sustainability policy

Business Development unit
2026-06-22

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

Last renewed 2026-06-30.

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 three layers

- policies
- targets
- results

Each target area has an action plan.

policies

- sustainability policy
- code of conduct
- anti-corruption policy

- whistleblower policy
- data protection policy
- freedom of association policy

- staff diversity and equality policy

- sustainable work environment policy
- health and safety policy

- political involvement policy
- energy management policy
- greenhouse gas emissions reduction policy

- green procurement policy
- responsible investment policy
- authorization policy

- risk management policy
- financial policy
- supplier code of conduct

targets

- sustainability targets

reviews and results

- monthly energy review with energy managers
- quarterly review of all target areas with CEO and Business Development unit
- quarterly update to the Board as a standing agenda item
- quarterly review with Sustainability and Construction Committeequarterly scorecard per city that Business Development unit shares with regional and city managers

focus areas

Akelius identifies and prioritizes focus areas through a double materiality assessment, DMA,
in accordance with the Corporate Sustainability Reporting Directive, CSRD, and the European Sustainability Reporting Standards, ESRS.

The analysis is divided into three pillars and five categories with specified targets.

environment

- energy management

social

- tenants' health and safety
- staff's health and safety

governance

- corruption and bribery
- corporate culture

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
- education

Akelius

- shall 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 CSRD, EPRA Sustainability Guidelines, GRI Global Reporting Initiatives
- commits to adhering to local requirements, such as supplier standards and emissions reduction

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

responsibilities

CEO owns policy

The CEO owns the sustainability policy and related policies.

management develops the strategy

The CEO and the Business Development unit are responsible for the sustainability strategy development.

operations implement the strategy

All heads of regions, cities, and departments are responsible for

- implementing and communicating the sustainability policy
- ensuring compliance with the sustainability policy
- reaching the regions’, cities’, and departments’ sustainability targets

Business Development unit sends each head a quarterly scorecard.
Target responsibles agree on corrective actions with their manager.

all staff are responsible for sustainability

Each staff member is responsible for

- reading and understanding the policy
- working towards achieving the sustainability targets
- reporting any behavior inconsistent with this policy

the Board approves and reviews the policy

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

Business Development unit monitors and evaluates target progress with stakeholders and recommends updates.
The CEO proposes policy updates to the Board.

The Sustainability and Construction Committee meets quarterly.
The committee reviews energy and sustainability matters.