

Title	Version	Replaces	Org. locations	Page # (of #)
Sustainability Policy	1.1	1.0	N/A	1(4)
Owner	Changed by	Latest changed	Document type	
CCBO	Jessica Sjöberg	2024-03-14	Policy	
Adopted by	Adopted on (Date)	Status	Replaced by	
the Board of Directors	2024-04-25	Proposal	N/A	

Sustainability Policy

Information

What does this policy cover?

This policy describes the principles for Hemnet Group AB (publ) and its subsidiaries (the "Company's", the "Group's") sustainability work, the model for how we conduct our sustainability work, and how this work is reported. The policy also defines our overall sustainability goals and Hemnet's sustainability approach.

Who is affected by this policy?

On the one hand, the policy is intended to support employees in the Company who are responsible for driving, tracking and developing the sustainability work (e.g. CEO, Chief Communication and Brand Officer, Chief People and Culture Officer, General Counsel); on the other hand, it is intended to serve as a general guide for the Company's approach to sustainability, which in many cases involves all employees in the Company.

Why have we created this policy?

Hemnet strives for a continuous and integrated sustainability work and progressively increased transparency in sustainability issues. The sustainability policy forms the backbone of this work.

The principles behind Hemnet's sustainability work

As one of Sweden's most visited digital platforms and a hub for the country's housing businesses, Hemnet plays an important role in the Swedish housing market. With our position comes great responsibility, and we are actively working to build a Company that makes a positive impact on the market in which we operate, as well as on society at large.

Hemnet is strongly committed to ensuring that its operations contribute to sustainable development in economic, environmental, and social terms. The Company strives to be open about its sustainability work and expects the same openness from its suppliers. The Sustainability Policy forms the basis for Hemnet's sustainability work, which is implemented in day-to-day operations primarily through our Code of Conduct. Hemnet's expectations of suppliers and partners are set out in our Supplier Code of Conduct.

Framework and reporting structure

The core of our sustainability approach is to be a trusted and independent marketplace enabling a mobile, efficient and transparent property market. As an independent platform, we offer homebuyers, sellers and real estate agents equal access to the market we represent. Hemnet is to be a reliable partner that can be trusted at all times. Thus, ensuring the accuracy, credibility, and high quality of content on Hemnet is a priority. We maintain strict standards for real estate agents listing properties on our platform and monitor adherence to our publication guidelines. We constantly invest in our

services to ensure the best quality in our offering and high accessibility to the millions of Swedish consumers turning to our platforms weekly.

We enhance market efficiency and mobility by consolidating a substantial portion of the Swedish housing market in one location. Coupled with our high visitor traffic, this creates an ideal environment for various market players to connect. With nine out of ten properties that are sold in Sweden over a year listed on Hemnet, we contribute to the effectiveness on the property market, and thorough information also about sold objects, including pictures, contributes further to transparency and mobility.

Sustainability focus areas

As described above, contributing to a sustainable and well-functioning market for buying and selling real estate in Sweden is at the core of our business model and vision to enable a mobile, transparent and efficient property market. It is also the core of our sustainability framework. In addition to this our sustainability efforts focus on four areas in which we strive to create positive change:

- Being one of Sweden's best workplaces
- Contributing in the combat against climate change
- Living by strong ethical principles
- Creating positive social impact

Sustainability reporting

Sustainability reporting is intended to help investors, consumers, decision-makers and other stakeholders evaluate the Company's non-financial results in the context of sustainable and responsible business operations. Hemnet should therefore identify sustainability risks in relation to its overall operations, as well as relevant key performance indicators in each of the above focus areas, and follow up on these annually in the Sustainability Report. To ensure data quality and accurate history in the annual follow-up, Hemnet should use an appropriate digital sustainability reporting tool. The focus areas should also be reflected in the Company's Code of Conduct to provide guidance for internal compliance.

The Company should progressively align with the mandatory EU sustainability reporting standards under the proposed EU Corporate Sustainability Reporting Directive (CSRD). Until the CSRD is adopted by the European Commission, Hemnet should continue to follow internationally recognized sustainability frameworks, such as the Global Reporting Initiative.

In the sustainability report, Hemnet should also refer to the UN global goals (SDGs) and explain which of the goals are relevant to Hemnet's business activities and how the Company can contribute to meeting the goals.

Sustainability goals

Hemnet must formulate clear and measurable sustainability goals in areas that are meaningful and that clearly demonstrate its commitment to responsible business practices.

SBTi

By joining the Science Based Target Initiative (SBTi), the Company has committed to the initiative's net zero target for small and medium-sized enterprises, and will reduce direct emissions in scope 1 and indirect emissions in scope 2 (that occur in conjunction with our electricity consumption) by 42% by 2030. In 2023, the ambition was expanded by adopting an additional climate target, where the company aims to achieve net-zero emissions across all three scopes by 2050.

Long-term gender distribution goal

Hemnet shall strive for an even distribution of gender within all parts of the Company, including the Board. The Company bases its long-term gender distribution goal on the Swedish Equality Authority's definition according to which equality is considered to be achieved when the proportion of women and men in a group is 40/60 percent or more equal.

Employee Satisfaction

Hemnet shall have a stated goal regarding employee satisfaction (eNPS).

Code of Conduct training

The Company shall have a measurable goal regarding how the Company trains about, and follows up on, compliance with the Code of Conduct internally.

Transparency / availability

Hemnet aims to conduct open and transparent sustainability work to make it easier for the Company's various stakeholders to follow the Company's ambitions and developments in this area. The Sustainability Report (as part of the Annual Report), this Policy, the Company's Code of Conduct and other relevant documents relevant to the area of sustainability must therefore be made available at www.hemnetgroup.com.

Responsibility, Implementation and Compliance with this Policy

The Board has overall responsibility for the management of the Company, which includes issues relating to sustainable management and the Company's sustainability report. The CEO is responsible for implementing the Board's decisions and strategies. The Chief Communication and Brand Officer (CCBO) is responsible for sustainability issues within the management team and, with the support of the General Counsel, must ensure that sustainability work and reporting on this work is done correctly and that the Company continuously develops its sustainability work and raises its ambitions in line with this policy.

Managers at the management group level are responsible for ensuring that the work of each department is carried out in a way that supports the Company's sustainability work. All managers and employees are responsible for reading and complying with the Company's Code of Conduct.

Reporting channels for compliance issues

Hemnet's Code of Conduct indicates which reporting channels are to be used by employees who detect violations in compliance with Hemnet's steering documents. Each employee is asked to raise compliance issues with the person concerned in the matter in the first place where possible. If it is not suitable or possible, the employee should contact the immediate supervisor. If that is also not suitable or possible, employees are asked to contact their supervisor's supervisor, Hemnet's Chief People & Culture Officer or Hemnet's General Counsel. Also, severe misconduct can be reported anonymously via the Company's whistleblower function available via <https://report.whistleb.com/en/hemnet>.

Violations of this policy

Violations of this policy will always be taken very seriously and may lead to disciplinary action, including dismissal. In addition, violation of relevant laws may mean that you (and/or the Company) are subject to legal sanctions.

Related documents

- Code of Conduct
- Code of conduct for suppliers
- Sustainability Reporting
- Equality and equal treatment plan
- Hemnet's Principles and Guidelines for Salary Setting
- Action Plan Against Abusive Treatment and Harassment
- Guidelines for Hemnet's environmental work