



## **Sustainability Policy Atrium Ljungberg AB**

(Resolved at the Board meeting on 14/05/2025)

Atrium Ljungberg is a long-term property development and management company that operates responsibly and contributes to sustainable development. It is natural for us to create long-term value for our shareholders, our customers and society, where we focus on both people and the environment so that we can run sustainably profitable operations now and in the future.

### **Purpose**

The main purpose of the sustainability policy is to set guidelines for how sustainability work should be conducted within the company. It is based on the Company's core values and sets out Atrium Ljungberg's overall ambitions for the Company's environmental and social responsibilities. The Sustainability Policy is to form an integral part of all our operations, contributing to long-term profitability, a strong brand and support for our overall vision, *Our city – where everyone thrives*. The policy constitutes our framework for sustainable business and describes what the outside world and our stakeholders can expect from Atrium Ljungberg.

### **Responsibility and governance**

Atrium Ljungberg's Sustainability Policy is to be revised regularly and adopted by the Board at least once a year. The document owner is the Head of Sustainability, who is responsible for this policy. All Atrium Ljungberg employees must adhere to the policy and become familiar with its content, which covers our entire business.

Violations of this policy is to be reported to the Company's general counsel.

Sustainability work is to form a natural and integral part of all our operations in Atrium Ljungberg. Dialogue is to be held with the stakeholder groups who form part of our core business, or who are affected by it, to ensure that we have identified our most important sustainability issues. The Head of Sustainability performs an annual risk assessment, produces in consultation with the respective head of the business areas a sustainability strategy with quantifiable objectives and develops concrete measures for the various business areas. The heads of these business areas are then responsible for ensuring that the measures are implemented, while the sustainability manager regularly monitors to check that this is taking place. Sustainability issues are subject to follow-up on a quarterly (or at minimum annual) basis. All employees starting at Atrium Ljungberg must undergo an introduction to the Company's sustainability work.

### **Sustainability work**

Atrium Ljungberg's operations shall be conducted the lowest possible negative impact on people and the surrounding environment, so that we can take our responsibility for sustainable development and add value to our operations. This applies equally to our own employees and suppliers, customers and individuals who live, work and visit our areas.

The cornerstones of our sustainability work in the Company will comprise those areas defined as most essential for sustainability initiatives, which relate to our primary stakeholders:

- Society
- Customer
- Suppliers
- Employees
- Investors

Goals have been set for these important areas so that we can monitor and guide our operations to achieve them and to ensure sustainable enterprise. Read more in Annex 1. By working with these areas, Atrium Ljungberg will minimise its negative climate impact and manage the impacts of climate change, contribute to enhancing the attractiveness of the locations where we operate, develop sustainability work in the supply chain and safeguard our employees' motivation, health and engagement.

We will constantly develop routines and methods so that we can clearly measure, monitor and report the results of our sustainability work. Reporting is one of the ways that we can be transparent with the impact we have and our positive contribution to the sustainability work. We work to support and collaborate with our customers and partners in their sustainability work, which enables us to achieve additional improvements and value creation. Our sustainability work has to be proactive so that we can prevent and reduce any negative impact on people and the environment. The work includes developing our competence at all times to enable us to continually make improvements.

### **International conventions and initiatives**

We will naturally observe and comply with relevant laws, ordinances and other applicable requirements. We will therefore integrate sustainability aspects into our standard business planning. We also observe international conventions such as:

- OECD Due Diligence Guidance for Responsible Business Conduct
- UN Guiding Principles for Business and Human Rights
- Ten Principles of the UN Global Compact
- ILO Core Conventions
- UN's 2030 Agenda for Sustainable Development

These conventions must also be followed in supplier relationships and partnerships in order to avoid negative impacts in human rights, business ethics and the environment.

### **Defining sustainability**

Atrium Ljungberg defines sustainability on the basis of the three dimensions of sustainable development: economic, social and environmental. These shall be mutually supportive and jointly weighted and factored into our decision-making. Our aim is to develop sustainable properties and urban environments where people want to live, work and spend time – today and in the future.

## Appendix 1

### Sustainability goals 2022-2030

We have overarching sustainability goals for 2025 and 2030. In addition, we are following select KPIs to ensure development in the right direction. The goals cover a number of environmental, social and corporate governance perspectives (ESG) and are based on the expectations from Atrium Ljungberg's stakeholders.

**Society:** To develop socially, environmentally and financially sustainable locations in the city where everyone wants to live.

- Climate neutral by 2030 and net zero by 2040
- Attain 50% in the Our City index by 2025 and 90% by 2030
- All our at-risk properties will undergo climate updates by 2030
- 80% travel without using fossil fuels to and from our locations by 2030
- Positive environmental impact from our land use by 2030 (in terms of biodiversity, pollutants and water)

**Customer:** To create sustainable properties and premises where our customers will want to remain for a long time to come.

- 50% reduction in CO2e emissions from planned projects by 2025 and 75% reduction by 2030
- 40% reduction in energy consumption by 2030 (kWh/Atemp, property energy)
- 20% circularity in material use in construction projects (retrofits, reconstructions & new builds)
- 20% reduction in waste by 2030 (project, property management and tenant waste)
- 20% reduction in water consumption by 2030
- Increased internal production of fossil-free energy
- High CSI (Customer Satisfaction Index)

**Suppliers:** To take ethical responsibility and develop our suppliers and supply chains and the people involved in them.

- 100% of significant purchases will be evaluated in 2025
- 100% of new suppliers will sign our Supplier Code of Conduct
- 60% of the purchase volume is revised based on our Code of Conduct

**Employees:** To create trust, satisfaction and equal opportunity for the people working with us.

- Above 5.5/7 in the employee index HFW (Human Financial Wellness)
- Even gender distribution (60/40) among executive management, managers and employees.
- No pay gap between genders
- Diversity that reflects society
- 100% of employees have up-to-date training in business ethics and Atrium Ljungberg's policies and Code of Conduct

**Investors:** To prove ourselves a long-term sustainable investment for our owners

More than 50% taxonomy-compatible turnover by 2025