



Quality and Environmental Policy SIBS AB (publ)

1 Quality Policy

SIBS AB's customers and other stakeholders can expect that:

- We are at the forefront of real estate development, design, industrial construction, and property management with strong knowledge and high competence.
- We deliver our products and services on time and as agreed.
- We create satisfied customers by delivering properties that meet both specified and implied customer requirements; this makes us highly cost-effective and attractive.
- We are reliable as business partners, employers, managers, or other collaborators.
- We collaborate with carefully selected competent suppliers and partners.
- We engage our employees to understand how they personally contribute to fulfilling our customers' wishes, needs, and expectations.

Every employee commits to:

- Understand their role in daily work to achieve quality results.
- Fulfill customer requirements and other applicable requirements from stakeholders, including applicable laws and regulations.
- Contribute to continually improving the business and raising the quality level of our projects and services.

2 Environmental Policy

We at SIBS AB work to protect the environment, reduce our environmental impact, and develop our environmental work by:

- Educating and motivating our employees to perform their tasks environmentally responsibly.
- Striving to offer properties with low energy consumption.
- Encouraging active environmental work from our suppliers and partners to the greatest extent possible.
- Actively working with environmental goals and actions to achieve them.
- Informing employees, consultants, and subcontractors about environmental management work and the importance of considering environmental issues in daily work.

Every employee with us commits to:

- Comply with applicable environmental laws and regulations, as well as other applicable binding requirements.

- Contribute to continually improving our environmental management system by working towards meeting environmental goals and achieving better environmental performance in our operations.

3 Review and Board Approval

The quality and environmental policy shall be reviewed at least once a year or more frequently if necessary.

This policy was adopted by the board of directors of SIBS AB on June 28, 2023

This policy is also available at sibs.se.