



REITAN
EIENDOM

21 March 2023, Lade Gaard
Chief ESG Officer, Reitan Eiendom

ENVIRONMENTAL POLICY FOR REITAN EIENDOM

1. Background and purpose

Reitan Eiendom's (or the Company's) environmental policy is embedded in the Company's business models, culture and values. The purpose of this policy is to increase engagement and awareness surrounding various environmental areas to ensure that the Company is continuously improving its environmental efforts. Reitan Eiendom will establish clear goals and measure goal progression.

2. Scope

This policy applies for the entire Company, for subsidiaries and affiliated companies.

3. Responsibility

The Chief ESG Officer has overall responsibility for preparing the policy.

4. General goals and ambitions for climate and the environment

The Company's general environmental goals are that the Company and its activities must contribute to sustainable property development and management, without significant harm to the environment or human health. The following general measures have been introduced or are being introduced:

- A strategy for sustainable property development and administration has been established as a paramount document for the Company's sustainability efforts. Adopted by the Board on 16 December 2021.
- Sustainability is integrated in the Company's business models, investments and culture development.
- A proactive approach to environmental work is being introduced, using the precautionary principle as a guiding tenet.
- A methodical approach is applied for the development and management of properties as a tool to increase the sustainability effects in the Company's activities.
- Environmental risk is identified and assessed, and necessary measures are implemented to mitigate risk.
- Employees' awareness surrounding environmental and sustainability topics is increased through dialogue, training, observation and follow-up.

- Goals have been established, and action plans are being established for continuous improvement in the strategically chosen areas within the sphere of sustainability.

5. Goals and principles

The Company's focus areas are reducing emissions, energy consumption, water consumption and waste generation, as well choosing sustainable raw materials and other materials. Beyond its legal obligations, Reitan Eiendom will implement measures to contribute toward achieving the global targets in the Paris Agreement.

The Company works proactively through a methodical approach to its tasks. This approach is used in order to exhibit sustainable properties and projects with emission reductions throughout the value chain, zero-emission energy production, savings in energy consumption and the development of new solutions with a favourable carbon footprint.

The Company's environmental ambitions:

- Bolstering the circular economy by pursuing a high level of recycling/reuse
- Reducing waste and increasing the level of waste sorting
- Reducing energy consumption in the existing property portfolio and using more renewable energy in the development of new properties
- Reducing greenhouse gas emissions, and achieving net zero in direct emissions (scope 1 and 2) by 2030
- Reducing water consumption by 5% per year until 2030 and ensuring that water quality in areas surrounding Reitan Eiendom's construction sites is not affected as a result of the Company's operations
- Striving to ensure no negative impact on biodiversity as a result of the Company's operations
- Reducing air pollution through measures at construction sites
- Ensuring that suppliers comply with sustainability commitments established in the Company's Supplier Code of Conduct

6. Whistleblowing

Reitan Eiendom has effective and appropriate channels for raising challenges and concerns, including whistleblowing channels with the opportunity to remain anonymous. All managers and employees are expected to raise concerns in accordance with established guidelines if they become aware of instances where the Environmental Policy has been breached.

If you are unsure about which rules are in place, you are encouraged to contact your manager.

If you suspect breaches of the Company's Environmental Policy, this must be reported in line with the Company's whistleblowing routines and followed up in line with this.

7. Approval and revision

This policy was adopted by the Board on 21 March 2023. The policy will be reviewed for potential revisions and adjustments every two years.

8. References

Code of Conduct

Supplier Code of Conduct

Whistleblowing