



SUMMARY OF ATTENDO'S CLIMATE RISK ANALYSIS

Attendo has conducted a climate risk analysis to evaluate how climate change and the transition to a low-carbon economy may affect Attendo's operations. The assessment was performed with reference to the disclosure requirements in ESRS and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Two climate scenarios were used for the analysis: a Paris-aligned Net Zero scenario and a high-emissions Hot House World scenario. These scenarios were linked to relevant Shared Socioeconomic Pathways, including SSP1-2.6 for the low-emissions scenario and SSP5-8.5 for the high-emissions scenario. The assessment covers Attendo's own operations across Scandinavia and Finland, across all segments, and considers the time horizons 2030, 2050 and 2070. The assessment of physical climate risks was informed by climate data from the World Bank Climate Change Knowledge Portal and IPCC AR6 projections. Transition risks were evaluated through external environmental scanning.

The analysis shows that Attendo's most significant climate-related risks are associated with increased heat stress, extreme precipitation, regulatory changes affecting the facility sector, evolving requirements, technological development as well as brand and reputational risks, but also opportunities to strengthen the brand and enhance reputation. Overall, the resilience of the business model is currently assessed as good, but the analysis also indicates that resilience will need to be strengthened over time as extreme weather events become more frequent and stakeholder expectations increase. Measures in Attendo's transition plan are expected to support this development by reducing emissions, improving environmental performance and strengthening the resilience of the business model. The material climate-related risks and opportunities are described below.

Physical Climate Risks

Heat stress from rising temperatures and more frequent heatwaves

Average temperatures and the duration of heatwaves are expected to increase across Attendo's operating areas in Scandinavia and Finland. The analysis indicates that this risk is not material in the Net Zero scenario but becomes material by 2070 under the Hot House World scenario. Potential impacts include increased health risks for vulnerable care recipients, higher staffing needs, increased energy consumption and adaptation investments in facilities. To manage this risk, energy-efficiency and climate adaptation measures may be needed in facilities, including improved insulation, ventilation, cooling solutions and solar shading, particularly in older properties. Attendo's current resilience is assessed as good because the organisation already works actively to maintain acceptable indoor temperatures for vulnerable groups during hot summer days. To date, these periods have been managed through minor local measures and limited additional costs. However, as heat stress becomes more prominent, higher costs may arise for mitigation and adaptation measures.



Flooding from increased extreme precipitation, sea-level rise and changing lake water levels
More frequent heavy rainfall events may increase the risk of localised flooding, property damage, accessibility challenges and operational disruptions, particularly in home care and in units where care recipients live. Sea-level rise and changing hydrological conditions may also increase flooding risks for selected facilities in southern Sweden and Finland, including certain owned properties near lakes in Finland. These risks are assessed as material by 2070 in the Hot House World scenario. To mitigate the risks, Attendo should consider climate exposure when entering into future lease or property agreements and request relevant climate scenario analyses from property owners. As the risk becomes more pronounced over time, preventive measures may include enhanced drainage capacity and other site-specific adaptation measures.

Transition Risks and Opportunities

Higher rental costs due to the Energy Performance of Buildings Directive (EPBD)

Requirements on energy-efficiency in buildings are expected to increase investment needs for property owners, which may lead to higher rental costs for Attendo. This is assessed as Attendo's most significant transition risk in the short term. Vulnerability is considered higher in the older parts of the property portfolio. The risk is partly mitigated by Attendo's transition plan, which includes active dialogue with property owners and collaboration on energy-efficiency improvements that can help reduce energy consumption, emissions and future cost exposure over time.

Environmental requirements from municipalities and welfare regions

Municipal customers and welfare regions are expected to increase climate and environmental requirements in procurement processes. This may affect Attendo's competitiveness if the company does not keep pace with stakeholder expectations. Attendo manages this risk through climate targets, implementation of a transition plan and continuous monitoring of customer requirements. Current resilience is assessed as moderate. At the same time, increasing sustainability requirements in procurement create an opportunity for Attendo to strengthen its market position through continued emissions reductions, implementation of its transition plan and transparent sustainability reporting.

Reputational risks and opportunities

Investor expectations regarding climate action and sustainability performance are expected to increase over time. Failure to demonstrate credible progress could negatively affect investor confidence, ESG ratings and access to capital. Attendo's climate targets and ongoing transition planning help strengthen resilience and reduce this risk. A credible climate strategy, validated science-based climate targets (Attendo committed to SBTi in January 2026) and effective implementation of the transition plan can also support investor confidence and strengthen the business reputation.

Digitalisation and technological innovation

Continued digitalisation and technological innovation represent a transition opportunity for Attendo as society moves towards a low-carbon economy. By further developing digital care solutions, welfare technology and data-driven ways of working, Attendo can improve operational efficiency, reduce



resource use and support more sustainable service delivery. Examples include digital planning tools, and technologies that reduce administrative workload. To realise this opportunity, Attendo will need to ensure that technology and AI are used effectively, responsibly and in a way that supports both operational quality and climate-related objectives.

Resilience in Business Model and Strategy

The climate risk assessment indicates that Attendo's business model and strategy demonstrate a good level of resilience under current conditions and across the assessed climate scenarios. A key factor supporting this resilience is that the majority of Attendo's facilities are leased rather than owned, providing more flexibility to adapt property portfolio over time if climate-related risks increase or local conditions change. However, Attendo needs to continuously ensure that each unit is prepared for potential risks arising from a changing climate.

The assessment indicates that resilience will need to be strengthened over time as physical climate risks, particularly heatwaves, rising temperatures and extreme precipitation, are expected to increase. Several actions included in Attendo's transition plan will support this development, including measures related to energy efficiency, climate adaptation and improved environmental performance. In addition, implementation of the Energy Performance of Buildings Directive (EPBD) is expected to drive improvements in building performance and contribute to greater climate resilience across the property portfolio. To maintain and strengthen resilience in the long term, Attendo will need to continue working closely with property owners, particularly in areas identified as more exposed to physical climate risks. This collaboration will be important to ensure that buildings are adapted and that their resilience is enhanced in line with the increasing severity of climate-related impacts.