

# **Sustainable Business**

# Long-term, sustainable growth

A major part of Wihlborgs overarching goals is to have a business model for sustainable long-term growth. This entails taking the environment, people and the economy into account in all our decisions.

Wihlborgs' sustainability framework is divided into four areas, with 16 associated targets. The targets cover all elements of the ESG area aimed at driving the company in a sustainable direction and they are monitored on a quarterly and/or annual basis.

Our targets of net-zero carbon emissions by 2045 and to halve our climate emissions by 2030 have been approved by the Science Based Targets initiative (SBTi), which means they are both science-based and in line with the ambitions of the Paris Agreement (1.5°C goal).

## Sustainability report

Wihlborgs' sustainability report includes information on pages 16–19, 22–23, 32–43, 84–89 and the in-depth sustainability data on pages 132–159. The sustainability report is prepared in accordance with GRI Standards 2021 as well as guidelines from the EPRA and the TCFD. The GRI information is mainly presented in the in-depth sustainability report. The GRI index can be found on pages 156–157.

Wihlborgs' sustainability agenda is based on external and internal regulations and governing 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
- Fundamental conventions of the ILO
- Sustainability certifications

### Internal

- Environmental and climate policy
- Code of Conduct – Our ethical guidelines
- Environmental management system
- Environmental programme for projects
- Work environment policy
- Policy for diversity and inclusion
- Code of Conduct for suppliers

## 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 132–159.



## THE GLOBAL GOALS



### Affordable and clean energy

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



### 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**



### Decent work and economic growth

We create safe and healthy workplaces in resource-efficient properties, are developing processes for more circular material flows in our projects and are striving to ensure that there are decent working conditions throughout the entire value chain. **Targets: 8.4, 8.7, 8.8**



### 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**



### Sustainable cities and communities

We aim to develop properties with a low climate and environmental impact close to public transport hubs, along with supporting new infrastructure investments that can contribute to sustainable transportation. **Targets: 11.2, 11.6**



### Partnerships for the goals

We have 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**



## 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 and reduce the negative impact. Our ambitions and initiatives are summarised in Committed employees (pages 34–35), Responsible business (pages 36–37), Sustainable property development (pages 38–41) and Commitment to the region and its community (pages 42–43). There is a great deal of overlap across these four areas, which is also reflected in how Wihlborgs works with the issues.

## How we work sustainably

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

### Knowledge

Wihlborgs works methodically to develop and implement our sustainability approach to working, to build our own expertise and to strengthen the circularity perspective. We have daily dialogues with our customers thanks to our local presence and the fact that we have our own property management. Internal expertise also allows us to help tenants to reduce their climate impact and to advise them in areas such as well-being and security.

### 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 in the supply chain.

### 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 focus on initiatives that truly make a difference for people and the environment.

### Community

Sustainable development cannot be achieved by one company or one organisation alone. It happens 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 and suppliers as well as the public and non-profit sectors.



In Lund, we are converting and extending the Beta 1 and 2 buildings (Vätet 1) for the chip design company Arm. The existing frame is being retained and technical installations are being upgraded with the aim of reducing climate impact.



## Committed employees

Committed and knowledgeable employees lead to high quality and to satisfied customers, which in turn contributes to strong financial results.

The relationship between committed employees and satisfied customers is easily discernible in the results of our employee survey and Customer Satisfaction Index (CSI) (see page 36), where the trends are in sync over time.

The employee survey is conducted in collaboration with Great Place to Work (GPTW), which measures trust, pride and community spirit among employees. The overall results are presented in the form of a Trust Index®. A GPTW rating requires an overall score of at least 70 percent and Wihlborgs' target is to score more than 85 percent.

In the 2024 survey, Wihlborgs' overall trust index was 90 percent. A full 94 percent of employees think that in all aspects, Wihlborgs is a very good place to work. Wihlborgs ranked fifth both in Sweden and in Denmark on the GPTW list of best workplaces. It came in at sixth place in the first-ever regional survey (companies in Skåne).

### Culture and competence

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.

In 2024, we celebrated our 100-year anniversary in a variety of ways here at Wihlborgs. For example, employees were invited to bring along colleagues to activities that they themselves enjoy and, once per month, we invited guests with some sort of connection to our history or operations to join our internal Monday meetings.

### Skills

Our organisation's ability to constantly develop and adapt is essential for how successful we can be. The rising importance of skills supply, together with generational dynamics in the labour market are making it ever-more important to be able to offer individual skill development plans and a pleasant workplace. We put particular focus during the year on further developing our recruiting and onboarding process aimed at attracting the right talent, and communicating our corporate culture early in the process. We also want to ensure that employees are happy and involved from day one. During the year, we also focused on initiatives aimed at securing our long-term skills supply.



Hannes Ivarsson started working at Wihlborgs as an hourly employee during his studies. Today, he is a property manager in Helsingborg. Scan the QR code to read more about his journey at Wihlborgs.

Examples include training that was offered on these topics: Chat GPT; climate calculations; refrigerants; reuse; environmental responsibility and delegation; work environment; and ergonomics.

## Health and work environment

We want Wihlborgs to be a workplace where the focus is on employees. We also want to inspire customers and suppliers when it comes to the work environment and development of workplaces. We want our employees to have exciting challenges and a work-life balance, as well as opportunities for health-promoting activities. At Wihlborgs various offices, there is space for everything from creativity and collaboration to focused work and recovery. Wihlborgs target is for sick leave to be below 3 percent. In 2024, the rate was 2.23 percent. For more information, see page 23.

We were one of the first companies in Skåne to introduce the Skånetrafiken period ticket as a salary benefit, thus making it easier for employees to take public transportation to/from work and in the course of work. A company bicycle is another available option.

## Gender 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.

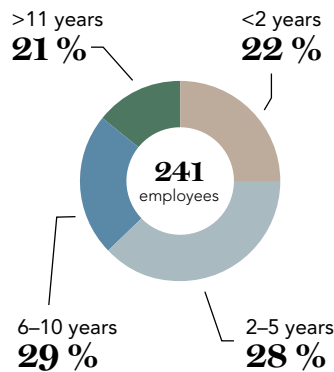
The average age is 44 years, with a wide distribution in the age range 19–69 years, something that we consider a strength in terms of internal knowledge transfers, continuity and development. The proportion of women in the Group is 37 percent. Wihlborgs has an equal gender breakdown among managers, in Group Management and on its Board. Wihlborgs has also figured at the top of the AllBright foundation’s list of the most gender-equal listed companies for several years, including 2024.

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. 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.

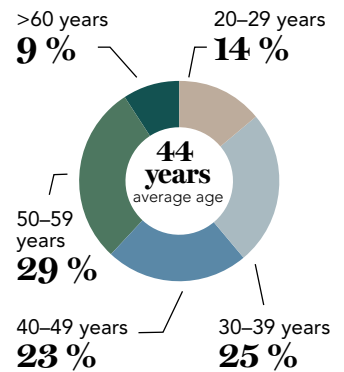


In 2024, Wihlborgs acquired the Vårdshuset 2 office building, located above Hyllie Station in Malmö. An inspection of the property began immediately after the acquisition, resulting in a package of improvements for facade renovation, energy saving and signage. It is just one example of how, thanks to Wihlborgs’ wide range of in-house skills and expertise, we are able to acquire properties with high operating costs and a low energy performance class, and to contribute by improving property energy performance. From left: Stefan Carlén, Property Host; Ivan Bicanic, Service Technician; Philip Modig, Property Manager; Linus Karlsson, Property Host; Johanna Larsson, Operator; Michael Keifer, Service Technician; Jan Larsson, Operator; and Jenny Wahl, Manager of Operations and Technology.

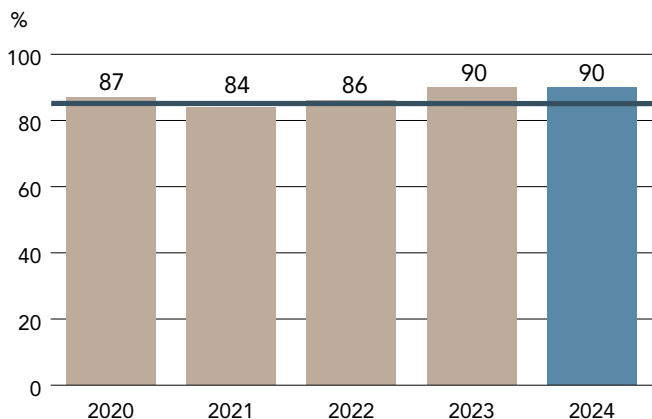
Length of employment, total



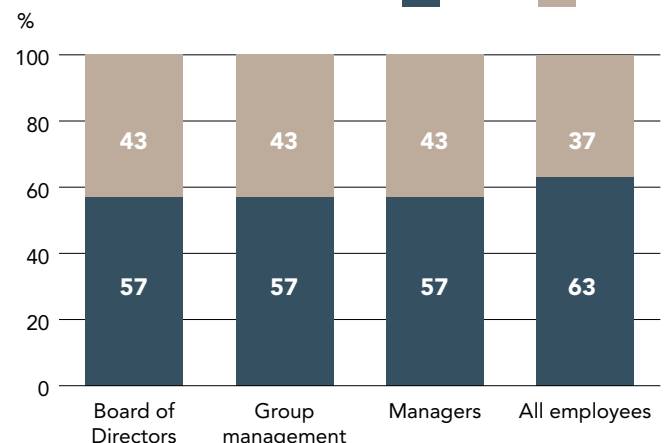
Age distribution, total

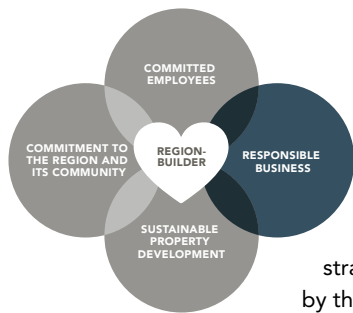


Trust Index®, Group



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, high energy efficiency and stable 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.

## ESG Reporting

The growing amount of ESG data and reporting can help actors make informed investment decisions that include sustainability aspects. We use the EU Taxonomy to report the percentage of our activities that is aligned with the EU Taxonomy criteria and thus environmentally sustainable. In 2024, 38 percent (39) of our turnover was environmentally sustainable according to the EU Taxonomy.

Efforts to prepare for the CSRD reporting requirements began in 2024 by completing Wihlborgs double materiality assessment and defining which aspects of sustainability are relevant to the business. The sustainability report on pages 132–155 presents the outcome for Wihlborgs’ alignment with the EU Taxonomy and the double materiality assessment.

In the annual global comparison of real estate companies carried out by GRESB (Global Real Estate Sustainability Benchmark), Wihlborgs received five out of a possible five stars, ranking it as the Global Sector Leader and number one in the category of listed diversified property companies in Europe (office/industrial). The Carbon Disclosure Project (CDP), which assesses companies’ climate work, awarded Wihlborgs a B.

### Proportion eligible or aligned with the EU Taxonomy

	Proportion eligible (%)	Proportion aligned (%)
Turnover (Revenue)	38	62
Capital expenditure (CapEx)	60	40
Operating expenditure (OpEx)	41	59

## Financing

In addition to equity, Wihlborgs finances its operations through loans from Nordic banks and Danish mortgage institutions, and by issuing bonds. Wihlborgs prioritises funding sources that are long-term stable by having a high share of financing through bilateral bank loans, and a low share of financing in the bond market. In less favourable times, access to capital can be more uncertain. Wihlborgs has thus made this choice to make us less dependent on bond funding.

In 2024, Wihlborgs signed its first sustainability-linked loan with Handelsbanken, where the financial cost depends on the outcome of three ESG-related key performance indicators (KPIs), which are directly linked to reduced climate impact.

## 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.

Systematic management of service matters helps us document 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 2024 customer satisfaction index (CSI) conducted in Sweden showed that overall customer satisfaction was 79 percent and the willingness to recommend was 84 percent. A different type of customer survey is conducted in Denmark, where customer satisfaction among existing tenants is measured continuously throughout the year. Overall customer satisfaction was 77 percent and the willingness to recommend was 82 percent. Customer surveys are also conducted in the Danish operations, when new tenants move in. For this group, the overall customer satisfaction was 87 percent and the willingness to recommend was 88 percent.

## Supplier relationships

Choosing the right suppliers and contractors to partner with is important for Wihlborgs, to ensure that all the work performed is aligned with our ambitions with respect to environmental, climate and social topics as well as the work environment. We also have clearer expectations on resource optimisation and social conditions as well as material choices that are both climate-conscious and health conscious.

### Systematic purchasing efforts guarantee quality

Wihlborgs' supplier assessment means that all strategic 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. Wihlborgs has set a goal for 2025 that all strategic suppliers will meet these requirements. Today, 87 percent (78) meet the requirements. Of the remainder, 3 percent are undergoing assessment.

Suppliers are an essential part of meeting Wihlborgs' sustainability targets and helping advance the industry in a positive direction. Besides regular follow-up meetings with each supplier, Wihlborgs organises a supplier collaboration forum at least once per year with its construction contractors with framework agreements. They, in turn, have many suppliers involved in their own value chain. The purpose of those meetings is to engage in dialogue, exchange experience and facilitate our suppliers' ability to meet the requirements.

To support the development of the local business community and help create jobs, 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 2024 we reached 88 percent (91). Out of the framework

agreements signed in management and project operations, the share of local suppliers amounted to 95 percent (96).

### Workplace controls

Wihlborgs introduced workplace controls in 2024. The controls ensure that the parties comply with applicable agreements and regulatory requirements. Examples are controls to ensure that those working on the site have logged in and provided identification, that they have the right protective equipment, that there is a work environment plan and that hazardous waste is correctly handled.

There were approximately twenty such controls conducted during the year by an external party on projects that have been procured as turnkey contracts. Workplace controls have been implemented based on the higher expectation that we take responsibility in the value chain, which also requires that we have better insight into the entire value chain. The controls can also help ensure that competition is healthy and that fair terms and conditions are applied in the industry.

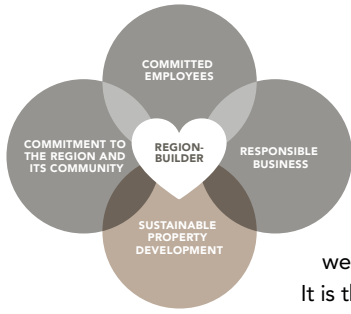
## Ethics and anti-corruption

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-blower function 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 and Board members. There is also a Code of Conduct for suppliers and contractors.



As the region's leading property company, Wihlborgs has a responsibility to work continuously with business ethics issues.



# Sustainable property development

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 need to act to reduce our emissions in line with our science-based climate targets (see page 32). The climate roadmap is based on a circular perspective with four identified phases (design, construction, operation and management, as well as demolition) that are linked to a building’s lifecycle. In 2024, we started making the climate roadmap more tangible by adding measurable activities.

CO<sub>2</sub> emissions are divided into Scope 1, 2 and 3. The majority of Wihlborgs’ emissions, 94 percent, are indirect in Scope 3. Emissions associated with purchased energy, Scope 2, amount to 5 percent and the remainder, 1 percent comprise direct Scope 1 emissions from our own operations. For more detailed information on Wihlborgs’ emissions, see pages 143–144.

### Direct emissions from our own operations (Scope 1)

#### Cooling plant

Direct emissions generated by operations at Wihlborgs are attributable to, for example, leakage of refrigerants from air conditioning units installed in our properties. In 2024, we continued to replace conventional refrigerants with ones that have significantly lower climate impact. As a result we reduced our potential climate impact by nearly 400 tonnes of CO<sub>2</sub>e.

#### Gas consumption

Gas that is used to heat properties is another source of emissions in Scope 1. The Swedish portfolio uses biogas, which

does not generate any CO<sub>2</sub> emissions. The gas used in the Copenhagen area, however, consists partially of natural gas, which leads to emissions. Efforts are underway here to convert properties to district heating in order to decrease the share of purchased natural gas.

#### Transportation

The majority of Wihlborgs’ service vehicles and company cars are either electric, methane or hybrid vehicles. Vehicles that use fossil fuel, entirely or in part, result in Scope 1 emissions, which can be reduced by phasing out fossil fuel-powered service and company cars.

### Indirect emissions from purchased energy (Scope 2)

Wihlborgs’ Scope 2 emissions comprise our purchased energy, including landlord electricity, district heating and district cooling. We strive to only use renewable energy sources, but are dependent on what energy suppliers can offer. In the Swedish portfolio, we purchase renewable or recycled residual heat and all landlord electricity is produced by wind- or hydropower. A portion of district heating is derived from fossil fuels in the Danish portfolio.

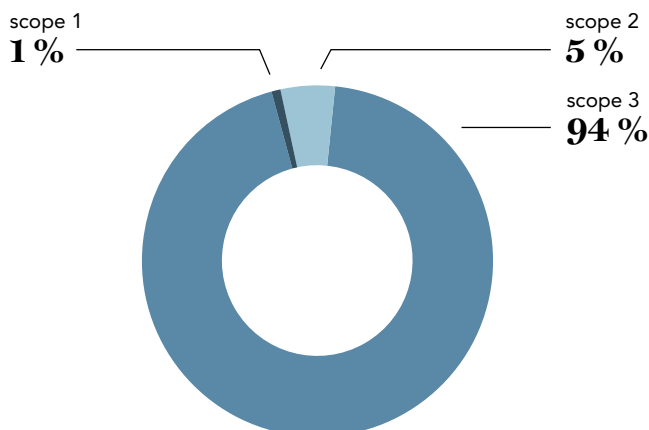
By producing our own energy from solar power systems at selected properties, we ensure access to renewable electricity.

### Other indirect emissions (Scope 3)

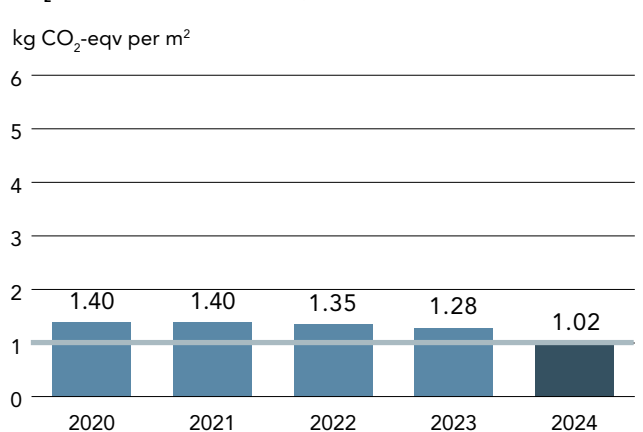
Slightly more than half of Wihlborgs’ Scope 3 emissions stem from new construction and redevelopment projects. Our environmental programmes for project operations ensure that environmental and climate aspects are managed in line with adopted goals and policies. To achieve our climate target of net-zero carbon emissions by 2045, we have measures such as limit values to constrain CO<sub>2</sub> emissions in our projects. The limit value for new builds is 270 kg CO<sub>2</sub>e/m<sup>2</sup>. The limit value will gradually be lowered so that we can achieve our targets of halving emissions by 2030 and a net climate impact of zero by 2045. In the autumn, a proposal for annual limit values until 2030 has been prepared, which will be decided in 2025.

Limit values for repair, conversion or extension (ROT) projects will also be specified at some point in the future. During the year, we created and implemented a template for climate calculations

Allocation of CO<sub>2</sub> emissions by Scopes 1, 2 and 3, 2024



CO<sub>2</sub> emissions, scopes 1–2, kg/m<sup>2</sup>





## Wihlborgs' social roadmap

In order to clarify social sustainability targets and ambitions for various stakeholder groups, Wihlborgs created a social roadmap in 2024. It provides guidance, both internally and externally, for Wihlborgs' work with social sustainability. A thorough survey of the social initiatives within the organisation revealed that they could be summarised in four sub-areas: tenants at Wihlborgs properties; workers in Wihlborgs' value chain; and those who live and work in the Öresund region – today and tomorrow. We have now started the next step in the social roadmap, namely to identify the areas with opportunity for improvement and to actively work with strengthening these areas.



in projects over SEK 1 million in order to define these limit values. The template and calculations supplement what we have previously been using in new construction projects.

14 percent (17) of Wihlborgs' Scope 3 emissions stem from tenant waste and energy consumption. Our actions in this area include implementing initiatives to increase waste sorting rates through well-planned and accessible recycling rooms, promoting use of renewable energy sources, and sharing tips and advice on circular material flows and energy saving.

### Resource use and circular economy

The percentage of saved and reused materials in projects must increase in order to reduce the consumption of new materials. We initiated a reuse strategy and formulated circularity targets during the year.

We joined CCBUILD (Center for Circular Building) during the year. It offers a digital support system for registering our reused inventory products, along with an overview of construction products available for reuse in our own portfolio and access to a digital marketplace for reusable construction products. We also decided on, and started setting up, our own reuse hub where construction products that cannot be reused in one project are stored until they can be used in another project.

## Energy consumption

Wihlborgs energy consumption in 2024 was 80.0 kWh/m<sup>2</sup>, Atemp. We have achieved our target of 85 kWh/m<sup>2</sup> and are now striving to reduce consumption to 75 kWh/m<sup>2</sup> by 2030.

Wihlborgs' own energy innovation ("the Janne solution"), a reversible heat pump that works with existing district heating and cooling systems to recycle heating and cooling, has resulted in a reduction of up to 20 percent in energy consumption at properties where it is installed. To date, it has been installed at 14 (10) properties. The solution helps reduce energy drawn both by heating and by cooling during the heating season.

At Nya Vattentornet 4 (Cube) in Lund and Ametisten 5 in Helsingborg, Wihlborgs invested in battery storage systems and signed agreements with Öresundskraft. Through battery

storage, Wihlborgs can help stabilise frequency in the electricity grid and help meet demand in the grid by using stored energy when demand is high. The system will function as a support service for Svenska Kraftnät and, because it enhances both quality and stability in the grid, it will grow in importance as the percentage of renewable energy increases.

### 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 2024, the output amounted to 7.5 MWp (5.7). The energy these facilities produce represents about 11 percent of the entire portfolio's need for landlord electricity. To reduce Scope 2 emissions, we are also working with energy efficiency-enhancement measures to decrease energy consumption overall (page 145).

The manufacture of solar panels can potentially adversely impact the environment and people in the value chain. In 2024, Wihlborgs created a set of requirements for these aspects that apply to the procurement of solar panels. For example, the origin of the silicon must be verified by a third party and there must be an environmental product declaration (EPD) for construction products.

## Climate change adaptation

The need to climate-proof our properties has increased in pace with climate change becoming increasingly intense and the occurrence of extreme weather conditions more frequent. To future-proof new buildings, we conduct climate risk assessments at an early project design stage to establish any location-specific climate risks and identify suitable actions to increase the resilience of buildings.



Please scan the QR code to watch the video on the project called, "Climate change adaptation together." Those featured in the video are: Åsa Romson, Project Manager at IVL; Emanuel Toft, Investigator at City of Malmö; and Elsa Hagdahl, Sustainability Manager at Wihlborgs.



Wihlborgs’ high certification ambitions also apply to the logistics/production sector. In several projects, Wihlborgs bases its climate calculations on product-specific climate data, rather than using standard values. The reason for doing so is to better reflect the actual climate footprint. Galoppen 2 is one of the properties where the goal is to obtain certification in accordance with Miljöbyggnad Guld.

We also updated our climate risk assessment for the entire existing portfolio, thereby identifying the properties most at risk for physical climate risks based on various climate scenarios. We are conducting more in-depth vulnerability assessments on these properties in an effort to identify preventive actions that could better equip them for climate change. A more in-depth explanation of Wihlborgs’ climate change adaptation efforts is provided on pages 144 and 154–155.

In order to increase knowledge in its own organisation and contribute to greater understanding in society of how buildings need to be adapted to the changing climate, Wihlborgs has chosen to actively participate in “Climate change adaptation together” – a research project on climate change adaptation measures in urban buildings. The project is led by IVL Swedish Environmental Research Institute, funded by Formas and carried out in collaboration with Linköping University, the City of Malmö and property companies.

## Ecosystem services

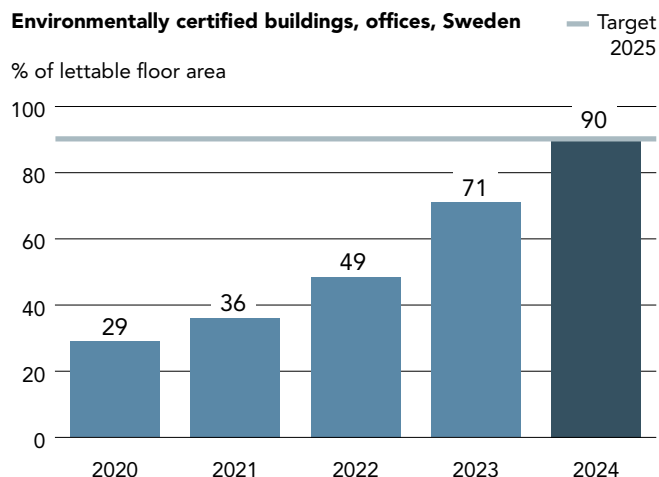
Investments in biodiversity and ecosystem services are important elements for the development of sustainable properties. Every spring, we review our outdoor environments, inspect existing bird boxes and insect hotels and set up new ones.

We see great opportunities ahead to combine efforts in climate change adaptation with increased biodiversity. Green roofs is just one example. They retain rainwater while contributing to increased biodiversity. In 2024, we began a survey of all of our outdoor environments.

## Sustainability certification

At year end, slightly more than 90 percent of the area of Wihlborgs’ Swedish office properties was certified, meaning we have achieved our target of 90 percent one year early. 43 percent of Wihlborgs’ total area was certified at year end. In the Danish portfolio, we have started certification of 14 properties. For more detailed information, see pages 146–147.

As more and more office properties obtain certification, the focus will gradually shift to certification of warehouses/logistic centres, as well as the recertifications that are required every five years. In these processes, Wihlborgs greatly benefits from having implemented the first phase with its own employees. We thus have a high level of in-house expertise and good documentation.



For a number of years now, Wihlborgs has been certifying all new-build projects in line with the Sweden Green Building Council (Miljöbyggnad) system, normally to Gold level. During the year, we certified five new construction projects according to Miljöbyggnad. 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 (NollCO<sub>2</sub>). Kvartetten (Pulpeten 5), Vista (Bläckhornet 1) and Space (Kunskapen 1) in Lund are triple-certified properties.

We are the first company in Sweden to register and start certification of a redevelopment and extension project in accordance with NollCO<sub>2</sub>.

Just as in 2023, Wihlborgs won twice at the Sweden Green Building Awards 2024. Vista was named the Miljöbyggnad of the Year and Boplatsen the Miljöbyggnad iDrift of the Year.

## 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.

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 56 percent (52).

Our management team maintains a continuous dialogue with tenants and efforts got underway during the year to develop the templates for green leases with the aim of putting more emphasis on these issues.

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 and CoAction Lund (see the box, below). Wihlborgs also helps tenants to choose climate-smart travel by investing in locations close to public transportation, creating parking spaces for bicycles and installing charging stations. By late 2024, more than 1,907 charging stations were installed in connection with properties.



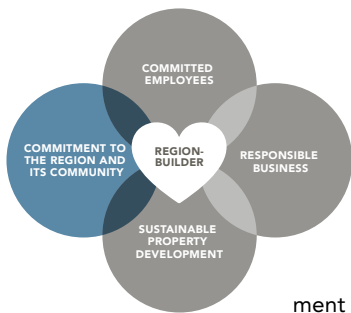
## Ways of achieving job satisfaction

How to create an attractive and pleasant workplace that takes into account different needs remains high on the agenda. Wihlborgs organised several seminars on that theme during the year. The photo is from a breakfast event in December when we invited some of the companies from the Great Place to Work's list of Skåne's best workplaces to participate. Participants who shared their knowledge at the event were: Helena Kockum (middle), COO at the law firm, Delphi; David Egonsson, Founder and Concept Manager for the salad chain, Holy Greens; Tove Gleisner (right) HR Director at Wihlborgs; and Anna Nambord (left), Workplace Advisor at Wihlborgs.

## 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.
- **CoAction Lund** is a joint effort led by the City of Lund with the aim of making Lund climate neutral by 2030. A variety of steering committees are involved to implement joint initiatives on such themes as mobility, examples of which are individual green journey plans and energy sharing that relieves pressure on the grid.
- **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.
- **SGBC Syd (Green Building Initiative, South)** – participated in a working group during the year and hosted two meetings.
- **The Swedish building and construction industry's updated roadmap for fossil-free competitiveness** – signatory.



# Commitment to the region and its community

Wihlborgs has a strong commitment to the Öresund region covering 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, talent, 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. Please visit our website to learn more about the initiatives that we support.



**A good start in life – Drivkraft Malmö.**

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, 86 percent state that the homework and the mentorship helped them to improve their grades.



### A good start in life

- Drivkraft Malmö/Helsingborg
- MFF i Samhället
- Foo Café Coderdojo
- Summer youth activities

### The courage to grow

- Eos Cares Språkcafé Ideon
- Techship
- Boost by Rosengård
- Venture Cup
- Diversity index

### Growth potential

- Medeon
- Ideon
- Hetch
- Media Evolution
- Connect Sweden

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