

communication on progress

Communication on Progress, COP, is an annual disclosure. Akelius informs its stakeholders about its efforts to implement the principles of the United Nations Global Compact through it.

Period covered by Communication on Progress is

2021-01-01 to 2021-12-31

statement of continued support by the Chief Executive Officer

2022-03-25

To our stakeholders:

I am pleased to confirm that Akelius Residential Property AB reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Ralf Spann
CEO

description of actions

human rights

Akelius ensures equal opportunities for all employees. The Board of Directors approved the staff diversity and equality policy to ensure all employees have an equal chance to thrive within the organization.

The company ensures that reported cases of bias, discrimination, or harassment are appropriately investigated and addressed.

These cases are handled anonymously.

The Group Internal Audit independently safeguards investigations.

Akelius does not accept non-sustainable workload and long-term overworking.

The managers in Akelius analyze the workload and when the need arises, additional employees will be recruited.

Hazardous and non-hazardous waste is created during property upgrades.

The handling of construction waste is ultimately in the hands of the contractor and the waste hauler.

Including waste management clauses in contracts helps minimize the amount of waste produced and maximize the percentage of waste diverted from the landfills.

labour

Akelius focuses on providing a safe, inspiring, and equitable environment for all its employees to keep current employees and attract new employees.

Majority of Akelius' activities are carried out by its employees. Akelius monitors health and safety incidents and accidents in the workplace to prevent them from happening in the future.

Akelius' commitment to diversity applies equally to recruitment, development, and remuneration.

The company conducts a salary review process including

- a pay survey
- equal pay for equal work
- comparison of salaries within roles
- market comparison per city
- actions needed if there are inequalities

Akelius continues using digital tools to support education and has developed its own learning management system during 2021.

The system allows the company to offer tailored education for its staff.

Akelius' learning management system contains all educational material, like books, tests, instructions, and guidelines.

The material is accessible for all staff.

Akelius follows national laws with regards to minimum wage and parental leave in the countries it operates.

environment

Akelius acknowledges the important role it must play in the transition to a climate neutral society.

Akelius has set an ambitious target to become net zero by 2050.

In the next three years, Akelius commits to

- cut carbon emissions in scope 1 and 2 by forty percent in absolute portfolio by 2025, based on 2018
- publicly disclose scope 3 emissions by 2022

To achieve net zero, Akelius has planned to conduct many upgrades and renovation projects.

Akelius expects to complete five hundred energy-related projects by 2025.

Akelius has replaced almost all oil heating systems in its properties.

There are only few left and the plans for replacing them with more energy efficient systems are made.

In 2021, Akelius completed twelve rooftop solar panel projects. There were three projects in New York and three in Washington D.C. and six projects in Toronto.

In Paris, all properties changed electricity contracts to 100 percent green electricity in common areas.

Additionally lamps in common areas will be replaced by LED lights in these Paris properties.

The light switches will be replaced by motion detectors, which not only leads to further energy savings but also offers more comfort for tenants.

Akelius completed a water saving project at the Rittenhouse in Washington D.C.

EUR 200,000 of investments were made for

- new bathroom toilets
- upgraded faucets
- new shower heads
- bathroom branch plumbing line repairs
- new measurement technology

AIGA system installation was carried out in 25 properties in Paris.

The system was installed at the main water inline.

It is primarily a water treatment solution.

The system provides several improvements

- less water leakages due to less calcification
- less boiler changes due to less calcification
- longer life of boilers, showers, faucets, kitchens
- destroying legionella and biofilm, thereby preserving people's health

Akelius carried out two environmental projects in 2021.

In Toronto, a property planted the front lawn with pollinator friendly plants and shrubs. These plants will provide bees, butterflies, and other pollinators with

- food
- nesting areas
- resting areas

In New York, Akelius has built 15 electric vehicle charging stations.

All chargers are level 2 and for Akelius' tenants.

anti-corruption

Akelius' Code of conduct prohibits corrupt activities.

The anti-corruption policy expands and explains the Code of conduct and guides Akelius employees on how to be honorable.

Acceptable gifts that are either given or received must fulfill specified requirements.

Akelius employees may never offer or accept any kind of benefit from government representatives.

Akelius employees may never knowingly use a current Akelius contractor or supplier of construction material or services for personal purposes.

Anti-corruption policy test is mandatory for all Akelius employees every year.

86 percent of all active employees passed the anti-corruption test in 2021.

Akelius encourages employees to report suspected violations to their nearest supervisor as early as possible.

If this is not applicable for whatever reason, the employee should contact the local staff department for help.

Employees can also report a suspected violation anonymously to whistleblower@akelius.com.

Akelius will protect the anonymity of anyone who reports suspected misconduct.

measurement of outcomes

human rights

Akelius had no cases of discrimination reported in 2021.

Akelius reduced the share of construction waste that is transported to landfills by 29 percentage points, from 52 percent in 2020 to 23 percent in 2021.

Akelius increased the share of recycled construction waste by 35 percentage points, from 19 percent in 2020 to 54 percent in 2021.

labour

38 percent of all Akelius employees were female and 62 percent male at the end of 2021.

On the managerial level, 42 percent were female and 58 percent male, unchanged from last year.

80 percent of Board members are male, same as last year.

The gender pay ratio for all employees was 114 percent in 2021 compared to 116 percent in 2020.

In 2021 the absentee rate was 1.5 percent, 0.4 percentage points lower compared to the previous year.

Akelius recorded no fatality cases.

In 2021, each employee received on average 23 hours of education, an increase compared to 2020 with 21 hours.

environment

Akelius has improved the efficiency of its property portfolio during last few years.

It takes time to see the results.

During 2021, Akelius decreased scope 1 and scope 2 emissions by 4.6 percent in like-for-like portfolio excluding discontinued operations which were sold in 2021.

Like-for-like greenhouse gas emission intensity from building energy consumption decreased by 3.1 percent.

The twelve rooftop solar projects are expected to generate 728,755 kWh of energy.

That is enough energy to power seventy single family houses for a year.

The projects are also expected to reduce greenhouse gas

emissions by 99.98 tCO₂.

That is the same as emissions from the annual use of 22 cars.

The water saving project at Rittenhouse in Washington D.C is projected to save 72,000 liters of water daily.

The water treatment solution in Paris is expected to lower water consumption by an estimated ten percent.

It will also increase lifetime of all devices which are operated with water by thirty to fifty percent.

anti-corruption

Akelius had no reported corruption cases in 2021.