

Sustainability goals



Generally, Niam sets common minimum standards and goals at the Group level, while the implementation of these is left to each department, team, platform or subsidiary. This means procedures and

routines may differ between the subsidiaries. A fund may have other goals and targets than the Group. The goals are applicable to Niam AB Group's investment activities as described on this page.

Environmental

- Energy consumption – Reduce facility energy consumption to 100 kWh/sq m in average (Real Estate)
- Renewable electricity – 100% renewable facility electricity in our properties (Real Estate)
- Renewable heating/cooling – 100% renewable heating/ cooling (Real Estate)
- Greenhouse gas emissions – Net-zero CO₂e emissions by 2030 for Standing assets and by 2045 for New construction phase (Real Estate)
- Waste – All our Standing assets are to have at least four different waste fractions, while all our contractors in New construction and renovation must sort waste in six fractions for recycling, plus energy recovery, hazardous and other (Real Estate)
- Building certifications – All new constructed buildings and major renovations must be certified (Real Estate)
- Increased renewable energy capacity (Infrastructure)
- Increased renewable energy generation (Infrastructure)
- Avoidance of CO₂e emissions (Infrastructure)
- At least 50% loans with sustainability aspects (Credit)

Social

- Employee satisfaction – eNPS 30 (Net Promoter Score)
- Investor satisfaction – ISI 4.2 (Investor Satisfaction Index)
- Social initiative – In new construction and major renovation projects, a social screening shall be conducted and social initiatives implemented where needed
- Gender diversity at different levels of the organization

Governance

- All staff of functions-at-risk covered by training programs for example in AML, anti-corruption and anti-bribery
- Zero convictions for violation of anti-corruption and anti-bribery laws
- Full data coverage and quality of ESG data in all Niam assets