

ESG Policy

Areim AB, 556719-4203

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1 Background and Purpose

Our strategic approach to sustainability is based on aligning the business with the UN's Global Goals for Sustainable Development and the Ten Principles of the UN Global Compact, which is an initiative to coordinate matters of human rights, labour conditions, the precautionary principle and responsibility concerning the environment, anti-corruption and relevant legislation in the geographies where Areim operates.

Areim vision is to invest in new shapes of progress, for society and beyond. The overall goal is to create lasting value for all stakeholders by balancing good financial results with sustainable societal development and care for people. Areim holds a large responsibility towards those who have entrusted it with its capital, investors and ultimately their end-beneficiaries. Our ambition is to be a sustainability leader within our industry. To achieve this, we aim constantly to create sustainable value for our stakeholders, predominantly our tenants, investors, and our employees while learning their respect and trust. We believe that good governance and a sound and ethical business culture are fundamental to make a positive impact on society.

The purpose of this ESG policy is to ensure all kinds of sustainability aspects are integrated throughout the value chain, in investment decisions, business plans, reports to investors and everything we do. In addition to this ESG Policy, the Ethical Policy, the Policy on Anti-Money Laundering (AML) and Countering the Financing of Terrorism (CFT), the Inducement Policy and the Personnel Handbook among other policies are important components in our sustainability efforts.

2 Applicability

This ESG policy shall apply throughout the Areim organisation.

3 Roles and Responsibilities

3.1 The Board of Directors, Areim AB (the “Areim Board”)

The Areim Board is responsible for adopting and updating this ESG policy.

3.2 Chief Executive Officer (“CEO”)

The CEO is ultimately responsible for:

- i) the overall ESG strategy and implementation; and
- ii) recommending updates to this ESG policy.

3.3 ESG Team

We aim to have sustainability seamlessly integrated through all parts of the organisation. Areim ensure that sustainability is implemented throughout the organisation with the help of the Areim Sustainability Manager, Environmental Manager and the COO. In addition, Areim has established several task force subgroups with senior members from the organisation to ensure Areim deliver on its ESG strategy. ESG issues are reported to the CEO on a regular basis.

The Sustainability Manager is responsible for the ESG policy, its implementation as well as updating the Policy. The Environmental Manager is responsible for environmental initiatives on

an asset level and ensuring these are in line with the overall ESG strategy. The policy is revised annually by the Board of Directors and is publicly available on Areim's website.

4 Sustainable Business

Areim commits to:

- Actively work with constant improvements in our ESG impact areas presenting three dimensions of sustainability (environment, social and governance).
- Educate employees about sustainable issues and actively involve them in sustainability projects and programs.
- Integrate sustainability within our business, including our risk management process.
- Benchmark our asset portfolio using internationally published methods and procedures.
- Set short, medium and long-term goals with measurable and reportable targets within our three subtopics.

4.1 Environmental sustainability: *We turn brown to green*

We turn brown into green defines our environmental impact, objectives, and commitments with focus on climate impact and circularity as well as smarter properties and communities. We are committed to being a carbon net zero business by 2030 and are taking the necessary steps to reach this goal. We also strive to develop environmentally smart properties, trying to reduce their climate impact as much as possible through a “reduce and reuse” approach as well as making environmentally sensible material choices.

Areim's environmental work is based on the following material issues; 1) Climate change mitigation and adaptation; 2) Promoting circularity and sustainable materials; 3) Reducing hazardous chemicals; and 4) Biodiversity.

All employees should therefore apply the following guidelines when possible. All employees also have the responsibility to be observant of situations in the workplace where there are environmental risks, regardless of department or position.

1. Climate change mitigation and adaptation

- Reduce emissions, energy consumption and water use;
- Ensure the purchase of fossil free electricity for all assets;
- Certifying investments and development projects in line with acknowledged environmental certifications available in the markets we are active in; and
- Apply the precautionary principle, specifically with reference to the environment, to safeguard our business from environmental impacts as well as to ensure that we impact the environment as little as possible.

2. Promoting circular models and sustainable materials

- Increase re-use and re-cycling of materials and minimize waste in re-constructions and tenant improvements; and
- Promote the treatment methods of waste according to the waste hierarchy: reduce, reuse, recycle, energy recovery and landfill when relevant.

3. Reducing hazardous chemicals

- Reduce chemical use through annual monitoring of the use of chemicals in our assets and by using materials listed in [Byggvarubedomningen](#).

4. Biodiversity

- For each asset, undertake a biodiversity study, prior to major renovations according to the relevant environmental certification methodology and criteria, to ensure that

green measures are in line with best practice recommendations and in accordance to local and regional priorities.

Social sustainability: *We care for people*

We care for people is our commitment to looking after and caring for our stakeholders as well as creating value for them. We are committed to our colleagues, tenants, suppliers, investors, and other stakeholders ensuring long-term social benefits that go beyond just our properties.

The focus of the Areim's social work is on ensuring: 1) Attractive and equal-opportunity workplace; and 2) Social benefit in and around our assets:

1. Attractive and equal-opportunity workplace

- Respecting the promoting human rights throughout the entire value-chain;
- Promoting diversity, inclusion and equality and ensure all employees are equal in all respects no matter what gender, nationality, age and background;
- Freedom of association.

2. Social benefit in and around our assets

- Regeneration and ensuring a socially sustainable community by supporting local initiatives; and
- Increase in safety, inclusion, and social values among tenants.

4.2 Governance: *We deliver sustainable results*

We deliver sustainable results is our commitment to creating long-term financial sustainability with transparent governance whilst empowering our people to do the right things in the right manner. Good governance is the foundation of a responsible business, and an important part of this work is to be financially sustainable and responsible for the long term.

Areim's governance work is based on the following material issues:

1. Maintain a compliant, transparent, and effective governance structure

- Conducting mandatory annual training on the Policy on Anti-Money Laundering (AML) and Countering the Financing of Terrorism (CFT); and
- Mandatory environmental training for all employees includes training on Nordic specific climate risks.

2. Top tier company for international ESG disclosure

- Promote green or greening financing; and
- Comply with EU Sustainability Finance Directive.

5 Archiving and Documentation

This ESG policy, along with its appendices and any reports and other documentation of significant incidents, shall be archived for ten (10) years.

Original versions of these documents must be kept in a folder designed for the purpose and kept in a fireproof safe. All documentation without original signatures may be stored electronically.

Adopted by the board of directors on 7 December 2021

Niklas Johansson, chairman of the board of directors