

Sustainability Policy

Prisma Properties AB

1 Introduction & Aims

Prisma Properties shall create value by being an active property company that sustainably develops and owns properties long-term for discount stores, grocery stores and fast-food restaurants. This Sustainability Policy aims to create the conditions for sustainable solutions to be a natural choice for Prisma's employees in their day-to-day work. Sustainability for Prisma means continuously developing the company's business model to meet the most material challenges in environment, social aspects and business ethics, which we continuously identify through materiality assessment and stakeholder dialogue. Well-executed sustainability effort strengthens quality, tenant satisfaction and competitiveness, and is a significant success factor for Prisma.

2 Scope & Governance

Prisma's Sustainability Policy covers the company's Board of Directors, management team and all employees within the Prisma Group, in acquisitions, new production, management, sales and demolition of buildings, as well as subcontractors and tenants. The Sustainability Policy shall be reviewed at least once a year, taking into account stakeholders' priorities, relevant sustainability aspects, strategy and objectives. The Sustainability Policy shall be approved by Prisma's Board of Directors.

3 Commitments and compliance with international conventions and initiatives

Prisma Properties complies with relevant laws, regulations and other applicable requirements, and strives for continuous improvement in order to promote sustainable development. The UN global SDGs, [The 17 GOALS | Sustainable Development \(un.org\)](#) stake out a roadmap for international sustainable development. Prisma Properties starts from the global SDGs as a guide in its sustainability work. An ESG perspective sets the framework for Prisma Properties' sustainability efforts, covering environmental, social and governance objectives. This harmonises well with the EU's Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS).

Prisma conducts its operations in accordance with international conventions such as:

- The Ten Principles of the UN Global Compact
- ILO Core Conventions
- UN Guiding Principles on Business and Human Rights
- The UN Convention on the Rights of the Child
- OECD Guidelines for Multinational Enterprises

In order to achieve well-functioning sustainability work from an Environment (Environmental), Social (Social) and Governance (Corporate Governance) perspective, Prisma shall:

Environment (E)

- Set Science Based Targets (SBTi) and reduce the company's contribution to global warming.
- Develop properties with energy class A–C.
- Lay the foundation for sustainable resource management throughout its value chain.
- Conduct environmental due diligence to identify ecological risks and opportunities in acquisitions and corporate transactions.
- Consider climate risks and opportunities in all investments and for the entire property portfolio.
- Build and manage with a lifecycle mindset and promote circular models.
- Create conditions for responsible waste management throughout the value chain.
- Produce renewable energy.
- Contribute to the development of charging infrastructure for electric vehicles.

Social (S)

- Contribute to the development of safe and inclusive marketplaces for its tenants and their customers.
- Develop and ensure an inclusive and equal organisational culture free from discrimination and harassment.
- Strive to be an attractive employer that attracts professional, high-performing employees.
- Contribute to social sustainability throughout the value chain, based on requirements for subcontractors and tenants.
- Contribute to employment and the ability of young people to enter the labour market in cooperation with tenants.

Governance (G)

- Ensure that all Prisma employees and subcontractors understand and comply with the relevant Code of Conduct.
- Maintain and increase competence in sustainability through education and communication in sustainability issues.
- Regularly monitor, report and improve the company's sustainability work.
- Ensure long-term sustainable economic growth.
- Ensure that the company is characterised by strong business ethics, good business practices, corporate responsibility and impartiality, and systematically work with anti-corruption.

4 Distribution of responsibilities

Board

The company's work with sustainability issues is under continuous development, which is why the Sustainability Policy and the accompanying appendices are evaluated and revised annually. The Board of Directors is responsible for adopting the revised Sustainability Policy after drafting by the CFO, COO and the responsible Sustainability Manager.

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Management team

After the CEO, CFO and COO, the company's Sustainability Manager is responsible for further development and coordination of the company's sustainability work. All sustainability targets are monitored annually and reported to the company's management and Board of Directors. Sustainability targets are also disclosed externally in the company's quarterly and annual reports, and on its website.

Employees

All employees in the company must, through continuous training, understand how they influence Prisma Properties' sustainability work in their role in the business, and how each employee is key to achieving the company's Sustainability Policy and goals. Each employee is expected to comply with the Sustainability Policy, and in their daily work to contribute to achievement of the policy and the company's sustainability goals.

5 Supporting documents

As an appendix to this Sustainability Policy, there are (to be prepared in 2024):

- Sustainability goals for Prisma Properties.

Other policies related to the Sustainability Policy are:

- The Code of Conduct
- The Code of Conduct for Suppliers
- The Risk Policy
- The Tax Policy (to be prepared in 2024)
- The Employee Manual

In addition to financial parameters, management incentive programmes shall also include sustainability parameters.

Sustainability reporting

Prisma reports sustainability work according to well-established sustainability auditing standards and the upcoming European Sustainability Reporting Standards (ESRS), the reporting standard through the Corporate Sustainability Reporting Directive (CSRD).
