

Title	Version	Replaces	Org. locations	Page # (of #)
Sustainability Policy	1.0	N/A	N/A	1 (4)
Owner	Changed by	Latest changed	Document type	
CCBO	Jessica Sjöberg	2022-10-31	Policy	
Adopted by	Adopted on (Date)	Status	Replaced by	
the Board of Directors	2023-04-27	Adopted	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

#### Focus areas

Hemnet has defined six focus areas for its sustainability work, which also form the framework for the Company's sustainability report:

- Being an independent and transparent marketplace
- Being one of Sweden's best workplaces.

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- Principles of ethics and responsibility that are reflected in every part of our business
- Enabling market efficiency
- Creating social impact
- Contribute to combating climate change

### *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. The Company shall aim to extend its SBTi commitment to scope 3, which means also other indirect emissions, in 2023. The commitment includes screening of all scope 3 categories to determine relevance, data availability and targets.

#### *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.

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## 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](http://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.

## Ensuring compliance with this policy

### Updates to this policy

This policy is to be reviewed by the Company's CCBO for content and correctness annually in accordance with Guidelines for Hemnet's Steering Documents.

### Assessment of compliance

Once a year, the CCBO shall conduct an internal assessment of compliance with the contents of this policy. The assessment shall include:

- confirming that a sustainability report has been prepared for the previous calendar year
- confirming that the sustainability policy is available to all employees, and that
- preparatory work is performed to enable compliance with the CSRD.

Non-compliance must be reported to the General Counsel.

### Reporting to the Board of Directors

The CEO annually reports policy compliance to the Board of Directors. The results of the internal assessment described above shall be reported annually to the Company's Audit Committee and the Board of Directors within the framework of this report.

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## 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