

Communication on progress

STATEMENT BY THE CEO

I am pleased to confirm that Vectura reaffirms its support of the ten principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment, and Anti-Corruption. Vectura is committed to making the Global Compact and its principles part of the strategy, culture and daily operations. In our Communication on Progress report, Vectura documents the progress within Vectura. We are also committed to share this information with our stakeholders using our primary channels of communications. Vectura has taken further steps within sustainability during 2022 and will continue to make further investments in 2023 with the aim to continue strengthening our sustainability work and reach our ambitions.

Joel Ambré

Chief Executive Officer
Vectura Fastigheter AB

Vectura supports the UN Global Compact and its ten principles. Below we describe Vectura's sustainability strategy based on the UN Global Compact.

HUMAN RIGHTS

Vectura supports and respects internationally proclaimed human rights and ensures that the company is not involved in human rights violations.

Vectura holds the view of equal value of all people and has a no discrimination policy stated in Vectura's Code of Conduct and other corporate documents e.g., employee handbook and Sustainability Policy. Vectura's Code of Conduct for Suppliers also requires suppliers to support and respect internationally declared human rights, to ensure that suppliers do not violate human rights.

Violations connected to discrimination must be reported to the closest manager or someone in the management team. Suppliers should contact designated contact person at the company. If it is not appropriate to contact any of these persons, the company's whistleblower function can be used.

Actions:

- All stakeholders, including employees, suppliers, subcontractors, and tenants are to comply with Vectura's Code of Conduct.
- Training sessions to be conducted for all employees on an annual basis, to raise the awareness in human rights issues.
- Audits have been conducted regarding possible violations of rights at work, human trafficking and other violations of human rights at all our construction sites.

Goals:



- Vectura shall contribute to society by offering at least one internship per year.
- All suppliers shall sign and confirm Vectura's Supplier Code of Conduct.
- No violation of human rights should occur within Vectura's work sites.

Measurement of outcome:

- No of internships in 2022 provided by Vectura amounts to one.
- Vectura has verified that the number of sub-contractors allowed in the supply-chain is maintained to maximum two levels.
- Three site audits have been conducted.
- No case of violation connected to human rights has been reported during the year.
- Two internal education events have been held regarding ethical business conduct and Vectura Code of Conduct

LABOR

Vectura's Code of Conduct states that Vectura works to achieve a diversified, inclusive, and sustainable workplace. Discrimination, harassment, and abusive treatment for whatever reason should not occur. At Vectura, all employees should feel included, and all voices and opinions should be considered.

Vectura shall ensure compliance with labor and employment laws, including working hours. Furthermore, Vectura upholds the freedom of association and the effective recognition of the right to collective bargaining.

Employees, suppliers, subcontractors, and major tenants are to comply with Vectura's Code of Conduct. As of 2022, Vectura reformulated a Code of Conduct targeted for employees only, stating the rights and obligations within Labor rights, Anti-corruption, Human rights and Diversity and Inclusion.

Actions:

- All employees shall comply with the UN Global Compact and its ten principles as well as Vectura's Code of Conduct
- Other stakeholders, e.g., suppliers and subcontractors are to comply with Vectura's Code of Conduct for Suppliers.
- All employees are entitled to medical insurance. Employees are entitled and encouraged to work out one hour per week during business hours and receive a yearly wellness contribution.
- Vectura performs a quarterly employee survey to ensure and follow up on Employee satisfaction, discrimination, work environment etc.

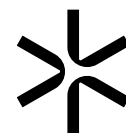
Goals:

- All employees shall sign and confirm Vectura's Code of Conduct
- A 50/50 share of men/women in management

Measurement of outcome

- No case of violation connected to labor has been reported during the year.
- The share of women amounts to 40% of Vectura's management group.
- All Vectura's employees have signed the Employee Code of Conduct.

ENVIRONMENT



During 2022, Vectura has continued in implementing its upgraded sustainability strategy, including sustainability framework and policy supported by more ambitious goals and targets for the climate and environment.

To reduce energy, water and resource use, Vectura's Sustainability Policy states that new-builds shall be certified with a minimum of LEED Gold building certification. Vectura's largest constructions hold the highest certification requirement, LEED Platinum combined with WELL. All existing buildings in Vectura's ownership that have lacked a certification have been part of a certification program during 2022 to be certified with Miljöbyggnad iDrift.

In addition, Vectura continuously encourages new initiatives that promote greater environmental responsibility from a life cycle perspective.

Sustainability targets include reduction of energy use, emissions, increased share of renewable energy and LEED certification (minimum Gold-level).

To minimize environmental and climate impact throughout the life cycle of the property, suppliers need to be aligned with Vectura's sustainability framework. According to Vectura's Code of Conduct for Suppliers and Sustainability Policy, suppliers should support a precautionary approach to environmental challenges, possess knowledge and control of its environmental impact and report waste quantities.

Actions:

- Vectura continuously analyzes and optimizes energy usage to reduce energy usage further.
- Vectura's ambition is to work with suppliers with environmental systems, for example ISO14000 certified companies.
- Vectura has set a target that all new builds should be certified according to at least LEED Gold Standard. Further Vectura continuously perform climate calculations (LCA) in all projects to reduce emissions. This will also meet the new Swedish regulation that will apply from January 1st, 2022.
- Vectura has evaluated all projects according to EU Taxonomy and continuous in our alignment to the Taxonomy.

Goals:

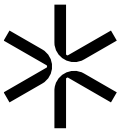
- Vectura's goal is climate neutral in the asset management process by 2025 (Scope 1 & 2), and in the whole value chain by 2030 (Scope 1, 2 & 3).
- Life cycle analysis should be carried out for all new building projects to reduce amount of emissions.
- Vectura aims to increase the share of renewable energy and to explore alternatives to invest in and/or produce renewable energy.
- All new buildings are to meet at least meet LEED Gold Standard rating.

Measurement of outcome

- Vectura has 100% renewable energy contracts.
- All new-builds have initiated the process to become certified according to LEED Gold Standard.
- Baseline of kg CO₂e/sqm for new construction and annual reduction plan set for minimum reduction 50% by 2030.

ANTI-CORRUPTION

It is of highest importance that Vectura adhere to and comply with all given legislations and regulations as well as setting a bar for how to act and behave in society – always with the highest ethics. Vectura's and our stakeholders' businesses



must be conducted in accordance with good business practice, promote free competition and maintain a high ethical standard.

Vectura continuously works on improving the work against corruption and bribery. Violations connected to corruption must be reported to the closest manager, to someone in the management team, or through our whistleblower system.

Actions:

- All stakeholders, including employees, suppliers, subcontractors, and major tenants are to comply with Vectura's Code of Conduct.
- Vectura has strengthened policies, guidelines and discussed dilemmas to further increase awareness

Goals:

- The goal is to not have any cases of corruption.
- All employees should be trained within the area at least annually.

Measurement of outcome

- No cases of corruption have been reported during the year.