



Sustainability Policy for SIBS AB (publ)

1 Scope and Purpose

This Sustainability Policy applies to the board, management, and all employees of SIBS AB, including its subsidiaries and affiliated companies.

The purpose of SIBS' Sustainability Policy is to guide us in the development of sustainable living environments where we create economic, ecological, and social value for a global market while minimizing negative impacts at all levels.

SIBS' Sustainability Policy is aligned with our environmental policy and code of conduct. SIBS' Sustainability Strategy provides more detailed information on how we work with sustainability.

2 Governance and Reporting

This policy has been approved by the SIBS Board. The policy is reviewed annually by the SIBS Sustainability Manager, and the results are reported to the board. SIBS' sustainability efforts are reported annually in our sustainability report in accordance with GRI for 2022 and subsequently according to CSRD.

3 Social Sustainability

With a focus on people and workplace safety as the highest priority, we work towards:

- Ensuring that no one is harmed in our workplaces,
- Creating living environments where people thrive and feel safe,
- Sustainable supply chains,
- Increased diversification.

4 Ecological Sustainability

We always follow the precautionary principle by analyzing decisions that may have a significant environmental impact. We work towards:

- Achieving net-zero greenhouse gas emissions by 2045,
- Energy-efficient buildings,
- Environmentally certified buildings,
- Meeting the requirements of the EU Taxonomy Regulation,
- Toxic-free construction.

5 Economic Sustainability

Based on our belief that industrialized construction is key to economically sustainable buildings, we work towards:

- High-quality living environments that ordinary people can afford to live and work in,
- Predictable costs,
- Efficient resource utilization with minimal waste,
- Circular construction designed for disassembly and reuse.

6 Business Ethics

We do not accept any forms of corruption. We completely refrain from giving or receiving any gifts that could create a dependent relationship for either party. We avoid conflicts of interest by not conducting business with relatives or where we have private interests. Any use of our subcontractors or supplier contacts for personal use must be approved by the CEO.

7 Review and Board Approval

The Sustainability Policy shall be reviewed annually or more frequently if necessary. This policy was adopted by the board of SIBS AB on June 28, 2023.