

sustainability policy

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

scope of policy

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

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

targets

- sustainability targets

action plans

- environment action plan
- staff action plan
- governance action plan
- climate action plan, one per city

results

- quarterly review with cities and departments

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 training

Akelius

- commits to reporting according to *EPRA* Sustainability Guidelines, *GRI* Global Reporting Initiatives, and *TCFD* recommendations
- contributes to the United Nations Sustainable Development Goals
- will be a signatory of the United Nations Global Compact
- aims to be climate neutral by 2050

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

- financial policy
- supplier policy
- travel policy

- alcohol and drug policy
- office guidelines
- car policies

- personal data processing policy
- social media policy

responsibilities

ownership

The CEO has ownership of the sustainability policy.

sustainability strategy

The CEO, CFO, and Head of Sustainability and Energy are responsible for the sustainability strategy development.

Head of Sustainability and Energy 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 of regions, cities, and departments

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, CFO, and Head of Sustainability and Energy interact annually with stakeholders, whereupon policy and targets are reviewed.