

Patriam

Sustainability Report

2022

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Sustainable development

It has been an eventful year for Patriam. We issued a green bond in Patriam Invest AB (publ). The second bond in Sweden to be green-certified under the Climate Bonds Initiative. The first bond was also issued by us. We acquired a property on Kungsholmen and took over two properties at Lilla Essingen in Stockholm's city centre.

Our commitment to build landmarks at Stockholm's most attractive locations has now begun to have an impact on the city environment, and we are developing and producing several parallel projects that will all give the areas something unique and timeless, as well as a design that we can be proud of — for now and forever.

We manage our operations in line with the UN's Sustainable Development Goals and our stakeholder analysis conducted during the year resulted in four focus areas on which we will continue to work in 2023. With a new, revised sustainability policy, our hope and ambition is to continue to take big steps forward. We look forward to a more sustainable 2023.

Andreas Holmberg, CEO



"The world today faces major challenges in moving towards more sustainable development, and Patriam must contribute."



We create homes for now and forever

A new home is a huge thing. Both for those who will live there, but also for everyone around.

When you go out for a walk, you want to see architecture that fits in, gives a lift to the area, and enriches your life. Unfortunately, many newly built properties do the opposite. These are short-term structures with facades that become outdated before the end of the decade, built with substandard materials that contribute to wear and tear and waste, and requiring an unnecessary number of renovations.

We know that this is not sustainable. That's why Patriam develops homes that are quite the opposite. These are homes that stand the test of time, blend into the city and become a landmark that people will want to live in and look at, even in a hundred years' time. By looking beyond standardised solutions, we develop homes that you will not want or need to replace with anything else.

A home in which you can live and enjoy – now and forever.

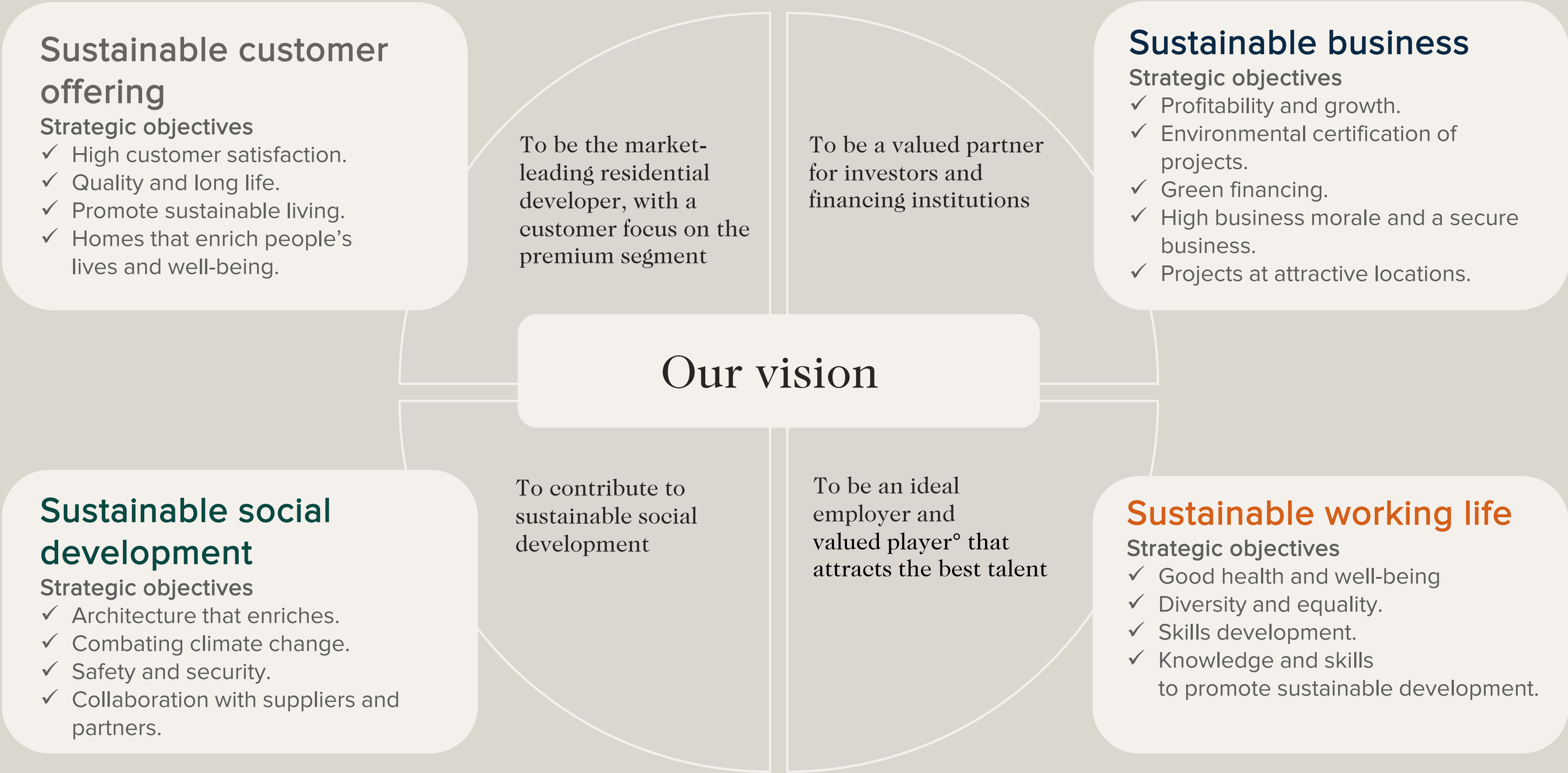
Sustainability agenda and our focus areas



Everything we do must contribute to fulfilling our mission and vision, while we also work with and contribute to the Global Sustainable Development Goals.

Our sustainability agenda and our four focus areas provide a solid foundation on which to build.

Our vision

Through innovation, functionality and modern design, we enrich the lives and well-being of people, while respecting the environment and the world around us.



Vision	Our drivers	The Sustainable Development Goals°	Area of focus
<p>To be the market-leading residential developer with customer focus on the premium segment</p>	<p>We want to encourage a sustainable lifestyle by creating the best possible conditions for residents to make environmentally friendly choices in their everyday lives.</p>		<p>Sustainable customer offering We seek to offer sustainable solutions that make everyday life easier for our customers.</p> <div data-bbox="2925 390 3175 639">CUSTOMER OFFERING</div>
<p>To be a valued partner for investors and financial institutions</p>	<p>We can see increased requirements and expectations regarding sustainable and ethical business. This, together with our profitable business activities, is a condition for the company's business to develop positively over time.</p>		<p>Sustainable business We seek to conduct sustainable and profitable business activities and to be a valued partner for investors and financing institutions.</p> <div data-bbox="2925 716 3175 966">SUSTAINABLE BUSINESS</div>
<p>To contribute to sustainable social development</p>	<p>Increased expectations of companies that have the least possible impact on the environment.</p>		<p>Sustainable social development We seek to contribute to sustainable social development</p> <div data-bbox="2925 1054 3175 1303">SUSTAINABLE SOCIAL DEVELOPMENT</div>
<p>To be an ideal employer and valued player that attracts the best talent</p>	<p>Patriam seeks to offer a workplace where employees enjoy market conditions and a flexible approach to the work. A place where employees perform their best and have stimulating and constantly evolving work tasks.</p>		<p>Sustainable working life We seek to be an ideal employer and to attract the best talent</p> <div data-bbox="2925 1399 3175 1649">SUSTAINABLE WORKPLACE</div>

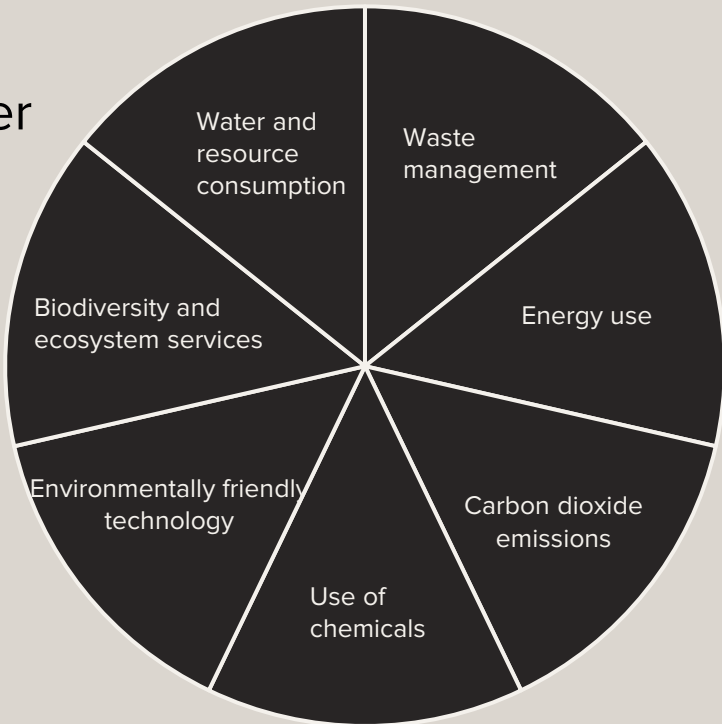
"Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

The three dimensions of sustainable development – economic, social and environmental – must be consistent and mutually support each other and be balanced when decisions are made." -
UN

Sustainability policy

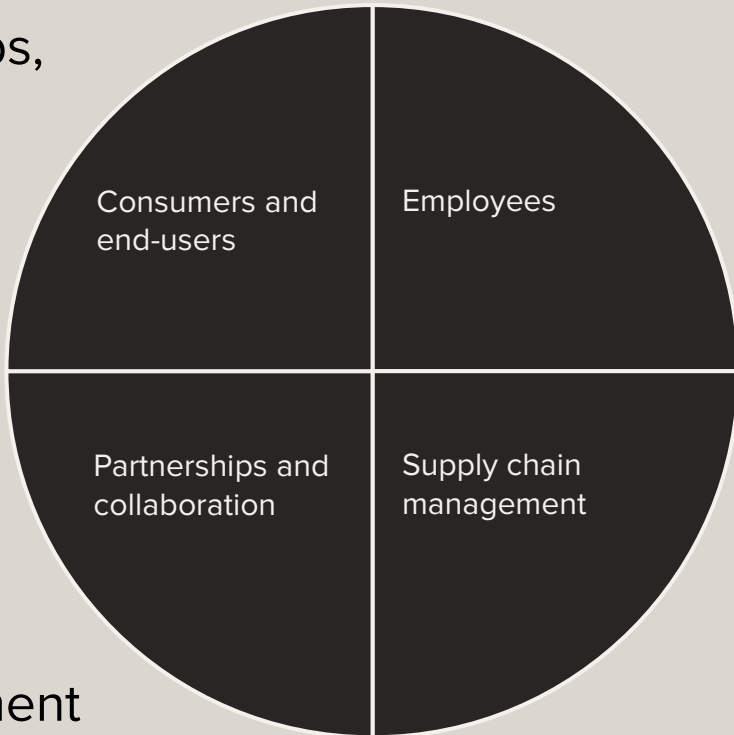
Ecological sustainability

- ✓ Environmentally certify our projects in accordance with the Nordic Swan Ecolabel, Miljöbyggnad Silver or Miljöbyggnad Gold.
- ✓ Reduce the amount of waste in our projects by increasing recycling and reuse.
- ✓ Reduce energy consumption in our projects.
- ✓ Minimise our carbon emissions in Scopes 1, 2 and 3 in accordance with the Greenhouse Gas Protocol.
- ✓ Minimise the use of harmful chemicals and promote healthy materials.
- ✓ Be up to date and open to new innovations.
- ✓ Reduce the adverse impacts on biodiversity to which our operations contribute and implement ecosystem services in our projects wherever possible.
- ✓ Reduce water consumption in our projects.



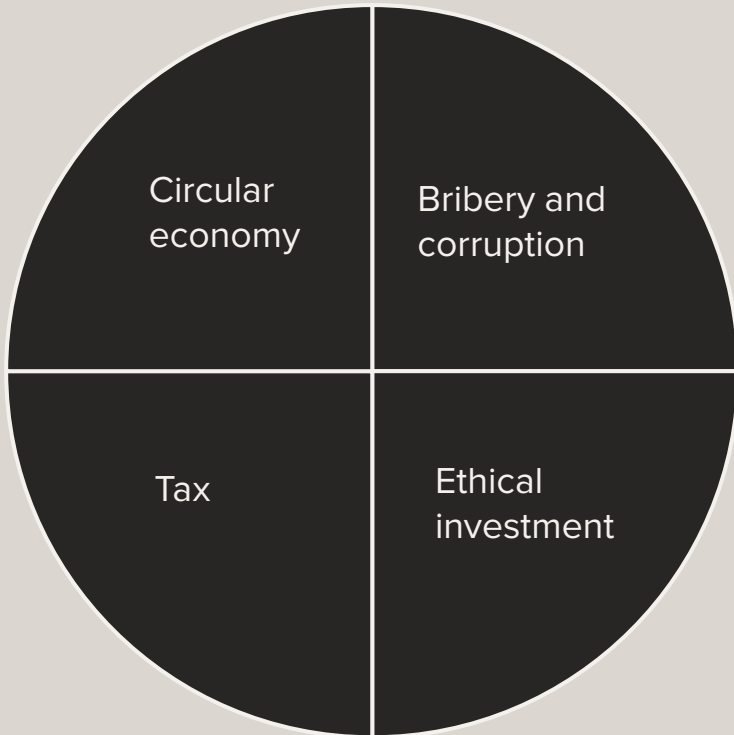
Social sustainability

- ✓ Contribute to sustainable social development through partnerships, collaborations and charities.
- ✓ Work according to Patriam’s Code of Conduct for subcontractors and partners, which is based on the UN Global Compact.
- ✓ Set supply chain requirements concerning the working environment and decent working conditions.
- ✓ Develop housing in areas that support good everyday lives and that are close to public transport and other services.
- ✓ Offer sustainable and secure residential units that make everyday life easier for our customers.
- ✓ Promote and ensure the health and safety of our employees, the people who build our projects and our customers.
- ✓ Be an ideal employer that promotes health, diversity and equality.
- ✓ Continuously improve our employees' sustainability expertise.



Financial sustainability

- ✓ Manage the business in line with the UN Sustainable Development Goals
- ✓ Running a business that is characterised by high business ethics, good business practice and a sense of responsibility.
- ✓ Working preventively against corruption and bribery through Patriam’s anti-corruption policy and internal Code of Conduct.
- ✓ Operate a business that focuses on areas of strong demand and growth, for sustained, long-term economic growth.
- ✓ Fully integrate sustainability into Patriam’s operations.
- ✓ Offer investments in green bonds and a competitive dividend.
- ✓ Create carefully designed buildings of high architectural quality, emphasising quality and thereby increased service life.
- ✓ High customer satisfaction.



Stakeholders & materiality analysis

Customers

It is essential for our business that we meet the customer’s needs and expectations and we will make it easier for our customers to live sustainable lives. At Patriam, we integrate with customers through day-to-day conversations and meetings with housing cooperative members.

Employees

It is important that we attract and retain competent and committed employees who will take the company into the future.

The dialogue with employees about what they consider to be most important in our sustainability work takes place in the course of the working day and at regular status reviews during the year.

Suppliers and partners

We depend on collaboration with our suppliers and partners in order to achieve the desired results. The dialogue takes place during procurement procedures with our partners and in everyday life, and at regular status meetings during the year.

Municipalities and authorities

We are affected by regulatory and statutory provisions. Collaboration with authorities takes place primarily within housing projects.

Investors

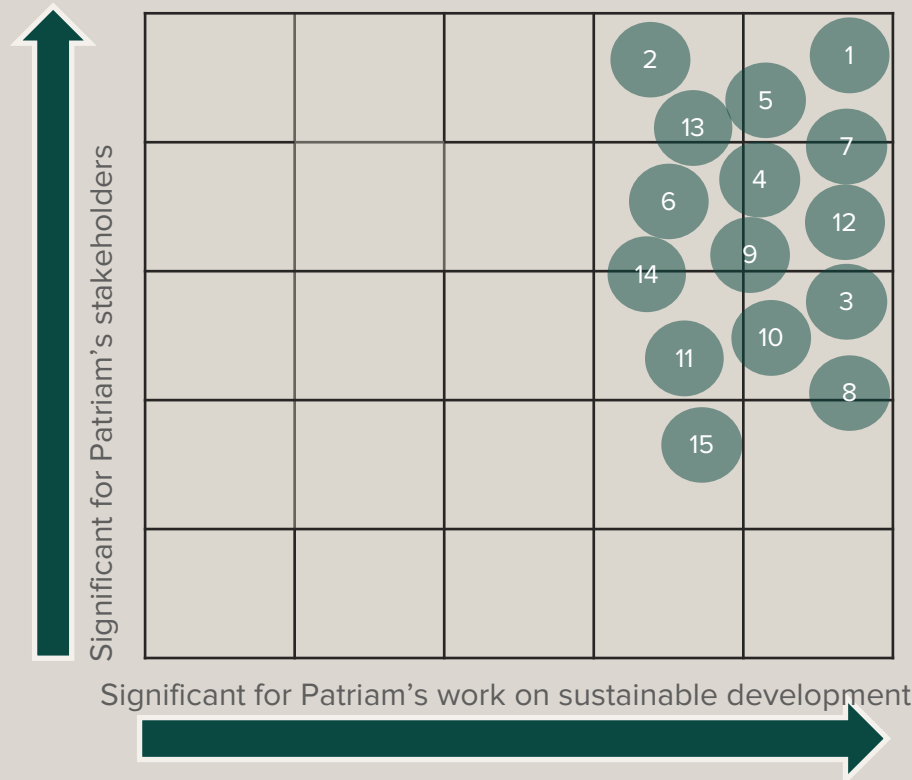
Patriam works on a long-term basis to create good ethical business relations with the company’s stakeholders, and we see an increase in the demand for sustainable business among investors. We are in regular contact with both national

and international investors and analysts to report on the status of existing investments and to present sustainable new business opportunities.

Society, legislators, experts and researchers in sustainability

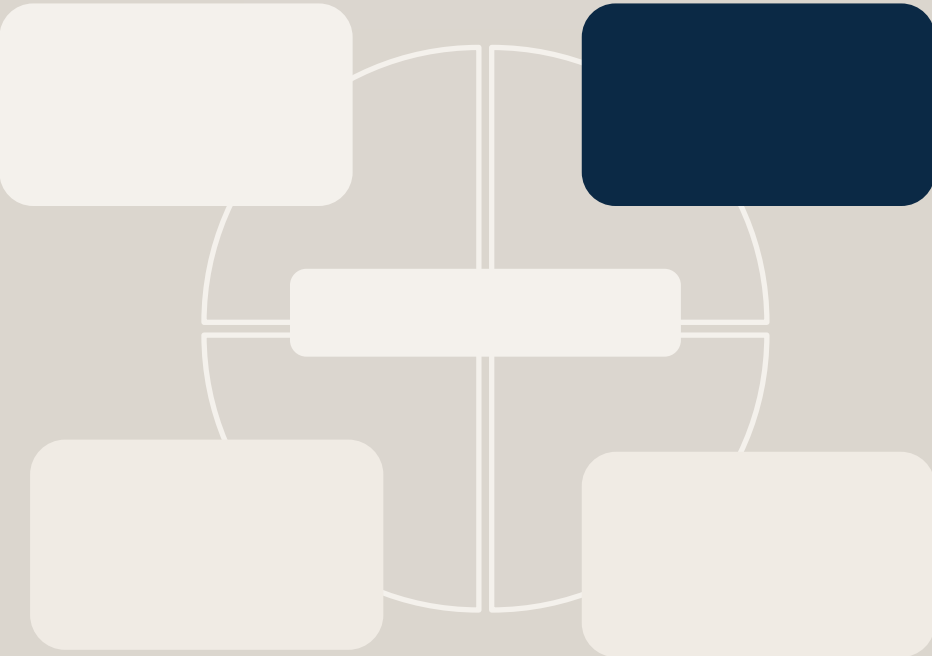
We comply with laws and guidelines and monitor new research.

1. Low climate impact
2. Green spaces and biodiversity
3. Service and public transport close to the property
4. Selection of materials with low environmental and health impacts
5. Resource use, resource efficiency and circularity
6. Diversity and equality.
7. Profitability and growth.
8. Green financing.
9. Corporate governance and business ethics
10. High customer satisfaction.
11. Quality and long life.
12. Enriching architecture.
13. Safety and security.
14. Collaboration with suppliers and partners.
15. Good health and well-being



Sustainable business

Growth and profitability



Sustainable business

About the focus area

Patriam seeks to be a valued partner to investors and financing institutions, and we believe that responsible, sustainable and profitable business is a prerequisite for the positive development of the company’s business over time.

Operations are characterised by strong business ethics, sound business practice and a sense of responsibility. Our anti-corruption policy and internal Code of Conduct are signed by all employees.

Selected events in 2022

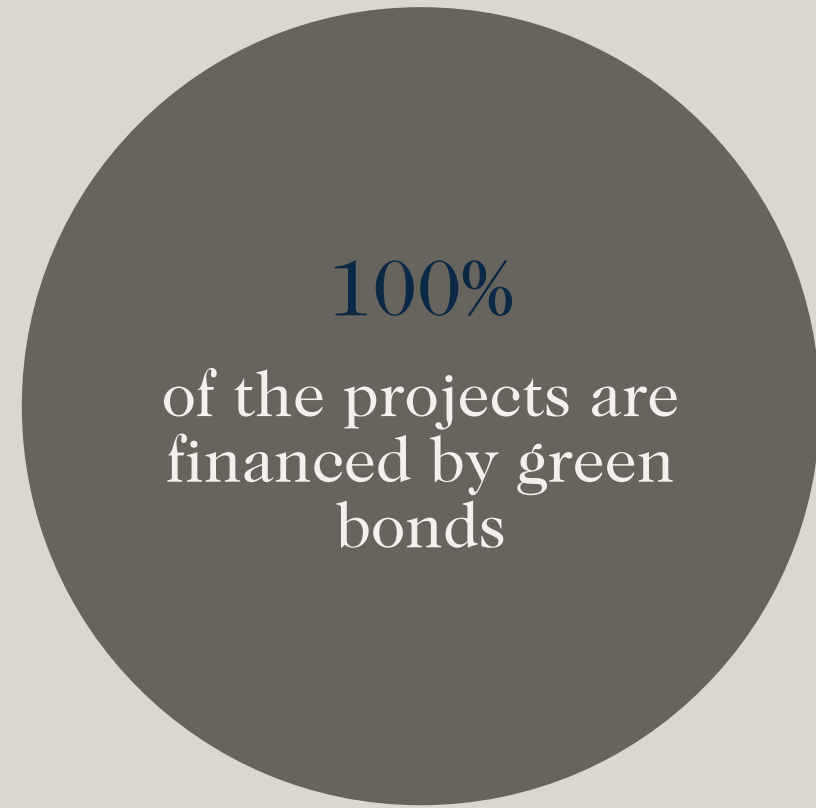
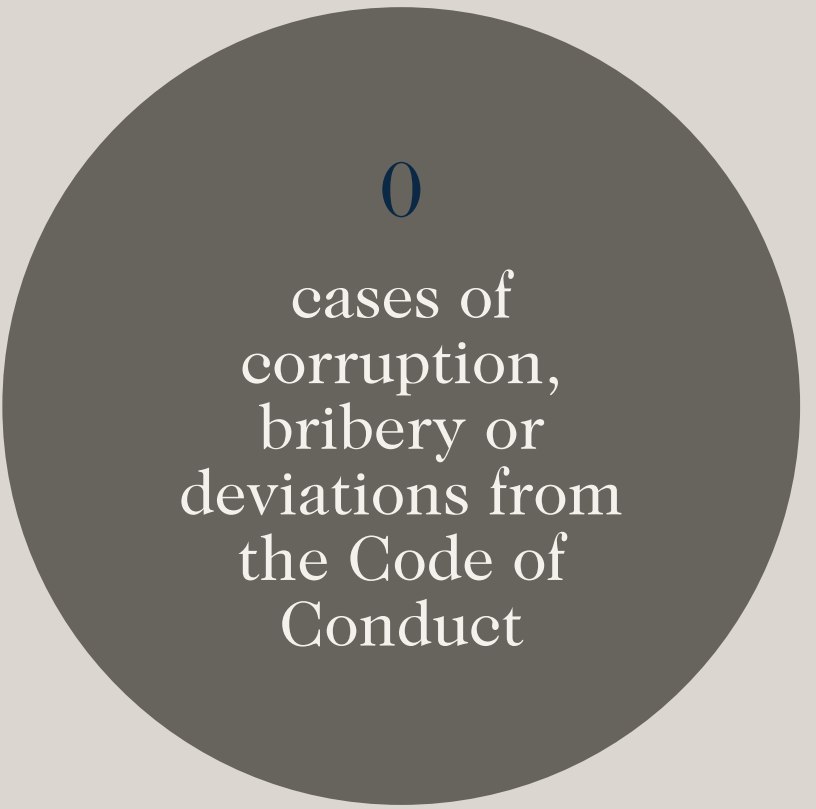
- ✓ Conducted stakeholder dialogues with our stakeholders.
- ✓ A new sustainability policy and decisions on how we will contribute to the Sustainable Development Goals were established.
- ✓ Continued our work to achieve environmental certification of our projects.
- ✓ Offered investments in green bonds.
- ✓ Took over Patriam Lilla Essingen and acquired Patriam Kungsholmen and Patriam Bromma.
- ✓ Developed Patriam Trygg Affär.

Activities in 2023

- ✓ Continue to work with ESG (Environment, Social, Governance).
- ✓ Perform a risk analysis in accordance with TCFD.
- ✓ Measure our carbon footprint in accordance with the Greenhouse Gas Protocol – Scope 1 and 2
- ✓ Continue to achieve environmental certification of our projects.
- ✓ Continue with our green bonds.
- ✓ Offer a competitive return to investors.
- ✓ Increase brand awareness of Patriam.

Strategic objectives

- ✓ Profitability and growth.
- ✓ Environmental certification of projects.
- ✓ Green financing.
- ✓ High business morale and a secure business.
- ✓ Projects at attractive locations.



Initiatives and certifications

Sustainable Development Goals (SDGs)

Patriam, together with Ethos International, has already worked on the **eight Millennium Development Goals** that the UN and the world's countries adopted in 2000. In 2016, the goals were replaced by the 17 global Sustainable Development Goals in **Agenda 2030**. Agenda 2030 consists of 17 global Sustainable Development Goals aimed at eradicating poverty, stopping climate change and creating peaceful and safe communities. This is the most ambitious agreement for sustainable development that the world's leaders have ever made. Patriam has identified eleven goals on which we can have the greatest impact.

UN Global Compact

Ten principles for sustainable business in the areas of the environment, labour law, anti-corruption and human rights. Patriam's Code of Conduct is based on the principles of the UN Global Compact.

Green Bonds

The Climate Bonds Initiative is an international organisation that works to mobilise global capital for climate action. The Climate Bonds Certification Scheme is the first and only international labelling system for green bonds and green loans.

The system sets out best practices for the market in terms of ambitious climate action, reporting and disclosures. This places demands on the housing developer to build energy-efficient buildings with minimal carbon emissions.

Nordic Ecolabelled building

A Nordic Ecolabelled building is mapped from a life cycle perspective. This entails a holistic approach to the entire construction process, the building and its use and management. Building materials and chemical products are checked: from the wood used in the roof trusses to the grouting in the bathroom tiles.

The building must meet tough requirements for low energy consumption. The Nordic Ecolabel also sets requirements to stimulate the use of renewable energy and green innovation, for example. An on-site inspection is performed before the building is approved. The requirements are tightened around every five years, and the licensee must then perform a new inspection for the licence to be renewed.

Patriam Trygg Affär

Buying a home is one of the biggest and most important deals in your life – and at Patriam, we do everything we can to make this a safe and secure deal. Our security package is part of every stage of the purchasing process, from signing of the agreement until the warranty inspection has been carried out, two years after the customer has moved into their new home. The customer receives all the support and advice they need when it comes to buying their new home. At Patriam, the customer receives guarantees that keep our promises and give the customer greater security.



Sustainable social development



Acquisition and site development

About the focus area

Patriam develops homes in attractive central parts of Greater Stockholm. The locations must be safe, accessible and inclusive. Everyday services/public amenities are often within walking distance, so that residents can manage without a car, which facilitates a sustainable lifestyle.

Site development takes place in collaboration with authorities and other operators where the homes are developed. Our aim is to build landmarks at Stockholm’s most attractive locations. Architecture that fits in, giving a lift to, and enriching the area.

Selected events in 2022

- ✓ An in-fill project (ROT) in Stockholm’s city centre was acquired, with the intention of careful remediation as a contribution to efficient land utilisation.
- ✓ Land at Lilla Essingen and in Torsvik on Lidingö was decontaminated.
- ✓ Engaged in active dialogue with the municipality and other players at Lilla Essingen and on Lidingö on how we can develop a sustainable urban district.
- ✓ Planning of squares that allow for people to interact spontaneously at Lilla Essingen.

Activities in 2023

- ✓ Continue to develop housing in areas that support good everyday lives and that are close to public transport and other services.
- ✓ Continue to conduct an active dialogue with other players on how we can develop sustainable urban districts and reduce climate impact.
- ✓ Understand how we can protect biodiversity.
- ✓ Continue to work with safety and security in our projects.

Strategic objectives

- ✓ Architecture that enriches.
- ✓ Combating climate change.
- ✓ Safety and security.
- ✓ Collaboration with suppliers and partners.

100%

of projects have less than 1 km to public transport and everyday services

2

projects acquired during the year

2

sites in Stockholm were decontaminated by Patriam during the year

Patriam Kungsholmen

Patriam Kungsholmen was acquired in 2022 and the property is uniquely located on Kungsholmen within Norr Mälärstrand, with Riddarfjärden around the corner. This is an "in-fill" project at a prime location and contributes to efficient land utilisation in the City of Stockholm. Here, Patriam will create attractive new homes in an appealing architectural design. The existing building will be demolished and it will be sought to reuse the materials.

Vinkelhuset

On western Lilla Essingen, just a stone’s throw from Stockholm city centre, the new Primus quarter is being developed – as a vibrant urban environment with residential units, schools, restaurants and cafes. This will create parks for recreation and beautiful walks by the water, making it easy and pleasant to move around the area. The neighbourhood is shaped like a fan, with clear lines of sight and paths down to the piers and water. Decontamination of the site took place in 2022.

Property development

About the focus area

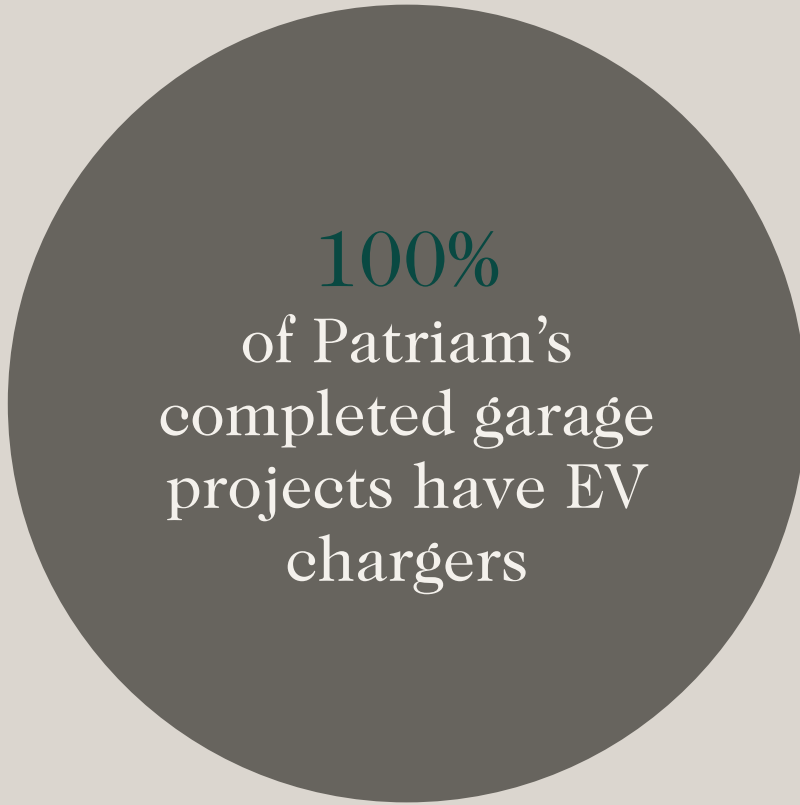
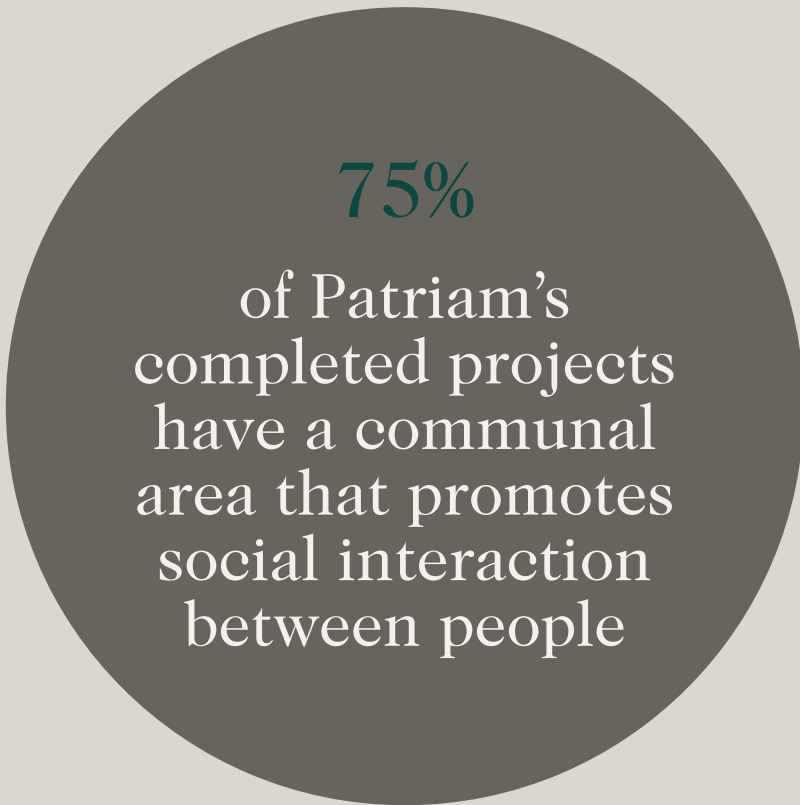
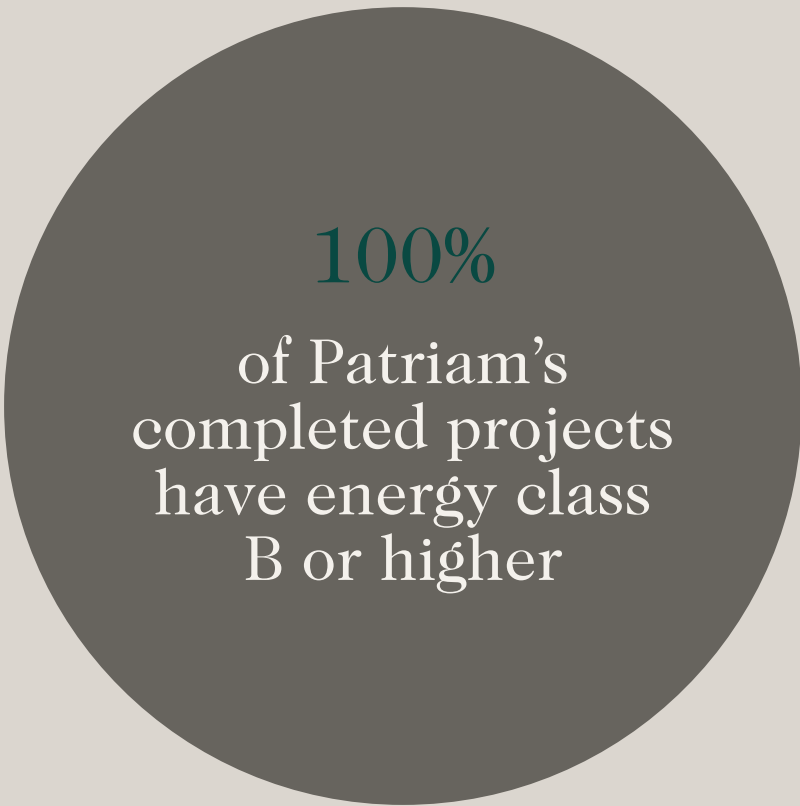
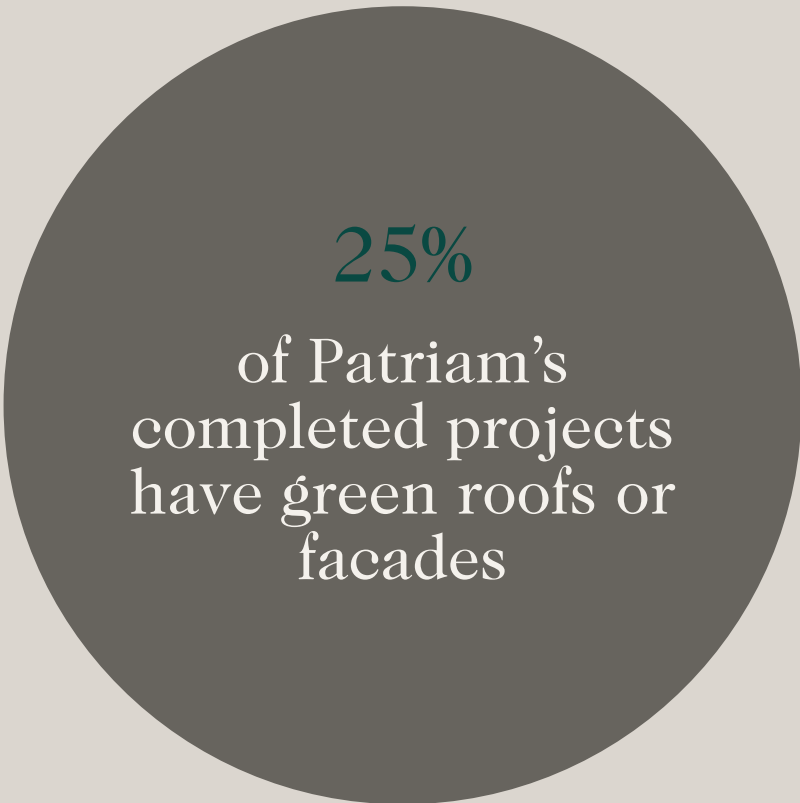
Patriam aims to be climate positive by 2040. In the property development phase, there is great emphasis on the choice of system, materials, indoor environment and climate impact.

Selected events in 2022

- ✓ Lilla Essingen planned with the ambition of certification of the project under the Nordic Ecolabel.
- ✓ Planning of green areas, sedum roofs and attenuation tanks for surface water, to prevent flooding at Vinkelhuset. We also adapted window sizes to their actual position, with the aim of improving daylight flows and reducing heat loads.
- ✓ Planned for solar panels to promote the production of renewable electricity.
- ✓ Design of Vinkelhuset, a carefully designed building of high architectural quality, emphasising quality and thereby a longer service life.
- ✓ Created conditions for residents to reduce their water consumption, using water-saving taps and their own reading of cold and hot water consumption.
- ✓ Planned for a shared courtyard at Vinkelhuset, to promote social interaction between people.

Activities in 2023

- ✓ Set requirements and follow up the supply chain by drawing up a Code of Conduct based on Global Conduct and continuing to set requirements regarding the work environment and decent working conditions in our agreements.
- ✓ Draw up a procurement policy.
- ✓ Create more carefully designed buildings of high architectural quality, continuing to emphasise quality and thereby a longer service life.
- ✓ Reduce energy consumption in our projects.
- ✓ Use less fossil fuels and promote locally produced energy.
- ✓ Create sustainable buildings with a focus on low energy consumption, using building materials without undesirable chemical substances and also using renewable raw materials.
- ✓ Offer different mobility solutions.



Execution

About the focus area

We have our greatest direct sustainability impact in the execution stage. The focus is on transport to and from the construction site, energy for production and waste management.

How the work is managed affects the working conditions, including the health and safety of those present on the construction site. By setting requirements for suppliers and contractors, we can indirectly have a positive impact on human rights, working conditions, the environment and anti-corruption outside our own operations.

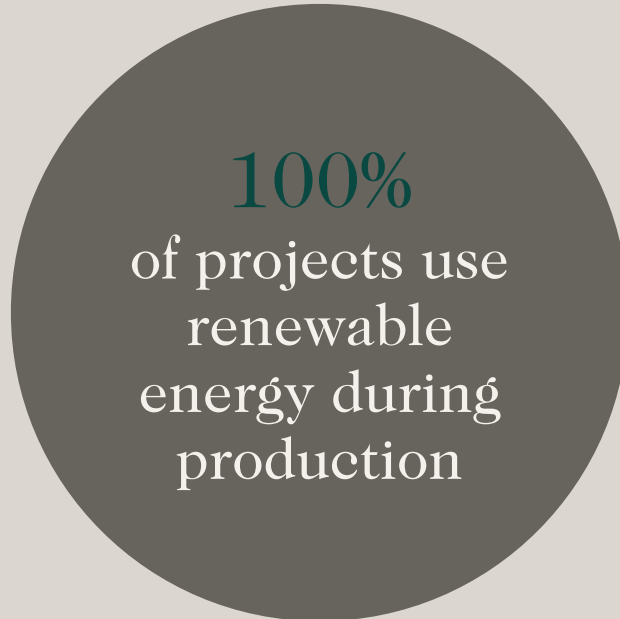
Through collaboration with our suppliers, we ensure that the goods and services we purchase are produced and provided in a responsible way.

Selected events in 2022

- ✓ In our procurement processes for contractors and the purchase of services, we took account of our partners’ financial stability, business ethics and health and safety activities.
- ✓ The company promotes a safe and secure working environment and good working conditions for both its own employees and subcontractors.
- ✓ In our agreements, we set requirements regarding the working environment and decent working conditions.

Activities in 2023

- ✓ The company is safeguarding supply chain elements that can be particularly sensitive from a sustainability perspective.
- ✓ Training in work environment legislation is offered to employees at Patriam.
- ✓ We are working actively to reduce greenhouse gas emissions during production.
- ✓ We are working to reduce energy consumption in our projects during production.
- ✓ We will minimise our impact on the land where our homes are built and will, for example, keep blasting operations to a minimum. The land is decontaminated as necessary prior to construction and we preserve nature as far as possible.

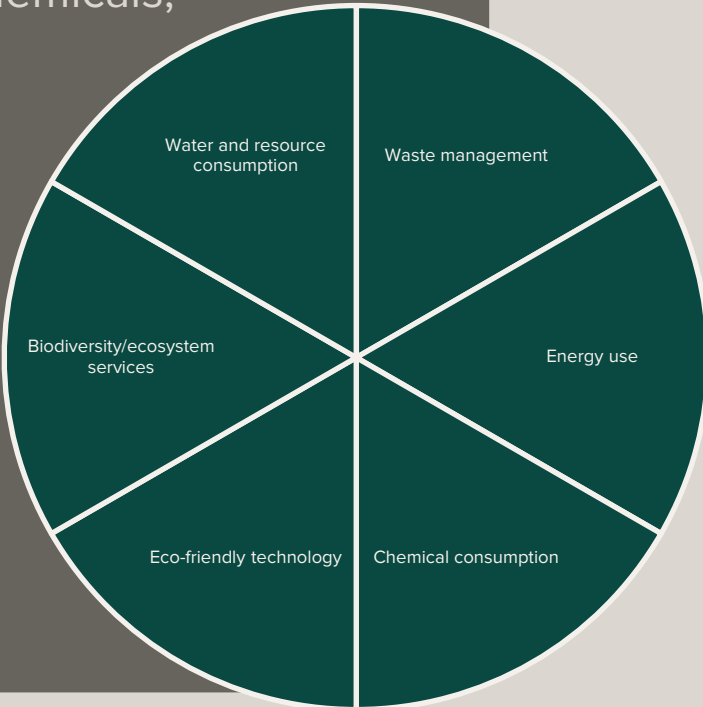


Patriam Torsvik
Production of Patriam Torsvik is currently underway. Production takes place as a long chain of different processes, where it is important to ensure that each and every action supports our sustainable approach.

In the construction stage, we have to work in a fair and environ-mentally responsible manner – by, for example, guaranteeing a sustainable supply chain, sorting materials for recycling at source, and recycling building waste.

We also ensure that we work with energy-efficient machinery, as well as minimising other forms of energy wastage during the construction process. In addition, our focus is always on safety and the working conditions of those engaged in the construction work.

For each project, we produce a sustainability matrix that includes water and resource management, waste management, energy use, carbon emissions, use of chemicals, environmentally friendly technology, and biological diversity.



Spotting five trends

“The only constant throughout history is change”
- Yuval Harrari

Here, we have spotted five future trends.

1. Technological developments and behavioural changes

In 2022, installation of solar panels was a rising trend, while people changed their behaviour in order to reduce energy consumption. At Patriam, we plan for solar panels in our projects, and our customers will be able to monitor their own energy consumption in the Patriam app.

2. Cities continue to have a strong appeal

Due to the many amenities in close proximity to the home: workplaces, schools, restaurants, concerts, and proximity to other everyday services, as well as people, greenscapes and nature, towns and cities continue to have a strong appeal. Stockholm is close to our heart and all of Patriam’s projects are situated at attractive locations.

3. The pace of change continues to accelerate

Chatbot and digital currencies are just the beginning; we may soon have digital states where everyone has their own personal AI assistants?

4. Sustainability and resilience

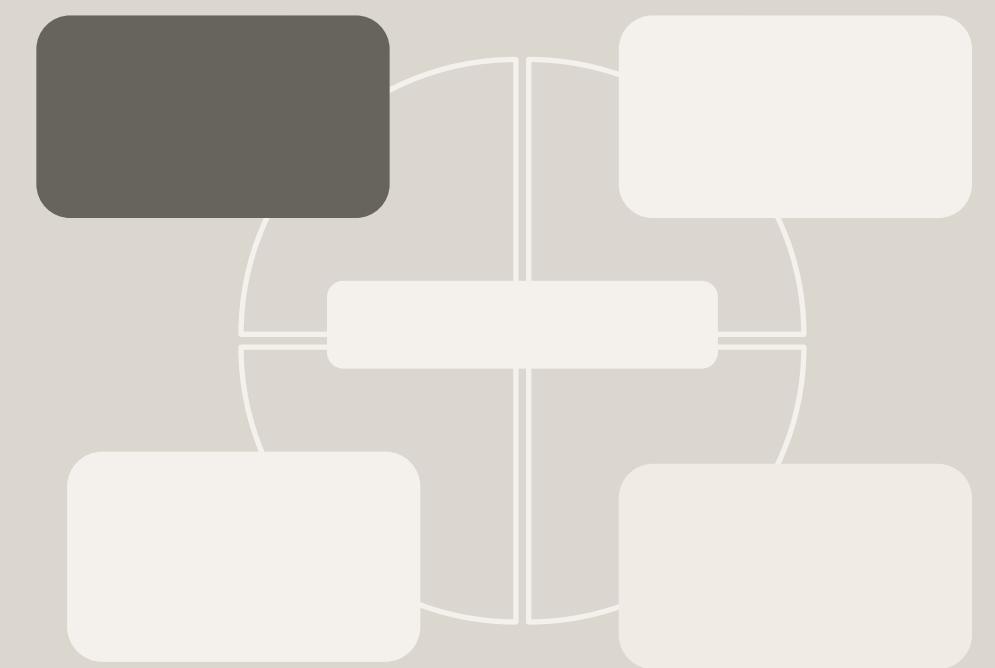
The cities and property developers that took sustainability seriously before 2022 have been and will probably continue to be more resilient and successful. Did you know that back in 2017 Patriam already accounted for two of a total of four apartment blocks in Stockholm with Gold environmental construction certification?

5. Real estate companies and the climate issue

Operators take a holistic approach to the climate issue. With clear targets for energy use, choice of materials, waste and travel, data is now being compiled and reported.



Sustainable customer offerings



Meet our architects

“Everyone will want to invest in quality, taking a long-term approach with items and materials that can be maintained, repaired and adapted, instead of buying new.”

Read Siri Lindberg and Ylva K Roswall, the architects behind Vinkelhuset at Lilla Essingens, on the subject of sustainability.

Vinkelhuset is designed so that the building can be certified and approved by Nordic Ecolabel. This means that many important sustainability aspects were taken into account and that all materials and construction elements are sustainable.

The homes we have created and the materials we have chosen are adapted to the needs of different types of people and their lifestyles, which can change over time; and are also adapted to different phases of life and different lifestyles, without it being necessary to tear down, rebuild, or move out.

We have also worked actively to make it easy for residents to do the right thing. Practical technical solutions make it easier to live a sustainable lifestyle here, both inside and outside the home. Social sustainability also plays an important role. This concerns how much you enjoy your home and neighbourhood, interaction with neighbours, and proximity to recreational amenities and public transport. We are in regular contact with both national.

Looking a little further ahead, we're convinced that reuse and recycling is the future! This includes everything from building on existing structures, recycling and reusing materials. But also being able to find recycled building components in the market, right down to the smallest components. Technology and innovation will make it easier for all of us to design, build and live sustainably

Everyone will want to invest in quality, taking a long-term approach with items and materials that can be maintained, repaired and adapted, instead of buying new. Unique, high-quality and carefully selected items that we save and take good care of will be found in our homes.

Another new trend, which we believe will increase significantly going forward, is that thinking and living sustainably will reward you as a private individual or business, even in industries without a direct production-based carbon footprint. An example is “green” mortgages, where choosing live in a Nordic Ecolabelled house has a direct positive effect on your finances.

There is also the “climatehero.me” service, where you can test your carbon footprint in just five minutes, and thereby increase your awareness – as a both instructive and interesting exercise!



Sustainable customer offerings

Strategic objectives

- ✓ High customer satisfaction.
- ✓ Quality and long life.
- ✓ Promote sustainable living.
- ✓ Homes that enrich people's lives and well-being.

About the focus area

Patriam°wants to offer sustainable solutions that make everyday life easier for Patriam's customers. We want to encourage a sustainable lifestyle by creating the conditions for residents to make environmentally friendly choices in their daily lives.

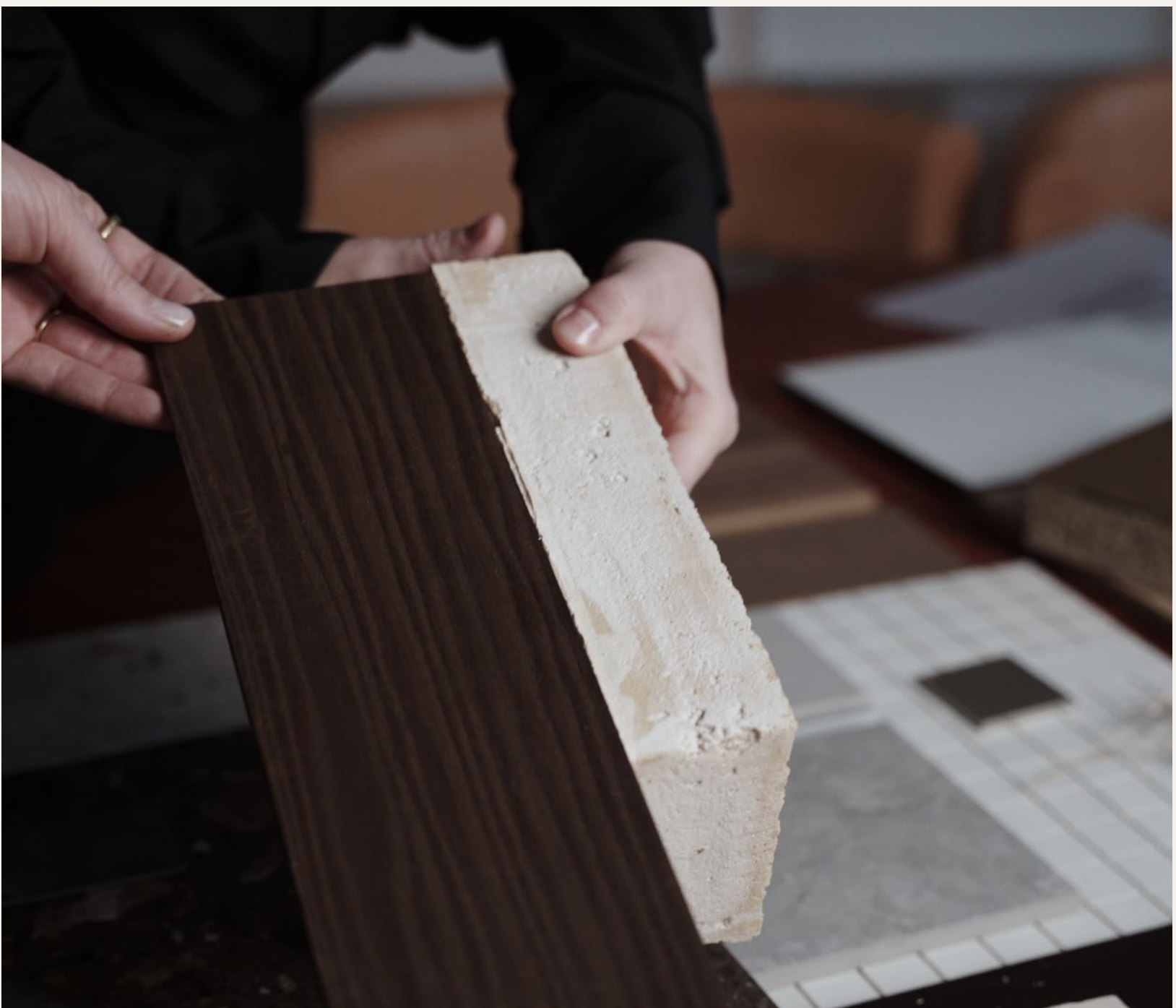
The homes we build should be of high quality and have a long life. The idea is that they will stand for at least 100 years.

Selected events in 2022

- ✓ Planned for charging points in our ongoing projects.
- ✓ Documented all materials for future needs.
- ✓ Chose materials that will stand the test of time, and with guarantees.
- ✓ Created areas where people can meet up spontaneously, as well as spaces for socialising.
- ✓ Continued to work with safety and security in our projects.
- ✓ Selected materials that contribute to a good indoor environment for residents.
- ✓ Created areas for waste management and sorting at source.
- ✓ Selected green financing that enables better loan terms for residents and housing associations.

Selected events in 2023

- ✓ Review our residential app and facilitate collaboration between residents.
- ✓ Continue to work with safety and security.
- ✓ Develop a sustainability matrix for our residential projects.
- ✓ Offer housing that makes residents' everyday lives easier through services and offers, for example.
- ✓ Create conditions for residents' good health and well-being – e.g. with a gym in the building, free bicycles and spaces for recreation.
- ✓ Create conditions for residents to reduce their water consumption, e.g. water-saving taps and their own reading of cold and hot water.
- ✓ Choose environmentally friendly electricity and heating for our projects.
- ✓ Plan for solar panels.
- ✓ Work for increased customer satisfaction



Sustainable workplace

Employees/organisation



Sustainable workplace

About the focus area

Patriam wants to create the conditions for a sustainable workplace and offer a work environment where employees can perform at their best in a stimulating and developing work environment.

We want to offer a workplace that is inclusive and flexible and that offers equal opportunities. Our ambition is that everyone, regardless of gender, age, cultural background or sexual orientation, must be able to work and thrive together.

Selected events in 2022

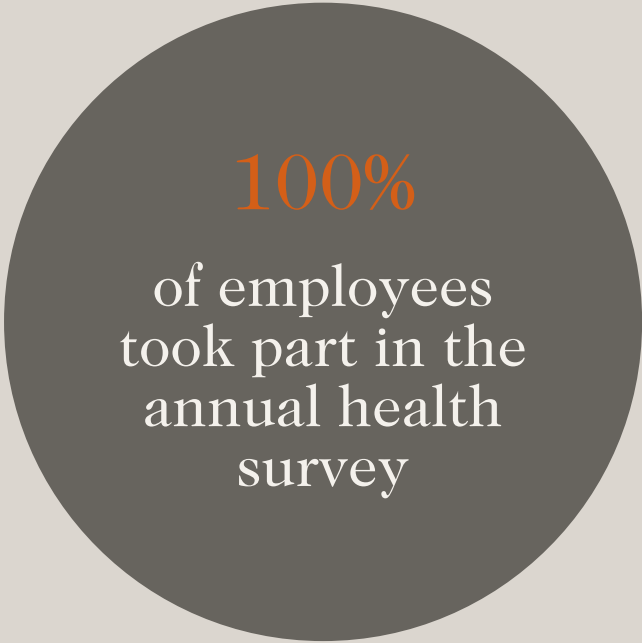
- ✓ A new safety and crisis committee was formed.
- ✓ We worked actively to promote activities to ensure good health and well-being, and a sense of community among employees.
- ✓ Performed health checks.
- ✓ Training of employees' knowledge and skills, to promote sustainable development.

Activities in 2023

- ✓ Start measuring NMI (Employee Satisfaction Index).
- ✓ Continue the work of ensuring a good work-life balance for employees.
- ✓ Draw up an equality and diversity policy.
- ✓ Stress management training and coaching.
- ✓ Set individual development goals for everyone at the company.
- ✓ Continue to train employees in sustainability.
- ✓ Continue to work actively to promote activities to ensure good health and well-being, and a sense of community among employees.

Strategic objectives

- ✓ Good health and well-being
- ✓ Diversity and equality.
- ✓ Skills development.
- ✓ Knowledge and skills to promote sustainable development.





Appendix

The Global Sustainable Development Goals

Agenda 2030

The Sustainable Development Goals	How does Patriam contribute to achieving the Sustainable Development Goals?
Goal 3. Good Health and Well-being, Target 3:4, Goal 3 is about ensuring healthy lives and promoting well-being for all people	<ul style="list-style-type: none"> Working to help our employees ensure a good work-life balance, for example through flexible working hours and opportunities to work from home. Working actively to prevent ill-health, both physical and mental, and working to promote activities that lead to good health, well-being and a sense of community among employees. For example, through a generous wellness allowance, health checks, training challenges, joint group training during working hours, and afterworks and inspiration trips. Offering benefits to provide financial security, such as occupational pension and insurance schemes. Setting up a crisis and safety committee. Ensuring that our homes and living environments are healthy for both residents and for those who build our homes, by, for example, Nordic Ecolabelling our buildings.
Goal 5. Gender Equality, targets 5:1 and 5:5 Goal 5 concerns gender equality. Women and girls, men and boys should have the same rights, conditions and opportunities.	<ul style="list-style-type: none"> Zero tolerance for discrimination and victimisation, with our internal Code of Conduct guiding employees in our work and how we should act towards each other. Hiring people based on their knowledge and experience, regardless of gender, sexual orientation, ethnic background, religious beliefs, disability or age.
Goal 6. Clean Water and Sanitation, target 6:4, Goal 6 is about ensuring that everyone has access to clean water and sanitation.	<ul style="list-style-type: none"> Creating conditions for residents to reduce their water consumption, for example through water-saving taps and their own reading of cold and hot water.
Goal 7. Affordable and Clean Energy, targets 7:2 and 7:3 Goal 7 concerns ensuring that everyone has access to reliable, sustainable and affordable energy.	<ul style="list-style-type: none"> Offering charging points for electric cars in our projects, while our company cars solely comprise electric or hybrid cars. Using technology to promote the production of renewable electricity, e.g. solar panels. Working to increase the energy efficiency of our projects through design, materials and energy choices. This is followed up in connection with environmental certification.
Goal 8. Decent Work and Economic Growth, targets 8.1, 8.4 and 8.8 Goal 8 concerns ensuring that all people have decent work.	<ul style="list-style-type: none"> Sustainable and profitable growth is a condition for Patriam’s continued future, and we offer investments in green bonds. Sustainability is integrated into our business plan and business model. Environmental certification of our homes helps to break the link between economic growth and environmental degradation. We take our business partners' financial stability, business ethics and health and safety work into account in our procurement procedures for contractors and purchase of services. Promoting a safe and secure work environment with good working conditions for both our own employees and subcontractors, with the vision of Zero harm (0 occupational accidents). Training in work environment legislation is offered to our employees. We have an external Code of Conduct and supplier requirements, and seek to be even better at safeguarding the parts of the supply chain that can be extra sensitive from a sustainability perspective. We want all employees to have a sense of commitment and to be able to develop their full potential. We hold regular performance appraisals, salary appraisals and feedback meetings. We will instigate an annual NMI (Employee Satisfaction Index) scheme in order to measure and improve our performance in relevant areas.
Reduced Inequalities, target: 10:2. Goal 10 concerns equality. No one should suffer discrimination due to their ethnicity, sexual orientation, age, etc.	<ul style="list-style-type: none"> Paying the same salary for the same job, regardless of gender. Working for gender equality in the company. There are 50% women and men in the management team. Men account for 100% of board members. We have an internal Code of Conduct and zero tolerance of harassment and discrimination.
Goal 11. Sustainable Cities and Communities, targets 11:3 and 11:7. Goal 11 is about making cities and human settlements safe, inclusive and sustainable	<ul style="list-style-type: none"> Develop housing in areas that support good and sustainable everyday lives for residents and that are close to public transport and other services. Create homes that are safe and secure, including active and open ground floors. Creating areas for social interaction in our projects, where spontaneous meetings between different people can take place. For example, a shared courtyard, roof terrace or joint cultivation project that promotes interaction between different people. Seeking to ensure that residents have a sense of security in and around their homes. An app that residents can use to communicate with each other. Maintaining an active dialogue with other players about how together we can develop sustainable urban districts and reduce climate impacts. Examples are municipalities, suppliers and other housing developers.

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Social

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Ecological

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Economic

<div>Goal 12. Responsible Consumption and Production, targets 12:2, 12:5 and 12:8.</div> <div>Goal 12 concerns ensuring structures that contribute to more sustainable consumption and production.</div>	<ul style="list-style-type: none">• Emphasis on good quality and thereby increased life expectancy, and creating homes of high architectural quality, with careful design that will stand the test of time.• Offering waste management and sorting at source.• Offering guarantees• Creating opportunities for residents to obtain green mortgages from the bank.
<div>Goal 13. Climate Action, target 13.1</div> <div>Goal 13 concerns tackling one of the greatest challenges of our time, which is climate change</div>	<ul style="list-style-type: none">• Our climate impact according to the Greenhouse Gas Protocol will be reviewed during 2023.• A housing developer that offers environmentally certified housing.• Seeking to use technology and construction methods that have a lower climate impact.• Working proactively to prevent climate change with, among other things, solar shading, cooling, adjustment of windows' positioning to their location, and attenuation tanks for surface water, to prevent flooding.• Working actively to reduce greenhouse gas emissions from production.• Working to reduce energy consumption in our projects during production.• On developing new city districts, we take the risk of climate change into account, including that sea levels are expected to rise and that extreme weather conditions are expected to become more common.
<div>Goal 15. Life on Land, target 15:5.</div> <div>Goal 15 concerns, among other things, preserving forests, combating desertification and stopping the loss of biodiversity.</div>	<ul style="list-style-type: none">• We undertake ecosystem service analyses in connection with land acquisition to ensure that land-based activities do not contribute to reducing ecosystem services and biodiversity, and if they do, how this can be compensated.• Acquiring attractive ROT (renovate, operate, transfer) projects, which are then carefully remediated and reused as far as possible.• The company acquires in-fill projects at good locations and contributes to efficient land utilisation.
<div>Goal 16. Peace, Justice and Strong Institutions, target 16.5.</div>	<ul style="list-style-type: none">• Work proactively to prevent corruption and bribery through our anti-corruption policy, which will be reviewed in 2023.

PATRIAM