

Heimstaden's Sustainability Targets

ESG	Focus	Current target
	Sustainable Operations	Reduce absolute scope 1 & 2 greenhouse gas emissions with at least 46% by 2030 (2019 base year) Reduce the amount of purchased energy by, on average, 2% per year till 2025 (like for like basis, 2019 baseline) At least 1% reduced water consumption per sqm and year until 2030 (like-for-like, baseline 2019)
	Sustainable R&M and New Construction	Ecosystem services shall be evaluated for all new builds and major projects, at least the same amount of ecosystem services, or more, must be recreated Include renewable energy generation in all newbuilds
	Workplace & employees	Employee survey by 2023: 8.5 for leadership, job satisfaction, and temperature (1-10) 65 on eNPS by 2023 (-100 to 100) 0% work related sick leave in 2023; 0% work related injuries in 2023 Gender equality in Group Management Team (40%-60%)
	Friendly Homes & Customer Care	Annual customer survey by 2023: total service: 80%, treatment: 86 % (0-100%) At least 3% of apartments consists of social lease contracts¹ by 2023 (focus on people in exclusion)
	Neighborhoods & Society	On an annual basis, at least 3-4% of employees shall be trainees (focus on people in exclusion) 100 young adult jobs each year as student job and summer jobs (group wide)
	Leadership & Supervision	100% of employees have signed the Code of Conduct for Employees and have completed training by 2021 100% of contractors and suppliers have signed the Code of Conduct for business partners by 2023 Require that suppliers covering at least 70% of scope 3 emissions will set science-based targets by 2025
	Fair, Transparent & Trustworthy	No incidents of confirmed discrimination No incidents of confirmed corruption

1) The social lease contracts to be integrated throughout the entire portfolio (not be placed in separate buildings - focus on inclusion)