

sustainability targets

Adopted by the Board of Directors in Akelius Residential Property AB (publ) 2023-12-13.

The targets are based on a materiality and peer analysis, sustainability rankings, *GRI* standards and Corporate Sustainability Reporting Directive, CSRD regulations.

environmental

decarbonize the company

targets

- 42 percent reduction of carbon emissions scope 1 and 2 intensity by the end of 2030 based on 2020
- align with climate neutrality on reduction of carbon emission scope 1, 2 and 3 by the end of 2050
- investigate and implement one de-carbonization initiative per region by the end of 2025

reduce energy and water consumption

targets

- 15 percent reduction of energy intensity by the end of 2025 based on 2020
- 100 percent renewable electricity purchased by Akelius by the end of 2025
- 10 percent reduction of water intensity by the end of 2025 based on 2020
- 20 percent of portfolio's floor area certified by LEED, BREEAM, WELL, BOMA or other independent recognized organization by the end of 2030
- all owner-used Akelius offices certified by green building certification

reduce waste

targets

- 15 percent increase of the proportion of waste recycled from properties by the end of 2025 based on 2022

staff

promote diversity and non-discrimination

Akelius will appoint staff strictly based on merit, regardless of for example gender.

targets

- keep gender pay gap in managers at 10 percent by the end of 2025
- keep gender pay gap in staff, excluding managers, at 10 percent by the end of 2025
- keep the gender ratio between 40 and 60 percent
- all active staff trained on non-discrimination annually

have healthy and safe staff

targets

- two or less percent annual sick leave rate
- zero fatality cases per year
- zero injury rate
- zero lost day rate

ensure an attractive working environment

targets

- three education days per employee per year
- all staff trained on sustainability policy and targets annually

society and tenants

have healthy and safe tenants

targets

- all buildings are health and safety inspected annually
- 10 percent reduction of incidents of non-compliance cases by 2025 based of 2022

governance

enhance business ethics and compliance

targets

- All active staff trained annually on
- the Code of conduct
 - anti-corruption

- data protection

improve cybersecurity

targets

- annual internal security audit on the company systems
- all active staff trained on cybersecurity annually

implement a sustainable supply chain

targets

- all suppliers acknowledged the Supplier Code of conduct
- all suppliers prequalified according to Akelius sustainability requirements by the end of 2025
- audit the performance all tier 1 and high risk performance suppliers defined by Akelius according to sustainability requirements every two years

implement a sustainability strategy

targets

- execute climate change risk assessment by 2023 and 2024 and revise it every three years

materiality

targets

- undertake a double materiality assessment by the end of 2024

responsibilities

ownership

The CEO, Head of Construction and energy and sustainability lead have ownership of the sustainability targets.

implementation

Heads of Regions and cities are responsible for developing and executing an action plan for every target within their organization.

The energy and sustainability lead assists in creating action plans and monitor the progress.

annual review

The Board of Directors is responsible to review the sustainability performance according to the targets.

quarterly review

The energy and sustainability lead is responsible to review the sustainability performance according to the targets.

The quarterly review is done with the CEO, Heads of Regions, Heads of Cities, and Heads of Departments.

definitions

scope 1 emissions

The total amount of direct greenhouse gas emissions generated on-site through the combustion of the energy sources, fuels.

scope 2 emissions

The total amount of indirect greenhouse gas generated off-site resulting from purchased electricity, heat, steam, or cooling.

scope 3 emissions

The total amount of indirect greenhouse gases resulting from activities from assets not owned or controlled by Akelius, but indirectly impacting the company's value chain.

staff

Individuals who are in a direct employment relationship with Akelius according to national law or its application.

senior management

Members of Akelius management being CEO, Chief Business Development Officer, Heads of Departments and Heads of Regions.

management

Managers with responsibility for planning, directing, and controlling the main activities being Heads of Cities. It includes senior management.

managers

Managers with responsibility for at least one staff. Including senior management and management.

GRI standards

Global reporting initiative, GRI.

It is a widely recognized international instrument for responsible business behavior.

Global best practice for how organizations communicate and demonstrate accountability for their impacts on the environment, economy and people.

CSRD regulations

The Corporate Sustainability Reporting Directive, CSRD.

It requires companies to report on the impact of corporate activities on the environment and society, and requires the audit or assurance of reported information.

Mandatory to Akelius from 2024 onwards.

double materiality

Double materiality assessment is a mandatory first step in being compliant with CSRD requirements.

A topic is material for a company if it could greatly affect its ability to create value in the short, medium, and long term.

A materiality assessment is the process of finding which topics are material for a company.

tier 1 suppliers definition for Akelius

Suppliers with annual spend over EUR 50,000.

Exclusions

- micro companies, with less than ten employees
- one-time payment including litigation or payments to investors
- government entities, including regulators, taxing and licensing authorities, and courts

- memberships, charities sponsorships, donations, and events
- monopolies, utilities
- rating agencies, debt collectors, legal professional and external auditors

- leases, including rental property, office equipment, and car

high risk performance definition for Akelius

Suppliers identified as high risk in the prequalification sustainability requirements process.