



Impact Report 2022



Foreword

Dear friends! Dreams is a money management app designed to help you achieve your dreams. Dreams is born with a passion to give you the power to attain financial wellbeing, make smart savings decisions, and enjoy the advantages of sustainable choices, all through a single app. My dream is that you effortlessly reach your goals, no matter if that is buying a home or simply feeling in control of your finances. The Dreams app is like a reliable friend on this journey, equipping you with the necessary tools and guidance to thrive.

In the year 2022, Dreams propelled itself forward into the ranks of a leading Swedish Greentech company. We are thrilled to present this report as a voluntary initiative, showcasing our commitment to transparency, accountability, and sustainable business

practices. As we embark on our journey towards a more sustainable future as part of the BNP Paribas group, we believe that sharing our progress and challenges is essential for fostering trust and collaboration with our stakeholders.

We extend our deepest gratitude to all our stakeholders for their continued support, guidance, and collaboration on this journey. Together, we can build a sustainable future (while saving money and achieving our dreams!) where economic prosperity, environmental stewardship, and social wellbeing go hand in hand. Thank you for joining us on this path towards a sustainable tomorrow!

Konstantin Lezhnin
Chief Executive Officer

Disclaimer: We would like to emphasize that this report is a voluntary initiative and not a requirement under the Corporate Sustainability Reporting Directive (CSRD).^{*} As we look ahead, it is vital to prepare ourselves for the regulatory obligations that the CSRD will impose. By voluntarily reporting in this impact report, we are laying the groundwork and familiarizing ourselves with the new reporting framework.

We are sure that when the CSRD comes into effect for Dreams Sustainable AB, we are fully prepared to report transparently and comprehensively on our ESG performance. Unless otherwise noted, data is as of December 31, 2022 and we will be focusing on the following key focus areas: Climate action, Financial wellbeing, Diversity & inclusion, and Responsible business and governance.

^{*} In January 2023, the EU's CSRD came into effect – making it mandatory for around 50 000 companies operating in the European Union (EU) to adhere to a new set of sustainability reporting requirements. All companies under CSRD are required to follow the directive's reporting standards, also known as the European Sustainability Reporting Standards (ESRS). As per CSRD's regulations and the current size of Dreams Sustainable AB we will most likely not be obligated to report until 2026.



Impact Highlights 2022

22K

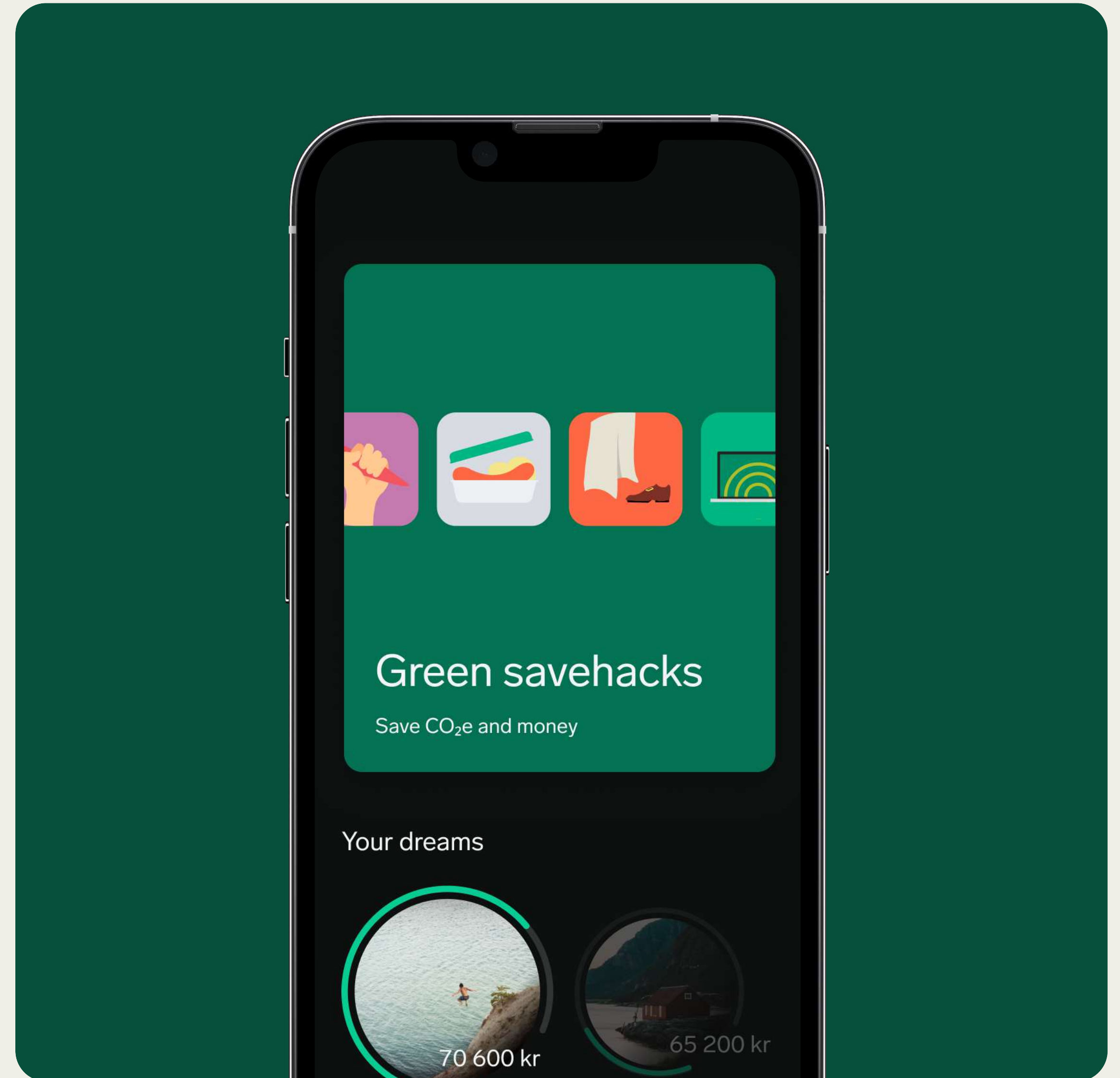
Tons of CO₂e saved (see definition on page 8). We have developed a CO₂e saved model, tracking how much emissions we have saved together with our users. By mid-June 2025, we aim to save 100 000 tons of CO₂e via various sources within our business and among users.

12K

Users that have activated a green savehack. Through nudging our users towards a more sustainable living with green savehacks (such as No Food waste and Buy Second Hand) offered in the app, they manage to save money and change habits that make a real impact through CO₂e savings at the same time.

400K

SEK donated through 1% for the Planet. The donation was made in January, 2023, and Dreams Sustainable AB donated around SEK 0,4 million to selected non profit organisations. We were able to do so with help from our community. Almost 8 000 of our users took part in a vote determining how the money should be divided between the organisations.





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Introduction

Dreams was created to give people a better chance of achieving their goals and ambitions, and a simple way to improve their financial wellbeing. Our methodology empowers people by breaking down complicated, stressful subjects into simple, actionable steps. The next step for Dreams is to use our insights from psychology, cognitive neuroscience and behavioural economics to spur engagement for more sustainable consumption and climate action.

Our dream is a planet that will be able to sustain the many people who live here, and our dreams, also in the future. A world that meets the needs of the present without compromising the ability of future generations to meet their own needs. In other words, a world where people live more sustainable lives. We work actively in several different ways to get there - with our own operation, together with our users and through civic engagement.

A better tomorrow





Our Vision

A world where we all live happier, more sustainable lives.

Our Purpose

We help people use money as a force for good, so they can turn their hopes and dreams into a reality.

Our Mission

To build an everyday banking platform that drives positive change for people and the planet



Our North Star

By mid 2025, we will save 100 000 tons of CO₂e together with our users.



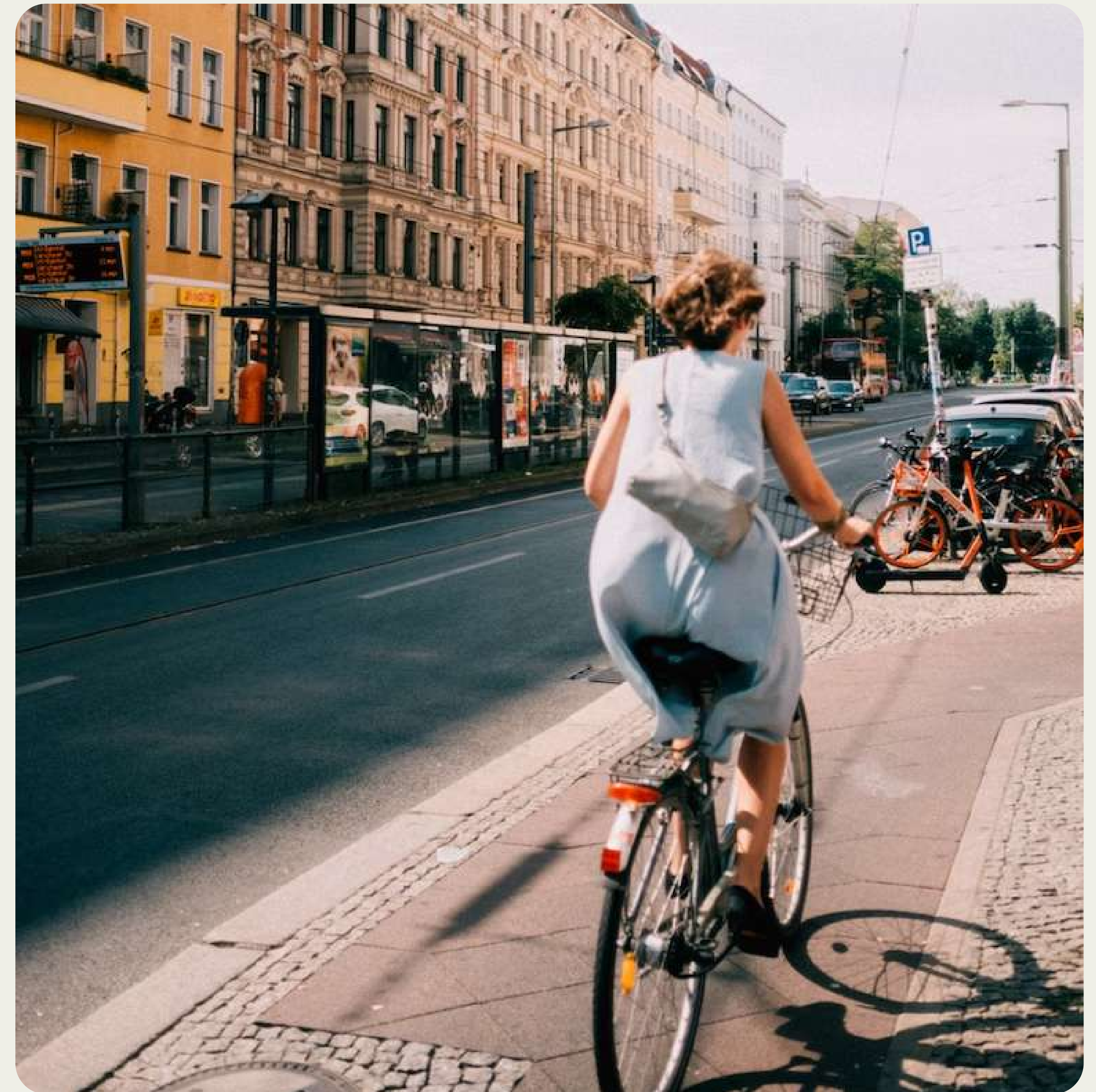


Definition of CO₂e savings

We aim high with an ambitious goal of CO₂e saved, but what does CO₂e saved really mean?

The total CO₂e saving consists of impact from three sources:

1. The CO₂e reduced from your individual carbon footprint. Activities that still mean the CO₂e is emitted from a global perspective, but the individual user contribution to the emission is lowered. Example: you choose to take the train instead of a flight. The flight leaves anyway.
2. The CO₂e reduced or avoided to be emitted. Activities that lead to lower or no CO₂e emissions being emitted into the atmosphere. Example: you leave your fossil fuel car at home and use your bike instead.
3. The CO₂e removed. Activities that take up CO₂e from the atmosphere including natural carbon sinks and artificial carbon removal techniques.





Sustainability Operating Principles

In order to ensure we stay true to our mission and vision and are able to reach the ambitious goal we have set out for ourselves, we created our Sustainability Operating Principles. Our principles are for everyone working at Dreams to know. They are the fundamental values that underlies every action, decision, or move we make as a team.

1. **Sustainability is our core.** We ensure sustainability considerations are integrated into daily operations and decision forums to empower us to take our new position as a sustainable company.

2. **Greenwashing is for losers.** Companies that aren't good enough try to sound better than they are. We're the real deal. We're transparent about our strengths and challenges because we've got nothing to hide.

3. **Learning is everything.** We work in a space that's new and constantly evolving. That's why we're driven by our curiosity to continuously learn and educate ourselves (and each other) about sustainability topics, so we can create innovative and inspiring ways to solve users' problems.

Learning is everything

A yellow speech bubble with a white outline, containing the text "Learning is everything".

Greenwashing is for losers.

A purple speech bubble with a white outline, containing the text "Greenwashing is for losers.".

Sustainability is our core

A light blue speech bubble with a white outline, containing the text "Sustainability is our core".



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Climate action

We have developed an approach to tackle the climate crisis that we see is the best way for us to have the most impact. Our approach is divided into three clear parts: own emissions, user behaviour and civic engagement and giving.

Own emissions

A commitment to contribute to global carbon neutrality as a company, by measuring and reducing our own greenhouse gas (GHG) emissions.

User behaviour

Leveraging our product to drive engagement and change behaviours among our users to lower their emissions.

Civic engagement and giving

Climate action that goes beyond our own company by contributing through civic engagement and giving.



Own emissions

It all starts with ourselves and our own emissions. The contribution to global carbon neutrality is made by measuring and reducing our greenhouse gas emissions, and supporting climate contribution projects that offsets the equivalence of the remaining emissions. The following page will deep dive into each of these three parts of our emissions and the aim to lower our impact.

① Measure

② Reduce

③ Contribute



1 Measure

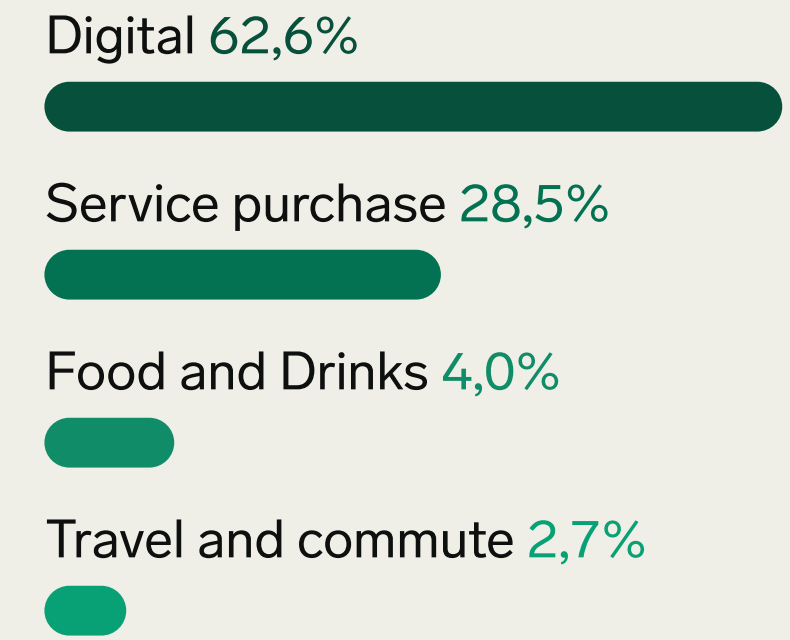
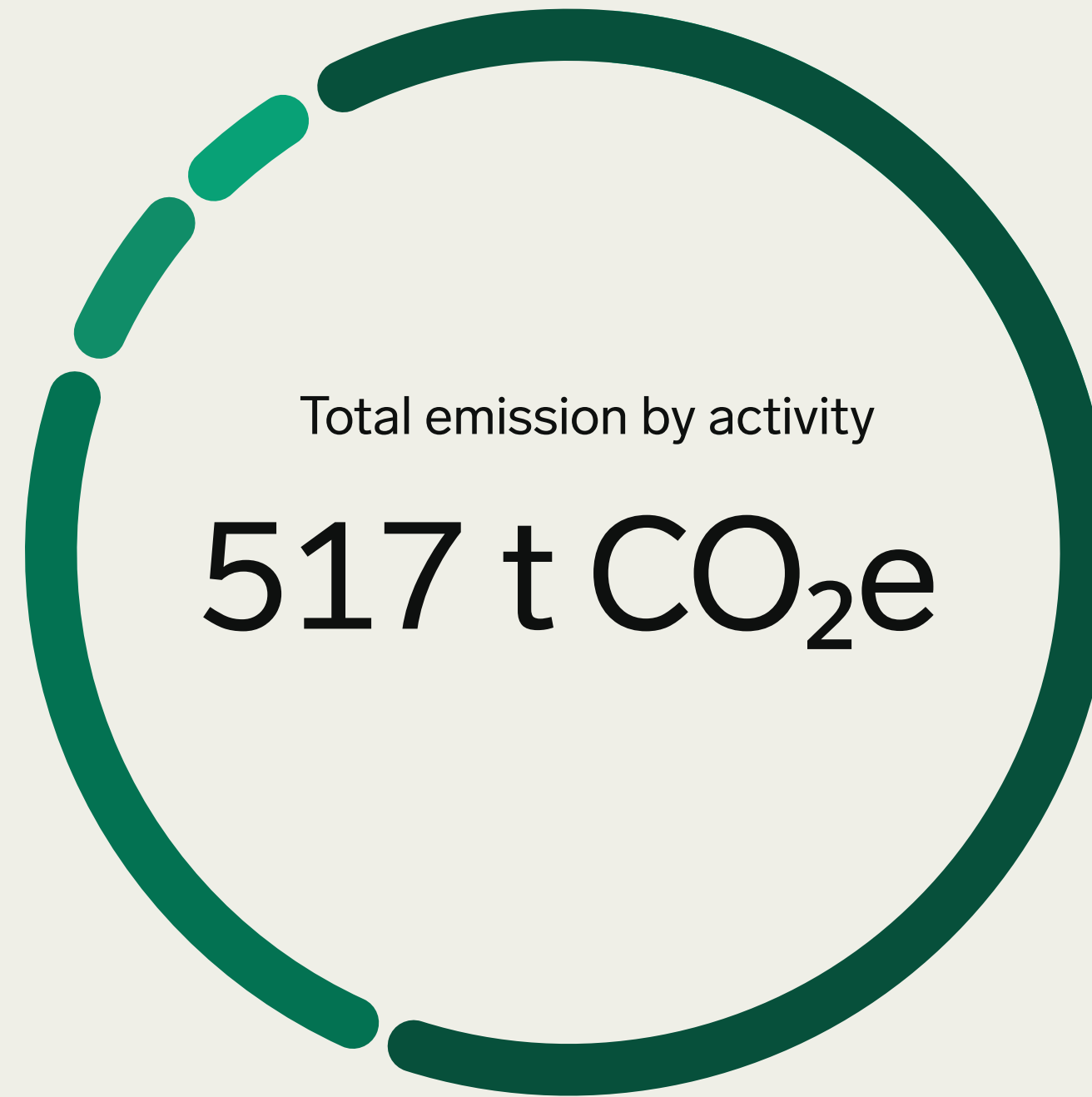
- Annual GHG Tracking
- Main Emissions Deep Dive

In order to take targeted reduction measures in the coming years, we must effectively track our climate footprint.

We work with our partner Greenly to calculate the emissions of our business activities. Emissions are calculated in kg CO₂e and reported in tons. We will perform such measurement on a yearly basis going forward so we can track toward our goal of reducing our own emissions.

Disclaimer: We are aware that the estimate of scope 3 is only as accurate as the available data, but we have chosen our partner Greenly due to their thorough methodology and aim to continue improving the measurements. Another important aspect is that the emissions of our banking products are not part of our scope 3, since we are a reseller of our partners banking products.

GHG emissions assessment result 2022



Scope 1: Direct emissions generated by Dreams Sustainable and our activities.

Scope 2: Indirect emissions related to energy consumption.

Scope 3: Other indirect emissions occurring upstream or downstream of our value chain, including digital, services purchased, food & drinks, products purchased, travel & commute, etc.

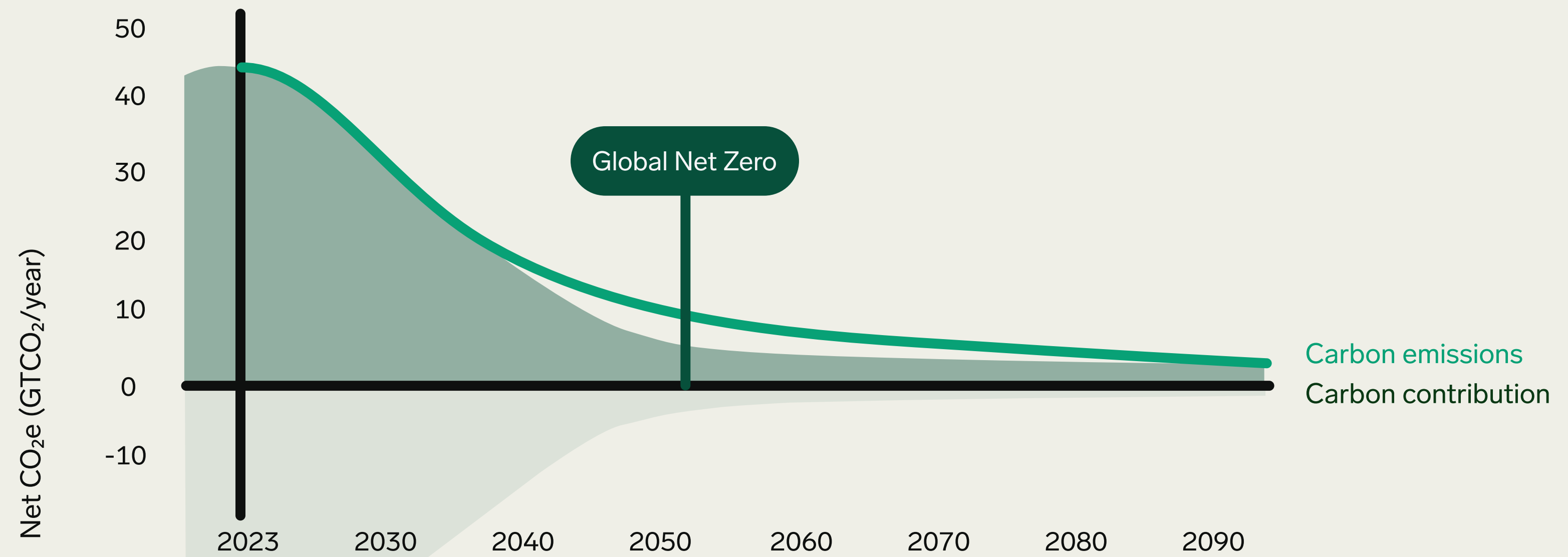
| | | | | |
|----------------|-------------------------|------------|-------------------|----------------|
| Scope 1, 2 ,3: | 517 t CO ₂ e | = 255 t/M€ | = 11,5 t/employee | = 3,4 kg/user |
| Scope 1, 2: | 1.5 t CO ₂ e | = 0,7 t/M€ | = <0,1 t/employee | = 0,01 kg/user |
| Scope 3: | 515 t CO ₂ e | = 254 t/M€ | = 11,5 t/employee | = 3,4 kg/user |



② Reduce

- Construct an action plan
- Commit and follow a trajectory

5% year-on-year reduction aligned with the Paris Agreement



We have created an action plan for how to reduce our emissions in 2023, based on our 5% yearly reduction target, aligned with the Paris Agreement. The reduction actions are mainly within digital solutions and services purchased.



3 Contribute

- 100% of our direct and indirect emissions

As the last step in our climate strategy, we enhanced our positive impact through climate contribution. We supported climate contribution projects that resulted in the avoidance of 517 tons of CO₂e from being emitted into the atmosphere.

The carbon contribution is provided by ClimateHero and occurs in a portfolio of climate projects that accelerates the transition to renewable energy. Contributing in a portfolio of projects means the risk will be spread out.

Furthermore, ClimateHero makes sure that the projects contribute in tangible ways to a region's social improvement.

The climate projects are certified by the UN and bears the Gold Standard quality label supported by WWF among others. This means that the projects have been subject to the toughest audit requirements regarding verifiable climate benefit and social improvement.

For more info please read here: <https://climatehero.me/climate-projects/>





User behaviour

We have set an ambitious target to not only reduce our own emissions, but also to reduce the emissions of our users to get the largest climate impact. This target drives all of our product decisions, what features we create and what partner companies we team up with.

The average Swedish person emits approximately 10 tons of CO₂e per year. We are living as if there were more than 4 planets. The goal according to the Paris Agreement is to emit only 1 ton of CO₂e per person by 2050. Engaging our

users and nudging them to change their behaviour in order to save CO₂e is hence of utmost importance to us.

By mid 2025, we aim to save 100 000 tons of CO₂e together with our users.

There are many ways in which we can do this: by making it easy to act for the climate, by providing financial products with lower emission intensity and by providing partner products that help lower our users lifestyle emissions. The following are some of the initiatives that helped us save in total 22 138 tons of CO₂e together with our users in 2022.

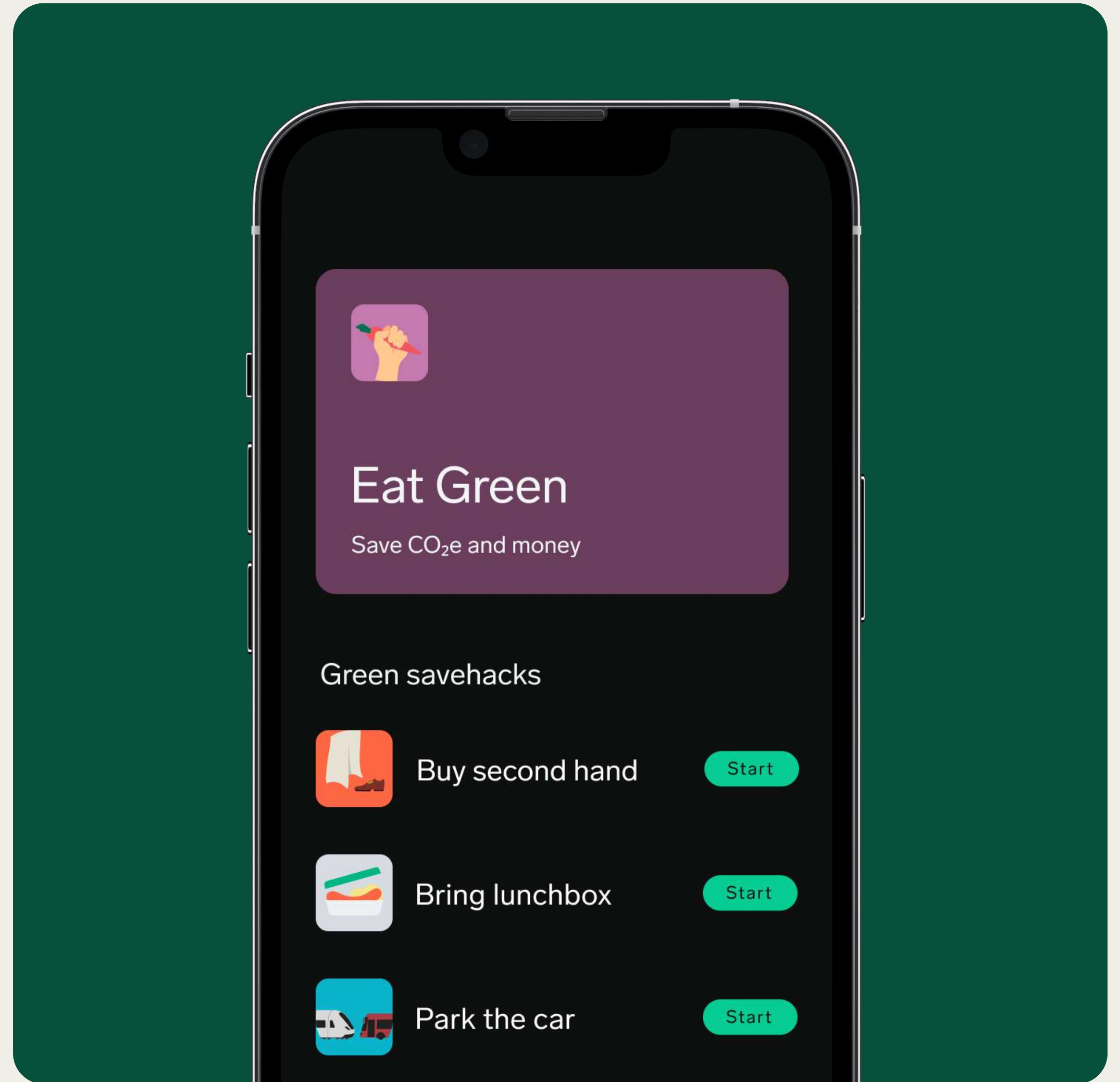
100 000

tons of CO₂e is what we aim to save together with our users by mid 2025



Green savehacks

More than 12 000 users saved with our green savehacks during 2022, leading to a total of 3 302 tons of CO₂e saved. Savehacks are not just a way of saving money, they are also great examples of greener behaviours to implement, to be more climate friendly and save CO₂e on a regular basis. The CO₂e calculations for green savehacks has been done in collaboration with our partner Greenly.





Dreams card users

- CO₂e avoidance on card transactions: 503 users reduced or avoided CO₂e on their card transactions with the Dreams card, by opting for a more sustainable purchase, or skipping it.
- CO₂e contribution on card transactions: In 2022, users chose to make 3 538 card purchases with the Dreams card, leading to climate contribution of the total estimated CO₂e, in collaboration with Climate Hero. In 2022, that amount was 38 tons of CO₂e (not included in our company GHG Scope 3).





Getting people to switch from fossil fuel to electric car

Choosing better options is a way to avoid CO₂e, and the initiative of offering electric car leasing through our partner Arval is a part of decreasing users total emissions. When a user switches from a fossil fuel car to a 3 year leasing of an electric car, the estimated CO₂e saving is 70% (or 5 778 kg CO₂e).





Civic engagement and giving

To ensure our positive impact goes beyond our own company we have chosen to contribute to selected climate non-profits organizations through a 1% for the Planet membership.





1% for the Planet membership

1% for the Planet represents a global network of businesses, individuals and environmental partners tackling our planet's most pressing environmental issues and was founded to also prevent greenwashing, certify reputable giving and provide accountability.

In August 2022, Dreams Sustainable decided to join 1% for the Planet. As a 1% for the Planet member we commit to giving at minimum of 1% of our yearly revenue to approved Non-governmental organizations (or “NGOs”) in the 1% for

the Planet network. To connect our users to donation causes and provide them with transparency, we let them vote for their favorite among the NGOs we have chosen and distribute the donation to the different organisations based on the voting results.

Approach: As it is our first year of operations, we decided to donate the equivalence of 0,2% of our total savings deposits in Sweden (September to December 2022), which is higher than 1% of our yearly gross revenue.

400 000

SEK in total donations to NGOs selected by 8 000 user votes



In 2022 we joined 4 815 business members from 60 countries around the world to certify our donations through 1% for the Planet.

Numbers in SEK

250 000

to World Wide Fund for Nature - to protect the world's wildlife by directing its conservation efforts toward protecting endangered species and addressing global threats.

110 000

to Naturskyddsföreningen (SSNC) - to spread knowledge, chart environmental threats, propose solutions and influence politicians and authorities, both nationally and internationally.

40 000

to Protect Our Winters - to help passionate outdoor people protect the places and lifestyles they love from climate change.





Key initiatives 2022

Climate action drives all of our product development and operational decisions, and our belief is that we can make the largest impact if we engage our users. That is why we have high ambitions in regards of reducing not only our own emissions but also the emissions of our users. This is a summary of the key initiatives done in 2022 within our focus area climate action.





Company carbon accounting

We measured our 2022 greenhouse gas emissions, scope 1-3, with our partner Greenly. We also conducted a deepdive study with Greenly and AWS of the carbon footprint of our data center services in order to identify the best actions to take to reduce emissions. As a final step we supported climate contribution projects that resulted in the avoidance of our total measured CO₂e.

100.000 ton CO₂e saved model

We created our 100 000 tons of CO₂e saved model and forecast which is our framework for product development.

1% for the Planet

We became a 1% for the Planet member and engaged our users in the 1% for the Planet donations by letting them vote among the three selected partner NGOs.

The Dreams Card

Our brand new debit card was launched. The card measures the CO₂e footprint on transactions via our partner Greenly. All purchases made with the card includes climate contribution via Climate Hero at no extra cost for the users. The card also includes cashback on green purchases.

Added CO₂e calculations on green savehacks

Our green savehacks now includes CO₂e data by our partner Greenly.

Green savings initiative tied to 1% for the Planet

We donate the equivalence of 0,2% of total savings deposits to our partner NGOs. Making all of our customers a part of a collective effort to fight climate change - the more they save, the more we donate.

Electric car leasing

Choosing better options is a way to avoid CO₂e and the initiative of offering electric car leasing through partner Arval is a part of decreasing users total emissions.

Calculated the CO₂e of our banking products

Together with our partner Rift we calculated the CO₂e of our partner banks banking product and that of the main banks in Sweden in order to understand the implications of users moving money to us.

Sustainability content

We added more content in the app that inspire and nudge a sustainable behaviour among our users: green tips, and interviews with experts and users about their climate journeys.



Focus for 2023

2022 was just the beginning. The following are a few of the initiatives we are working on and plan to launch during 2023 within climate action.

GHG emission reduction activities

- Conduct a deep dive into our digital marketing activities together with Greenly and our performance marketing agency to understand what activities drive our emissions and what we can do to reduce.

Infrastructure improvements:

- Adjustments of AWS instance type, optimizing compute, memory and networking resources

- Change processors of all instances from Intel Xeon to ARM-based Graviton2
- Continue optimizations of AWS compute platform: Implement dynamic scaling to reflect load fluctuations
- Implement stricter data persistence rules to minimize data storage volumes on AWS and key SaaS solutions
- Evaluate shift from Datacenter Frankfurt to Sweden

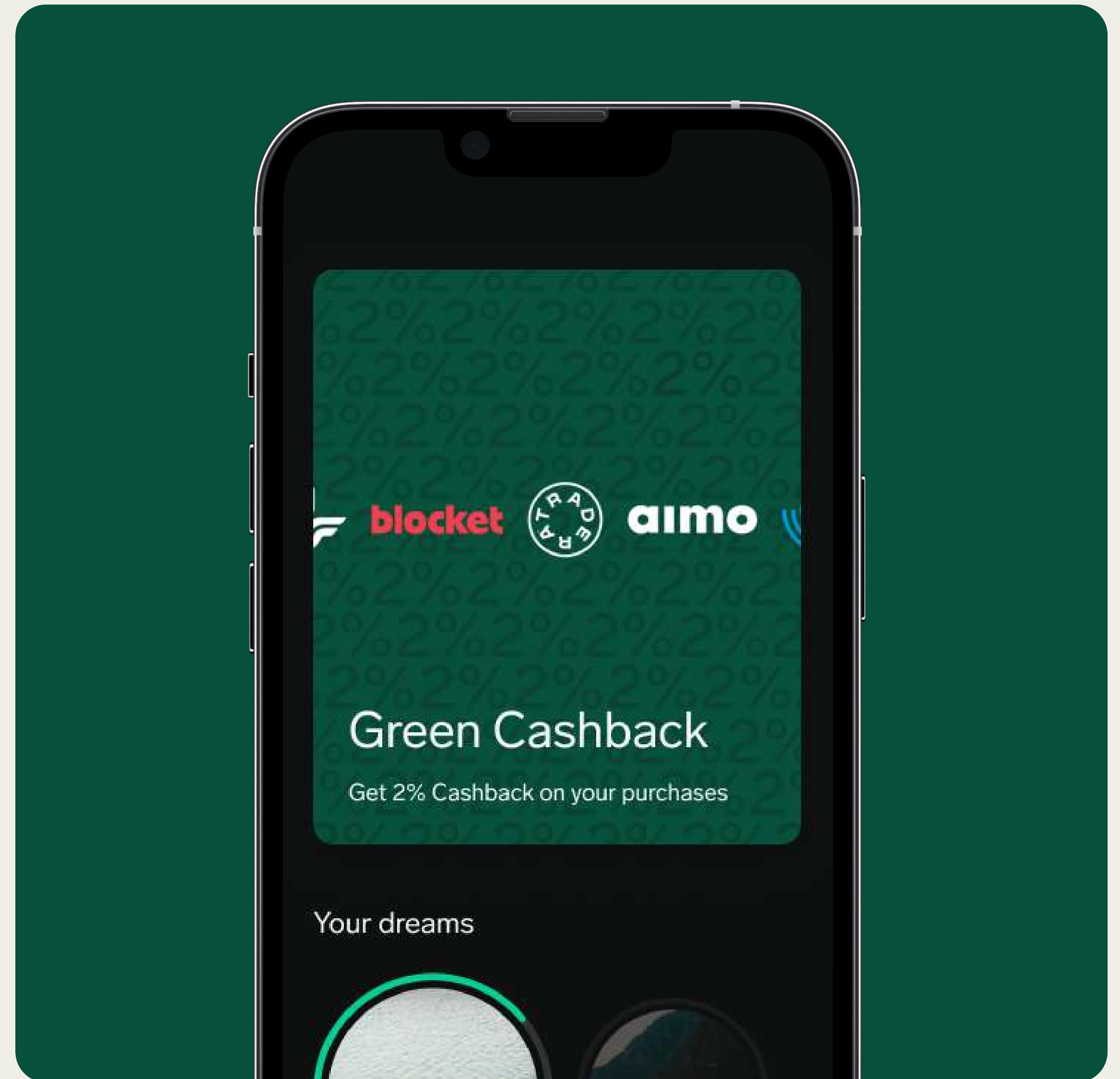


2023



New concept for showing positive impact for users

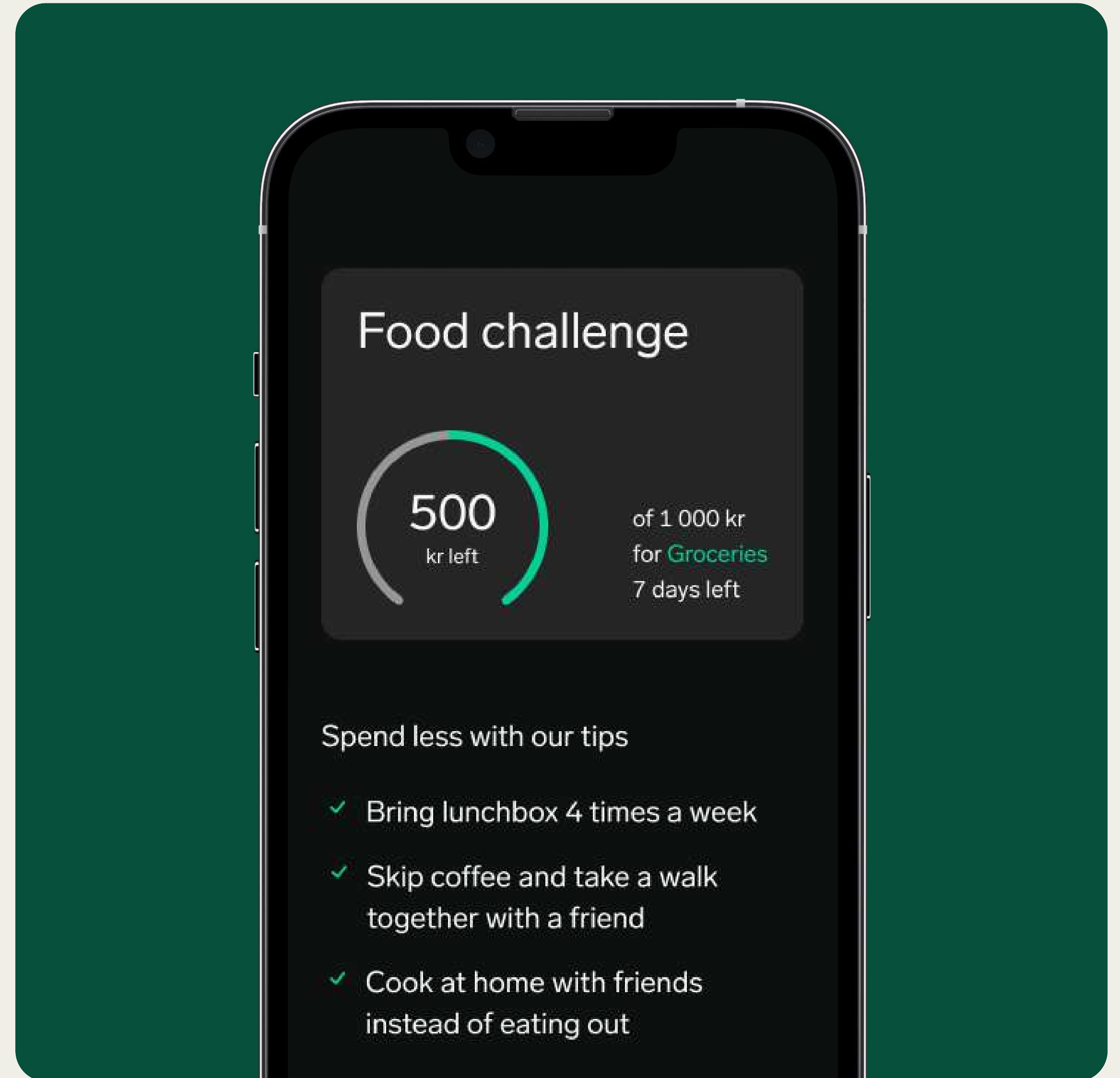
Mid 2023 we will launch a new concept that ties our 100 000 tons of CO₂e saved goal together in the product. It will further highlight the positive impact an individual user has contributed to, as well as show the collective impact we have together. We are also adding a cashback on green purchases (meaning purchases that save CO₂e).





Collective missions to save CO₂e

During 2023 we will introduce the ability for our users to join missions in the app to save both money and CO₂e together.





New NGO partners for our 1% for the Planet donations

By 2023, we aim to donate an extra SEK 1,2M to chosen NGOs. We will change the setup of our 1% for the Planet membership to directly impact climate transformation efforts, aligned with our 100 000 tons of CO₂e saved goal. In other words we will receive an estimated CO₂e saved from the 1% for the Planet

initiative, which will be a part of the CO₂e saved projectory for the company. To ensure maximum impact as well as giving our users a choice we have selected two new NGOs, one within decarbonisation (green energy) and one within protecting and restoring nature. Our chosen NGOs for users to vote between in H1 2023 are Solar Sister and WeForest.



Solar Sister to train and support women to deliver clean energy directly to homes in rural African communities.



WeForest to conserve and restore the ecological integrity of forest landscapes with local communities to deliver lasting solutions for climate, nature, and people.



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Financial wellbeing

We want to be the service that helps increase our users financial wellbeing, and making it an everyday reality.





What is financial wellbeing?

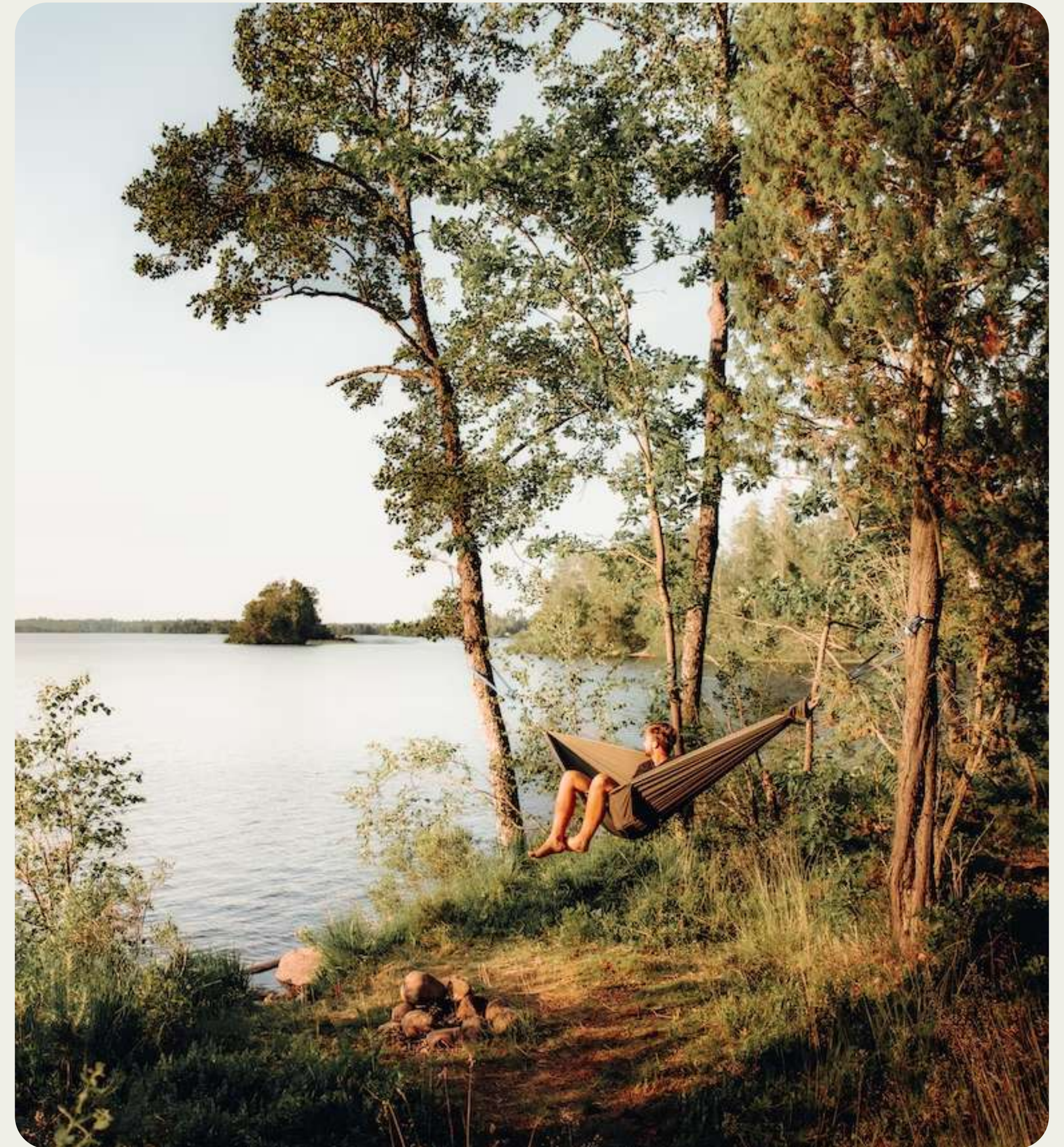
Financial wellbeing has been defined in a lot of ways, and different methods have been used to measure economic wellbeing and welfare, but in short financial wellbeing means how much your financial situation and money choices provide you with security and freedom of choice.

- Have control over day-to-day, month-to-month finances
- Have the capacity to absorb a financial shock
- Are on track to meet your financial goals

- Have the financial freedom to make the choices that allow you to enjoy life

Financial wellbeing is often treated as an objective measure where certain financial decisions are defining features of what constitutes financial wellbeing. However, it's important to understand the subjective aspect of financial wellbeing.

For example: How do people subjectively feel about their financial situation? To what extent do people feel anxiety concerning the many decisions and uncertainties involved in financial decision making?





How is it measured?

An effective way to measure and define financial wellbeing, is when it's described as low financial anxiety and high financial security. This definition has been used in research by our research collaborators at Linköping University. And what is financial anxiety and financial security?

Financial anxiety is referring to negative emotions (i.e., anxiety, worry) caused by current financial matters.

Statements used in survey, measured on a 5-point scale (1=Not at all, 5=Totally agree):

- I get unsure by the lingo of financial experts
- I am anxious about financial and money affairs

- I tend to postpone financial decisions
- After making a decision, I am anxious whether I was right or wrong

Financial security is referring to a sense of security about one's future financial situation.

Statements used in survey, measured on a 5-point scale (1=Not at all, 5=Totally agree):

- I feel secure in my current financial situation
- I feel confident about the steps I need to take to achieve my personal savings goals
- I feel confident that I will have enough money to get by as a pensioner no matter how long I live



Financial anxiety



Financial security

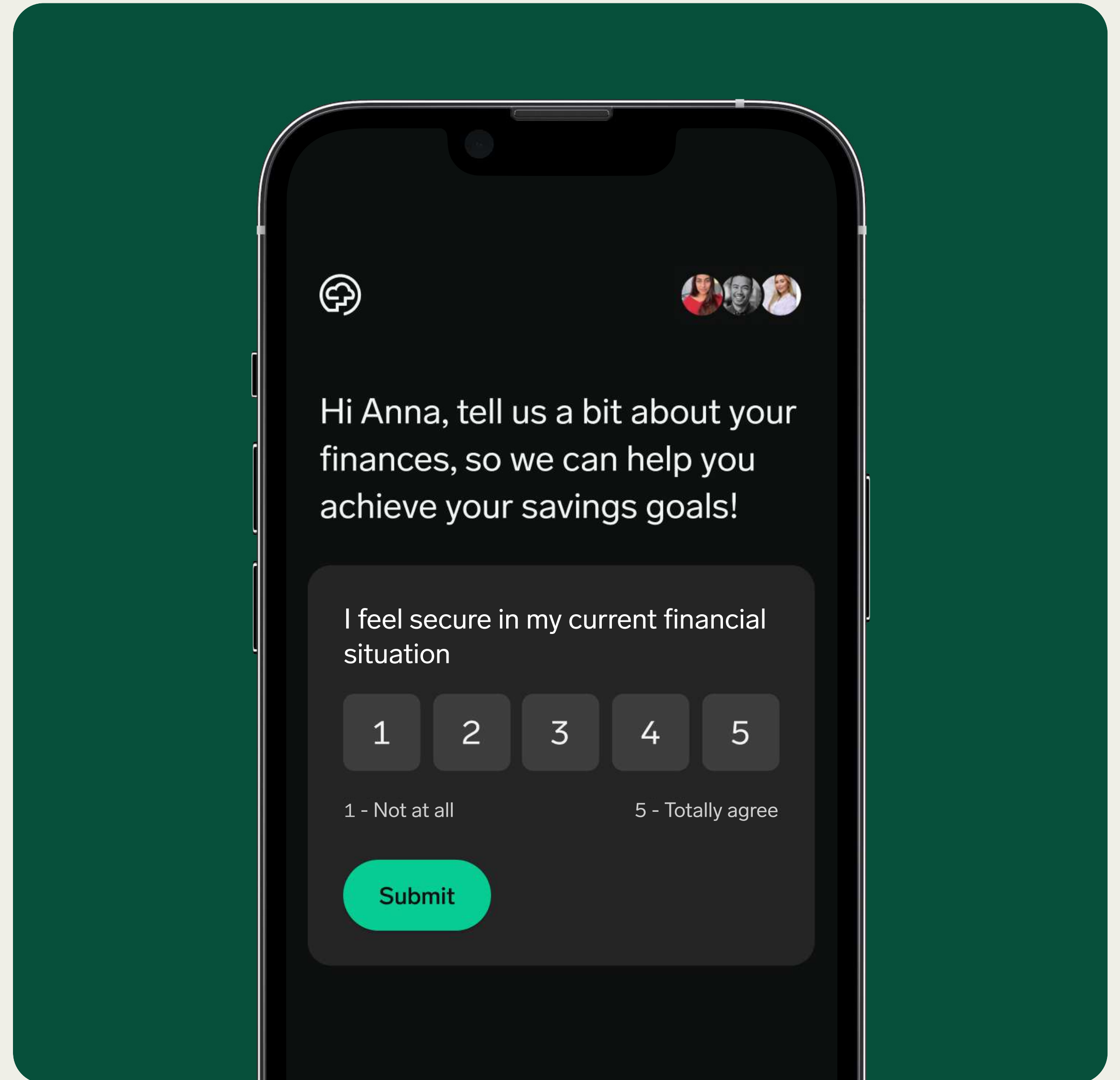


Financial wellbeing among Dreams users

Since December 2020, we continuously measure financial wellbeing among new Dreams users in the Swedish market. Using Survicate, integrated with our customer service platform Intercom, the questions in the previous slide are sent as a survey in the chat (in-app) to new users who just initiated their first deposit. The survey runs continuously and will over time give us a clearer understanding of the baseline financial wellbeing level of new Dreams users.

We also send a follow-up survey after 3 months and again after 9 months to explore if whether their financial wellbeing changes over time, giving us unique insights about our Dreams users.

Disclaimer: The data shared in this report is survey data from November 2022 to June 2023.

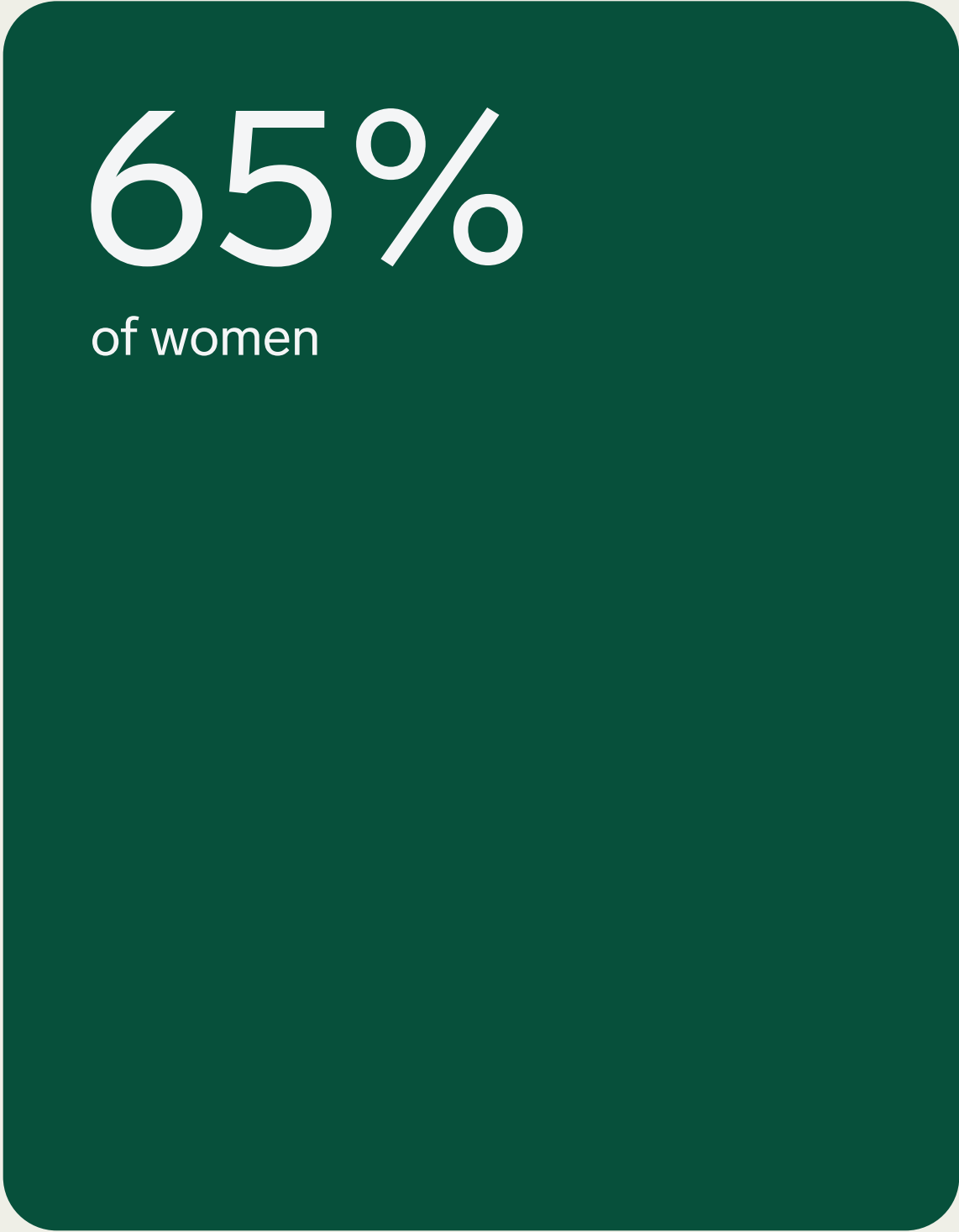




Financial security when starting Dreams

It is common among new customers to experience financial anxiety and in particular express a lack of security in their financial situation. This is especially true of our female Dreams users.

65% of women and 48% of men reported that they did not feel secure in their financial situation.





Financial security after using Dreams



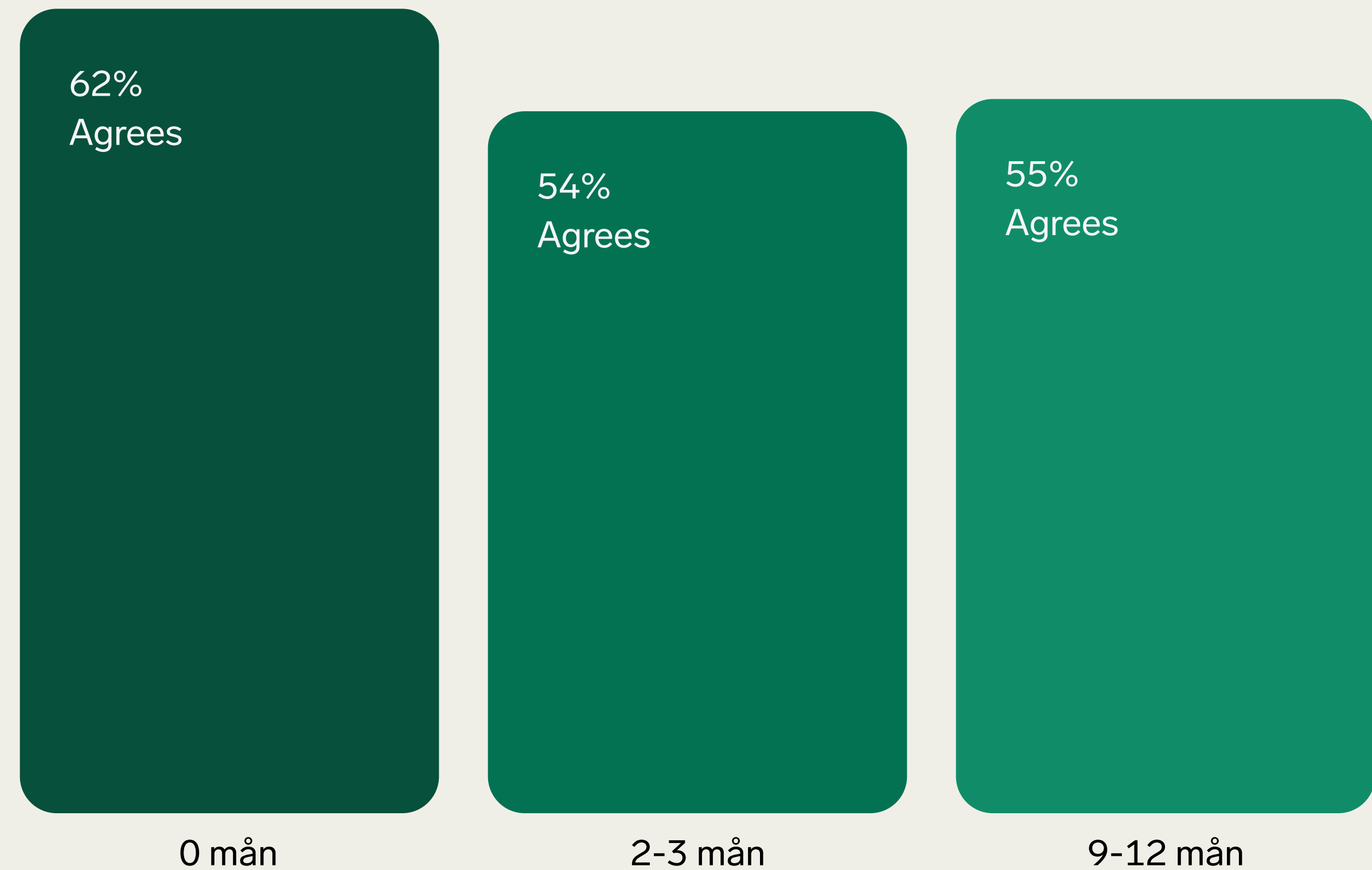
Generally, Dreams customers express increased security in their current financial situation after using Dreams (Q1 in Financial Security). Of those who stated low security (not at all/not really) when they started Dreams, 64% stated an increase in security in the follow up survey 3 months later.



Financial wellbeing increases among Dreams customers

Financial security refers to a sense of security about one's future financial situation. Similarly we see that over time, the share of responses in agreement with financial security (Q1-3 in Financial Security) increased across the three questions by 8% points.

While we at Dreams believe there is much more we can do to promote financial wellness, we believe that there is a strong relationship between our services and the financial wellbeing of our customers.





Key initiatives 2022

- Creating the foundation for tracking financial wellbeing, especially as we transitioned product platforms and offerings.
- Initially we tracked financial wellbeing as a one-off project with our research collaborators at Linköping University. During 2022 we realized that we would

like to understand and explore if adding additional services and tools to Dreams would influence our customers wellbeing.

- We have been tracking the data in both Sweden and Norway, but have only just begun the analysis of Norwegian data.

Automated financial wellbeing tracking

Having integrated Survicate with Intercom during 2022, we have now automated for all new customers to Dreams:

- A survey at start of Dreams (1 month after first deposit)
- A follow up survey at 3 months (90 days after first survey)
- A survey at start of Dreams (1 month after first deposit)
- A follow up survey at 3 months (90 days after first survey)
- A follow up survey at 9 months (270 days after first survey)



Focus for 2023

Feelings influencing savings

As we have just begun tracking this continuously, we do not yet have the longitudinal data to understand how financial anxiety and security influence savings, but we aim to explore this further in 2023.

Explore savings behaviours

We will begin to deep dive into the behaviours related to saving money (Dreams, savehacks, spending, debt,

planning) in our data and their relationship to financial wellness, in both Sweden and Norway. We may also explore other survey questions to assist us in this understanding.

Financial wellbeing and climate action

Another goal is to enhance how we track financial wellbeing in relation to climate anxiety and our customers motivations to take action.



2023

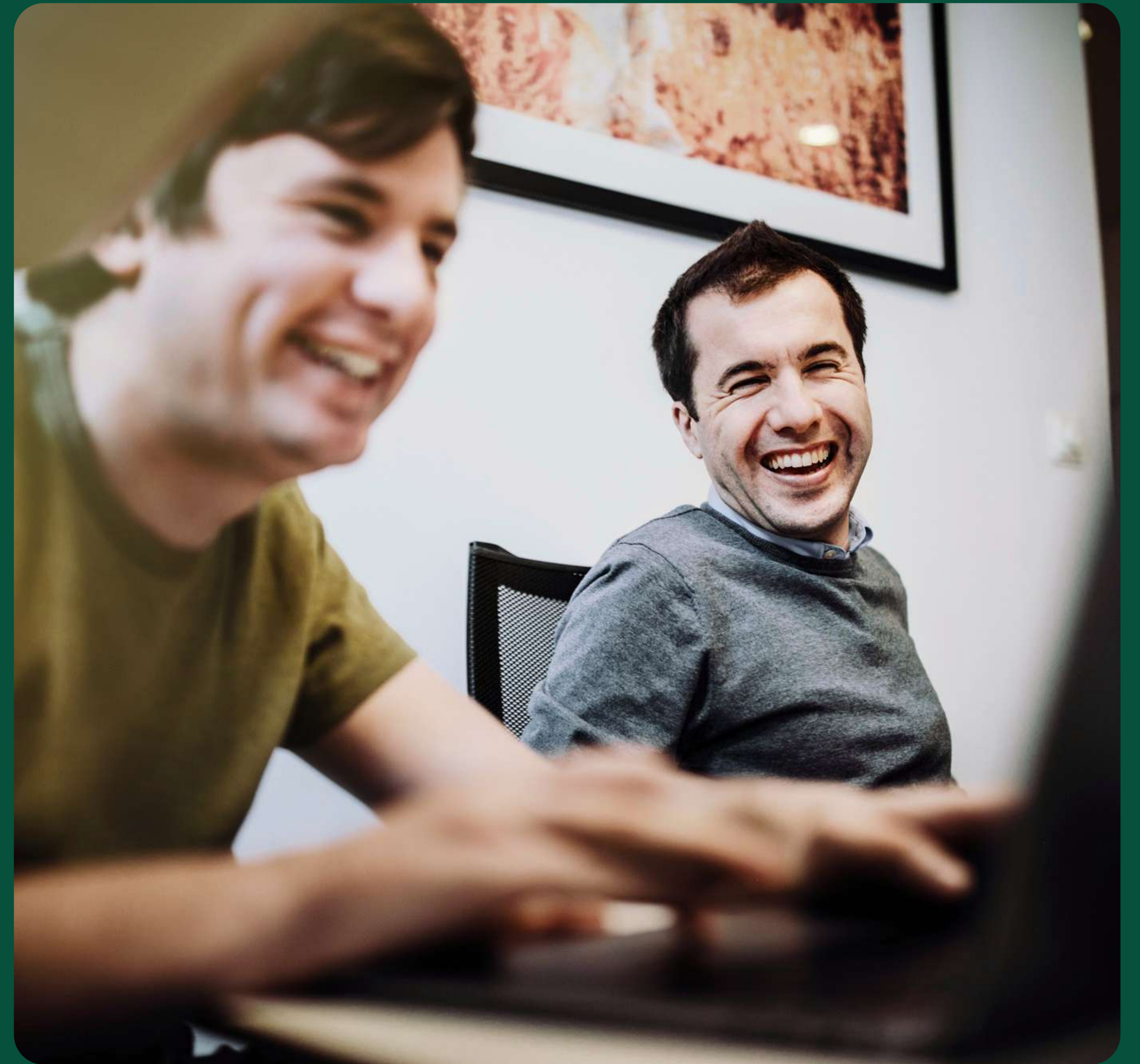


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Diversity and inclusion

Fostering an inclusive environment where every individual is valued and respected, regardless of their background, ethnicity, gender, or sexual orientation is of utmost importance to us. In 2022, Dreams Sustainable has laid the foundation for our commitment to diversity and inclusion and we continue to focus on improving it for the years to come.





Key initiatives 2022

Creating an equal-opportunity workplace

We actively sought out talented individuals from diverse backgrounds, ensuring that our team reflected a wide range of perspectives and experiences. This approach not only enhanced our creativity and innovation but also allowed us to better understand and cater to the needs of our diverse clientele. With employees and consultants of more than 15 nationalities, we are proud of our strong cultural diversity.

Incorporating Diversity and Inclusivity into our DNA

Furthermore, we implemented comprehensive training programs and adopted Diversity & Inclusion Policy aimed at promoting cultural competence and eliminating biases within our workforce. We also implemented the Code of Conduct which sets forth the principles that we expect our employees and consultants to abide by in their relationship with colleagues and promotes lawful, professional, and fair practices that integrate respect for each

other. Dreams will not tolerate behaviours that we consider unethical under these guidelines or harmful toward the workplace. All employees are encouraged to report suspected violations to the management without prejudice and feeling the risk of retaliation.

Through these initiatives, we encourage open dialogue, challenged unconscious biases, and fostered a culture of empathy and understanding.



Focus for 2023

Strengthen Diversity

As the table below shows, we are seeing early signs that our 2022 initiatives have a positive impact. Still, we plan to continue improving our gender balance at all management levels, focusing on executive management and engineering roles, which are significantly skewed in favor of men.

We have also set out to do annual refresher training with all staff in collaboration with BNPP, to stay updated within the fields of diversity, equity and inclusion.

| Targets of gender diversity | 2022 | Target | Deadline |
|-----------------------------|------------------------|------------------------|------------|
| Overall | 57% Male 43% Female | Min 45% Female | 2025/12/31 |
| Executive management | 83% Male 17% Female | Min 45% Female | 2025/12/31 |
| Management | 58% Male 42% Female | Min 45% Female | 2025/12/31 |
| Engineering roles | 86% Male 14% Female | 70% Male 30% Female | 2025/12/31 |



Foster engagement

To further foster community engagement and celebrate diversity, our goal in 2023 is to strengthen our ties with the community through actively promote our core values of diversity and inclusivity. We aim to achieve this by actively engaging in and supporting various community events. Dreams are

currently signed up to attend Run for Pride, held in Stockholm in May 2023. We as a company will also be arranging some events during Stockholm Pride week, taking place July 30 - August 5 2023, to provide our employees an opportunity to celebrate diversity, and showing support for the LGBTQ+ community.





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Responsible business and governance

As part of our ambition to running a responsible business that lives up to the highest standards of social and environmental impact, we apply sound governance practices and have adopted several policies to support our company values and stakeholder interests.





Internal Controls

We maintain internal controls to minimize risks and protect assets, ensure accuracy of records, promote operational efficiency, and encourage adherence to policies, rules, regulations, and laws.

On a quarterly basis, our Finance Team reports internal financial control results to the internal audit function of our majority shareholder, BNP Paribas S.A., where a list of key financial controls need to be put in place without exceptions (i.e. segregation of duties, etc.) On a quarterly basis, our Operations Team also performs IT access reviews and supplier due diligence, ensuring the company is safeguarded from unauthorized users and/or prohibited procurement activities. Based on AFA's (Agence Française Anticorruption) recommendations, our Finance team has accounting controls focusing on cost and providing remediation plans. No

observations were reported/identified for 2022.

External Audit

Our external auditors are formally elected at the Annual General Meeting (AGM) on an annual basis in line with Swedish Company law. Grant Thornton Sweden AB was elected as external auditor for the period up to the 2023 AGM.

The audit was performed in accordance with International Standards on Auditing (ISA) where both of our internal controls and financial statements, prepared in accordance with the Swedish Annual Accounts Act and BFNAR 2012:1 Annual Reporting and consolidated reports (K3), were examined, including sustainability information disclosure.

Engage Stakeholders

We have established a sustainability advisory board with five leading experts within the sustainability field in Sweden.

The financial results and sustainability initiatives were presented to our boards (ordinary board and sustainability advisory board) and shareholders on a regular basis.

Our financial results (except for salary information) were disclosed and presented to all of the employees at least quarterly, via a firm-wide video conference.

&Frankly

We partnered with &Frankly sending out quarterly (anonymous) employees survey. The results (eNPS, Employee Net Promoter Score) are analyzed and presented to the firm. Our survey in 2022 resulted in an average eNPS of +27, and we will continue to improve the results in the following years (our target is +35 by the end of 2023).



Code of conduct trainings

We have clear company-wide internal policies detailing what constitute inappropriate conduct that may breach our control environment. We offered a wide range of learning programs and trainings available both through our BNP Paribas Learning Platform or other methods facilitated by our designated instructors in various subjects, such as anti-money laundering, cybersecurity, and personal data protection.

Shown in the graph to the right, is the share of employees who completed at least 4 training courses during the previous 12 months.





Dreams Sustainability Advisory Board

Dreams have always had a close collaboration with scientists within the behaviour change field.

This year we added an advisory board with sustainability experts to ensure that our tools continues to be based on and challenged by science.

Purpose of the advisory board

The Advisory Board provides strategic advice to Dreams Sustainable AB and our Board of Directors. The members are elected yearly and advisory board meetings are held bi-monthly. In between advisory board meetings each member will also be available for individual advice and participate in workshops when needed.

Roles and responsibility of board members

- Provide an objective and unbiased third point-of-view (not involved in the operation of the business)
- Challenge directors and management to improve our methodology and increase our impact
- Encourage and support the exploration of new ideas
- Encourage the development of a risk log that ensure proactive risk management
- Occasionally act as a resource for executives in between board meetings





Members of Dreams Sustainability Advisory Board 2022/2023



Climate psychology

Kata Nylén, Psychologist and founder of the Swedish Climate Psychologists



Carbon emissions and calculations

David Andersson, Post doc, institution for environmental science at Chalmers University of Technology, and founder of Svalna



Behavioural economics

Elin Helander, Cognitive scientist, and founder of Dreams Institute and Whateverland



Sustainable finance

Joakim Sandberg, professor of philosophy at University of Gothenburg, and professor of finance at University of Groningen. Vice director at Sustainable Finance Lab.



Sustainable business management

Maria Svantemark, CEO and co-founder of SustainLab



Key initiatives 2022

Every initiative we take is a step towards building a company that meets the highest standards in terms of impact. Our aim is to be a sustainable company at the core, but we have just started this journey. This is a summary of the key initiatives we have finalized during 2022, related to responsible business and governance.

- Created firm sustainability policies, including: Diversity and inclusion policy, Environmental policy, and Travel policy.
- Adopted policies to fight against corruption such as Gift Policy, which was built under BNP Group's Global Anti-Corruption Policy.
- Established our Sustainability Advisory Board consisting of 5 experts within different sustainability topics.
- Created Sustainability Operating principles for the organization.
- Conducted a B Impact Assessment of the company.
- Initiated a Sustainable procurement process for new suppliers and surveyed our main suppliers.
- Introduced training programs focusing on sustainability for all employees
- We partnered with &Frankly, sending out a quarterly (anonymous) employee survey.
- Partnered with Mindle,r providing mental health program for our employees.
- Performed an assessment of the existing control framework with the concerned responsible departments to combat corruption.



Focus for 2023

2022 was just the beginning. These are just a few of the initiatives we are working on and plan to launch during 2023 to ensure sustainable operations and governance.

- **Internal program of Sustainability Ambassadors.** To ensure integration of sustainability considerations in daily operations and decision forums, starting 2023 we will have extra sustainability-minded Dreamers who work to amplify sustainability efforts. Ambassadors inspire fellow employees, both at work and at home and as part of Ambassador community share best practices among teams in different functions of the company. The formal

responsibilities that comes with the assignment has been outlined and incorporated in the job descriptions.

- **B Corporation application in progress.** We conducted the B Impact Assessment from B LAb and during 2023 our aim is to try to certify Dreams Sustainable AB as a B Corporation, to get a third party verification of our high standard in terms of social and environmental impact.
- **Strengthen the culture and employee engagement further.** We will continue to improve our eNPS score results. Our Target is +35 by the end of 2023.



2023

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Thank you for reading!