



Sustainability Policy Atrium Ljungberg AB

(Resolved at the Board meeting on 16/05/2023)

Purpose

Atrium Ljungberg is a long-term property owner that takes responsibility and contributes to sustainable development. It is natural for us to create long-term value for us, 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.

The Sustainability Policy 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*. This policy is our framework for sustainable enterprise and describes what we 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.

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 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.

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.

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. Atrium Ljungberg also observes international guidelines, 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 Global Goals (Sustainable Development Goals) for 2030.

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.

The cornerstones of our sustainability work in the company will comprise those areas defined as most essential for sustainability initiatives:

- Lower climate impact
- Socially sustainable locations
- Business ethics
- Sustainable employees

Goals have been set for these important areas so that we can monitor and guide our operations to reach them and to ensure sustainable enterprise. 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 values. 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.

Appendix 1

Sustainability goals 2022-2030

- Atrium Ljungberg will be climate-neutral by 2030, which is measured in kgCO_{2e}/GFA for construction projects and kgCO_{2e}/m² for property management.
- In 2025, Atrium Ljungberg will have reduced its climate impact in construction projects in line with lifecycle analyses showing a halving of kgCO_{2e}/GFA.
- Atrium Ljungberg's locations will achieve at least 90% in our new social sustainability index, *Our City*, by 2030.
- In 2025, 100% of all our main purchases will be evaluated based on Atrium Ljungberg's Supplier Code of Conduct.
- Atrium Ljungberg will be implementing at least two development programmes for suppliers on an annual basis to jointly develop the sustainability work for the company as well as for the sector.
- Atrium Ljungberg will continue to rank on the list of Sweden's best employers and create sustainable employees by achieving a 5.5 (out of 7) in the Human Financial Wellness oversight system.