

**ESG report**

# **NORDIC BIM GROUP**

**2022**



# TABLE OF CONTENTS

## **1. NORDIC BIM GROUP**

- 1.1 Succeeding Together
- 1.2 Fast facts

## **2. INTRODUCTION**

- 2.1 Vision and mission
- 2.2 The organisation
- 2.3 History

## **3. ESG GOALS AND ACTIONS**

- 3.1 Reducing CO2 emissions and our environmental load
- 3.2 Occupational well-being / welfare / health
- 3.3 Community investment
- 3.4 Governance and financial responsibility

## **4. UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS**

- 4.1 The 17 Sustainable Development Goals
- 4.2 Nordic BIM Group SDG contribution
- 4.3 SDG number 3 - Good health and well-being
  - 4.3.1 Why
  - 4.3.2 How
  - 4.3.2 Goal
- 4.4 SDG number 10 - Reduce inequalities
  - 4.4.1 Archicad Summer Camp
  - 4.4.2 Community days
  - 4.4.3 Donations
- 4.5 SDG number 13 - Climate action
  - 4.5.1 Zero spending for non-renewable energy
  - 4.5.2 Reducing travel costs
  - 4.5.3 Green BIM Certificate

# TABLE OF CONTENTS

## **5. ESG PROGRESS**

- 5.1 Succeeding together | Sustainable | Happy/Healthy/Fun
- 5.2 ESG timeline

## **6. GOALS FOR 2023**

- 6.1 An ongoing journey
- 6.2 Nordic BIM Group goals 2023

## **7. POLICY GOVERNANCE**

- 7.1 The ESG team
- 7.2 The ESG team responsibilities

## **8. SOURCES**

## **9. CONTACT INFORMATION**

# 1. NORDIC BIM GROUP

Creating digital advantages

1.1

## SUCCEEDING TOGETHER

“ Our company is constantly changing in order to adapt to our customers more complex and demanding business environment, and the environment around us in society. Today we can see that the sustainability goals and the business goals are clearly aligned. What’s good for sustainability is also good for business performance. The last years of crisis have accelerated that integration.

Our values “Succeeding together | Sustainable | Happy/Healthy/Fun” have been characterising our business for more than 30 years in all three markets we operate in.

The AEC/O (Architecture, Engineering, Construction and Operation) business has a significant impact on society’s carbon emission and energy consumption. With our customers knowledge combined with our partners, our dedicated employees and the BIM tools available we are living to fulfil our vision “To be a major contributor towards a sustainable built environment”. Together we will make a difference.

The report for 2022 shows that we were ambitious and made a difference. We also launched the Green BIM Certificate, a training program with a toolkit that helps our customers to design more sustainable buildings. Most important to us are skilled employees with good attitudes and behaviors that reflect our values. Our annual employee survey shows very high job satisfaction and loyalty. In the battle for qualified labour, it is extremely important to offer a workplace where people thrive and develop, and that together we create sustainable values. We have great ambitions for the future. We have laid a solid foundation and are optimistic for the years ahead. In 2023, we will create even more engagement, development and results together with our employees, partners and customers.

”



- JÖRGEN NYLUND  
CEO Nordic BIM Group

# 1. NORDIC BIM GROUP

Fast facts

1.2

10 000	HAPPY CUSTOMERS
46 000	HAPPY USERS
30	YEARS OF EXPERIENCE
60	DEDICATED EXPERTS
4,72/6	EMPLOYEE SATISFACTION
2%	CHURN
~€20M	REVENUE

**60 %**  
MARKET SHARE  
ARCHICAD

**50 %**  
MARKET SHARE  
AEC

We offer **SOFTWARE** and **SERVICES**

Whitin **BIM** and **DIGITAL TWINS**

Verticals **ARCHITECTS, REAL ESTATE,**  
**RETAIL, CONSTRUCTION** and  
**HOUSE MANUFACTURING**

Distributor for **ARCHICAD, SOLIBRI,**  
**ARCHIFRAME** and **TWINVIEW**

# 2. INTRODUCTION

## Organisational Goals

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



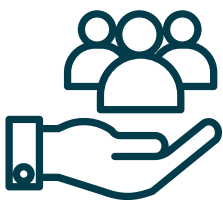
### MISSION AND VISION

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

## 2.1

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

### THE ORGANISATION



## 2.2

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

### HISTORY



## 2.3

# 3. ESG GOALS AND ACTIONS

## REDUCING CO2 EMISSIONS AND OUR ENVIRONMENTAL LOAD

We find it essential to do our part to tackle climate change and other environmental sustainability issues. Alongside the United Nations and the UN Sustainable Development Goals (SDG) we are doing just that. Environmental matters are valuable not only to us but also to our customers and other stakeholders. However, the direct environmental impact of our operations is limited as our operations mainly consist of providing software and services related to them. Instead, we can greatly influence our indirect effects and are committed to continuous improvement.

We contribute to protecting the climate and the environment through our solutions, which improve resource efficiency in the AEC and PropTech industry and enable the most sparing use of resources possible. To promote this positive development in the industry and help our customers reduce their environmental load, we aim to develop our education and communication better to highlight these qualities and features in our products.

3.1

# 3. ESG GOALS AND ACTIONS



## OCCUPATIONAL WELL-BEING / WELFARE / HEALTH

The well-being and happiness of our work community are essential to us as we recognize that committed and proficient employees are central to our operations and success. Nordic BIM Group has embraced the United Nations SDG for health and well-being, and wants to provide prosperity to our employees, now and in the future. We strive for openness and a work environment free of prejudice at all levels. Regardless of gender, religion and ethnicity. We compete for the best employees and genuinely want to take good care of them.

### 3.2

We work in office environments where the risks of work-related accidents are low, and therefore we concentrate on well-being at work, ensuring suitable working environments and proper working tools. All our employees are provided with comprehensive occupational health services and employee benefits. We also aim to provide the same opportunities for professional development for all our employees.



# 3. ESG GOALS AND ACTIONS

## COMMUNITY INVESTMENT

We recognize that we benefit greatly from the well-being of the surrounding community. Our most significant impact comes from employment and paying taxes. In addition to that, we have an effect by giving back to the community directly to reduce inequalities, in line with one of the UN SDGs. We aim to increase our community investments in the coming years by providing development opportunities for young professionals of the future, doing voluntary work to our communities, and supporting a local charitable organization through annual donations.



3.3

## GOVERNANCE AND FINANCIAL RESPONSIBILITY



Good governance and economic responsibility are at the center of our operations. We follow our Code of Conduct which specifies how employees, regardless of position, should deal with the ethical and legal requirements in running the business, and also shapes the way in which we interact with our business partners, employees, shareholders and the public.

We comply with the laws and regulations in force and take data security seriously in all our activities. It is also clear that we expect our partners to act responsibly and ethically.

3.4

We believe that doing business responsibly and professionally, close to people, supports our profitability now and in the future.

# 4. UNITED NATIONS

Sustainable Development Goals - <https://sdgs.un.org/goals>

## THE 17 SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and in the future. At its heart are the 17 Sustainable Development Goals, which are an urgent call for action by all countries - developed and developing - in a global partnership.



4.1

## NORDIC BIM GROUP SDG CONTRIBUTION

Nordic BIM Group has chosen three of the 17 goals to contribute to the United Nations Sustainable Development.

4.2

EMPLOYEES OCCUPATIONAL  
WELL-BEING/WELFARE/HEALTH



LOCAL COMMUNITY  
INVESTMENTS



REDUCING CO2 EMISSIONS AND  
OUR ENVIRONMENTAL LOAD



# 4. UNITED NATIONS

Goal number 3 - Good health and well-being



COUNTRIES	EMPLOYEES	EMPLOYEE SATISFACTION
3	60	4,72/6



## SDG NUMBER 3 - GOOD HEALTH AND WELL-BEING

Nordic BIM Group is focusing on our employees' occupational well-being/welfare/health. We work actively to achieve the highest possible well-being at work.

4.3

WHY

We are convinced that job satisfaction and health are the basis for a committed and well-being staff that leads to joint success.

4.3.1

4.3.2

To assess our employees' well-being and job satisfaction and better identify development goals, we will conduct an annual atmosphere and welfare surveys with the help from the external company Onways.

HOW

4.3.3

We aim to keep our eNPS and our employee satisfaction high. Historically we have beaten our industry eNPS benchmarks and had a very high employee satisfaction. We measured our employee satisfaction rate to 4,72/6 in 2022, and ranked in the top ten being eight out of 151 companies, in our industry when it comes to the total satisfaction rate. In 2023 our goal is to keep it over 4,5.

GOAL

# 4. UNITED NATIONS

## Goal number 10 - Reduce inequalities



### FREE EDUCATION

**120+**

STUDENTS YEARLY

### COMMUNITY DAYS

**5**

YEARLY

### DONATIONS

**10 000€**

YEARLY

## SDG NUMBER 10 - REDUCE INEQUALITIES

Nordic BIM Group is focusing on local community investments. Every year we do several activities to contribute to our local communities.

**4.4**

### ARCHICAD SUMMER CAMP

To help shape the future of our industry and create a good foundation for students before entering the job market, we arrange Archicad Summer Camp, an Archicad basics course for AEC students. The camp is intense, free of charge and in demand.

**4.4.1**

### COMMUNITY DAYS

**4.4.2**

Every year Nordic BIM Group organizes and participates in 5 community days, with the goal to give back to our local communities.

### DONATIONS

Every year all three countries donate to local charitable organizations. Nordic BIM Group donates a total of 10 000 Euros.

**4.4.3**

# 4. UNITED NATIONS

## Goal number 13 - Climate action



### RENEWABLE ENERGY

**100%**  
IN ALL COUNTRIES 2022

### GREEN BIM CERTIFICATE

**2022**  
LAUNCHED

### SDG NUMBER 13 - CLIMATE ACTION

Nordic BIM Group is working on reducing our CO2 emissions and environmental load. And with our products, we give our customers the tools to lower their environmental impact.

The built environment generates nearly 50% of annual global CO2 emissions. Of those total emissions, building operations are responsible for 27% annually, while building materials and construction (typically referred to as embodied carbon) are responsible for an additional 20% annually. Due to its size and impact, the entire ecosystem has a major role to play in realizing global decarbonization and sustainability goals. In Europe specifically, carbon policies will rapidly reset the industry agenda over the next decade, prompting urgent action from players from across the value chain to collaborate to meet net-zero goals.

**4.5**

### ZERO SPENDING FOR NON-RENEWABLE ENERGY

All three countries are using 100% renewable energy.

- SE: Telge energi - focuses on 100% clean electricity from solar, wind and water.
- NO: Entelios – affiliated with the environmental management system ISO 14001.
- FI: Ekosähkö - renewable, domestic and eco-labeled electricity (Eco-label of Finnish Association for Nature Conservation).

**4.5.1**

# 4. UNITED NATIONS

Goal number 13 - Climate action



## REDUCING TRAVEL COSTS

We only travel when needed, and by the most environmentally friendly transportation available.

most | **4.5.2**

## GREEN BIM CERTIFICATE

The Green BIM Certificate will be a key initiative helping to highlight the best ways to improve resource efficiency in the AEC industry (Architecture, Engineering and Construction) and enable the most sparing use of resources. The goal for 2022 is to launch Green BIM Certificate in Sweden. The launch of Green BIM Certificate in Norway and Finland will be in 2023.

**4.5.3** |



# 5. ESG PROGRESS

Parts of our ESG journey

SUCCEEDING TOGETHER | SUSTAINABLE | HAPPY/HEALTHY/FUN

5.1



# 5. ESG PROGRESS

## Nordic BIM Group ESG timeline

5.2

**JUN-AUG 2021**

Archicad Summer Camp



**DEC 2021**

Employee survey



**DEC 2021**

Donations to charitable organizations



**2022**

Reduced travelling



**2022**

Zero usage of non-renewable energy



**JUN-AUG 2022**

Archicad Summer Camp



**SEP 2022**

Green BIM Certificate launch and first certified customers



**DEC 2022**

Donations to charitable organizations



**JUN-SEP 2022**

5 community days



**DEC 2022**

Employee survey



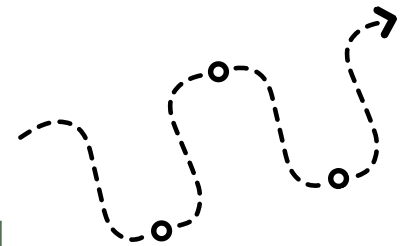


# 6. GOALS FOR 2023

## AN ONGOING JOURNEY

The world isn't perfect and neither are we. This is an ongoing journey, and we are working hard to reach our goals. We learn and develop as we go, and will be more sustainable over time.

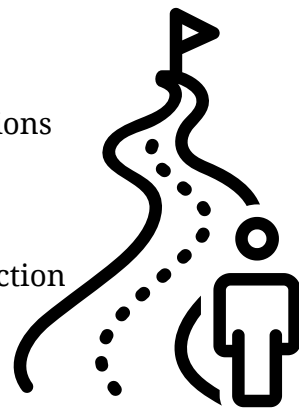
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## ★ NORDIC BIM GROUP GOALS 2023

- Continue using 100% renewable energy
- Reduce our travelling by 10% in 2023 (comparing to 2022)
- Upkeep yearly donations at approximately 10 000€ to local charity organizations
- Grant 300 Green BIM Certificates
- We will keep organizing 5 community days every year
- Teach more than 200 AEC students for free
- Continue to conduct employee survey annually and keep employee satisfaction over 4,5/6

6.2



# 7. POLICY GOVERNANCE

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

## THE ESG TEAM

We are committed of supporting and deploying a responsible and sustainable approach in our business and everyday life and to communicate transparently on the progress made on both.

Therefore, we will report annually on the results of our ESG related achievements and KPI's to show the progress of our ESG policy regarding our actions made during the year. The report will be available publicly on our websites and it can be used as supportive material in our presentations.

ESG matters are added as a standard agenda point at every board meeting. This will allow us to follow the progress of our ESG work.

The reports are prepared by the nominated ESG team and its content and review to ensure objectives are being met is approved by the board.

7.1

## THE ESG TEAM'S RESPONSIBILITIES ARE THE FOLLOWING:

- Setting the strategic direction of ESG at Nordic BIM Group, in alignment with the group strategy approved by the board.
- Communicating internally and externally the content of policy and an annual report of achievements and ESG updates.
- To ensure that we are acting accordingly of the policy and fulfill KPI's.
- Ongoing review and recommendation of amendments to the policy to ensure compliance with regulatory changes and continuous evaluation of ESG related trends
- ESG related risk assessment.

7.2

# 8. SOURCES

## **ARCHITECTURE 2030 - WHY THE BUILT ENVIRONMENT?**

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

## **UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS**

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

## **MADRID 2022: DECARBONIZING THE CONSTRUCTION ECOSYSTEM | MCKINSEY**

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

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