Sustainability policy Atrium Ljungberg AB

(Adopted by the Board of Directors 2026-05-12)

Atrium Ljungberg is a long-term property developer and property owner committed to contributing to sustainable development. Creating long-term value is fundamental to our business – for our company, our customers and society at large. We create long-term value for people while working hard to minimize our negative environmental impact, as an integrated part of a sustainable and profitable business. We develop not only buildings, but entire urban environments where people want to live, work and thrive – today and in the future.

Sustainability definition

Atrium Ljungberg defines sustainability from three perspectives: environmental sustainability, social sustainability and governance. These perspectives support one another and are to be considered collectively in decision-making.

Purpose

The main purpose of this sustainability policy is to provide guidelines for how sustainability efforts are conducted throughout the company. The policy is based on the company's core values and outlines Atrium Ljungberg's overall ambitions regarding environmental, social and governance responsibility.

The sustainability policy shall be integrated into all parts of our business and contribute to long-term profitability, a strengthened brand and support our overall vision: "Everyone wants to live in our city."

The policy serves as our framework for sustainable business practices and describes what stakeholders and the wider community can expect from Atrium Ljungberg.

Responsibility and governance

Atrium Ljungberg's sustainability policy shall be reviewed regularly and adopted by the Board of Directors at least once a year. The document owner is the Head of Sustainability. All employees at Atrium Ljungberg are required to comply with the policy and understand its content, which applies across the entire organisation.

Sustainability shall be a natural and integrated part of all operations within Atrium Ljungberg. We engage in dialogue with stakeholders who are part of, or affected by, our core business to ensure that we identify our most material sustainability issues.

The Head of Sustainability conducts annual risk assessments and prepares a sustainability plan with measurable targets and concrete actions for the various business areas. Managers within each business area are responsible for implementing the actions, while the Head of Sustainability with team regularly monitors progress and implementation.

Sustainability targets are followed up quarterly or at least annually. All new employees at Atrium Ljungberg shall receive an introduction to the company's sustainability work.

Sustainability work

Atrium Ljungberg's operations shall be conducted with the objective of creating long-term value for people, society and business, while minimising negative impacts on people and the environment.

The company takes responsibility for contributing to sustainable development in the areas where we operate and for creating value for both the business and our stakeholders. This applies to our employees, shareholders, suppliers and customers, as well as individuals who live, work and spend time in our districts.

Our sustainability work is guided by our focus areas and overarching targets within environmental sustainability, social sustainability and governance (see Appendix 1).

Environmental sustainability: Atrium Ljungberg work systematically to reduce climate impact, promote resource efficiency and circular material flows, and minimise impacts on biodiversity, both within our own operations and throughout the supply chain.

Social sustainability: Atrium Ljungberg contributes to positive societal development by creating vibrant, safe and attractive places where people want to live, work and thrive. We strive to be a responsible employer that promotes employee motivation, wellbeing and engagement, while ensuring respect for human rights throughout both our own operations and the value chain.

Sustainable corporate governance: Atrium Ljungberg conducts its business with high ethical standards and takes responsibility throughout the value chain by developing strong supplier relationships and partnerships. Through systematic climate adaptation efforts, we also ensure that our investments remain sustainable and attractive over the long term.

International conventions and initiatives

We are committed to complying with all relevant laws, regulations and other applicable requirements. Sustainability considerations shall therefore be integrated into ordinary business planning and decision-making processes.

Our operations are also guided by international conventions and frameworks, including:

- OECD Due Diligence Guidance for Responsible Business Conduct
- UN Guiding Principles for Business and Human Rights
- UN Global Compact's ten principles
- ILO Core Conventions
- UN Sustainable Development Goals by 2030

These conventions shall also be respected throughout the supply chain and in business partnerships to avoid negative impacts related to human rights, business ethics and the environment.

Working methods

We continuously develop routines and methods to clearly measure, monitor and report the results of our sustainability work. Reporting is part of our commitment to transparency regarding our impacts and contributions to sustainable development.

Our ambition is to support and collaborate with customers and business partners in their sustainability efforts, thereby achieving further improvements and long-term value creation.

Sustainability work shall be proactive to prevent and reduce negative impacts while maximising positive impacts. It shall also include continuous competence development and a commitment to ongoing improvement.

Appendix 1

Sustainability targets

We have identified nine focus areas with associated targets for our sustainability work, structured according to environmental, social and governance perspectives. In addition to these, we work with more detailed targets and KPIs.

Environmental sustainability:

1) **Reduced climate impact** – We reduce emissions from projects and property management to meet our climate targets and future-proof our urban environments.
    - *Main goal: Net-zero greenhouse gas emissions by 2040*

2) **Increased resource efficiency** – We use energy and materials more efficiently to conserve resources and create greater value with lower environmental impact.
    - *Main goal: 20% circular material use by 2030*

3) **Positive impact on biodiversity** – We strengthen the ecosystems within our districts and collaborate with suppliers who protect nature and ecosystem services.
    - *Main goal: Net positive impact om biodiversity from land use by 2030*

Social sustainability:

4) **Positive impact on society** – We develop places that strengthen safety, community and a vibrant urban life.
    - *Main goal: >90% in the Human City Index by 2030*

5) **Responsible employer** – We offer a safe, inclusive and developing workplace that attracts and retains talent.
    - *Main goal: 80 out of 100 in Employee satisfaction*

6) **Ensuring human rights** – We respect and monitor human rights throughout our operations and value chain.
    - *Main goal: Zero human rights violations*

Sustainable corporate governance:

7) **Responsibility in the value chain** – We ensure that suppliers and business partners comply with our requirements for quality, ethics and sustainability.
    - *Key target: 60% of significant suppliers are sustainability audited by 2030*

8) **High business ethics** – We conduct our business with transparency, integrity and regulatory compliance as a foundation.
    - *Main goal: 100% of employees trained in business ethics*

9) **Attractive investment** – We create long-term value by developing properties that are climate-adapted and resilient to future risks.
    - *Main goal: 100% climate-adapted properties by 2030*