

Sustainable Business

Long-term, sustainable growth

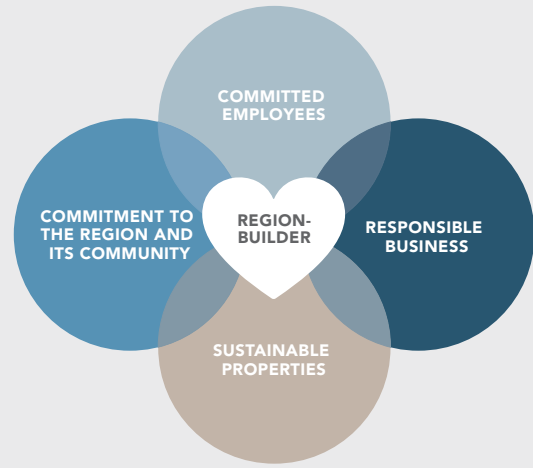
A major part of Wihlborgs overarching goals is to have a business model for sustainable long-term growth. All three components of the ESG area – Environmental, Social and Governance – are to be integrated throughout our business. This entails taking the environment, people and the economy into account in all our decisions.

Goals and governance

Wihlborgs’ sustainability framework has four areas and 16 associated targets. In 2023, Wihlborgs has tightened two of the sustainability targets – the share of sustainability-certified office properties and kg CO₂e/m² (Scope 1 and 2) – and formulated two additional targets for 2025 relating to Wihlborgs’ energy consumption and the sustainability assessment of Wihlborgs’ suppliers, respectively.

Our target of net zero CO₂ emissions by 2045 has been approved by the Science Based Targets initiative (SBTi), which means it is both science-based and in line with the ambitions of the Paris Agreement (1.5°C goal).

Wihlborgs’ 16 sustainability targets help drive the company in a sustainable direction. The targets cover all elements of the ESG area and are monitored on a quarterly and/or annual basis.



Wihlborgs’ sustainability framework

We focus our sustainability initiatives on areas in which we have the greatest impact and thus the best opportunity to contribute to positive development. We have therefore selected four focus areas that summarise our ambitions and efforts: Committed employees (pages 34–35), Responsible business (pages 36–37), Sustainable properties (pages 38–41) and Commitment to the region and its community (pages 42–43). Greater effect and positive synergies achieved through close collaboration between the four areas.

Sustainability targets

Climate

	2025
Scope 1 and 2	1.0 kg CO ₂ e/m ² NFA
	2030
Scope 1, 2 and 3 (SBTi)	50 % reduction
	2045
	Net 0 CO ₂ e emissions

Energy

	2025
Energy consumption	85 kWh/m ² Atemp, year
Solar system capacity	10 MWp installed capacity
Energy performance class	100 % to have an A–E energy performance class

Property management and projects

	2025
Sustainability certification of office portfolio	90 % m ² NFA of our office properties in Sweden to be sustainability-certified
	ONGOING TARGETS
Sustainability certification of new construction	100 % of our new construction to be certified

Wihlborgs as an employer

	2025
Confidence index	85 % of our employees to think we’re a great place to work
	ONGOING TARGETS
Absence due to sick leave	<3 % sick leave
Gender balance	40/60 % gender balance in the Group

Wihlborgs in the region

	2025
ESG supplier evaluation	100 % approved strategic suppliers
Community-focused sponsorship	50 % of our sponsoring to have community involvement
	ONGOING TARGETS
Anti-corruption	0 cases of corruption at Wihlborgs
Customers’ willingness to recommend	75 % of our customers to want to recommend us
Local suppliers	90 % of suppliers with framework agreements should be local

How we work sustainably

Sustainability is well-integrated in our daily operations and is characterised by our general approach and core values:

Knowledge

During the last few years, Wihlborgs has worked methodically to develop and implement our sustainability approach to working, to build our own expertise and to strengthen the circularity perspective. Thanks to our local presence and the fact that we have our own property management, we have a daily dialogue with our customers and are familiar with new expectations and needs. Internal expertise also allows us to help tenants to reduce their climate impact.

Action

Wihlborgs has proud and committed employees who are prepared to take responsibility and go the extra mile for a customer or colleague. It is Wihlborgs' own employees who are the driving force behind energy savings projects, environmental certifications, innovations, workplace advisory services, social commitment and partnership forums.

Honesty

Our most important relationships are with our customers, shareholders, loan providers, employees, suppliers, municipalities and the region. We prioritise transparency in our sustainability reporting and clarity when it comes to successes as well as challenges. We put less focus on green points on paper and more on initiatives that make a real difference.

Community

Sustainable development requires a system perspective and cannot be achieved by one company or one organisation alone. Just as with other contexts, it is through collaboration with others so that we can meet, challenge each other and create long-term change. For us, being a region-builder means contributing to the sustainable development of the region and inspiring others to do the same. We make a point of collaborating closely with cities, companies, suppliers and the public and non-profit sector.

Sustainability report

Wihlborgs' sustainability report includes information on pages 14–16, 32–43, 84–89 and the in-depth sustainability data on pages 132–155. The sustainability report is prepared in accordance with GRI Standards 2021, as well as guidelines from EPRA and TCFD. The GRI information is mainly presented in the in-depth sustainability report. The GRI index can be found on pages 142–143.

Wihlborgs' sustainability agenda is based on external and internal regulations and steering documents, including:

External

- Sweden's environmental objectives
- UN Global Compact
- The UN Sustainable Development Goals
- The UN Guiding Principles on Business and Human Rights
- The OECD Guidelines for Multinational Enterprises
- Science Based Targets

Internal

- Environmental and climate policy
- Code of Conduct
- Environmental management system
- Environmental programme for projects
- Work environment policy
- Policy for diversity and inclusion

The UN Sustainable Development Goals

Wihlborgs works to support the 17 UN Sustainable Development Goals. We make a particular contribution to six of the SDGs, with selected targets that overlap with our sustainability agenda. In addition to this, we contribute indirectly to several of the other goals in our day-to-day operations and through our social commitment. More information about how we contribute to the SDGs can be found below and on pages 132–155.



Affordable and clean energy

We work continuously on enhancing energy efficiency, installing solar power systems and have been using renewable energy almost exclusively at our properties in Sweden for several years. **Targets: 7.2, 7.3**



Decent work and economic growth

We create safe and healthy workplaces in resource-efficient properties for our employees and our tenants and act to ensure decent working conditions are maintained throughout the value chain. **Targets: 8.4, 8.8**



Sustainable cities and communities

We aim to develop properties with a low climate and environmental impact close to public transport hubs and support new infrastructure investments in varying contexts that can contribute to sustainable transportation. **Target: 11.6**



Responsible consumption and production

We take a structured approach to the environmental programme, which aims to reduce material consumption and promote reuse. **Targets: 12.2, 12.5, 12.6**



Climate action

We have a clear goal to reduce our climate impact throughout the value chain and we work to gradually make all of our properties climate-smart. **Target: 13.1**

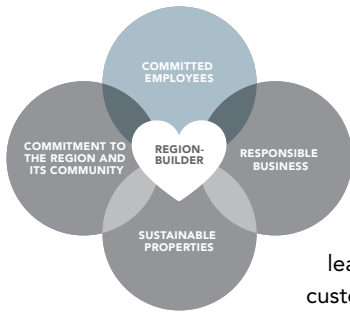


Partnerships for the goals

Our view is that Wihlborgs has a vital role to play in terms of being a relationship-builder and innovator by participating in various initiatives that promote sustainable societal development. **Target: 17.17**



THE GLOBAL GOALS



Committed employees

Committed and knowledgeable employees lead to high quality and to satisfied customers, which in turn contributes to strong financial results. By deliberately working with our corporate culture, and clarifying goals and expectations, we strengthen our organisational capacity and our partnerships. Wihlborgs has a long-term vision to be the best workplace in the sector.

Part of evaluating our organisation is our collaboration with Great Place to Work since 2016, which measures trust, pride and community spirit among employees. The overall results of the employee survey are presented in the form of a Trust Index®. To be categorised as a Great Place to Work, the overall results must exceed 70 percent. Wihlborgs' target is to score more than 85 percent.

In the 2023 survey, our overall trust index rose from 86 to 90 percent, an increase from one record high to another. A full 98 percent of employees think that in all aspects, Wihlborgs is a very good place to work.

Culture and competence

We are convinced that meaningfulness and inspiration come through employees taking and being given the opportunity to take responsibility. Having freedom within responsibility, being involved in and contributing to the development of cities and the region, and friendship at the workplace are the three reasons that employees usually cite for why they feel so comfortable at Wihlborgs. At the same time, we are gearing up the work to ensure we have the right skills in place for meeting new needs that arise when the workplace remains in focus.

Culture

We are proud of our culture – something we often call the Wihlborgs philosophy – which is characterised by the core values: action, knowledge, honesty and community. It has contributed to our success and high degree of willingness of customers and employees to recommend us. Essentially all of our employees are proud to say that they work at Wihlborgs.

Our culture is also reflected in the fact that our own employees are the ones who arrange our events and who are visible in our external communication.



At Wihlborgs, we learn by doing things ourselves. The environmental certification process is one example of the expertise we possess, of how we drive change within our own organisation and of how we work cross-functionally. Hannes Hjerpe, sustainability specialist, Lovisa Lindskog, property manager, Martin Hyll, operator, and Svetislav Joksimovic, property caretaker, were jointly responsible for obtaining the Miljöbyggnad iDrift certification for Nya Vattentornet 2 (Node) at Ideon in Lund.

Skills

Our organisation’s ability to constantly develop and adapt is essential for how successful we can be. Skills development, exchange within and between departments and external networking are some examples of how we ensure expertise going forward. During the year, we have trained our property caretakers in managing challenging and threatening situations, provided leadership training for our project managers and educated our property managers when it comes to value-generating negotiation. In our Danish operations, all employees have helped to develop work with customer loyalty.

In both Sweden and Denmark, we are working actively with development opportunities for our managers, including through special leadership programmes. Besides increasing knowledge, the ambition is to enable managers to build their own internal management network.

Health and work environment

We want Wihlborgs to be a sustainable workplace and inspire customers and suppliers when it comes to the work environment and the development of workplaces. We want our employees to have exciting challenges and a work-life balance, and to have opportunities for health-promoting activities. To make it easier for employees to take public transportation to work and in the course of work, we are one of the first companies in Skåne to introduce the Skånetrafiken period ticket as a salary benefit. A company bicycle is another available option.

In spring 2023, Wihlborgs in Malmö moved to new own premises in Dockan. We have designed premises here with a focus on sustainability and employee well-being. Essentially all of the furnishings are reused and there is space for everything from creativity and collaboration to focused work and recovery.

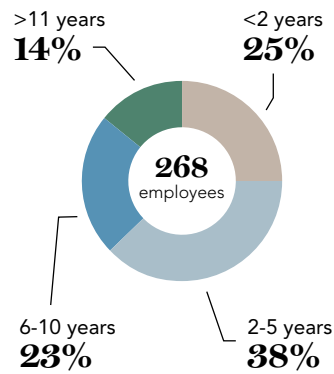
Equality and diversity

One of our values is community. We value the fact that people have different backgrounds and skills, and see the strength in listening to different perspectives. We are also convinced that diversity among our employees helps us understand our different types of customers.

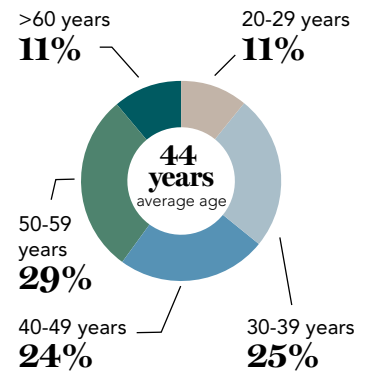
The average age is 44 years, with a wide distribution in the age range 18–67 years, something that we consider a strength in terms of internal knowledge transfers, continuity and development. The Group-wide proportion of women totals 39 percent and we have a gender balance among managers, in Group Management and on the Board of Directors. Wihlborgs has also figured at the top of the AllBright foundation’s list of the most gender-equal listed companies for several years, including 2023.

We will continue to focus extra on those groups where gender distribution remains unequal, and we are taking steps to employ people from different backgrounds. One example of this is our trainee programme for property managers, which aims to guarantee long-term skills and increase diversity in terms of gender, age and background. In all of our recruitment processes, we apply inclusivity and skills-based recruitment. We also welcome trainees and degree projects as a way to gain new perspectives from the new generation of employees and customers.

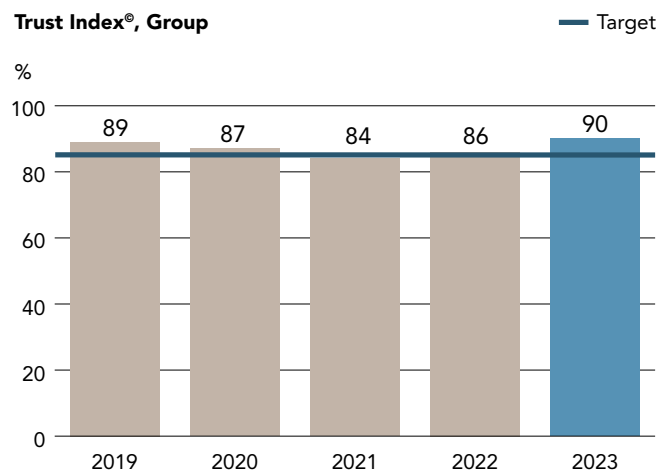
Length of employment, total



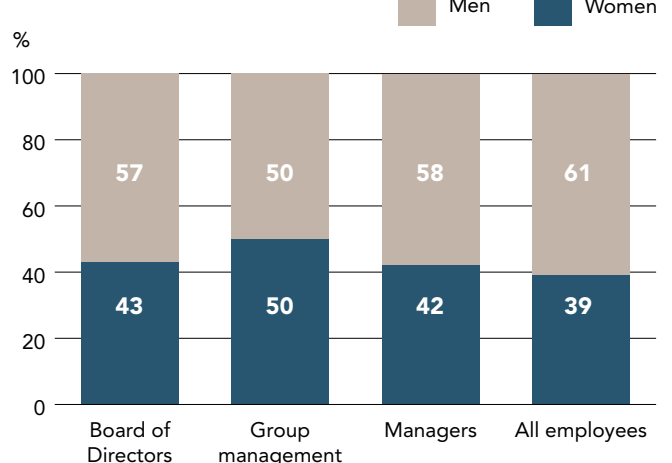
Age distribution, total



Trust Index®, Group



Gender distribution





Responsible business

Trust is built up over time and is the result of all the decisions, strategic initiatives and actions taken by the organisation. Our customers' extensive trust in us forms the basis of our continued growth and strong results. When we deliver strong financial results, this gives us the means and tools to serve as the driving force we want to be in this region.

A sustainable economy

Strong profitability, a high equity/assets ratio and good access to capital are vital for our ability to leverage opportunities for new investments in the form of property acquisitions and new-build and redevelopment projects. Good service to our customers and high-quality premises provides the conditions for stable rental income over time. All of this, combined with strong cost efficiency, lays the foundations for strong financial results. High quality and good income also have a direct impact on the value of the properties and thus also on our access to financing using the properties as collateral.

Good sustainability practices

Questions by actors in the capital market about our sustainability work and integrated responses are numerous in the analyses of Wihlborgs as an investment object. The EU Taxonomy and CSRD are driving factors in this development. We report on our properties and projects that are considered environmentally sustainable and therefore EU Taxonomy-aligned based on the criteria set out in the regulation. The growing amount of sustainability data and reporting according to, inter alia, the EU Taxonomy can help actors make informed investment decisions that include sustainability aspects. The in-depth sustainability information on pages 132–155 includes Wihlborgs' eligibility and alignment with the EU Taxonomy.

Our rating in the annual global benchmark of property companies conducted by GRESB has climbed every year for the past seven years. In 2023, we scored five stars out of five possible, 93 out of 100 points, and were also named global sector leader in the diversified listed property companies category for the second consecutive year. The CDP, which assesses companies' climate work, awarded Wihlborgs an A-, landing the company in the leadership segment among the over 20,000 companies who reported in 2023.

Financing

In addition to equity, Wihlborgs finances its operations through loans from Swedish and Danish banks, and by issuing bonds. Furthermore, Wihlborgs has access to financing through bonds issued by the co-owned company, Svensk FastighetsFinansiering. Some of this financing is ensured through green loans or bonds that are connected to properties with environmental certification or other environmental performance.

Wihlborgs prioritises funding sources that are long-term stable and raises a high share of financing through Nordic banks and Danish mortgage institutions, and a low share of financing in the bond market.

Customer relationships

Long-term and close relationships with our customers are vital for Wihlborgs.

In-house property management using our own property caretakers

To ensure we can have close relationships with our customers and efficiently take on board their viewpoints and needs, we have opted to manage our properties in-house. With on-site employees in all of our regions, we can always be present and personal in our customer interactions.

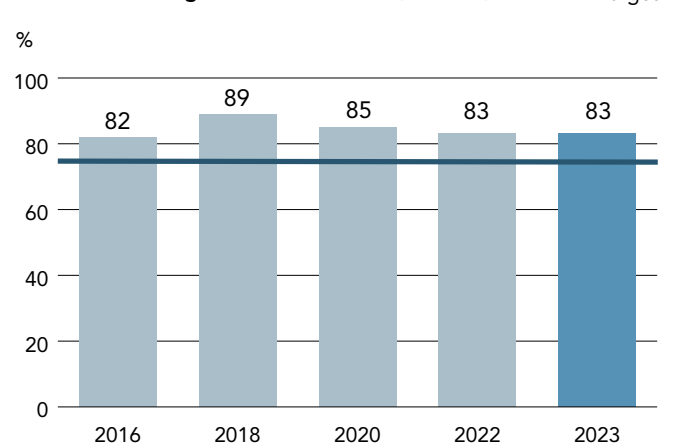
We also offer digital contact channels as a matter of course so customers can easily report faults and service matters through our customer portal and receive feedback on them. Systematic management of these matters also helps us chart any recurring faults or problems at the properties so they can be remedied, with the aim of raising quality and avoiding recurring fault reports.

Customer-driven quality agenda

From Wihlborgs' side, we hold a continuous dialogue with our tenants about how the premises can be improved from an environmental, climate and health perspective. By building more flexible premises that, with less intervention, can be continuously adapted as needed, companies can remain in the same property longer and thereby reduce their climate footprint. Our focus is increasingly on how we can design and choose sustainable building materials for future tenant improvements in order to optimise reuse and recycling.

Every year, we conduct a customer survey among our tenants in Sweden and Denmark. The customer satisfaction index (CSI) conducted in Sweden 2023 showed that overall customer satisfaction was 78 percent and the willingness to recommend was 83 percent. Another kind of customer survey was performed in Denmark, with fewer questions but asked more frequently during the year.

Customers' willingness to recommend (Sweden)



* The figure for 2022 is adjusted in relation to the 2022 Annual Report when an incorrect figure was reported.

Supplier relationships

One important aspect of Wihlborgs' growth journey is to choose the right suppliers and contractors to partner with, so that all



Suppliers are an essential part of meeting Wihlborgs' sustainability targets and helping advance the industry in a positive direction. In November, Wihlborgs organised a collaboration forum with suppliers focused on sustainability, work environment and contractor chains, where experience and different collaborative possibilities were discussed.

the work that is undertaken is in line with our ambitions with respect to environmental, climate and social issues, as well as the work environment. Everyone who works on behalf of our company should have decent working conditions and environments. We also have a clearer expectation concerning circularity, reuse and environmental statistics on the part of suppliers. We work with many smaller local actors whom we have responsibility to help in the right direction, and to share expectations, know-how and good examples, in order to shift the industry.

Systematic purchasing efforts guarantee quality

Wihlborgs exclusively uses a digital platform both in Sweden

and in Denmark to assess and classify suppliers. The supplier assessment means that all suppliers covered by framework agreements are evaluated for environmental impact and social conditions, ensuring that suppliers fulfil legal requirements, Wihlborgs' values and requirements as well as essential industry requirements. In 2023, we set a goal for 2025 that all strategic suppliers will meet these requirements.

To support the development of the local business community and help create jobs here, our priority is to purchase from suppliers established in this region. Our goal is for 90 percent of our suppliers with framework agreements to be regional. At the close of 2023 we reached 91 percent. Out of the framework agreements signed in management and project operations, the share of local suppliers amounted to 96 percent. Agreements signed by central functions tend to be more specialised and often have headquarters in other geographic areas.

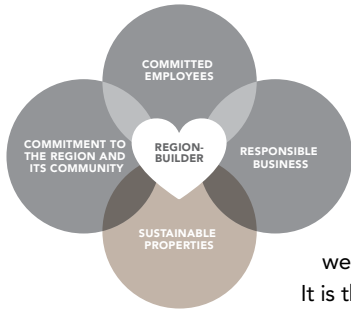
Given current economic conditions, Wihlborgs has increased its focus on the economic situation for the companies hired. Likewise, given the current geopolitical situation, we have also reviewed the sanctions lists put out by the UN and the EU to ensure that none of our suppliers are on them.

Ethics and anti-corruption

As the region's leading property company, we have a responsibility to work continuously with business ethics issues. Although our Code of Conduct, our business conduct guide and training, and our whistle-blowing process provide a structure for these efforts, we must also conduct day-to-day discussions about the dilemmas that may arise. We have a systematic procurement process for counteracting bribery and corruption, and for the sake of transparency, several people from our organisation participate in each procurement. We have ethical guidelines and a Code of Conduct that apply for employees, Board members, suppliers and contractors.



In March 2023, the global non-profit organisation Carbon Disclosure Project (CDP) presented its ranking of supplier commitment (for 2022) and placed Wihlborgs at the absolute top, named a "Supplier Engagement Leader." All new suppliers covered by framework agreements sign Wihlborgs' Code of Conduct and are assessed on their environmental impact and social conditions. The purchasing function therefore plays an important role in making a genuine difference. Jörgen Mårtensson, Procurement Director at Wihlborgs, at left. Lisa Östling, ESG controller at Wihlborgs, at right.



Sustainable properties

The property sector has an impact on the environment and climate as well as people’s health and well-being. It is therefore our responsibility to make a difference, by changing our own behaviour, influencing our value chain and by participating in the development of the sector and the cities where we are active.

Climate impact

Over time we have clearly reduced our direct impact, even as our operations have expanded, thanks to continuous energy efficiency enhancements, phasing out climate-impacting refrigerants, use of renewable fuels and purchases of renewable energy.

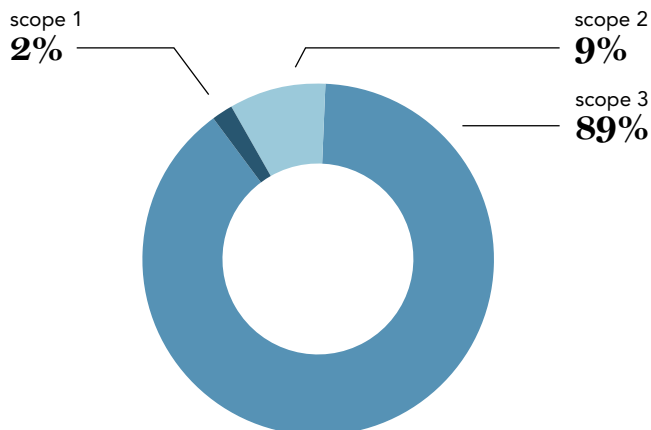
Wihlborgs’ climate roadmap is a strategy and framework for how we, as a company, need to act to reduce our emissions in line with our science-based climate targets. The goal is to halve our emissions by 2030 and to have net zero CO₂ emissions by 2045. The climate roadmap is based on a circular perspective with four identified stages (design, construction, operation and property management, and demolition) linked to a building’s life cycle, and should support our daily activities and contribute to the transition we all need to be involved in.

We continuously provide internal training, broadly within sustainability as well as more focused initiatives on topics such as choice of materials, environmental assessments and climate impact.

In order to achieve our climate goals, we are entirely dependent on our suppliers sharing our level of ambition and having the option to realise them. This especially applies to smaller, local companies, who do not always have the time or resources to manage burdensome administrative processes. We offer various initiatives in this matter, such as different forums for discussion and experience exchange (read about Samverkansforum on page 37, for example) to help provide suppliers better conditions for meeting requirements.

In order to home in our focus on the climate impact of project investments and to favour sustainable choices in the supplier chain, in 2022, Wihlborgs introduced a target threshold for CO₂ emissions in new-build projects.

Distribution of carbon dioxide emissions Scope 1, 2 and 3 2023



Climate impact of our own operations (Scope 1)

Cooling plant

Direct emissions generated by operations at Wihlborgs are attributable to, for example, leakage of refrigerants from the air conditioning units installed in our properties. In 2023, we continued to replace conventional refrigerants with ones that have significantly lower greenhouse gas emissions. As a result we reduced our potential climate impact by more than 400 tonnes of CO₂e.

Gas consumption

Gas used for heating properties is another source of Scope 1 emissions. The Swedish portfolio uses biogas, which does not generate any emissions. The gas used in the Copenhagen area, however, consists primarily of natural gas, which leads to emissions.

Transportation

The majority of Wihlborgs’ vehicles used in management of the properties are either electric, methane or hybrid vehicles. Vehicles that use fossil fuel, entirely or in part, result in Scope 1 emissions.

Climate impact from purchased energy (Scope 2)

Purchased energy

Purchased energy at Wihlborgs makes up a substantial portion of the company’s Scope 2 emissions. We strive to use renewable energy exclusively. In the Swedish portfolio, we purchase renewable or recycled residual heat and all property electricity is produced by wind. In the Danish portfolio, all electricity is renewable (hydropower), though a portion of district heating and gas comes from fossil fuels.

Self-generated energy

One of Wihlborgs’ sustainability goals is for the total installed output of our solar power systems to be 10 MWp by 2025. At the end of 2023, the output amounted to 5.7 MWp. The energy these facilities produces represents 8.8 percent of the entire portfolio’s need for property electricity.

Solar power systems are also part of mitigating the initial climate impact of our new-build projects certified according to NollCO₂. This is in accordance with the calculation models used today.

Focus is increasingly being put on solar panels with a lower climate footprint compared with standard panels thanks to materials with a lower climate footprint and assembly in Europe.

Reversible heat pump

Wihlborgs’ own energy innovation in the building, a reversible heat pump that works with existing district heating and cooling systems to recycle heat and cold, has resulted in a reduction of up to 50 percent in energy consumption at properties where it is installed. The innovation has been installed at five properties so far and an additional two installations have been planned for 2024. The solution helps reduce energy drawn both by heating and by cooling during the heating season.

Climate impact from construction projects (Scope 3)

89 percent of Wihlborgs’ total CO₂ emissions occurs in Scope 3. The majority are emissions resulting from new builds and redevelopment projects.

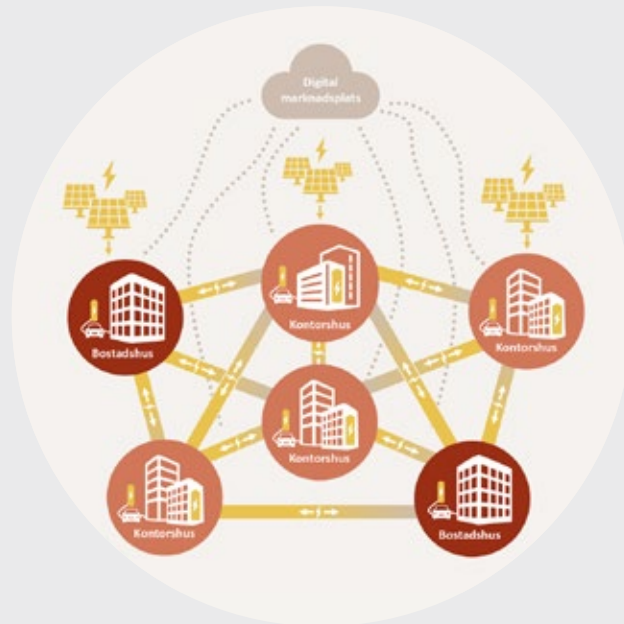
The Alfa project - a step towards a more robust energy system

Between Alfa 3–6 (Studentkåren 2) at Ideon in Lund and Blekingska nation’s student accommodation, Wihlborgs is building a DC network that allows for the buildings to share solar energy produced on the roof of Blekingska nation. This is made possible through interconnection and jointly charging the battery at Alfa 3–6, rather than selling the surplus to the electricity grid at a low or even negative price.

On weekdays during working hours, our office properties require electricity while Blekingska’s student housing often produces more electricity than what is required in the student housing at any given time. In evenings or weekends, when energy requirements at Alfa 3–6 are low, electricity can be transferred from the battery to Blekingska.

This principle is the same for the internet, meaning that robust communication between different nodes creates a dense network.

The “Alpha project” is part of the joint initiative CoAction Lund, led by the City of Lund, with the objective of achieving a climate neutral Lund by 2030 and conducted in collaboration with IT entrepreneur Jonas Birgersson.



CoAction was allocated funds from Vinnova as one of two pilot projects to be at the forefront nationally through spearheading projects in energy and mobility.

Constructing new buildings with a focus on reducing climate impact is the responsible thing to do, but even more important is to preserve, reuse, renovate and convert existing buildings. We also ensure that we focus on a long-term and flexible approach when designing buildings and premises so that they can be used for different purposes in the future without major redevelopment. Our two environmental programmes for project operations ensure that environmental and climate aspects are managed in line with our adopted goals and policies. To achieve our climate goals of net zero CO₂ emissions by 2045, we have thresholds to limit CO₂ emissions in our projects. Emissions from new builds are not permitted to exceed 270 kg CO₂/m². In order for the entire operation to reach net zero in 2045, this limit value will be gradually lowered.

Wihlborgs’ high sustainability requirements apply to the office/retail segment as well as to the warehouse/production segment.

Climate change adaptation

In pace with climate change becoming increasingly intense and the occurrence of extreme weather conditions more frequent, the need to climate-proof our properties has increased. To future-proof new buildings, we conduct climate risk analyses at an early planning stage to establish any location-specific climate risks and identify suitable measures to increase the resilience of buildings. A tool has been developed to systematically compile, assess and identify measures that need to be incorporated into the construction project stage in order to reduce vulnerability.

We have performed a climate and vulnerability assessment for the entire portfolio. The next step, which began in 2023, is to evaluate the properties that are at high risk, to thereafter

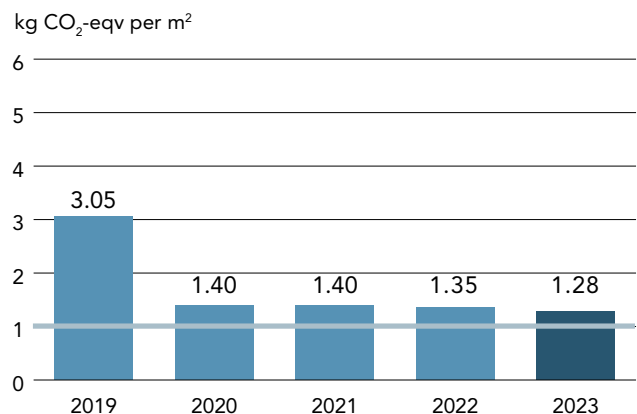
assess and implement relevant measures to increase their climate resilience.

We implemented a separate pilot project in Lund encompassing eight properties. The project included aspects like physical inventories of various installations in order to redirect rain/waste water and check functions. The lessons from this are now being implemented in the entire Lund portfolio. The objective is to find a work method that can be scaled up and implemented across our entire existing portfolio.

In 2023, together with IVL Svenska Miljöinstitutet and the City of Malmö, our application for research into climate change adaptation in densely built urban areas was granted. These efforts will continue during 2024.

CO₂ emissions, scope 1–2, kg/m²

— Target, year 2025



Biodiversity

Investments in biodiversity and ecosystem services at properties are important elements for the development of sustainable properties. Every spring, we review our outdoor environments, inspect existing bird boxes and insect hotels and set up new ones.

We see great opportunities ahead to combine efforts in climate change adaptation with increased biodiversity. One example is how we built several green roofs in 2023, which retain rainwater while contributing to increased biological diversity.

Sustainability certification

Certification work has proceeded expeditiously with some 26 certification processes for Miljöbyggnad iDrift ongoing simultaneously. In 2023, we celebrated 50 successful certifications of existing properties since the certification system was introduced in 2021. At year end, 71 percent of the area of Wihlborgs' Swedish office properties was certified. Certification for the portfolio in Denmark also began in 2023. The certification system used for these properties is DGNB.

Wihlborgs is the property owner that has the most Miljöbyggnad iDrift certified buildings in Sweden to date in the office segment. In 2023, operations also began on the certification of several existing buildings within the logistics/production segment. Requirements in this certification system comprise an important element and include tenants' impact on the building's environmental performance, which means the process leads to closer dialogue between Wihlborgs and its tenants.

Wihlborgs has been certifying all new-build projects for a number of years in line with the Sweden Green Building Council system, normally to Gold level. In several new-build projects, we have chosen to raise our certification ambitions by also obtaining certifications in health and well-being (WELL) and climate neutrality (NollCO₂). Kvartetten (Pulpeten 5) and Space (Kunskapen 1) became our first properties to be certified in accordance with both of these certifications. We are now continuing to work with these requirements in the management stage by following up on actual performance. There has been great interest in how we work with the certification process and several delegations have visited our properties. Next in line to be triple-certified is Vista (Bläckhornet 1) in Hyllie.

Our success at the Sweden Green Building Awards 2023 is evidence of the quality of Wihlborgs' certification efforts. This is where Wihlborgs won both categories we were nominated for – Miljöbyggnad iDrift of the Year for Delta 3 (Syret 5) and NollCO₂ of the Year for Space (Kunskapen 1).

There is considerable interest among tenants in working with health-promoting elements and environments, particularly in our office buildings. Examples of elements that we are now increasingly working to include within the building are art, green environments and promoting health-conscious decisions. There is also a considerable interest in the market for older properties with a clear sustainability profile. Our historic property Hermes 10 in central Helsingborg is one example of this.



As a purchaser, we have a major responsibility to constantly raise our own requirements so that our high sustainability ambitions influence the entire chain. One great example of collaboration between companies to develop products and buildings that make a real difference is Tomaten 1 in Lund, the first building in the world to contain fossil-free steel. The project is a partnership between Wihlborgs, Peab, SSAB and Ruukki Construction. In November, Tomaten 1 hosted a visit from Minister for the Environment Romina Pourmokhtari (Liberals). Elsa Hagdahl, Sustainability Manager (left) and Ulrika Hallengen, CEO of Wihlborgs Fastigheter (right).



Recovery and focus on the office

Expectations for offices have put the spotlight on workplace design. In this process, it is easy to let focus fall on spaces for collaboration and social gatherings, but equally important is space for recovery and concentration.

In November, we offered a seminar on the topic "Concentration and recovery at work – how do we make it possible?" with panel participants Lina Ejlertsson, a PhD in public health and known as "Återhämningsforskaren" (Eng: "Recovery researcher") on Instagram; Jeanette Guttenberg, strategic planner and space designer with a focus on well-being and sustainability; and Cia Eriksson, Creative Director Workplace Design at Oatly.

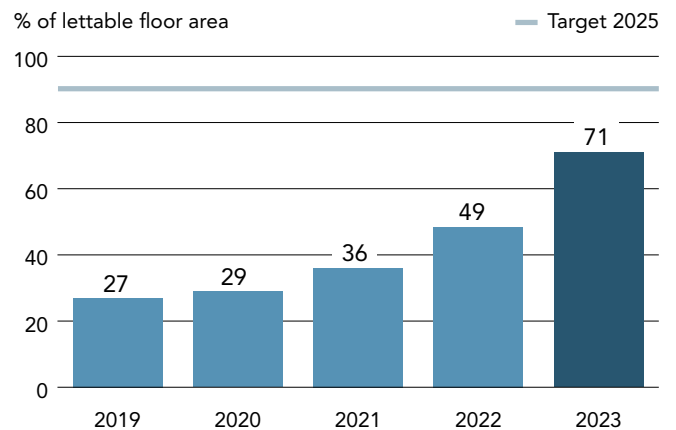
Collaboration with tenants

Wihlborgs is entirely dependent on collaboration with tenants to achieve our climate goals. This pertains to everything from maintaining and optimising the operation of properties, to reducing tenants' resource consumption over time. During the year, we maintained a close dialogue with tenants, including concerning energy consumption and how Wihlborgs can assist.

One effort to facilitate collaboration with tenants on sustainability matters is that all new leases that are signed are Green Leases that serve as a platform for collaboration in the areas of energy, indoor environment, choice of materials and waste management. At the end of the year, the share of green leases amounted to 52 percent. We are noting overall increased desire from tenants to collaborate and share knowledge within sustainability.

Wihlborgs works with sustainable mobility solutions both in our own operations and together with tenants. Methods we use include participating in the Malmö Works initiative, which is a partnership with other companies in the local business community to contribute to more sustainable travel. Wihlborgs also helps tenants

Environmentally certified buildings, offices, Sweden



to choose climate-smart travel by investing in locations close to public transportation, creating parking spaces for bicycles and installing charging stations. By late 2023, more than 1,200 charging stations were installed in connection with properties.

We make a difference together

Wihlborgs has its own ambitious goals, but it is only when operators and sectors come together that properly significant changes begin to be realised. Here are some examples of forums where we collaborate with others:

- **LFM30** – Local Roadmap for a climate-neutral construction sector in Malmö 2030, with 200 industry participants. Wihlborgs is one of the industry drivers, thanks to several committed employee representatives on boards and in working groups. Within projects and property management, we have connected several initiatives with the methodology and lessons learned in the LFM30 collaboration.
- **Climate agreement** – with Malmö, Helsingborg and Lund.
- **The Swedish Property Federation** – involved in the Sustainability Council and groups within climate change adaptation, EU Taxonomy and social sustainability.
- **Malmö Works initiative** – a partnership with other companies in the local business community to contribute to more sustainable travel.



Commitment to the region and its community

Wihlborgs has a strong commitment to the Öresund region – a commitment that runs through the development of the business community, the daily lives of tenants, the growth of the cities and the future of the entire region. It is crucial for us that the region can attract investment, capital, infrastructure development and labour, and thereby continue to develop positively.

At least 50 percent of Wihlborgs' sponsorships to be directly connected to social commitment and the areas of work, education and inclusion. These are areas that have been identified as being crucial to regional growth and positive societal development. We place clear requirements on the organisations we support to annually report the results they achieve.

Wihlborgs actively participates with commitment expertise in partnerships by offering mentorship, board representation, juries, nomination committees, etc.

Long-term partnerships

The shared theme of the endeavours we choose to support is to development of people and companies – we provide the right prerequisites for young people to find the courage to stand on their own feet, and to move on to reach their full potential and contribute to growth, innovation and development. An important basis for a strong region with a high level of participation by the people who live here. Here are some examples of organisations that we support in various ways.

A good start in life

A high school diploma, meaningful and health-promoting leisure activities and having role models and feeling secure in

one's immediate environment are well-known success factors in getting young people, particularly in socially vulnerable areas, to start an independent life.

- Drivkraft Malmö is a non-profit organisation that offers tutoring and mentorship activities to young people. In the survey that the students answer at the end of the school year, 80 percent state that the homework and the mentorship helped them to improve their grades. Through an initiative funded by the Swedish Inheritance Fund, Drivkraft Malmö also works with children and young people with neurodevelopmental disorders.
- "Boost by FC Rosengård" tailors programmes to help people to forge ahead with greater confidence. In one of its projects aimed at young people who, due to various challenges are estranged from the labour market, 52 percent of the 103 young participants achieved self-sufficiency.

Read about our commitments in Denmark on pages 64–67.

The courage to grow

The Öresund region should be attractive enough for young people to stay in and take the extra step in their personal development. More of them should dare to become entrepreneurs and more good ideas should be developed.

- Techship is an entrepreneurial programme aimed at motivating and inspiring young people to start their own business or engage in further studies, which Wihlborgs jointly launched with Helsingborgshem and the tech hub, HETCH. As a result of the programme, ten participants have secured employment at HETCH Community, eleven start-ups are active and two companies have been founded.



For southern Sweden's largest basketball organisation, IK Eos, social sustainability is an important part of operations. Language cafés, lectures, internships, workplace integration, etc., are conducted within the framework of "Eos Cares." In 2023, 117 young people found summer employment and 22 people found jobs. Wihlborgs has a partnership with Eos Cares and also provides premises for the language café. Pictured is staff from Eos Cares.



In spring 2023, we organised a lecture on the Öresund Metro, with a panel consisting of Katrin Stjernfeldt Jammeh, Chair of Municipal Council in the City of Malmö; Leif Gjesing Hansen, Öresundsmetro Project Manager for the City of Malmö; Jenny Andersson, Assistant Manager and Senior Analyst at Øresundsinstitutet; and Ulrika Hallengren, CEO of Wihlborgs.

- Venture Cup is a competition that connects business experts with the entrepreneurs of tomorrow and offers inspiration, education and guidance as well as the ability to build a productive network.

Growth potential

Local and regional platforms for knowledge exchange, innovation and inspiration are central to creating a beneficial climate of innovation, growth and competitiveness in the region.

- Ideon Science Park is one of Europe's most successful meeting places, where research, capital and entrepreneurs come together with 400 companies with 10,000 employees. Wihlborgs is the largest property owner in the area and has acted as the driving force for creating a vibrant innovation hub for businesses.
- Wihlborgs is a partner in the Malmö Business Community Gala and jointly with the Marknadsföreningen i Helsingborg (MiH) and HBG Talks, we have set up a new prize for the Helsingborg Business Community Gala: Helsingborg's Start-up of the Year.

In-house forum and initiatives

Wihlborgs' Kontaktyta is our own platform for collaboration and knowledge exchange. On the platform, we discuss current topics and invite customers, business partners and decision-makers to come together and discuss relevant issues. This initiative is crucial to our role as continued relationship- and region-builders.

"We shape our buildings, thereafter they shape us." The quote is from Winston Churchill and a recurring theme for Wihlborgs' arrangements during the WTA Nordea Open in Båstad. Discussion revolved around subjects such as the human impact of our physical environment and buildings. Wihlborgs is also one of the host companies of the Capital Market Days in Båstad, when property companies, analysts and others gather to exchange knowledge and discuss trends and future industry issues.

Regional and urban development

The development of new infrastructure is of major significance to the business community and jobs in the region. In 2023,

we continued our involvement in the Öresund Metro Executive Board – a Swedish-Danish forum promoting the construction of a metro system between Malmö and Copenhagen of which Wihlborgs' CEO Ulrika Hallengren is a member. In May, we held a seminar at Dockan in Malmö about the significance a metro system could have for the business community. We are also involved in the plans for a fixed connection between Helsingborg and Helsingør.

As a major commercial property owner in the region, we are involved in numerous urban-planning and urban regeneration projects. We also work to make the areas safer and more attractive by creating a mix of offices, homes and shops.

Our partnership with Øresundsinstitutet and the Chamber of Commerce and Industry of Southern Sweden provides us with facts and knowledge about the region and enables us to support their work with the development of and information about the region. Many of our employees are involved in networks and boards of directors in order to gain an understanding of the region's needs, conditions and trends. Citysamverkan, LFM30 and jury participation in Malmö Business Community Gala are a few examples.

Together with Media Evolution, Atrium Ljungberg, Vasakronan and Vinge, Wihlborgs has been part of starting "Malmö Residency," an initiative that aims to draw more attention to Malmö. Out of 629 applications that came in from around the world, three were selected to spend a month in Malmö.

If the region and cities prosper, we prosper.

We invest in what we believe will benefit the many, not what generates immediate profit. We are passionate about linking companies and cities, and providing them with opportunities to grow and realise their ambitions. When the city and the region grow, so does the need for new premises, for our skills and our involvement.

Societal commitment





Kvartetten (Pulpeten 5) in Hyllie, Malmö