

# ESG Policy

**Areim AB, 556719-4203**

---

Adopted by: The Board of Directors  
Date: 13 November 2023  
Previous version: 21 November 2022  
Owner: Head of Sustainability

Applies to: All employees  
Distribution: Areim website/Framework section on SharePoint/Intrareim  
Information class: Public

---

## **ESG Policy – Contents**

1	Background and Purpose.....	3
2	Applicability.....	3
3	Roles and Responsibilities.....	3
4	Sustainable Business.....	4
5	Archiving and Documentation.....	5

## **1 Background and Purpose**

Areim define sustainability as leaving something better for future generations. The way we act is deeply rooted in Areim's core values that are represented in three symbols;

- the Tree- responsibility and aspiration,
- the Heart- people and relationships and
- the Moneybag- trust and transparency.

As a community builder, we demonstrate how a sustainable approach creates business opportunities and resilience in changing economies, aligning our business with the UN Global Compact's Ten Principles and the UN Sustainable Development Goals (SDGs).

The purpose of this ESG policy is to ensure that material ESG related impacts, risks and opportunities related to our business are identified and managed. We integrate sustainability through the organisation and delegate responsibility defined in our internal rules. In addition to this policy, the Risk Management Policy, the Policy on Investment Decisions and Procedures, the Ethical Policy, the Policy on Anti-Money Laundering and Counter Financing of Terrorism Procedures, the Remuneration Policy and the Inducement Policy and 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 Head of Sustainability**

The Head of Sustainability is responsible for implementing a governance structure for sustainability at Areim and is recommending updates to the ESG Policy and other internal rules to make sure that responsibilities are delegated and integrated within the Areim organisation.

The Head of Sustainability is responsible for developing, implementing, and monitoring progress towards the ESG strategy for Areim AB and reports to the CEO.

### **3.4 The Sustainability Team**

The responsibility of the Sustainability team is to support the development, implementation, and the monitoring of the ESG strategy for Areim AB. The team supports the Fund Manager with developing, implementing and monitoring fund specific or mutual ESG strategies. The team supports the organisation with ESG expertise through knowledge sharing, business development, in projects or in processes on a risk-based or value-add basis.

## 4 Sustainable Business

Areim commits to:

- Follow the precautionary principle and work for compliance with the principles of Global Compact, UN Guiding Principles for Businesses and Human Rights, OECD's guidelines for multinational enterprises, including the International Labour Organisation's (ILO) declaration on fundamental rights and principles at work and ILO's eight core conventions.
- Actively work with material ESG related impacts, risks and opportunities presenting three dimensions of sustainability; environment, social and governance.
- Educate our employees about sustainable issues and actively involve them in sustainability projects and programs.
- 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 commitments to develop environmentally smart properties and strive for net zero emissions with focus on energy efficiency, use of renewable energy and careful selection of materials.

Areim's environmental work is based on the following material issues; 1) Climate change mitigation and adaptation; 2) Promotion of circularity and sustainable materials; 3) Protection of 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

- Areim AB is committed to being a carbon net zero business by 2030 and are taking the necessary steps to reach this goal.
- Apply the precautionary principle, specifically with reference to the environment, to safeguard our business from environmental impacts as well as to ensure that our negative impact on the environment is as limited as possible.
- On a fund level strive towards reaching net-zero emissions within a defined pathway or aligned with a Paris 1.5 C compliant decarbonization-pathway prioritising:
  - replacing of fossil fuel energy sources
  - increase energy efficiency; and
  - using renewables

#### 2. Promotion of 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. Protection of 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 with local and regional priorities;
- Reduce chemical use through annual monitoring of the use of chemicals in our assets and by using materials listed in Byggvarubedömningen; and

- Improving water use efficiency.

### **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 workplaces; and 2) Social value-creation:

#### **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; and
- Freedom of association.

#### **2. Social value creation**

- 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” defines our commitment to creating long-term financial sustainability with transparent governance staying compliant and ahead of regulatory requirements. 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 and Counter Financing of Terrorism Procedure; and
- Mandatory environmental training for all employees includes training on Nordic specific climate risks.

#### **2. Top tier company for international ESG disclosure**

- Promote Sustainability linked, green or greening financing;
  - Ensure accurate and reliable ESG data, including good quality, coverage and traceability;
  - Benchmark our asset portfolio using internationally published methods and procedures; and
- Ensuring investments and development projects are certified with acknowledged and available sustainability certifications.

## **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. All documentation without original signatures may be stored electronically.



Adopted by the Board of Directors on 13 November 2023

Niklas Johansson, Chairman of the Board of Directors