

# sustainability policy

Adopted by the Board of Directors in Akelius Residential Property AB (publ) 2021-02-22.  
Reviewed 2023-12-28.

## *essentials*

The sustainability policy defines Akelius' commitment to improving its sustainability performance.

## scope of policy

The policy is applicable to the Board of Directors and all staff.

The sustainability policy aligns with Akelius' Code of conduct following the principles

- respect the rule of law and act in accordance with laws and regulations
- conduct business with honor and integrity
- respect human rights

The company encourages the staff to report any behavior inconsistent with this policy.

## structured approach

The sustainability management of the company is based on four layers

- policies
- targets
- action plans
- results

All staff must know the four layers.

The company must have an action plan for every target area.

### **policies**

- sustainability policy
- freedom of association policy
- staff diversity and equality policy
  
- sustainable work environment policy
- political involvement policy
- greenhouse gas emissions reduction policy
  
- green procurement policy

- responsible investment policy
- anticorruption policy
- authorization policy
  
- risk management
- financial policy

### **targets**

- sustainability targets

### **action plans**

- energy action plan, one per profit center
- business plans, one per profit center
- staff action plan
- governance action plan

### **results**

- monthly review with regional managers and city managers
- quarterly review with CEO, cities, and departments
- quarterly review during construction and design committee

## **focus areas**

Akelius collects information from stakeholders through a materiality analysis.

The materiality analysis determines importance and impact, dividing the company's sustainability work.

The analysis is divided into four pillars and twelve areas with specified targets, as below.

### **environment**

- energy and water management
- carbon emission management
- waste management and construction materials

### **staff**

- diversity and non-discrimination
- employees' health and safety
- attractive working environment

### **society and tenants**

- tenants' health and safety
- dialogue with tenants
- charity through the beneficial owner, Akelius Foundation

## **governance**

- business ethics, compliance, and transparency
- digitalization and cybersecurity
- sustainable supply chain

## **constantly improving**

Akelius strives to constantly improve its sustainability performance.

The company's sustainability performance is quarterly

- monitored
- evaluated
- reviewed
- reported internally and externally

Sustainability should be implemented in all business decisions and processes including

- acquisition
- operations
- sales
  
- financing
- tax
- all trainings

Akelius

- aims to be climate neutral by 2050
- is a signatory of the United Nations Global Compact
- contributes to the United Nations Sustainable Development Goals
- commits to reporting according to Corporate Sustainability Due Diligence, CSRD, from 2024 onwards

All established policies, guidelines, and instructions should incorporate sustainability.

## **responsibilities**

### **ownership**

The CEO has ownership of sustainability policy.

### **sustainability strategy**

The CEO, Head of Construction and energy and sustainability lead are responsible for the sustainability strategy development.

Energy and sustainability lead implements sustainability actions on behalf of the company.

## operational implementation

All Heads of Regions, Cities, and Departments are responsible for

- implementing and communicating the sustainability policy
- ensuring compliance with the sustainability policy
- reaching the sustainability targets

## individual implementation

Each staff member is responsible for

- reading and understanding the policy
- implementing their part into action plans to achieve the sustainability targets
- reporting any behavior inconsistent with this policy

## approval and review

The Board of Directors reviews and approves the sustainability policy and the targets annually.

CEO, Head of Construction and energy and sustainability lead interact annually with stakeholders, whereupon policy and targets are reviewed.