy source. One exception is backup systems required for regulatory reasons.

Scope 1 and 2 – absolute emissions  
42 per cent absolute reduction in emissions by 2030, tons CO<sub>2</sub>eq

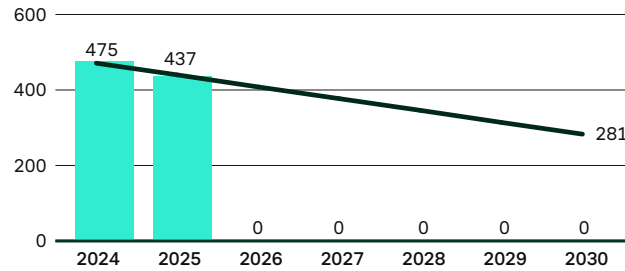


■ Absolute emissions in Scope 1 and 2 — Emissions target

Business unit	2025	2024
Germany	1,187	1,397
Sweden	15	32
Finland	14	23
Baltics	20	33
Other operations <sup>1)</sup>	10	10
<b>Total</b>	<b>1,246</b>	<b>1,495</b>

<sup>1)</sup> Other operations pertains to Bonava's Group function.

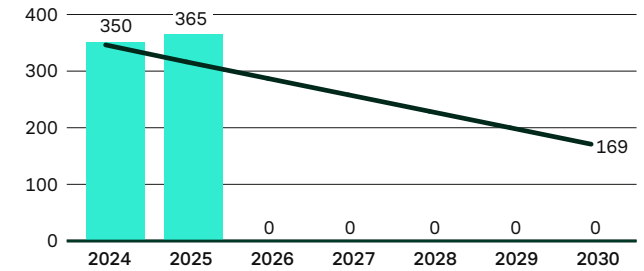
Scope 3 – embodied emissions from new buildings  
40.8 per cent reduction in emissions by 2030, kg CO<sub>2</sub>eq/m<sup>2</sup>



■ Scope 3 – embodied emissions from new buildings — Emissions target

Business unit	2025	2024
Germany	449	509
Sweden	289	365
Finland	524	440
Baltics	398	361
<b>The Bonava Group</b>	<b>437</b>	<b>475</b>

Scope 3 – emissions from use of sold products  
51.6 per cent reduction in emissions by 2030, kg CO<sub>2</sub>eq/m<sup>2</sup>



■ Scope 3 – Emissions from use of sold products — Emissions target

Business unit	2025	2024
Germany	383	379
Sweden	160	153
Finland	87	68
Baltics	476	413
<b>The Bonava Group</b>	<b>365</b>	<b>350</b>

## COMMENTS ON THE RESULTS

Scope 1–2 emissions decreased by 17 per cent, which supports progress towards the 2030 target. This decrease was driven by lower use of fossil fuels in the company's vehicles, reduced land-use change due to fewer greenfield developments, and lower market-based emissions from purchased electricity. Fewer fossil fuel vehicles were used in Germany, Finland and the Baltics, while private vehicle use in Sweden was reclassified to Scope 3 as an employee benefit. Emissions from office energy decreased as a result of reduced office space in the Baltics and improved data on renewable electricity in Germany. Increased electricity use from electric vehicles did not offset the aggregate reduction. For more information, refer to page 86.

## COMMENTS ON THE RESULTS

The Scope 3 intensity for embodied emissions at the Group level decreased 8 per cent, driven by changes in the project portfolio and construction solutions among the business units.

Intensity in Germany and Sweden was impacted by the balance between single-family housing (SFH) and multi-family housing (MFH) and the choice of materials, with wooden frames contributing to lower intensity in Sweden. In Finland, higher emissions in the construction phase were driven by heating needs, since district heating with relatively high emissions factors was used. In the Baltics, absolute emissions decreased as a result of a smaller amount of completed floor area, while intensity reflected the project configuration, with fewer stories per building, since taller buildings generally achieve better emissions intensity.

## COMMENTS ON THE RESULTS

Emissions intensity from the use of products sold increased by 4 per cent at Group level, while remaining broadly in line with the long-term reduction pathway. This change was driven by project-specific energy solutions, geographic factors and methodological changes rather than a structural deterioration in energy performance. Germany did not display any material deviation. In Sweden, the higher intensity reflected the location of the projects, with one project in northern Sweden leading to increased use of district heating despite good overall energy performance. In Finland, intensity increased due to a shift from geothermal heating to district heating. In the Baltics, the increase was driven by a methodological change in the calculation of energy performance certificates and not by building performance. Annual variations may occur for the scope 3 targets, as the results are influenced by Bonava's project portfolio and do not necessarily reflect performance within a single year.

## METHODOLOGY

These climate targets were adopted in dialogue with Bonava's business units and their management groups, and have been formally approved by Bonava's Executive Management Group. Early on in the process, we also involved external stakeholders in interpreting SBTi requirements and defining the scope of the targets.

Under the SBTi Absolute Contraction Approach, which is based on IPCC AR6 1.5°C pathways and operationalised through the IEA Net Zero by 2050 (NZE) scenario, companies with a base year after 2020 must achieve a minimum reduction equivalent to 42 per cent by 2030. Bonava's target to reduce absolute Scope 1 and 2 emissions by 42 per cent by 2030 compared to the 2024 base year therefore meets the required 1.5°C ambition level.

For upfront embodied emissions, Bonava applies the SBTi Buildings Sector Guidance using the Sectoral Decarbonization Approach. The sectoral pathway applied is based on the IPCC AR6 C1 1.5°C scenario, as operationalised by SBTi in its 1.5°C Pathways for the Global Buildings Sector (2023). This trans-

lates the 1.5°C-aligned sector pathway into a company-specific carbon intensity trajectory (kgCO<sub>2</sub>e per m<sup>2</sup>). Bonava's target reduces embodied carbon intensity from 475 kgCO<sub>2</sub>e/m<sup>2</sup> in 2024 to 281 kgCO<sub>2</sub>e/m<sup>2</sup> by 2030, consistent with the SDA 1.5°C sector benchmark.

For Scope 3 emissions from the use of sold products, Bonava applies the SBTi physical intensity reduction methodology, which is aligned with IPCC pathways consistent with a well-below 2°C scenario under the Paris Agreement. For a 2030 target year, this corresponds to a minimum reduction of 51.6 per cent. Bonava's target to reduce these emissions by 51.6 per cent per m<sup>2</sup> by 2030 is therefore aligned with the applicable SBTi ambition level.

The base year for the climate targets is 2024, a change from our previous climate targets when 2018 was used as the base year. 2024 is the base year that best reflects Bonava's current geographical and operational scope, and includes completed buildings – with various building types, sites, construction methods and materials – from all current business units. In addition, selecting 2024 as the base year allows for basing the emissions calculations on project-specific LCAs instead of

spend-based estimates. Another reason for setting 2024 as the base year is that it was recommended as part of applying SBTi guidance for the construction sector.

The spend-based method that was previously used to calculate Scope 3 emissions was based on financial assumptions, and over time has shown a limited capacity for reflecting actual changes in emissions. This methodology resulted in significant variations in reported emissions and made it difficult to reliably track progress towards climate targets. Despite these methodological limitations, the monitoring conducted up until the targets were replaced indicated an overall ambition and direction toward reduced emission intensity, even though the development varied between years and could not be assessed with sufficient precision.

These targets encompass the greenhouse gases carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulphur hexafluoride and nitrogen tetrafluoride. Information on our emissions categories that are covered by the targets is presented under "E1-6 Gross Scope 1, 2, 3 and Total GHG emissions".

## Metrics MDR-M, E1-6

The carbon footprint presentation is Bonava's own internal approach, reporting all embodied emissions under Capital goods in line with SBTi, while emissions from ongoing projects based on spend are disclosed separately below. Bonava does not report on

disclosure requirement E1-5, which covers energy use and energy mix in Scope 1 and 2, as it is not considered material given that these emissions account for only a very small share of Bonava's operations. Conversely, energy consumption and energy mix in

Scope 3 for buildings under construction are reported as a self-defined metric. We do not report E1-7 and E1-8, since these metrics are not material. Bonava's metrics are not validated by any external body.

### E1-6 – Gross Scope 1, 2, 3 and Total GHG emissions, tonCO<sub>2</sub>eq<sup>1)</sup>

Scope	Emissions category	2025	2024
Scope 1	Direct land-use change	44	56
	Mobile combustion (fossil fuel-driven vehicles)	1,075	1,308
	Stationary combustion	6	0
	Diffuse emissions (fugitive emissions)	4	0
<b>Scope 1 subtotal</b>		<b>1,129</b>	<b>1,364</b>
<b>Scope 1, kg per completed m<sup>2</sup></b>		<b>6</b>	<b>5</b>
Scope 2	Energy in offices (market-based)	36	62
	Energy in offices (location-based)	464	328
	Electric vehicles	82	69
<b>Scope 2 subtotal (market-based)</b>		<b>117</b>	<b>131</b>
<b>Scope 2, kg per completed m<sup>2</sup> (market-based)</b>		<b>1</b>	<b>0</b>
<b>Scope 2 subtotal (location-based)</b>		<b>546</b>	<b>397</b>
<b>Scope 2, kg per completed m<sup>2</sup> (location-based)</b>		<b>3</b>	<b>1</b>

<sup>1)</sup> Scope 1,2 and 3 total emissions from all ongoing projects tCO<sub>2</sub>eq = 223,688. Biogenic emissions tCO<sub>2</sub>eq = 5,667 (415 in 2024). Biogenic capture tCO<sub>2</sub>eq = 5,667 (415 in 2024). GHG intensity based on net revenue from ongoing projects, total tCO<sub>2</sub>eq per SEK M, Scope 1, 2, 3 = 29. GHG intensity based on net revenue from completed projects, total tCO<sub>2</sub>eq per SEK M, Scope 1, 2, 3 = 25 (34 in 2024)

Scope	Emissions category	2025	2024
Scope 3 Upstream	Cat. 1: Purchased goods and services	8,407	6,706
	Cat. 2 Capital goods (new buildings, LCA A1–A5)	89,494	140,482
	Cat. 2 Capital goods (purchased by Bonava)	478	710
	Cat. 3 Fuel and energy-related activities	7,154	7,814
	Cat. 4 Upstream transportation	54	54
	Cat. 6 Business travel	643	1,031
	Cat. 7 Employee commuting	859	1,032
	Cat. 8 Upstream leased assets	899	647
Scope 3 Downstream	Cat. 11: Use of sold products (LCA B6)	74,602	103,386
	Cat. 12: End-of-life management (LCA C1–C4)	8,906	14,461
	Cat. 13: Leased assets	723	710
<b>Scope 3 subtotal</b>		<b>192,219</b>	<b>277,033</b>
<b>Scope 3, kg per completed m<sup>2</sup></b>		<b>939</b>	<b>937</b>
<b>Scope 1, 2, 3 total (market-based)</b>		<b>193,465</b>	<b>278,527</b>
<b>Scope 1, 2, 3 total (location-based)</b>		<b>193,893</b>	<b>278,793</b>

### COMMENTS ON THE RESULTS

Scope 1 decreased 17 per cent during the year. The decrease was due primarily to reduced use of fossil fuels in Bonava's vehicle fleet, as well as a decrease in land-use change. The greatest reductions were in Germany, Finland and the Baltics, where fewer fossil fuel-driven vehicles were used. In Sweden, the private use of company vehicles was also reclassified to Scope 3, since Bonava provides the vehicles but does not control or monitor their private use, which is considered an employee benefit. In addition, reduced or bypassed development of undeveloped land in several business units enabled further reductions in emissions linked to land-use change.

Scope 2 (market-based) decreased by 11 per cent during the year, due primarily to changes in office use and improved data

quality. In the Baltics, reduced office space and construction starts resulted in decreased electricity and heat consumption, and in Germany, a detailed review of the energy mix and supplier-specific emission factors confirmed that the proportion of renewable electricity was higher than previously reported. In Sweden and Finland, Scope 2 emissions remained low or stable.

Scope 3 decreased 31 per cent, primarily as a result of less construction activity and fewer completed projects. The greatest reductions were noted in Germany, Finland and the Baltics, where fewer projects and a decrease in gross completed area reduced emissions from capital goods (A1–A5), use of sold products (B6) and end-of-life management (C1–C4). Emissions in Sweden decreased as a result of a change in the project portfolio with less gross floor area completed in 2025 than in 2024. Business travel and commuting decreased in most business

units as a result of lower staff numbers and reduced travel.

The increase in biogenic emissions in 2025 is due to the inclusion of capital goods (new construction), for which biogenic data was absent in 2024. Biogenic emissions is thus being reported for the first time. Biogenic data for Germany is still absent and extrapolation is based on other business units. In line with SBTi guidance and due to lack of reliable data, biogenic capture is reported as equal to biogenic emissions, in accordance with a conservative approach. GHG intensity based on net revenues from ongoing projects will be reported for the first time in 2025 and is currently a compliance-based metric. The emissions intensity of completed projects decreased by 26 per cent, but comparability is affected by project mix and timing of revenue recognition.

## METHODOLOGY

### Scope 1 emissions

Scope 1 emissions comprise direct GHG emissions from sources that are owned or controlled by Bonava – for example, emissions from land-use changes, fuel consumption and fugitive emissions. Data for fuel consumption and fugitive emissions is based primarily on activity data from suppliers.

Emissions from land-use change are calculated on the basis of the type of land in question and occur when previously undeveloped land, such as parks or agricultural land, is used and the carbon sequestration capacity of the land is degraded. These emissions are calculated by multiplying the land type in question by an emissions factor that – in accordance with IPCC guidelines – is adjusted for the climate and land conditions of the area. Since Bonava is not a FLAG-classified company and land-use emissions represent a small portion of its total footprint, the “equivalence allocation” methodology is applied. This means that when, after the completion of the project, the land converts to residential purposes and is therefore no longer included in Bonava’s reporting area, only the first year of the 20-year emissions period – the year when the land-use change occurred – is reported.

### Scope 2 emissions

Emissions in Scope 2 comprise indirect GHG emissions from purchased energy in owned or controlled offices.

For offices where Bonava exercises operational control, energy-related emissions are based on actual energy consumption for electricity and heating, collected directly from landlords or energy suppliers. Where information on actual consumption is not available – for example, for offices in Germany – energy consumption is estimated by dividing the energy-related costs by the known price per unit of energy.

We report energy consumption using both the market-based and location-based methods. For market-based Scope 2 reporting, Bonava applies supplier-specific emission factors based on annual documentation from electricity suppliers regarding their energy mix. Of total electricity consumption, approximately 62 per cent is covered by supplier-specific market-based emission factors, and around 38 per cent relates to renewable electricity contracts. Bonava does not purchase or cancel standalone energy attribute certificates (e.g., GoOs). Electricity consumption not covered by supplier-specific factors is calculated using location-based grid emission factors from Bonava’s group-wide reporting system.

### Emissions intensity

Bonava reports two emissions intensity metrics that reflect regulatory requirements and the company’s business model. Both metrics are calculated by dividing total GHG emissions by net sales. However, the methodology for determining total emissions differs between metrics:

- **Emissions intensity in ongoing projects (regulatory):** Embodied emissions are estimated on the basis of annual costs for all ongoing projects during the reporting year.
- **Emission intensity of completed projects (supplementary):** Embodied emissions are calculated based on LCAs and activity data for all projects completed during the year.

This approach is in line with Bonava’s science-based climate targets, which include completed buildings classified as capital goods. The methodology also allows for better consistency between reported revenue from housing units sold and the associated life cycle emissions of completed housing units, and ensures consistency with the reporting of emissions from the use phase and the end-of-life phase.

### Scope 3

Scope 3 comprises indirect emissions in Bonava’s upstream and downstream value chain. Approximately 95 per cent of Bonava’s Scope 3 emissions are calculated using project-specific LCA inputs and supplier activity data, primarily in Categories 2, 3, 8, 11, 12 and 13. The remaining ~5 per cent relates to smaller categories estimated using spend-based or distance-based secondary emission factors. Estimation uncertainty mainly arises from the use of generic emission factors and scenario assumptions (e.g., grid decarbonisation). The table below shows the categories included in our Scope 3 emissions calculation, as well as those that have been excluded.

Category	Description and methodology
Category 1: Purchased goods and services	Goods and services not linked to our buildings, such as administrative costs, consultancy services and IT-services. Emissions are calculated on the basis of cost data.
Category 2: Capital goods	In line with SBTi, Bonava classifies buildings under construction as capital goods. Capital goods encompass embodied emissions from buildings under construction, including materials (A1–A3), transportation (A4–corresponding to scope 3 Category 4 Upstream transportation) and fuel, energy and waste during the installation phase (A5–corresponding to scope 3 Category 5 Waste). Emissions from materials are calculated on the basis of data from Bonava’s project-based LCAs. Emissions related to transportation of materials to construction sites are calculated using LCA development software and are based on predefined transport distances, vehicle types and emissions factors. Emissions from waste that is generated during the construction phase are calculated on the basis of activity data, meaning quantities of waste and type of waste treatment. Waste data for Germany is one exception, since it is not currently possible to collect complete activity data from suppliers. Instead, it uses standardised LCA datasets that represent typical waste treatment scenarios in Germany. Emissions from fuel and energy consumption during installation are calculated using activity data from suppliers. This category also encompasses emissions from capital goods that are not buildings, such as machinery or other equipment. These emissions are reported separately from emissions linked to new buildings.

Category	Description and methodology
Category 3: Fuel and energy-related activities	Project-related energy consumption and emissions from fuel and energy-related activities. Calculated using transactional and activity data under the GHG Protocol.
Category 4: Upstream transportation	Upstream transportation of purchased goods and services that are reported under Category 1. Calculated based on cost.
Category 6: Business travel	Emissions from business travel encompasses travel by air, rail, bus and car. The term ‘car’ pertains to taxis, rental cars and privately owned vehicles used for business purposes (commuting excluded). Where possible, the emissions are based on actual emissions data from suppliers. In their absence, distance-based calculations are used. If distance information is not available, a spend-based method is applied.
Category 7: Commuting	This category encompasses emissions from commuting between employees’ homes and the workplace. Emissions are calculated using a distance-based methodology based on employees’ reported commuting distances and modes of transportation. Data is collected via Bonava’s annual employee survey on commuting patterns. The survey is conducted every second year. The calculation is based on the number of employees during the reporting year.

Category	Description and methodology
Category 8: Upstream leased assets	Upstream leased assets encompass rented office space and include emissions from energy consumption and diffuse emissions from the leased office space. The information is based on activity data directly from the landlord or energy provider. For Germany, energy consumption is estimated on the basis of costs.
Category 11: Use of sold products	Bonava calculates emissions from the use of sold products by analysing the energy consumption of the housing projects over their assumed service life. Energy data is retrieved from energy performance certificates. The assumed service life of buildings is set at 60 years, in accordance with SBTi guidelines for the construction sector. Country-specific emission factors are applied to determine emissions. Where possible, we include scenarios for network decarbonisation in the calculations.
Category 12: End-of-life treatment	This category encompasses emissions from demolition, waste management and recycling related to the building's end-of-life. Emissions data is based on detailed LCAs from housing projects, multiplied by emission factors that are available in Bonava's Group-wide reporting system.

Category	Description and methodology
Category 13: Downstream leased assets	Downstream leased assets relate primarily to office properties in Estonia and Latvia, where we purchase plots of land with existing office premises and lease them temporarily until the buildings are demolished. This is a part of our development process.
Categories excluded	Justification
Category 9: Downstream transportation and distribution	There is no downstream transportation related to the products – that is, housing units – that Bonava builds.
Category 10: Processing of sold products	Bonava does not produce any intermediate products.
Category 14: Franchises	Not relevant, since franchises are not part of our activities.
Category 15: Investments	Not relevant, since investments are not part of our activities.

**Note:** The current table does not fully reflect the Scope 3 disaggregation required under ESRS E1 and the GHG Protocol. Bonava intends to align the disclosure with ESRS category requirements in future reporting.

### Energy consumption and mix for completed buildings – self-defined metric

Category	Sub-category	2025		2024	
		Energy consumption, MWh	% of total	Energy consumption, MWh	% of total
Fossil sources	Crude oil and petroleum products (diesel, gasoline, fuel oil, mixed fuels)	3,353	14	8,360	35
	Natural gas	3,322	14	1,401	6
	Electricity and heating	9,340	38	9,504	40
<b>Fossil sources, subtotal</b>		<b>16,015</b>	<b>65</b>	<b>19,265</b>	<b>82</b>
Renewable sources	Electricity and heating	8,556	35	4,328	18
<b>Total energy consumption</b>		<b>24,571</b>	<b>100</b>	<b>23,593</b>	<b>100</b>

#### COMMENTS ON THE RESULTS

The energy mix of projects is a new key performance indicator for Bonava, which has been introduced to better understand and track which energy sources are used during the construction phase. Previously, energy data was collected primarily for calculating emissions, and in some cases emissions were reported directly as carbon equivalents based on LCAs or national assumptions with no underlying activity data. Since this key performance indicator is new, we anticipate future improvements to both availability and quality of data in parallel with increased maturity in reporting.

During the year, we can see a certain increase in reported

energy consumption compared to the previous year, mainly due to improved data coverage. During the reporting year, the number of projects with available energy data increased, which explains the somewhat higher total energy consumption. At the same time, there is a clear shift from fossil fuels to renewable energy sources. This is driven primarily by improved data quality, especially in Germany, where a more detailed review of suppliers and their energy mixes showed a greater proportion of renewable energy than previously reported. The increased transparency of the data also gives us better conditions for identifying where further action is needed in the future.

#### METHODOLOGY

Bonava bases its energy consumption data firstly on information from fuel and energy suppliers, drawing on information in invoices and suppliers' websites where the energy mix can be reported.

In Germany, where collecting direct activity data is more difficult owing to the large number of projects, consumption is estimated on costs, with expenditure for fuels or energy divided by the average price per unit of energy.

# E2 – Pollution

## Material impacts, risks and opportunities

SBM-3

Building materials often contain chemical substances that can impact both people and the environment. For Bonava, safe handling of these substances is crucial for ensuring a safe work environment and for protecting employees, customers and surrounding communities.

Management of chemicals was identified as a material matter – from an impact perspective – in our double materiality assessment. The table shows the results of our materiality assessment, and the pollution-related impacts that are material for Bonava.

## Policies related to pollution

MDR-P, E2-1

Bonava's Sustainability Policy states that all of Bonava's operations must avoid using substances of concern and substances of very high concern (harmful substances). Bonava's environmental and climate action guidelines also state that all business units must minimise the use of substances that are hazardous to human health. Bonava's environmental and climate action guidelines state that all business units must:

- conduct regular assessments to identify how harmful substances are used in the operation.
- maintain a list of the potential risks of harmful substances, and actively search out and evaluate safer alternatives to these substances.
- replace harmful substances with safe alternatives where possible.
- optimise procedures for reducing the use of harmful substances and implement best practices for the safe management, storage and disposal of these substances.
- report incidents pertaining to the use of hazardous substances via Bonava's case management system.

Bonava's Group-wide guidelines for environmental and climate action do not yet contain an agreed list of covered pollutants or substances, since this approach was established after the guidelines entered force. This will be formalised in a future revision.

Furthermore, our third-party risk strategy stipulates that all business units must ensure that the materials being used on our con-

## Bonava's impacts, risks and opportunities linked to pollution

Impact, risk and opportunity	Part of the value chain	Time horizon	Description
<b>Substances of concern and very high concern</b>			
Potential negative impact	– Downstream	– Short term – Medium term – Long term	Bonava has a potential negative impact on people and the environment through its use of chemicals and hazardous substances in the buildings it produces.

struction sites support Bonava's sustainability ambitions for safe materials. The use of safe materials should also be subjected to spot checks every year. Our Group-wide Internal Control Policy includes a number of controls on our environmental and climate initiatives, including the sourcing of safe materials, that are rooted in our material environmental impacts.

[Refer to Appendix on pages 119–122 for a more detailed description of Bonava's policies.](#)

## Actions

MDR-A, E2-2

Efforts in the business units are based on Bonava's Group-wide guidelines for environmental and climate action and its third-party strategy. This work is being carried out by Bonava's Group-wide environmental governance forum – Bonava's Environment and Climate Action Council. Read more about the Council on page 79.

Bonava has not made any significant or specific investments (CapEx) as a direct result of the measures we have identified. The measures that were taken are being integrated into regular business activities and implemented within the framework of our ongoing operational activities.

We have not yet adopted a strategic target for pollutants. These actions are thus being carried out within the timeframe of current legislation and the project plans we have in place for complying with this legislation.

### Responsible handling of substances of concern

All business units ensure that the materials used at our construction sites fulfil requirements for environmental and health safety, regulatory compliance and exclusion of harmful substances.

These requirements have been integrated into all aspects of the operation, including procurements, agreements and supplier terms and conditions.

As of 2026, Bonava will be introducing a two-step model for management and reporting of substances of concern and substances of very high concern. Legally banned substances must be controlled through sourcing procedures and contractual requirements confirming their absence. Moreover, a risk-based assessment must be applied to groups of high-risk materials in order to identify and phase out substances of very high concern. Read more about this two-step model under Metrics.



### Activities in 2025

Bonava's business units use various tools and work in accordance with several procedures for compliance with applicable laws and regulations as well as for ensuring proper management of harmful substances:

#### Germany

- Development of a waste management concept for construction, demolition and renovation activities.
- Separation of hazardous and non-hazardous waste (e.g. asbestos separately).
- Documentation and verification to public authorities

#### Sweden

- Nordic Ecolabelling requires specific controls to ensure the safety of materials and correct classification, which the business unit endeavours to comply with.
- Site visits and handover of complete lists of materials for verification.

### Finland

- Design guidelines and approval tools (Finnish: RT-tuotekortit) have been used to verify the suitability of the materials.
- M1-rated safe materials have been used where possible.
- Supplier performance has been evaluated using digital forms.

### Baltics

- Selection of materials is strictly controlled through the design process, which ensures that all materials fulfil Bonava's safety and compliance requirements.
- Materials compliance is verified through official construction documentation that has been registered in the construction authority's system.
- All subcontractors are given access to a project's requirements documentation and are instructed on permitted materials. No unauthorised substitutions are permitted.
- Routine daily checks of material deliveries through site management ensures that materials with hazardous or unapproved substances are not used.
- Subcontractor performance is evaluated on the basis of such factors as work environment and safety.

## Targets MDR-T, E2-3

Bonava currently does not have a target for environmental pollution, since the primary focus is compliance. We monitor our policy commitments using a structured framework for internal control that is updated annually on the basis of our material environmental and climate priorities. Every year, the business units assess the effectiveness of their internal controls, including how well environmental criteria – such as the management of harmful substances – are integrated into purchasing and supplier partnerships. Bonava's Group function reviews these assessments and provides feedback and pertinent suggestions for improvement. This recurring, evidence-based process ensures that we deliver on our commitments.

We also monitor the effectiveness of our work through Bonava's third-party risk strategy, which provides a structured and transparent framework for managing sustainability-related risks in external partnerships. Each business unit is responsible for developing and implementing its own action plan for applying the minimum requirements defined in the strategy, which pertain, for example, to the procurement of safe and sustainable materials. The effectiveness of these action plans is monitored annually through a review by the Group Head of Risk and Compliance.

## Metrics MDR-M

Bonava does not currently have any specific metrics related to substances of concern. Going forward, Bonava plans to apply two different methods for managing and reporting on these substances. The choice of methodology is dependent on the legal nature of the substance; see declaration below.

- Method 1. The following groups of substances are banned in the EU and are therefore not used in Bonava's operations:
  - Reg. (EU) 2019/1021 – Persistent organic pollutants (POPs)
  - Reg. (EU) 2017/852 – Mercury and mercury compounds
  - Reg. (EC) 1005/2009 – Substances that deplete the ozone layer
  - Directive 2011/65/EU – Restriction of the use of certain hazardous substances in electrical and electronic equipment (RoHS)
  - Reg. (EC) 1907/2006 - Restrictions on manufacture, placing on markets, and use under Annex XVII of REACH

The manufacture, use and placing on markets of these substances are prohibited under EU legislation, and their presence in new materials would constitute a violation of the law by suppliers. To ensure compliance in practice, Bonava will apply a documented purchasing control mechanism instead of collecting technical data or safety data sheets from each supplier. All supplier and subcontractor agreements will include chemical compliance clauses confirming that materials and equipment do not contain any substances whose manufacture, use or placing on the market is prohibited under EU regulations. No mass-based quantities will be reported for these categories, as they are legally banned and therefore assumed to be zero by default.

- Method 2. Some harmful substances are not yet completely banned and may still be present in modern building materials. These substances have been identified on the candidate list under Article 57 of Regulation No. (EC) 1907/2006 (REACH) and concern, for example, phthalates, bisphenols, flame retardants and PFAS. For these substances, Bonava will implement a risk-based approach for identifying and managing potentially harmful substances in purchased building materials.

We do not believe that conducting a detailed, mass-based quantification will be feasible, considering the nature of construction operations and the scope of Bonava's value chain. Instead, suppliers of Tier 1 materials (see below) will be asked to declare annually if harmful substances are present at levels above 0.1 per cent w/w. Suppliers of Tier 1 materials must also confirm full compliance with REACH.

Bonava intends to report the percentage of suppliers who confirm the absence of substances in Tier 1 (>0.1 per cent w/w) and the coverage of REACH compliance declarations.

Our method is designed to be ambitious yet pragmatic – it will promote transparency and substitution where the risk is greatest while remaining feasible in Bonava's broad supplier network. We also intend to partner with suppliers to phase out harmful substances.

### Level 1 – High-risk materials

Product groups historically or potentially associated with substances of concern or substances of very high concern:

- Plastics and polymers (PVC, polyurethane foam, polystyrene)
- Sealants, adhesives, paints, coatings
- Floor coatings (vinyl, rubber, laminates)
- Cables and wires (PVC insulation, rubber sheaths)
- Insulation foam (EPS, XPS, PUR, PIR)
- Membranes and waterproofing (bitumen, synthetic membranes)
- Fire-fighting products (paints, foam, sealants)

### Level 2 – Low-risk materials

Inert or natural materials with negligible chemical risk such as concrete, steel, glass, ceramics, plaster, stone and untreated wood. These will be exempted from detailed assessments since they are not likely to contain substances of concern or very high concern.

# E4 – Biodiversity and ecosystems

## Material impacts, risks and opportunities

SBM-3

Housing unit development affects biodiversity, primarily through land-use change. The risk is greatest when new land – especially forest and agricultural land – is requisitioned.

The impact on biodiversity – with regard to both Bonava’s potential impact on nature and how ecosystem loss can entail risks for our operation – was identified as a key matter in our double materiality assessment. The table shows the results of our materiality assessment, and Bonava’s material impact and risk that are related to biodiversity and ecosystems.

## Policies related to biodiversity and ecosystems

MDR-P, E4-2

Bonava’s Sustainability Policy states that we are to strive for sustainable use of land by selecting development areas through a structured due diligence process that supports the EU Taxonomy for sustainable finance. This approach includes prioritising the use of land that encompasses protection of and/or compensation for threatened ecological values.

Bonava’s guidelines for environmental and climate action state that all business units must take biodiversity considerations into account in all aspects of its development and construction projects. All business units must:

- prioritise the use of previously exploited or less ecologically sensitive areas (brownfield sites), when reasonable from an economic and development perspective.
- apply land-use strategies that include biodiversity conservation principles, for example: increasing the proportion of green spaces where possible; construct green roofs and green infrastructure; re-plant trees that needed to be removed during construction; integrate solutions for stormwater management; and use only certified wood.
- implement measures to reduce impacts on species populations in accordance with local regulations and requirements.
- collaborate with conservation organisations and local authorities to support species conservation and management initiatives.

## Bonava’s impacts, risks and opportunities linked to biodiversity and ecosystems

Impact, risk and opportunity	Part of the value chain	Time horizon	Description
<b>Direct impact drivers of biodiversity loss or Impacts on the state of species</b>			
Potential negative impact	– Own operations – Downstream	– Short term – Medium term – Long term	Development of land – especially undeveloped land – can negatively affect the natural ecosystem and biotopes, causing biodiversity loss and contributing negatively to species population size and species global extinction risk.
Risk	– Own operations	– Short term – Medium term – Long term	If threatened species or habitats are identified in a residential development project, it could delay permit processes or influence the design of the project in order to avoid negative impacts on these threatened species or habitats. This could result in increased costs and/or resource requirements.

- ensure processes to identify species at risk of extinction within project areas.
- develop and implement species-appropriate conservation plans in accordance with local requirements to reduce the risk of extinction.
- ensure compliance with national and international regulations concerning endangered species.

Our Group-wide Internal Control Policy and our third-party risk strategy state that the need for nature protection must be assessed as a basic requirement of the due diligence process.

Refer to Appendix on pages 119–122 for a more detailed description of Bonava’s policies.

## Actions

MDR-A, E4-3

The activities in the business units draw on Bonava’s Group-wide guidelines for environmental and climate action. This work is being carried out with assistance from Bonava’s Environment and Climate Action Council. Read more about the Council on page 79.

Bonava has not made any significant or specific investments (CapEx) as a direct result of the measures identified. The measures that have been taken are integrated into regular business activities

and implemented within the framework of our ongoing operational activities.

Where strategic targets are absent, measures are taken within the time frame of applicable legislation and project plans in order to comply with the legislation.

## Sustainable use of land

When we acquire land, we assess the risk of ecological impact on the location we have chosen. We investigate whether the project is located in or near a biodiversity hotspot and whether there is a risk of threat to a species. If material impacts are identified, the necessary compensatory or protective measures will be taken in accordance with relevant regulatory requirements. Examples of initiatives may include establishing breeding sites, relocating species to neighbouring suitable habitats, gathering dead wood to create habitats, planting forests and removing invasive species. We also investigate whether there is a need for soil remediation. Where needed, we will remediate land and render it suitable for building homes. Where previously undeveloped land is requisitioned, we plan to protect biodiversity and other ecological values in collaboration with municipalities and other stakeholders.



## Activities in 2025

Bonava's business units use various tools and work in accordance with several procedures for compliance with applicable laws and regulations as well as for ensuring that the impact on biodiversity is minimised:

### Germany

As a rule, actions comply with federal and municipal requirements. For example, the Federal Nature Conservation Act (BNatSchG) regulates species protection in construction projects, including prohibitions on harming species and requirements for special species protection assessment within the environmental impact assessment. This is supplemented by the Federal Species Protection Ordinance (BArtSchV), the Planning and Building Act (BauGB) and the Environmental Impact Assessment Act (UVPG), which all together ensure that nature and biodiversity considerations are taken into account during construction. Examples of activities include:

- Use of native, insect-friendly plant species and reducing the proportion of impervious surfaces.
- Promoting biodiversity and improving the city's microclimate by combining green roofs with the creation of areas for ecological restoration.
- Creating nesting and shelter opportunities for wildlife by installing bird and bat roosts.

### Sweden

Bonava Sweden now conducts a nature inventory ahead of each project to ensure that natural values are protected. These efforts are governed by zoning plans and nature conservation legislation, and include the protection of species, habitats, trees and Natura 2000 sites. Surface water is managed in accordance with municipal requirements through retention, infiltration and ecological solutions. Protected trees and vegetation are preserved and the design of courtyards must promote biodiversity. Construction activities must be carried out without causing environmental damage and with monitoring of noise, dust, and soil and water impacts. Where reasonable, brownfield land is prioritised over sensitive natural areas. Examples of activities include:

- Green spaces being designed by landscape architects to strengthen biodiversity. In the Fjärilshusen district, over 120 plant species have been selected with a focus on pollinators and ecological integrity.

- Terraced house with berry bushes, honeysuckle, lilacs and perennials.
- Villas with pollinator-friendly flowerbeds, berry bushes and fruit trees.
- Courtyards with ponds for surface water, trees, flowering shrubs and wooden decks.
- Glades with newly planted oak and hazel. Green sedum roofs on carports for surface water management, noise reduction and habitats for birds and insects.

### Finland

In Finland, Bonava acquire land where nature and biodiversity issues have largely already been addressed in the planning process, which means that new large-scale nature inventories are not normally required at the project stage.

The law states that zoning plans and nature conservation legislation – including protection of species, habitats, trees and Natura 2000 areas – must always be complied with. Ensure surface water management in accordance with municipal requirements through retention, infiltration and ecological solutions. Preserve protected vegetation and design outdoor environments that promote biodiversity. Carry out construction activities without environmental damage, in accordance with environmental protection legislation and with controls of noise, dust, and soil and water impacts.

Specific actions are normally governed by zoning plan requirements that are related to natural values. More has been done in a few individual cases following requests from B2B customers, mainly as a result of certification requirements such as BREEAM.

### Baltics

In all projects, green spaces are designed by landscape architects, with plant species that are adapted to local climate and soil conditions. Hardy and self-sustaining plant species are prioritised, reducing the need for maintenance, replanting and future costs.

Additionally, a nature inventory is conducted in every project prior to planning, to guarantee the protection of natural values. This has resulted, for example, in the integration of an old oak tree as a central part of the outdoor environment in the Forest Gate project in Vilnius; and in Nīcgales mājas, trees have been protected with great care during construction, including the relocation of a tree and daily monitoring by a landscape architect after replanting.

## Targets MDR-T, E4-4

Bonava currently does not have a target for environmental biodiversity, since our primary focus in this area is compliance. We monitor our policy commitments using a structured framework for internal control that is updated annually on the basis of our material environmental and climate priorities. Every year, the business units assess the effectiveness of their internal controls, including how well environmental criteria – such as the management of harmful substances – are integrated into purchasing and supplier partnerships. The Group function reviews these assessments and provides feedback and suggestions for improvement. This recurring, evidence-based process ensures that we deliver on our commitments.

## Metrics MDR-M, E4-5

To ensure that Bonava is in compliance with relevant legislation and essential environmental regulations aimed at preserving natural values, we monitor and report on a number of key indicators. In addition to compliance, these key performance indicators are important for monitoring the impact of the operation on the ecosystem. They focus on land use, biodiversity hotspots and species protection. Bonava's metrics are not validated by any external body.

### E4-5: Impact metrics related to biodiversity and ecosystems change

Key performance indicators for sustainable use of land	2025	2024
Of which, previously developed land, %	71	64
Of which, previously undeveloped land, %	29	36
Percentage of green space in completed projects, %	45	n/a
Location in or near biodiversity hotspots (out of total), ha	4 (19)	n/a
Proportion of projects with identified need for protection of nature values or compensatory measures, %	26	32
Number of protected species affected	14	14

n/a = not applicable

## COMMENTS ON THE RESULTS

### Proportion of previously developed and undeveloped land

The proportion of previously developed and undeveloped land reflects the composition of the project portfolio that was completed during the year. Changes year-on-year are driven primarily by the availability of land as well as the characteristics of the land in the existing land bank. Land acquisition and development is highly dependent on local planning conditions, zoning plan decisions and market availability, which limits Bonava's capacity for actively managing this key performance indicator on an annual basis. The indicator is therefore reported in order to provide transparency on land use patterns.

### Proportion of planned green space

The proportion of planned green space is a new Bonava-specific key performance indicator introduced to strengthen our understanding of land use in projects and its link to biodiversity. We track this key performance indicator because the amount and quality of green space within our projects directly affect biodiversity, ecosystem functions and the ability of sites to support habitats, pollinators and climate adaptation. Monitoring planned green space at the project level helps us better understand how design choices affect biodiversity and helps us identify opportunities to protect, enhance or compensate for natural values.

### Projects in or near biodiversity hotspots

2 of 21 projects for 2025 – corresponding to an estimated plot size of 40,716.61 m<sup>2</sup> (approximately 4 hectares) – were located in or near a biodiversity hotspot. The biodiversity hotspots to which the projects are linked were given the status of water protection areas for drinking water, and nature conservation areas for biodiversity.

### Protection of natural values

There were 14 protected species and species groups affected by projects that Bonava completed during the year. According to the IUCN Red List, all of the species identified were classified as Least Concern. None of the species are classified as threatened at the global level.

The species and species groups identified include the house sparrow (*Passer domesticus*), starling (*Sturnus vulgaris*), yel-

lowhammer (*Serinus serinus*), warbler (*Phylloscopus trochilus*), redstart (*Phoenicurus phoenicurus*) and swallows (*Hirundinidae*). It also includes the common pipistrelle (*Pipistrellus pipistrellus*) and other bat species. Amphibians include the pool frog (*Pelophylax lessonae*) and the common spadefoot (*Pelobates fuscus*). Identified tree species include the Canadian poplar (*Populus × canadensis*) and European beech (*Fagus sylvatica*). Additionally, broader groups such as birds and amphibians are also found within the project areas. All species and species groups have been found in projects in Germany.

Examples of conservation and compensation measures include primarily installing bat roosts and bird boxes – both as temporary solutions and permanent solutions integrated into building facades; creating new nesting and roosting sites; preserving private green spaces as habitats and replanting trees and shrubs. During the year, this included planting fruit and walnut trees as well as planning for the replacement planting of approximately 30 trees as a result of felling. In projects where protected trees were affected, the work was monitored by experts during the construction phase. These measures were taken primarily in Germany.

## METHODOLOGY

### Proportion of previously developed and undeveloped land

Bonava's use of land is categorised as either developed (previously occupied land requiring remediation) or undeveloped (previously unoccupied land, such as parks or agricultural land). If more than 50 per cent of an area is developed, the entire area is classified as developed. The proportion of undeveloped land in a project is defined as green land surfaces – including roofs and facades – where vegetation can grow. The total proportion of green space is limited to 100 per cent.

### Proportion of green space

In this context, green space refers to impervious surfaces where grass or plants can grow. Green roofs and façades can also count as green space. The ratio is calculated as the proportion of green area in relation to the total area of the project and thus cannot exceed 100 per cent. The proportion of green space shows how much of a project's area remains available for vegetation and natural habitats, which support local species and ecological functions. By tracking this metric, we can

assess and enhance biodiversity potential through reducing impervious surfaces and creating more opportunities for plants and wildlife.

### Biodiversity hotspots

Bonava monitors whether a project is located in or near an area that is sensitive to impacts on biodiversity. These areas include sites with high concentrations of biodiversity, unique species or vulnerable ecosystems. If a project is located within such an area, we assess key ecological indicators, which include levels of biodiversity, habitat condition and population dynamics. The assessment is based on publicly available classifications of biodiversity hotspots.

### Species protection

If there is an impact on protected species or habitats in a project, Bonava assesses the need for protection or compensation measures in accordance with national and international conservation requirements. The number and names of species that are either registered on the IUCN Red List or nationally protected are documented and can be updated as necessary. Bonava also reports on protection and compensation measures taken for natural values in order to limit Bonava's impact on biodiversity.

# E5 – Resource use and circular economy

## Material impacts, risks and opportunities

SBM-3

The construction industry consumes large amounts of resources and generates significant amounts of waste. For Bonava, the transition to a circular economy is central to reducing the environmental impact of the operation and preserving natural resources.

Resource efficiency and waste management – both in terms of Bonava’s impact on the environment and how resource use and waste can entail risks and opportunities for our operation – were identified as material matters in our double materiality assessment. The table shows the results of our materiality assessment, and the material impacts, risks and opportunities that are related to resource use and circular economy.

## Policies related to resource use and circular economy

MDR-P, E5-1

Bonava’s Sustainability Policy states that, in order to reduce emissions and the need for raw materials, we will aim for a circular production model through employing resource-efficient design and production. Our ambitions in this regard should include managing waste efficiently, using recycled or reused materials where possible, and choosing materials with the smallest possible climate footprint.

Bonava’s guidelines for environmental and climate action stipulate that all business units must aim for a more circular production model, in which the smallest possible amount of newly manufactured raw production materials is used. Under the guidelines, all of our business units must:

- conduct LCAs in order to understand the environmental impact of resources used.
- optimise resource use in key building materials such as cement-based products (concrete, large masonry blocks, plaster), steel and wood.
- identify and prioritise the use of materials that are sustainable, repairable and recyclable, where possible, to reduce the need for new resources.
- implement renewable energy sources to reduce dependence on fossil fuels.

## Bonava’s impacts, risks and opportunities linked to resource use and circular economy

Impact, risk and opportunity	Part of the value chain	Time horizon	Description
<b>Resource inflows, including resource use</b>			
Actual negative impact	– Upstream – Own operations – Downstream	– Short term – Medium term – Long term	The construction sector accounts for a very large share of the world’s use of raw materials, which has negative environmental impacts across the value chain. The production of key materials such as concrete and steel is highly energy- and carbon-intensive.
Risk	– Own operations	– Short term – Medium term – Long term	Integrating innovative resource-efficient technologies, practices and solutions – for example, the use of prefabricated building components and recycled or reused materials, which may have a greater purchase cost compared to more readily available alternatives – may be more costly for Bonava than using traditional methods. Additionally, new regulations and more stringent building standards regarding resource use can initially also be costly.
Opportunities	– Own operations	– Short term – Medium term – Long term	Implementing commercially viable resource-efficient technologies, methods and solutions can reduce costs through reduced material consumption, less waste and shorter construction time.
<b>Waste</b>			
Actual negative impact	– Upstream – Own operations – Downstream	– Short term – Medium term – Long term	The construction and property sector is resource-intensive, generating large amounts of waste that negatively impact the environment. Waste is generated during the construction phase and further on in the life cycle of the building from refurbishment, demolition and end-of-life treatment.
Risk	– Own operations	– Short term – Medium term – Long term	The construction and civil engineering sector accounts for a significant share of society’s generation of waste. Poor or inadequate waste management may lead to penalties or fines, greater costs for mismanagement, and legal risks arising from environmental violations and brand and reputation risks.  Changes in legislation and more stringent building standards pertaining to waste management may also result in higher costs.
Opportunities	– Own operations	– Short term – Medium term – Long term	Efficient and proactive waste management yields opportunities for cost savings as less waste means lower costs for disposal, landfill and treatment. Circular business models can also provide competitive advantages, create stronger branding for municipalities in conjunction with site allocation, and generate strengthened confidence among investors and banks.

- preferably use materials from sustainably managed resources (e.g. FSC-certified timber) where possible.
- prioritise local sourcing to reduce transport emissions and support local economies.
- optimise production processes to minimise generation of waste.
- design buildings for easy demolition, allowing end-of-life recycling of materials.
- implement recycling programmes within Bonava's operations, and downstream in the value chain, to maximise recycling and re-use of materials.

Bonava's Group-wide Internal Control Policy includes guidelines for matters such as procurement of low-carbon materials.

Our third-party risk strategy states that all business units must ensure that the materials used and services provided at our construction sites support Bonava's environmental ambitions. This means using safe, low-carbon materials from reliable sources and ensuring that third-party operators fulfil our requirements.

[Refer to Appendix on pages 119–122 for a more detailed description of Bonava's policies.](#)

## Actions MDR-A, E5-2

To promote efficient use of materials, all business units must implement and comply with Bonava's guidelines for environmental and climate-related action. This work is being carried out by Bonava's Group-wide environmental governance forum – Bonava's Environment and Climate Action Council. Read more about the Council on page 79.

Bonava has not made any significant or specific investments (CapEx) as a direct result of the measures we have identified. The measures that were taken are being integrated into regular business activities and implemented within the framework of our ongoing operational activities.

The time frame for these actions is aligned with our business unit-specific objectives.

### Circular production model

Each business unit ensures that construction sites have a functioning waste management system for sorting, hazardous waste, recycling, reporting and compliance. These measures pertain primarily to downstream activities in the value chain linked to the construction phase. Clearly marked sorting areas and legible signage are used to reduce mis-sorting and mixed waste. Responsibility for sorting waste is included in onboarding and agreements with subcontractors.

Upstream measures are applied in parallel through sourcing requirements, which ensure that biological materials (wood) are obtained from reliable, certified or approved suppliers. These requirements are intended to reduce negative impacts early in the value chain and ensure responsible resource use as early on as the materials procurement stage.

To estimate material availability – even for those markets where we do not purchase all materials directly – we have developed methods that combine design information in the digital models with information from the pre-construction calculations in the projects. This permits the comparison of the consumption of materials in different building systems and different geographical markets, and thus easier monitoring and identifying of areas for improvement.

Since 2024, we have adopted the "cascade principle" for wood use, which includes a structured approach to maximising resource efficiency across the value chain from materials production (upstream) to use and waste management (downstream). Under this initiative, we have introduced two main categories for wood use:

- High-value applications: Wood used in construction and in manufacturing furniture, with durability and quality prioritised to increase longevity and performance.
- Medium-value applications: Wood-based materials such as plywood and oriented strand board, ensuring optimal resource use throughout the life cycle of the wood.

Bonava follows the EU waste hierarchy under the Waste Framework Directive, which governs primarily downstream waste management:

- Prevention – avoiding the generation of waste.
- Re-use – using materials or products again in the same function.
- Materials recycling – recycling waste into new materials.
- Other recycling – for example, energy recovery.
- Disposal – landfill or incineration as a last resort.



### Activities in 2025

Bonava's business units use various tools and work in accordance with several procedures for compliance with applicable laws and regulations as well as for ensuring resource efficiency and proper waste management:

#### Germany

- Hazardous waste is managed in accordance with legal requirements and documented procedures with tracking in the ZEDAL system.

- Shortcomings in tracking non-hazardous waste have been identified and a new monitoring system with clear site responsibility is being introduced.
- Shortcomings in sorting have led to increased training, more legible signage, more controls and better documentation of training courses completed.
- Responsible sourcing requirements are being applied, but there is no systematic approach – which is why at least ten annual internal spot checks are being prepared as part of the business unit's internal control.

#### Sweden

- Waste management is ensured in line with Nordic Ecolabel, EU and Swedish regulations.
- Sorting requirements and waste reduction targets have been integrated into sourcing templates.
- Framework agreements with Sortera are used at Bonava-owned workplaces.
- Sortera has introduced sorting procedures and waste minimisation among in-house teams.
- Primary contractors have received Nordic Swan Ecolabel training from Bonava and subcontractors are instructed via their waste management companies.
- Materials origins are ensured through Nordic Ecolabel requirements and verification of materials and supplier documentation in projects.

#### Finland

- Site-specific waste management plans have been developed in partnership with waste management service provider Remeo Oy.
- Sorting areas and signage have been designed jointly and correct sorting is followed up via TR rounds.
- Purchases come primarily from local, approved suppliers.
- Framework agreements are applied with key suppliers such as Kesko.

#### Baltics

- Waste management and sorting requirements have been integrated into construction documents and Bonava's waste management plan.
- Both regular and unannounced workplace visits are conducted to monitor compliance.
- Staff and subcontractors comply with the waste sorting requirements of the health and safety plan.
- Waste from façade insulation is re-used as filler in floor structures.
- Efficient project planning and materials sourcing minimises waste, over-ordering and waste in the projects.

## Targets E5-3

As part of our overall sustainability strategy, we are improving our methods for calculating waste data and evaluating the feasibility of setting a Group-wide target for circular use of materials. We are currently monitoring developments in this area through business unit-specific targets in Finland and Sweden, which are presented below. These business unit-specific targets relate to Bonava's policy commitments to promoting circular production models and reducing environmental impact through responsible resource use and minimising waste.

Our business unit-specific targets for reducing construction waste, sorting, recycling and use of recycled materials support the higher levels in the waste hierarchy.

Currently, no waste targets are established for Germany and the Baltics. For the Baltics, Bonava will assess available statistics and regulatory developments to determine whether appropriate thresholds can be defined, while for Germany efforts focus on improving activity data quality due to the large volume of supplier data.

Objective	Target definition	Outcome 2025
Finland – recycling of construction and demolition waste	At least 75 per cent by weight of non-hazardous construction and demolition waste, excluding soil, must be prepared for re-use, recycling or other material recovery.	85
Sweden – maximum construction waste per area	Maximum 30 kg of construction waste per square metre of gross floor area.	45
Sweden – sorting and recycling of construction waste	At least 85 per cent of construction waste is to be sorted and prepared for re-use, recycling or other material recovery (excluding landfill, combustible and mixed waste).	91
Sweden – share of low-carbon concrete	At least 70 per cent of the ready-mixed concrete used on the construction site and the concrete used in prefabricated elements must meet Level 2 of the "Guide for low-carbon concrete" (Sw. Vägledning för klimatförbättrad betong)" published by Svensk betong.	n/a
Sweden – proportion of recycled steel and aluminium	At least 75 per cent (by weight) of the steel must be recycled.	n/a
Sweden – share of sustainably sourced wood	At least 70 per cent of the wood must be sustainably sourced.	80

n/a = not applicable

### COMMENTS ON THE RESULTS

The outcome of the targets for waste and material use in 2025 reflects primarily the conditions of the projects and the timing for the introduction of different requirements. In Finland, the target for construction and demolition waste recycling was achieved through improved guidance, increased awareness and structured collaboration with waste management partners, which ensured clear plans from the production start.

In Sweden, the results varied depending on the early conditions of the projects. The target of a maximum of 30 kg of construction waste per square metre was achieved in one of the completed projects, while the other exceeded the limit because the requirement was introduced after construction

had started and therefore could not impact the outcome. The target for sorting and recycling of construction waste was achieved, with established working methods, clear internal guidance and systematic waste streams contributing to high sorting rates.

For the targets concerning low-carbon concrete and recycled steel, evaluation of the projects completed in 2025 was not possible. The requirements were introduced through Nordic Ecolabel version 4 after the construction phase had already commenced and were therefore not applied in these projects. The target for sustainable wood was achieved, since requirements for certified wood have long been integrated into the design and sourcing procedures.

### METHODOLOGY

Current targets focus on the building materials that account for up to 80 per cent of the mass and emissions of the housing units: concrete and cement-based components, steel and wood.

At least 70 per cent of the timber must be sustainably sourced – in other words, purchased from suppliers that meet recognised sustainability criteria, FSC certification, PEFC certification or equivalent requirements that ensure legal felling, responsible forest management and traceability.

Waste is calculated as weight per unit area based on supplier reports for completed projects. Read more under heading E5-5: Resource outflows. The target period is "ongoing."

**E5-4: Resource inflows**

Materials used by weight or volume	2025							
	Total amount	Amount per 100 m <sup>2</sup> gross area completed	Secondary reused components, amount	Recycled components, amount	Secondary reused components, %	Recycled components, %	Proportion low-carbon, %	Sustainably sourced biological materials, % (applies to wood)
Cast-in-place concrete, m <sup>2</sup>	75,553.0	36.9	0.0	0.0	0.0	0.0	0.0	n/a
Pre-fabricated concrete elements, m <sup>2</sup>	13,774.0	6.7	0.0	68.4	0.0	0.5	2.8	n/a
Large masonry blocks, m <sup>2</sup>	67,990.0	33.2	0.0	0.0	0.0	0.0	0.0	n/a
Cement-based plaster, m <sup>2</sup>	24.0	0.0	0.0	0.0	0.0	0.0	0.0	n/a
Steel, metric tons	6,592.0	3.2	0.0	1,119.6	0.0	17.0	0.0	n/a
Wood, high-value applications, metric tons	624.0	0.3	0.0	0.0	0.0	0.0	0.0	51.3
Wood, medium-value applications, metric tons	882.0	0.4	0.0	0.0	0.0	0.0	0.0	21.8

Materials used by weight or volume	2024			
	Total amount	Amount per 100 m <sup>2</sup> completed gross area	Recycled components, %	Sustainably sourced biological materials, % (applies to wood)
Cast-in-place concrete, m <sup>2</sup>	132,363.0	44.8	0.0	n/a
Pre-fabricated concrete elements, m <sup>2</sup>	17,133.0	5.8	0.0	n/a
Large masonry blocks, m <sup>2</sup>	97,455.0	32.9	0.0	n/a
Cement-based plaster, m <sup>2</sup>	215.0	0.1	0.0	n/a
Steel, metric tons	12,850.3	4.3	18.1	n/a
Wood, high-value applications, metric tons	479.7	0.2	0.0	17.8
Wood, medium-value applications, metric tons	1,479.3	0.5	0.0	17.5

n/a = not applicable

**COMMENTS ON THE RESULTS**

Annual changes in material use are driven primarily by differences in the number and type of projects completed, as well as variations in design and construction methods. Fewer projects were completed in 2025 than in 2024 and the project portfolio was changed, with a higher proportion of multi-family projects in certain markets and fewer materials-intensive project types. Variations in the amounts of materials are attributable to construction choices such as the use of masonry compared to pre-fabricated or cast-in-place concrete, differences in foundations, and changes to façade, floor, balcony and piling solutions. Improvements to methodology and data quality, including updates to LCA data and earlier use of reference projects, have impacted comparability between years.

**METHODOLOGY**

We report materials use at the project level for completed projects during the reporting year. The main resources comprise building materials such as concrete, cement-based products, steel and wood-based materials, which all together account for a large share of a building's mass and emissions. We also monitor the proportion of sustainable sourcing (secondary, reused and recycled components in key materials) to reduce dependence on virgin resources, and track the proportion of sustainable wood certified under FSC, PEFC or similar requirements that ensure legal felling, responsible forest management and traceability.

Data is based primarily on project-specific LCAs. In the absence of LCA data, material use is estimated on the basis of

typical projects and square metres completed, assuming that building systems and materials are comparable.

Bonava ensures accurate reporting of reused and recycled materials through clear supplier reports and a structured reporting system. This eliminates the risk of double counting and ensures that data is categorised consistently and correctly.

These metrics are not validated by any external body.

## E5-5: Resource outflows

Waste category	2025					
	Landfill	Recycling, open-loop	Recycling, closed-loop	Preparation for reuse	Incineration/ Waste incineration	Total
Non-hazardous construction waste, metric tons	287.2	9,577.4	0.0	12,852.6	1,330.6	24,047.8
Non-hazardous demolition waste, metric tons	8,741.6	22,037.0	25,874.3	2,535.0	269.8	59,457.8
Hazardous construction waste, metric tons	0.7	0.6	0.0	0.0	0.2	1.4
Hazardous demolition waste, metric tons	9,436.4	1.1	0.0	0.0	769.7	10,207.1
<b>Total</b>	<b>18,465.9</b>	<b>31,616.1</b>	<b>25,874.3</b>	<b>15,387.6</b>	<b>2,370.2</b>	<b>93,714.1</b>

### COMMENTS ON THE RESULTS

A significant share of Bonava's waste in 2025 was processed through recycling, with 61.3 per cent managed through open and closed-loop recycling. The remaining 38.7 per cent was managed through other forms of recycling and recovery measures, although not material recycling, including preparation for re-use, as well as incineration – the latter with 100 per cent energy recovery.

Hazardous construction waste, hazardous demolition waste and non-hazardous demolition waste are fully calculated on the basis of reported activity data from the business units.

Non-hazardous construction waste for the German business unit is extrapolated on the basis of totals from other business units to ensure comparability where direct reporting is not available.

### METHODOLOGY

We report on waste per project for the projects that were completed during the financial year, which ensures that the reporting follows the life cycles of the projects. This reporting is built on weight-based data and encompasses classification of waste into construction, demolition and hazardous waste, as well as a further breakdown by treatment method such as landfill, recycling, reuse or incineration.

Data is based primarily on project-specific LCAs.

In Finland, Sweden and the Baltics, detailed waste reports are obtained from suppliers, which provides reliable and direct insight into their waste management. In Germany, where such data is not available, waste quantities are estimated using data from other business units.

As a residential developer and construction company, Bonava generates primarily construction and demolition waste. This waste contains a mixture of non-metallic minerals (such as concrete, bricks, glass, gypsum, aggregates and soil), metals (steel, aluminium and other construction metals), plastics (insulation, pipes, coatings and packaging) and bio-based materials (wood, paper and cardboard) as well as critical and hazardous substances such as asbestos (if necessary), mineral oil, batteries and electrical waste.

The most pertinent waste types are:

- Concrete, bricks and aggregates (from demolition and structural work)
- Metals (rebar and other metal components)
- Wood (from formwork, temporary structures and building materials)
- Plastics (from packaging, insulation and building components)
- Insulation materials (mineral wool and synthetic insulations)
- Glass (from windows and façades), paper and cardboard (from packaging and documentation)
- Gypsum (from inner walls), mixed construction waste (unsorted materials from construction sites)
- Household waste (from site huts during the construction phase)
- Asbestos (when demolishing older buildings)
- Batteries and electrical waste (from electrical installations and temporary distribution boxes)
- Mineral oil (from maintenance of machinery and equipment).

These metrics are not validated by any external body.

## S1 – Own workforce

### Material impacts, risks and opportunities SBM-3

Committed employees with a high sense of well-being are the foundation of Bonava's success and capacity for creating happy neighbourhoods. Several employee-related matters – from the perspectives of how we impact our employees through working conditions and working environment, and how employee

engagement, safety and well-being impact our business – were identified as central in our double materiality assessment.

The table below shows the results of our materiality assessment, and the material impacts, risks and opportunities that are related to own workforce.

#### Bonava's impacts, risks and opportunities linked to own workforce<sup>1)</sup>

Impact, risk and opportunity	Part of the value chain	Time horizon	Description
<b>Labour</b>			
Potential negative impact	– Own operations	– Short term – Medium term – Long term	In Bonava's operations, employees may be exposed to psychosocial work environment risks such as stress and other work-related ill health, which may negatively affect well-being. For employees located out at our construction sites, there are also safety-related risks.
Risk	– Own operations	– Short term – Medium term – Long term	Committed employees with a high sense of well-being are crucial to Bonava's capacity for delivering on its targets. If Bonava cannot guarantee secure employment with good working conditions and healthy employees, it could lead to increased employee turnover, sick leave and lower employee engagement – which could result in lower productivity and performance as well as challenges in attracting expertise.
Opportunities	– Own operations	– Short term – Medium term – Long term	By offering secure employment that promotes safety, health and well-being, Bonava can strengthen its attractiveness as an employer and promote productivity and performance.

<sup>1)</sup> All of Bonava's employees are included. Material negative impacts relate to individual incidents. Bonava's employees comprise primarily salaried employees, as well as a few skilled workers. Bonava's "non-employees" comprise mainly consultants who are employed by consulting companies, as well as a few self-employed consultants.

Impact, risk and opportunity	Part of the value chain	Time horizon	Description
<b>Equal treatment and opportunities for all</b>			
Potential negative impact	— Own operations	— Short term — Medium term — Long term	Research shows that, in general, recruitment and career processes can unconsciously be affected by bias and structural barriers, which means that some groups risk unintentionally being treated differently. This inherent potentially negative impact linked to discrimination exists in all organisations and is thus also pertinent to Bonava's operation.
Risk	— Own operations	— Short term — Medium term — Long term	In today's world, career development opportunities are a hygiene factor in attracting and retaining employees with the right skills. If Bonava cannot offer an attractive, motivating and stimulating work environment, there is a risk that we will find it difficult to recruit and retain skilled employees and to ensure a future skill supply. Employee engagement could also be impacted negatively.
Opportunities	— Own operations	— Short term — Medium term — Long term	By working strategically with management and employee strategies, including equal treatment and inclusion, Bonava can strengthen its position as an attractive employer. A work environment in which Bonava employees feel included and treated fairly fosters productivity, innovation, problem solving and employee engagement.

## Policies related to own workforce MDR-P, S1-1

Bonava has a long-term vision for health and safety in which everyone should return home safe and sound, every day. Bonava's Sustainability Policy contains information about the minimum sustainability standards that we follow and promote in all our activities. The Sustainability Policy states that our aims include:

- having an attractive, people-centric culture with great leadership;
- being a diverse and inclusive workplace that reflects society and its population;
- providing equal opportunities for all employees;
- creating a healthy and safe workplace for everyone;
- continuously improving procedures and tools to enable the best prerequisites to execute work in a sustainable way; and
- achieving an empowering employee experience where our people have a high sense of well-being, work-life balance and possibility for self-leadership and development.

Bonava's Code of Conduct complements the Sustainability Policy, and contains guidance for how we are to create a safe, inclusive and fair working environment for everyone. The Code of Conduct includes such statements as:

- every co-worker is expected to act in alignment with our values;
- all co-workers should feel welcome and included;
- we do not accept discrimination, harassment or bullying of any kind;
- we will provide a healthy, safe, engaging and inclusive work environment to foster a caring culture where every employee committed to doing the best for our customers and Bonava; and
- we will ensure equal opportunities in recruitment and other development opportunities, irrespective of gender, sexual orientation, ethnic background, religion, disability or age.

Through the Code of Conduct and Sustainability Policy, we commit to operating in a way that fulfils the core principles of human rights, labour, environmental and anti-corruption in the UN Global Compact, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work. Bonava's Group-wide HR Procedure and Group-wide Health and Safety Procedure provide clarification on responsibilities and specific commitments in relation to employee-related processes, health and safety. Our HR Procedure accentuates the importance of living up to Bonava's values and the importance of an inclusive and fair workplace

characterised by diversity. The Health and Safety Procedure is focused on integrating health and safety into all parts of Bonava's operation. Read more about it on page 111.

In addition to the aforementioned policy documents, in 2025 we worked to develop Group-wide guidelines with activities and procedures that every business unit must follow. The policy document includes, for example, commitments on diversity, equality and inclusion, recruitment, on- and off-boarding, employee feedback, and learning and development. These are expected to enter force in 2026.

Refer to Appendix on pages 119-122 for a more detailed description of Bonava's policies.

## Processes for engaging with own workforce SBM-2, S1-2

We endeavour to involve our employees' perspectives in decisions and activities. Our primary channels are:

- Direct dialogue: Dialogues with individual employees are held on an ongoing basis as part of our performance and development (P&D) process. Bonava's annual employee survey, which is supplemented by pulse surveys and targeted surveys in specific areas, gives us glimpses into the well-being and experiences of employees related to stress, safety, leadership, development, inclusion, gender equality and discrimination. Furthermore, by analysing reported cases received through Bonava's Group-wide case management system or the whistleblowing system SpeakUp, we can indirectly capture the perspective of employees. The above channels of dialogue are supplemented with workshops, and/or surveys as needed, for example, when a major change is to be implemented or developed.
- Trade union collaboration and representation: Dialogue with trade unions and/or employee representatives is conducted regularly at the national and local levels, and serves as a central tool for identifying and managing impacts on the work environment and rights, preventing and resolving conflicts, and capturing employee perspectives for decisions and changes. Occupational Health and Safety Group meetings, or the equivalent, are held regularly in all business units, with employer and employee representatives both in attendance

Insights from the above sources form the basis for concrete actions at the local and Group-wide levels. The overall responsibility for ensuring that processes and practices for dialogue and engagement with our employees are in place lies with Bonava's HR function and the Health and Safety function. Each business unit is in turn responsible for the functioning of these processes locally and that they are adapted to national conditions.

We routinely assess processes and procedures for employee dialogue – for example, by tracking the response rate to Bonava's employee surveys as well as monitoring performance and development reviews, workshops and dialogue meetings. We also evaluate the perceived confidence in Bonava's SpeakUp system, as well as assessing initiatives for change and whether proposals from employees have led to actions. We also use analyses of the results of our employee surveys as a basis for internal discussions and collaboration forums with trade union representatives.

## Processes to remediate negative impacts and channels for raising concerns S1-3

Our employees have access to various channels to report on actual or potential negative impact. Core elements include:

- Anonymous reports via SpeakUp
- Reporting system for health and safety.
- Dialogue with immediate supervisor, ethics advisors and HR
- Cooperation with trade unions and employee representation
- Employee surveys

If a case is detected, an initial assessment is conducted and if the assessment is shown to contain statements that could constitute a violation of Bonava's values and ethical principles, an internal investigation is initiated. Cases that come in via SpeakUp are initially assessed by the Head of Risk and Compliance, who in turn appoints a responsible investigator as needed. Our SpeakUp channel is operated by an independent provider and permits anonymous reporting. All cases are handled confidentially.

A reported case is analysed on the basis of its character and severity as well as its health and safety, legal and ethical aspects including the need for any emergency actions, rehabilitation or other form of support. Actions for an incoming case may include disciplinary measures, adjustments to the work environment, support for the parties involved, and offers of occupational health care or psychological support. Bonava does not have a general compensation program but applies assessments on a case-by-case basis.

Cases are monitored locally via HR and line managers. If necessary, central HR and Executive Management can be included in the follow-up. We regularly analyse Bonava's case data, and in the event of recurring patterns and/or feedback, HR can monitor more frequently and introduce actions for improvement. Our reporting channels are routinely reviewed to ensure that they are functional for the entire workforce regardless of role, workplace or the sensitivity of the issue.

To ensure that Bonava's employees are aware of our reporting channels, internal communication paths such as intranet, "town hall" meetings, managers' meetings and Awareness Weeks are used to remind them of the available opportunities for support and reporting. The SpeakUp whistleblowing system is available via web and telephone. As part of Bonava's onboarding, all new employees undergo mandatory online training in the Code of Conduct, guidelines against discrimination and harassment and the use of SpeakUp. The training courses are repeated regularly.

## Actions MDR-A, S1-4

All of our actions and activities are intended to fulfil Bonava's policy commitments. These activities are based primarily on Bonava's employee strategy and Everyone Plans, with a focus on creating safe and healthy workplaces, an inclusive culture and strong leadership centred on learning. During the autumn of 2025, we also decided that going forward we would work with a sharper focus on attracting, engaging and retaining talent – an area we call "Employer of Choice", where activity will intensify in 2026. The time frame for these actions is aligned with our strategic objectives.

As support in this effort, we have two established councils – a council for health and safety-related issues and a council for HR issues – which play a central role in Bonava's activities. These councils meet regularly and bring together representatives from all business units, which ensures a structured and systematic approach in which Group-wide guidelines are incorporated into the local organisations.

Bonava has not made any significant or specific investments (CapEx) as a direct result of the measures identified. The measures that were taken are being integrated into regular business activities and implemented within the framework of ongoing operational activities.

### **Good working conditions, a safe and healthy workplace**

All of Bonava's employees are covered by robust work environment protections in the form of legislation, local requirements and regulations as well as collective bargaining agreements that include the right to sick pay, parental leave and vacation. Through national collective bargaining agreements and partnership agreements in the majority of our markets, Bonava's employees have the right to freedom of association and trade union involvement, secure employment conditions, adequate wages and participation in processes for change and work environment issues.

Our systematic health and safety agenda is driven by local health and safety plans, known as Everyone Plans. All of our business units – as well as Bonava's Group function – have an Everyone Plan, which includes activities related to improving health and safety. These encompass our own workforce as well as the employees of contractors and suppliers who are located at the construction site. On pages 111–112 there is more information about our health and safety initiatives at our construction sites.

We monitor our employees' health and well-being at all levels in the company:

- Everyone Plans are monitored on a monthly basis by each BU President, with the support of Bonava's Group-level health and safety function.
- Monitoring is a part of our performance and development (P&D) process through routine performance appraisals and employee surveys.
- Routine follow-up is a part of metrics such as employee turnover as well as organisational and social work environment. For more information, refer to Metrics.



### Activities in 2025

In 2025 we collaborated with external partners to facilitate support from therapists, health coaches, physical health challenges and health screenings. Activities have also included wellness activities, lectures and health weeks as well as safety-related measures to manage risks in and around our construction sites.

Bonava Finland has worked with the Mental Health Friendly Workplace initiative to identify and address issues of well-being at an early stage. Once again, Bonava Finland been awarded the Mental Health Friendly Workplace badge, which is based on an application process where health programmes are continually evaluated and improved. During the year, Bonava Finland also surveyed needs related to career development and how supporting employees at different life stages and ages is possible. The efforts to implement measures on the basis of this survey will continue into the next year.

In Bonava's Group function and Bonava Sweden, we have partnered with Werlabs to offer health check-ups, which in aggregate form provide valuable insights for continued efforts. The corporate function has also collaborated with its health partner, IMR, to offer health challenges and health coaching.

As part of the business units' Everyone Plan, several improvement activities related to health and safety are conducted annually in our housing projects. These activities encompass all persons, employees and subcontractors, who are present in and around our construction sites. Read more about these activities on pages 111-112.

### A strong leadership

According to studies, leadership is the single most key aspect for employee health and performance, as it is for the success of a company. Leadership is therefore a priority for Bonava, and we are involved in various initiatives to support our leaders in their crucial tasks. The expected outcome of the leadership initiatives

is that our employees experience clear and engaging leadership that is aligned with Bonava's values and leadership principles. This is expected to strengthen psychological safety, create clarity in work tasks, and provide good conditions for performance, which in turn contributes to increased engagement, well-being, and a socially sustainable work environment

### Leadership principles

Bonava's leadership principles provide an important Group-wide framework for supporting Bonava's managers. These leadership principles are based on our three values – Committed, Caring and Curious – and clarify Bonava's expectations of leadership as well as provide guidance in our daily work.

These leadership principles are also included in the performance and development (P&D) process, and all of Bonava's managers are assessed on the basis of these principles.

These principles can also be used by employees as tools for self-leadership.

### Committed to Growth

In 2024, we launched our Group-wide leadership program called Committed to Growth. This programme runs for 12 months and comprises 60 hours of facilitated workshops as well as an individual leadership assessment where managers – using themselves and their challenges as a basis – can reflect on their leadership. This ensures that Bonava's managers are given the conditions for embodying our values and leading in accordance with our leadership principles. We can thus build engagement, drive change and create sustainable teams, which strengthens the pace of development of both employees and the organisation.



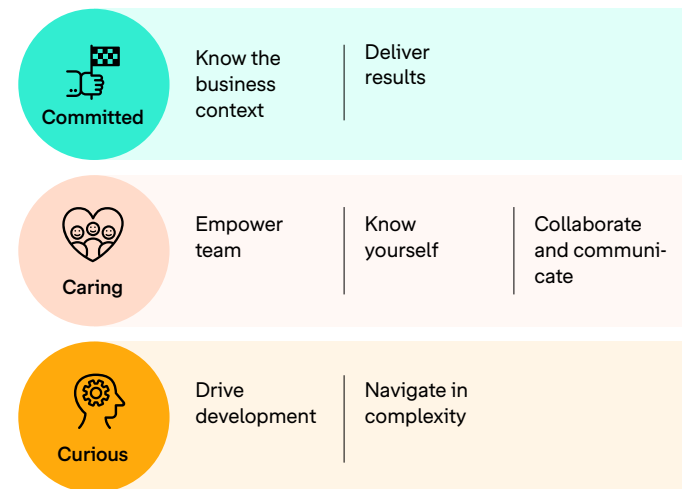
### Activities in 2025

During the year, we inaugurated the second year of the Committed to Growth leadership programme. Around 50 leaders are taking the one-year programme, which runs during 2025 and 2026. We decided to expand the program during the year, after its completion. Beginning in January 2026, those who joined the programme in its first year will thus have the opportunity to continue their development in the "Growth community" initiative, which picks up where the leadership programme leaves off. The goal of "Growth Community" is to maintain the strong network created under Committed to Growth, for example, through quarterly meetings on different themes.

In 2025, we decided to launch an additional Group-wide learning initiative – Upskill, which addresses skills enhancement with a focus on various target groups. The purpose is to accelerate skills

enhancement in critical areas and create tools to strengthen leaders and employees in a rapidly changing business environment.

### Bonava's leadership principles



### Learning on the Job

In order to be an attractive employer and offer stimulating tasks and development opportunities, we are investing in enhancements to our everyday learning. In an increasingly changing business environment, with new technology and new generations of employees who are placing greater demands on learning and development in their jobs, we see that learning is a central part of being an attractive employer. The expected outcome of our learning initiatives is that our employees experience continuous opportunities for competence development. This is expected to strengthen their individual growth and their ability to meet evolving skill requirements. It contributes to increased job satisfaction, engagement, professional development, and high employability.



### Activities in 2025

During the year, a Group-wide initiative called Learning on the Job was launched in which we clarify what learning is, how it happens and why it is important. It includes elements such as psychological safety, reflection, a growth mindset and learning loops, as well as a culture and processes that support learning. During the autumn, all of the business units began workshops in all teams where they reflected on everyday learning and how their team can enhance their continual learning.

Moreover, we reviewed and upgraded our e-learning platform during the year to enable and increase just-in-time learning. We also developed a new Group-wide, online learning-based onboarding programme aimed at all Bonava employees.

During the year, Bonava Germany also started a talent programme as well as a local leadership training initiative that is intended to develop and retain key individuals within the organisation. Bonava Germany has also partnered with the Fürstenberg Institute, which offers mental health coaching, counselling, training and materials to promote well-being and prevent burnout. The Baltics have started an Ambassador program that offers development for employees in digital communication and building their own brand.

### Inclusion and equal opportunities

We also want to benefit from the advantages of diversified teams with various skills and perspectives by being a welcoming, equitable and inclusive workplace. Our employee surveys, pulse surveys and development reviews provide a glimpse into employees' current experiences and how we can work to become even better.

Market-based and equal compensation with equal pay for equal work is expected by today's employees. We conduct regular salary surveys to determine potential pay gaps, and we have a procedure for salary adjustment in addition to the normal annual salary reviews.

We always make use of skills-based recruitment, in which – on the basis of Bonava's values, the role description of the position and other competences in the team – we identify which skills are needed in a role. These skills then form the foundation for the entire recruitment process, and the candidate with the highest levels of the right skills is the one who is offered the job. We also make use of competence and skills tests, for example, to ensure an objective competence assessment.

The expected outcome of our ongoing work with inclusion, as well as initiatives related to pay transparency and high-quality, consistent HR processes, is a work environment where all employees feel a sense of belonging and respect, and experience equal opportunities and fair compensation. Through structured and equitable processes, we reduce the risk of discrimination and exclusion. This strengthens the sense of security, well-being, and engagement among our employees.



### Activities in 2025

As a result of the new EU pay transparency directive that enters force in 2026, we examined our job architecture in addition to our ordinary activities during the year to ensure fairness and transparency when setting salaries. The work includes assessing roles and establishing clear salary ranges that will apply to the whole of Bonava and help to counteract discrimination. During the year, we also began developing a new Pay Progression Policy that clarifies how salaries are set and reviewed, in line with the requirements of the EU Directive. These efforts will intensify in 2026 to ensure a robust structure and full compliance.

In 2025 we developed our new HR Guidelines which include guidelines on inclusion and equal opportunities and recruitment that our business units will have to follow going forward. These guidelines are expected to enter force in early 2026.

### Targets MDR-T, S1-5

Our strategic targets for own workforce are directly linked to our policy commitments for a healthy, inclusive and safe workplace with good opportunities for learning and development. These targets serve as a guide for both strategic decisions and operational work across the Group.

When we set targets that relate to our employees, they are based on insights from such measures as employee surveys, exit interviews, feedback received by HR and dialogue with trade union representatives. As regards monitoring the targets, we openly share the results with our employees via Bonava's intranet and through our quarterly and annual reporting. Bonava's managers also discuss the results related to the targets twice a year, and Bonava's HR function routinely reports to the Executive Management Group.

Bonava's strategic target as regards severe incidents, which is presented in the section on workers in the value chain (S2), is related to Bonava's own workforce since the objective includes severe incidents for both Bonava's own workforce and workers in the value chain. Read more about this objective on page 114.

### Target – Engagement Index

Employee engagement must be in line with the top 10 per cent of companies, according to Brilliant Future's high-performance benchmark – which in 2025 was 89.

Business unit	Engagement Index		Target level	
	2025	2024	2025	2024
The Bonava Group	86	83	89	81

### COMMENTS ON THE RESULTS

The outcome of the Engagement Index was 86 in a market that remains challenging. Although the target of 89 was not achieved, the result is deemed to be strong and in line with internal expectations. The results show a positive performance that indicates the effect of leadership initiatives that have been implemented and a gradually improved market situation. Looking ahead, we are strengthening our focus on learning culture and skills development, which are considered important drivers for increasing engagement over time.

### METHODOLOGY

The target level for the engagement index is established annually on the basis of the level that is required to be in line with the top 10 per cent of companies according to Brilliant Future's high-performance benchmark. In other words, the target remains constant between years, whereas the target level varies from year to year depending on the performances among a number of different organisations. Brilliant Future's high-performance benchmark is based on employee surveys that include approximately 800,000 responses from over 350 organisations, both Nordic and international.

The Engagement Index is based on the results of four questions that our employees are asked to answer twice a year in Bonava's employee survey.

All active employees – meaning those who are in service, are permanent employees and have worked at Bonava for more than one month – are invited to respond to the employee survey. Line consultants and temporary employees are excluded when they have shorter assignments.

## Target – Everyone Plan fulfilment

Each business unit has an Everyone Plan that includes specific activities for improving health and safety. The target is to achieve at least 90 per cent of these actions annually.

Business unit	Everyone Plan fulfilment, %	
	2025	2024
Germany	93	87
Sweden	100	100
Finland	100	90
Baltics	100	100
Other operations <sup>1)</sup>	94	100
<b>Total</b>	<b>97</b>	<b>95</b>

<sup>1)</sup> Other operations include Bonava's Group function and Denmark. Denmark did not have an Everyone Plan in 2025 and 2024 since it had no operations during those years.

## COMMENTS ON THE RESULTS

The outcome of the Everyone Plan fulfilment for 2025 was 97 per cent. This outcome surpasses both the Group's target of at least 90 per cent fulfilment and the outcome for 2024. This increase is deemed to be in line with expectations, and is attributable to a more focused approach with fewer – but more clearly – prioritised operationally embodied improvement initiatives with a focus on strengthened ownership and delivery capacity, being identified.

For more information on the activities of the business units, refer to pages 101 and 111–112.

## METHODOLOGY

Improvement activities in each business unit are determined in January every year, and routinely monitored through monthly reporting and quarterly business reviews. The target is for 90 per cent of the agreed activities to be completed by the end of the year. Bonava's Group function is responsible for compiling the data on Everyone Plan compliance on the basis of routine monitoring.

The improvement activities in each Everyone Plan encompass Bonava's own workforce and workers in the value chain, more specifically workers at the contractors we engage in the housing projects. Read more about our efforts regarding workers in the value chain on pages 110–113.

The figures for 2024 have been restated, since Bonava's Group function was included in the data for Sweden in the previous year. This year, the data for the Group function is reported under Other activities instead.

## Metrics MDR-M, S1-6, S1-8-10, S1-14, S1-16-17

Information on Bonava's metric pertaining to S1 Own workforce is presented below. In the 2025 Sustainability Statement, we have chosen to apply the phase-in provisions of the CSRD and exclude data for disclosure requirements S1-7, S1-11, S1-12, S1-13 and S1-15. As regards S1-14 and metrics related to health and safety, we monitor and report on more metrics than those requested by

ESRS S1. Refer to Self-defined metrics. We also have self-defined metrics for the health and safety of workers in the value chain. Read more about this on pages 115–116.

Bonava's metrics for own workforce have not been validated by any external body.

### S1-6: Characteristics of the employees

Countries	Form of employment								Gender			
	Permanent, number		Fixed-term, number		Salaried employees, %		Skilled workers, %		Women, %		Men, %	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Germany	462	455	32	37	97	97	3	3	37	37	63	63
Sweden <sup>1)</sup>	132	128	2	2	100	100	0	0	55	57	45	43
Finland	97	97	2	1	100	100	0	0	39	41	61	59
Latvia	134	119	2	1	76	77	24	23	34	34	66	66
Other operations <sup>2)</sup>	84	84	1	1	99	99	1	1	47	47	53	53
<b>Total</b>	<b>909</b>	<b>883</b>	<b>39</b>	<b>42</b>	<b>95</b>	<b>95</b>	<b>5</b>	<b>5</b>	<b>41</b>	<b>41</b>	<b>59</b>	<b>59</b>

<sup>1)</sup> Sweden also includes data on Bonava's Group function.

<sup>2)</sup> Countries with fewer than 50 employees, or fewer than 10 per cent of the total number of employees. Includes Estonia and Lithuania.

#### COMMENTS ON THE RESULTS

The majority of Bonava's employees are permanent, salaried employees. The total number of employees at Bonava includes permanent employees and temporary employees, as well as salaried employees and a smaller proportion of skilled workers.

#### METHODOLOGY

The information on Bonava's employees encompasses all those who are in service during the reporting period and remained in service on 31 December 2025. We report the number of employees, divided by form of employment and gender. The gender distribution is between men and women, since no other gender definitions are registered in our systems.

This information is gathered into our system for employee data and is based on the number of employees at the end date of the period.

## S1-6: Employee turnover<sup>1)</sup>

Countries	2025	
	Number of employees who have left Bonava	Rolling 12-month employee turnover, %
Germany	41	8.5
Sweden <sup>2)</sup>	22	15.6
Finland	16	14.6
Latvia	31	22.6
<b>Total</b>	<b>121</b>	<b>12.7</b>

<sup>1)</sup> This table includes the number of employees in countries with at least 50 or more or at least 10 per cent of the total number of employees.

<sup>2)</sup> Sweden also includes data on Bonava's Group function.

## S1-8: Collective bargaining coverage and social dialogue<sup>1)</sup>

Countries	2025	
	Proportion of employees covered by collective bargaining agreements, %	Proportion of employees represented by workers' representatives, %
Germany	80–100	80–100
Sweden <sup>2)</sup>	80–100	80–100
Finland	40–59	80–100
Latvia	0–19	80–100

<sup>1)</sup> The table includes countries with at least 50 or more employees, or that comprise at least 10 per cent of the total number of employees.

<sup>2)</sup> Sweden also includes data on Bonava's Group function.

### COMMENTS ON THE RESULTS

Employee turnover in 2025 was in line with expectations. The number of employees who left Bonava was largely driven by reorganisations.

### METHODOLOGY

Starting in 2025, employee turnover is calculated by dividing the number of employees who left Bonava by the average number of employees over the last 12 months. This is in contrast to the previous approach, where the number of employees who left Bonava were divided by the number of employees at 31 December. The calculation method changed because we believe that rolling 12 months provides a more accurate picture of employee turnover since it is possible to capture variations in the number of employees during the year. As a result of this change in methodology during the year, we will not report any data for 2024.

The number of employees who left Bonava pertains to voluntary resignations by employees, termination by the employer, dismissal, retirement and death.

Fixed-term employment, line consultants and temporary employment as well as hourly employees are excluded from this calculation. The information is gathered into our system for employee data.

### COMMENTS ON THE RESULTS

The majority of Bonava's salaried employees and skilled workers are covered by collective bargaining agreements. In Germany and Sweden, employees are largely covered by collective bargaining agreements, with exceptions for students in Germany and the CEO in Sweden. Finland and Latvia have lower or no coverage under collective bargaining agreements. In Finland, upper-level salaried employees are not covered by collective bargaining agreements.

As regards the number of employees who are represented by workers' representatives, all countries have close to 100 per cent representation. This shows that there is worker representation even in countries where collective bargaining agreements are absent or limited.

### METHODOLOGY

Starting in 2025, collective bargaining agreement coverage has been reported as a range. In previous years, an exact value was reported.

The proportion of employees represented by workers' representatives is calculated by dividing the number of representatives at a workplace by the average number of employees in the same workplace. A workplace is defined as the location or region where an employee has their main work connection. An employee is considered to be represented if at least one workers' representative is active at that workplace.

The definition of workers' representative varies among countries. In Germany, representation consists of members of the German Works Council, which represents all employees of Bonava in Germany. In the Nordic countries, workers' representatives consist of trade union representatives. In Latvia, where workers' representation is not governed by legal requirements, the business unit's health and safety representative has been appointed a workers' representative.

The indicator for the number of employees who are represented by workers' representative was introduced starting in 2025. Owing to adjustments to the methodology and the introduction of the new metric, no data is reported for 2024. Reporting is based on employee data as of December 31, 2025 that is collected through the company's HR system and verified by the HR function of each country.

### S1-9: Diversity metrics – gender and age distribution

Employment	Number of women		Number of men		Percentage women, %		Percentage men, %	
	2025	2024	2025	2024	2025	2024	2025	2024
Board of Directors	3	2	4	5	43	29	57	71
Executive Management Group	2	3	5	4	29	43	71	57
Other employees	382	374	559	544	41	41	59	59

Age	Number		Proportion, %	
	2025	2024	2025	2024
Under 30 years old	107	111	11	12
Between 30 and 50 years old	531	527	56	57
Over 50 years old	310	287	33	31
<b>Total</b>	<b>948</b>	<b>925</b>	<b>100</b>	<b>100</b>

#### COMMENTS ON THE RESULTS

During the year, changes in the composition of the Board of Directors and Executive Management led to an increase in the proportion of women on the Board and a decrease in the proportion of women in the Executive Management Group. The gender breakdown for the remainder of Bonava's employees is the same as for 2024.

The age structure for 2025 is broadly in line with that of 2024, with a clear majority of staff still in the 30–50 age range.

#### METHODOLOGY

Bonava's diversity metrics encompass gender and age distribution. This information is collected into Bonava's system for employee data and is based on the number of employees at 31 December 2025.

### S1-10: Adequate wages

Business unit	2025
	Adequacy of wages
Germany	Fulfilled
Sweden <sup>1)</sup>	Fulfilled
Finland	Fulfilled
Baltics	Fulfilled

<sup>1)</sup> The Group function has been included in the data for Sweden.

#### COMMENTS ON THE RESULTS

All employees in the Group have salaries that meet the criteria for adequate wages under ESRS S1-10. The criteria are met either by national minimum wages or collective bargaining agreements.

#### METHODOLOGY

The adequacy of wages is assessed on the basis of available statistics on minimum wages in the countries where we operate:

- Germany: Eurostat minimum wage statistics.
- Sweden: There is no statutory minimum wage. Minimum wage is based on current collective bargaining agreements.
- Finland: There is no statutory minimum wage. Minimum wage is based on current collective bargaining agreements.
- Baltics: Eurostat minimum wage statistics.

We report on adequate wages on the basis of basic salary data recorded at 31 December 2025. Basic salaries are supplemented by other remuneration – if any – such as allowances, bonuses, benefits and overtime pay, in order to assess the total remuneration of an employee. The wage data is gathered from wage systems into Bonava's system for employee data. Apprentices are excluded from the calculation.

We have not previously reported on wage adequacy, which is why data from previous years is absent.

### S1-14 – Health and safety metrics – health and safety management system

Bonava's minimum requirements and management system was developed in accordance with ISO 45001. Operations in Germany are ISO 45001 certified. All employees (100 per cent) are covered by Bonava's operational management system for health and safety. One possible exception is employees in

investor projects, where the investor's health and safety requirements may take priority. Workers who are non-employees – consultants, for example – are also covered by Bonava's operational management system for health and safety through having access to instructions, guidelines, manuals and the possibility of reporting in BIA.

### S1-14 – Health and safety metrics: ill health and work-related injuries

Business unit	Work-related ill health, cases		Number of work-related injuries <sup>1)</sup>		Rate of work-related injuries, time lost <sup>2)</sup>		Fatalities <sup>3)</sup>		Number of days lost due to work-related injuries and ill health <sup>4)</sup>	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Germany	n/i	n/i	3	5	3.0	4.2	0	0	42	38
Sweden	9	2	0	0	0.0	0.0	0	0	140	70
Finland	n/i	n/i	0	0	0.0	0.0	0	0	0	0
Baltics	n/i	n/i	0	1	0.0	2.9	0	0	0	2
Other operations <sup>5)</sup>	1	3	0	0	0.0	0.0	0	0	21	30
<b>Total</b>	<b>10</b>	<b>5</b>	<b>3</b>	<b>6</b>	<b>1.7</b>	<b>3.1</b>	<b>0</b>	<b>0</b>	<b>203</b>	<b>140</b>

- <sup>1)</sup> Number of work-related injuries leading to sick leave (LTI).
  - <sup>2)</sup> Number of work-related injuries leading to sick leave, per million hours worked (LTIFR).
  - <sup>3)</sup> The number of fatalities caused by work-related injuries and work-related ill health among employees, workers who are non-employees and workers in the value chain.
  - <sup>4)</sup> Days lost owing to work-related injuries, fatalities resulting from work-related accidents, and work-related ill health.
  - <sup>5)</sup> Other operations include Bonava's Group function and Denmark.
- n/i = no information

#### COMMENTS ON THE RESULTS

In 2025, there were ten reported cases of work-related ill health and six work-related injuries. There were no fatalities.

The most common type of workplace injuries are sprains/dislocations/strains, cuts, and crushing or other soft tissue injuries. The most frequent causes of injuries are same-level falls (stumbling, slipping), contact with sharp objects and injuries caused by hand-held tools.

Cases of work-related ill health included symptoms of burn-out and cases linked to stress that to some extent was work-related.

#### METHODOLOGY

Data on work-related injuries and ill health encompasses Bonava's employees, which refers to people who have employment contracts with Bonava. This information therefore does not encompass workers who are non-employees – Bonava's consultants, for example – due to the fact that their number is limited. Data on fatalities includes Bonava's employees, non-employees and workers in the value chain.

The figures for 2024 in the table have been recalculated since Bonava's Group function, in contrast to last year, has now been included under Other activities instead of Business Unit Sweden. The recalculation was necessary since the figures for 2024 included both employees and subcontractors together.

#### Work-related ill health

The number of cases of work-related ill health include wholly or partially work-related ill health. Wholly work-related ill health means illnesses that are deemed to be caused by work, for example stress-related illnesses with a clear link to work. Partially work-related ill health means ill health that is deemed to be the result of several factors, but the work environment or work tasks are believed to play a significant role in the development or deterioration of the condition.

The metric for work-related ill health is only reported for Sweden and the Group function, since the conditions for data collection and classification differ among the business units. Bonava does not report work-related ill health in Germany and Finland, since information on the causes of sick leave cannot be recorded there due to confidentiality and the GDPR. In the Baltics, national definitions and medical classification of work-

related ill health differ, especially with regard to psychosocial factors, which limits the possibility for Group-wide reporting.

#### Work-related injuries and injury rates

A work-related injury is defined as an injury that results in at least one day's sick leave from work (LTI), excluding the day on which the injury occurred. Calendar days are counted regardless of scheduled working time. The frequency of work-related injuries that result in sick leave (LTIFR) is defined as the number of injuries with sick leave per 1,000,000 hours worked.

#### Days lost

The number of days lost owing to work-related injuries and ill health includes the number of calendar days lost due to injury/illness, meaning days on which the injured person could not work for any part of the day. This includes weekends, public holidays and vacation days. The day on which the injury or ill health occurred is excluded. For part-time workers, a day is counted as lost regardless of the number of hours worked that day. As regards days lost due to cases of work-related ill health, data for Sweden and Bonava's Group function is included, but not other countries.

## Reported hazards and near misses – self-defined metrics<sup>1)</sup>

Business unit	Number of hazards reported		Number of reported near misses		Frequency of reported hazards		Frequency of reported near misses	
	2025	2024	2025	2024	2025	2024	2025	2024
Germany	0	1	0	0	0.0	0.3	0.0	0.0
Sweden	4	1	1	0	13.1	5.9	3.3	0.0
Finland	2	1	0	0	8.6	3.2	0.0	0.0
Baltics	0	0	0	0	0.0	0.0	0.0	0.0
Other operations <sup>2)</sup>	7	16	0	0	76.2	155.1	0.0	0.0
<b>Total</b>	<b>13</b>	<b>19</b>	<b>1</b>	<b>0</b>	<b>3.2</b>	<b>4.1</b>	<b>0.2</b>	<b>0.0</b>

<sup>1)</sup> All metrics pertain to hazards and near misses in Bonava's offices.

<sup>2)</sup> Other operations include Bonava's Group function and Denmark.

### COMMENTS ON THE RESULTS

The reporting of hazards and near misses from Bonava's offices remains low. This is attributable in part to the fact that the risks are fewer than at construction sites, and in part to the fact that certain office-related observations are managed directly at the local level without being registered in the systems. Therefore, activities to strengthen the culture of reporting in the office environment is continuing, in order to facilitate better pattern analysis, learning and preventive efforts at the organisational level.

### METHODOLOGY

A hazard is defined as a predicted event or source of exposure that could lead to an incident or ill health. A hazard can also concern property damage or unplanned environmental impact. The frequency of hazards is calculated as the total number of hazards in relation to the total number of hours worked for own workforce.

A near miss is defined as an event that did not result in an injury but had the potential to do so. This can also apply to property damage or environmental impact. The frequency of near misses is defined as the number of near misses per total hours worked for own workforce.

The number and frequency of reported hazards and near misses are based on the reports of hazards and near misses at Bonava's offices that were submitted to BIA, Bonava's Group-wide reporting system.

The figures for 2024 have been restated, since Bonava's Group function was included in the data for Sweden in the previous year while the data slicing differs from 2024. This year, the data for the Group function is reported under Other activities instead, while the data has been divided between S1 – Own workforce and S2 – Workers in the value chain. For information on hazards and incidents in the value chain, refer to page 115.

**S1-16: Remuneration indicators – total remuneration and pay gaps**

Business unit	2025	
	Total remuneration ratio	Gender pay gap
The Bonava Group	13.5	10.9

**COMMENTS ON THE RESULTS**

In summary, the analysis shows that the highest paid employee earns 13.5 times more than the median value of total remuneration for all employees at Bonava. The gender pay gap in the Group is that average pay for men is 10.9 per cent higher than for women.

**METHODOLOGY**

The information on the total remuneration ratio and pay gaps includes contractual basic salary and, where applicable, allowances, bonuses paid, tax-free and taxable benefits, benefits in kind and overtime payments.

The information is based on data recorded in Bonava’s employee data system as of 31 December 2025 and is supplemented by information on variable remuneration and benefits from local payroll systems. To ensure comparability, salaries for part-time employees were adjusted upward to full-time salaries. For employees on parental leave, the basic salary is calculated as if the person were actively employed. Apprentices and line consultants are excluded from the calculation, as are the CEOs of Bonava Group and Bonava Sverige AB.

We have adjusted the calculation method for 2025. Previously, we based the information on basic salary alone, which means that the data for 2024 is not comparable with the figures for 2025. For this reason, only the data for 2025 is presented.

**S1-17: Incidents, complaints and severe human rights impacts**

Business unit	2025					
	Incidents of discrimination, including harassment		Complaints reported		Serious cases of human rights violations	
	Number	Amount, SEK	Number	Amount, SEK	Number	Amount, SEK
The Bonava Group	0	0	0	0	0	0

**COMMENTS ON THE RESULTS**

No incidents or confirmed complaints were reported in the 2025 financial year. A small number of anonymous and unspecified complaints were received, which could not be investigated due to limited information.

**METHODOLOGY**

Incidents and complaints encompass discrimination and/or harassment on the basis of gender, transgender identity or expression, ethnic affiliation, religion or other statement of faith, disability, sexual orientation and/or age.

The data is based on information received by Bonava’s local or central HR functions or via SpeakUp, Bonava’s whistleblowing function. If incidents led to fines, sanctions or damages, the total amount is reported.

Information relating to severe cases of human rights violations pertain to serious human rights incidents linked to the workforce – for example, forced labour, child labour and/or human trafficking. This data is based on information from Bonava’s local or central HR functions, or from our central legal team.

# S2 – Workers in the value chain

## Material impacts, risks and opportunities

SBM-3

Bonava collaborates with many suppliers, and workers in the value chain are a core theme. Health and safety risks are particularly prevalent on our construction sites – for example, work at heights, heavy lifting or precarious employment.

The impact on workers' health and safety – both as regards how Bonava impacts people in the value chain and how poor working conditions can impact Bonava's operations – was deemed to be a material matter in our double materiality assessment. The table on the right shows the results of our materiality assessment, and the material impacts and risks that are related to workers in the value chain.

## Policies related to value chain workers

MDR-P, S2-1

One of our key programme areas is ensuring that everyone who works for Bonava comes home safe and sound every day. Our Sustainability Policy maintains that we must aim to create a healthy and safe workplace for everyone, everywhere, every day by integrating health and safety in all aspects of our operation.

All of the suppliers in Bonava's housing projects must fulfil Bonava's Group-wide supplier requirements, which apply to both direct suppliers and sub-suppliers. These requirements are based on the UN Global Compact and include respect for human rights, good working conditions, the environment and anti-corruption. This includes prohibitions on child and forced labour, slavery and human trafficking as well as requirements for non-discrimination, freedom of association and collective bargaining, and fair wages. Suppliers must also offer a safe and healthy working environment as well as comply with pertinent environmental, health and safety laws – including procedures for risk management and tracking environmental and safety performance. Each business unit is responsible for monitoring compliance with these requirements.

## Bonava's impacts, risks and opportunities linked to workers in the value chain<sup>1)</sup>

Impact, risk and opportunity	Part of the value chain	Time horizon	Description
<b>Labour</b>			
Actual negative impact	– Upstream	– Short term – Medium term – Long term	Work on a construction site is associated with health and safety risks that have a negative impact on the individuals working on or around our projects.
Potential negative impact	– Upstream	– Short term – Medium term – Long term	Bonava relies on a large number of subcontractors where the transparency into their operations is limited. Although Bonava adheres to strict health and safety rules and standards, there is a complexity in ensuring that the working conditions of Bonava's contractors meet its requirements and expectations. There is thus a potential negative impact linked to precarious employment, long working hours and inadequate wages.
Risk	– Upstream	– Short term – Medium term – Long term	The construction industry is faced with challenges related to health, safety and job security. Any health and safety shortcoming such as work-related accidents, precarious employment, long working hours and inadequate wages could damage Bonava's reputation as a partner and result in negative financial consequences such as legal penalties and difficulties in establishing trustworthy partnerships and collaborations with suppliers and contractors.
<b>Equal treatment and opportunities for all</b>			
Actual negative impact	– Upstream	– Short term – Medium term – Long term	There is a structural risk of negative impact for workers in the value chain, since research shows that discrimination and harassment are more likely to occur in parts of the labour market with weaker oversight, more precarious employment conditions and greater power imbalances. This can lead to unequal treatment and vulnerability, regardless of the undertaking's intentions.

<sup>1)</sup> The workers in focus here are the contractors and subcontractors working at our construction sites. Material negative impacts are related to individual incidents.

Our Group-wide Health and Safety Procedure is focused on integrating health and safety into all parts of Bonava's operation. The policy document applies to and is implemented by the entire organisation and external partners via contracts. The Rules of Procedure contain references to:

- Compliance with all relevant health and safety laws and ordinances in the countries where Bonava operates.
- Systematic, proactive and preventive initiatives to eliminate the risk of serious harm in all our activities.
- Integration of health and safety issues into leadership and daily activities.
- Systematic risk assessments in collaboration with our employees.
- A learning culture of evaluating incidents, training, exchange of experiences and continual improvement.

Furthermore, Bonava's third-party risk strategy comprises an important tool for managing third-party risks. This third-party risk strategy contains minimum safeguards that were developed for all markets to reduce work-related third-party risks. Read more about what the minimum requirements cover under Actions.

Refer to Appendix on pages 119–122 for a more detailed description of Bonava's policies.

## Processes for engaging with value chain workers about impacts S2-2

We conduct systematic work and engage in ongoing dialogue with our suppliers and contractors at our construction sites:

- In procurements, we set clear requirements for ensuring the right expertise and abilities.
- In our supplier requirements, we set requirements for human rights, labour rights, environmental protection and anti-corruption.
- In conjunction with project implementation, we work on introducing, coordinating, monitoring and evaluating our contractors through coordination meetings, safety inspections and other types of inspections where we are in direct dialogue with workers in the value chain as well as with legitimately appointed representatives.

Our Group health and safety division has overall responsibility for contacts with workers in the value chain.

To assess the contact with workers at construction sites, we monitor monthly reporting from subcontractors in Bonava's health and safety management systems. We continually work to ensure and improve the accessibility of reporting in the occupational

health and safety management system in order to understand the perspectives of those workers who may be at particular risk of impact and/or who are marginalised.

## Processes to remediate negative impacts and channels for raising concerns S2-3

Bonava has a structured procedure for assessing which actions are necessary and appropriate when an actual or potential negative impact is identified. An accident or other negative impacts on workers in the value chain is handled on a case-by-case basis, and Bonava's Procedure Reports of Misconduct serves as guidance if a case is brought to our attention.

Workers located at Bonava construction sites can always contact Bonava's site manager to report a problem. Bonava also has SpeakUp, an anonymised whistleblowing function, available to all workers in the value chain. Bonava's supplier requirements include information on the whistleblowing function as an annex to regular supplier contracts, refer to page 116 for information on metrics regarding the proportion and number of new and renewed project-related contracts with supplier requirements included.

An incoming case is analysed on the basis of its character and severity as well as its health and safety, legal and ethical aspects including the need for any emergency actions, rehabilitation or support. Actions for an incoming case may include disciplinary measures or adjustments to the work environment. Bonava does not have a general compensation program but applies assessments on a case-by-case basis. Cases are monitored locally via HR and line managers. If necessary, central HR and Executive Management can be included in the follow-up.

We currently do not have a structured procedure for assessing the extent to which workers in the value chain trust the reporting channels, but it is our understanding that the channels are being used as intended.

## Actions MDR-A, S2-4

All of our actions are intended to fulfil Bonava's policy commitments to creating a healthy and safe workplace for everyone, everywhere, every day. These actions are driven by Bonava's internal strategies and legal requirements, as well as requirements from trade union and industry organisations and banks. One example is the bank initiative in Sweden. The expected outcome of these actions is fulfilment of our strategies, increase the level of maturity in our proactive health and safety work, and comply with external requirements in order to reduce negative impacts and risks concerning workers in the value chain. The time frame

for these actions is aligned with our strategic objectives.

As support in these efforts, we have an established health and safety council that plays a central role in Bonava's health and safety programme. These councils meet regularly and bring together representatives from all business units.

Bonava has not made any significant or specific investments (CapEx) as a direct result of the measures identified. The measures that were taken are being integrated into regular business activities and implemented within the framework of ongoing operational activities.

## Health and safety improvement activities through Everyone Plans

Bonava's strategic health and safety plans – the Everyone Plans – are our key working tool for creating safe and healthy workplaces. All of our business units have an Everyone Plan, which includes activities related to improving health and safety that are intended to create the conditions for a safe and healthy workplace.

The health and safety plans and improvement activities draw on three company-wide themes: Leadership, Proactivity and Learning. These plans are owned by the respective Business Unit Presidents, and the business unit management teams annually approve these improvement activities and monitor them on a monthly and quarterly basis. Bonava's Health and Safety Group function provides support and feedback in the work of business units, and facilitates improvement initiatives that apply across the Group.

The business unit's Everyone Plans in 2025 were used primarily to enhance learning and improvement through more consistent approaches in health and safety, increased knowledge sharing among countries and functions, proactive preventive initiatives and support in leadership and engagement in everyday health and safety behaviours.



### Activities in 2025

#### Germany

- Development of a structured leadership system for health and safety, with targeted leadership training courses to enhance managers' capacity for systematic and preventive efforts around work environment risks.
- Integration of insights from BG Bau, Germany's employer liability insurance association, in developing training activities for site managers and project managers for the purpose of clarifying and underpinning the requirements placed on contractors.
- Mapping and structuring of processes linked to health and safety management systems, to ensure that procedures are up-to-date, consistent and easy to follow.

### Sweden

- Enhanced cooperation with contractors by clarifying health and safety requirements in the tendering and start-up phase, and through closer collaboration during the production stage, especially in turnkey projects.
- Clarification of roles, responsibilities and mandates between Bonava and contractors to ensure uniform approaches and accountability throughout the life cycle of the project.
- Implementation of structured tracking and review procedures, including management-led audits and ongoing monitoring of contractor health and safety during production.
- Enhanced systematic and proactive approach through development of training material for the project organisation, structured start-up meetings with the general contractor and increased visibility of safety leadership through site visits and safety rounds.

### Finland

- Improved daily communication and dialogue on workplace health and safety, including Safety Moments, clarified roles and working methods, and increased visibility for the Health and Safety Council.
- Enhanced feedback culture and focus on psychological safety, with proactive safety elements that promote open discussion concerning risks and safe behaviours.
- Further development of activities around Early Care and structured approaches to harassment and discrimination.
- Improved the selection process for contractors through increased use of supplier feedback as a basis for decision-making, with the intent of enhancing safety in the value chain.

### Baltics

- Enhanced crisis and preparedness activities, including training and exercises in incident management procedures to ensure preparedness even during periods with few serious events.
- Learning, analysis and systematic follow-up of severe incidents, with a focus on root causes, actions and lessons learned in the organisation.
- Introduction of a structured maturity model (Hudson model) to support long-term improvements in health and safety.
- Efforts to increase shared understanding of health and safety requirements for suppliers and subcontractors, including identifying and managing differences in national legislation.
- Efforts to raise awareness at construction sites, through joint briefings and dialogue to strengthen compliance and a culture of safety.

### A culture of learning for increased safety

We are working proactively to identify, recognise, minimise and manage the risks that could negatively impact the health and safety of our contractors, as well as own workforce who are present at the construction sites. Proactive health and safety initiatives also comprise part of the performance-based evaluation of Executive Management.

Training courses in health and safety are mandatory for both Bonava's and contractors' personnel on the basis of role, risk and responsibility. Moreover, everyone receives a health and safety introduction before entering construction sites.

Risk assessment is part of our investment process for projects, and is always done preventively in order to minimise the level of risk. Hazards and near misses are routinely identified and managed through Bonava's shared reporting system, monitoring of the work environment by the managers responsible, inspections and safety inspections.

To monitor hazards, near misses and injuries, investigations are conducted in order to identify the root cause and ensure that the necessary measures are taken. This is important in order to learn from what went wrong and what was done right.

For increased knowledge and awareness in the Group, we share lessons from severe incidents via information to the organisation in the form of "learnings". We also present our learnings in the global Health and Safety Council as well as production manager forum. The ambition is for the business units to identify and act on similar risks in their own operations.

For unsafe or unhealthy situations or behaviours, we use the Time Out tool. This means that our work may be paused so that we can ensure a safe and healthy work environment. Everyone working at and for Bonava can use this tool. A Time Out can be used, for example, if something goes wrong in the project planning, if a risky behaviour is identified or if someone does not comply with our guidelines. This initiative has been approved by the Executive Management Group and aims to strengthen a culture where everyone feels safe in taking a Time Out.



### Activities in 2025

We organise an annual Awareness Week for employees and contractors at our construction sites and offices to strengthen knowledge of and commitment to safety. The theme for 2025 was Learnings and Improvements, with a focus on best practices and learning among the business units from site management, contractors, production and regional management as well as the Group's Head of Data.

Every year on 28 April – the United Nations Day for Safety and Health at Work – health and safety receives extra attention, with the focus for 2025 on how AI and digitisation can contribute to improvements.

In 2025, we had a particularly strong focus on Learnings and Improvements and assessment processes were conducted in three of Bonava's business units. These assessments were intended to identify areas where the countries are performing well, and where sharing lessons with others could be of value, as well as areas where further development is needed. The assessments included the following core themes: procurement of contractors, Bonava's minimum requirements for construction sites, cleanliness and orderliness, and working at heights.

During the year, Bonava's management teams at the business unit levels, including the Executive Management Group, conducted regular site visits as part of a concept called Manager Talks. This activity is intended to strengthen management's operational visibility, identify areas for improvement, and capture and disseminate good practices throughout the organisation, including contractors and subcontractors.

### Third-party risk strategy

Bonava's third-party risk strategy is our tool for managing third-party risks. This third-party risk strategy contains minimum safeguards, applicable to all markets, for reducing work-related third-party risks. The implementation of this strategy in each business unit began in 2024 and continued throughout the year. This strategy encompasses the following minimum requirements, which were developed for all business units:

- Humane working conditions: Everyone working at our construction sites is to be treated with respect and dignity.
- Humane materials production: Materials are to be sustainably extracted and produced.
- Minimum wages: All workers should receive at least the statutory wage.
- Legal employment: All work is recorded, taxed and insured.
- Competence: Workers should be correctly trained and certified.
- Risk assessment: The work should be planned with proactive risk assessments.
- Correct equipment: Everyone should use the correct personal protective and work equipment.

Bonava operates in a sector with inherent risks for human rights violations upstream in the value chain, in particular linked to

extraction of natural resource and materials production in high-risk countries. Extreme complexity is characteristic of value chains in the construction sector, with multiple stages of contracting, global production, limited traceability and varied levels of maturity among suppliers. This means that our opportunities for exerting influence and control upstream are limited.

In light of this, Bonava applies a risk-based approach to due diligence that is aligned with international guidelines. Our commitment is focused on the parts of the value chain where we exercise actual leverage and can exert a direct influence. That is why the emphasis is on respecting and promoting human rights at Bonava's construction sites, where we can set requirements, monitor and – if necessary – take corrective action.



### Activities in 2025

In 2025, the business units in Germany, Sweden and Finland developed implementation plans pertaining to third-party risks on the basis of gap analyses in relation to the minimum requirements in Bonava's third-party risk strategy. An implementation plan for the business unit in the Baltics is also under development. A number of measures were taken as part of the implementation plans in 2025, while other activities are being pursued further by the business units in 2026. Responsibility for the implementation plans lies with each business unit, while the Group Head of Risk and Compliance supports and monitors the business units' efforts.

During the year, Bonava Finland strengthened its work on legal employment and worksite inspections by introducing regular spot checks and more systematic checks on registration and access at the construction sites. For example, fencing and gate procedures have been clarified and will be followed up through health and safety audits.

Bonava Sweden has strengthened the risk-based assessment of potential suppliers. Human rights checks are being strengthened through risk assessment of product groups as well as inspections that are intended to identify shortcomings across the value chain. For high-risk products, suppliers are required to conduct their own risk assessments and document the actions taken. Furthermore, companies are screened before contracts are signed to ensure that no sanctioned companies are hired and that Bonava's minimum requirements are maintained. Supplier audits have been further improved through increased control and follow-up using established systems for business inspections with opportunities to

identify irresponsible operators and companies that do not fulfil requirements for taxes and fees or risk using undeclared labour. This approach is intended to promote fair competition and combat criminality in the construction sector.

During the year, Bonava Germany tightened up its governance concerning working conditions and legal employment through a pilot project with access control and site ID to identify everyone working on construction sites.

## Targets MDR-T

Bonava's strategic goal for workers in the value chain is to reduce the frequency of severe incidents. This goal is clearly linked to our policy commitments for a healthy and safe workplace. Bonava's strategic goal as regards Everyone Plan fulfilment, which is presented in the section on own workforce (S1), is also related to workers in the value chain since the goal includes health and safety improvement activities related to both Bonava's own workforce and workers at Bonava's construction sites. Read more about this goal on page 103.

### Target – Severe incidents

Halving the frequency of severe incidents, including both injuries and near misses through 2026. The base year is 2022 and the target is a frequency lower than 7.1.

Business unit	Number		Frequency	
	2025	2024	2025	2024
Germany	9	13	3.6	4.1
Sweden	0	1	0.0	5.9
Finland	5	4	21.4	12.6
Baltics	9	2	9.7	2.3
Other operations <sup>1)</sup>	0	0	0.0	0.0
<b>Total</b>	<b>23</b>	<b>20</b>	<b>5.7</b>	<b>4.3</b>

<sup>1)</sup> Other operations include Bonava's Group function and Denmark.

### COMMENTS ON THE RESULTS

23 severe incidents – of which 11 injuries and 12 near misses that could have led to a severe incident – were reported in 2025. The most frequent causes of injuries are same-level falls (stumbling, slipping), contact with sharp objects and injuries caused by someone being caught or crushed between objects. The most common types of near missed reported were situations involving the risk of being struck by a flying or falling object, same-level falls and falls from height.

The increase in severe incidents compared to 2024 is linked primarily to a greater number of reported near misses in the Baltics. We feel that this is due to a strengthened culture of reporting and more proactive risk identification in the Baltics, rather than an actual increase in near misses and accidents having occurred.

The prevalence of severe incidents is very much related to incidents at Bonava's construction sites. Only in exceptional cases did the incidents concern office-related injuries and near misses.

### METHODOLOGY

Since 2022, Bonava has measured severe incidents that include injuries (with or without sick leave) and near misses that could have led to a severe incident. Bonava's definition is based on injuries leading to four or more days of sick leave and/or link to actual or potential risk with consequence (4 or 5) and/or risk score of over 10. Bonava uses a 5-by-5 risk matrix to estimate the potential consequences and likelihood that an identified type of incident will occur again. The risk figure is estimated as a potential consequence multiplied by the likelihood. Although it is more or less subjective, the risk classification is used to prioritise efforts and focus on the most serious risks.

The frequency of severe incidents is defined as the number of severe incidents per one million hours worked and is used to ensure that these incidents are decreasing in relation to the number of hours worked.

Incidents from Bonava's workplaces and relevant suppliers are reported via Bonava's Group-wide health and safety reporting system (BIA). Reporting applies to own workforce,

contractors and subcontractors and is supported by Group-level procedures, induction programs, site introductions and regular training.

The figures for 2024 have been restated, since Bonava's Group function was included in the data for Sweden in the previous year. This year, the data for the Group function is reported under Other activities instead.

## Metrics MDR-M

We have identified a number of self-defined metrics linked to Bonava's contractors. We monitor our health and safety activities for our contractors in largely the same way as we do for our own employees. This is a key element in Bonava's strategic health and safety programme.

Bonava's metrics for workers in the value chain have not been validated by any external body.

### Metrics related to hazards and near misses – self-defined metric<sup>1)</sup>

Business unit	Number of hazards reported		Number of reported near misses		Frequency of reported hazards		Frequency of reported near misses		Number of reported audits and inspections		Frequency of reported audits and inspections	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Germany	332	306	4	2	133	97	2	1	1,383	1,455	1,383	1,223
Sweden	22	6	2	2	72	36	7	12	115	13	871	91
Finland	612	49	2	3	2,620	155	9	10	146	180	920	905
Baltics	2,340	2,199	10	4	2,533	2,505	11	5	1,226	843	3,350	2,418
Other operations <sup>2)</sup>	0	0	0	0	0	0	0	0	12	7	153	78
<b>Total</b>	<b>3,306</b>	<b>2,560</b>	<b>18</b>	<b>11</b>	<b>834</b>	<b>563</b>	<b>5</b>	<b>2</b>	<b>2,882</b>	<b>2,498</b>	<b>1,658</b>	<b>1,269</b>

<sup>1)</sup> All metrics pertain to hazards and near misses in Bonava's construction sites.

<sup>2)</sup> Other operations include Bonava's Group function and Denmark.

#### COMMENTS ON THE RESULTS

The number of reported hazards and near misses increased during the year. This increase is linked primarily to a greater number of hazards reported in Finland and the Baltics. The increase in Finland is a result of improved data integration, with Bonava Finland enabling a direct data stream from Congrid, the local quality and safety system, to Power BI, the Group-wide reporting system. This has permitted better transparency and more complete reporting compared with 2024. The increase in the number of reported risk observations and near misses in the Baltics is regarded as positive and is attributable to a move towards a greater degree of transparency and proactivity.

The number of reported audits and inspections increased during the year. In 2025, Bonava's business unit management teams prioritised an active presence at construction sites through the "Manager Talks" concept, which focuses on dialogue, learning and identifying areas for improvement. This approach promoted an enhanced culture of safety and will continue, going forward.

#### METHODOLOGY

A hazard is defined as a predicted event, source of exposure or source of energy that could lead to an incident or ill health. A hazard can also concern property damage or unplanned environmental impact. The frequency of hazards is calculated as the total number of hazards in relation to the total number of hours worked for contractors.

A near miss is defined as an event that did not result in an injury but had the potential to do so. Near misses can also apply to property damage or environmental impact. The frequency of near misses is defined as the number of near misses per 1,000,000 hours worked.

Hours worked are based on an access card system, and where such data is absent – as in Germany – the hours are calculated using a standardised method based on contract expenses, share of the work and average salary. The number of reported hazards and near misses is based on the reports that were submitted to BIA, Bonava's Group-wide reporting system, and are linked to our projects.

The number of reported audits refer to internal audits conducted by Bonava's employees. Inspections involve observations of our construction sites and are performed by Bonava's Group function or external partners. Each business unit reports the number of audits and inspections on a monthly basis via Bonava's Group-wide system. The frequency of reported audits and inspections is calculated according to the number of reports per million hours worked.

The figures for 2024 have been restated, since Bonava's Group function was included in the data for Sweden in the previous year while the data slicing differs from 2024. This year, the data for the Group function is reported under Other activities instead, while the data has been divided between S1 – Own workforce and S2 – Workers in the value chain. For information on hazards and near misses in Bonava's offices, refer to page 108.

## Supplier requirement metrics – self-defined metric

Business unit	Number of new and renewed project-related contracts with Supplier Requirements included		Proportion of new and renewed project-related contracts with Supplier Requirements included, %	
	2025	2024	2025	2024
Germany	1,231	1,253	100	100
Sweden	75	26	100	100
Finland	140	83	100	100
Baltics	460	256	97	94
Other operations <sup>1)</sup>	n/a	n/a	n/a	n/a
<b>Total</b>	<b>1,906</b>	<b>1,618</b>	<b>98</b>	<b>97</b>

n/a = not applicable

<sup>1)</sup> Includes Bonava's Group function and Denmark

### COMMENTS ON THE RESULTS

The outcome for 2025 is close to 100 per cent overall, reflecting the fact that, as a rule, Bonava's supplier requirements are attached to all new and renewed project-related contracts. The results confirm that the fundamental contractual conditions for ESG requirements in the value chain are in place. Exceptions pertain to a limited number of small or service-based contracts where the supplier's own contract templates are used.

### METHODOLOGY

The purpose of this metric is to ensure that Bonava's Group-wide supplier requirements regarding ESG have been formally integrated into new and renewed project-related agreements. Since the Supplier Requirements are mandatory in our contracts, this metric serves primarily as a validity check. Bonava's Group function performs checks for completeness and reasonableness and consolidates business unit reporting for Group reporting. All site-related contractor and supplier agreements in all business units during the reporting year are covered.

This information is collected into Bonava's Group function at the end of the year through the business units reporting the following to the Group function:

1. the total number of site-related construction and supply contracts; and
2. the number and proportion where Bonava's Supplier Requirements are attached. The proportion is calculated by dividing the number of contracts with supplier contracts attached by the total number of site-based construction contracts.

The local purchasing functions are responsible for this information, and retrieve the data from local purchasing systems.

The figures for 2024 have been restated, since Bonava's Group function was included in the data for Sweden in the previous year. This year, the data for the Group function is reported under Other activities instead.

## G1 Business conduct

### Material impacts, risks and opportunities SBM-3

The construction industry is particularly vulnerable to risks of corruption due to complex value chains and large financial flows. For Bonava, trust and integrity are crucial in all of its relationships – from suppliers and contractors to customers and authorities.

Business conduct and anti-corruption – both how we influence societal trust and how a lack of ethics can impact our business – were identified as material matters in our double materiality assessment. The table below shows the results of our materiality assessment, and the material impacts and risks that are related to business conduct.

#### Bonava's material impacts, risks and opportunities linked to business conduct

Impact, risk and opportunity	Part of the value chain	Time horizon	Description
<b>Corruption and bribery</b>			
Potential negative impact	<ul style="list-style-type: none"> <li>– Upstream</li> <li>– Own operations</li> </ul>	<ul style="list-style-type: none"> <li>– Short term</li> <li>– Medium term</li> <li>– Long term</li> </ul>	Potential negative impacts arise because the structure of the sector (large contracts, numerous operators, complex decisions) can lead to inappropriate or unethical consequences for individuals and communities, regardless of the undertaking's intentions.
Risk	<ul style="list-style-type: none"> <li>– Upstream</li> <li>– Own operations</li> </ul>	<ul style="list-style-type: none"> <li>– Short term</li> <li>– Medium term</li> <li>– Long term</li> </ul>	Bonava's operation covers a broad range of business relationships, including with municipalities, joint ventures, suppliers, contractors and customers. These relationships entail exposure to risks linked to corruption and bribery. Potential incidents related to corruption and bribery can result in financial losses, legal sanctions, damaged trust and lost business opportunities.

### Prevention and detection of corruption and bribery G1-3

To ensure compliance with all external and internal regulations, we have introduced an integrity initiative: Our Foundation, which includes a firm stance against, for example, all forms of corruption and bribery. We utilise various mandatory training programs to ensure that everyone who works for Bonava understands and embraces the content of Our Foundation. We have also appointed ethics advisors in all our markets to provide support and guidance in fulfilling Our Foundation.

We have several policies, policy documents and working procedures that guide us in our work. All of our policies and guidelines presented below have been published on Bonava's intranet and

communicated through mandatory training courses, team discussions and other internal communication channels. There are also notice boards in Bonava's offices that are used to convey information about our ethical principles and our whistleblowing function. External parties can find information about Bonava's Code of Conduct, the whistleblowing function and related governing documents on Bonava's Group website and local websites. Suppliers making deliveries to Bonava's construction sites also adopt Bonava's supplier requirements, which contain requirements related to anti-corruption.

## Policies and governing documents related to corruption and bribery

### Code of Conduct

Everyone working at and for Bonava must act in accordance with Bonava's Code of Conduct. The Code of Conduct includes references to compliance with all external and internal regulations, preventing the influence of factors that conflict with Bonava's interests on decisions and permitting the giving and receiving of gifts, entertainment and arrangements only if they do not create conflicts of interest or have any impact on decisions made for Bonava.

### Supplier requirements

In addition to taking Bonava's Code of Conduct into account, our suppliers must comply with our Supplier Requirements. The stipulations include our suppliers ensuring that no bribes are offered or received in connection with the provision of its services and/or products. In order to ensure compliance with these requirements, Bonava has the right to conduct audits, with or without a third party. If the audit reveals non-compliance, the supplier must immediately take the necessary measures. If the supplier does not follow Bonava's instructions, Bonava may take measures that include suspending or terminating the cooperation. Each business unit is responsible for monitoring compliance with supplier requirements.

### Third-party risk strategy

Our third-party risk strategy contains minimum safeguards related to auditing corruption risks, control mechanisms in land acquisition, anti-corruption training, and checks of purchasing decisions, card payments, payment authorisations, sponsorships and donations. Our business units are responsible for implementing these measures. These activities are monitored at the business unit level. Read more about this under Monitoring, reporting and investigation.

### Other policies and governing documents

In addition to the commitments mentioned above, we have several governing documents that provide guidance and are intended to counteract the occurrence of corruption and bribery:

- We have ethical guidelines that are intended to provide our employees with guidance concerning the management of issues including business entertainment, personal gifts, conflicts of interest and competition legislation in an ethically correct manner.
- We have a decision-making procedure that is intended to create clear and professional guidelines for decision-making and the

division of responsibilities within the Bonava Group. It defines such matters as which decisions require the Board's involvement, and provides guidance on how decisions should be made in different parts of the organisation.

- We have an Authorization Procedure that regulates how decisions are delegated within the organisation, outside the investment process itself. In terms of decision-making and responsibility, we use the RACI model: Responsible, Accountable, Consulted, Informed.

See Appendix on pages 119–122 for a more detailed description of Bonava's policies.

### Monitoring, reporting and investigation

In the event of suspected violations of law and policy, Bonava's employees are encouraged to contact their immediate supervisor or the local ethics advisors. Bonava's employees and suppliers can also report misconduct anonymously through SpeakUp, Bonava's external whistleblowing system. Through the supplier requirements, our suppliers are encouraged to report suspicions of non-compliance, either to Bonava directly or via SpeakUp.

As part of the implementation of our third-party risk strategy, our business legal teams – at both the Group and business unit level – have initiated annual compliance audits. The objective of these audits is to verify procedural compliance and efficiency of checks in areas relevant to violations of Bonava's values and ethical principles, including corruption. The results of the compliance audits are evaluated by Executive Management and shared within Bonava's legal network.

Deviations that are reported through the whistleblowing function or other channels are investigated in accordance with established procedures and in line with our misconduct management procedure. This procedure ensures that reports of irregularities are properly handled in a consistent manner and in accordance with the seriousness of the reported behaviour. An incoming case is never investigated by any parties that are affected by or involved in the case, and anyone who submits a report is protected from retaliation.

If a case is submitted, the Group Head of Risk and Compliance conducts an initial assessment of the case. If the case is deemed to be a likely breach of our values and principles, an internal investigation is launched, with a lead investigator being appointed depending on who the case concerns. The investigation is documented in accordance with our internal guidelines and the results are communicated to the parties concerned and compiled for the Board.

If an investigation reveals an actual deviation, measures are established that – depending on the degree of severity and existence of intent behind the deviation – could include everything from amended internal routines to formal warnings, termination of employment and/or a police report.

### Training

As part of Our Foundation, all of Bonava's employees take an online ethics course that includes guidance on anti-corruption conflicts of interest, personal gifts and representation. This ethics course includes interactive exercises and ends with a knowledge test that is required for completion. In 2025, Bonava introduced an updated and more comprehensive version of its online training with more interactive elements and current practical examples. The course was created by Bonava's Group function for Risk and Compliance in collaboration with external training specialists to ensure an educational approach.

All staff have been asked to implement this new training by the end of 2025. By the end of the year, 84 (94) per cent of all employees had completed Bonava's previous online training and 64 per cent had completed the new course. The completion rate for the previous training course decreased compared to 2024 owing to monitoring being terminated before the new course had been launched. Employee participation in the online course is reported quarterly to the Board. No separate or individually targeted training courses in anti-corruption and bribery were conducted for the Board of Directors during the reporting year. Apart from online training in ethics, we previously organised group discussions for everyone at Bonava, with opportunities for discussion and practical experience in managing ethical dilemmas. Starting in 2025, the group discussions were replaced by the new, more comprehensive online training.

## Metrics MDR-M, G1-4

### G1-4: Confirmed incidents of corruption or bribery

Bonava did not receive any convictions or pay any penalty amounts for violation of anti-corruption and anti-bribery laws in 2025.

# Appendix

## Descriptions of Bonava's policies MDR-P

	Sustainability Policy	Environmental and Climate Action Guidelines	Internal Control Procedure
<b>Main content and purpose</b>	<p>Bonava's Sustainability Policy encompasses Bonava's environmental, social and governance-related sustainability commitments.</p> <p>The Policy establishes minimum standards for environmental responsibilities, social responsibilities and governance responsibilities in all of Bonava's operations.</p>	<p>Bonava's Environment and Climate Action Guidelines govern how Bonava manages and controls its material impacts, risks and opportunities related to climate change mitigation and adaptation, pollution prevention and control, water use, biodiversity and ecosystems, and resource use and circular economy.</p>	<p>Bonava's Group-wide Internal Control Procedure is intended to describe how Bonava works with risk management and internal controls.</p> <p>The Procedure contains minimum requirements for internal controls and states that Bonava must conduct an annual overall risk assessment based on the Group's vision and goals.</p>
<b>Material impacts, risks and opportunities that the policy relates to</b>	<ul style="list-style-type: none"> <li>– Climate change mitigation</li> <li>– Climate change adaptation</li> <li>– Energy</li> <li>– Hazardous and highly hazardous substances</li> <li>– Substances of concern</li> <li>– Biodiversity loss due to change in land use</li> <li>– Species population size</li> <li>– Species global extinction risk</li> <li>– Resource inflows</li> <li>– Waste</li> <li>– Working conditions (S1 and S2)</li> <li>– Equal treatment and opportunities for all (S1 and S2)</li> <li>– Corruption and bribery</li> </ul>	<ul style="list-style-type: none"> <li>– Climate change mitigation</li> <li>– Climate change adaptation</li> <li>– Energy</li> <li>– Hazardous and highly hazardous substances</li> <li>– Substances of concern</li> <li>– Biodiversity loss due to change in land use</li> <li>– Species population size</li> <li>– Species global extinction risk</li> <li>– Resource inflows</li> <li>– Waste</li> </ul>	<ul style="list-style-type: none"> <li>– Macroeconomic risks</li> <li>– Strategic risks</li> <li>– Operational risks</li> <li>– Compliance risks</li> <li>– Financial risks</li> </ul> <p>These risks encompass material impacts, risks and opportunities in areas such as the environment, climate and security.</p>
<b>Scope</b>	<p>This policy encompasses all operations in Bonava and includes commitments related to Bonava's entire value chain.</p>	<p>This policy encompasses all operations in Bonava and includes commitments related to Bonava's entire value chain.</p>	<p>This procedure encompasses all operations in Bonava and includes commitments related to Bonava's entire value chain.</p>
<b>Level of responsibility</b>	<p>Adopted by the Board of Directors on 6 December 2024.</p> <p>Bonava's CEO has overall responsibility for the policy, but has delegated ownership of the policy to Bonava's Group Head of ESG Control and Reporting.</p>	<p>Adopted by SVP Brand &amp; Culture on 5 May 2025. SVP Brand and Culture has ownership of the guidelines. Group ESG provides coordination support to ensure that the business units' efforts and initiatives are aligned with the guidelines, eliminating differences and/or duplication and facilitating the monitoring of progress.</p>	<p>Adopted by the CEO of Bonava on 12 November 2020.</p> <p>Bonava's Chief Financial Officer (CFO) has been assigned ownership of this Policy.</p>

	Sustainability Policy	Environmental and Climate Action Guidelines	Internal Control Procedure
Links to standards and third-party initiatives	<ul style="list-style-type: none"> <li>– UN Global Compact universal principles on human rights, labor, environment and anti-corruption</li> <li>– OECD Guidelines for Multinational Enterprises</li> <li>– ILO Declaration on Fundamental Principles and Rights at Work</li> <li>– Greenhouse Gas Protocol and Science Based Targets initiative pertaining to climate targets</li> </ul>	The guidelines are designed to take international agreements, including the Paris Agreement, into account.	Bonava applies the COSO definition of risk.
Taking stakeholder interests into account	The policy documents referred to in this report were developed internally on the basis of applicable regulatory frameworks such as the CSRD, as well as international frameworks such as the UN Global Compact, which indirectly take stakeholders' interests into account. Separate external stakeholder dialogues have not been conducted in conjunction with the development of these policy documents.		
Accessibility of the policy	Group Head of ESG Control and Reporting ensures that all business units and their employees are aware of the Sustainability Policy. Compliance with the guidelines is monitored by each business unit.	Group Environment and Climate Action Manager ensures that all business units are aware of the guidelines. Compliance with the guidelines is routinely monitored by each business unit.	The Policy is made available through a formal approval by the Board and the Audit Committee, as well as through integration into the annual risk assessments coordinated by the Risk Committee.
	Third-party risk strategy	Supplier requirements	Code of Conduct
Main content and purpose	Bonava's third-party risk strategy contains minimum safeguards to reduce third-party risks. The framework applies to all markets and includes, for example, minimum requirements regarding climate change mitigation, working conditions and business conduct.	Bonava's supplier requirements encompass Bonava's direct suppliers and sub-suppliers to Bonava's housing projects, and includes requirements for the environment; systematic environmental and health, safety, environmental and quality initiatives; acceptable wage levels; working time and paid holiday leave as well as requirements regarding responsibility for human rights, anti-corruption and tax payments.	Bonava's Code of Conduct builds on a shared responsibility to society, customers, investors, colleagues and the company's stakeholders. All employees are expected to act in line with the values and principles that are defined in the Code of Conduct.
Material impacts, risks and opportunities that the policy relates to	<ul style="list-style-type: none"> <li>– Environment pertaining to verification of building materials and waste management</li> <li>– Working conditions for workers in the value chain (S2)</li> <li>– Equal treatment and equal opportunities for workers in the value chain (S2)</li> <li>– Corruption and bribery</li> </ul>	<ul style="list-style-type: none"> <li>– Climate change mitigation</li> <li>– Substances of concern</li> <li>– Support the precautionary principle regarding environmental initiatives</li> <li>– Working conditions for workers in the value chain (S2)</li> <li>– Equal treatment and equal opportunities for workers in the value chain (S2)</li> <li>– Corruption and bribery</li> </ul>	<ul style="list-style-type: none"> <li>– Climate change mitigation</li> <li>– Climate change adaptation</li> <li>– Energy</li> <li>– Hazardous and highly hazardous substances</li> <li>– Substances of concern</li> <li>– Biodiversity loss due to change in land use</li> <li>– Species population size</li> <li>– Species global extinction risk</li> <li>– Resource inflows</li> <li>– Waste</li> <li>– Working conditions (S1 and S2)</li> <li>– Equal treatment and opportunities for all (S1 and S2)</li> <li>– Corruption and bribery</li> </ul>
Scope	This policy encompasses all operations in Bonava and includes commitments related to Bonava's own workforce and upstream value chain.	This policy encompasses all of Bonava's suppliers, as well as sub-suppliers, in Bonava's housing projects.	This policy encompasses all of Bonava's own workforce and operations, and includes commitments related to Bonava's own workforce and value chain.

	Third-party risk strategy	Supplier requirements	Code of Conduct
Level of responsibility	Bonava's ESG Committee has approved the third-party risk strategy. At the business unit level, each Business Unit President has nominated a person to be responsible for coordinating the implementation plan.	n/a	The CEO has ultimate responsibility.
Links to standards and third-party initiatives	n/a	<ul style="list-style-type: none"> <li>– UN Global Compact universal principles on human rights, labor, environment and anti-corruption</li> </ul>	<ul style="list-style-type: none"> <li>– UN Global Compact universal principles on human rights, labor, environment and anti-corruption</li> <li>– OECD Guidelines for Multinational Enterprises</li> <li>– Science Based Targets initiative</li> </ul>
Taking stakeholder interests into account	The policy documents referred to in this report were developed internally on the basis of applicable regulatory frameworks such as the CSRD, as well as international frameworks such as the UN Global Compact, which indirectly take stakeholders' interests into account. Separate external stakeholder dialogues have not been conducted in conjunction with the development of these policy documents.		
Accessibility of the policy	At the business unit level, each BU President has nominated one person to be responsible for leading the implementation plan and to ensure its availability.	This policy is part of Bonava's supplier agreement.	The Code of Conduct is available on Bonava's website. All new employees are presented with the Bonava Code of Conduct at the start of their employment.
	Authorization Procedure	Health and Safety Procedure	Procedure Reports of Misconduct
Main content and purpose	Bonava's decision-making procedure contains guidelines for making decisions in Bonava. The purpose is to create clear and professional guidelines for decision-making procedures and the division of responsibilities within the Bonava Group.	Bonava's Health and Safety Procedure is focused on integrating health and safety into all parts of Bonava's operation. It aims to create a culture of care, psychological safety and a systematic safety programme.	Bonava's procedure for handling misconduct governs how Bonava is to handle reports of misconduct in a uniform manner. This procedure also defines roles and responsibilities for the topic.
Material impacts, risks and opportunities that the policy relates to	<ul style="list-style-type: none"> <li>– Corruption and bribery</li> </ul>	<ul style="list-style-type: none"> <li>– Working conditions (S1 and S2)</li> <li>– Equal treatment and opportunities for all (S1 and S2)</li> </ul>	<ul style="list-style-type: none"> <li>– This procedure relates to misconduct in general and can, for example, concern the areas:</li> <li>– Corruption and bribery</li> <li>– Working conditions (S1 and S2)</li> <li>– Equal treatment and opportunities for all (S1 and S2)</li> </ul>
Scope	This policy encompasses all operations in Bonava and includes commitments related to Bonava's own workforce.	This procedure encompasses all employees in the Bonava Group as well as all contractors, suppliers and other partners through individual contracts.	This procedure covers all of Bonava's own workforce and operators in Bonava's value chain.
Level of responsibility	Adopted by the Board of Directors on 9 April 2025. The CEO has ownership of the document.	Adopted by the CEO on 31 March 2021. The CEO, together with the Business Unit Presidents and all managers in Bonava, are responsible for implementing the procedure in their organisation or team. Group Head of Health & Safety has ownership of the document.	Adopted 3 March 2020. General Counsel has ownership of the document. The Group Head of Risk and Compliance is responsible for monitoring compliance by keeping a register of reported irregularities and reporting all compliance incidents annually to the Audit Committee and the Board.
Links to standards and third-party initiatives	n/a	n/a	n/a

	Authorization Procedure	Health and Safety Procedure	Procedure Reports of Misconduct
<b>Taking stakeholder interests into account</b>	The policy documents referred to in this report were developed internally on the basis of applicable regulatory frameworks such as the CSRD, as well as international frameworks such as the UN Global Compact, which indirectly take stakeholders' interests into account. Separate external stakeholder dialogues have not been conducted in conjunction with the development of these policy documents.		
<b>Accessibility of the policy</b>	<p>The Investment Policy is included in Bonava's internal governance frameworks, which ensures that staff working on investment planning, land acquisition and project development have access to them.</p> <p>This document is shared via Bonava's internal news portal, where authorised persons can access it.</p>	<p>The Health and Safety Policy applies to and is implemented by the entire organisation and external partners via contracts.</p> <p>It is implemented through:</p> <ul style="list-style-type: none"> <li>– Leadership principles and onboarding.</li> <li>– Locally owned improvement plans.</li> <li>– Communication and training in safety culture.</li> </ul>	n/a
	HR Procedure	Authorization Procedure	Ethical guidelines
<b>Main content and purpose</b>	Bonava's HR Procedure is our Group-wide policy document for all HR processes and procedures. Together with the local HR procedures and the applicable laws and regulations in our respective markets, the HR Policy forms the basis for how we are to work with our employees.	Bonava's Authorization Procedure is intended to achieve a Group-wide, decentralised decision-making process within the framework of established goals, the Group's strategy and adopted Group-wide guidelines and policies.	Bonava's ethical guidelines are intended to guide its employees in always following Bonava's values, Code of Conduct and culture. It contains ethical guidelines to help make the right decisions in difficult situations.
<b>Material impacts, risks and opportunities that the policy relates to</b>	<ul style="list-style-type: none"> <li>– Working conditions (S1)</li> <li>– Equal treatment and equal opportunities (S1)</li> </ul>	– Corruption and bribery	– Corruption and bribery
<b>Scope</b>	This procedure encompasses all operations in Bonava and includes commitments related to Bonava's own workforce.	This procedure encompasses all operations in Bonava and includes commitments related to Bonava's own workforce.	This policy encompasses all operations in Bonava and includes commitments related to Bonava's own workforce.
<b>Level of responsibility</b>	<p>Adopted by the CEO on 31 March 2021.</p> <p>The document is owned by SVP Human Resources. The Business Unit Presidents, together with the business unit HR Managers, are responsible for implementing this policy in their respective business units.</p>	<p>Adopted by the CEO on 1 April 2022.</p> <p>The CEO has ownership of the document.</p>	Bonava's Ethics Advisor is responsible for the ethical guidelines.
<b>Links to standards and third-party initiatives</b>	n/a	n/a	n/a
<b>Taking stakeholder interests into account</b>	The policy documents referred to in this report were developed internally on the basis of applicable regulatory frameworks such as the CSRD, as well as international frameworks such as the UN Global Compact, which indirectly take stakeholders' interests into account. Separate external stakeholder dialogues have not been conducted in conjunction with the development of these policy documents.		
<b>Accessibility of the policy</b>	The Business Unit Presidents, together with the business unit HR Managers, ensure that their staff are aware of this Procedure.	n/a	The ethical guidelines are addressed in Bonava's Our Foundation online training course.

## List of datapoints originating from other EU legislation IRO-2

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/not material	Page number
ESRS 2 GOV-1 – Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex I		Commission Delegated Regulation (EU) 2020/1816 (5), Annex II		Material	70
ESRS 2 GOV-1 – Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		Material	70
ESRS 2 GOV-4 – Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex I				Material	70
ESRS 2 SBM-1 – Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicator number 4 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453 (6), Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not material	-
ESRS 2 SBM-1 – Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Not material	-
ESRS 2 SBM-1 – Involvement in activities related to controversial weapons point (d) iii	Indicator number 14 Table #1 of Annex I		Delegated Regulation (EU) 2020/1818 Art 12 (1) (7), Delegated Regulation (EU) 2020/1816, Annex II		Not material	-
ESRS 2 SBM-1 – Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material	-
ESRS E1-1 – Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	Material	70
ESRS E1-1 – Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		Material	76–77

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/not material	Page number
ESRS E1-4 – GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book - Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		Material	82–84
ESRS E1-5 – Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator number 5 Table #2				Not material	–
ESRS E1-5 – Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex I				Not material	–
ESRS E1-5 – Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 5 Table #1 of Annex I				Not material	–
ESRS E1-6 – Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		Material	85–87
ESRS E1-6 – Gross GHG emissions intensity paragraphs 53 to 55	Indicator number 3 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		Material	85–87
ESRS E1-7 – GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Not material	–
ESRS E1-9 – Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II, Delegated Regulation (EU) 2020/1816, Annex II		Phase-in	–
ESRS E1-9 – Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 – Location of significant assets at material physical risk paragraph 66 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, paragraphs 46 and 47; Template 5: Banking book – Climate change physical risk: Exposures subject to physical risk.			Phase-in	–

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ not material	Page number
ESRS E1-9 – Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book – Climate change transition risk: Loans collateralised by immovable property – Energy efficiency of the collateral			Phase-in	-
ESRS E1-9 – Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Phase-in	-
ESRS E2-4 – Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex I Indicator number 2 Table #2 of Annex I Indicator number 1 Table #2 of Annex I Indicator number 3 Table #2 of Annex I				Not material	-
ESRS E3-1 – Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex I				Not material	-
ESRS E3-1 – Dedicated policy paragraph 13	Indicator number 8 Table #2 of Annex I				Not material	-
ESRS E3-1 – Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex I				Not material	-
ESRS E3-4 – Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex I				Not material	-
ESRS E3-4 – Total water consumption in m <sup>2</sup> per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex I				Not material	-
ESRS 2-SBM 3-E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex I				Phase-in	-
ESRS 2-SBM 3-E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex I				Phase-in	-
ESRS 2-SBM 3-E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex I				Phase-in	-

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ not material	Page number
ESRS E4-2 – Sustainable land/agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex I				Material	90
ESRS E4-2 – Sustainable oceans/seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex I				Not material	-
ESRS E4-2 – Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex I				Not material	-
ESRS E5-5 – Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex I				Material	97
ESRS E5-5 – Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex I				Material	97
ESRS 2-SBM3-S1 – Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				Not material	-
ESRS 2-SBM3-S1 – Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				Not material	-
ESRS S1-1 – Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex I				Not material	-
ESRS S1-1 – Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		Material	99
ESRS S1-1 – Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				Material	99
ESRS S1-1 – Workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				Material	99
ESRS S1-3 – Grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				Material	100

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ not material	Page number
ESRS S1-14 – Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	107
ESRS S1-14 – Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				Material	107
ESRS S1-16 – Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	109
ESRS S1-16 – Excessive CEO pay ratio paragraph 97 (b)	Indicator number 3 Table #3 of Annex I				Material	109
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ESRS S3-1 – Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		Not material	-
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## Consolidated income statement

	Note	2025	2024
<b>Profit/loss for the Group</b>	1, 12		
Net sales	2, 3	7,725	8,194
Production costs	4, 5, 7, 9, 11, 15, 21	-6,738	-7,514
<b>Gross profit</b>		<b>987</b>	<b>680</b>
Selling and administrative expenses	4, 5, 6, 7, 9, 11, 21	-625	-658
<b>EBIT</b>		<b>362</b>	<b>22</b>
Financial income		185	48
Financial expenses		-613	-571
<b>Net financial items</b>	8	<b>-428</b>	<b>-524</b>
<b>Profit/loss before tax</b>		<b>-67</b>	<b>-501</b>
Tax on profit/loss for the year	14	-22	-17
<b>Profit/loss for the year<sup>1)</sup></b>		<b>-89</b>	<b>-518</b>
<b>Per share data (before and after dilution)</b>			
Profit/loss for the year, SEK	25	-0.28	-1.85
Cash flow from operating activities, SEK		1.21	2.02
Shareholders' equity, SEK		21.61	22.36
Average number of shares outstanding, in millions, before and after dilution		321.6	279.9
Number of shares at end of the year, million		321.6	321.6

<sup>1)</sup> Profit for the full year is attributed to Bonava AB's shareholders.

## Consolidated statement of comprehensive income

	Note	2025	2024
<b>Profit/loss for the year</b>		<b>-89</b>	<b>-518</b>
<i>Items that have been or could be reclassified to profit for the period:</i>			
Translation differences during the year in translation of foreign operations		-150	93
<b>Other comprehensive income for the year</b>		<b>-150</b>	<b>93</b>
<b>Comprehensive income for the year<sup>1)</sup></b>		<b>-239</b>	<b>-425</b>

<sup>1)</sup> Comprehensive income for the full year is attributable to Bonava AB's shareholders.

# Consolidated balance sheet

	Note	2025	2024
<b>ASSETS</b>	1, 12, 23		
<b>Fixed assets</b>			
Goodwill	9	22	22
Investment properties	10	268	286
Real estate used in business operations	11	32	33
Right-of-use assets, buildings		42	89
Machinery and equipment	11	77	105
Right-of-use assets, machinery and equipment		30	40
Non-current receivables	13	135	625
Deferred tax assets	14	124	137
<b>Total fixed assets</b>	24	<b>729</b>	<b>1,338</b>
<b>Current assets</b>			
<b>Housing projects</b>			
Properties held for future development	15	6,331	7,150
Ongoing housing projects	15	6,568	6,565
Right-of-use assets, ongoing housing projects		30	33
Completed housing units	15	727	1,007
<b>Housing projects</b>		<b>13,656</b>	<b>14,755</b>
Current tax asset		38	16
Accounts receivable		199	255
Prepaid expenses and accrued income		55	57
Other receivables	13	751	240
Cash and cash equivalents	23	220	593
<b>Total current assets</b>	24	<b>14,919</b>	<b>15,917</b>
<b>TOTAL ASSETS</b>		<b>15,647</b>	<b>17,254</b>

	Note	2025	2024
<b>SHAREHOLDERS' EQUITY</b>			
Share capital	16	538	538
Other capital contributions		5,368	5,368
Reserves		309	459
Profit brought forward incl. comprehensive income for the year		728	817
<b>Shareholders' equity attributable to Bonava AB's shareholders</b>		<b>6,945</b>	<b>7,184</b>
Non-controlling interest		5	5
<b>Total shareholders' equity</b>		<b>6,950</b>	<b>7,189</b>
<b>LIABILITIES</b>			
<b>Non-current liabilities</b>			
Non-current interest-bearing liabilities	17	2,775	2,810
Non-current interest-bearing lease liabilities	17	60	103
Other non-current liabilities	19	5	18
Deferred tax liabilities	14	21	42
Provisions	18	469	510
<b>Total non-current liabilities</b>	24	<b>3,330</b>	<b>3,483</b>
<b>Current liabilities</b>			
Current interest-bearing liabilities	17	765	1,341
Current interest-bearing lease liabilities	17	38	56
Accounts payable		297	292
Current tax liability		149	112
Accrued expenses and deferred income	20	1,006	1,035
Other current liabilities	19	2,951	3,423
Provisions	18	159	322
<b>Total current liabilities</b>	24	<b>5,367</b>	<b>6,582</b>
<b>Total liabilities</b>		<b>8,697</b>	<b>10,065</b>
<b>TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES</b>		<b>15,647</b>	<b>17,254</b>

# Consolidated statement of changes in shareholders' equity

	Shareholders' equity attributable to Bonava AB's shareholders					Non-controlling interest	Total shareholders' equity
	Share capital	Other capital contributions	Translation reserve	Profit brought forward	Total		
<b>Opening shareholders' equity, 1 January 2024</b>	<b>434</b>	<b>4,569</b>	<b>366</b>	<b>1,226</b>	<b>6,596</b>	<b>5</b>	<b>6,601</b>
Profit/loss for the year				-518	-518	—	-518
Other comprehensive income	—	—	93	—	93	—	93
<b>Total comprehensive income</b>	<b>0</b>	<b>0</b>	<b>93</b>	<b>-518</b>	<b>-425</b>	<b>0</b>	<b>-425</b>
Reduction in share capital	-325	—	—	325	0	—	0
Bonus issue	216	—	—	-216	0	—	0
New share issue	214	836	—	—	1,050	—	1,050
Issuing costs	—	-37	—	—	-37	—	-37
Performance-based incentive programme	—	—	—	—	0	—	0
<b>Total transactions with shareholders</b>	<b>105</b>	<b>799</b>	<b>0</b>	<b>109</b>	<b>1,013</b>	<b>0</b>	<b>1,013</b>
<b>Closing shareholders' equity, 31 December 2024</b>	<b>538</b>	<b>5,368</b>	<b>459</b>	<b>817</b>	<b>7,184</b>	<b>5</b>	<b>7,189</b>
Profit/loss for the year	—	—	—	-89	-89	—	-89
Other comprehensive income	—	—	-150	—	-150	—	-150
<b>Total comprehensive income</b>	<b>0</b>	<b>0</b>	<b>-150</b>	<b>-89</b>	<b>-239</b>	<b>0</b>	<b>-239</b>
Performance-based incentive programme	—	—	—	—	0	—	0
<b>Total transactions with shareholders</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>0</b>	<b>—</b>	<b>0</b>
<b>Closing shareholders' equity, 31 December 2025</b>	<b>538</b>	<b>5,368</b>	<b>309</b>	<b>728</b>	<b>6,945</b>	<b>5</b>	<b>6,950</b>

## Change in shareholders' equity

The change in shareholders' equity consists of profit for the year and other comprehensive income for the year, dividends, new share issue and effects of the long-term performance-based incentive programme.

## Other capital contributions

Shareholders' equity paid up by shareholders.

## Translation reserve

The translation reserve comprises translation differences arising from the translation of the financial statements of foreign subsidiaries into the reporting currency of the Group.

## Profit brought forward including comprehensive income for the year

This item includes accrued earnings in Bonava and transactions with shareholders such as dividends, repurchases of treasury shares and performance-based incentive programmes. In 2024, profit brought forward was also affected by the reduction of share capital and bonus issue.

# Consolidated cash flow statement

	Note	2025	2024
<b>OPERATING ACTIVITIES</b>			
<b>Profit/loss before tax</b>		-67	-501
<i>Adjustments for items not included in cash flow:</i>			
- Depreciation/amortisation	5	86	109
- Impairment losses		17	271
- Exchange rate differences		359	-232
- Changes in provisions		168	-382
- Other, including capital gains on divested operations		-18	-24
<b>Total items not included in cash flow</b>		<b>276</b>	<b>-258</b>
Tax paid		-8	-159
<b>Cash flow from operating activities before change in working capital</b>		<b>201</b>	<b>-918</b>
<b>Cash flow from change in working capital</b>			
Sales of housing projects		6,492	6,943
Investments in housing projects		-6,149	-4,815
Customer advances		-311	-39
Other changes in working capital	23	158	-605
<b>Cash flow from change in working capital</b>		<b>189</b>	<b>1,484</b>
<b>Cash flow from operating activities</b>		<b>390</b>	<b>566</b>

*Continued, next column*

	Note	2025	2024
<b>INVESTMENT ACTIVITIES</b>			
Sale of Group companies	13	43	93
Acquisitions of buildings and land		-11	-37
Acquisitions of property, plant and equipment and intangible assets		-5	-8
Sales of property, plant and equipment and intangible assets		-	9
<b>Cash flow from investment activities</b>		<b>27</b>	<b>56</b>
<b>Cash flow before financing activities</b>		<b>417</b>	<b>621</b>
<b>FINANCING ACTIVITIES</b>			
New share issue		-	1,050
Issuing costs		-	-37
Loans raised		988	7,551
Repayment of loans		-1,707	-8,729
Increase (-)/decrease (+) in current interest-bearing receivables		-6	-1
Amortisation of lease liabilities		-56	-71
<b>Cash flow from financing activities</b>		<b>-781</b>	<b>-237</b>
<b>Cash flow for the year</b>		<b>-364</b>	<b>384</b>
Cash and cash equivalents at 1 January	23	593	180
Exchange rate difference in cash and cash equivalents		-9	29
<b>Cash and cash equivalents at 31 December</b>	<b>23</b>	<b>220</b>	<b>593</b>

# Notes for the Group

## 1 Significant accounting policies

### Company information

Bonava AB (publ) is a Swedish company listed on Nasdaq Stockholm Mid Cap. The company's registered office is located in Stockholm, Sweden, at Lindhagensgatan 74. Business activities involve the production of housing units at attractive locations in Sweden, Finland, the Baltics and Germany. The annual accounts and the consolidated financial statements were approved for publication by the Board of Directors on 17 March 2025. The consolidated financial statements cover the financial year ended 31 December 2025 and have been prepared in Swedish kronor (SEK). Amounts are stated in MSEK unless otherwise indicated. The consolidated income statement and balance sheet and the Parent Company's income statement and balance sheet will be presented to the AGM for adoption on 22 April 2025.

### Statement of compliance with applicable regulations

Bonava AB's financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU. The Group additionally applies RFR 1 Supplementary Accounting Rules for Corporate Groups.

### New standards and interpretations that have not yet been applied by Bonava

None of the other new or amended standards or interpretations in IFRS that have not yet come into effect are expected to have any material impact on Bonava, with the exception of IFRS 18, the effects of which will include an impact on the structural format of the income statement as well as classification of income and costs as an effect of the introduction of the activity categories of operating activities, investment activities and financing activities. It is now possible to a greater extent than before (IAS 1) to prepare an income statement with a larger number of subtotals. IFRS 18 will also have an impact on the presentation and the Management Performance Measures (MPMs). The effects will concern the management of such factors as exchange rate effects, financial income and non-interest expenses.

### Consolidated financial statements

Business combinations are recognised using the purchase method. This method entails that the acquisition of a subsidiary is regarded as a transaction whereby Bonava indirectly acquires the subsidiary's assets and takes over its liabilities.

Companies in which Bonava has a controlling influence, in practice through direct or indirect holdings carrying more than 50 per cent of the voting rights, are consolidated in their entirety. Tenant-owner associations and housing companies are consolidated because Bonava has a controlling influence over them.

Joint arrangements are projects conducted in Bonava in forms similar to those of a consortium, meaning they are subject to joint control. Bonava recognises its direct rights to assets, liabilities, income and expenses from joint operations and its share of jointly held assets and liabilities or incurred income and expenses. These have been included in the financial statements under the relevant heading.

### Revenue

Bonava's net sales primarily comprise three revenue streams: sales of housing units for consumers, sales of housing projects to investors and – to a lesser extent – sales of land.

### Housing projects for consumers

Bonava's business model for sales of housing units with ownership rights entails that Bonava enters into a written agreement to build a housing unit with each respective owner. During the construction of the housing unit, accrued costs are recognised in the "Housing projects" asset class. Bonava's obligations to its customers are viewed as a single performance obligation in the form of transferring a housing unit to the customer. Revenue is recognised when the housing units are completed and the customer has taken up occupancy of the home. The transaction price is a fixed price stipulated in the contract. Bonava's customers pay advances at various points in the process and to varying extents depending on the market. Advance payments are conditional on the completion of Bonava's performance obligation and thus do not affect Bonava's assessment that the performance obligation is fulfilled only when the buyer takes possession of the housing unit.

In Sweden and Finland, Bonava also develops housing projects by entering into a construction contract with a client, either a tenant-owner association in Sweden or a housing company in Finland. In Sweden, the end customer purchases a right of use in the tenant-owner association corresponding to an individual apartment. In Finland, the customer purchases shares in the housing company corresponding to an individual apartment. Bonava's business model means that control is transferred to the customer who acquires the housing unit when the customer takes possession of the housing unit. Since Bonava exercises control over both the tenant-owner association and the housing company during construction up until the end customers take possession of the housing unit, these entities are consolidated during the period. As a result, there is no contract with any external party until the end customer has signed a contract. Recognised revenue per housing unit is offset by a share of the housing unit's estimated cost when the project is completed.

### Housing projects for investors

Sales of housing projects to investors are recognised at the time when control is transferred to the buyer. Depending on the wording of the contract and local laws and regulations, this may occur on the signing date, continuously during production, or when the buyer takes possession of the housing units.

### Sales of land

Sales of land are recognised on the date when control is transferred to the buyer, which normally coincides with the buyer taking possession of the land.

### Depreciation/amortisation

Straight-line depreciation/amortisation according to plan is applied in accordance with the estimated useful life, with due consideration for any residual values at the end of the period. Bonava applies component depreciation/amortisation, whereby each asset with a considerable value is divided into a number of components that are depreciated/amortised on the basis of each component's useful life.

The period of depreciation/amortisation varies in accordance with the table below:

Software	1–5 years
Other intangible assets	3–10 years
Real estate used in business operations	8–25 years
Machinery and equipment	3–20 years

### Leases

The right to use a leased asset is recognised either as property, plant and equipment (buildings – premises in which Bonava conducts its operations; machinery and equipment – primarily cars and office equipment) or a current asset (ongoing housing projects) depending on how the leased asset would be classified if it were owned instead. Leases for land (ongoing housing projects) are recognised only when there is a confirmed zoning plan or the building permit can no longer be appealed. Before that point, Bonava has neither control of the land nor the rights and obligations associated with the land.

Variable costs such as property tax and maintenance costs, including electricity, heating and water, have been excluded from the calculation of lease liabilities to the extent they can be separated from rental costs. There are no substantial variable lease payments that depend on an index or rate.

With respect to land leases, Bonava applies the rate implicit in the lease. For the remaining leases, the incremental borrowing rate is applied; this is established by taking the geographical market and term of the lease into account.

Bonava has essentially chosen not to consider the possibility of extending lease contracts. This is not financially beneficial because the assets are not business-critical or specialised, and other suitable alternatives are deemed to be available. In addition, the costs associated with not extending the leases (e.g. costs for negotiation and relocation or costs for identifying another appropriate asset) were deemed to be immaterial.

## Intangible assets

Intangible assets are recognised at cost less accumulated amortisation and impairment losses. Goodwill is not amortised but is impairment tested on an annual basis instead. Refer also to Note 9.

## Property, plant and equipment

### Investment properties

Investment properties are measured at fair value. Investment properties are initially recognised at cost, which includes fees directly attributable to the acquisition. Classification is at level 3 according to IFRS 13.

### Real estate used in business operations

Real estate used in business operations is held and used in own operations for purposes such as production, provision of services or administration. These properties are recognised at cost less accumulated depreciation and any impairment losses.

## Current assets

### Housing projects

Bonava's property holdings in the form of housing projects are classified and measured as current assets, since the intent is to sell them and transfer them to the customer after completion. Property holdings are measured at the lower of cost and net realisable value.

Housing projects in Bonava are divided among:

- Properties held for future development
- Ongoing housing projects
- Completed housing units

Properties held for future development are reclassified as ongoing projects when construction on a project has started.

### Properties held for future development

Properties held for future development comprise land and building rights for future residential development and capitalised project development costs.

The valuation of properties held for future development takes into consideration whether the properties will be developed or sold onward. The valuation of land and building rights for future development is based on a capital investment appraisal. This appraisal is updated annually with regard to the established sales price and cost trend as well as when market trends or other circumstances so require. In the event that a positive contribution margin from the development cannot be obtained, an impairment loss is recognised. The building rights are recognised as current assets and measured at the lower of cost and net realisable value, item by item.

The annual valuation of the building rights portfolio was conducted in the third quarter of 2025. The building rights portfolio was assessed on the basis of internal valuations of discounted future cash flows from the proposed project to be built on the land held for future development (discounted present value). For 2025, the external valuations covered 13 per cent of the portfolio. In cases where an external valuation was obtained for an item, Bonava has applied the lowest of the external value and the internally calculated DCF. The valuation model for building rights that Bonava applies is a valuation model where cash flows from projects to be started for development properties are valued through a discounted cash flow approach. The assessed risk of the cash flows is taken into consideration by including risk provisions and also an assessment is made regarding where in the project cycle the project is. Based on the assessed risk in each project, a discount rate is applied which reflects this risk. In the 2025 valuation, the average unlevered discount rate varied between 7.9 and 11.5 per cent (8.4–11.5) with an average of 8.8 (9.2) per cent.

### Ongoing housing projects

In connection with the production start, the value of land and capitalised development expenses is reclassified to ongoing projects, together with costs incurred after the production start.

### Completed housing units

Project costs for completed housing units are reclassified from ongoing housing projects to completed housing units at the date of final inspection. Completed housing units are measured at the lower of cost and realisable value.

## Financial instruments

Purchases and sales of financial instruments are recognised on the transaction date, meaning the date on which the company undertakes to purchase or sell the asset. Financial instruments recognised on the asset side of the balance sheet include cash and cash equivalents, non-current receivables, accounts receivable, other non-current shareholdings and derivatives. Accounts payable, current and non-current borrowings, and derivatives are recognised under liabilities.

### Classification and measurement

The classification of an instrument is determined by the business model in which it is held and by the properties of the instrument. This classification determines how the financial instrument is measured.

### Classification and measurement of financial assets

Bonava classifies its financial assets as follows:

#### *Financial assets measured at fair value in profit or loss*

This category includes Bonava's derivative instruments with a positive fair value. Changes in fair value are recognised in net financial items. Moreover, Bonava's other non-current shareholdings are measured at fair value through profit or loss.

#### *Financial assets measured at amortised cost*

Bonava has accounts receivable, non-current receivables and other receivables under a business model whose objective is to hold these for the purpose of collecting the contractual cash flows and the contractual terms give rise, at specific times, to cash flows that are solely payments of principal and interest on the outstanding principal amount. Since the expected maturity of accounts receivable is short, they are recognised at their respective nominal values without discounting. Non-current receivables, other receivables and cash and cash equivalents are recognised at amortised cost.

### Impairment of financial assets

The Group recognises a credit loss allowance for expected credit losses on financial assets measured at amortised cost. Bonava applies the simplified model for provisions for expected credit losses for accounts receivable that is calculated using a provision matrix, which is based on the historical outcome, current conditions and forecasts of future economic conditions. For cash and cash equivalents, the allowance is based on the banks' probability of default.

The Group only enters into banking transactions with counterparties with a long-term credit rating of at least A. Standard & Poor's – or a similar independent rating agency – provides creditworthiness information.

### Classification and measurement of financial liabilities

Bonava classifies its financial liabilities as follows:

*Financial liabilities measured at fair value through profit or loss*

This category includes Bonava's derivative instruments with a negative fair value. Changes in fair value are recognised in net financial items.

*Other financial liabilities measured at amortised cost*

This group includes non-current interest-bearing liabilities, other non-current liabilities, current interest-bearing liabilities, accounts payable and other current liabilities.

**Receivables and liabilities in foreign currencies**

Receivables and liabilities in foreign currencies are revalued at the exchange rate prevailing on the balance sheet date. Exchange rate differences arising from the translation of receivables and liabilities relating to operating activities are recognised in EBIT, while exchange rate differences relating to financing activities are recognised in net financial items.

**Remuneration to employees****Share-based remuneration**

The fair value of allocated share rights at the time of allocation is recognised as a personnel cost with a corresponding increase in shareholders' equity. The fair value of allocated synthetic shares is recognised as a personnel cost with a corresponding increase in liabilities. At each reporting date, a judgement is made regarding the likelihood of performance targets being achieved. Expenses are measured based on the number of share rights and synthetic shares expected to be settled at the end of the vesting period.

In the period when services are rendered, provisions are made for estimated social security contributions based on the fair value of the share rights and synthetic shares at the reporting date.

To fulfil Bonava AB's commitments pursuant to the long-term incentive programme, Bonava AB has repurchased Class B shares. These shares are recognised in treasury as a reduction in shareholders' equity. For a description of the Bonava Group's share-based payment programme, refer to Note 4.

**Post-employment remuneration – pension plans**

Bonava differentiates between defined-contribution and defined-benefit pension plans. Bonava primarily has defined-contribution plans.

For salaried employees in Sweden, the ITP 2 plan's defined-benefit pension obligations for retirement and family pensions are secured through insurance in Alecta, which has been assessed as a multi-employer defined-benefit plan. For the financial year, it was recognised as a defined-contribution plan as the company did not have access to the information required for reporting its proportional share of the plan's

commitment, plan assets and expenses.

**Provisions****Guarantee commitments**

Provisions for future expenditure arising due to guarantee commitments are recognised at the estimated amounts required to settle the commitment on the balance sheet date.

**Onerous contracts**

A provision for onerous contracts is recognised when the expected benefits to be received by the Group from a contract are less than the unavoidable costs of meeting the obligations under the contract. Costs to be included when measuring onerous contracts consist of direct incremental costs and an allocation of other directly attributable costs.

**Restructuring reserves**

A provision for restructuring is recognised if and when there is an established detailed and formal restructuring plan and the restructuring has either commenced or been publicly announced.

**Critical estimates and assessments**

The consolidated financial statements include certain assessments and assumptions about the future. These are based in part on historical information and in part on expectations concerning future events and thus may, at a later date, be changed because of, for example, changes in factors in the business environment. The sources of estimation uncertainties that entail a significant risk that the value of assets or liabilities may need to be materially adjusted within the next financial year are described below. The description also includes important accounting assessments made in applying the Group's accounting policies.

**Revenue**

Bonava's assessment is that the consumer business has a controlling influence over tenant-owner associations and housing companies, which are therefore consolidated in full. This means that there are no contracts with external parties before the end customer has signed a contract.

Bonava's business model and the agreement structure of housing projects thus mean that control is transferred to the buyer at the time of delivery of the housing unit or project. Bonava satisfies the undertaking to transfer the housing unit or project upon delivery and recognises revenue and profit from sales of housing projects in full at this point. Depending on the wording of the contract and local laws and regulations, control of residential properties may be transferred to investors on the signing date, continuously during production, or when

the housing units are delivered to the buyer. Bonava's assessment is that control is transferred upon taking occupancy of the property, and revenue during 2024 and 2025 is recognised at that date.

**Valuation of housing projects and properties held for future development**

Bonava's housing projects and properties held for future development are recognised at the lower of cost and net realisable value. The assessment of net realisable value is based on a series of assumptions such as sales prices, production costs, the price of land, rent levels and yield requirements as well as the possible timing of production start and/or sale. Bonava continuously monitors market conditions and tests the assumptions made on an ongoing basis. In some cases, the difference between the carrying amount and the estimated net realisable value is minor. A change in the assumptions made could give rise to impairment requirements.

Uncertainty regarding market conditions and the impact on customers' purchasing power are indicators that a decline in value has occurred.

**Guarantee commitments**

The scope of the provision for the guarantee commitments is based on such factors as the number of housing units per project and is adjusted as needed in accordance with prevailing conditions. The assessments by company management can also have an impact on individual cases based on experience from previous transactions, or in conjunction with other specific events that could impact the estimated amount required to settle Bonava's commitments.

**Surety and guarantee obligations, legal disputes, etc.**

Within the framework of Bonava's regular business operations, Bonava occasionally becomes a party in legal disputes. In such cases, an assessment is made of Bonava's obligations and the probability of a negative outcome for the company. Bonava's assessment is based on the information and knowledge currently possessed by the company.

## 2 Reporting of operating segments

Bonava's operations are divided into four operating segments, which reflects how the operations are monitored and governed by the CEO, the chief operating decision-maker. Each operating segment has a manager who is responsible for the daily operations and regularly reports the results of the operating segment's performance to the CEO. On the basis of this internal reporting, Bonava has identified the following segments: Germany, Sweden, Finland and the Baltics (Estonia, Latvia and Lithuania). All segments develop and sell housing units. Sales between the segments are not material.

As of January 1, 2025, the Group applies a revised accounting principle in its segment reporting: the percentage of completion method, whereby revenue and costs are recognised over time based on the completion rate. The completion rate is determined on the basis of project costs incurred in relation to total estimated project costs required to fulfil the performance obligation, (excluding land) and is

multiplied by the sales rate (area sold in relation to total saleable area). Reported revenue and cost are calculated as the completion rate multiplied by the sales rate and total estimated project revenue and project cost. For completion rates below 70 per cent, a risk factor of 0.8 is applied to both revenue and costs in order to reflect uncertainties in forecasts. Once the completion rate exceeds 70 per cent, this risk factor ceases to apply.

Under the previous principle – the completed contract method – revenue and costs were recognised in full when the customer took possession of the property. The purpose of this change is to more clearly reflect how the business is conducted and how value is created over time. The segments' results are adjusted – where applicable – for certain operating items regarding impairment, sale of land, restructuring costs and acquisition-related costs. No operating adjustments were recognised in 2025. Of the total operating adjustments of SEK –267

M in 2024, SEK –244 M pertains to impairment losses in Germany, Sweden and Finland. This segment reporting means that the earnings metrics in the segments deviate from EBIT according to IFRS. Interest-bearing assets and liabilities are not impacted, and net financial items in segment reporting are thus the same as in reporting under IFRS. Tax based on the Group's average tax rate is added to/deducted from the segment reporting on the difference in profit before tax compared with IFRS.

The consolidated balance sheet, cash flow and operating cash flow are not impacted by the revised accounting policy in the segment. The impact of the revised accounting policy in segment reporting is reported at bonava.com. The comparative figures for 2024 have been restated in this report. Figures based on segment reporting are highlighted in brown in the tables in this report.

2025	Germany	Sweden	Finland	Baltics	Parent Company <sup>1)</sup>	Other <sup>1)</sup>	Total, segments	Differences	Total, IFRS
Net sales	5,480	1,188	606	943	160	-159	8,218	-493	7,725
Production costs	-4,707	-1,039	-518	-768	-6	-7	-7,045	306	-6,738
<b>Operating gross profit</b>	<b>773</b>	<b>149</b>	<b>88</b>	<b>175</b>	<b>154</b>	<b>-166</b>	<b>1,173</b>	<b>-186</b>	<b>987</b>
Selling and administrative overheads	-226	-116	-85	-52	-273	127	-625	–	-625
<b>Operating EBIT</b>	<b>547</b>	<b>32</b>	<b>3</b>	<b>123</b>	<b>-119</b>	<b>-39</b>	<b>548</b>	<b>-186</b>	<b>362</b>
<i>of which depreciation/amortisation</i>	-58	-7	-8	-5		-7	-86	–	-86
Net financial items							-428	–	-428
Tax on profit/loss for the year							-68	45	-22
<b>Profit/loss for the year</b>							<b>52</b>	<b>-141</b>	<b>-89</b>

2024	Germany	Sweden	Finland	Baltics	Parent Company <sup>1)</sup>	Other <sup>1)</sup>	Total, segments	Differences	Total, IFRS
Net sales	5,757	1,101	762	692	167	-166	8,312	-118	8,194
Production costs	-5,055	-1,045	-641	-589	-5	6	-7,328	-186	-7,514
<b>Operating gross profit</b>	<b>702</b>	<b>56</b>	<b>121</b>	<b>103</b>	<b>162</b>	<b>-160</b>	<b>984</b>	<b>-304</b>	<b>680</b>
Selling and administrative overheads	-263	-118	-105	-47	-266	140	-658	–	-658
<b>Operating EBIT</b>	<b>439</b>	<b>-62</b>	<b>16</b>	<b>56</b>	<b>-103</b>	<b>-20</b>	<b>326</b>	<b>-304</b>	<b>22</b>
<i>of which depreciation/amortisation</i>	-76	-8	-12	-6	-7		-109	–	-109
Net financial items							-524	–	-524
Tax on profit/loss for the year							-90	73	-17
<b>Profit/loss for the year</b>							<b>-288</b>	<b>-230</b>	<b>-518</b>

## 2 Reporting of operating segments, cont.

	Germany		Sweden		Finland		Baltics		Parent Company <sup>1)</sup>		Other operations <sup>1)</sup>		Group	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
<b>Reconciliation of segment reporting – IFRS</b>														
Net sales, consumers	4,105	4,248	794	777	209	211	882	678	–	–	–	–	5,991	5,915
Net sales, investors	1,133	1,326	134	15	396	549	0	–	–	–	–	–	1,662	1890
Net sales, land	242	181	253	302	0	0	39	–	–	–	–	–	534	483
Other revenue	0	1	6	7	1	1	22	13	160	167	-159	-166	31	24
<b>Total net sales, segment reporting</b>	<b>5,480</b>	<b>5,757</b>	<b>1,188</b>	<b>1,101</b>	<b>606</b>	<b>762</b>	<b>943</b>	<b>692</b>	<b>160</b>	<b>167</b>	<b>-159</b>	<b>-166</b>	<b>8,218</b>	<b>8,312</b>
Differences in accounting policies	-68	-79	-465	-58	145	29	-104	-41	–	–	–	–	-493	-118
<b>Total net sales, IFRS</b>	<b>5,411</b>	<b>5,678</b>	<b>723</b>	<b>1,073</b>	<b>750</b>	<b>791</b>	<b>839</b>	<b>651</b>	<b>160</b>	<b>167</b>	<b>-159</b>	<b>-166</b>	<b>7,725</b>	<b>8,194</b>
Operating EBIT, segment reporting	547	439	32	-62	3	16	123	56	-119	-103	-39	-20	548	326
Impairment of land	–	-114	–	-123	–	-7	–	–	–	–	–	–	–	-244
Other	–	–	–	–	–	-23	–	–	–	–	–	–	–	-23
<b>Total operating adjustments</b>	<b>–</b>	<b>-114</b>	<b>–</b>	<b>-123</b>	<b>–</b>	<b>-30</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>-267</b>
Differences in accounting policies	-123	-9	-79	5	35	-24	-20	-8	–	–	–	–	-186	-37
<b>EBIT, IFRS</b>	<b>424</b>	<b>316</b>	<b>-47</b>	<b>-180</b>	<b>38</b>	<b>-38</b>	<b>104</b>	<b>47</b>	<b>-119</b>	<b>-103</b>	<b>-39</b>	<b>-20</b>	<b>362</b>	<b>22</b>

<sup>1)</sup> The Parent Company comprises the audited figures for Bonava AB and the income consists exclusively of intra-Group invoicing for services such as management fees. This income is eliminated in the column for Other operations, which also includes Group adjustments, other eliminations and the results of the Danish operations.

## Operating cash flow

A bridge between operating cash flow and the legal cash flow before financing activities is presented below.

Operating cash flow	2025	2024		2025	2024	Bridge, operating cash flow	2025	2024
Operating EBITDA – segment reporting	634	435	Change in accounts receivable	55	-19	<b>Operating cash flow</b>	<b>823</b>	<b>1,524</b>
Operating adjustments	–	-267	Change in customer advances	-500	78	Currency translation	-158	77
Differences in accounting policies	-186	-37	Change in accounts payable	5	-45	Net financial items	-360	-482
<b>EBITDA – IFRS</b>	<b>448</b>	<b>132</b>	Change in other working capital	-297	-508	Tax paid	-16	-151
Net project investments/divestments	277	954	<b>Change in working capital</b>	<b>-736</b>	<b>-494</b>	Change in interest-bearing liabilities in tenant-owner associations and housing companies	127	-347
Net land investments/divestments	819	988	<b>Operating cash flow</b>	<b>823</b>	<b>1,524</b>	<b>Cash flow before financing activities</b>	<b>417</b>	<b>621</b>
Net investments/divestments, other	15	-56						
<b>Net investments</b>	<b>1,111</b>	<b>1,886</b>						

Continued, next column

### 3 Revenue

#### Estimated completions per quarter

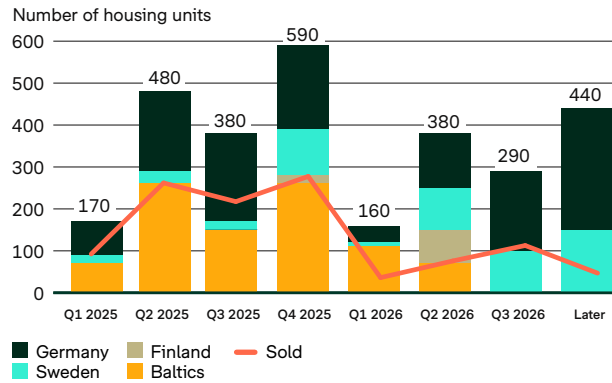
The diagrams illustrate the estimated completion dates for housing units for consumers and investors. Changes such as the date for receiving building permits, disruptions in the logistics and production chain or other factors could positively or negatively impact the estimated time of completion. The risk of changes to the estimated time of completion increases when uncertainty prevails in the market.

The number of housing units has been rounded off since they are estimates of the point in time of completion. The curves illustrate the percentage of units sold at 31 December 2025.

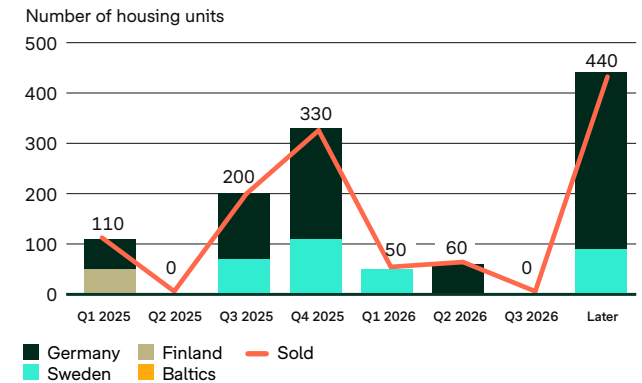
On the balance sheet date, the sales value of housing units sold in projects started totalled SEK 4,952 M (4,314) for consumers and SEK 3,496 M (3,233) for investors.

Customer advances	2025	2024
<b>Carrying amount on 1 January</b>	<b>3,206</b>	<b>3,129</b>
Advances paid in	6,829	7,709
Advances recognised in profit	-7,128	-7,747
Other changes	-13	–
Translation differences for the year	-188	116
<b>Carrying amount on 31 December</b>	<b>2,707</b>	<b>3,206</b>

#### Estimated completion dates for housing units for consumers



#### Estimated completion dates for housing units for investors



### 4 Number of employees, personnel costs and remuneration of senior executives

Average number of employees	2025		2024	
	No. of employees	Of which, men	No. of employees	Of which, men
Sweden	128	56	133	56
Germany	437	273	453	285
Finland	98	59	110	69
Denmark	–	–	8	4
Estonia	44	24	50	28
Latvia	131	84	134	84
Lithuania	35	18	35	17
<b>Total</b>	<b>873</b>	<b>514</b>	<b>923</b>	<b>543</b>

#### Gender distribution in management, percentage women, %

	2025	2024
Board of Directors	43	29
Senior executives	29	43

Senior executives are defined as the individuals who, together with the CEO, constitute the Executive Management Group.

## Pension plans

Anticipated fees during the next accounting period for ITP 2 insurance taken out with Alecta amount to SEK 2 M.

The collective solvency rate consists of the market value of Alecta's assets as a percentage of its insurance obligations, calculated in accordance with Alecta's actuarial accounting methods and assumptions, which do not comply with IAS 19. The collective solvency rate is normally allowed to vary between 125 and 155 per cent. If Alecta's collective solvency rate falls below 125 per cent or exceeds 155 per cent, measures must be taken to create conditions for returning the solvency rate to the normal interval. In the event of low solvency, one measure could be raising the agreed price for new subscriptions and increasing existing benefits. In the event of high solvency, one measure could be introducing premium reductions. At the end of 2025, Alecta's preliminary surplus in the form of its collective solvency rate was 167 per cent (162).

## Terms and remuneration for senior executives

The Chairman of the Board and the other directors elected by the AGM receive remuneration only at an amount resolved by the AGM. No pensions are paid to the Board of Directors.

Remuneration of the CEO is proposed by the Chairman of the Board and decided by the Board of Directors. Remuneration to other members of Bonava's senior management is proposed by the CEO and approved by the Chairman of the Board.

Remuneration to the CEO and other senior executives consists of a fixed salary, variable remuneration, share-based remuneration, other benefits and pensions. At the end of 2025, the number of senior executives was seven. Of these, five were employed in the Parent Company and two were employed in subsidiaries.

## Variable remuneration

For CEO Peter Wallin, variable remuneration was capped at 60 per cent of fixed salary for 2025. The variable remuneration was based on financial targets established by the Board of Directors. Remuneration for the 2025 financial year amounted to SEK 2.7 M (2.9). For other members of the Executive Management Group, variable remuneration is capped at 50 per cent of fixed remuneration.

## Salaries and other remuneration allocated between the Board and senior executives, and other employees

	2025			2024		
	Board of Directors and senior executives	Other employees	Total	Board of Directors and senior executives	Other employees	Total
Salaries and other remuneration	40	736	776	35	820	855
Social security expenses	–	–	198	–	–	214
of which, pension costs	–	–	59	–	–	66

## Remuneration, pensions and other benefits in 2025

SEK 000	Basic salary/ Board fees <sup>1) 2)</sup>	Variable remuneration <sup>3)</sup>	Benefits <sup>1)</sup>	Pension cost	Provisions for share-based remuneration	Total
CEO Peter Wallin	8,660	2,743	25	2,532	453	14,413
Chairman of the Board Mats Jönsson	931	–	–	–	–	931
Director Viveca Ax:son Johnson	83	–	–	–	–	83
Director Per-Ingemar Persson	417	–	–	–	–	417
Director Nils Styf	417	–	–	–	–	417
Director Anette Frumerie	375	–	–	–	–	375
Director Olle Boback	318	–	–	–	–	318
Director Anneli Jansson	255	–	–	–	–	255
Director Paula Röttorp	255	–	–	–	–	255
Director Tobias Lönnevall	534	–	–	–	–	534
Other senior executives, Group (six individuals)	18,312	5,007	631	3,612	360	27,922
<b>Total senior executives</b>	<b>30,557</b>	<b>7,750</b>	<b>656</b>	<b>6,144</b>	<b>813</b>	<b>45,920</b>

<sup>1)</sup> Remuneration and benefits pertain to holiday pay, reduced working hours, company vehicles and/or other benefits and, when appropriate, severance pay.

<sup>2)</sup> Board fees have been allocated from the date of the 2025 AGM and onwards. At the 2025 AGM, all Board members were re-elected, with the exception of Viveca Ax:son Johnson. Anneli Jansson and Paula Röttorp were also elected as new members. Olle Boback resigned from the Board of Directors in September 2025. Audit Committee fees were paid to Tobias Lönnevall (Chairman), Per-Ingemar Persson and Nils Styf, and Remuneration Committee fees were paid to Mats Jönsson (Chairman), Anette Frumerie and Tobias Lönnevall.

<sup>3)</sup> Variable remuneration pertains to the amounts expensed for each financial year.

## Pension terms for the CEO

CEO Peter Wallin has a defined-contribution pension plan with a premium amounting to 33 per cent of fixed salary. Peter Wallin's retirement age is 65.

## Pension terms for other senior executives

Other senior executives employed in Sweden have a defined-contribution ITP plan with a retirement age of 66.

For other senior executives employed outside Sweden, defined-contribution supplementary pension terms apply at a rate of up to 30 per cent of pensionable salary depending on the country of employment.

## Remuneration, provisions and other benefits in 2024

SEK 000	Basic salary and Board fees <sup>1)2)</sup>	Benefits <sup>1)</sup>	Variable remuneration <sup>3)</sup>	Pension cost	Total
CEO Peter Wallin	8,438	6	2,859	2,481	13,784
Chairman of the Board Mats Jönsson	895	—	—	—	895
Director Viveca Ax:son Johnson	328	—	—	—	328
Director Per-Ingemar Persson	404	—	—	—	404
Director Nils Styf	404	—	—	—	404
Director Anette Frumerie	363	—	—	—	363
Director Olle Boback	432	—	—	—	432
Director Tobias Lönnevall	516	—	—	—	516
Other senior executives, Group (six individuals) <sup>4)</sup>	15,151	517	4,219	3,174	23,061
<b>Total senior executives</b>	<b>26,931</b>	<b>523</b>	<b>7,078</b>	<b>5,655</b>	<b>40,187</b>

<sup>1)</sup> Remuneration and benefits pertain to holiday pay, reduced working hours, company vehicles and/or other benefits and, when appropriate, severance pay.

<sup>2)</sup> Board fees have been allocated from the date of the 2024 AGM and onwards. At the 2024 AGM, all Board members were re-elected. Audit Committee fees were paid to Tobias Lönnevall (Chairman), Per-Ingemar Persson and Nils Styf, and Remuneration Committee fees were paid to Mats Jönsson (Chairman), Anette Frumerie and Tobias Lönnevall.

<sup>3)</sup> Variable remuneration pertains to the amounts expensed for each financial year.

<sup>4)</sup> Interim CFO Lars Ingman was not employed. Consulting fees were instead paid. The fees are included in the recognised amounts.

## Severance pay

The period of notice for the CEO is six months. A period of notice of 12 months is in effect in conjunction with termination by the company. Severance pay amounts to 12 months. Other senior executives are subject to nine months' notice from the company, or alternately six or nine months' notice if the senior executive resigns of his/her own accord. Severance pay for nine and twelve months respectively is payable if employment is terminated by the company. The severance pay will be reduced by an amount corresponding to any remuneration received from a new employer or own business. During the period of notice, senior executives may not take up a new position with another employer or conduct their own business activities without the company's written consent. Should the senior executive resign on his/her own accord, severance pay is not payable. When employment ends, the senior executive becomes subject to a prohibition on competition or employees for a period of twelve and nine months respectively.

## Long-term incentive programme

Bonava has two outstanding long-term performance-based share programmes for senior executives and key personnel in the Bonava Group (LTIP 2023 and LTIP 2025). The purpose of the programmes is to align the interests of the shareholders and the Executive Management Group to ensure maximum long-term value creation and a long-term Group-wide focus on profit performance and to facilitate the recruitment and retention of members of the Executive Management Group and other key executives. No LTI programme was launched in 2024 owing to the new share issue.

## LTIP 2023

LTIP 2023 encompasses 44 senior executives and key personnel in the Bonava Group. LTIP 2023 is a three-year performance-based programme that involves participants receiving no-cost performance-based and matching-based share rights that confer the right to Class B shares, and synthetic shares. The synthetic shares enable the participants to pay the tax arising from the allocation of shares under LTIP 2023 without being required to immediately divest the shares. Participants in LTIP 2023 are required to invest in independent shareholdings in Bonava AB (known as investment shares) that are allocated to LTIP 2023. The participants are divided into four categories: (1) CEO, (2) Executive Management Group, (3) regional managers, and (4) key personnel with responsibility for functions. The allocation value per investment share is 2.25 share rights and 2.25 synthetic shares for category (1), 1.8 share rights and 1.8 synthetic shares for category (2), 1.35 share rights and 1.35 synthetic shares for category (3), and one 0.9 share rights and 0.9 synthetic shares for category (4). The share rights and synthetic shares are divided into performance share rights and matching share rights. One ninth of all share rights and synthetic shares that the participant has been allocated in total is to constitute matching share rights (meaning the number of matching share rights corresponds to one eighth of the number of performance share rights), which are not subject to any goal fulfilment other than retention of the shareholding and continued employment.

## Performance-based targets

The share rights and the synthetic shares are divided into Series 1 and Series 2, with a 60/40 per cent weighting. The allocation of Class B shares for the respective series depends on the extent to which the performance goals for the series are met. The goals for LTIP 2023 are related to (Series 1) Bonava's accumulated operating profit (EBIT), and (Series 2) total shareholder return (TSR) on Bonava's Class B share.

## Scope and cost of the programme

Assuming complete fulfilment of the performance-based targets and maximum participation and maximum investment, the value of the share rights and synthetic shares amounts to approximately SEK 22 M including social security contributions.

## LTIP 2025

LTIP 2025 is offered to Bonava's Executive Management Group including the CEO. LTIP 2025 is a three-year performance-based programme that requires participants to invest, or to have invested, in independent shareholdings in Bonava AB (known as investment shares) that are allocated to LTIP 2025. Each investment share entitles the holder to a number of performance share rights that give the holder the right to receive Class B shares in Bonava free of charge after the vesting period, provided that certain performance conditions are met and that the participant remains employed and has not sold his or her investment shares. Participants in LTIP 2025 are divided into two categories: (1) CEO and (2) other members of the Executive Management Group. For the CEO, each investment share conveys six performance share rights. For the other members of the Executive Management Group, each investment share conveys five performance share rights.

### Performance targets:

The share rights are divided into two series. Series 1, which has a weighting of 60 per cent, pertains to Bonava's accumulated operating EBIT measured during the 2025 period. Series 2, with a weighting of 40 per cent, refers to total shareholder return (TSR) on Bonava's Class B share on Nasdaq Stockholm, measured over a period starting after the publication of the company's interim report for the first quarter of 2025 and ending after the publication of the company's interim report for the first quarter of 2028.

### Scope and cost of the programme:

Assuming complete fulfilment of the performance-based targets and maximum participation and maximum investment, the value of allocated performance share rights is estimated at approximately SEK 18 M including social security contributions. The maximum number of Class B shares that can be allocated under LTIP 2025 is 1,241,000.

### Repurchase of treasury shares:

The 2025 AGM resolved that the company will have the right to repurchase Class B shares in the company for the purpose of countering any dilution effects that could arise as a result of the 2025 incentive programme. The company did not exercise this right during the year.

Share rights 2025	Group	Parent Company
<b>Outstanding at the beginning of the period</b>	<b>429,661</b>	<b>239,324</b>
Allocated in the period	759,266	626,914
Forfeited in the period	-154,955	-61,492
<b>Outstanding at end of period</b>	<b>1,033,972</b>	<b>804,746</b>

Share rights 2024	Group	Parent Company
<b>Outstanding at the beginning of the period</b>	<b>320,014</b>	<b>185,895</b>
Forfeited in the period	-87,395	-56,325
Recalculation of number during the period	197,042	109,753
<b>Outstanding at end of period</b>	<b>429,661</b>	<b>239,324</b>

Synthetic shares 2025	Group	Parent Company
<b>Outstanding at the beginning of the period</b>	<b>429,661</b>	<b>239,324</b>
Forfeited in the period	-154,955	-61,492
<b>Outstanding at end of period</b>	<b>274,706</b>	<b>177,832</b>

Synthetic shares 2024	Group	Parent Company
<b>Outstanding at the beginning of the period</b>	<b>313,285</b>	<b>185,895</b>
Forfeited in the period	-80,666	-56,325
Recalculation of number during the period	197,042	109,753
<b>Outstanding at end of period</b>	<b>429,661</b>	<b>239,324</b>

The number of share rights and synthetic shares was recalculated in 2024 through multiplying by a factor of 1.8471 to take into account the dilutive effect of the new share issue carried out in the spring of 2024.

### Allocation in the 2022 long-term incentive programme

LTIP 2022 was concluded in 2025. The results for the 2022 incentive programme did not reach the minimum level for the performance metrics. No performance shares were allocated.

In accordance with the terms of the programme, only the guaranteed part of the programme was settled through the allocation of matching shares and associated synthetic shares.

Objective	Weight, %	Share allocation	
		Outcome, %	Allocation, %
EBIT	60	0	0
TSR	40	0	0
<b>Total allocation</b>	<b>100</b>	<b>0</b>	<b>0</b>

**Fair value and assumptions**

	2025		2024	
	Group	Parent Company	Group	Parent Company
<b>LTIP 2023</b>				
Fair value at valuation date, SEK 000 <sup>1)</sup>	579	375	357	250
Share price, SEK <sup>2)</sup>	9.69	9.69	9.69	9.69
Exercise price, SEK	0	0	0	0
Term of the share rights and synthetic shares, years	0.5	0.5	1.5	1.5

	2025	
	Group	Parent Company
<b>LTIP 2025</b>		
Fair value at valuation date, SEK 000 <sup>1)</sup>	365	301
Share price, SEK	10.18	10.18
Exercise price, SEK	0	0
Term of the share rights and synthetic shares, years	2.5	2.5

<sup>1)</sup> Anticipated dividends have not been taken into consideration in the calculation of the fair value of share rights.

<sup>2)</sup> The price was divided by 1.8471 to take into account the dilutive effect of the new share issue completed during the year.

	2025		2024	
	Group	Parent Company	Group	Parent Company
<b>Personnel costs for share-based remuneration and liabilities for synthetic shares</b>				
Share rights and synthetic shares	1	0	0	0
Social security expenses	0	0	0	0
<b>Total personnel cost for share-based remuneration</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Recognised liability for synthetic shares	0	0	0	0

## 5 Depreciation/amortisation

	2025	2024
Other intangible assets	–	–
Real estate used in business operations	7	8
Right-of-use assets, buildings	29	40
Machinery and equipment	23	28
Right-of-use assets, machinery and equipment	18	18
Right-of-use assets, ongoing housing projects	9	15
<b>Total depreciation/amortisation</b>	<b>86</b>	<b>109</b>

## 6 Remuneration and fees to audit firms

	2025	2024
<b>PwC</b>		
Audit assignment	10	9
of which, Parent Company auditors	5	5
Audit-related activities in addition to audit assignment	–	–
Tax advice	–	–
Other fees	1	1
of which, Parent Company auditors	1	1
<b>Total PwC</b>	<b>11</b>	<b>10</b>
<b>Other audit firms</b>		
Audit assignment	0	0
<b>Total remuneration and fees to auditors and audit firms</b>	<b>11</b>	<b>10</b>

Audit assignment is defined as fees for the statutory audit (i.e. audit work required to present the Auditor's Report and provide audit advice in connection with the audit assignment). Other services relate mainly to a statement in conjunction with the prospectus and statutory statements in connection with share issues.

## 7 Operating expenses distributed by cost type

	2025	2024
Production-related goods and services, and raw materials and consumables	6,289	6,781
Personnel costs	974	1,069
Depreciation/amortisation	86	109
Impairment losses	15	213
<b>Total production costs, and selling and administrative expenses</b>	<b>7,363</b>	<b>8,172</b>

## 8 Net financial items

	2025	2024
Exchange rate gain	134	–3
Other financial income	50	51
<b>Financial income</b>	<b>185</b>	<b>48</b>
Interest expense on financial liabilities measured at amortised cost	–330	–459
Interest expenses on financial liabilities measured at fair value through profit or loss	–9	–9
Exchange rate loss	–142	13
Other financial expenses	–132	–117
<b>Financial expenses</b>	<b>–613</b>	<b>–571</b>
<b>Net financial items</b>	<b>–428</b>	<b>–524</b>

## 9 Intangible assets

2025	Goodwill	Other <sup>1)</sup>
<b>Recognised cost at 1 January</b>	<b>67</b>	<b>472</b>
<b>Recognised cost at 31 December</b>	<b>67</b>	<b>472</b>
<b>Accumulated amortisation at 1 January</b>	<b>–</b>	<b>–412</b>
<b>Accumulated amortisation at 31 December</b>	<b>–</b>	<b>–412</b>
<b>Accumulated impairment losses at 1 January</b>	<b>–45</b>	<b>–59</b>
<b>Accumulated impairment losses at 31 December</b>	<b>–45</b>	<b>–59</b>
<b>Residual value at 1 January</b>	<b>22</b>	<b>0</b>
<b>Residual value at 31 December</b>	<b>22</b>	<b>0</b>

<sup>1)</sup>"Other" refers mainly to capitalised development expenses for IT systems.

2024	Goodwill	Other <sup>1)</sup>
<b>Recognised cost at 1 January</b>	<b>67</b>	<b>472</b>
<b>Recognised cost at 31 December</b>	<b>67</b>	<b>472</b>
<b>Accumulated amortisation at 1 January</b>	<b>–</b>	<b>–412</b>
<b>Accumulated amortisation at 31 December</b>	<b>–</b>	<b>–412</b>
<b>Accumulated impairment losses at 1 January</b>	<b>–45</b>	<b>–59</b>
<b>Accumulated impairment losses at 31 December</b>	<b>–45</b>	<b>–59</b>
<b>Residual value at 1 January</b>	<b>22</b>	<b>0</b>
<b>Residual value at 31 December</b>	<b>22</b>	<b>0</b>

<sup>1)</sup>"Other" refers mainly to capitalised development expenses for IT systems.

### Impairment testing

The need for impairment pertaining to the carrying amount of goodwill is tested at least annually, and otherwise whenever events indicate that the carrying amount of an asset cannot be recovered. The value in use is measured as the expected future discounted cash flow generated by the asset. The calculations are based on forecasts approved by company management as well as assessments from company management given the best information available. The key assumptions in the calculation are: the variables units sold and recognised in profit and investments in housing projects in relation to net sales, unchanged gross margin per unit and weighted average capital cost (WACC).

The carrying amount of goodwill was allocated across reportable segments and cash-generating units with material goodwill amounts as follows: Sweden SEK 22 M.

Based on calculations made for Sweden, no need for impairment has been identified.

## 10 Investment properties

	2025	2024
<b>Fair value on 1 January</b>	<b>286</b>	<b>239</b>
Investments	–	37
Translation differences for the year	-18	9
<b>Fair value on 31 December</b>	<b>268</b>	<b>286</b>

At 31 December 2025, the fair value was deemed to correspond to the carrying amount; therefore, no unrealised change in value was recognised.

## 11 Property, plant and equipment

2025	Real estate used in business operations	Machinery and equipment	Total
<b>Recognised cost at 1 January</b>	<b>129</b>	<b>437</b>	<b>566</b>
Investments	10	5	15
Divestment and disposal	-27	-46	-73
Translation differences for the year	-7	-17	-24
<b>Recognised cost at 31 December</b>	<b>104</b>	<b>379</b>	<b>483</b>
<b>Accumulated impairment losses and depreciation on 1 January</b>	<b>-95</b>	<b>-332</b>	<b>-427</b>
Divestment and disposal	25	43	68
Depreciation during the year	-7	-23	-30
Translation differences for the year	5	11	16
<b>Accumulated impairment losses and depreciation on 31 December</b>	<b>-72</b>	<b>-303</b>	<b>-375</b>
<b>Residual value at 1 January</b>	<b>33</b>	<b>105</b>	<b>138</b>
<b>Residual value at 31 December</b>	<b>32</b>	<b>77</b>	<b>108</b>

Investments in right-of-use assets, buildings amounted to SEK 25 M. Investments in right-of-use assets, machinery and equipment amounted to SEK 20 M.

2024	Real estate used in business operations	Machinery and equipment	Total
<b>Recognised cost at 1 January</b>	<b>129</b>	<b>448</b>	<b>577</b>
Investments	2	4	6
Divestment and disposal	-7	-28	-35
Translation differences for the year	5	13	18
<b>Recognised cost at 31 December</b>	<b>129</b>	<b>437</b>	<b>566</b>
<b>Accumulated impairment losses and depreciation on 1 January</b>	<b>-91</b>	<b>-322</b>	<b>-413</b>
Divestment and disposal	7	27	34
Depreciation during the year	-8	-28	-36
Translation differences for the year	-3	-9	-12
<b>Accumulated impairment losses and depreciation on 31 December</b>	<b>-95</b>	<b>-332</b>	<b>-427</b>
<b>Residual value at 1 January</b>	<b>38</b>	<b>126</b>	<b>164</b>
<b>Residual value at 31 December</b>	<b>33</b>	<b>105</b>	<b>138</b>

## 12 Participations in joint operations

Bonava's financial statements include the following items that constitute interests in the net sales, costs, assets and liabilities of joint operations.

	2025	2024
Revenue	1	19
Expenses	-9	-11
<b>Profit/loss</b>	<b>-8</b>	<b>8</b>
Fixed assets	45	47
Current assets	280	222
<b>Total assets</b>	<b>325</b>	<b>270</b>
Non-current liabilities	51	–
Current liabilities	101	103
<b>Total liabilities</b>	<b>152</b>	<b>103</b>
<b>Net assets</b>	<b>174</b>	<b>166</b>

Specification of joint operations	Shareholding, %
Tipton Brown AB	33
NVB Beckomberga KB	33
NCC Kaninen Projekt AB	30
Stora Ursvik KB	50
Ursvik Exploaterings AB	50
AB Broutsikten	50
Sigtuna Stadsängar Exploaterings AB <sup>1)</sup>	53
NVB Sköndalsbyggarna II AB	33
NVB Sköndalsbyggarna II KB	33
K-torp 474 AB	50
Stadspuls Utveckling AB	50
Västkust Urban AB	50

<sup>1)</sup> The company has been consolidated as a joint operation because of a shareholder agreement stipulating that Bonava exercises joint control over the company.

## 13 Non-current receivables and other receivables

	2025	2024
<b>Non-current receivables</b>		
Other non-current shareholdings	2	2
Vendor note	63	554
Other non-current receivables	70	69
<b>Non-current receivables</b>	<b>135</b>	<b>625</b>
<b>Other receivables classified as current assets</b>		
Receivables from housing projects sold	109	84
Advance payments to suppliers	9	12
Derivative instruments not used for hedge accounting	21	–
Receivables in tenant-owner associations	–	–
Vendor note	480	40
Other current receivables	133	103
<b>Other receivables classified as current assets</b>	<b>751</b>	<b>240</b>

In conjunction with the divestment of the Norwegian operations in June 2023, a part of the transaction price has been received through a vendor note. The vendor note has been discounted to its present value and the portion of the vendor note that is expected to be paid in 12 months has been classified as a current receivable while the remaining amount has been classified as a non-current receivable. In 2025, Bonava received repayments of SEK 43 M relating to the vendor note, which in the Group's cash flow were classified as "sale of Group companies." Under the agreement with the counterparty, the amount is to be settled in full by June 2027.

## 14 Tax on profit for the year, deferred tax assets and deferred tax liabilities

### Tax on profit for the year

	2025		2024	
	2025	2024	Tax, %	Profit/loss
<b>Tax on profit for the year</b>				
Current tax cost	-31	-4	—	-387
Deferred tax cost	9	-13	21	80
<b>Total recognised tax on profit/loss for the year</b>	<b>-22</b>	<b>-17</b>	<b>1</b>	<b>3</b>
<b>Effective tax</b>			<b>Tax, %</b>	<b>Profit/loss</b>
Profit/loss before tax			—	-501
Tax according to company's current tax rate			21	103
Effect of other tax rates for non-Swedish companies			1	13
Non-tax deductible costs			-57	-80
Non-taxable revenues			23	28
Unused tax loss carry-forward			-5	-170
Utilisation of non-capitalised tax loss carry-forwards			10	93
Tax attributable to prior years			1	-5
Other			0	1
<b>Average tax rate/recognised tax</b>			<b>-6</b>	<b>-22</b>

Current tax has been calculated based on the nominal tax prevailing in the country concerned. When the tax rate for future years has been amended, that rate is used for calculating deferred tax.

### Deferred tax asset/tax liability

	Ongoing housing projects	Properties held for future development	Untaxed reserves	Provisions	Tax loss carry-forwards	Other	Total
Opening carrying amount	10	-7	7	53	73	-41	95
Recognised in profit/loss for the year	-3	5	0	-8	-1	15	9
Reclassification	—	—	-7	-15	19	3	0
Translation differences	0	1	—	-3	0	2	-1
Other	—	0	—	—	-2	2	0
<b>Closing carrying amount</b>	<b>7</b>	<b>-1</b>	<b>0</b>	<b>27</b>	<b>90</b>	<b>-20</b>	<b>103</b>

Capitalised tax loss carry-forwards are expected to be used within a five-year period. There are non-capitalised tax loss carry-forwards of SEK 1,133 M (1,225) in the Group.

### Carrying amount, deferred tax asset/tax liability

	2025	2024
Deferred tax asset	124	137
Deferred tax liability	-21	-42
<b>Net closing carrying amount</b>	<b>103</b>	<b>95</b>

### Disclosures regarding Pillar Two

The Group is subject to the OECD's model rules for Pillar Two. Legislation relating to Pillar Two has been adopted in Sweden, where Bonava AB (publ) is based, and took effect on 1 January 2024, which means that Bonava is covered by the top-up tax rules for both 2024 and 2025. For 2024, the safe harbour rule was deemed applicable in all countries except Latvia, which is also the preliminary assessment for 2025. However, the top up tax that may be levied on Latvia is not material.

**15 Housing projects**

2025	Properties held for future development	Ongoing housing projects	Completed housing units	Total
<b>Recognised cost at 1 January</b>	<b>8,544</b>	<b>6,670</b>	<b>1,038</b>	<b>16,252</b>
Investments <sup>1)</sup>	1,266	4,875	–	6,146
Divestments	-425	-4,770	-1,298	-6,493
Reclassification	-1,343	288	1,055	0
Translation differences for the year	-355	-394	-42	-791
<b>Recognised cost at 31 December</b>	<b>7,688</b>	<b>6,668</b>	<b>758</b>	<b>15,114</b>
Accumulated impairment losses at 1 January	-1,394	-105	-31	-1,530
Impairment losses for the year	-15	–	-1	-16
Divestments	1	–	–	1
Translation differences for the year	50	4	2	56
<b>Accumulated impairment losses at 31 December</b>	<b>-1,357</b>	<b>-100</b>	<b>-31</b>	<b>-1,489</b>
Residual value at 1 January	7,150	6,565	1,007	14,721
<b>Residual value at 31 December</b>	<b>6,331</b>	<b>6,568</b>	<b>727</b>	<b>13,626</b>

<sup>1)</sup> Investments pertain to investments in land held for future development, ongoing housing production and acquisitions of housing units that have been completed but have not yet been delivered or sold.

2024	Properties held for future development	Ongoing housing projects	Completed housing units	Total
<b>Recognised cost at 1 January</b>	<b>9,298</b>	<b>7,037</b>	<b>1,623</b>	<b>17,961</b>
Investments <sup>1)</sup>	592	4,168	–	4,759
Divestments	-468	-4,935	-1,579	-6,982
Reclassification	-1,108	150	958	0
Translation differences for the year	231	250	36	517
<b>Recognised cost at 31 December</b>	<b>8,544</b>	<b>6,670</b>	<b>1,038</b>	<b>16,252</b>
Accumulated impairment losses at 1 January	-1,161	-103	-30	-1,294
Impairment losses for the year	-213	–	–	-213
Divestments	5	–	–	5
Translation differences for the year	-25	-2	-1	-29
<b>Accumulated impairment losses at 31 December</b>	<b>-1,394</b>	<b>-105</b>	<b>-31</b>	<b>-1,531</b>
Residual value at 1 January	8,137	6,934	1,593	16,664
<b>Residual value at 31 December</b>	<b>7,150</b>	<b>6,565</b>	<b>1,007</b>	<b>14,721</b>

<sup>1)</sup> Investments pertain to investments in land held for future development, ongoing housing production and acquisitions of housing units that have been completed but have not yet been delivered or sold.

**16 Share capital**

Changes in share capital	No. of shares	Share capital, SEK 000
Number of shares, 1 January 2025	322,816,756	538,324
Number of shares, 31 December 2025	322,816,756	538,324

The shares are divided between 29,531,999 Class A shares and 293,284,757 Class B shares. Class A shares confer the right to ten votes each and Class B shares confer the right to one vote each. The quotient value per share is SEK 1.67. In order to meet its commitments under its long-term incentive programmes, Bonava AB holds 1,229,433 Class B treasury shares (1,245,355) as of 31 December 2025.

On 9 June 2016, NCC AB distributed all of the shares in Bonava AB to the shareholders. NCC AB remains a minority owner of Bonava Deutschland GmbH, but Bonava holds the option to acquire NCC AB's participations that will mature in 2027. On the basis of this option, the German company is being consolidated in its entirety. According to a profit-sharing agreement, NCC AB will waive its dividend and instead receive annual compensation of EUR 1.3 M, which is expensed on a regular basis.

## 17 Interest-bearing liabilities

	2025	2024
<b>Non-current liabilities</b>		
Liabilities to credit institutions and investors	2,340	2,719
of which, green bond	946	951
Lease liabilities	60	103
Liabilities pertaining to project financing	418	91
Other non-current liabilities	17	–
<b>Total</b>	<b>2,835</b>	<b>2,913</b>
<b>Current liabilities</b>		
Liabilities to credit institutions and investors	450	1,021
Liabilities pertaining to project financing	317	320
Lease liabilities	38	56
<b>Total</b>	<b>804</b>	<b>1,397</b>
<b>Total interest-bearing liabilities</b>	<b>3,639</b>	<b>4,310</b>

For repayment schedules and terms and conditions, refer to Note 24.

## 18 Provisions

2025	Guarantees	Other	Total
<b>On 1 January</b>	<b>472</b>	<b>361</b>	<b>832</b>
Provisions during the year	160	5	165
Amount utilised during the year	-140	-116	-257
Reversed, unutilised provisions	-36	-41	-77
Translation differences for the year	-23	-13	-35
<b>On 31 December</b>	<b>433</b>	<b>196</b>	<b>629</b>
of which current provisions	99	60	159
2024	Guarantees	Other	Total
<b>On 1 January</b>	<b>521</b>	<b>663</b>	<b>1,184</b>
Provisions during the year	158	101	260
Amount utilised during the year	-182	-343	-526
Reversed, unutilised provisions	-42	-74	-116
Translation differences for the year	17	14	31
<b>On 31 December</b>	<b>472</b>	<b>361</b>	<b>832</b>
of which current provisions	120	201	322

### Guarantees

Guarantee provisions pertain to assessed future costs related to warranty commitments. To estimate a future guarantee cost, individual assessments are made per project. Standard percentage rates are used for the calculation of the size of the future cost, whereby the standard percentage is varied depending on the nature of the project. The guarantee cost is posted individually for each project. The longest term for a guarantee provision is ten years, while a majority have maturities of approximately two to three years.

### Other

Other items include restructuring reserves, risk provisions for projects, contractual commitments for land held for future development and provisions for estimated risks in ongoing disputes. The items are expected to be settled within 1–10 years.

## 19 Other liabilities

	2025	2024
<b>Other non-current liabilities</b>		
Liabilities, property acquisitions	–	–
Other non-current liabilities	5	18
<b>Total</b>	<b>5</b>	<b>18</b>
<b>Other current liabilities</b>		
Customer advances	2,707	3,206
Liabilities, land acquisitions	79	67
Derivative instruments not used for hedge accounting	–	6
Other current liabilities	165	144
<b>Total</b>	<b>2,951</b>	<b>3,423</b>

## 20 Accrued expenses and deferred income

	2025	2024
Payroll-related costs	145	137
Project-related costs	808	841
Administrative expenses	37	35
Interest expenses	14	13
Other expenses	1	9
<b>Total</b>	<b>1,006</b>	<b>1,035</b>

## 21 Leases

	2025	2024
Interest expenses for lease liabilities	5	7
Total cash flow for leases	-62	-78

For other disclosures on leasing, refer to Notes 1 (Leases), 5 and 17.

	2025	2024
<b>Pledged assets</b>		
<i>For own debt:</i>		
Property mortgages	765	355
Net assets in the Group, excl. Parent Company	1,596	2,000
Other pledged assets	563	611
<b>Total pledged assets</b>	<b>2,924</b>	<b>2,966</b>
<b>Surety and guarantee obligations</b>		
<i>Own obligations:</i>		
Counter guarantees to external guarantors	189	600
Contingent liabilities <sup>1)</sup>	381	395
Other sureties <sup>2)</sup>	105	129
<b>Total surety and guarantee obligations</b>	<b>675</b>	<b>1,124</b>

<sup>1)</sup> Expenses related to properties held for future development that are deemed to arise even if housing projects are not started.

<sup>2)</sup> The undertakings pertaining to divested companies to be taken over by the purchaser in accordance with agreements.

Property mortgages comprise collateral on behalf of Finnish housing companies, Swedish tenant-owner associations and financing in the Baltics.

Counter guarantees pertaining to guarantees that constitute collateral for amounts paid to tenant-owner associations formed by Bonava Sverige AB comprise SEK 189 M (600). Deposit guarantees are valid until one year after the final acquisition cost of the tenant-owner association's building has been established.

As part of its financing from credit institutions and Bonava's green bond, the Group has pledged shares in subsidiaries and material receivables (with the associated assets) and surety and guarantee obligations as collateral. Some intra-Group receivables have also been pledged. These have been eliminated in the Group.

Bonava Sverige AB had a tax audit where, on 4 December 2025, the Swedish Tax Agency decided on the imposition of approximately SEK 30 M in VAT plus top-up tax. This decision has been appealed, and since the company considers it likely that Bonava Sweden will prevail in court, no provision has been recognised.

No ongoing litigation had been included at year-end.

## Investment commitments

Bonava has investment commitments for the purchase of building rights, which are contractual and conditional and have not yet been recognised as part of the financial statements. At 31 December 2025, the value of these amounted to SEK 1,253 M (1,184). The table below shows when the investments are expected to be adjusted, provided that the covenants in the agreement are met.

The agreements are often conditional on building permits being received or zoning plans being approved.

In addition, Bonava has entered into agreements that provide the opportunity to acquire building rights. In the event these options are exercised, this will involve a future cash outflow. In the event the options are not exercised, Bonava may incur a cost, primarily in the form of impairment of recognised advances.

Anticipated investment period	2026	2027	2028 and beyond	Total
Building rights	583	347	323	1,253

**23 Cash flow statement, cash and cash equivalents**

Other change in working capital	2025	2024
Increase (-)/decrease (+) in inventories	3	–
Increase (-)/decrease (+) in receivables	-29	299
Increase (-)/decrease (+) in liabilities	184	-904
<b>Total other change in working capital</b>	<b>158</b>	<b>-605</b>

Cash and cash equivalents	2025	2024
Cash and bank balances	220	593
<b>Total according to balance sheet and cash flow statement</b>	<b>220</b>	<b>593</b>

Cash and cash equivalents are recognised at amortised cost. Fair value corresponds to the carrying amount. In accordance with IFRS 9, cash and cash equivalents are subject to impairment using the model for expected credit losses.

**Information about interest paid/received**

Interest received during the year amounted to SEK 11 M (20). Interest paid during the year amounted to SEK 311 M (433).

	2024	Cash flow	Reclassi- fication	Currency	2025
Non-current interest-bearing receivables	591	–	-481	-7	103
Current interest-bearing receivables	57	-43	519	-33	500
<b>Total interest-bearing receivables</b>	<b>648</b>	<b>-43</b>	<b>38</b>	<b>-40</b>	<b>603</b>

	2023	Cash flow	Reclassi- fication	Currency	2024
Non-current interest-bearing receivables	582	–	16	-7	591
Current interest-bearing receivables	108	-93	43	-1	57
<b>Total interest-bearing receivables</b>	<b>690</b>	<b>-93</b>	<b>59</b>	<b>-8</b>	<b>648</b>

	Non-cash items					2025
	2024	Cash flow	Exchange-rate changes	Reclassi- fications	New leases	
Non-current interest-bearing liabilities	2,810	105	-4	-137	–	2,775
Interest-bearing lease liabilities	160	-56	-6	-41	41	98
Current interest-bearing liabilities	1,341	-824	-8	256	–	765
<b>Total interest-bearing liabilities</b>	<b>4,311</b>	<b>-775</b>	<b>-18</b>	<b>78</b>	<b>41</b>	<b>3,639</b>

	Non-cash items					2024
	2023	Cash flow	Exchange-rate changes	Reclassi- fications	New leases	
Non-current interest-bearing liabilities	125	2,679	5	–	–	2,810
Interest-bearing lease liabilities	160	-72	0	–	72	160
Current interest-bearing liabilities	5,536	-3,857	8	-347	–	1,341
<b>Total interest-bearing liabilities</b>	<b>5,821</b>	<b>-1,250</b>	<b>13</b>	<b>-347</b>	<b>72</b>	<b>4,311</b>

## Finance Policy (principles for risk management)

Bonava is exposed to financial risks through its business operations. Financial risk is defined as refinancing risk, liquidity risk, interest rate risk, exchange rate risk, credit risk, counterparty risk and guarantee capacity risk. Management of the financial risks in the form of risk mandates and limits for financial operations is governed through the Finance Policy, which is adopted by Bonava's Board of Directors.

Bonava's financial risks are then managed by the Treasury function in order to manage the Group's overall financial risk position and safeguard Group-wide interests. Customer credit risk is managed by the relevant business unit. Local project funding is available and requires approval by the Treasury function.

## Refinancing risk

Refinancing risk is defined as the risk that Bonava will not be able to obtain financing at a given time. Bonava's financing needs vary during the year due to the volume of ongoing projects. In order to ensure the availability of financing, Bonava shall strive to diversify central debt and project financing. To reduce refinancing risk, Bonava shall strive for a risk profile that provides good conditions for bank and market financing on favourable terms over time. In the case of project finance, the funding must be linked to one or more specific housing projects or properties. For 2025, project financing was raised for Finnish housing companies and Swedish tenant-owner associations, with the term reflecting the projects' completion dates and B2M for financing in the Baltics.

Project financing at 31 December 2025 amounted to SEK 735 M (411) with a tied-up capital of 22 (19) months. As of 31 December 2025, tied-up capital was 20 (26) months for the rest of the company's debt portfolio.<sup>1)</sup> Bonava's syndicated credit agreements include two loan covenants. The first is that EBIT, with some contractual adjustments, must exceed certain levels that vary from quarter to quarter. The second is a minimum level of available liquidity to be held by the Group in the form of cash and cash equivalents or available credit. Both loan covenants were met on the balance sheet date.

## Capital structure

Bonava defines capital as shareholders' equity including non-controlling interests as indicated in the balance sheet. Capital thus amounted to SEK 6,950 M (7,189) as of 31 December 2025.

Bonava's objective is to achieve a capital structure that results in an efficient weighted cost of capital and a credit rating that secures the operations' needs and potential future acquisitions.

Bonava reviews its capital structure and makes changes when financial circumstances change. To retain or change the capital structure,

Bonava's Board of Directors may propose an adjustment of the dividend paid to shareholders, pay an extraordinary dividend, buy back shares, complete a new share issue or sell assets in order to reduce its liabilities.

## Financial targets and framework

When assessing the capital structure, Bonava uses key figures regarding current and forecast equity to assets ratio, as well as frequent liquidity forecasts in the short and long-term. Bonava's strategic financial targets include a dividend to shareholders of 40 per cent of the Group's profit after tax over time. According to Bonava's financing framework, the equity-to-assets ratio should be at least 30 per cent.

At the end of 2025 the equity/assets ratio was 44.4 per cent. To ensure a healthy level of debt, Bonava's net project asset value should exceed its net debt, meaning that land and building rights that are not yet part of an ongoing project must be covered by equity. At 31 December 2025, the ratio of the net project asset value to net debt was 1.8 (1.6). Bonava's Board has proposed that no dividend is to be distributed for financial year 2025. Under the new financing package that was developed in 2024, there are also restrictions preventing a dividend from being paid out over the next three years.

Bonava's financial target is to achieve an operating EBIT margin, in accordance with segment reporting, of at least 10 per cent on an annual basis from 2026, and that the return on equity is to be at least 15 per cent over time.

## Maturity structure of tied-up capital 2025<sup>1)</sup>

Matures	Interest-bearing liabilities	
	Amount	Proportion, %
2026	511	14
2027	1,954	54
2028	960	27
2029	149	4
2030	17	0
<b>Total</b>	<b>3,592</b>	<b>100</b>

<sup>1)</sup> Concerns nominal amounts excluding liabilities pertaining to leases.

In 2025, Bonava issued new senior secured bonds with a variable interest rate, in an issue amount of SEK 960 M.

As of 31 December 2025, the nominal amount of the bond was SEK 960 M maturing in September 2028. Bonava's financing agreement for its central debt also encompasses a facility agreement with Bonava's bank counterparts that can be expressed in EUR, SEK and NOK. As of

31 December 2025, the facility agreement totalled EUR 283 M with a maturity date in March 2027. However, it should be noted that the framework will gradually decrease by EUR 22 M per quarter until maturity.

Of the total project financing, SEK 315 M falls due in 2026, SEK 271 M in 2027 and SEK 149 M in 2029.

## Liquidity risks

Liquidity risk refers to the risk of being unable to meet payment obligations due to insufficient liquidity.

To achieve adequate flexibility and cost-effectiveness, while ensuring that future financing requirements are satisfied, Bonava's Finance Policy for 2025 stated that Bonava manages liquidity risk through two limits: if liquidity is expected to fall below the first threshold value then internal measures must be taken to restore the liquidity forecast, and a lower amount under which liquidity must never fall.

Available liquidity is defined as cash and cash equivalents, short-term investments and unutilised committed credit facilities and overdraft facilities. Available cash and cash equivalents shall be deposited in banks available in the Group account structure where possible. All surplus liquidity should be used to repay external debt.

As of 31 December 2024, Bonava's available liquidity amounted to SEK 1,400 M (2,105), of which cash and cash equivalents and short-term investments amounted to SEK 209 M (575).

The table on the next page shows Bonava's financial assets and liabilities (including interest payments) and derivative instruments classified as financial assets and liabilities. For financial instruments carrying variable interest rates, the interest rate prevailing on the balance sheet date has been used.

The amounts in the tables are contractual undiscounted cash flows.

## Analysis of maturities (amounts including interest)

2025	Carrying amount	Total future payment amount	<3 months	3 months–1 year	1–3 years	3–5 years	>5 years
Other non-current shareholdings	2	2	–	–	–	–	2
Vendor notes	544	564	66	429	69	–	–
Other interest-bearing receivables	59	59	–	20	39	–	–
Accounts receivable	199	199	199	–	–	–	–
Currency derivatives	20	–	–	–	–	–	–
inflow	–	2,316	2,316	–	–	–	–
outflow	–	-2,297	-2,297	–	–	–	–
Cash and cash equivalents	220	220	220	–	–	–	–
<b>Total</b>	<b>1,044</b>	<b>1,063</b>	<b>505</b>	<b>449</b>	<b>108</b>	<b>0</b>	<b>2</b>
Interest-bearing liabilities	2,806	2,916	98	289	2,526	2	–
Interest-bearing liabilities in project financing	735	799	53	297	307	143	–
Interest-bearing lease liabilities	98	185	10	27	31	8	108
Accounts payable	297	297	297	–	–	–	–
<b>Total</b>	<b>3,936</b>	<b>4,196</b>	<b>458</b>	<b>614</b>	<b>2,864</b>	<b>153</b>	<b>108</b>

2024	Carrying amount	Total future payment amount	<3 months	3 months–1 year	1–3 years	3–5 years	>5 years
Other non-current shareholdings	2	2	–	–	–	–	2
Vendor notes	594	650	–	41	609	–	–
Other interest-bearing receivables	54	54	–	17	37	–	–
Accounts receivable	255	255	255	–	–	–	–
Currency derivatives	-6	–	–	–	–	–	–
inflow	–	1,688	1,688	–	–	–	–
outflow	–	-1,693	-1,693	–	–	–	–
Cash and cash equivalents	593	593	593	–	–	–	–
<b>Total</b>	<b>1,492</b>	<b>1,548</b>	<b>842</b>	<b>58</b>	<b>646</b>	<b>0</b>	<b>2</b>
Interest-bearing liabilities	3,739	4,419	52	217	4,150	–	–
Interest-bearing liabilities in project financing	411	438	7	274	57	100	–
Interest-bearing lease liabilities	160	266	15	44	78	9	119
Accounts payable	292	292	292	–	–	–	–
<b>Total</b>	<b>4,602</b>	<b>5,414</b>	<b>366</b>	<b>535</b>	<b>4,285</b>	<b>109</b>	<b>119</b>

## Interest rate risk

Interest rate risk is the risk that changes in market rates will adversely affect Bonava. Both interest-bearing liabilities and assets are therefore exposed to interest rate risk. In 2025, an interest rate swap of EUR 40 M with maturity in September 2028 was entered into for the purpose of reducing interest rate risk in the portfolio. As of 31 December 2025, 87 per cent of the debt portfolio had interest due within one year.

The fixed-rate term for project financing of SEK 735 M (411) was 4 months (5). Interest-bearing liabilities for the rest of the company's debt portfolio amounted to SEK 2,857 M (3,813) and the average fixed-rate term was 7 months (2). As of 31 December 2025, Bonava's total interest-bearing gross debt was SEK 3,592 M (4,224) and the average fixed-rate term was 6 months (2).<sup>1)</sup>

An increase in interest rates by one percentage point would result in an increase of SEK 23 M (28) in interest expenses, given the interest-bearing assets and liabilities that existed on the balance sheet date. This pertains to variable interest rates, including interest rate derivatives. Refer to the next page for the distribution of currencies and the underlying base interest rates for Bonava's loans.

Interest rate sensitivity<sup>1)</sup>

Profit/loss	Profit effect, SEK M	
	2025	2024
Market interest rate $\pm$ 1%	23	28

Maturity structure, fixed-rate term 2025<sup>1)</sup>

Matures	Interest-bearing liabilities	
	Amount	Proportion, %
2026	3,142	87
2027	–	–
2028	432	13
2029	–	–
2030	17	0
<b>Total</b>	<b>3,592</b>	<b>100</b>

<sup>1)</sup> Concerns nominal amounts excluding liabilities pertaining to leases.

## Exchange rate risk

Exchange rate risk is the risk that fluctuations in exchange rates will adversely affect the consolidated income statement, balance sheet or cash flow statement. Exchange rate risk can be managed using swaps, derivatives or forward agreements. These are to be limited to the currencies to which the Group is exposed. Currency-forward contracts are

used to hedge dividends from subsidiaries in EUR. EUR and SEK currency swaps are used to hedge internal loans in currencies other than the borrowing currencies and swaps against NOK and DKK are to be used to match liabilities in relation to other assets.

#### Transaction exposure

In accordance with Bonava's Finance Policy for 2025, transaction exposure should be reported and managed by Bonava's central treasury function when it exceeds EUR 1 M. Because Bonava's business units mainly receive and make payments in local currency, the extent of the transaction exposure is not significant.

The following table shows Bonava's interest-bearing liabilities in various currencies. The liabilities bear interest at a variable rate, which for the respective currencies is EURIBOR, NIBOR and STIBOR.

Transaction exposure is not currently hedged.

#### Interest-bearing liabilities 2025<sup>1)</sup>

Counter-value in SEK	Amount	Proportion, %
EUR	1,759	49
NOK	457	13
SEK	1,376	38
<b>Total</b>	<b>3,592</b>	<b>100</b>

<sup>1)</sup> Concerns nominal amounts excluding liabilities pertaining to leases.

#### Translation exposure

The following table shows Bonava's net investments by currency.

#### Counter-value in SEK

Currency	2025 Net investment	2024 Net investment
DKK	259	295
EUR	1,984	2,071
<b>Total</b>	<b>2,244</b>	<b>2,366</b>

As of 31 December, a 5 per cent depreciation of the SEK in relation to other currencies would result in an increase in shareholders' equity of SEK 112 M (118).

#### Currency sensitivity and transaction exposure

At 31 December 2025, there were no transactions that are probable and certain in terms of the amount and date that would result in a significant impact on Bonava's earnings in the event of a change in the underlying exchange rate.

## Credit risk

### Credit and counterparty risk in financial operations

Bonava's investment regulations for financial credit risks are characterised by caution. Bonava's credit risk for financial counterparties is mainly based on investments and the market value of existing derivative contracts. To minimise these risks, the banks with which Bonava invests money or enters into derivative contracts must have credit ratings of at least A- (Standard & Poor's) or the equivalent international rating, as well as local banks with a minimum rating equal to the credit-worthiness of the country in which Bonava conducts operations. The International Swaps and Derivatives Association (ISDA) master agreement on netting is used with all external counterparties with respect to derivative trading.

The total counterparty exposure relating to derivatives, calculated as net receivables per counterparty, amounted to SEK 4 M (8) at the end of 2025. Net receivables per counterparty is calculated in accordance with the market valuation method, i.e. the market value of the derivative plus a supplement for the change in risk (1 per cent of the

nominal amount). The calculated gross exposure to counterparty risks pertaining to cash and cash equivalents and short-term investments amounted to SEK 220 M (593). In connection with the divestment of the Norwegian operations in 2023, vendor notes of SEK 767 M were received. The remaining amount will be paid over time as the buyer sells the completed housing units and hands them over to customers. These are exposed to a credit risk related to the buyer and the discounted value amounted to SEK 544 M at 31 December 2025.

### Credit risk in accounts receivable

The risk that Bonava's customers will not fulfil their obligations, meaning that payment is not received from customers, constitutes a credit risk. The credit rating of the Group's customers is checked, whereby information on the customers' financial position is obtained from various credit information companies. Essentially, the right of ownership of the product the customer is paying for is not transferred until full payment has been made. This means that Bonava's risk is low, as it is limited to changes in market value.

### Age analysis of accounts receivable including receivables for divested housing projects at 31 December 2025

	Gross amount	Expected default rate, %	Credit loss allowance	Total
Not due receivables	199	0.3-4	1	198
Past-due receivables 1-30 days	39	0.3-5	1	37
Past-due receivables 31-60 days	3	2.4-50	0	2
Past-due receivables 61-180 days	67	3-100	6	61
Past-due receivables >180 days	11	3-100	2	9
<b>Total</b>	<b>318</b>		<b>10</b>	<b>308</b>

Bonava has grouped its accounts receivable into portfolios corresponding to the respective Group operating segment, as these items are deemed to have a similar credit risk. Each operating segment in the Bonava Group has prepared a matrix for accounts receivables, which examines historical losses and has been adjusted for current and forward-looking conditions. This means that the intervals represent the lowest and highest credit loss allowance percentage applied in the Group for each period.

Change in credit loss allowance	2025	2024
Opening balance as at 1 January	12	12
Provision for the year	2	3
Reversal of previously posted impairment losses	-3	-1
Accounts receivable written off during the year	-1	-2
<b>Closing balance as at 31 December</b>	<b>10</b>	<b>12</b>

### Carrying amount and fair value of financial instruments

The carrying amount and the fair value of financial instruments are presented in the following table. The measurement at fair value of currency-forward contracts is based on published forward rates on an active market.

For financial instruments measured at amortised cost (accounts receivable, other receivables, cash and cash equivalents, accounts payable, other interest-free liabilities and other interest-bearing liabilities), fair value is considered to correspond to the carrying amount.

Classification of financial instruments 2025	Financial assets measured at fair value through profit or loss	Financial assets measured at amortised cost	Financial liabilities measured at fair value through profit or loss	Other financial liabilities	Total
Other non-current shareholdings	2	–	–	–	2
Non-current receivables	–	103	–	–	103
Accounts receivable	–	199	–	–	199
Other receivables	–	609	–	–	609
Cash and cash equivalents	–	220	–	–	220
Derivatives	21	–	–	–	21
<b>Total assets</b>	<b>23</b>	<b>1,130</b>	–	–	<b>1,153</b>
Non-current interest-bearing liabilities	–	–	–	2,835	2,835
Other non-current liabilities	–	–	–	5	5
Current interest-bearing liabilities	–	–	–	804	804
Accounts payable	–	–	–	297	297
Other current liabilities	–	–	–	79	79
Derivatives	–	–	–	–	–
<b>Total liabilities</b>	–	–	–	<b>4,020</b>	<b>4,020</b>

Classification of financial instruments 2024	Financial assets measured at fair value through profit or loss	Financial assets measured at amortised cost	Financial liabilities measured at fair value through profit or loss	Other financial liabilities	Total
Other non-current shareholdings	2	–	–	–	2
Non-current receivables	–	592	–	–	592
Accounts receivable	–	255	–	–	255
Other receivables	–	141	–	–	141
Cash and cash equivalents	–	593	–	–	593
Derivatives	–	–	–	–	–
<b>Total assets</b>	<b>2</b>	<b>1,581</b>	–	–	<b>1,583</b>
Non-current interest-bearing liabilities	–	–	–	2,913	2,913
Other non-current liabilities	–	–	–	18	18
Current interest-bearing liabilities	–	–	–	1,397	1,397
Accounts payable	–	–	–	292	292
Other current liabilities	–	–	–	67	67
Derivatives	–	–	6	–	6
<b>Total liabilities</b>	–	–	<b>6</b>	<b>4,686</b>	<b>4,692</b>

In the following tables, disclosures are made concerning how fair value has been determined for the financial instruments that are continuously measured at fair value and the financial instruments not measured at fair value in Bonava's balance sheet. The difference between fair value and carrying amount for long-term liabilities does not constitute a material amount and the carrying amount has therefore been deemed to correspond to the fair value. For current liabilities, the carrying amount has been deemed to correspond to the fair value. The fair value measurement divides assets into three levels. No transfers between levels occurred during the period and no significant changes were made with respect to measurement methods, data used or assumptions.

Level 1: according to prices quoted on an active market for identical instruments. The bond loan of SEK 960 M is measured at fair value according to level 1 of the fair value hierarchy, which involves measurement using direct or indirect market data.

Level 2: according to the method for Level 2, fair value is based on models that use other observable inputs for the asset or liability other than the quoted prices included in Level 1. For Bonava, these inputs include market interest rates and yield curves used to calculate fair value.

Level 3: on the basis of inputs that are not observable on the market. This category is used for measuring investment properties.

### Offsetting financial instruments

Bonava has binding master agreements (ISDA) governing netting with all counterparties as regards derivatives. The table above shows reported gross financial assets and liabilities that can be offset. Bonava has not offset any amounts in the balance sheet.

	2025			2024		
	Level 1	Level 2	Total	Level 1	Level 2	Total
Financial assets measured at fair value	–	–	–	–	–	–
Financial assets measured at amortised cost	–	544	544	–	594	594
Derivative instruments not used for hedge accounting	–	21	21	–	–	–
Other securities held as non-current assets	–	2	2	–	2	2
<b>Total financial assets</b>	<b>–</b>	<b>566</b>	<b>566</b>	<b>–</b>	<b>597</b>	<b>597</b>
Financial liabilities measured at fair value	–	–	–	–	–	–
Derivative instruments not used for hedge accounting	–	–	–	–	6	6
Financial liabilities measured at amortised cost	–	–	–	–	–	–
Other liabilities (interest-bearing liabilities) <sup>1)</sup>	–	2,596	2,596	–	3,199	3,199
Bond loans	978	–	978	968	–	968
<b>Total financial liabilities</b>	<b>978</b>	<b>2,596</b>	<b>3,574</b>	<b>968</b>	<b>3,204</b>	<b>4,173</b>

<sup>1)</sup> Excluding liabilities pertaining to leases.

## 25 Earnings per share

	2025	2024
Earnings per share before and after dilution, SEK	-0.28	-1.85
Earnings attributable to the Parent Company's shareholders, SEK M	-89	-518
Average number of shares outstanding, in millions, when calculating earnings per share before and after dilution	321.6	279.9

## 26 Significant events after year-end

No significant events occurred after the end of the financial year.

## 27 Related-party transactions

The portion of Bonava's rights issue that was not covered by subscription commitments was underwritten by Nordstjernan in addition to its subscription commitment. Underwriting remuneration of 2 per cent for the guarantee commitment, corresponding to SEK 13.8 M, was paid in 2024.

# Parent Company income statement

	Note	2025	2024
Net sales	1	160	167
Production costs		-6	-5
<b>Gross profit</b>		<b>154</b>	<b>162</b>
Administrative expenses		-273	-266
<b>EBIT</b>	2, 3	<b>-119</b>	<b>-103</b>
<b>Profit/loss from financial items</b>			
Profit/loss from participations in Group companies			
Other interest income and similar items		1,345	892
Interest expenses and similar items	4	-1,062	-622
<b>Profit after financial items</b>		<b>164</b>	<b>166</b>
<b>Profit before tax</b>		<b>164</b>	<b>166</b>
Tax on profit for the year	9	0	-2
<b>Profit for the year</b>		<b>164</b>	<b>164</b>

# Parent Company balance sheet

	Note	2025	2024
<b>ASSETS</b>	1		
<b>Fixed assets</b>			
<i>Intangible assets</i>			
Capitalised expenditure for development work, etc.	5	0	0
<b>Total intangible assets</b>		<b>0</b>	<b>0</b>
<i>Property, plant and equipment</i>			
Equipment		0	0
<b>Total property, plant and equipment</b>		<b>0</b>	<b>0</b>
<i>Financial fixed assets</i>			
Participations in Group companies	6	2,084	2,084
Receivables from Group companies	7	7,489	8,048
Other non-current receivables	8	169	658
<b>Total financial fixed assets</b>		<b>9,742</b>	<b>10,790</b>
<b>Total fixed assets</b>		<b>9,742</b>	<b>10,790</b>
<b>Current assets</b>			
<i>Current receivables</i>			
Receivables from Group companies		105	132
Prepaid expenses and accrued income		6	25
Current tax asset		15	–
Other receivables		484	46
Cash and bank balances		4	138
<b>Total current receivables</b>		<b>614</b>	<b>341</b>
<b>TOTAL ASSETS</b>		<b>10,356</b>	<b>11,131</b>

	Note	2025	2024
<b>SHAREHOLDERS' EQUITY AND LIABILITIES</b>			
<b>Shareholders' equity</b>			
<i>Restricted equity</i>			
Share capital		538	538
Fund for development expenses		0	0
<b>Total restricted equity</b>		<b>538</b>	<b>538</b>
<i>Non-restricted equity</i>			
Share premium reserve		799	799
Profit brought forward		5,967	5,802
Profit for the year		164	164
<b>Total non-restricted equity</b>	14	<b>6,930</b>	<b>6,765</b>
<b>Total shareholders' equity</b>		<b>7,468</b>	<b>7,304</b>
<i>Provisions</i>			
Other provisions		19	17
<b>Total provisions</b>		<b>19</b>	<b>17</b>
<i>Non-current liabilities</i>			
Interest-bearing liabilities	10	2,341	2,719
<b>Total non-current liabilities</b>		<b>2,341</b>	<b>2,719</b>
<i>Current liabilities</i>			
Accounts payable		7	9
Liabilities to Group companies		270	15
Interest-bearing liabilities	10	196	1,019
Other liabilities		7	2
Accrued expenses and deferred income	11	47	47
<b>Total current liabilities</b>		<b>528</b>	<b>1,091</b>
<b>TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES</b>		<b>10,356</b>	<b>11,131</b>

# Parent Company changes in shareholders' equity

	Restricted equity		Non-restricted equity			Total shareholders' equity
	Share capital	Fund for development expenses	Share premium reserve	Profit brought forward	Profit for the year	
<b>Opening shareholders' equity, 1 January 2024</b>	<b>434</b>	<b>0</b>	<b>0</b>	<b>6,975</b>	<b>-1,282</b>	<b>6,127</b>
Appropriation of profit/loss	–	–	–	-1,282	1,282	–
Reduction in share capital	-325	–	–	325	–	–
Bonus issue	216	–	–	-216	–	–
New share issue	214	–	836	–	–	1,050
Issuing costs	–	–	-37	–	–	-37
Performance-based incentive programme	–	–	–	0	–	0
Profit/loss for the year	–	–	–	–	164	164
<b>Closing shareholders' equity, 31 December 2024</b>	<b>538</b>	<b>0</b>	<b>799</b>	<b>5,802</b>	<b>164</b>	<b>7,304</b>
Appropriation of profit/loss	–	–	–	164	-164	–
Performance-based incentive programme	–	–	–	0	–	0
Profit/loss for the year	–	–	–	–	164	164
<b>Closing shareholders' equity, 31 December 2025</b>	<b>538</b>	<b>0</b>	<b>799</b>	<b>5,967</b>	<b>164</b>	<b>7,468</b>

# Parent Company cash flow statement

Note	2025	2024
<b>OPERATING ACTIVITIES</b>		
Profit/loss after financial items	164	166
<i>Adjustments for items not included in cash flow:</i>		
– Changes in provisions	2	3
– Other, including capital gains on divested operations	21	-15
<b>Total items not included in cash flow</b>	<b>23</b>	<b>-12</b>
Tax paid	-11	–
<b>Cash flow from operating activities before change in working capital</b>	<b>177</b>	<b>154</b>
<b>Cash flow from change in working capital</b>		
Increase (-)/decrease (+) in receivables	46	-46
Increase (+)/decrease (-) in liabilities	243	-39
<b>Cash flow from change in working capital</b>	<b>288</b>	<b>-85</b>
<b>Cash flow from operating activities</b>	<b>465</b>	<b>70</b>
<b>INVESTMENT ACTIVITIES</b>		
Investments in shares in subsidiaries	–	-2,084
Sale of shares in subsidiaries	43	2,177
<b>Cash flow from investment activities</b>	<b>43</b>	<b>93</b>
<b>Cash flow before financing activities</b>	<b>508</b>	<b>163</b>
<b>FINANCING ACTIVITIES</b>		
New share issue after issuing costs	–	1,013
Increase in interest-bearing receivables	–	-8,602
Decrease in interest-bearing receivables	559	9,785
Loans raised	497	3,737
Repayment of loans	-1,698	-6,069
<b>Cash flow from financing activities</b>	<b>-642</b>	<b>-137</b>
<b>Cash flow for the year</b>	<b>-134</b>	<b>25</b>
Cash and cash equivalents at 1 January	138	113
<b>Cash and cash equivalents at 31 December</b>	<b>4</b>	<b>138</b>

Continued, next column

	2024	Cash flow	Reclassification	2025
Current interest-bearing receivables	46	-43	483	486
Non-current interest-bearing receivables	8,602	-516	-534	7,552
<b>Total interest-bearing receivables</b>	<b>8,649</b>	<b>-559</b>	<b>-51</b>	<b>8,038</b>
	<b>2023</b>	<b>Cash flow</b>	<b>Reclassification</b>	<b>2024</b>
Current interest-bearing receivables	9,906	-9,785	-75	46
Non-current interest-bearing receivables	–	8,602	–	8,602
<b>Total interest-bearing receivables</b>	<b>9,906</b>	<b>-1,182</b>	<b>-75</b>	<b>8,649</b>
	<b>2024</b>	<b>Cash flow</b>	<b>Reclassification</b>	<b>2025</b>
Current interest-bearing liabilities	1,019	-823	–	196
Non-current interest-bearing liabilities	2,719	-379	–	2,341
<b>Total interest-bearing liabilities</b>	<b>3,738</b>	<b>-1,202</b>	<b>–</b>	<b>2,537</b>
	<b>2023</b>	<b>Cash flow</b>	<b>Reclassification</b>	<b>2024</b>
Current interest-bearing liabilities	6,069	-6,069	1,019	1,019
Non-current interest-bearing liabilities	–	3,737	-1,019	2,719
<b>Total interest-bearing liabilities</b>	<b>6,069</b>	<b>-2,332</b>	<b>–</b>	<b>3,738</b>

Interest received during the year amounted to SEK 540 M (749).  
Interest paid during the year amounted to SEK 254 M (415).

# Parent Company Notes

## 1 Accounting policies

The Parent Company's Annual Report has been prepared in accordance with the Annual Accounts Act (1995:1554) and the recommendation RFR 2, Accounting for legal entities and statements from the Swedish Financial Reporting Board.

The Parent Company's accounting policies differ from the Group's in the following ways:

### Subsidiaries

For the Parent Company, shares in subsidiaries are recognised at cost less any impairment losses. Impairment losses for these shares and participations arise if the recoverable amount is lower than the carrying amount. Received and anticipated dividends are recognised as revenue.

### Leases

In the Parent Company, all lease expenses are recognised in the income statement in conjunction with the cost arising.

### Group contributions

Group contributions received and paid are recognised as appropriations in the Parent Company income statement, in accordance with the alternative rule in RFR 2.

### Borrowing costs

The Parent Company recognises total borrowing costs as an expense in the period in which they arise.

## 2 Number of employees, salaries and other remuneration

The average number of employees for the year was 45 (47). 30 (32) of the employees are women and 15 (15) are men.

### Gender division

	Percentage women, %	
	2025	2024
Board of Directors	43	29
Senior executives	29	43

### Salary and other remuneration, and social security expenses including pension costs

	2025	2024
Salary and remuneration	68	68
Social security expenses	38	39
of which, pension costs	16	16

Salary and remuneration refer exclusively to personnel in Sweden. Refer also to Note 4 for the Group, Number of employees, personnel costs and remuneration to senior executives.

### Salaries and other remuneration divided among Board members, CEO and other employees

	2025		2024	
	The Board and CEO	Other employees	The Board and CEO	Other employees
Salaries and other remuneration	15	53	15	53
of which, bonuses, etc.	3	5	3	3

## 3 Remuneration and fees to audit firms

	2025	2024
PwC		
Audit assignment	4	5
Other services	1	1
<b>Total remuneration and fees to auditors and audit firms</b>	<b>5</b>	<b>6</b>

Audit assignment is defined as fees for the statutory audit (i.e. audit work required to present the Auditor's Report and provide audit advice in connection with the audit assignment).

## 4 Interest expenses and similar items

	2025	2024
Interest expenses, credit institutions	253	402
Interest expenses, Group companies	–	13
Internal swap	729	–
Other financial expenses	79	208
<b>Total</b>	<b>1,062</b>	<b>622</b>

## 5 Intangible assets

	2025	2024
Acquired intangible assets		
<b>Recognised cost at 1 January</b>	<b>411</b>	<b>411</b>
<b>Recognised cost at 31 December</b>	<b>411</b>	<b>411</b>
<b>Accumulated amortisation at 1 January</b>	<b>-352</b>	<b>-352</b>
<b>Accumulated amortisation at 31 December</b>	<b>-352</b>	<b>-352</b>
<b>Accumulated impairment losses at 1 January</b>	<b>-59</b>	<b>-59</b>
<b>Accumulated impairment losses at 31 December</b>	<b>-59</b>	<b>-59</b>
<b>Residual value at 1 January</b>	<b>0</b>	<b>0</b>
<b>Residual value at 31 December</b>	<b>0</b>	<b>0</b>

## 6 Participations in Group companies

Name, Corp. ID no., Reg. office	Proportion, %	No. of shares	Carrying amount 2025
Bonava East Holding AB, 556495-9079, Stockholm	100	2,143	2,084
Bonava Holding GmbH, HRB 16008 FF, Germany	100		
Bonava Wohnbau GmbH, HRB15662 FF, Germany	10		
Bonava Sverige AB, 556726-4121, Stockholm	100		
Bonava Suomi Oy, 2726714-3, Finland	100		
Bonava Eesti OÜ, 11398856, Estonia	100		
Bonava Latvija SIA, 40003941615, Latvia	100		
Bonava Lietuva UAB, 305099434, Lithuania	100		
Bonava Danmark A/S, 32 65 55 05, Denmark	100		
<b>Total participations in Group companies</b>			<b>2,084</b>

Name, Corp. ID no., Reg. office	Proportion, %	No. of shares	Carrying amount 2024
Bonava East Holding AB, 556495-9079, Stockholm	100	2,143	2,084
Bonava Holding GmbH, HRB 16008 FF, Germany	100		
Bonava Wohnbau GmbH, HRB15662 FF, Germany	10		
Bonava Sverige AB, 556726-4121, Stockholm	100		
Bonava Suomi Oy, 2726714-3, Finland	100		
Bonava Eesti OÜ, 11398856, Estonia	100		
Bonava Latvija SIA, 40003941615, Latvia	100		
Bonava Lietuva UAB, 305099434, Lithuania	100		
Bonava Danmark A/S, 32 65 55 05, Denmark	100		
<b>Total participations in Group companies</b>			<b>2,084</b>

	2025	2024
<b>Recognised cost at 1 January</b>	<b>2,188</b>	<b>2,844</b>
Companies sold	–	-2,740
Capital injection	–	2,084
<b>Recognised cost at 31 December</b>	<b>2,188</b>	<b>2,188</b>
<b>Accumulated impairment losses at 1 January</b>	<b>-104</b>	<b>-760</b>
Companies sold	–	656
<b>Accumulated impairment losses at 31 December</b>	<b>-104</b>	<b>-104</b>
<b>Carrying amount on 1 January</b>	<b>2,084</b>	<b>2,084</b>
<b>Carrying amount on 31 December</b>	<b>2,084</b>	<b>2,084</b>

Direct ownership refers only to shares in Bonava Group Holding AB; the remaining holdings in the table refer to indirectly controlled companies that are directly owned by Bonava Group Holding AB. Apart from the companies listed above, Bonava AB indirectly controls a number of trading and dormant sub-subsidiaries.

## 7 Receivables from Group companies

Receivables from Group companies	2025	2024
Carrying amount on 1 January	8,048	–
Additional receivables	388	8,048
Repayments	–947	–
<b>Carrying amount on 31 December</b>	<b>7,489</b>	<b>8,048</b>

## 8 Other non-current receivables

Other non-current receivables	2025	2024
Carrying amount on 1 January	658	682
Additional receivables	3	–
Repayments	–3	–1
Interest income	9	19
Currency translation	–17	–4
Reclassification	–480	–40
<b>Carrying amount on 31 December</b>	<b>169</b>	<b>658</b>

## 9 Tax on profit for the year and deferred tax assets

Tax on profit for the year	2025	2024
Deferred tax cost	0	–2
<b>Total recognised tax on profit/loss for the year</b>	<b>0</b>	<b>–2</b>

	Profit/loss	
Effective tax	2025	2024
Profit/loss before tax	164	166
Tax according to company's current tax rate	–34	–34
Non-tax deductible costs	–	–3
Non-taxable revenues	46	46
Unrecognised tax loss carry-forwards	–11	–9
Tax attributable to prior years	–	–2
<b>Recognised tax</b>	<b>0</b>	<b>–2</b>
<b>Effective tax, %</b>	<b>0</b>	<b>1</b>

There are non-capitalised tax loss carry-forwards of SEK 856 M (802) in the Parent Company.

## 10 Interest-bearing liabilities

	2025	2024
<b>Non-current liabilities</b>		
Liabilities to credit institutions	2,341	2,719
of which, green bonds	946	951
<b>Total non-current liabilities</b>	<b>2,341</b>	<b>2,719</b>
<b>Current liabilities</b>		
Liabilities to credit institutions	196	1,019
<b>Total current liabilities</b>	<b>196</b>	<b>1,019</b>
<b>Total interest-bearing liabilities</b>	<b>2,536</b>	<b>3,738</b>

For repayment schedules and terms and conditions as well as information concerning the reclassification of liabilities from non-current to current, see Group Note 24.

## 11 Accrued expenses and deferred income

	2025	2024
Payroll-related costs	29	24
Administrative expenses	5	9
Interest expenses	13	13
<b>Total</b>	<b>47</b>	<b>47</b>

## 12 Pledged assets and contingent liabilities

	Utilised amount	
	2025	2024
Counter guarantee to external guarantors	3,644	5,731
Guarantees for project-specific financing	351	192
Guarantees for Group companies	1,415	993
Other sureties <sup>1)</sup>	105	129
Shares in subsidiaries	2,084	2,084
Receivables from subsidiaries	7,489	8,048
Other pledged assets	563	611
<b>Total</b>	<b>15,651</b>	<b>17,788</b>

## Proportion of pledged assets and contingent liabilities that are on behalf of tenant-owner associations and housing companies

	2025	2024
Counter guarantee to external guarantors <sup>2)</sup>	200	789
Guarantees for project-specific financing	351	192
<b>Total</b>	<b>552</b>	<b>982</b>

<sup>1)</sup> The undertakings pertaining to divested companies to be taken over by the purchaser in accordance with agreements.

<sup>2)</sup> The counter guarantees pertain to guarantees that constitute collateral for amounts paid to tenant-owner associations formed by Bonava Sverige AB. Deposit guarantees are valid until one year after the final acquisition cost of the tenant-owner association's building has been established. Bonava AB's commitment is limited to SEK 600 M.

## 13 Information about the Parent Company

Bonava AB (publ), corporate identity number 556928-0380, is a registered limited company with its registered office in Stockholm, Sweden. Bonava AB's shares are listed on the Stockholm Stock Exchange (Nasdaq Stockholm Mid Cap).

The address of the head office is Bonava AB, Lindhagensgatan 74, Stockholm, Sweden.

The consolidated financial statements for 2025 consist of the Parent Company and its subsidiaries, jointly termed the Group. The Group conducts part of its operation through joint operations with external parties, with the Group reporting its portion of assets, liabilities, income and costs.

## 14 Appropriation of profit

The Board of Directors proposes that distributable earnings of SEK	6,929,765,200
<i>be appropriated as follows:</i>	
Carried forward	6,929,765,200
<b>Total SEK</b>	<b>6,929,765,200</b>

The Board of Directors and the Chief Executive Officer hereby give their assurance that the annual accounts and the consolidated accounts have been prepared in compliance with the international accounting standards referred to in the European Parliament's and Council of Europe's Regulation (EC) No. 1606/2002 dated 19 July 2002 regarding the application of international accounting standards and generally accepted accounting practice, and thus give a true and fair view of the financial position and results of operations of the Group and the Parent Company.

The Report of the Board of Directors for the Group and Parent Company provide a fair review of the Group's and the Parent Company's operations, financial position and results of operations and describe the significant risks and uncertainties facing the Parent Company and the Group.

The Board of Directors and CEO give their assurance that this Sustainability Report has been prepared in accordance with the Swedish Annual Accounts Act and the European Sustainability Reporting Standards (ESRS) as well as the specifications that were adopted with the support of the EU Green Taxonomy Regulation.

The annual accounts and the consolidated financial statements were approved for publication by the Board of Directors on 17 March 2025. The consolidated income statement and balance sheet and the Parent Company's income statement and balance sheet will be presented to the AGM for adoption on 22 April 2025.

Stockholm, 17 March 2026

**Mats Jönsson**  
*Chairman of the Board*

**Per-Ingemar Persson**  
*Board member*

**Nils Styf**  
*Board member*

**Anette Frumerie**  
*Board member*

**Tobias Lönnevall**  
*Board member*

**Anneli Jansson**  
*Board member*

**Paula Röttorp**  
*Board member*

**Peter Wallin**  
*CEO*

Our Auditor's Report was submitted on 17 March 2026 and our assurance report on the statutory sustainability report was submitted on 17 March 2026.  
Öhrlings PricewaterhouseCoopers AB

**Johan Rippe**  
*Authorised Public Accountant  
Auditor in Charge*

**Linda Andersson**  
*Authorised Public Accountant*

# Other information



# Auditor's report

To the general meeting of the shareholders of Bonava AB (publ), corporate identity number 556928-0380

## Report on the annual accounts and consolidated accounts

### Opinions

We have audited the annual accounts and consolidated accounts of Bonava AB (publ) for the year 2025 except for the corporate governance statement and the sustainability declaration on pages 51–58 and page 59–130 respectively. The annual accounts and consolidated accounts of the company are included on pages 40–168 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of parent company as 31 December 2025 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2025 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards as adopted by the EU, and the Annual Accounts Act. Our opinions do not cover the corporate governance statement and the statutory sustainability report on pages 51–58 and 59–130, respectively. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014/EU) Article 11.

### Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014/EU) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

### Our audit approach

#### *Audit scope*

We designed our audit by determining materiality and assessing the risks of material misstatement in the consolidated financial statements. In particular, we considered where the Board of Directors and the Managing Director made subjective judgements; for example, in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. As in all of our audits, we also addressed the risk of management override of internal controls, including among other matters consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the consolidated financial statements as a whole, taking into account the structure of the group, the accounting processes and controls, and the industry in which the group operates.

#### *Materiality*

The scope of our audit was influenced by our application of materiality. An audit is designed to obtain reasonable assurance whether the financial statements are free from material misstatement. Misstatements may arise due to fraud or error. They are considered material if individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the consolidated financial statements.

Based on our professional judgement, we determined certain quantitative thresholds for materiality, including the overall group materiality for the consolidated financial statements as a whole. These, together with qualitative considerations, helped us to determine the scope of our audit and the nature, timing and extent of our audit procedures and to evaluate the effect of misstatements, both individually and in aggregate on the financial statements as a whole.

### Key audit matters

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters.

## Key Audit Matter

### Valuation of housing projects

Housing projects are described in the annual report in Note 15 and Note 1 Significant accounting principles section Critical estimates and judgments.

Housing projects amounted to SEK 13,656 million on 31 December 2025, thus constituting 87 percent of the Group's assets. Residential projects consist of ongoing residential projects (SEK 6,598 million), completed homes (SEK 727 million) and development land (SEK 6,331 million).

Residential projects as a whole are reported at the lower of acquisition value and net realizable value. The assessment of net realizable value is inherently subject to assumptions and a change in the assumptions made can have a significant effect on the reported values. For completed housing units, there is no longer the possibility of compensating with cost savings. Assumptions and assessments regarding the sales price of completed housing units therefore have a greater

impact on the valuation. A wait-and-see market and longer planning, permit and project processes can also have an impact on the valuation of development land as this is valued from the perspective of the results of the final project. Assumptions and assessments affect all of the items mentioned but have the greatest impact on the valuation of development land. In order for the accounting of these items to be fair, related cost reserves and provisions attributable to the housing projects or completed housing projects are also of great importance.

As housing projects constitute the most significant item in Bonava's accounts and as the company's assessment is based on assumptions, the examination of the valuation of this item constitutes a Key audit matter in our audit.

### How our audit addressed the Key Audit Matter

Our audit is based on both an evaluation of internal control and substantive testing and other analytical procedures, including data-based transaction analyses, of certain balance sheet and income statement items on a sample basis of housing projects in significant subsidiaries. To ensure, in particular, the valuation, we have also performed the following audit procedures:

- Evaluated the management process for project accounting, including by reviewing relevant parts of Bonava's operating system for the purpose of evaluating whether processes and controls are appropriately designed.
- On a sample basis, reviewed key controls that are performed to ensure that relevant control elements have been performed and documented in accordance with the operating system's requirements and that the project accounting is correct.
- Performed an analytical review of a selection of the projects where we identified deviations between actual and forecasted outcomes and created an understanding of the causes. Analyzed trends over time in order to identify and, if necessary, understand the causes of trend breaks.
- Reviewed prepared project calculations and evaluated the reasonableness of the project margins. With the support of PwC's valuation experts, we have reviewed the reasonableness of assumptions made such as sales prices, production costs, rental levels and yield requirements for the valuation of development land, but also other parts of the housing projects if necessary.

- On a sample basis, tested, evaluated and challenged the information used in the calculations regarding Bonava's calculated hourly costs for its own personnel and other reported costs in the housing projects.
- Where Bonava's projects include specific assessment issues, we have tested and evaluated Bonava's assessments based on our own experience based on Bonava's documentation and through discussions with Bonava's executives.
- We have reviewed external valuation reports of selected projects and reviewed Bonava's handling and view of these and the impact they have had on the financial reporting.
- Evaluated management's assessment of the carrying amount of capitalized development costs to be in balance.
- Reviewed that necessary provisions and other reserves attributable to housing projects have been reported where necessary based on documentation and other assessments.
- Assessed that the information provided in the annual report is correct based on applicable disclosure requirements.

The valuation of housing projects is subject to inherent uncertainty when the accounting is partly based on assumptions that can change over time.

## Other information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1–39 and 175–181 respectively and the sustainability declaration on pages 59–130. The other information also includes the Management remuneration report 2025, which is published on the company webpage at the same time as this report and that we received before the date of this auditor's report. The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting Standards as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, The Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intend to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Directors responsibilities and tasks in general, among other things oversee the company's financial reporting process.

## Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in

the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

A further description of our responsibility for the audit of the annual accounts and consolidated accounts is available on Swedish Inspectorate of Auditors' website: [www.revisorsinspektionen.se/revisornsansvar](http://www.revisorsinspektionen.se/revisornsansvar). This description is part of the auditor's report.

## Report on other legal and regulatory requirements

### The auditor's examination of the administration of the company and the proposed appropriations of the company's profit or loss

#### Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Bonava AB for the year 2025 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

#### Basis for Opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

## Responsibilities of the Board of Directors and the Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

## Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

A further description of our responsibility for the audit of the administration is available on Swedish Inspectorate of Auditors' website: [www.revisorsinspektionen.se/revisornsansvar](http://www.revisorsinspektionen.se/revisornsansvar). This description is part of the auditor's report.

## The auditor's examination of the ESEF report

### Opinion

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the ESEF report) pursuant to Chapter 16, Section 4 a of the Swedish Securities Market Act (2007:528) for Bonava AB (publ) for the financial year 2025.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the ESEF report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

### Basis for Opinion

We have performed the examination in accordance with FAR's recommendation RevR 18 Examination of the ESEF report. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of Bonava AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the ESEF report in accordance with the Chapter 16, Section 4 a of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine

is necessary to prepare the Esef report without material misstatements, whether due to fraud or error.

### **Auditor's responsibility**

Our responsibility is to obtain reasonable assurance whether the Esef report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the Esef report has been prepared in a format that enables uniform electronic reporting of the annual accounts and consolidated accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design audit procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the Esef report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion

on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a validation that the Esef report has been prepared in a valid XHTML format and a reconciliation of the Esef report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the Esef report have been marked with iXBRL in accordance with what follows from the Esef regulation.

### **The auditor's examination of the corporate governance statement**

The Board of Directors is responsible for that the corporate governance statement on pages 51-58 has been prepared in accordance with the Annual Accounts Act.

Our examination of the corporate governance statement is conducted in accordance with FAR's auditing standard RevR 16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 of the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the other parts of the annual accounts and consolidated accounts and are in accordance with the Annual Accounts Act.

Öhrlings PricewaterhouseCoopers AB, Torsgatan 21 113 97 Stockholm with Johan Rippe as the auditor in charge, was appointed auditor of Bonava AB by the general meeting of the shareholders on the 9 April 2025 and Öhrlings PricewaterhouseCoopers AB has been the company's auditor since the 26 April 2018.

Stockholm on March 17, 2026  
Öhrlings PricewaterhouseCoopers AB

**Johan Rippe**  
Authorized Public Accountant  
Auditor in charge

**Linda Andersson**  
Authorized Public Accountant

*This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.*

# Auditor's limited assurance report of Bonava AB (publ)s statutory sustainability statement

Unofficial translation To the general meeting of the shareholders of Bonava AB(publ), corporate identity number 556928-0380

## Conclusion

We have conducted a limited assurance engagement of the sustainability statement for Bonava AB (publ), for the financial year 2025. The sustainability statement is included on pages 59-130 in this document.

Based on our limited assurance engagement as described in the section Auditor's responsibility, nothing has come to our attention that causes us to believe that the sustainability statement does not, in all material respects, meet the requirements of the Swedish Annual Accounts Act which includes,

- whether the sustainability statement meets the requirements of ESRS,
- whether the process the company has carried out to identify reported sustainability information has been conducted as described on page 69 in the paragraph Process for double materiality assessment (IRO-1) of the sustainability statement,
- compliance with the reporting requirements of the EU's Green Taxonomy Regulation Article 8.

## Basis for conclusion

We have conducted the limited assurance engagement in accordance with FAR's recommendation RevR 19 Revisorners översiktliga granskning av den lagstadgade hållbarhetsrapporten. Our responsibility according to this recommendation is further described in the section Auditor's responsibility.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

## Other matter

The sustainability statement for the previous financial year has not been subject to a limited assurance engagement and no review of the comparative figures in the sustainability statement for the year 2025 (financial year) has therefore been performed.

## Other information than the sustainability statement

This document also contains other information than the sustainability statement and is found on pages 1–58,131–169 and 174–180. The Board of Directors and the Managing Director are responsible for this other information.

Our conclusion on the sustainability statement does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our limited assurance engagement on the sustainability statement, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the sustainability statement. In this procedure we also take into account our knowledge otherwise obtained in the limited assurance engagement and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Responsibilities of the Board of Directors and the Managing Director

The Board of Directors, and the Managing Director, are responsible for the preparation of sustainability statement in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act, and for such internal Assurance report

control as the Board of Directors and the Managing Director determine necessary to enable the preparation of the sustainability statement that is free from material misstatements, whether due to fraud or error.

## Auditor's responsibility

Our responsibility is to express a conclusion on whether the sustainability report has been prepared in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act based on our review. The limited assurance engagement has been conducted in accordance with FAR's recommendation RevR 19 Revisorners översiktliga granskning av den lagstadgade hållbarhetsrapporten. This recommendation requires that we plan and perform our procedures to obtain limited assurance that the sustainability statement is prepared in accordance with these requirements.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. This means that it is not possible for us to obtain such assurance that we become aware of all significant matters that could have been identified if a reasonable assurance engagement had been performed.

Our firm applies ISQM 1 (International Standard on Quality Management), which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We are independent Bonava AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

A limited assurance engagement involves performing procedures to obtain evidence about the sustainability statement. The auditor selects the procedures to be performed, including assessing the risks of material misstatements in the sustainability statement, whether due to fraud or error. In this risk assessment, the auditor considers the parts of the internal control that are relevant to how the Board of Directors and the Managing Director prepares the sustainability statement, in order to design procedures that are appropriate under the circumstances, but not for the purpose of providing a conclusion on the effectiveness of the company's internal control. The review consists of making inquiries, primarily of persons responsible for the preparation of the sustainability statement, performing analytical review, and conducting other limited review procedures.

## The review procedures primarily include:

Our audit procedures regarding the process the company has implemented to identify sustainability information to report included, but were not limited to, the following:

- Obtained an understanding of the process by:
  - Making inquiries to understand the sources of information used by management (e.g., stakeholder dialogues, business plans, and strategy documents); and
  - Reviewing the company's internal documentation of its process; and

- Evaluated whether the information obtained from our actions on the process implemented by the company is consistent with the description of the process in paragraph IRO-1 "Process for double Materiality Analysis" on page 69 in the sustainability report.

Our audit procedures regarding the sustainability report included, but were not limited to, the following:

- Through inquiries obtain a general understanding of the internal control environment, reporting processes, and information systems relevant to the preparation of the information in the sustainability statement.
- Evaluated whether information identified through the Process is included in the sustainability statement;
- Evaluate whether the structure and the presentation of the sustainability statement is in accordance with the ESRS;
- Perform inquiries of relevant personnel and analytical procedures on selected information in the sustainability report;
- Performed substantive assurance procedures on selected information in the sustainability statement;
- Through inquiries and analytical procedures evaluate supporting evidence to the methods, assumptions and data for developing significant estimates and forward-looking information;
- Obtain an understanding of the process for identifying taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the sustainability report.
- The review of the taxonomy disclosures included, but was not limited to:
  - substantive assurance procedures on selected information in the sustainability report relating to the EU Green Taxonomy.

## Inherent limitations in preparing the sustainability statement

In reporting forward-looking information in accordance with ESRS, the Board of Directors and the CEO of Bonava AB (publ) must prepare forward-looking information based on stated assumptions about events that may occur in the future and possible future actions of Bonava AB (publ). Actual outcomes are likely to differ because anticipated events often do not occur as expected.

Stockholm 17 March 2026  
Öhrlings PricewaterhouseCoopers AB

**Johan Rippe**  
Authorized public accountant  
Lead auditor

**Linda Andersson**  
Authorized public accountant

*This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.*

# The Bonava share and shareholders

The Bonava share has been listed on Nasdaq Stockholm since 9 June 2016. Since January 2021, the share is included in the Mid Cap segment. Bonava has two share classes, Class A and Class B, which both trade on Nasdaq Stockholm. Each Class A share carries ten votes and each Class B share one vote. Bonava's share capital was SEK 538 M on 31 December 2025, divided among 322,816,756 shares and 588,604,747 votes. Bonava had 29,531,999 Class A shares and 293,284,757 Class B shares. Read more about the share capital performance at [bonava.com](https://www.bonava.com).

## Owners and ownership structure

Bonava had approximately 26,432 known shareholders at the end of the year. The largest shareholder, Nordstjernan AB, controlled 49.5 per cent of the votes and 24.7 per cent of the capital. No other

shareholder, directly or indirectly, holds more than 10 per cent of the shares in Bonava (votes or capital). At the end of the year, Swedish institutions and companies owned 45.7 per cent of the capital and 64.0 per cent of the votes. The equivalent figure for foreign owners was 15.9 per cent and 8.7 per cent, respectively.

## Progress during the year

During the year, Bonava's Class B share increased 39.0 per cent, while OMXSPI rose 9.5 per cent during the same period. The closing price on 30 December 2025 was SEK 10.90 per Class A share and SEK 11.04 per Class B share, corresponding to a market capitalisation of SEK 3.6 Bn.

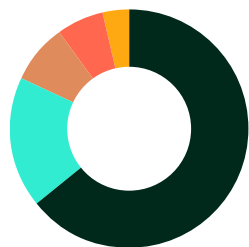
## Largest owners as of 31 December 2025

Largest shareholders	No. of Class A shares	No. of Class B shares	Capital, %	Votes, %
Nordstjernan	23,500,000	56,231,795	24.7	49.5
Frederik W. Mohn		22,036,773	6.8	3.7
Schroders		20,651,068	6.4	3.5
Fourth Swedish National Pension Fund (Fjärde AP-fonden)	394,386	18,725,320	5.9	3.9
Nordea Funds		14,726,664	4.6	2.5
Nordea Liv & Pension	54,085	12,443,724	3.9	2.2
Swedbank Robur Funds		11,976,529	3.7	2.0
Alcur Funds		11,032,765	3.4	1.9
Avanza Pension	73,577	9,278,247	2.9	1.7
Nordnet Pension Fund	25,238	7,886,334	2.5	1.4
<b>Subtotal, ten largest shareholders</b>	<b>24,047,286</b>	<b>184,989,219</b>	<b>64.8</b>	<b>72.3</b>
Other	5,484,713	108,295,538	35.2	27.7
<b>Total number of shares</b>	<b>29,531,999</b>	<b>293,284,757</b>	<b>100</b>	<b>100</b>

## Breakdown of owner size as of 31 December 2025

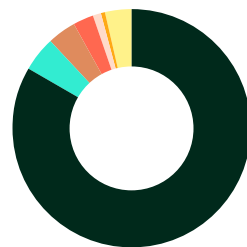
Size range	Owner, number	Owner, %	No. of shares	Capital, %	Votes, %
1-500	15,844	59.9	2,403,815	0.7	1.0
501-1,000	3,670	13.9	2,742,344	0.9	1.0
1,001-10,000	5,877	22.3	18,467,047	5.7	5.5
10,001-1,000,000	1,020	3.9	45,852,130	14.2	12.2
1,000,001-5,000,000	11	0.0	19,786,463	6.1	3.4
5,000,001-	11	0.0	216,347,077	67.0	73.5
Unknown size of holding			17,217,880	5.3	3.5
<b>Total</b>	<b>26,432</b>	<b>100</b>	<b>322,816,756</b>	<b>100</b>	<b>100</b>

Ownership categories



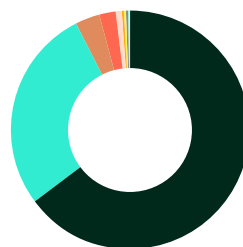
- Swedish institutional owners, 64.0%
- Swedish private individuals, 17.6%
- Foreign institutional owners, 8.7%
- Other, 6.2%
- Anonymous ownership, 3.5%

Ownership by country



- Sweden, 83.4%
- UK, 4.8%
- Norway, 4.0%
- Finland, 2.7%
- USA, 1.2%
- Other countries, 0.4%
- Anonymous ownership, 3.5%

Market share (trading)



- Nasdaq, 64.9%
- Cboe Global Markets, 27.6%
- London Stock Exchange, 3.4%
- Aquis Stock Exchange, 2.1%
- Boerse Berlin Equiduct Trading, 0.9%
- ITG Posit, 0.4%
- Tradegate Exchange, 0.2%
- Lang & Schwarz TradeCenter, 0.2%
- Instinet Blockmatch Europe, 0.1%
- Sigma-X, 0.1%
- Other, 0.1%

## Share turnover and trading

The average daily turnover for the Class B share for the year was 493,549 shares. Bonava's Class B shares were traded on multiple marketplaces, of which Nasdaq Stockholm represented 64.9 per cent of turnover.

Average daily turnover (no. of shares)	2025
Class A shares	4,411
Class B shares	493,549

Trading in Class B shares	2025
Share turnover, million	122.9
Value of share turnover, as of 31 December, SEK M	1,346.2
Average daily turnover, SEK M	5.4

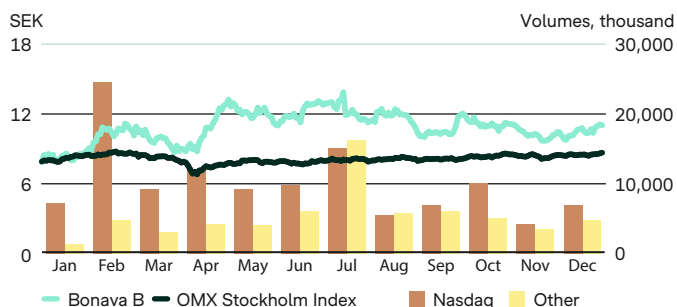
## Dividend and dividend policy

Bonava's dividend policy is to distribute 40 per cent of profit after tax, according to the segment reporting, for the year over time. The existing financing agreement contains limitations on paying dividends, which is why the Board of Directors does not propose any dividend for financial year 2025.

## Repurchase of own shares

The 2025 AGM resolved that the company will have the right to repurchase Class B shares in the company. During 2025, no Class B shares were repurchased. As of 31 December 2025, there were 1,229,433 Class B shares in treasury. The number of treasury shares decreased during the year due to the outcome of the 2022 LTI programme.

Bonava B share price and trading volume, 2025



Source pages 175–176: Monitor by Modular Finance AB. Compiled and processed data from various sources, including Euroclear, Morningstar and the Swedish Financial Supervisory Authority (Finansinspektionen).

## Conversion of shares

Under Bonava's Articles of Association, owners of Class A shares are entitled to conversion to Class B shares. In 2025, a total of 626,335 Class A shares were converted to 626,335 Class B shares.

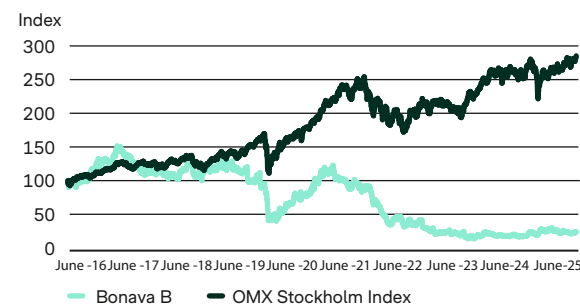
## Long-term incentive programmes

During the year, Bonava had three outstanding share-based incentive programmes. LTIP 2023 covers approximately 44 employees and LTIP 2025 covers the Executive Management Group, including the CEO. The Board of Directors decided not to introduce a share-based incentive programme for the Executive Management Group and certain key executives for 2024, due to the new share issue. The share-based incentive programme adopted at the AGM in 2022 was concluded in 2025. For more information, refer to Note 4 for the Group.

## Rights issue

In February 2024, Bonava completed a fully underwritten rights issue which provided approximately SEK 1,050 M before deduction of issuing costs. The issue was oversubscribed by 169.7 per cent. As a result of the rights issue, Bonava's share capital increased by SEK 104,580,931 to SEK 538,324,219. The total number of shares increased by 22,139,706 Class A shares and 192,241,228 Class B shares, to a total of 322,816,756 shares, of which 30,158,334 as Class A shares and 292,658,422 as Class B shares.

Bonava B share price trend 2016–2025, indexed



Per share data as of 31 December	2025	2024
Share price, Class A, SEK	10.90	10.50
Share price, Class B, SEK	11.04	7.94
High, Class B, SEK	14.28	11.00
Low, Class B, SEK	7.87	6.33
Share price performance, %	39.0	6.08
Shareholders' equity per share, SEK	21.61	22.36
Dividend, SEK	0 <sup>1)</sup>	0
Total return, %	39.0	6.08
Earnings per share <sup>2)</sup> , SEK	-0.28	-1.85
Cash flow from operating activities per share, SEK	1.21	2.02
P/E ratio	-39.4	-4.3
Weighted average no. of shares	322,816,756	281,131,574
No. of shares on balance sheet date	322,816,756	322,816,756
No. of shareholders	26,432	28,261

<sup>1)</sup> Based on proposed dividend.

<sup>2)</sup> Before and after dilution.

Analysts who cover Bonava	Name
ABG Sundal Collier	Fredrik Stensved, Markus Henriksson
DNB Carnegie	Mathias Carlson
Handelsbanken Capital Markets	Johan Edberg, Oscar Lindquist
Nordea Markets	David Flemmich
SEB Equities	Keivan Shirvanpour
Kepler Cheuvreux	Jan Ihrfelt

## Quick facts

Marketplace	Nasdaq Stockholm
Segment/sector	Financials/Real estate
Share class	Class A and Class B
No. of shares	322,816,756
Market cap. as of 31 Dec 2025:	SEK 3.6 Bn
ISIN code, Class B share	SE0008091581
ISIN code, Class A share	SE0008091573

## Ticker symbols

Nasdaq:	BONAV B
Bloomberg	BONAVA:SS
Reuters	BONAVb.ST

# Five-year overview

## Sector-related key performance indicators<sup>1)</sup>

No. of unless otherwise stated	2025	2024	2023	2022	2021
Building rights	23,800	25,900	28,900	29,400	28,000
Of which, building rights off the balance sheet	6,500	6,300	8,200	11,350	13,500
<b>Housing development for consumers</b>					
Housing units sold	1,717	1,727	1,242	1,682	3,438
Sales value of housing units sold, SEK M	5,688	6,329	4,795	6,096	11,239
Housing units started	2,099	1,462	1,082	1,428	3,297
Housing units in ongoing production	2,878	2,167	2,153	3,871	5,271
Sales rate for ongoing production, %	38	40	36	51	58
Reservation rate for ongoing production, %	3	5	3	1	4
Completion rate for ongoing production, %	47	53	61	56	43
Housing units for sale (ongoing and completed)	1,992	1,610	1,875	2,042	2,295
Housing units recognised in profit	1,513	1,630	2,419	2,744	3,002
Value of sold housing units, not yet recognised in profit, SEK M	4,952	4,314	4,363	8,220	11,828
<b>Housing development for investors</b>					
Housing units sold	676	573	251	854	1,028
Sales value of housing units sold, SEK M	1,917	1,743	802	2,162	2,863
Housing units started	676	573	251	1,085	1,223
of which investment properties				231	195
Housing units in ongoing production	1,203	1,010	902	2,627	3,363
of which investment properties				426	195
Sales rate for ongoing production, % <sup>2)</sup>	100	100	100	100	94
Completion rate for ongoing production, % <sup>2)</sup>	43	43	45	47	41
Housing units recognised in profit	483	465	1,550	1,625	1,476
Value of sold housing units, not yet recognised in profit, SEK M	3,496	3,242	2,766	5,746	6,510

<sup>1)</sup> Continuing operations. 2022–2021 have been restated.

<sup>2)</sup> Excluding investment properties.

## Financial key performance indicators<sup>3)</sup>

SEK M unless otherwise stated	2025	2024	2023	2022	2021
Return on capital employed, % <sup>4)</sup>	2.5	-0.3	4.3	6.9	9.6
Interest coverage ratio, multiple <sup>5)</sup>	0.9	0.1	-1.1	4.4	7.7
Equity/assets ratio, %	44.4	41.7	34.6	31.2	35.1
Interest-bearing liabilities/total assets, %	23.3	25.0	30.5	29.6	18.9
Net debt	2,816	3,068	4,951	7,259	3,313
Net debt excl. project financing	2,091	2,675	4,297	5,802	2,121
Net debt/equity ratio, multiple	0.4	0.4	0.8	0.9	0.4
Capital employed at end of period	10,589	11,499	12,422	15,568	12,794
Capital employed, average	10,950	12,394	14,707	14,816	12,677
Capital turnover rate, multiple <sup>5)</sup>	0.7	0.7	0.9	1.1	1.3
Share of risk-bearing capital, %	44.6	41.9	34.7	31.4	35.6
Average interest rate at end of period, % <sup>6)</sup>	6.91	7.58	7.07	4.03	2.38
Average fixed-rate term, years <sup>6)</sup>	0.5	0.2	0.1	0.2	0.2
Average interest rate at end of period, % <sup>7)</sup>	5.46	4.41	5.58	3.70	1.65
Average fixed-rate term, years <sup>7)</sup>	0.3	0.5	0.4	0.3	0.2
<b>Per share data</b>					
Profit/loss after tax, SEK <sup>8)</sup>	-0.28	-1.85	-10.66	4.10	6.64
Cash flow from operating activities, SEK	1.21	2.02	-3.15	-30.25	6.71
Dividend, SEK <sup>9)</sup>					3.50
Shareholders' equity, SEK	21.61	22.36	61.58	74.49	77.64
Average number of shares, million	321.6	279.9	107.2	107.2	107.2
No. of shares at end of period, million	321.6	321.6	107.2	107.2	107.2

<sup>3)</sup> Including discontinued operations up until divestment. 2022–2021 have been restated.

<sup>4)</sup> Before items affecting comparability for 2022–2021.

<sup>5)</sup> Calculations are made on the basis of a 12-month average.

<sup>6)</sup> Excluding loans for project financing and leases. For more information, refer to "Construction finance for tenant-owner associations and housing companies" under "Capital structure and financing".

<sup>7)</sup> Pertains to loans for project financing. For more information, refer to "Construction finance for tenant-owner associations and housing companies" under "Capital structure and financing".

<sup>8)</sup> Excluding discontinued operations, 2022–2021.

<sup>9)</sup> Dividend 2025 refers to the Board's proposal to the AGM.

# Definitions

Bonava uses measurements including the following alternative performance indicators: return on capital employed, net debt and equity/assets ratio. The Group considers that these key performance indicators provide complementary information to readers of its financial reports that contributes to assessing the Group's capacity to pay dividends, make strategic investments, meet its financial commitments and to evaluate its profitability.

## Financial key performance indicators

### *Average capital employed*

Average capital employed as of the five last quarters.

### *Average fixed-rate term*

The remaining fixed-rate term weighted by interest-bearing liabilities outstanding.

### *Average interest rate*

Nominal interest rate weighted by interest-bearing liabilities outstanding on the balance sheet date.

### *Average shareholders' equity*

Average reported shareholders' equity as of the last five quarters.

### *Capital employed*

Total assets less non-interest bearing liabilities, including deferred tax liabilities.

### *Capital turnover rate*

Net sales on a rolling 12-month basis divided by average capital employed.

### *Dividend yield*

The dividend as a percentage of the market price at year-end.

### *Earnings per share*

Net profit/loss for the period divided by the weighted average number of shares in the year.

### *EBITDA*

EBIT before net financial items, tax and depreciation.

### *EBIT margin*

EBIT as a percentage of net sales.

### *Equity/assets ratio*

Shareholders' equity as a percentage of total assets.

### *Gross margin*

Gross profit as a percentage of net sales.

### *Interest-bearing liabilities/Total assets*

Interest-bearing liabilities divided by total assets.

### *Interest coverage ratio*

Profit/loss after financial items plus financial expenses divided by financial expenses, calculated on a rolling 12-month basis.

### *Items affecting comparability*

Material one-off items in operating profit, the profit effect of which is important to note when the financial performance for the period is compared with earlier periods.

### *Net debt*

Interest-bearing liabilities, lease liabilities and provisions less interest-bearing assets including cash and cash equivalents.

### *Net debt/equity ratio*

Net debt divided by shareholders' equity.

### *Net project asset value*

The carrying amount of ongoing housing projects, completed housing units and investment properties less customer advances.

### *Net project asset value in relation to Net debt*

Current period relation between Net project asset value versus Net debt excluding leasing.

### *Operating cash flow*

EBITDA adjusted for net investments in fixed assets, properties held for future development, ongoing housing projects and completed housing units as well as changes in working capital, excluding corrections for non-cash items.

### *Operating gross margin and operating EBIT margin*

Operating gross profit and operating EBIT as a percentage of net sales according to segment reporting.

### *Operating gross profit and operating EBIT*

Gross profit and EBIT according to segment reporting.

### *Production costs*

Costs incurred for land, development expenses for architects and other contractor-related costs, utility

connection fees and building construction.

### *Project financing*

Loans raised in Swedish tenant-owner associations and Finnish housing companies, as well as debt that directly finances investment properties.

### *Return on capital employed*

Profit after financial items (excluding items affecting comparability) on a rolling 12-month basis following the reversal of interest expense as a percentage of average capital employed.

### *Return on shareholders' equity*

Profit after tax as a percentage of average shareholders' equity.

### *Share of risk-bearing capital*

Total shareholders' equity and deferred tax liabilities as a percentage of total assets.

### *Total assets*

Total assets or liabilities and shareholders' equity.

### *Total return*

Total of the change in the share price during the year and paid dividends in relation to the share price at the beginning of the year.

## Sector-related definitions

### *Completed housing units*

Refers to housing units for which inspection documents have been received, but the unit has not yet been sold, or units that have been sold but not handed over to the customer.

### *Completion rate*

Recognised expenses in relation to the calculated total costs of ongoing housing projects.

### *Housing units for sale*

Refers to the number of units, in ongoing production or completed, that are available for sale.

### *Housing units in ongoing production*

Refers to the period from production start to

completion of a building. A housing unit is considered complete on receipt of inspection documentation.

### *Housing units sold*

Number of housing units for which binding sales agreements have been signed with the customer and production of the housing unit has started.

### *Number of housing units recognised in profit*

Number of housing units sold that have been occupied by the purchaser. Once the purchaser has taken over occupancy, the purchase consideration is recognised as net sales, and expenses incurred for the housing unit are recognised as production costs.

### *Production start*

The time when Bonava starts production of a building. At that time, capitalised expenditure for land and development expenses is transferred to ongoing housing projects.

### *Properties held for future development*

Refers to Bonava's holdings of land and building rights for future residential development and capitalised project development costs.

### *Reservation rate*

Number of reserved housing units in production in relation to the total number of housing units in production.

### *Sales rate for ongoing production*

Number of housing units sold in production in relation to the total number of housing units in production.

### *Sales value of housing units sold*

Sales value of housing units sold for which binding sales agreements have been signed with the customer and production of the housing unit has commenced.

# Information to shareholders

## 2026 Annual General Meeting

The Annual General Meeting (AGM) of Bonava AB (publ) will be held on Wednesday, 22 April 2026 in Stockholm, Sweden. All meeting documentation is available at <https://www.bonava.com/en/corporate-governance/general-meeting>

### Participation

Shareholders wishing to participate in the AGM must:

- be included in the share register kept by Euroclear Sweden AB by no later than Tuesday, 14 April 2026,
- notify the company of their intention to participate by no later than Thursday, 16 April 2026.

### Registration

Registration can be completed:

**On Bonava's website,**  
<https://www.bonava.com/en/corporate-governance/general-meeting>

**By telephone to Euroclear:**  
+46 (0)8 402 92 26 on weekdays between 9:00 a.m. and 4:00 p.m.

**By post to the following address:**  
Bonava AB, c/o Euroclear Sweden AB  
Box 191, SE-101 23 Stockholm, Sweden

### Nominee-registered holdings

Shareholders whose shares are nominee-registered must temporarily re-register their shares in their own name with Euroclear Sweden AB in order to be entitled to participate in the Meeting. The shareholders' register as of the record date on 14 April 2026 will include voting registrations made no later than 16 April 2026. Therefore, shareholders should inform their nominees well in advance of this date.

### Proposed dividend

The Board of Directors proposes that no dividend be paid for 2025 financial year.

## Financial calendar

2026 Annual General Meeting	22 April 2026
Interim Report Q1 Jan–Mar 2026	28 April 2026
Interim Report Q2 Jan–Jun 2026	17 July 2026
Interim Report Q3 Jan–Sep 2026	22 October 2026
Year-end Report Jan–Dec 2026	4 February 2027

## IR contact

Jon Johnsson  
Deputy CEO and CFO  
[jon.johnsson@bonava.com](mailto:jon.johnsson@bonava.com)  
Tel: +46 700 888 605

Anna Falck Fyhrlund  
Head of Investor Relations  
[anna.falck@bonava.com](mailto:anna.falck@bonava.com)  
Tel: +46 707 604 914

# Contact information

Bonava AB (publ),  
556928-0380  
Postal address: Box 12064,  
SE-102 22 Stockholm, Sweden

Street address:  
Lindhagensgatan 74,  
SE-112 18 Stockholm  
Tel. +46 8 409 544 00  
bonava.com

Bonava Germany  
Am Nordstern 1  
15517 Fürstenwalde  
Tel. +49 3361 670 0  
bonava.de

Bonava Finland  
Töölönlahdenkatu 2  
00100 Helsinki  
Tel. +358 10 400 2000  
bonava.fi

Bonava Estonia  
Toompuiestee 35  
101 33 Tallinn  
Tel. +372 627 4855  
bonava.ee

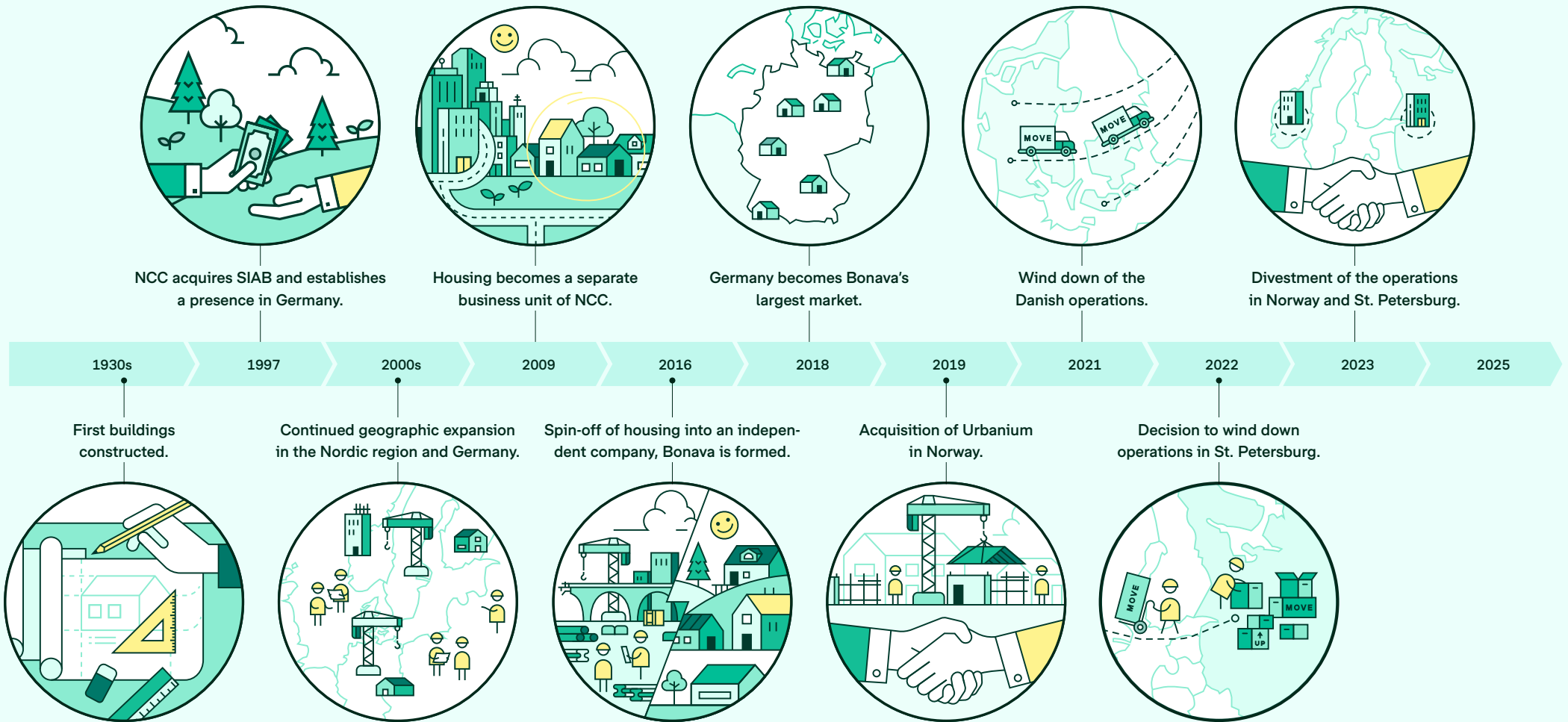
Bonava Latvia  
Brīvības gatve 275  
Rīga, LV-1006  
Tel. +37 167 567 841  
bonava.lv

Bonava Lithuania  
Liudviko Zamenhofo g. 3  
Vilnius, LT-06332  
Tel. +370 686 13517  
bonava.lt



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# We have a long history of creating homes and neighbourhoods





Bonava AB (publ), 556928-0380  
Postal address: Box 12064, SE-102 22 Stockholm, Sweden  
Street address: Lindhagensgatan 74, 112 18 Stockholm  
+46 8 409 544 00, [bonava.com](http://bonava.com)