

Impact Report 2023





Dear friends! I am delighted to present you our second Impact Report covering our collective progress in 2023.

Since starting in the role of CEO of Dreams it has become increasingly clear to me that personal climate action is entering a period of significant change bringing both challenges and opportunities. The cost of living crisis reduced people's interest in traditional "green premium" products generally associated with higher expenses incurred when opting for eco-friendly alternatives. After several product innovation cycles and based on our users feedback we are sure that nowadays climate action cannot cost us more. On the contrary we all now are looking for ways to reduce spending and save more money.

Since its inception Dreams is fighting against excessive consumption that leads to unaffordable loans and the climate crisis. This is why during 2023 Dreams has

strengthened its Mindful consumption framework that represents dual benefits for our personal budgets and the planet's health. Mindful consumption becomes truly impactful via climate positive actions such as Green savehacks, Green wins and other tools that you will discover in this report.

In 2023 Dreams became the first Swedish fintech B Corp certified company. As a Dreams user or a business partner you may rest assured that we satisfy the most stringent requirements for impact driven companies in the world!

I extend my deepest gratitude to all our stakeholders for their continued support, guidance, and collaboration. 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). Nevertheless, our proactive efforts are geared towards aligning with the CSRD format. As we look ahead, it is vital to prepare ourselves for the regulatory obligations that the CSRD will impose. This year we worked with SustainLab on a comprehensive gap analysis to understand our CSRD readiness. In the coming years we plan to take action on the identified gaps. By voluntarily reporting in this impact report for the second year in a row, we are laying the groundwork and familiarizing ourselves with the reporting framework. In this way, we also show our commitment to transparent reporting on our ESG performance even before it becomes mandatory. Unless otherwise noted, data is as of December 31, 2023 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 Sustainability AB we will most likely not be obligated to report until 2026.



Impact Highlights 2023

43K

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 are projected that we will 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 makes a real impact through CO₂e savings at the same time.

908K

SEK donated through 1% for the Planet (period: Jan 2023 - Jan 2024)
The donation was made in August, 2023 and January 2024, and Dreams Sustainable AB donated around SEK 980k to selected non profit organizations. We were able to do so with help from our community. We received over 12 000 votes from our users which decides how the money should be divided between the organizations.

B Corp

Dreams was certified as a B-Corporation by B Lab in 2023 In 2023, we proudly became Sweden's first B-corp certified fintech, a world leading certification for impact companies. It reflects our ongoing efforts to operate ethically, transparently, and responsibly, driving positive change within our community and beyond.





Introduction	5
Climate action	10
Financial wellbeing	29
Diversity and inclusion	38
Responsible business and governance	44



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 behavioral economics to spur engagement for a more sustainable lifestyle and more mindful consumption.

In a world of excessive consumption and one-click spending, it's easy to get caught in

the trap of wanting and spending more. Instead of making people feel good about money and their lives, it leads to financial stress and climate crisis.

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.





Definition of CO₂e savings

So what does CO₂e saved 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. Example: direct carbon capture technologies (Dreams is currently not offering this).

Note: this definition has been developed together with and validated by our advisory board.





Sustainability Operating Principles

In order to ensure we stay true to our missions and vision and are able to reach the ambitious goal we've set out for ourselves, we have created our Sustainability Operating Principles. Our principles are for everyone working at Dreams to know. They're 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

Greenwashing is for losers

Sustainability is our core

A large green graphic on the right side of the page features three callout boxes. The top box is light green and contains the text 'Learning is everything'. The middle box is white with a dark green border and contains the text 'Greenwashing is for losers'. The bottom box is dark green with a white border and contains the text 'Sustainability is our core'.



We are B-Corp certified

In 2023, Dreams became the 1st Swedish fintech to become a certified B Corporation (“B Corp), marking a pivotal moment in our commitment to sustainability and corporate responsibility. This certification underscores our dedication to balancing purpose and profit.

As a B Corp we need to meet rigorous standards of social and environmental

performance, accountability, and transparency. By adhering to these criteria, Dreams commits to positive societal and environmental impact, ethical business practices, and ongoing improvement.

Read more about our B Corp certification in the focus area section Responsible business and governance.





Introduction	5
Climate action	10
Financial wellbeing	29
Diversity and inclusion	38
Responsible business and governance	44



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.

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

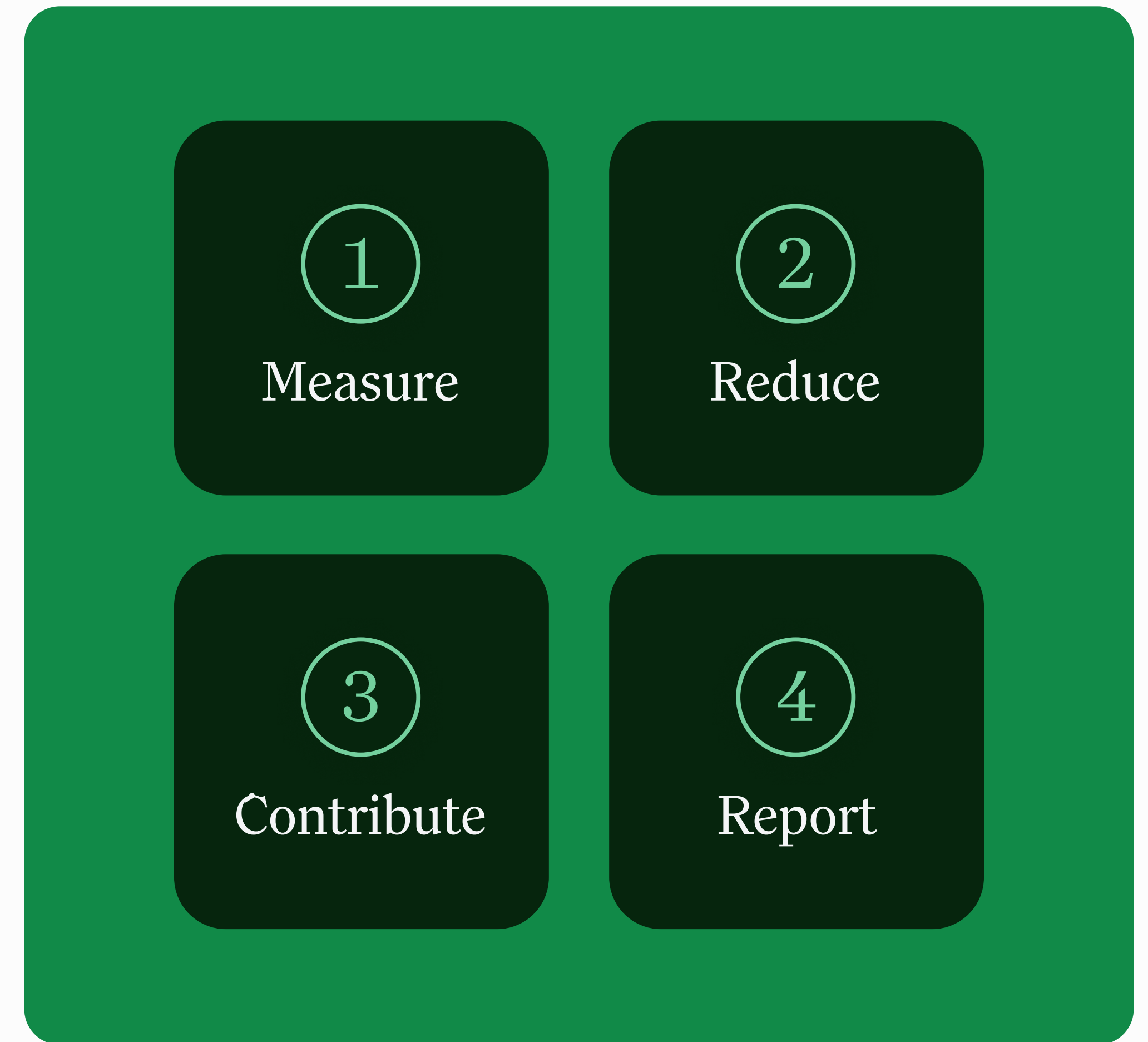
2. User behaviour. Leveraging our product to drive engagement and change behaviours among our users to lower their emissions.

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



Own emissions

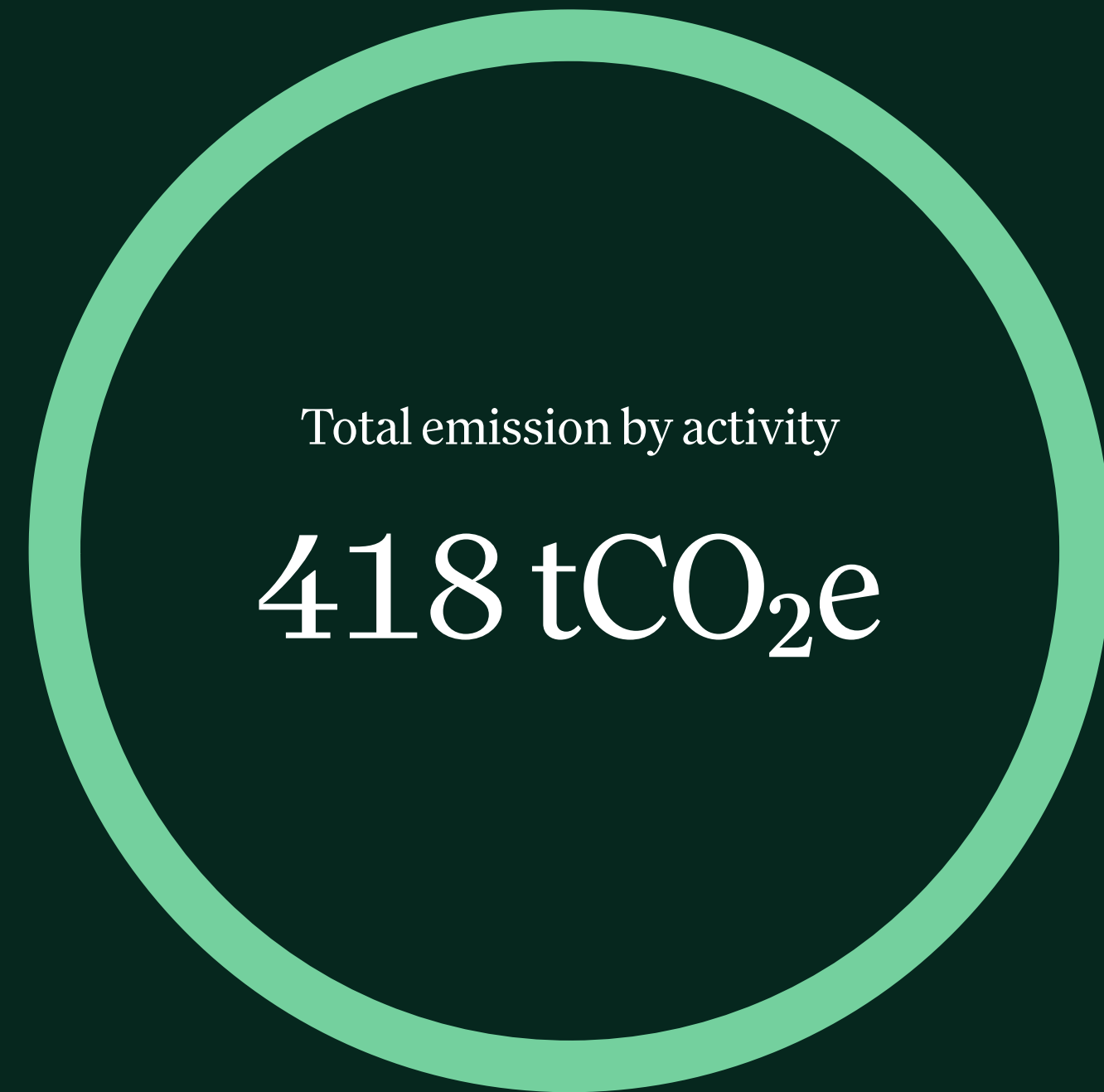
In order to take targeted reduction measures in the coming years, we must effectively track our climate footprint. We worked with our partner Greenly since 2022 to calculate the net emissions of our business activities. Emissions are calculated in kg CO₂e and reported in tons. We will perform such measurement on a yearly basis going forward so we can track toward our goal of reducing our own emissions intensity. We have calculated four major steps to achieve our goals: Measure, Reduce, Contribute, and Report.





1. Measure

2023 Emissions Results



Potential for reduction

Scope 1 100%



Scope 2 82%



Scope 3 17%



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:	0,2 tCO ₂ e	-87%	< 0,1 t/employee	-87%	< 0,1 t/M€	-87%
Scope 3:	418 tCO ₂ e	-19%	9,5 t/employee	-17%	206 t/M€	-19%
Total:	418 tCO ₂ e	-19%	9,5 t/employee	-17%	207 t/M€	-19%



2. Reduce

From 2022 to 2023, we have successfully reduced over 98,9 tCO₂e, but this is just a small step toward our goal. Based on 2023 results, we will further plan our reduction for 2024 and years onward.

For the main emission sources of Dreams, three of them have increased and three of them have decreased.

This result is a net reduction of < 98.9 tCO₂e, which is equivalent to -19%.

Major reduction came from Digital emissions. CO₂e emissions from digital activities refer to the CO₂e emissions generated by the use of digital technologies and services. This category includes emissions resulting from activities such as internet use, data storage, and cloud computing.

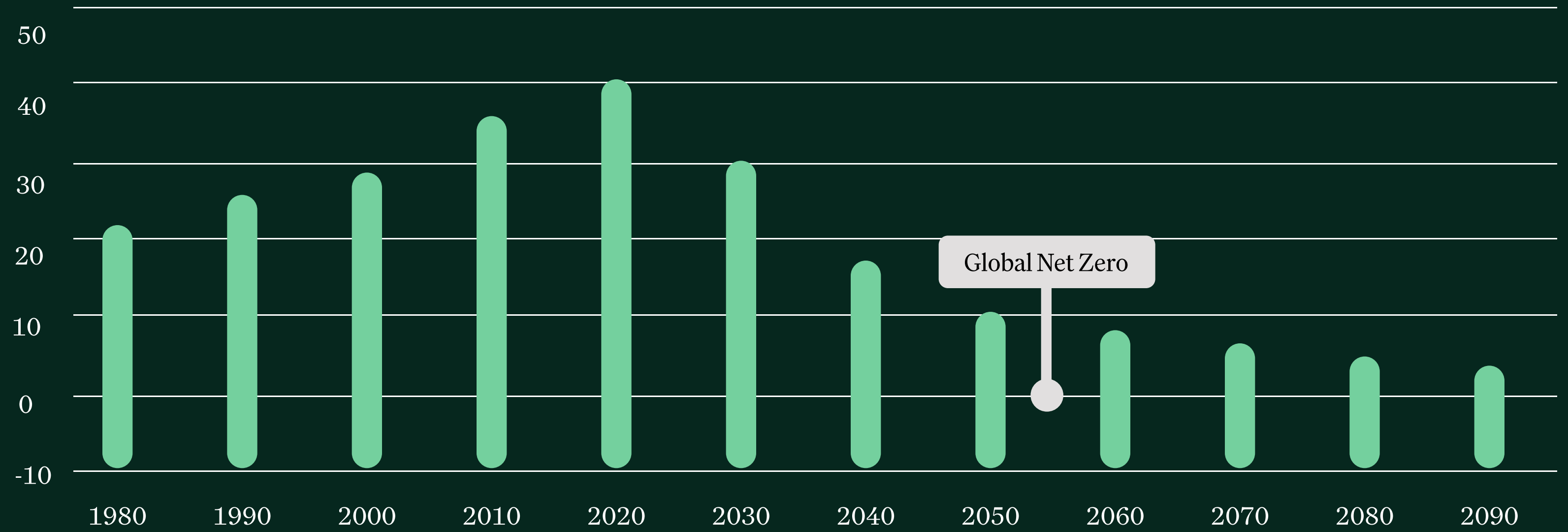
Evolution of total emissions of Dreams Sustainable AB, by activity (tCO₂e)





2. Reduce

Committing to a multi-year decarbonization strategy
Net CO2E Emissions (GTCO2/year)



We have created an action plan for how to reduce our emissions in 2024, 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

And 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 418 ton CO₂e from being emitted into the atmosphere.

The carbon offsetting is provided by ClimateHero and occurs in a portfolio of climate projects that accelerates the transition to renewable energy. Offsetting 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 bear the Gold Standard quality label supported by WWF among others. This means that the projects 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/>



Certificate of Climate Contribution

It is hereby certified that

Dreams Sustainable AB

Have purchased

418 ton carbon credits

Through Climate Hero, a portfolio of **Gold Standard** certified projects are supported. The projects accelerates the transition to renewable energy and prevents new CO₂ from being added to the atmosphere (Verified Emission Reductions). This is, for example, done by adding solar power and wind power in regions that depend on coal power for electricity production. The Gold Standard means that the climate projects have the very strictest review requirements, regarding proven climate benefits and social improvements.

Date: 13th of March, 2024

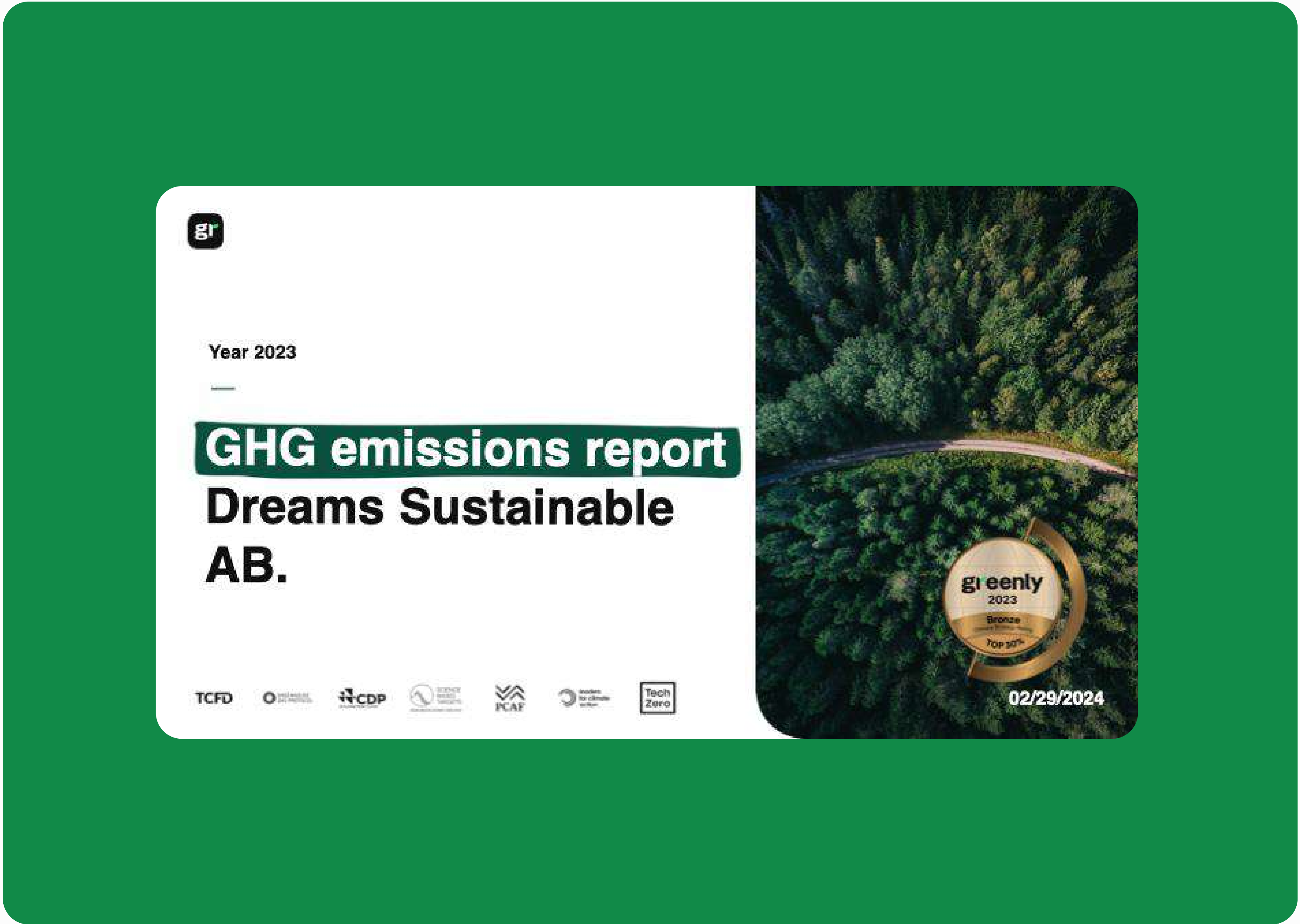
Robert Sabelström - ClimateHero

 **ClimateHero**

Calculate your footprint | Commit to reduce | Contribute to global net zero



4. Report



In 2023 we performed an GHG emissions report together with our partner Greenly.



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 9 tonCO₂e per year. Swedes are living as if there were more than 4 planets. To fulfill the Paris Agreement, IPCC recommends a lowering of emissions, to about 1 ton CO₂e per person by 2050.

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

By mid 2025, we aim to save 100.000 tons 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 initiatives on next page are what helped us save in total 20 000 tons CO₂e together with our users in 2023.

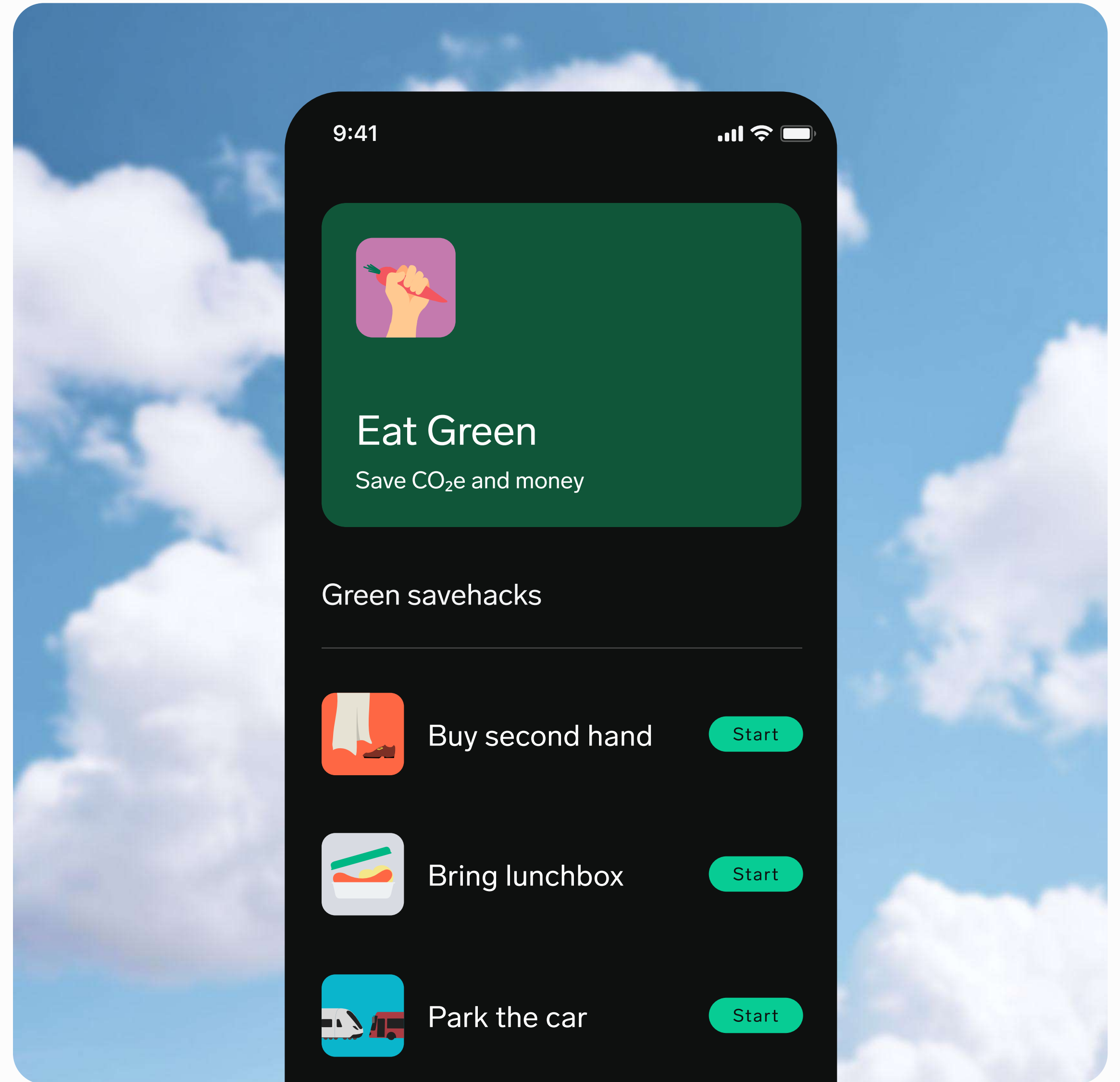
100 000

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



Green savehacks

More than 11 861 users saved with our green savehacks during 2023, leading to a total CO₂e saved of 6 900 tons. 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: 1900 users reduced or avoided CO₂e on their card transactions with the Dreams card, by opting for a more sustainable purchase, or skipping it.





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).

During 2023, 13 cars were delivered by Arval to Dreams' users, leading to 15 tons of CO₂e saved.





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

What is 1% for the Planet?

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 decided to join 1% for the Planet and we maintain our promises

throughout 2023. 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 pre-chosen and distribute the donation between organisations, based on the voting results.

982 700

SEK in total donations to NGOs during fiscal year 2023.



In 2023 we continued to be certified through 1% for the Planet, as one of 5 400 business members from 111 countries around the world.

Numbers in SEK

565 300

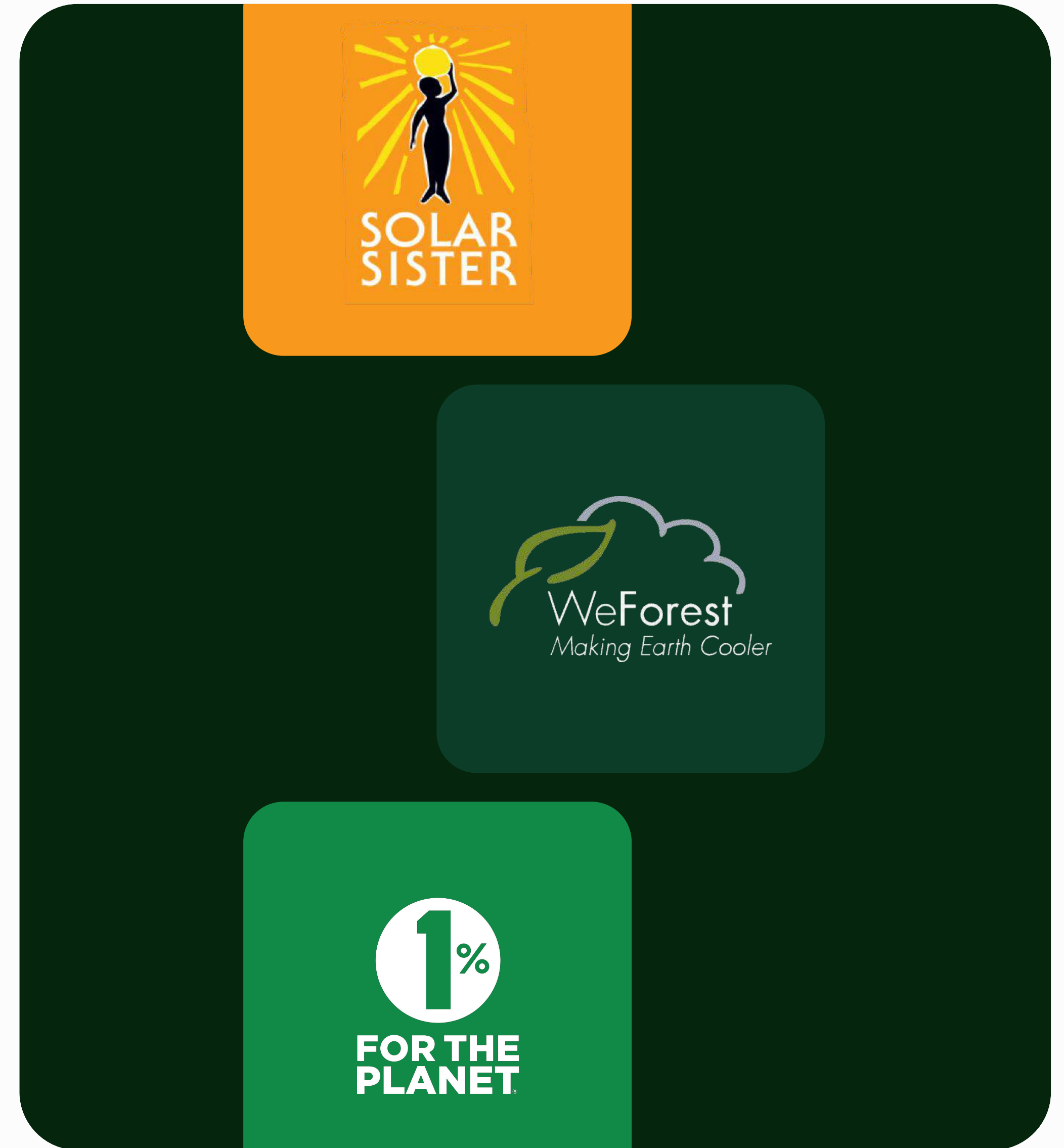
donated to WeForest during FY2023.

417 400

donated to Solar Sister during FY2023.

1 240 000

donated in total since becoming a 1% for the Planet member in August 2022.





About WeForest

WeForest is a NGO focused on reforesting degraded areas worldwide. They work with communities, governments, and businesses to plant native trees and restore biodiversity. WeForest prioritizes areas with high ecological value and emphasizes community engagement. Their holistic approach integrates environmental, social, and economic benefits, aiming to mitigate climate change and improve livelihoods. Through research and partnerships, they strive to make a measurable and lasting impact on carbon sequestration and

ecosystem restoration. Dreams total donation in 2023 of SEK 565 300 has helped to:

- Restore 48,549 hectares of tropical forest through the Desaa project in Ethiopia where 47 237 trees are estimated to be able to grow.
- Sequester 7710 ton of CO₂ over 50 years through above mentioned restoration.





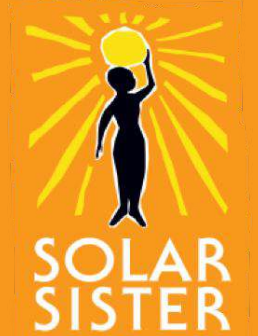
About Solar Sister

Solar Sister is a movement who cares about the well-being of people and planet. Their mission is to eradicate energy poverty by empowering women with economic opportunity. They are creating a deliberately woman-centered network of entrepreneurs to bring clean energy technology to even the most remote communities in rural Africa.

Since the founding in 2010, Solar Sister has supported over 7,000 entrepreneurs, distributed over 647,250 clean energy products.

The impact of Dreams total donation of SEK 417 400 in 2023 helped to:

- Give 12 749 people in rural Africa access to clean energy.
- Enable 73 women to kickstart their entrepreneurship within solar energy.
- Exchange 6 523 toxic and flammable kerosene lanterns to environmentally friendly solar cell lamps and reduce 4 632 metric ton CO₂e .





Key initiatives 2023

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've set ambitious targets to reduce not only our own emissions but also the emissions of our users. These are the key initiatives done in 2023 within our focus area climate action.

Company carbon accounting

We measured our 2023 greenhouse gas emissions, scope 1-3 with our partner Greenly. We also conducted a deepdive study

of our digital marketing activities in order to identify the best actions to take to reduce emissions (please see below). As a final step we supported climate contribution projects that resulted in the avoidance of our total measuredCO₂e.

Ghg emission reduction actions

During the year we conducted 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 them.

New NGO partners

By 2024, we aim to donate an extra SEK 1,2m to other chosen NGOs. We changed the setup of our 1% for the Planet membership to directly impact climate transformation efforts, aligned with our 100 000 ton CO₂e saved goal. In that way, we received an estimated CO₂e saved from the 1% for the Planet initiative, which will be a part of our CO₂e saved forecast. To ensure maximum impact as well as giving our users a choice we

have selected one NGO within green energy/decarbonization and one within protecting and restoring nature for 2023:

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

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



Focus for 2024

Here are a few of the initiatives we are working on and plan to launch during 2024 within the focus area of climate action:

Ghg emission reduction from ads. Following the deep dive with our partner Greenly of our digital marketing emissions in 2023, we will in 2024 take the actual steps towards lowering our emissions from ads.

Mindful spending. In the beginning of 2024 we will launch a new product that will help our user spend more mindfully. The feature is a plugin for your browser which will block the unsustainable ads at the top of a Google search, and suggest more sustainable alternatives for you. In a shopping cart moment online, the shopping companion will also ask you if you really need to make a purchase, or if you might want to save towards a dream instead.





Introduction	5
Climate action	10
Financial wellbeing	29
Diversity and inclusion	38
Responsible business and governance	44



Financial wellbeing

Make financial wellbeing an everyday reality.



Make financial wellbeing an everyday reality

What is financial wellbeing? 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 among Dreams users: Since December 2020, we continuously measure financial wellbeing among new Dreams users in the Swedish market. A survey runs continuously and will in 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 to explore if whether their financial wellbeing changes over time, giving us unique insights on our Dreams users.

How is it measured? Dreams measures and defines financial well-being 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. Financial security is referring to a sense of security about one's future financial situation.

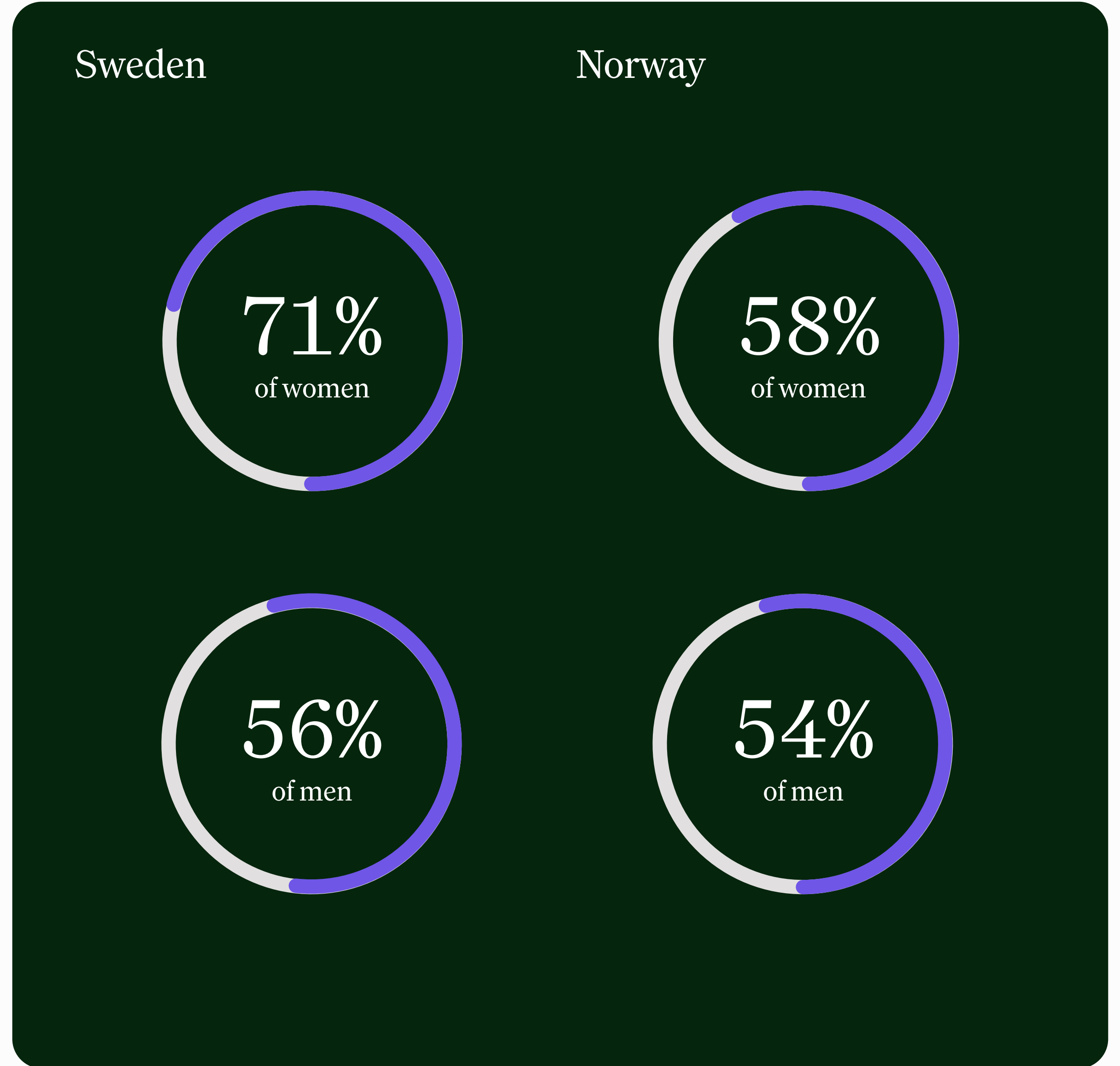




Financial wellbeing when starting Dreams

Dreams ambition is to lower financial anxiety and increase financial security of our customers. Overall we see this affect among Dreams users, but most dramatically in the first 3 months of using Dreams.

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

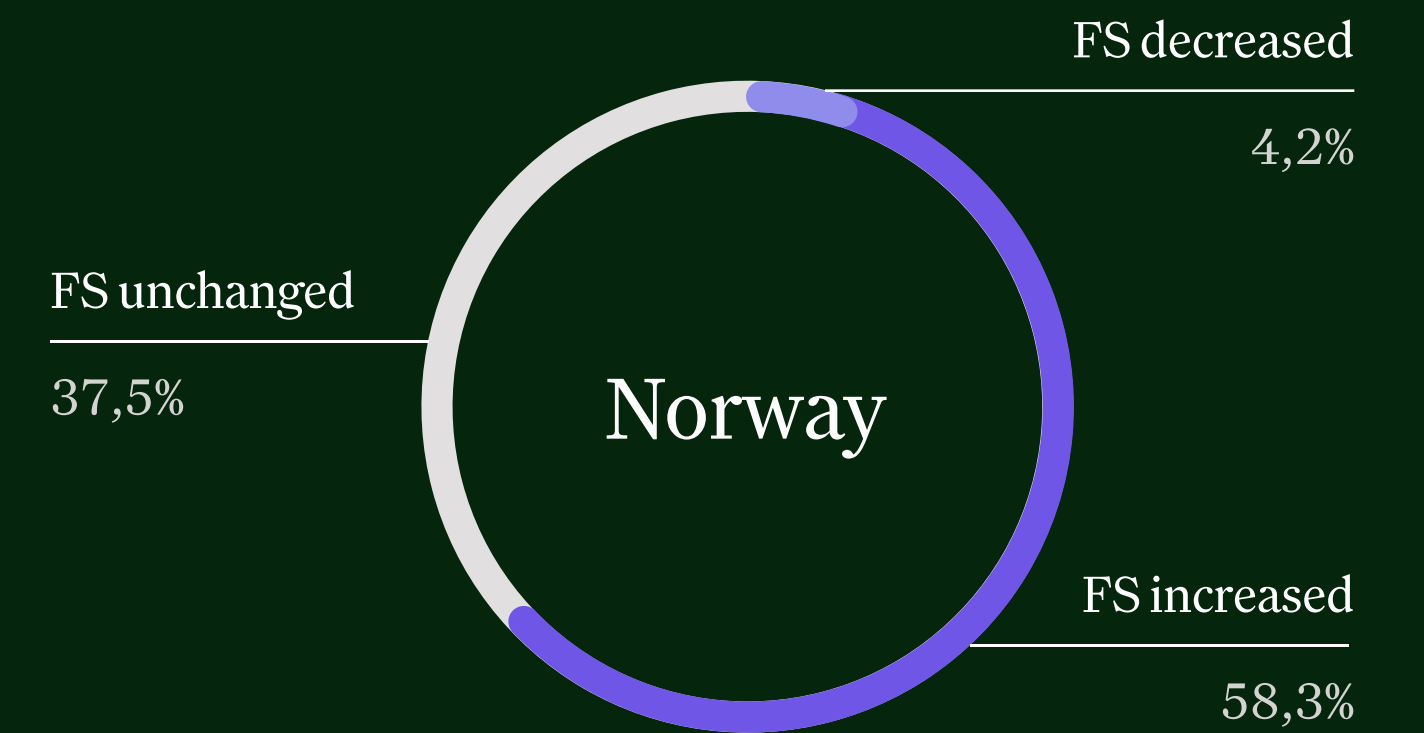
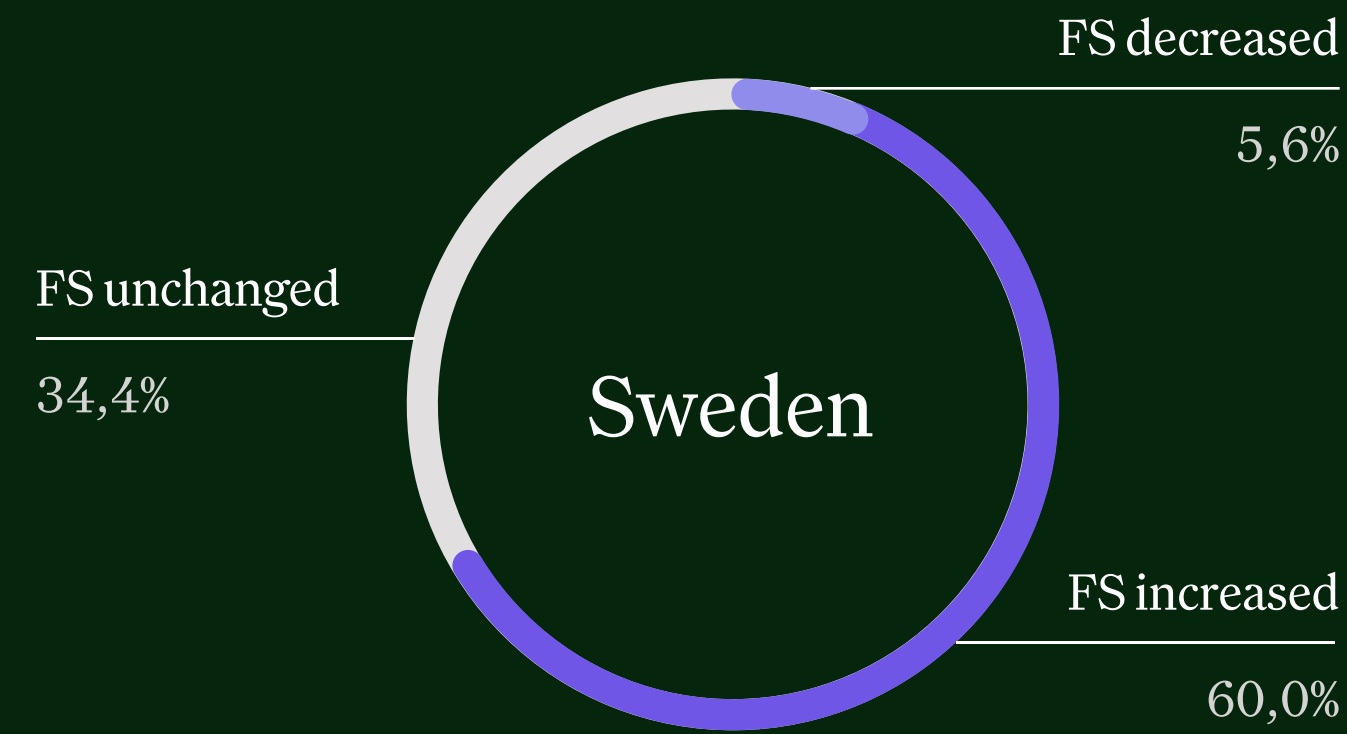




Financial security when starting Dreams

Generally, Dreams users express increased security in their current financial situation after using Dreams. Of those who state low security (Not at all, Not really) when they start Dreams, 64% state an increase in security in the follow up survey 3 months later.

Financial Security (FS) after 3 month





Financial anxiety goals

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.

Financial anxiety scale:

(5-point scale (1=Not at all, 5=Totally agree))

Questions:

1. I get unsure by the lingo of financial experts
2. I am anxious about financial and money affairs
3. I tend to postpone financial decisions
4. After making a decision, I am anxious whether I was right or wrong

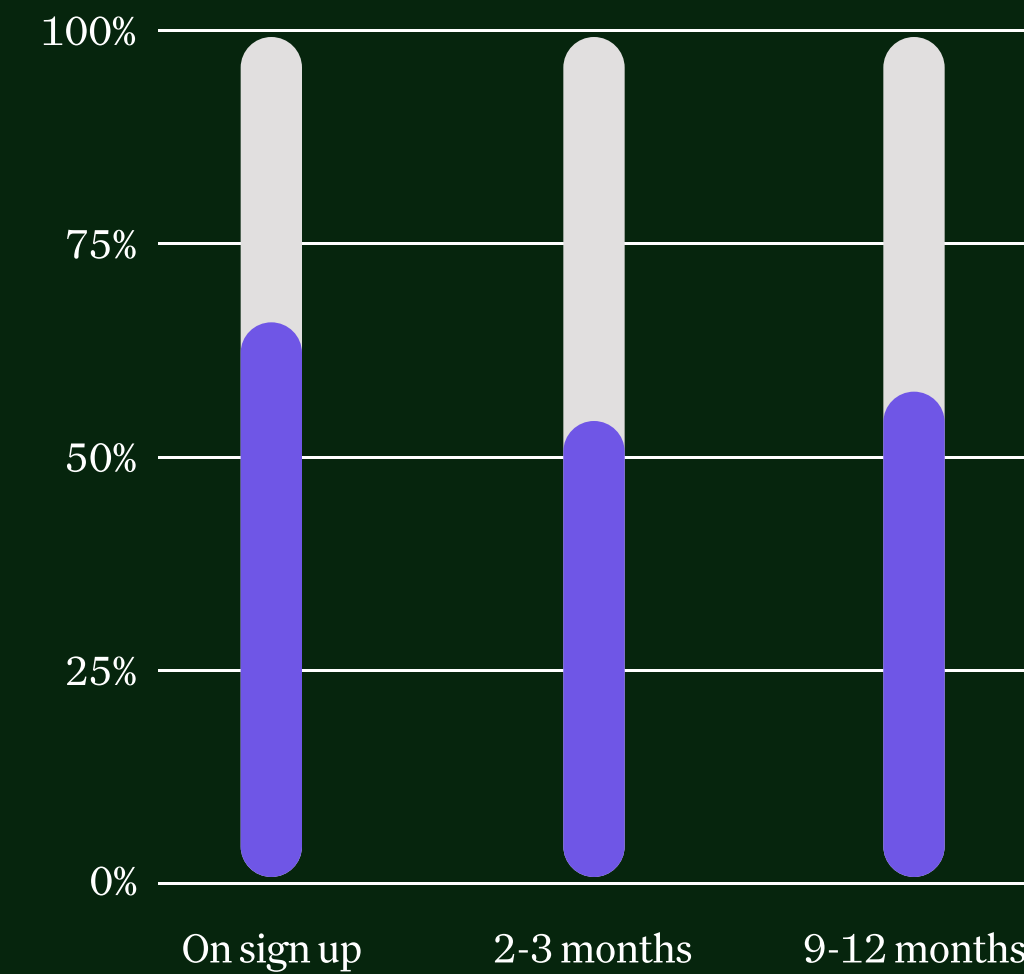
Financial anxiety

Dreams aim to reduce anxiety over time

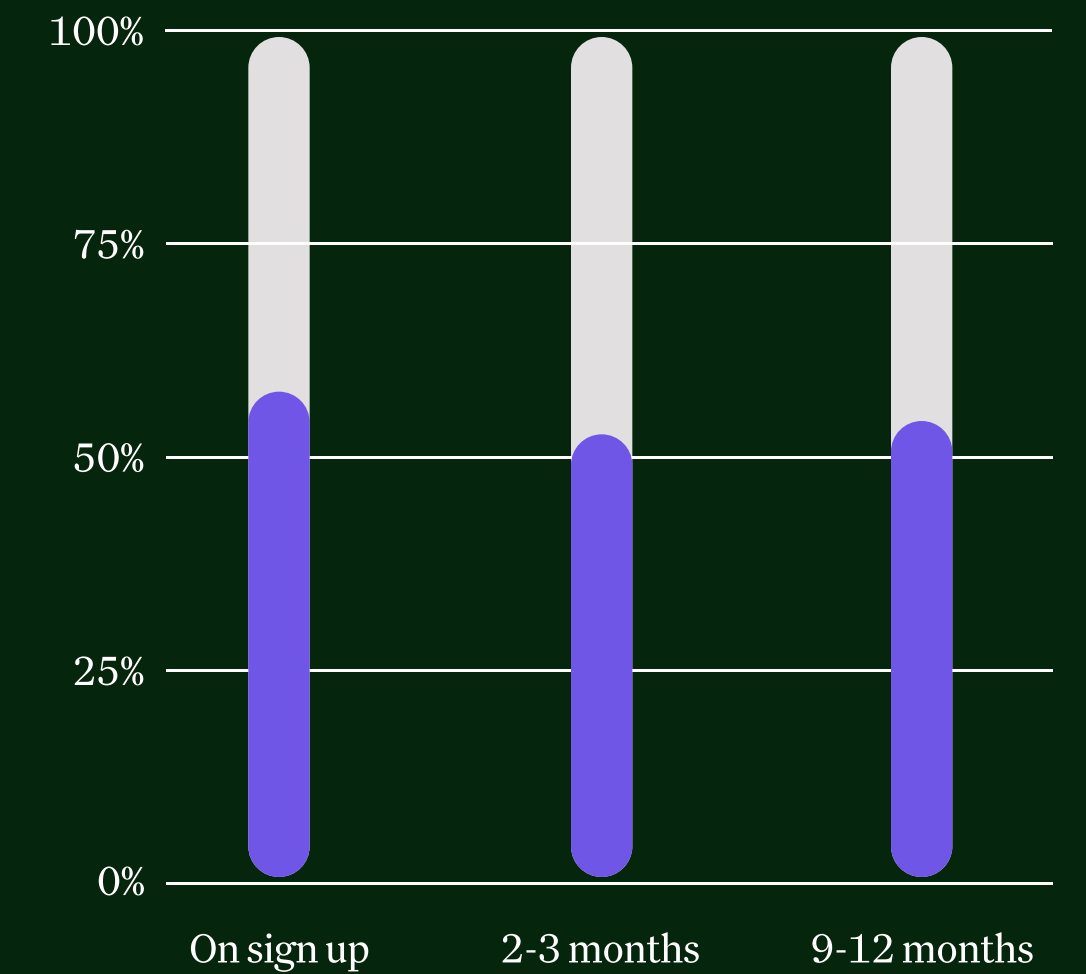
● Feel confident about financial decisions

● Feel anxious about financial decisions

Sweden



Norway





Financial security goals

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.

Financial security scale :
(5-point scale (1=Not at all, 5=Totally agree))

Questions:

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

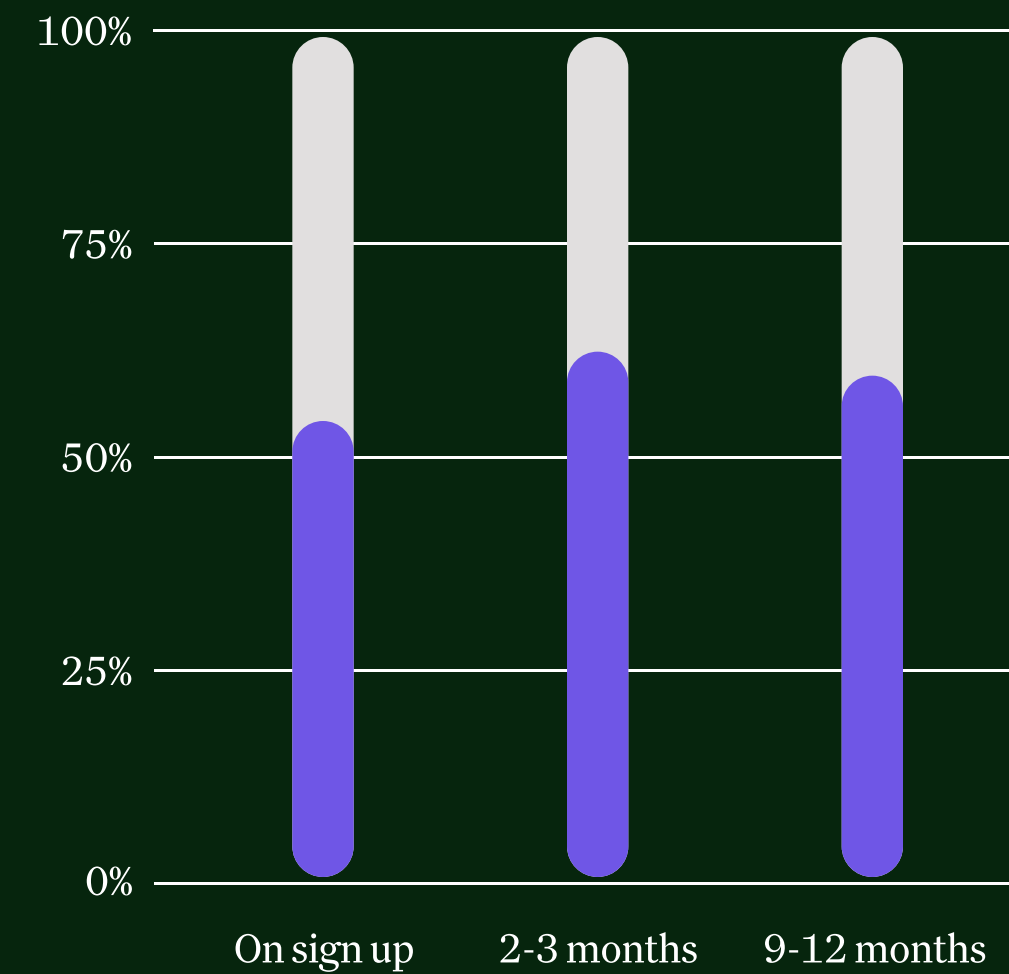
Financial security

Dreams aim to increase security over time

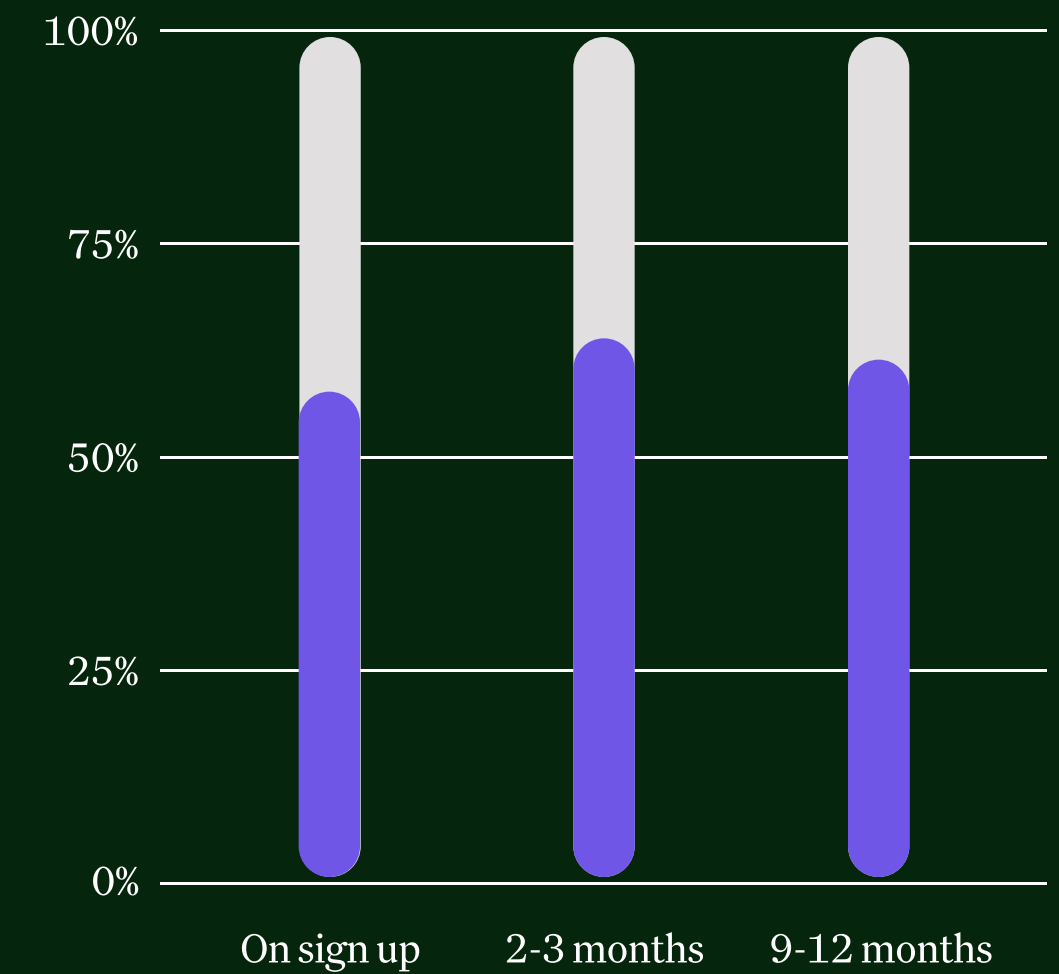
● Feel confident about financial decisions

● Feel anxious about financial decisions

Sweden



Norway





Key initiatives 2023

During 2023 we explored if adding additional services and tools to Dreams would influence our users wellbeing.

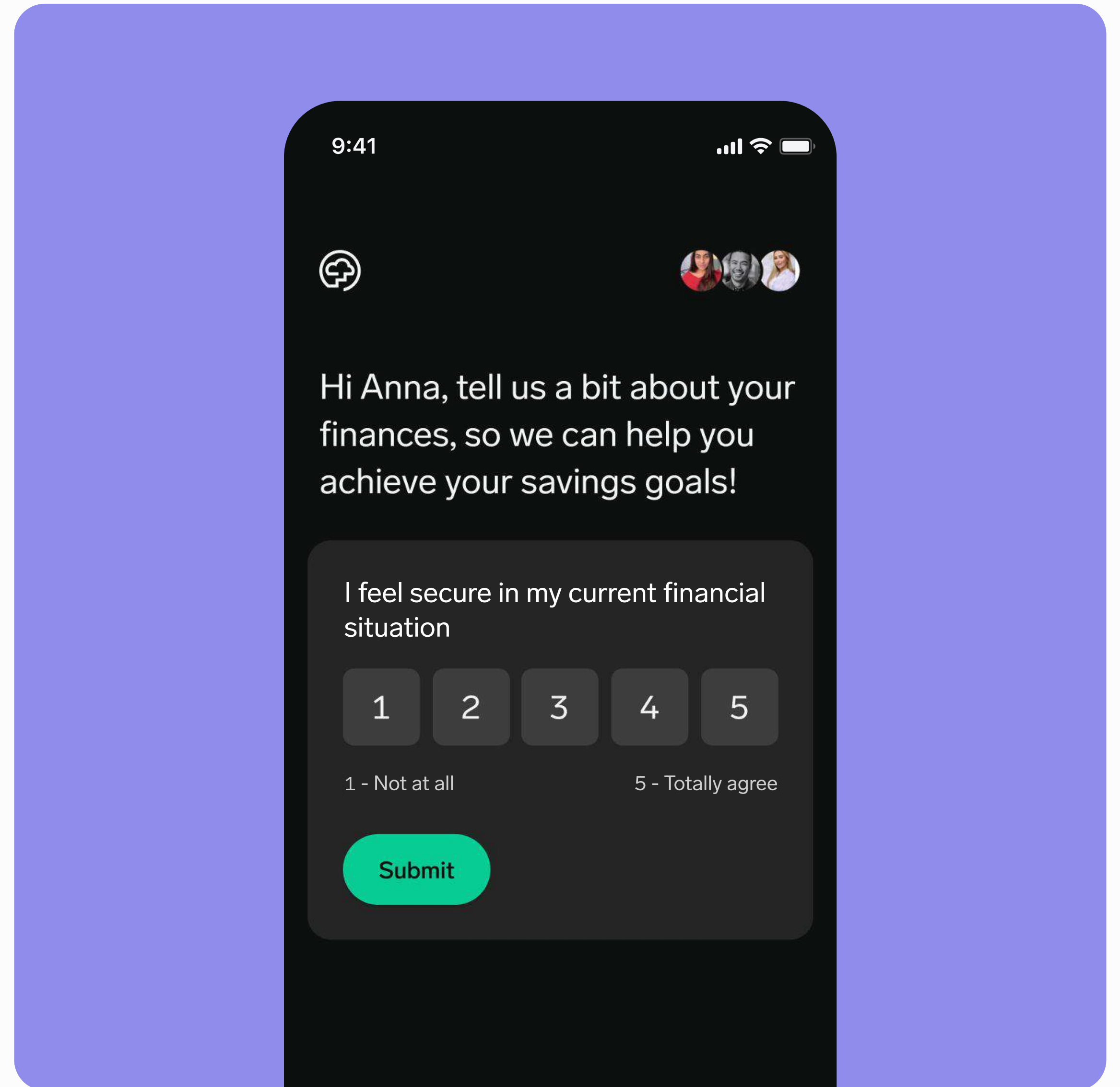
Automated financial wellbeing tracking

Having integrated Survicate with Intercom we have now automated for all new users 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 follow up survey at 9 months (270 days after first survey)

Both Sweden and Norway. We have tracked and analysed data in both Sweden and Norway to observe if the effect of Dreams on financial wellbeing is similar.





Focus for 2024

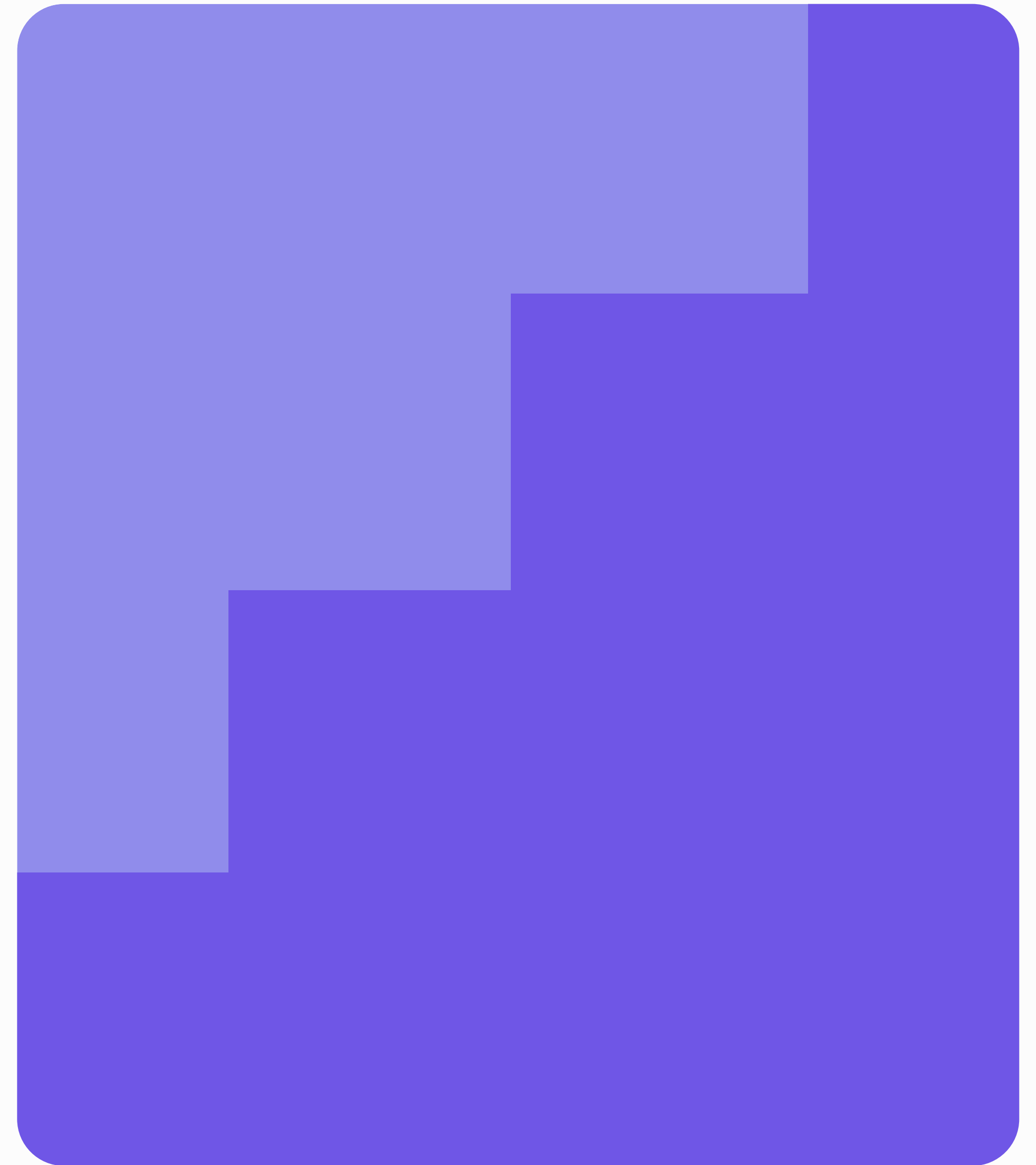
Redesign our financial wellbeing survey

To address the relationship between mindful consumption, planning ahead and financial wellbeing we will change the survey in 2024. to focus on finding out who uses their money well. We will begin to deep dive into the behaviors 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.

Launch of Anti-debt in Sweden

We intend to launch our debt consolidation services (Anti-debt) commercially in Sweden in Q2, 2024, expanding the range of choices available to enhance our users' financial well-being.





Introduction	5
Climate action	10
Financial wellbeing	29
Diversity and inclusion	38
Responsible business and governance	44

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 2023 Dreams Sustainable has worked in line with the commitment to diversity and inclusion we created in 2022. We aim to continue the focus to improve our company even more within this area for the years to come.



Key initiatives 2023

Gender equality. From 2022 to 2023, while our overall gender split has remained steady, we have made significant effort in leadership representation.

The proportion of women in CXO roles has risen from 17% to 50%, and in CXO+Head of Departments, from 42% to 60%. Though engineering roles still exhibit imbalance, we are committed to rectifying this in 2024 and

beyond. As we look to the future, our dedication to gender equality remains steadfast.

Our goal is to achieve a 50%/50% gender split across all levels of our organization by the end of 2025 (30%/70% for engineering role). This target reflects our commitment to creating a workplace that embodies equality, respect, and opportunity for all.

Gender split*	2023	Target	Target timeline
Overall	56% Male 44% Female	50/50	2025/12/31
Board of directors	71% Male 29% Female	50/50	2025/12/31
CXO	50% Male 50% Female	50/50	2025/12/31
CXO + Head of departments	40% Male 60% Female	50/50	2025/12/31
Engineering roles	92% Male 8% Female	70% Male 30% Female	2025/12/31



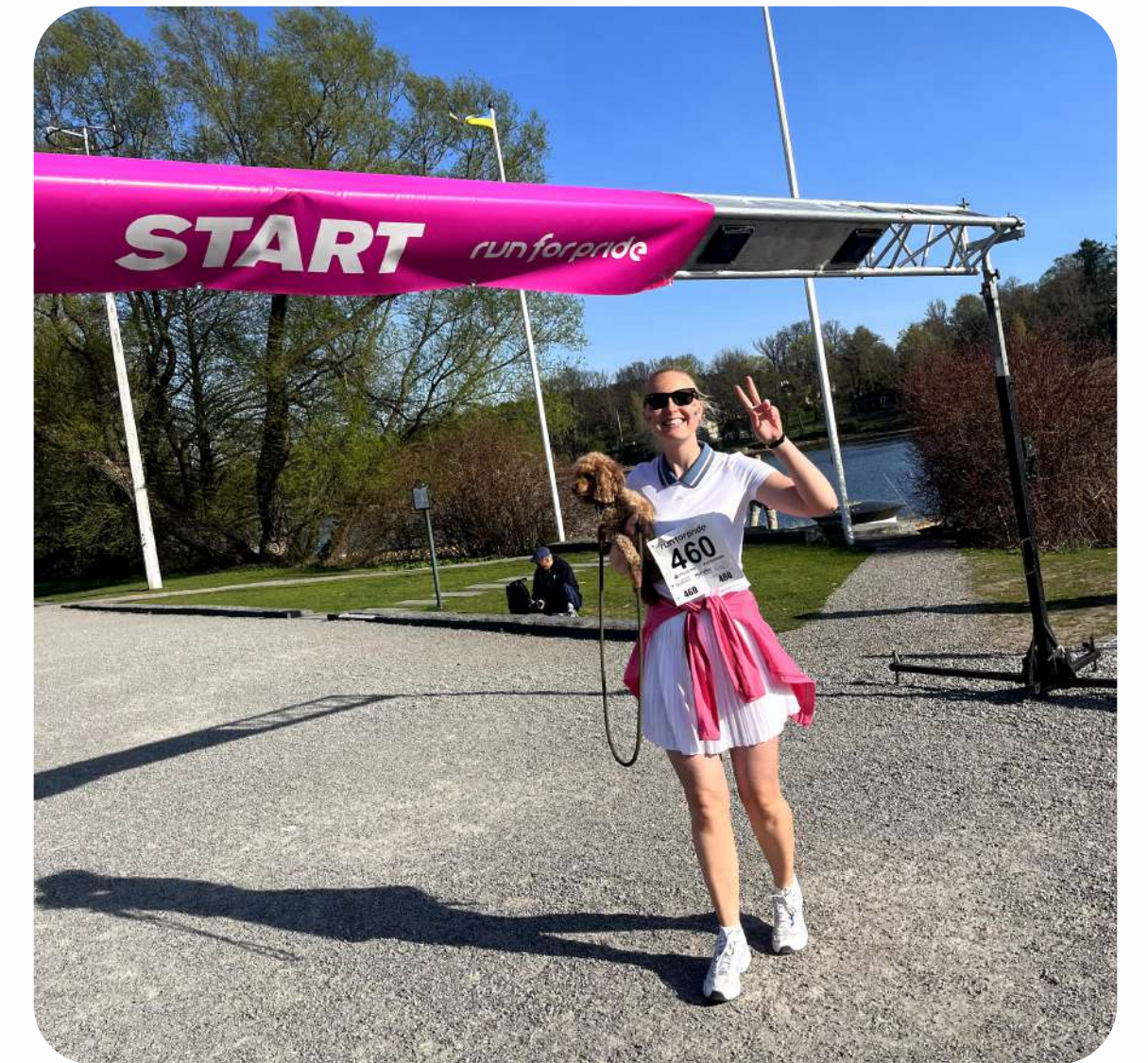
Key initiatives 2023

Foster Engagement. To further foster community engagement and celebrating diversity, our goal in 2023 was to strengthen our ties with the community and actively promote our core values of diversity and inclusivity. We aimed to achieve this by actively engaging in various community events and supporting initiatives that foster a more inclusive society.

Pride & LGBTQ+. We, as a firm, participated in Run for Pride held in Stockholm on May 2023, and we also held various events

during Stockholm Pride Week taking place from July 30, to August 5, 2023, to provide our employees an opportunity to celebrate diversity, showing support for the LGBTQ+ community.

Inclusivity in sports. Our majority owner BNPP, in collaboration with partners, organized several tennis tournaments in Stockholm during summer during the year, including the Nordic Open and an internal tennis tournament, embodying our commitment to diversity and inclusion in





Key initiatives 2023

sports. The event provided a platform for players of diverse backgrounds to showcase their talents, fostering an environment of equality and mutual respect. Through this initiative, we actively engaged stakeholders, including employees, athletes, fans, and community members, emphasizing the importance of diversity in promoting unity and excellence in sports.

BNPP Multicultural Network. We participated in a Multicultural Food event, where cuisines from various cultures has

been shared and celebrated. These events also serve as platforms for individuals to share the cultural narratives behind the dishes, enriching our understanding and appreciation of our diverse community. Other initiatives that we did together with BNPP include: hosted a presentation, where BNPP extended invitations to their extensive Diversity & Inclusion Networks, which are open for all employees to join. Additionally, individuals have the opportunity to establish their own networks tailored to their interests.





Focus for 2024

We have one major initiative we will work on during 2024 within the focus area of Diversity & Inclusion:

Gender Equality. In 2024, focus will be on inclusive leadership development such as fostering open communication, promoting diverse perspectives, and creating inclusive team environments in order to help leaders become champions of diversity and inclusion.





Introduction	5
Climate action	10
Financial wellbeing	29
Diversity and inclusion	38
Responsible business and governance	44



Responsible business and governance

As part of our commitment 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.



Responsible business and governance

External Framework. 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 2024 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.

Internal Framework. Of primary importance are the Rules of Procedure for the Board, the instructions for the CEO, and various policies that have been adopted by the board, including Code of Conduct, Diversity & Inclusion policy, Environmental policy, Cyber Security policy, etc. These are important tools for the Board, the CEO, and the management team in their governing and controlling roles, as well as defining the roles, requirements, and expectations of all employees in the fulfillment of their roles.

Note that as part of BNPP, Dreams' internal framework are deemed to follow BNPP compliance framework and are subject to

regular reporting and BNPP internal audit. The articles of association are the overall set of rules for Dreams which are decided by the shareholders at the AGM. The Swedish Companies Act sets certain minimum demands on what information they should contain. The Articles of Association are available at the Swedish Companies Registration Office (Bolagsverket). Amendments to the Articles of Association are resolved by the General Meeting pursuant to Swedish law.

Financial Controls Environment. 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, the Finance Team reports internal financial control results to the internal audit function of BNPP, where a list of key financial controls need to be put in place without exceptions (i.e. compliance with BNPP group instructions for book closing, counterparties disclosures, etc.) Within Dreams, we have also implemented robust controls to oversee revenue generation and expenditure management. These controls serve as a foundation for financial stability, ensuring a meticulous approach to monitoring and optimizing the flow of cash within the organization.



B Corporation Certification

What is a B Corporation?

B Corporation is a private certification of for-profit companies of their "social and environmental performance" across five categories: governance, workers, community, the environment, and users. There are currently over 4000 Certified B Corporations in more than 70 countries and over 150 industries.

What is required?

- Demonstrate high social and environmental performance by achieving a B Impact Assessment score of 80 or above
- Only companies that have been in operation for at least twelve months are eligible for B Corporation Certification - pending status can be achieved in the meantime.

- Commit to amend the Articles of Association of Dreams Sustainable AB in accordance with new benefit corporation legislation in Sweden, no later than two years from the effective date of legislation

There is no requirement for parent company to certify.

Why B Corp Certification for Dreams?

Third party verification of our hard work and impact

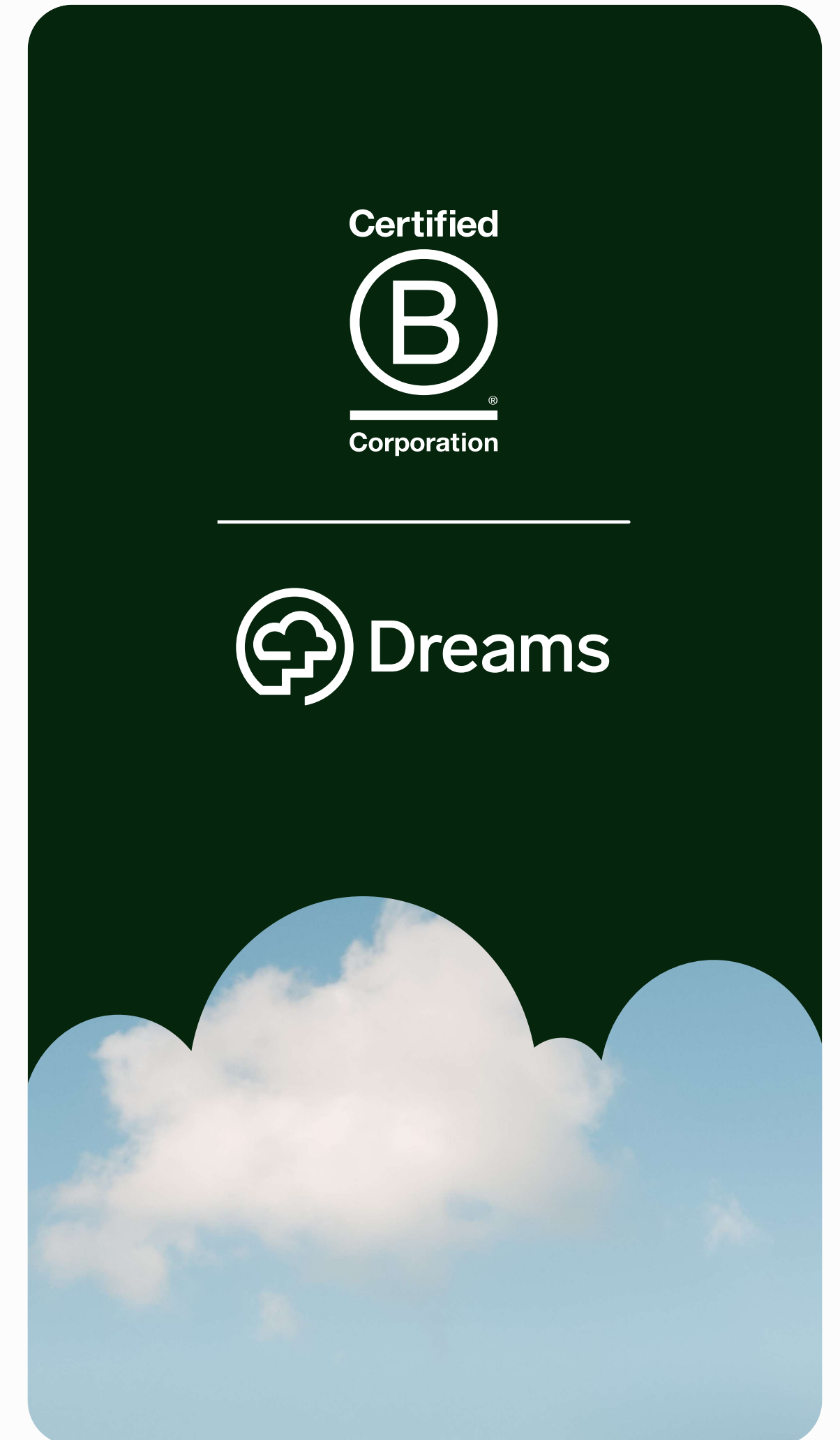
B Corp is one of the most acclaimed and well known certification for for-profit companies within social and environmental performance. This is a chance to shine and earn credit for the hard work we do.

Leading a movement in Sweden

We are the first fintech in Sweden to certify.

This gives us a reason to speak on topics related to impact in finance. It will help us position ourselves and attract new users looking for values-driven companies that walk the talk. Joining a strong community of changemakers in business. Many of our global competitors are certified B corps today and many of our potential partners are as well. We are joining a community of sustainable companies globally and we will get access to discussions, forums and partnerships we don't have access to today.

Proud employees and a strong employer brand. The commitment to impact that we show as a B Corp appeals to the high demands of millennial and Gen Z employees. We expect to see higher staff retention and an improved chance of attracting the best new candidates out there.





B Corporation Certification

Workers + Community were our largest pools of opportunity

Improvement actions in Workers:

- Career Framework
- Profile Role descriptions
- Internal promotions
- Cross skills and non-career specific trainings
- Access to preventative behavioral health counseling

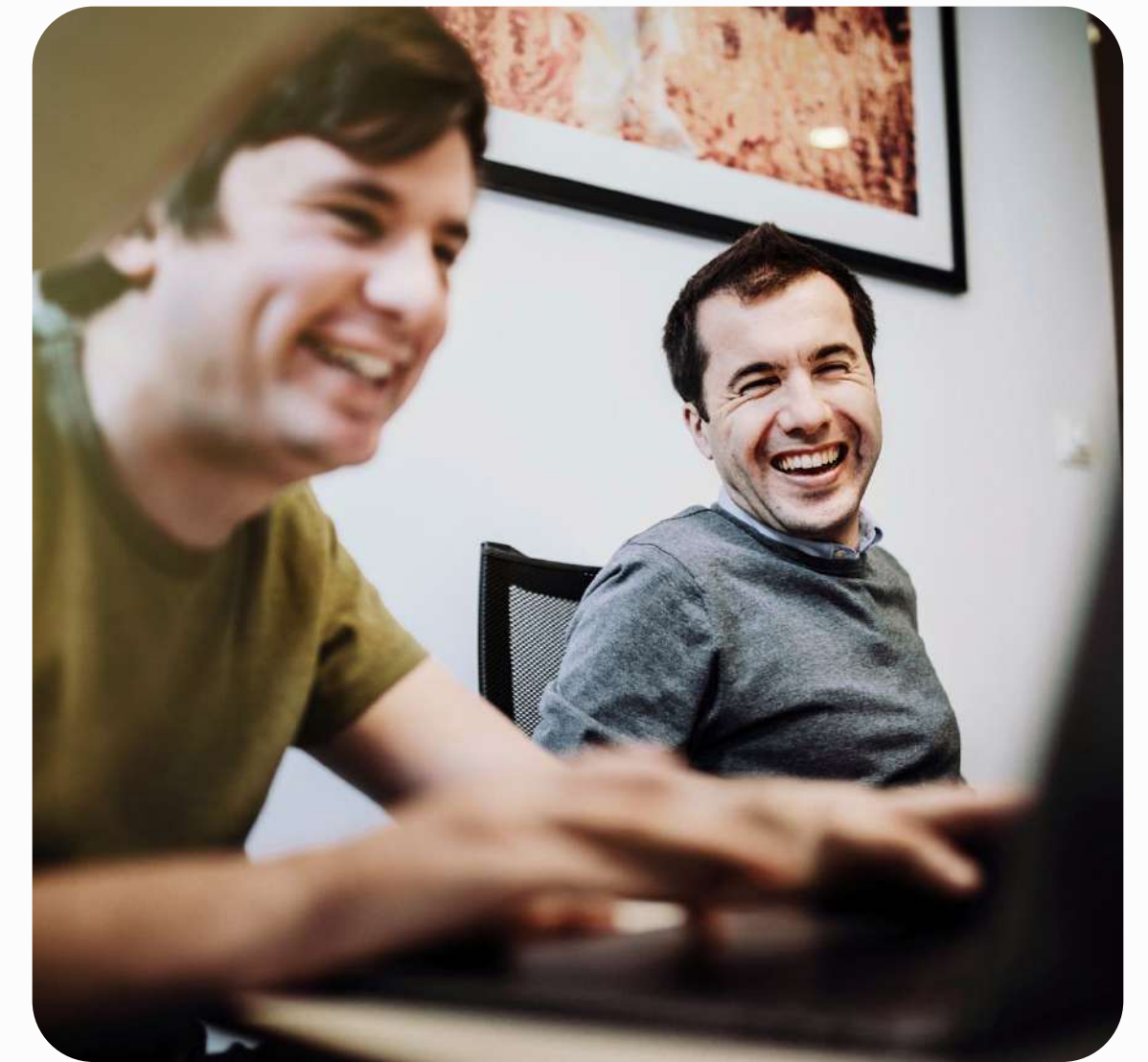
Improvement actions in Community:

- Diversity & Inclusion trainings
- Target setting for Diversity & Inclusion
- Social and environmental assessment of suppliers

Some examples of actions that the certification process led to:

- Company wide outdoor hours during work time, embracing and connecting with mother nature.
- Access to behavioural health counselling, 10 appointments (via partner Mindler) per year per employee.
- We offer training for all employees on topics related to diversity, equity, and inclusion. We also track diversity of ownership among our suppliers and have formal targets to make specific percentage of purchases from suppliers with diverse ownership.

- We actively encourage our employees to look for local suppliers in order to support our community.
- All managers have job descriptions that explicitly incorporate social and environmental performance which also are evaluated during performance appraisals
- Formalised policy to encourage internal promotions and hiring for advanced positions
- Only non-toxic janitorial products to be used in our office facilities and environmentally preferred office supplies





1. Assess Dreams impact

Complete the B Impact Assessment by answering a series of questions about Dreams practices and outputs across 5 categories: governance, workers, community, the environment, and users.

2. Compare our impact

B Lab then evaluate our performance compared to the thousands of other businesses that have taken the B Impact Assessment.

3. Becoming B-corp certified

Companies receiving a minimum verified score of 80 points on the assessment will be moving further towards B Corp Certification process.

Governance	100%
Workers	97,6%
Community	100%
Enviroment	100%
Users	100%
Dreams B Impact Score	
82,6	



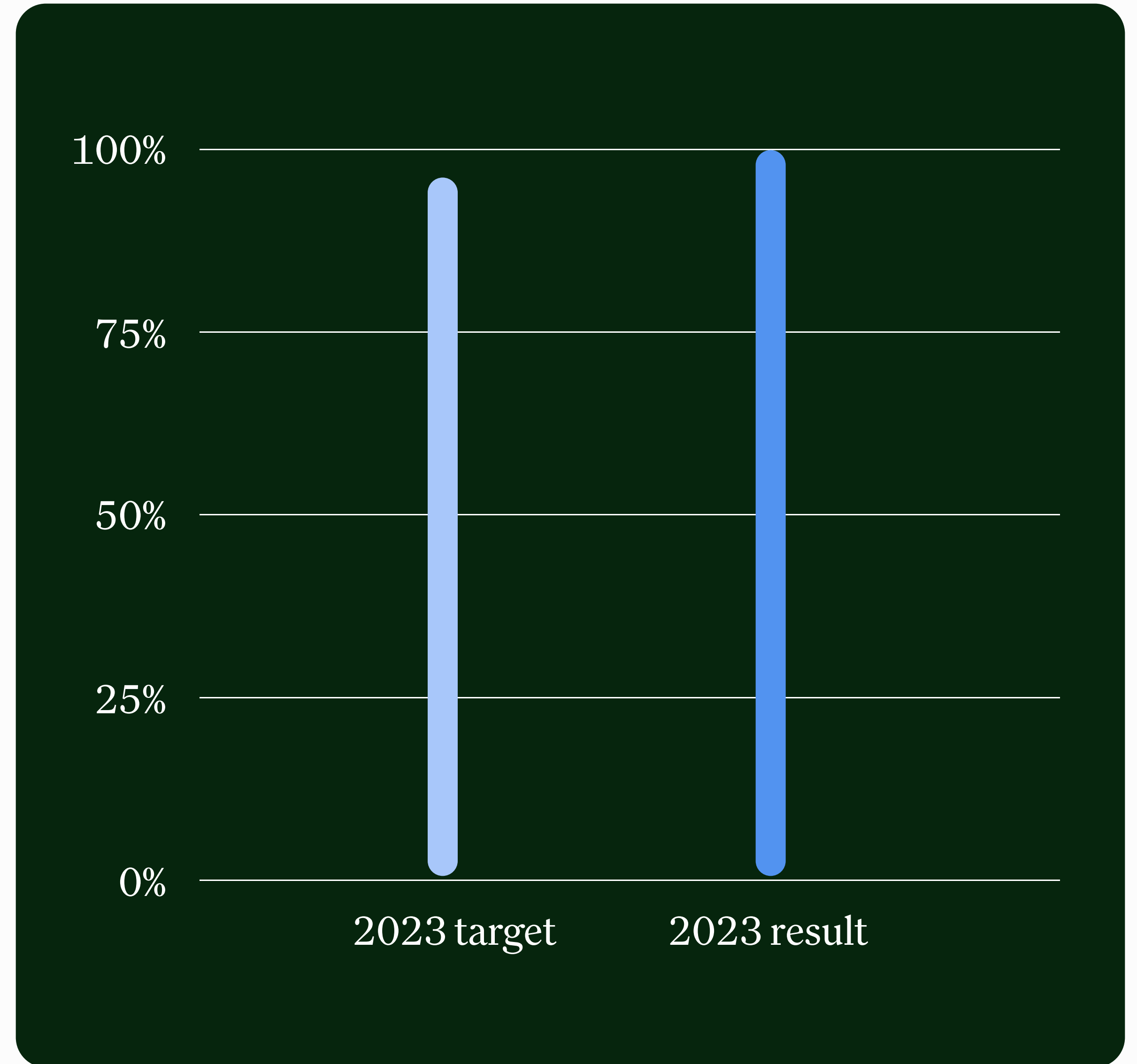
Engage stakeholders

Both of the financial results and sustainability initiatives were presented to our boards (both 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.

We have clear company-wide internal policies detailing what constitute inappropriate conduct that may breach our range of learning programs 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.

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 2023 resulted in an average eNPS of +23, and we will continue to improve the results in the following years (our Target is +35 by the end of 2024).





Dreams Sustainability Advisory Board

Dreams has always had a close collaboration with scientists within behavior change. The Sustainability Advisory Board, established in 2022 with five leading experts within the sustainability field in Sweden, continued to play a pivotal role in ensuring our tools are continued 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. Members are elected yearly and advisory board meetings are held quarterly. In between advisory meetings each member will also be available for

individual advice and participate in workshops etc 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 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 (left the advisory board in November 2023)



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 2023

Every initiative we take is a step towards building a company that meets the highest standards in terms of impact. Our goal is to be a sustainable company at the core, but we have just started this journey. These are the initiatives we have finalized during 2023 related to responsible business & governance.

- B Corporation certification. In 2023, Dreams became Sweden's first B-corp certified fintech, a world leading certification for impact companies. It reflects our ongoing efforts to operate ethically, transparently, and responsibly, driving positive change within our community and beyond.
- Internal program of Sustainability Ambassadors. To ensure integration of sustainability considerations in daily operations and decision forums, appointed employees who are extra sustainability-minded Dreamers, started working to amplify sustainability efforts in all situations. 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.
- Cappy - access to flexible pay. Dreams collaborated with Cappy and offering, as a free benefit, our employees an unique access to flexible pay, empowering them with greater flexibility and control over their financial well-being. With Cappy's innovative platform, employees gain the ability to access maximum of 50% of their earned wages when they need them, enabling more effective financial planning and alleviating immediate financial stresses. This benefit not only enhances employee satisfaction and loyalty but also fosters a healthier work-life balance by providing individuals with the means to address unexpected expenses or manage cash flow more efficiently.
- AWorld - access to sustainability initiatives. By collaborating with AWorld, Dreams offers our employees a unique opportunity to deepen their understanding and engagement in sustainability-related initiatives. Through access to AWorld's comprehensive training programs, our team gains knowledge and skills essential for navigating and contributing to a rapidly evolving sustainability landscape. These trainings cover a diverse range of topics, empowering our employees to become catalysts for positive change within our organization and communities.



Focus for 2024

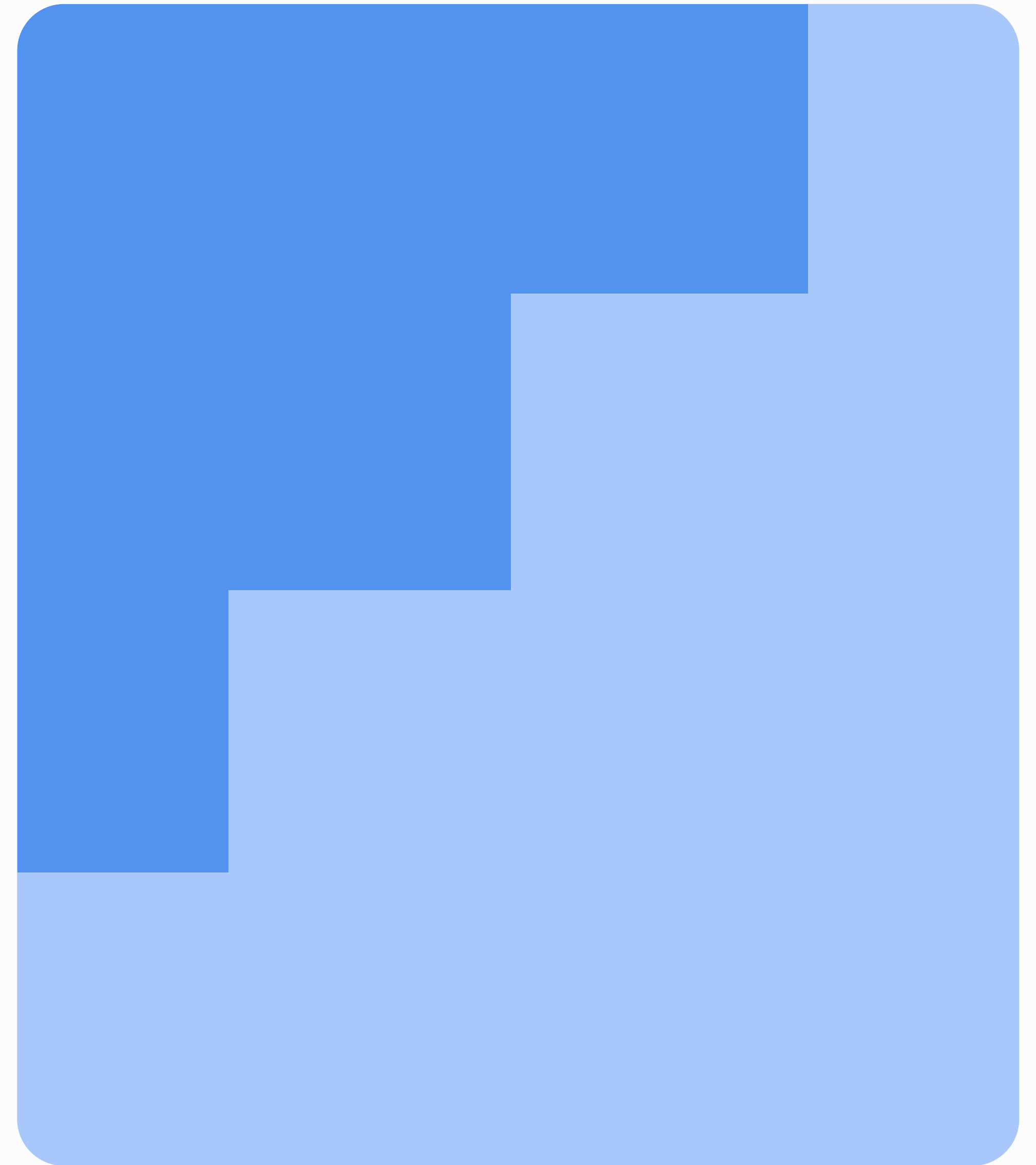
These are just a few of the initiatives we are working on and plan to launch during 2024 to ensure responsible business and governance:

- CSRD (Corporate Sustainability Reporting Directive) Readiness. Dreams will most likely not be obligated to comply with CSRD until 2026. However, we proactively seek CSRD-readiness now and ensure we have all the elements required prior to that by voluntarily aligning our impact report with CSRD format.

By partnering with SustainLab, Dreams leverages their expertise to assess our

preparedness and identify areas for enhancement. Together, we conducted a gap analysis on this impact report, scrutinizing our current sustainability practices against CSRD requirements.

The results shows Dreams is overall 71% CSRD-ready. During 2024 our focus will be increasing the readiness, including conducting a more comprehensive double materiality assessment of the organization. Dreams aims to meet CSRD expectations well in advance, embodying our commitment to responsible and transparent business practices.





Focus for 2024

- Dreams Compliance Framework

At the end of 2023, Dreams, together with BNPP Compliance Team, has initiated to establish a comprehensive compliance and control framework targeting below risks and area:

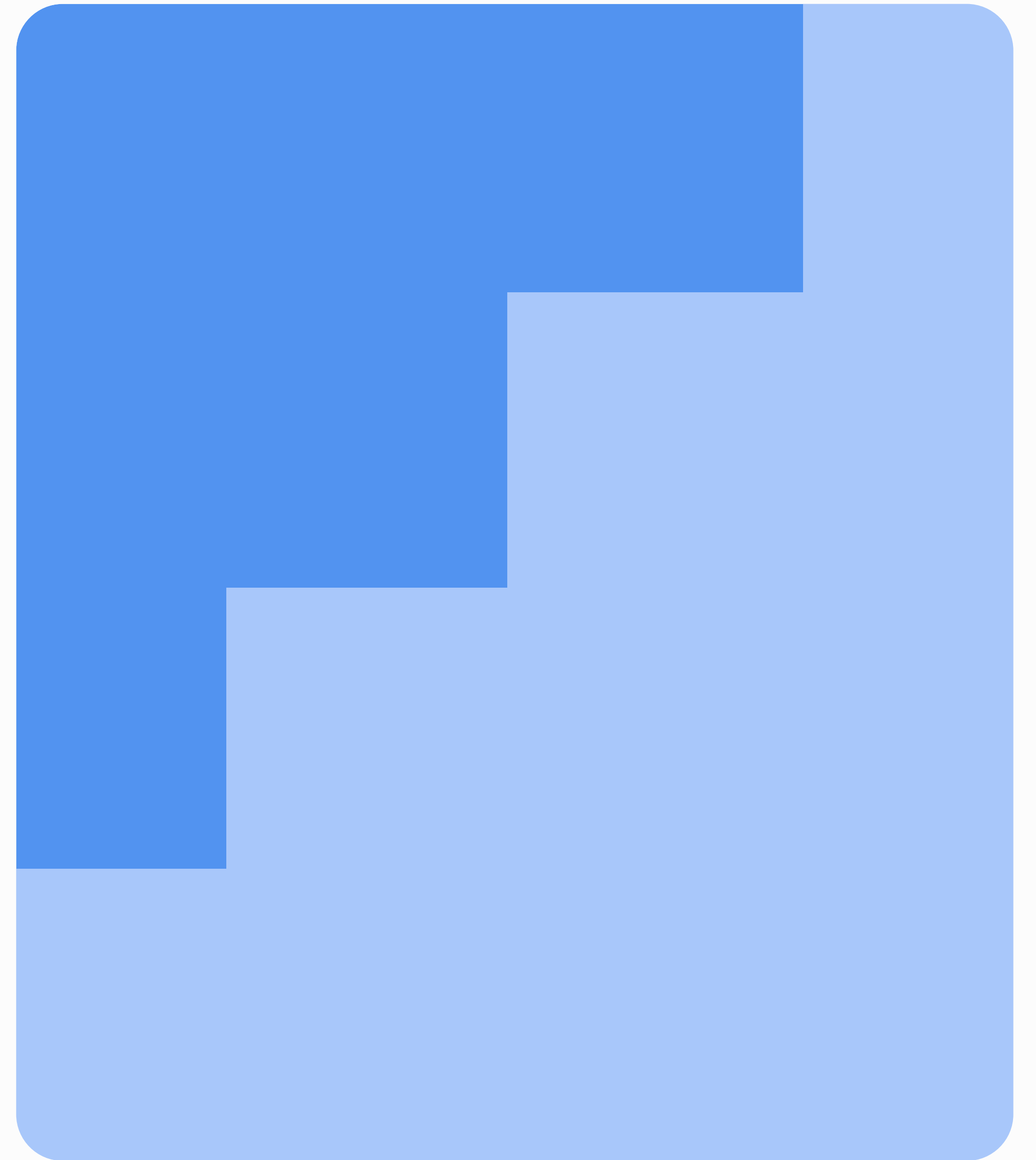
1. Financial Security
2. Anti bribery and corruption
3. Protection of interests of clients
4. Professional Ethics

Over 50 policies, procedures and controls are to be assessed, and to be implemented if applicable to Dreams. We target to complete

the implementation roadmap by the end of 2024.

- CSR / Volunteering days

We are proud to have a plan to implement two corporate social responsibility / volunteering days per year, per employee. These days are voluntary for all employees and is about giving back to society in some way, and can/will be spent engaging or leading an activity based on our four impact focus areas. The first CSR / volunteering day will take place in 2024.



Want to know more?

Visit getdreams.com/hallbarhet



Thank you
for reading!