

# Sustainability Report



**Sveafastigheter works to promote sustainability throughout the operations and the value chain. The overall objective is to manage and develop sustainable homes for more people by reducing the environmental footprint and creating safe and attractive residential areas.**

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## ABOUT THE SUSTAINABILITY REPORT

The Group is publishing a voluntary sustainability report inspired by the Corporate Sustainability Reporting Directive (CSRD). Sveafastigheter is not covered by either the requirements in the Swedish Annual Accounts Act or the CSRD regulations for the 2024 financial year.

The Sveafastigheter Group was established in June 2024 when the residential assets and associated parts of the organisation were hived off from SBB and SBB's joint ventures, Unobo and Hemvist.

Sveafastigheter has commenced extensive work to ensure that the Group has sustainability targets and monitoring that align with the Company's specific situation and ambitions, as well as future sustainability regulations going forward. As the Group was formed during 2024, data collection procedures for the identified focus areas are currently being implemented.

The Sustainability Report is based on the financial group structure. The climate calculation follows the principle of operational control. The sustainability information in this report refers to the whole of 2024, unless otherwise indicated. Since the Group was established in 2024, a sus-

tainability report was not prepared for 2023, and therefore no comparative figures are presented. The sustainability information in the report extends across Sveafastigheter's entire value chain.

## PREPARATORY WORK CSRD AND THE EU TAXONOMY

According to current legislation, Sveafastigheter will be covered by the reporting requirements according to CSRD as from the 2026 financial year. During 2024, Sveafastigheter has prepared its reporting activities through its Sustainability Council (the management team along with the Head of Sustainability), including by identifying Sveafastigheter's value chain and performing a double materiality assessment in line with EFRAG's recommendations (see below).

During 2024, Sveafastigheter has also started work on reporting in accordance with the EU Taxonomy.

The EU Commission's ongoing review of the regulations (the so-called Omnibus package) may affect whether Sveafastigheter is covered by the CSRD and the EU Taxonomy.



### SUSTAINABILITY GOVERNANCE

The planning, governance and follow-up of the sustainability work all conform to Sveafastigheter's organisational structure, with a clear delegation of responsibilities and powers via a management system. The management system comprises policies, guidelines, overarching goals and underlying subgoals, as well as action plans. The annual business planning process creates clear, firmly established plans for the way in which all parts of the business are to be run. These plans include targets in the fields of environment (E), social (S) and governance (G). The business plan is followed up continually during the year. The description of Sveafastigheter's business model can be found on page 11.

### MANAGING SUSTAINABILITY RISKS

Sustainability risks are managed in the same way as other business and operational risks (see the risk section on page 68). Specific climate-related financial risks and opportunities are reported in line with the TCFD's recommendations (see page 33).

Other than this, the sustainability work is governed by laws, guidelines and regulations, and is guided by the following frameworks.

### Guiding external frameworks

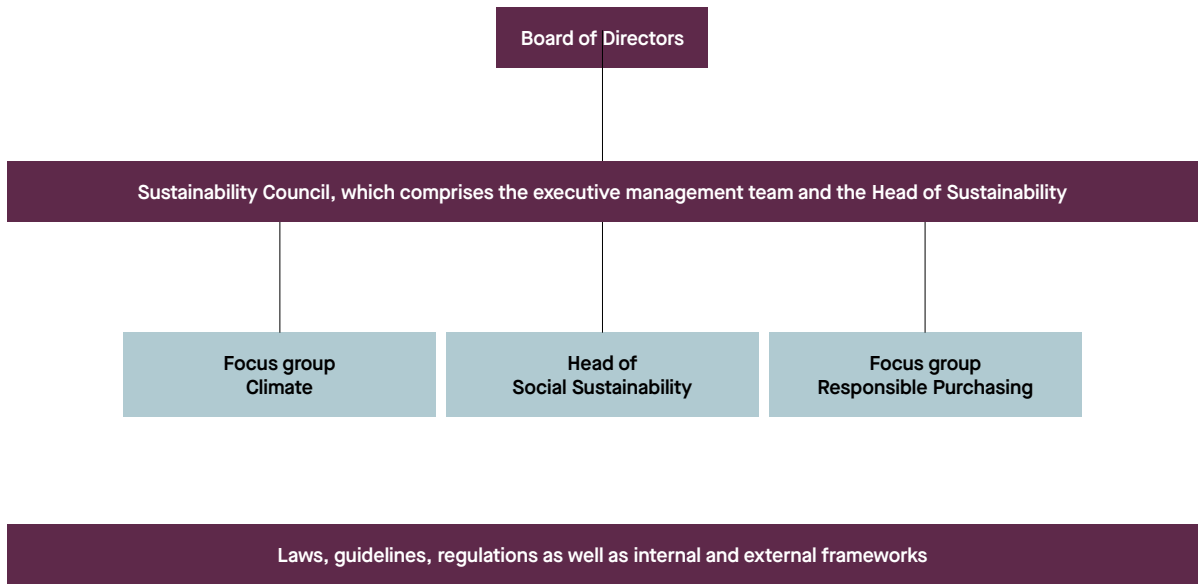
- The UN Sustainable Development Goals (SDGs)
- The Paris Agreement
- The OECD Guidelines for Multinational Enterprises
- The UN Guiding Principles on Business and Human Rights
- The International Labour Organization's (ILO) core conventions, policies and guidelines.

### Guiding internal frameworks

- Code of Conduct for employees
- Code of Conduct for suppliers
- Sustainability policy
- HR policy
- Whistleblower policy
- Instructions for efforts to combat crime in the workplace and for Health, Safety and Environment (HSE) in projects

### SIGNIFICANT FUNCTIONS FOR SVEAFASTIGHETER'S SUSTAINABILITY WORK

For full details on corporate governance, see pages 57-59. The Board's Audit Committee is tasked with following up the plan for developing sustainability reporting. See the presentation of Board members on pages 63-65 and the table setting out the composition of the Board of Directors in Note 8 in the Group Financial Statements.



## DOUBLE MATERIALITY ASSESSMENT

During the autumn of 2024, Sveafastigheter conducted a double materiality assessment with the aim of identifying the Group's material sustainability topics. The double materiality assessment was performed on the basis of the requirements in the European Sustainability Reporting Standards (ESRS).

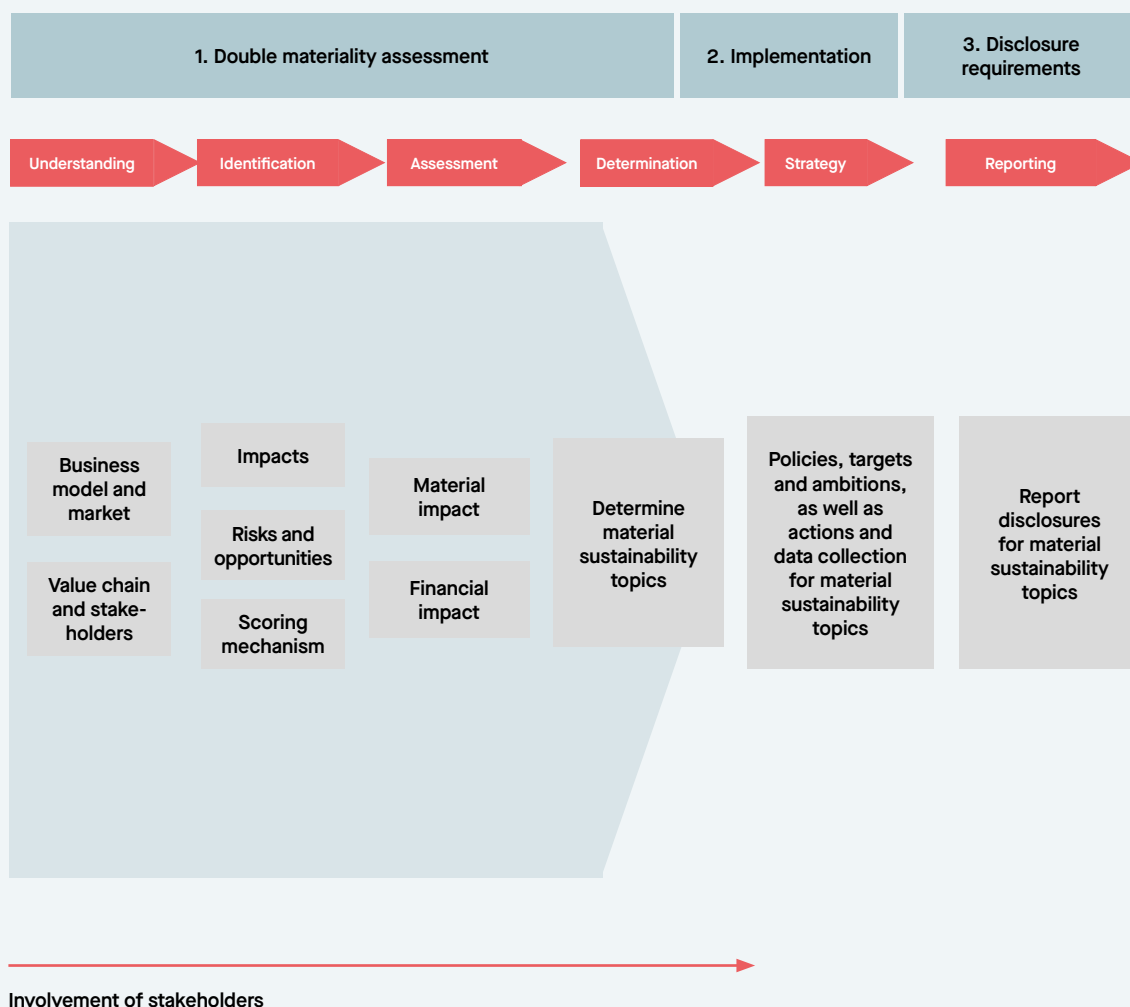
The method used was based on EFRAG's Implementation Guidelines. The Sustainability Council conducted the double materiality assessment and presented the result to the Board of Directors.

Sveafastigheter's value chain and most material stakeholders consists mainly of suppliers (upstream activities), employees, owners (own operations) and tenants and the community (downstream activities). Sveafastigheter maintains an ongoing dialogue with these stakeholders, for example in the form of meetings and surveys.

Sustainability aspects included in the double materiality assessment were primarily identified on the basis of the list of topics presented in ESRS 1. As ESRS S3 and ESRS S4 do not have any sub-topics that align with Sveafastigheter's operations, entity-specific sub-topics were developed for these. Working on the basis of the topics proposed in ESRS 1, the Sustainability Council identified positive and negative impacts, as well as risks and opportunities related to these topics. When identifying the impacts, consideration was given both to Sveafastigheter's own impact as well as the impact of the actors in the value chain. The Sustainability Council also assessed the financial impact of the topics on Sveafastigheter.

All in all, 10 material topics were identified for Sveafastigheter. The material topics determine the content of Sveafastigheter's sustainability reporting and sustainability efforts going forward.

### PROCESS FOR THE DOUBLE MATERIALITY ASSESSMENT





## MATERIAL SUSTAINABILITY TOPICS

	Identified material ESRS topics	Material impact (-negative/+positive)	Financial impact (-risk/+opportunity)
ENVIRONMENTAL (E)	<b>Climate change – Climate change adaptation (ESRS E1)</b>	+ Investments in climate adaptation measures contribute to society's climate resilience	- Physical risks and transition risks for the Company's properties + Investments in climate adaptation measures deliver increased property value and lower renovation costs
	<b>Climate change – Climate change mitigation and Energy (ESRS E1)</b>	- Climate-impacting emissions through all stages - Energy consumption + Energy efficiency measures and renewable energy	- Increasing requirements regarding energy and climate - Investments in the properties to make them less emission-intensive
	<b>Biodiversity and ecosystems – Direct exploitation (ESRS E4)</b>	- Exploitation of natural resources in the supply chain and during new development + Increased biodiversity in the properties' outdoor environment	- Dependence on raw materials and ecosystem services - Regulations/permit processes, for example environmental impact assessment for exploitation
	<b>Resource use and circular economy (ESRS E5)</b>	- Resources are required for new development and upgrade work. Large proportion of newly extracted materials - Waste is generated during new development, within property management and by tenants	- Increased material costs due to shortage of resources - Regulations regarding e.g. construction waste and chemicals
SOCIAL (S)	<b>Own workforce – Working conditions (ESRS S1)</b>	+ Good working environment	- Lack of access to skills if Sveafastigheter is not perceived as an attractive employer
	<b>Workers in the value chain – Working conditions – Health and safety (ESRS S2)</b>	+ Increased health and safety in the construction sector due to Sveafastigheter's health and safety management	- Inadequate safety work in the construction sector
	<b>Affected communities – Communities' economic, social and cultural rights – Adequate housing (Homes for more people) (ESRS S3)</b>	+ Contributes more homes in areas where there is a shortage + Contributes local and social value	- Economic-political changes that affect the potential for new development
	<b>Consumers and end-users – Personal safety of consumers and/or end-users (Secure tenants and safe residential areas) (ESRS S4)</b>	+ Contributes to sense of safety for tenants in residential areas	- Less safety reduces the attractiveness of properties
GOVERNANCE (G)	<b>Governance – Corporate culture (ESRS G1)</b>	+ Contributes to a more ethical and responsible culture in society by promoting positive values and behaviour	- Brand risks in the event of inadequate control and follow-up - Increased legal requirements for social responsibility through the supply chain require an extended purchasing process
	<b>Governance – Corruption and bribery (ESRS G1)</b>	+ Promotes effective and healthy competition on equal terms	- Corruption and bribery in the value chain

This table presents a summary of material topics that have been identified in the double materiality assessment, as well as positive and negative impacts, risks and opportunities. The following topics are not considered material for Sveafastigheter:

- Pollution (ESRS E2): Limited pollution, primarily in connection with new development.
- Water and marine resources (ESRS E3): Limited impact within property management and in connection with new development.



## SUSTAINABILITY TARGETS

Sveafastigheter works to promote sustainability throughout its operations and value chain. The overall goal is to develop sustainable, pleasant and safe living environments, and integrate sustainability into everything that Sveafastigheter does.

During 2024, Sveafastigheter commenced work on developing an overall target as well as an overall metric for each material sustainability topic. The targets and metrics were adopted by the Board of Directors in February 2025. A more detailed definition of targets and metrics can be found in each section.

	Material sustainability topic	Overall target (ongoing unless otherwise indicated)	Outcome in 2024	Read more on pages
Environmental	<b>Climate adaptation (ESRS E1)</b>	The entire property portfolio should be climate-adapted and able to withstand climate risks by 2030.	97% of assets were assessed to be able to withstand climate risks after climate adaptation measures.	33-34
	<b>Climate impact and energy (ESRS E1)</b>	Targets will be developed during 2025 in line with the Science Based Targets initiative's (SBTi) new framework for Buildings.	Greenhouse gas emissions: 27,318 tonnes CO <sub>2</sub> e  During 2025, adjusted metrics that are in line with the SBTi's new framework for Buildings will be developed.	34-36
	<b>Biodiversity (ESRS E4)</b>	Targets will be developed during 2025.	Metrics will be developed during 2025.	36-37
	<b>Circular economy (ESRS E5)</b>	At least 70% of non-hazardous waste from construction sites should be prepared for reuse or recycling.	Implementation of procedures for data collection is in progress.	37
Social	<b>Employees (ESRS S1)</b>	Employee satisfaction (eNPS) should be above 27.	eNPS: 25	39-41
	<b>Suppliers' health and safety (ESRS S2)</b>	Zero serious personal injuries and zero fatalities should occur at Sveafastigheter's facilities.	Serious personal injuries: 0 Fatalities: 0	42
	<b>Homes for more people (ESRS S3)</b>	All new development projects should be designed to meet the social needs identified in a social value-add analysis.	Implementation of procedures for data collection is in progress.	43
	<b>Secure tenants and safe residential areas (ESRS S4)</b>	Sveafastigheter's residential areas should be perceived as being safer than the industry average.	Sveafastigheter's result in this year's sense of security survey: 78.7% Industry average for this year: 79.4%	44-45
Governance	<b>Business ethics (ESRS G1)</b>	All of Sveafastigheter's employees and business partners should understand, adopt and comply with the relevant Code of Conduct.	Implementation of procedures for data collection is in progress.	47
	<b>Corruption and bribery (ESRS G1)</b>	No forms of corruption should occur.	0 confirmed cases of corruption or bribery.	47



## Sustainability Report

# Environmental (E)



## CLIMATE ADAPTATION

Climate change may affect markets and cities where Sveafastigheter owns properties, in the short, medium and long term. Research links many types of extreme weather to climate change. The likelihood of heatwaves, heavy precipitation, flooding and drought has already increased. In a future warmer climate, changes of this type are expected to become more impactful. Measures in an individual property could ease the pressure on other properties and on communal systems. In this way, individual climate adaptation measures can play a role for the whole society.

### ACTIVITIES

#### Ongoing:

- As part of the work to develop new detailed development plans, investigations are carried out to avoid locations with high climate risks as well as to prevent physical risks. For example, preventive measures might comprise underground detention basins in locations where a flooding risk has been identified.

- Sveafastigheter conducts an annual climate risk analysis on its entire property portfolio. The analysis is based on information about historic weather patterns and future climate scenarios, local vulnerability data and climate impact.

#### 2024:

- Sveafastigheter launched a climate risk and vulnerability analysis at property level.

#### Going forward:

- The climate risk analysis will be expanded for properties assessed to have high-risk exposure. An action plan including proposed preventive measures will be developed and preventive measures implemented.

## CLIMATE-RELATED ASSESSMENT OF FINANCIAL RISKS AND OPPORTUNITIES

The Task Force on Climate-related Financial Disclosures (TCFD) framework was used to identify, assess and apply scenarios for climate-related financial risks and opportunities. These results were supplemented with Sveafastigheter's own analyses at property level.

Risks	Financial impact (-risk/+opportunity)
<b>Physical risks</b>	
Acute physical risks to properties, such as extreme precipitation, flooding, heatwaves, storms, wildfires or landslides.	<ul style="list-style-type: none"> <li>- Low risk for the entire property portfolio in the short, medium and long term.</li> <li>- High risk for individual properties in the long term.</li> <li>+ Measures deliver increased property value and lower renovation costs in the short, medium and long term.</li> </ul>
Chronic physical risks, such as changes in precipitation patterns and precipitation types, rising sea levels, rising temperatures and coastal or soil erosion.	<ul style="list-style-type: none"> <li>- Low risk for the entire property portfolio in the long term.</li> <li>+ Measures deliver increased property value and lower renovation costs in the short, medium and long term.</li> </ul>
<b>Transition risks</b>	
The Energy Performance of Buildings Directive (EPBD), which entails regulations for reducing average primary energy consumption for all residential buildings by at least 16% by 2030 and by at least 20–22% by 2035.	<ul style="list-style-type: none"> <li>- High risk for those parts of the property portfolio that will not fulfill the EPBD criteria in the medium and long term.</li> <li>+ Properties that have or achieve low primary energy consumption can obtain favourable green financing and increased property value in the short, medium and long term.</li> </ul>

The climate risk process covers direct operations with short, medium and long time horizons. Short term: one reporting year (2025); medium term: up to 5 years (2029); long term: more than five years (2049). The management and assessment of climate-related risks is integrated into the Company's overall risk management process. Physical risks can be acute or chronic, and can encompass direct damage to properties or indirect damage, such as interruptions in the energy supply. Transition risks relate to political, regulatory and technical risks that might be entailed by a transition to a society with lower greenhouse gas emissions. Analysis and identification of relevant climate-related risks and opportunities are based on UN's climate panel, the IPCC's (Intergovernmental Panel on Climate Change) scenarios RCP 2.6 (the world succeeds in limiting temperature rises to 1.5–2°C, i.e. "achieves the Paris Agreement") and RCP 8.5 ("business as usual", greenhouse gas emissions continue to increase). These are two very different scenarios, where RCP 2.6 covers major transition risks and RCP 8.5 covers major physical risks. The EPBD aims to reduce global greenhouse gas emissions in accordance with the Paris Agreement and the 1.5°C target.

## TARGETS AND OUTCOMES: CLIMATE ADAPTATION

The entire property portfolio should be climate-adapted and able to withstand climate risks (2030).

	Target for 2030	Outcome in 2024 after climate adaptation measures	Outcome in 2024 before climate adaptation measures
Share of the portfolio that is climate-adapted and able to withstand climate risks	100%	97%	96%

To reduce the risk of negative impacts occurring, Sveafastigheter will work actively to identify climate risks and enable climate adaptation in various ways in its operations. The entire property portfolio refers to investment properties and new development. External tools have been used to calculate the financial impact of climate risks on physical assets or property investments. Share of portfolio relates to share of market value.

## CLIMATE IMPACT AND ENERGY

Sveafastigheter is working to mitigate the climate impact from new development and the property portfolio. According to the Swedish Environmental Protection Agency, new construction accounts for more than 20 percent of total greenhouse gas emissions in Sweden based on a life cycle perspective, and the buildings sector accounts for 40 percent of total energy consumption. Low energy consumption leads to lower operational costs and increased possibilities for green financing.

### ACTIVITIES

#### Ongoing:

- New development has a roadmap for gradually reducing greenhouse gas emissions. Priority measures are minimising material consumption, using materials that have a lower climate impact, minimising waste and reducing transport. Energy solutions such as solar panels and other sustainable solutions are being integrated for long-term sustainable management. Read more on page 23.
- Sveafastigheter is one of the founders of HS30 (Sustainable Stockholm 2030), a trade association that is working to speed up the transition to a sustainable housing sector.
- During upgrades, materials with a low climate impact are prioritised and transport is minimised. Read more about upgrades on pages 20-21.
- One of the goals within property management is to continually reduce energy consumption, focusing on the worst performing properties. An important element in achieving this goal is Sveafastigheter's data-based procedures and digitalisation for energy efficiency. Read more on page 21.
- Improvements are continually being implemented when it comes to energy consumption, in the form of solar energy installations on roofs, improved ventilation, roof insulation and investments in water efficiency.

#### 2024:

- During the period, Sveafastigheter invested SEK 55m in projects aimed at improving energy performance in the property portfolio.
- Sveafastigheter began the work of developing actual emission reduction targets up to the year 2030 in line with SBTi:s criteria for the buildings sector.

#### Going forward:

- Sveafastigheter will submit targets for validation, the aim being for these to be validated during the course of 2025.
- Sveafastigheter is planning to update energy performance certificates for several properties where energy efficiency improvements have been implemented or where the properties are deemed to have achieved a better energy rating in other ways. Read more on page 21.

### THE EU TAXONOMY AND THE ENERGY PERFORMANCE BUILDINGS DIRECTIVE (EPBD)

To be Taxonomy-aligned, a newly built building needs to be 10 percent below the BBR requirement (Boverket's new building regulations), while an existing building has to be among the top 15 percent for its type from an energy perspective.

The EPBD is designed to improve the worst performing buildings in each country, and dictates that the average primary energy consumption for all residential buildings must reduce by at least 16 percent by 2030 and by at least 20-22 percent by 2035. The criteria for residential buildings (in contrast to commercial buildings) do not identify which specific buildings need to be upgraded, other than that 55 percent of the energy reduction must be achieved by upgrading the poorest performing buildings. Individual countries must specify how they intend to achieve this goal.

## TARGETS AND OUTCOMES: CLIMATE IMPACT AND ENERGY

Targets will be developed during 2025 in line with the Science Based Targets initiative's (SBTi) new framework for Buildings.

	Target for 2030	2024 total, tonnes CO2e
Total greenhouse gas emissions (market-based for scope 2)	Targets will be developed during 2025 in line with the Science Based Targets initiative's (SBTi) new framework for Buildings.	27,318
Of which scope 1		548
Company vehicles		249
Fossil fuel for heating		299
Of which scope 2 (market-based)		5,161
Electricity, market-based		399
<i>Electricity, location-based</i>		173
District heating		4,762
Of which scope 3		21,609
Water consumption		168
Capital goods (new construction A1-A5 and upgrade materials)		14,992
Energy-related activities not included in scopes 1 and 2		4,764
Wastewater		204
Business travel		45
Employee commuting		101
Downstream leased assets (tenant's electricity consumption)		1,334

During 2024, Sveafastigheter started calculating the base year for the Company's greenhouse gas emissions according to the GHG protocol, an important part for setting the reduction targets. For 2024, Sveafastigheter is reporting scopes 1 and 2 as well as parts of scope 3. Biogenic emissions are not included in the calculation. In future years, continued work is planned aimed at supplementing the reporting of scope 3 as well as improving data quality. Boundaries, data sources and calculation methods are set out in table Basis for calculation methods of greenhouse gas emissions on pages 48-51.

## THE SCIENCE BASED TARGETS INITIATIVE'S (SBTi) CRITERIA FOR THE BUILDINGS SECTOR

SBTi is a global initiative to support companies to set science-based climate targets validated by a third part. Criteria for the construction and real estate sector ("Buildings") was published in August 2024, setting up emissions reduction targets in line with 1,5 ° C.



## KEY RATIOS FOR ENERGY

Sveafastigheter works actively to improve energy efficiency and increase the share of electricity from renewable sources.

### BREAKDOWN OF PROPERTIES BY ENERGY RATING 2024

Energy rating	Share of area, %	Share of market value, %
A	1	1
B	10	17
C	7	9
D	25	22
E	34	29
F	16	13
G	3	2
Other*	5	7

\* Other relates to two properties that are to be re-rated as well as seven new development properties that have not yet been energy-rated (rating takes place two years after the property has been taken into use).

### BREAKDOWN OF ELECTRICITY FROM RENEWABLE SOURCES

Sveafastigheter's ambition is to purchase 100 percent of its electricity from renewable sources. During 2024, electricity was purchased from renewable sources for the majority of the portfolio; see the breakdown by energy source below.

Energy source	Outcome in 2024, %
Water	86
Wind	7
Bioenergy	7

## BIODIVERSITY

Sveafastigheter wants to work to reduce the negative impact on biodiversity during new construction, as well as indirectly in other locations, through the purchase of goods and services such as building materials and energy. As a property manager, the Company can help to increase biodiversity in the outdoor environment.

### ACTIVITIES

#### Ongoing:

- When drawing up new detailed development plans, conservation surveys and environmental impact assessments are conducted, when needed, to analyse and minimise the impact on biodiversity.

#### 2024:

- During the autumn, new tender documents were drawn up for the external maintenance of Sveafastigheter's residential areas. These include a request for suppliers to determine when areas that are currently mown grass can be transformed to provide space for greater biodiversity.

#### Going forward:

- Sveafastigheter will build two almost identical houses, one with a timber frame and one with a concrete frame, as a part on the ongoing study "Trä vs betong". In the study, external experts analyse which building materials are best for the climate and biodiversity. To obtain an overall picture of how manufacture of the materials affects biodiversity, a life cycle assessment is being performed according to the ReCiPe method, which uses several different environmental impact categories such as land use, acidification, climate impact and water consumption.

### TARGETS AND OUTCOMES: BIODIVERSITY

Targets and metrics will be developed during 2025. As part of the development of targets, Sveafastigheter will map the direct impact on biodiversity around the Company's properties, as well as the Company's indirect impacts on biodiversity through purchased goods and services.



## CIRCULAR ECONOMY

Sveafastigheter can influence the amount and type of materials that are used in new development, upgrades, and maintenance of Sveafastigheter's properties. The materials that are used give rise to a significant environmental impact when they are extracted, produced and transported. It is therefore important to reduce the volume of materials used and to reuse building materials to a greater extent, as well as to use materials manufactured from renewable or recycled raw materials.

According to Boverket (the Swedish National Board of Housing, Building and Planning), 39 percent of all waste arising in Sweden (not including the large volume of mining waste) comes from construction and demolition waste. A large proportion of this construction waste is currently incinerated or sent to landfill. Only a small proportion of material is recycled or reused, not counting soil masses recycling. Sveafastigheter strives to minimise construction waste, increase the share that is recycled or reused as well as minimise the share that goes to incineration or landfill. The EU Taxonomy includes requirements for at least 70 percent of construction and demolition waste in new-build projects to be recycled in order for a new-build or alteration project to be deemed aligned with the EU Taxonomy.

In addition to the construction waste that arises in the Company's own operations, waste is also generated by Sveafastigheter's tenants.

## ACTIVITIES

### Ongoing:

- Within new development, prioritised areas include minimising material consumption and reusing materials.
- Within property management, the materials used during upgrades are minimised by reusing materials that are in good condition for maintenance measures. Read more on pages 20-21.
- Within new development, the contractor is responsible for ensuring that fractions are separated at source.
- Within property management, Sveafastigheter supports its tenants' sorting of waste by making communal areas better equipped for separation at source.

### 2024:

- Sveafastigheter was involved in a research project in cooperation with KTH Royal Institute of Technology to investigate the potential to reuse heavy structural elements within new development.

### Going forward:

- Sveafastigheter will stay updated on the circular market and identify opportunities to increase the use of reused materials.

## TARGETS AND OUTCOMES: CIRCULAR ECONOMY

At least 70% of non-hazardous waste from construction sites should be prepared for reuse or recycling.

Sveafastigheter is initially focusing on construction sites, as these are one of the largest sources of waste in Sweden. The waste is limited to construction and demolition waste. The waste should be prepared for recycling in accordance with the waste hierarchy.

Implementation of procedures for data collection is in progress. During 2025, Sveafastigheter has the ambition to broaden the target by adding other relevant aspects of circular economy.



## Sustainability Report

### Social (S)



## Our employees are truly important. Every day.

### EMPLOYEES

Sveafastigheter's employees work within property management, new development of properties and in Group support functions. The property management organisation has both operational and administrative personnel. Read more about the organisation of property management on page 20. The new development of properties organisation manages the securing of building rights, project development and ongoing construction. The organisation engages external contractors, who are delegated the task of developing the properties. Read more about the organisation of new development on pages 23-24.

It is vital for Sveafastigheter to attract and retain employees with the right skills and proficiencies, and therefore to be an attractive employer.

Read more about how Sveafastigheter works with its Code of Conduct for employees on page 47.

### WORKING CONDITIONS

#### SECURE JOBS, WORKING TIME AND ADEQUATE WAGES

To achieve an attractive and fair remuneration and benefits package, wages are determined individually and are differentiated. Sveafastigheter never offers remuneration below the legal minimum wage levels, and offers fair remuneration and benefits to its employees. Each employee's basic salary is reviewed on an annual basis in the annual pay audit, in accordance with established processes and relevant collective bargaining agreements where applicable. All employees have a formal employment contract that is documented in the Group's HR system. Ahead of any recruitment, a mapping of the wage structure is carried out in relation to the position. The Group follows strict formal employment procedures, and has standardised employment contracts.

#### SOCIAL DIALOGUE, FREEDOM OF ASSOCIATION, COLLECTIVE BARGAINING

Sveafastigheter conducts a collaborative and constructive dialogue with employees. During the year, the Group has also strengthened its cooperation with parties on the la-

bour market, and a high proportion of employees are covered by collective bargaining agreements. Sveafastigheter recognises each employee's right to be a member of a trade union and to participate in union activities. The Group follows the collective negotiations for white-collar employees and collectively employed property technicians. All significant changes are negotiated with the trade unions.

A total of 92 percent of employees were covered by collective bargaining agreements during the year.

### WORK-LIFE BALANCE

By promoting a healthy work-life balance, Sveafastigheter is able to create a more sustainable and successful business. Sveafastigheter complies with statutory working hours, and has procedures in place to manage cases where employees have done more overtime than anticipated. The HR department, in collaboration with the manager, is responsible for regular follow-up.

### HEALTH AND SAFETY

As an employer, Sveafastigheter is responsible for ensuring a good physical, organisational and psychosocial working environment for its employees. Sveafastigheter's Health, Safety and Environment (HSE) management is based on the Swedish Work Environment Act and governed by several different steering documents, including the Group's HR policy, the Code of Conduct for employees and the crisis management plan.

Sveafastigheter continually works to create a secure and healthy working environment. The Group's Safety Committee has met regularly during 2024. There are clear instructions and procedures for ensuring a safe working environment. A system for reporting accidents in a similar way throughout the entire Group has been implemented, and the statistics are continually analysed. A plan has been drawn up in respect of returning to work and rehabilitation following sickness absence, including templates and structures to make discussions linked to this easier and to enable efficient reporting and follow-up.

Sveafastigheter assesses that working environment risks principally affect employees within property management who are involved in operating the Company's properties.



Particular focus is placed on property technicians who, as part of their role, may experience unsafe situations in the residential area they are responsible for. The Group has during the year reinforced its collaboration with security companies, and has when needed supplied security alarms in order to work actively on this issue that is a priority for Sveafastigheter.

Employees are able to express their opinions through staff surveys, employee dialogues and working environment meetings. During the year, the Group has implemented a system for regularly following up the working environment, participation and leadership, as well as giving employees the opportunity to provide anonymous feedback in order to continue to develop Sveafastigheter. This provides important insights into the employees' experiences and the organisation's leadership and is the basis for follow-up.

## EQUAL TREATMENT AND OPPORTUNITIES FOR ALL

### GENDER EQUALITY AND EQUAL PAY FOR WORK OF EQUAL VALUE

During recruitment, the starting point is to strive to achieve workplaces with a good gender balance, where working conditions and development opportunities are equal. Pay equity analyses are conducted annually to identify differences in pay based on gender or other protected characteristics. Differences attributable to protected characteristics are not tolerated and are rectified immediately. Wage mappings are also conducted when new employees join the Company.

### TRAINING AND SKILLS DEVELOPMENT

Sveafastigheter actively encourages employees to develop, for example by applying for new internal positions. Employees and managers share the responsibility for developing the employees' skills, proficiencies and capabilities. This is evaluated annually by following the performance review procedure, which includes individual conversations between employee and manager in which the work situation, performance and the employee's goals are discussed.

Wages are used as an instrument for rewarding the employee's performance, in particular those efforts that improve the business. During 2024, the Group implemented a system of digital trainings.

## DIVERSITY AND INCLUSION

Sveafastigheter strives to bring together people with different backgrounds and experiences, in order to create a dynamic and successful working environment. Sveafastigheter's operations are characterised by the notion of all people being of equal value.

Sveafastigheter works actively to create a working environment that is free from discrimination and harassment. All employees have and must be assured equal value regardless of their gender, age, gender identity, ethnicity, religious affiliation, belief system or sexual orientation. The work on diversity and equal treatment is led by the HR department, and each manager is responsible for ensuring that teams are characterised by diversity and respect. If discrimination should occur, there are several channels for calling attention to this, including staff surveys, an individual's immediate superior, the HR department, union representatives and the external whistleblower function. Reported and identified cases are followed up and rectified promptly. If necessary, contact is made with the judicial system.

During the year, four anonymous incidents of discrimination were reported through the internal staff survey, which were followed up promptly. Fines, penalties and compensation relating to discrimination totalled SEK 0 during the year.

## PRIVACY AND INFORMATION SECURITY

Sveafastigheter takes its employees' personal privacy extremely seriously. The Group's computer system is GDPR compliant in order to protect employees' data, and all employees receive training regarding GDPR. There is an information security policy that describes the rules and strategy of how Sveafastigheter manages principles and methods for information security and data protection in the Group's operations.

## TARGETS AND OUTCOMES: EMPLOYEES

Employee satisfaction (eNPS) should be above 27.

	Target for 2025	Outcome in 2024
Employee satisfaction (eNPS)	>27	25

eNPS (Employee Net Promoter Score) is an accepted method of measuring employee satisfaction and describes the degree to which employees are ambassadors for the organisation. The scale runs from -100 to 100. For 2025 the target of more than 27 was chosen, since this was the sector average of eNPS in December 2024.



## KEY RATIOS FOR EMPLOYEES

Data has primarily been compiled from the payroll and HR systems, and relates to Sveafastigheter's own workforce. All of the Company's own workforce is stationed in Sweden. The Group's employee turnover stood at 13 percent. Employee turnover was four percent for women and nine percent for men.

## EMPLOYEES

	Number	Proportion, %	20–29 years	30–49 years	50+ years
<b>All employees</b>	180		27	99	54
Proportion, %			15%	55%	30%
Women	75	42%	14	42	19
Men	105	58%	13	57	35
<b>Management</b>	27		1	15	11
Proportion, %			4%	56%	41%
Women	13	48%	0	6	7
Men	14	52%	1	9	4
<b>Executive management team</b>	4		0	3	1
Proportion, %			0%	75%	25%
Women	2	50%	0	2	0
Men	2	50%	0	1	1

The number of employees relates to individuals who were employed as at 31 December 2024, excluding hourly employees. Management is defined as employees who have staff responsibilities. The number of employees does not include hourly or summer workers. The Group also had four hourly employees as at 31 December 2024, as well as 47 summer workers during the summer period, of whom 45 were working in the property management section.

## EMPLOYEES BY TYPE OF EMPLOYMENT

	Number
Temporary employment (substitutes)	8
Probationary employment	28
Part-time employment	1
Permanent full-time employment	143

## SICKNESS ABSENCE

	%
Short-term sickness absence	1.17
Long-term sickness absence	1.95

Short-term sickness absence relates to days 1–14 and long-term sickness absence relates to absence from day 15 onwards.

## MEDIAN SALARY

	KSEK
Excl. the highest paid individual	435
Highest paid individual	5,590

Median salary refers to total remuneration, including both fixed basic remuneration and variable remuneration on an annual basis.

## REPORTED ACCIDENTS AND NEAR-ACCIDENTS AMONG EMPLOYEES

	Number
Fatalities	0
Accidents	3
of which serious accidents	0
Near-accidents	5

An accident is an event that led to an injury or to ill-health. Serious accidents as defined by Arbetsmiljöverket (the Swedish Work Environment Authority). A near-accident is an event that could have led to an injury or to ill-health. For accidents among Sveafastigheter's suppliers, see page 42.



SUPPLIERS’ HEALTH AND SAFETY

For Sveafastigheter, several types of suppliers are vital in the value chain. Some of the most important are consultants who are responsible for project planning and external general contractors for new development projects as well as suppliers who execute parts of the maintenance and operation of existing properties. Read about how Sveafastigheter works with its Code of Conduct for suppliers on page 47.

Sveafastigheter's operations must never take place at the expense of people's health and wellbeing. Sveafastigheter has processes in place to ensure safety and wellbeing at the workplace, as well as fair, decent working conditions.

According to the Arbetsmiljöverket (the Swedish Work Environment Authority), construction sites are among the most accident-prone workplaces in Sweden. The greatest risk of serious accidents within Sveafastigheter's value chain is deemed to be at such sites. It is therefore crucial to ensure that there is a systematic management of work environment in place at these construction sites. It is also important to combat workplace crime from a safety perspective, as workplace crime may, among other things, involve a failure to comply with safety regulations.

- In the event of an incident, an evaluation is made of its severity and any preventive work that may need to be reinforced. This may involve immediately stopping work and implementing measures, or general information at the site for improvement and supervision purposes. Sveafastigheter's crisis management team will also be notified.
- Sveafastigheter hires an external firm that conducts security-classified data analyses and performs controls on Sveafastigheters’ contractors and constructions sites with the aim to decrease the risk of workplace crime.

2024:

- During 2024, Sveafastigheter introduced new instructions to combat work-related crime and in favour of HSE in projects, in order to clarify the systematic HSE work. In connection with this, a new reporting framework was implemented.

Going forward

- Sveafastigheter will establish and systematise the procedures developed during 2024.

ACTIVITIES

Ongoing:

- As part of the systematic work with Health, Safety and Environment (HSE), instructions and checklists implemented include HSE plans, HSE risk assessments, accidents and incidents, as well as safety and environmental inspections.

TARGETS AND OUTCOMES: SUPPLIER’S HEALTH AND SAFETY

Zero serious personal injuries and zero fatalities should occur at Sveafastigheter’s facilities.

	Target for 2025	Outcome in 2024
Number of fatalities	0	0
Number of accidents		9
of which serious accidents	0	0
Near-accidents		5

An accident is an event that led to an injury or to ill-health. Serious accidents as defined by Arbetsmiljöverket (the Swedish Work Environment Authority). A near-accident is an event that could have led to an injury or to ill-health.



## HOMES FOR MORE PEOPLE

Sveafastigheter's rental apartments fulfil an important function in society, as they make it possible for more people to get onto the housing market.

Sveafastigheter wants to contribute to positive social development, where segregation is reduced by developing homes in and strengthening the attractiveness of both socioeconomically strong and weak areas. Sveafastigheter's goal is to create homes for more people by developing residential properties that meet local needs and by lowering the thresholds to the housing market.

According to Boverket (the Swedish National Board of Housing, Building and Planning), 51 percent of Sweden's municipalities state that there is a shortfall on the local housing market. There is a particular demand for homes with three to four rooms plus kitchen, as well as for affordable housing.

Socioeconomic housing segregation leads to individuals having different conditions growing up and different living conditions depending on where they live, and that individuals from different backgrounds increasingly rarely encountering each other in day-to-day life. Property owners can contribute to reduced segregation through which residential properties that are built and where in the city they are located. A further contributory factor to segregation is the thresholds to the housing market, which are still high.

## ACTIVITIES

### Ongoing:

- Sveafastigheter builds high-quality rental apartments and is a long-term and present property manager, working to ensure that the residential areas are safe and attractive.
- Sveafastigheter's new development projects are to be based on a social value-add analysis, in order to generate an increased understanding of which social values can be provided or reinforced in the specific location. This is done in close dialogue with municipalities, local actors and residents.

- Sveafastigheter aims to contribute to residential areas that are characterised by a mix of tenure arrangements, apartment sizes and numbers of rooms, in order to meet the needs of people and society.
- In selected projects, Sveafastigheter is working on space-efficient floor plans, which make it possible for more rooms to be provided in less space in order to deal with overcrowding. When overcrowding is identified in the existing portfolio, the possibility of a larger home is offered.
- In selected projects, Sveafastigheter offers varied housing alternatives to suit differing lifestyles and age groups, such as young adults, families and the elderly.

### 2024:

- During the year, Sveafastigheter obtained a municipal land allocation for about 100 rental apartments in Huvudsta, Solna. The project focuses on the needs of children and offers flexible apartments with more rooms for the growing family as well as a safe living environment with space for social activities.
- During the year, Sveafastigheter made various alterations to convert previously unused areas into homes for more people.

### Going forward:

- All in-house new development projects should be realised and designed based on the result from a social value-add analysis, even in cases where these analyses are not available from the municipality.
- Sveafastigheter wants to lower the thresholds to the housing market, and therefore a letting policy without income requirements will be tested and evaluated in selected areas during the year.

## TARGETS AND OUTCOMES: HOMES FOR MORE PEOPLE

All new development projects should be designed to meet the social needs identified in a social value-add analysis.

	Target for 2025	Outcome in 2024
Proportion of new development projects that have been designed to meet the social needs identified in a social value-add analysis.	100 %	Implementation of procedures for data collection is in progress.

To ensure that residential construction meets local social needs, each new development project should be designed based on the result from a social value-add analysis starting 2025. The metric is developed through an internal assessment of whether the result of the social value-add analysis carried out had any impact in the design and realisation of the project.



## SECURE TENANTS AND SAFE RESIDENTIAL AREAS

Sveafastigheter is working to ensure that our tenants feel at home and safe in their homes and residential areas. Sveafastigheter also aims to contribute to positive social development in and around our areas.

A safe residential environment is essential for a good quality of life and the desire to continue living in an area. Nowadays, perceived insecurity is a widespread social challenge. The national security survey 2024, conducted by Brottsförebyggande rådet (the Swedish National Council for Crime Prevention), showed that 24 percent of the country's population feel unsafe when outside late in the evening in their residential area. Perceptions of safety differ from group to group, with the largest difference being seen between women and men. Women feel unsafe in public spaces to a greater extent than men, particularly during the evening and at night, and for this reason work on safety and security is an important gender equality issue.

The indoor and outdoor environment plays a central role when it comes to security in a residential area. Security is created by there being other people around you, by knowing your neighbours, as well as by seeing and being seen. Populated, well-lit areas that are open, well cared for and where you can navigate easily are perceived as being safer.

### ACTIVITIES

#### Ongoing:

- The property management concept "Helt, Rent, Snyggt och Tryggt" (Intact, Clean, Tidy and Safe) stands for a local presence with a heavy focus on the tenants. Sveafastigheter is on hand to receive fault reports and complaints, and the tenant receives feedback within 48 hours.
- To strengthen the dialogue with tenants and increase their influence over their residential areas, moving-in and moving-out surveys as well as an annual Customer Satisfaction Index survey are conducted.
- Unsafe areas in the outdoor environment are identified by means of safety walks and security surveys, and security measures are implemented such as increased lighting and improving the design of the environment in and around the properties.
- To improve perceived safety within the residential buildings, Sveafastigheter continually conducts security and safety-enhancing measures.
- Sveafastigheter wants neighbours to be more than just a name on a door, and is working to increase the social cohesion between residents. Sveafastigheter organises neighbourhood activities and offer tenants access to a home app where they can communicate with their neighbours.
- Sveafastigheter is involved in the local community to help ensure that locations where the Group has operations develop in a positive direction and become more secure and attractive. Read more on page 45.

- Sveafastigheter wants to contribute to positive social development, with more people finding employment in residential areas where the Company has operations. For this reason, summer jobs are offered every year to young people living in Sveafastigheter's areas.

#### 2024:

- An example of implemented security measures is from Rimbo, where entrance doors were fitted with access control systems, doors in basements were replaced with steel doors, and storage areas that were previously fitted with chicken wire were switched to metal grilles. Moreover, windows were installed to increase visibility into and out of the laundry rooms.
- During the year, Sveafastigheter offered all tenants that so wished the installment of a security door in their home.
- During the year, a large number of neighbourhood activities were organised, local quarterly letters were introduced and there was a major social media initiative for news from Sveafastigheter's residential areas.
- Sveafastigheter was actively involved in developing action plans aimed at improving the service in all locations during the year.
- Sveafastigheter employed 45 young people in summer jobs within property management. Work placements were also offered within the property management organisation during the year.

#### Going forward:

- A guide to security-enhancing efforts will be prepared, aimed at delivering structured and uniform work on safety and security throughout the property management organisation.
- Local property management offices will be trained in social sustainability and safety during the year.
- Strategic measures to enhance security will be implemented in accordance with identified needs.



## TARGETS AND OUTCOMES: SECURE TENANTS AND SAFE RESIDENTIAL AREAS

Sveafastigheters residential areas should be perceived as being safer than the industry average.

	Target for 2025	Outcome in 2024
Result in the annual Safety Index Survey	Higher than the industry average (2024: 79.4%)	78.7%

Customer satisfaction and tenants' perceived safety are measured annually using an accepted third-party tool. Perceived safety is assessed by means of eight areas, including Contact with neighbours, Personal safety in basements/equivalent, Personal safety in the area in the evening/at night, and Not disturbed by neighbours' way of life. The industry average relates to a group of 11,000+ apartments. The results also include properties that are managed by Sveafastigheter but owned by another party.

## INVOLVEMENT IN THE LOCAL COMMUNITY

Sveafastigheter gets involved in the local community to help ensure that locations where the Company has operations develop in a positive direction and become more secure and attractive. Sveafastigheter supports a number of civil society organisations, is involved in local property owners' associations, and has a number of residents' influence agreements with the Swedish Union of Tenants in order to contribute to strengthened community development.

**Mamma United** is a non-profit association that supports mums in areas where there are socioeconomic challenges. The aim of the organisation is to provide mums with the knowledge and tools to be able to influence their own and their family's living situation.

**Vi tar plats** is an organisation that operates in the Östberga district of Stockholm and works to help young people in the area spend their leisure time in a meaningful way by providing local role models.

**Changers Hub** works to democratise success, so that everyone is given the same opportunity to realise their ideas and influence their future. Its primary target group is young adults in suburban areas.

**Läxhjälp** is a foundation that supports pupils and schools in areas with the greatest needs. Läxhjälp's vision is for all children to grow up with the prerequisites to complete school and shape their own future.

**Landskrona BOIS** is a football club that works according to the vision of "football for everyone" to achieve positive development in Landskrona.

**Skärholmens Fastighetsägare** is a non-profit association that brings together property owners and housing cooperatives in the area. The association works to make the neighbourhoods in Skärholmen both safe and pleasant.

**Rågsved Fastighetsägare** is a non-profit association that works to bring about positive development of Rågsved and to favour long-term management of the area's property stock.

**Fastighetsägare i Järva** is a non-profit association that works, through collaboration, on the overriding goal of increasing the attractiveness of the neighbourhoods and positively influencing value growth for rental properties, tenant-owned residential units and commercial properties.

**Jordbro i samverkan** works actively to initiate and drive various types of efforts that contribute to a safer and more attractive Jordbro.





## Sustainability Report

# Governance (G)



## BUSINESS ETHICS

For Sveafastigheter, compliance with laws and regulations is a given and a prerequisite for a functioning society and market. A culture that is characterised by honesty, transparency and ethical behaviour is crucial to the Group's long-term success. An element in this is when Sveafastigheter engages suppliers.

Sveafastigheter is politically neutral and refrains from directly or indirectly supporting political organisations and specific parties. The Company aims to maintain an impartial and objective stand on political issues to ensure that operations and decisions are not impacted by political interests.

### ACTIVITIES

#### Ongoing:

- The Code of Conduct for employees specifies the minimum requirements that Sveafastigheter imposes on operations and its employees in respect of approaches, working methods and conduct.
- Requirements relating to the environment, working conditions and human rights are set out in the Code of Conduct for suppliers.

#### 2024:

- During the autumn, employees attended a training course regarding the Code of Conduct.
- During the autumn of 2024, a new webpage was developed for suppliers to simplify implementation and management in relation to the signing of the Code of Conduct. Sveafastigheter's major suppliers were asked to sign the updated Code of Conduct via the webpage.
- The focus group "Responsible Purchasing" was appointed to improve the evaluation of suppliers and their sustainability impact throughout Sveafastigheter's value chain.

- Sveafastigheter did not conduct any lobbying work and did not make any contributions to party political organisations in 2024. Sveafastigheter was a member of organisations such as Sveriges Allmännytt (Public Housing Sweden), Stockholms handelskammare (Stockholm Chamber of Commerce), Fastigo (the employers' association of the real estate sector) and HS30 (Sustainable Stockholm 2030).

#### Going forward:

- During 2025, additional training will be provided for employees in respect of the Code of Conduct and Sveafastigheter's culture.
- During 2025, Sveafastigheter will update sustainability requirements in connection with purchasing, train employees with responsibility for purchasing about the Group's sustainable purchasing principles, and launch more regular monitoring of supplier performance.

### TARGETS AND OUTCOMES: BUSINESS ETHICS

All of Sveafastigheter's employees and business partners should understand, adopt and comply with the corresponding Code of Conduct.

	Target for 2025	Outcome in 2024
Percentage of major suppliers* that have signed Sveafastigheter's Code of Conduct	100%	Implementation of procedures for data collection is in progress.

Follow-up is initially focused on suppliers.

\* Based on a materiality threshold for purchase volume.

## CORRUPTION AND BRIBERY

Sveafastigheter works actively to prevent corruption and manage all business operations in an ethical and responsible way. No form of bribery, fraud, money laundering or corruption is allowed.

Corruption within the Swedish construction and real estate sector is considered to be widespread and extensive, according to the Swedish Anti-Corruption Institute, among others. Employees and managers at Sveafastigheter can be influenced by different factors and in turn influence others through marketing, relationshipbuilding activities and similar. Along with the Codes of Conduct for employees and suppliers, Sveafastigheter's policies, procedures and training work together to counter corruption and bribery.

### ACTIVITIES

#### Ongoing:

- The Group's employees, partners and other stakeholders have the option of contacting an external whistleblower function anonymously. An external party acts as Sveafastigheter's representative, thereby guaranteeing the anonymity of the individual making the report. Information about how to make contact with the whistleblower function can be found on the Group's website.

#### 2024:

- During 2024, corruption and bribery constituted part of the training in relation to Sveafastigheter's Code of Conduct.

#### Going forward:

- During 2025, the structured work against corruption and bribery will be strengthened throughout the Group.

### TARGETS AND OUTCOMES: CORRUPTION AND BRIBERY

No forms of corruption should occur.

	Target for 2025	Outcome in 2024
Number of confirmed cases of corruption and bribery	0	0

The number of confirmed cases of bribery or corruption has been obtained from legal authorities, internal reporting systems, Sveafastigheter's whistleblower system as well as audit reports.



Sustainability Report

## In-depth information



## BASIS FOR CALCULATION METHODS OF GREENHOUSE GAS EMISSIONS

Categories GHG Protocol	Activity/boundary	Data sources/calculation method	Conversion factor
<b>SCOPE 1</b>			
<b>1.1 Company vehicles</b>	Business travel using company cars, excluding electric vehicles.	Data relating to distance travelled by type of vehicle from leasing partners. Where no information is available, the worst-case scenario has been used.	Conversion factor from DESNZ (Department for Energy Security and Net Zero) by type of vehicle.
<b>1.2 Consumption of fuel in properties</b>	Consumption of gas in properties.  Solar energy production is not reported for 2024.	Statistics from monitoring systems.	Conversion factor from DESNZ (Department for Energy Security and Net Zero) for natural gas as biogas is also supplied in pipelines.
<b>1.3 Refrigerants</b>	Assessed as not relevant in 2024.		
<b>SCOPE 2</b>			
<b>2.1 Electricity</b>	Electricity consumption where Sveafastigheter is the property owner and contracting party.  Unobo and Hemvist portfolios are included on a full-year basis.  Electricity consumption for externally leased office premises.  Electricity consumption for electric vehicles.	Statistics from energy monitoring systems. Data coverage ratio 95%.  Estimate for part of the period for the Unobo portfolio based on historic consumption. Unobo portfolio reported as electricity from non-renewable sources due to lack of data.  Estimate based on sqm of leased area.  Data relating to distance travelled by type of vehicle from leasing partners.	Conversion factor from AIB (Association of Issuing Bodies).
<b>2.2 District heating</b>	Consumption of district heating where Sveafastigheter is the property owner and contracting party.  Unobo and Hemvist portfolios are included on a full-year basis.  Consumption of district heating for externally leased office premises.	Statistics from monitoring systems. Data coverage ratio 95%.  Estimate for part of the period for the Unobo portfolio based on historic consumption.  Estimate based on sqm of leased area.	
<b>2.3 District cooling</b>	Assessed as not relevant in 2024.		
<b>2.4 Steam</b>	Assessed as not relevant in 2024.		



Categories GHG Protocol	Activity/boundary	Data sources/calculation method	Conversion factor
<b>SCOPE 3</b>			
<b>3.1 Purchased goods and services</b>	<p>The boundary for reporting in this category is energy consumption for incoming water where Sveafastigheter is the property owner and contracting party.</p> <p>Unobo and Hemvist portfolios are included on a full-year basis.</p>	Estimate calculated for NFA/NIA as at 31 December 2024 based on consumption data for part of the portfolio.	Conversion factor from DESNZ (Department for Energy Security and Net Zero)
<b>3.2 Capital goods</b>	<p>New construction of properties owned by Sveafastigheter.</p> <p>Estimated environmental impact for lifecycle stages A1–A5 is presented in its entirety in the year the property is technically completed.</p> <p>Material consumption (A1–A3) during the year for upgrade projects (Hemlyft).</p>	<p>Calculations from general contractors and in-house estimates. These include estimates and standard values.</p> <p>Data from material suppliers as well as estimates.</p>	
<b>3.3 Fuel and energy-related activities not included in scopes 1 and 2</b>	Indirect emission from energy consumption.	Calculation based on data in scopes 1 and 2 for company vehicles, fossil fuels, electricity and district heating.	
<b>3.4 Upstream transport and distribution</b>	<p>Transport in new construction (A4) is included in 3.2.</p> <p>Emissions for other transport/storage are not calculated/included for 2024.</p>		
<b>3.5 Waste generated in operations</b>	<p>Wastewater.</p> <p>Construction waste for new construction (A5) is included in 3.2.</p>	Estimate calculated for NFA/NIA as at 31 December 2024 based on consumption data for part of the portfolio.	Conversion factor from DESNZ (Department for Energy Security and Net Zero)
<b>3.6 Business travel</b>	Business air and rail travel as well as hotel accommodation booked through a travel agent.	Data relating to distance travelled by means of transport from the travel agent.	Conversion factor from DESNZ (Department for Energy Security and Net Zero)
<b>3.7 Employee commuting</b>	Employee commuting to/from the workplace. At Sveafastigheter, all employees work from the office as standard.	Estimates of commuting distances and means of transport based on number of employees and national statistics.	Conversion factor from DESNZ (Department for Energy Security and Net Zero)



Categories GHG Protocol	Activity/boundary	Data sources/calculation method	Conversion factor
<b>3.8 Upstream leased assets</b>	Externally leased offices premises are included in 2.1 and 2.2.		
<b>3.9 Downstream transport and distribution</b>	Assessed as not applicable in 2024.		
<b>3.10 Processing of sold products</b>	Assessed as not applicable in 2024.		
<b>3.11 Use of sold products</b>	Assessed as not relevant in 2024.		
<b>3.12 End-of-life of sold products</b>	Assessed as not relevant in 2024.		
<b>3.13 Downstream leased assets</b>	Consumption of electricity where the tenant is the contracting party in properties owned by Sveafastigheter.	Estimate based on NFA/NIA in sqm as at 30 September 2024.	Conversion factor from IEA Emissions-Factors.
<b>3.14 Franchises</b>	Assessed as not applicable in 2024.		
<b>3.15 Investments</b>	Assessed as not relevant in 2024.		