

Annual, Governance, and Sustainability Report

2023



Heimstaden

Enrich and Simplify Lives
Through Friendly Homes

Contents

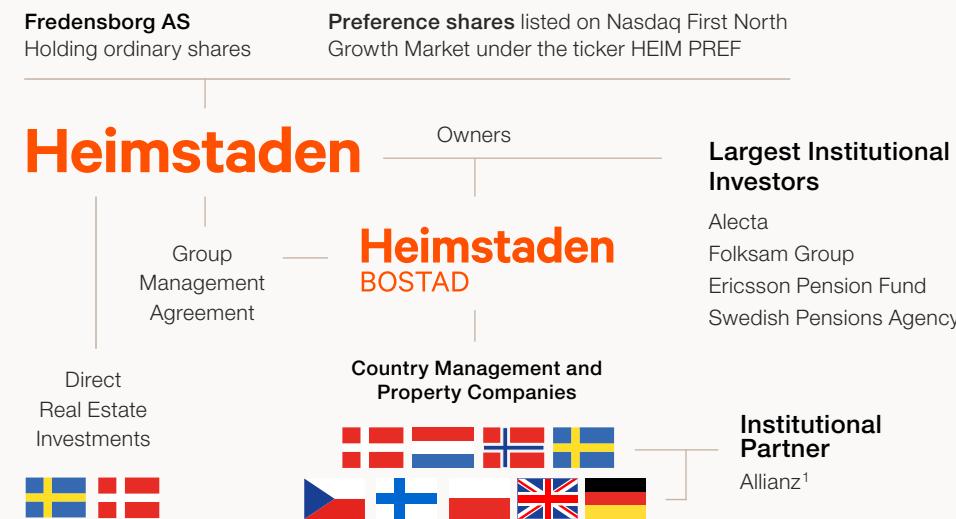
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Administration Report and Financial Information

Heimstaden AB is a public company. Corporate identification number 556670-0455. Domiciled in Malmö, Sweden. This report contains forward-looking information based on the current expectations of Heimstaden's management. No guarantee can be provided that these expectations will prove correct, and future outcomes may vary considerably compared to what is presented herein based on, among other things, changing economic, market, and competitive conditions, changes in legal requirements and other policy measures, and exchange-rate fluctuations. The Annual Report is published in Swedish and English. The Swedish version is the original and has been audited by Heimstaden's auditor. Figures in brackets refer to the previous year, 2022, unless otherwise stated.

Audited sections include the annual accounts and consolidated accounts of Heimstaden AB (publ) except for the corporate governance statement on [pages 28–37](#) and the statutory sustainability report on [pages 119–190](#) for the year 2023. The annual accounts and consolidated accounts of the company are included on [pages 1–2, 5, 16–18, 38–95](#) in this document.

Simplified Company Structure



Heimstaden is an industrial investor and owns Heimstaden Bostad together with long-term institutional investors who share Heimstaden's philosophy for evergreen and sustainable investments. Heimstaden is also the Group Manager of Heimstaden Bostad. The property companies are fully owned by Heimstaden Bostad. Heimstaden has direct ownership in Sweden and Denmark.

¹ Heimstaden Bostad/Allianz partnership owning part of the Swedish and German portfolios. Consolidated as Group companies.

Investment Properties

161,553

Homes

92.5%

Residential Area

57.2%

Regulated Income

98.3%

Real Economic Occupancy



Key Characteristics



Strong Ownership Structure

Heimstaden owns Heimstaden Bostad together with long-term institutional investors, who share a philosophy for evergreen and sustainable investments. As Group Manager, Heimstaden has substantial experience in acquiring, developing, and actively managing residential real estate.



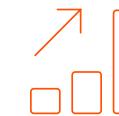
Attractive and Resilient Asset Class

Residential real estate is the world's largest asset class and an essential part of the global economy. Noncyclical in nature, it is a basic human need without risk of disruption and with strong supportive demographic trends, such as decreasing household sizes, supply shortages, and urbanization.



Diversified Portfolio Across Strong European Markets

Heimstaden Bostad's property portfolio is diversified across attractive European markets with growing economies and favourable residential fundamentals. The portfolio has a balanced exposure to regulated and unregulated rental regimes, which provides Heimstaden Bostad with stable and secure cash flows as well as the ability to capture upsides from positive market developments.



Fully Integrated Operating Platform With Proven Track Record

As Group Manager, Heimstaden operates a fully integrated and scalable operating platform that ensures a common experience for our customers combined with cost-efficient integration across our markets.



Commitment to De-leveraging

Heimstaden's commitment to de-leveraging the balance sheet is a prudent strategy that reduces refinancing risk. Heimstaden continues to utilise the tools available to de-risk upcoming maturities.

The Year in Brief

- Residential real estate fundamentals remain strong, reflected in our operational results which include solid 5.1% like-for-like rental income growth, a high 98.3% real economic occupancy, and a NOI margin of 67.4%
- Yield expansion continued to impact property valuations negatively but is trending towards stabilisation
- Heimstaden Bostad's maintained focus on asset-backed financing, securing significant volumes with SEK 33 billion closed in 2023. Together with initial strong results of the privatisation plan Heimstaden Bostad made good progress in covering funding needs
- Board has proposed no Preference Share dividends and decided on deferral of the SEK hybrid bond coupons to strengthen liquidity and derisk future liability management
- Heimstaden Bostad sets new ambitious social targets, aiming for 5,000 inclusive housing contracts within the next three years, with 4,767 already signed
- On track to meet climate targets aligned with the Paris Agreement, reducing greenhouse gas emissions by 10% (Scope 1-3, downstream leased assets)
- Reduction in climate corrected energy intensity by 8% compared to 2022 for comparable properties
- Morningstar Sustainalytics ESG Risk Rating on Heimstaden Bostad was upgraded to 'Negligible Risk' from 'Low Risk' last year
- Heimstaden disposed of assets by selling shares in Heimstaden Bostad and its Icelandic property portfolio as part of the deleveraging strategy. It has reduced its total debt level during 2023 by SEK 6.7 billion, including the debt related to Icelandic assets

15.5%

Rental Income Growth

2.8 billion

Divestments, SEK

58.9%

Net Loan-to-value

1.8x

Interest Coverage Ratio

Key Figures

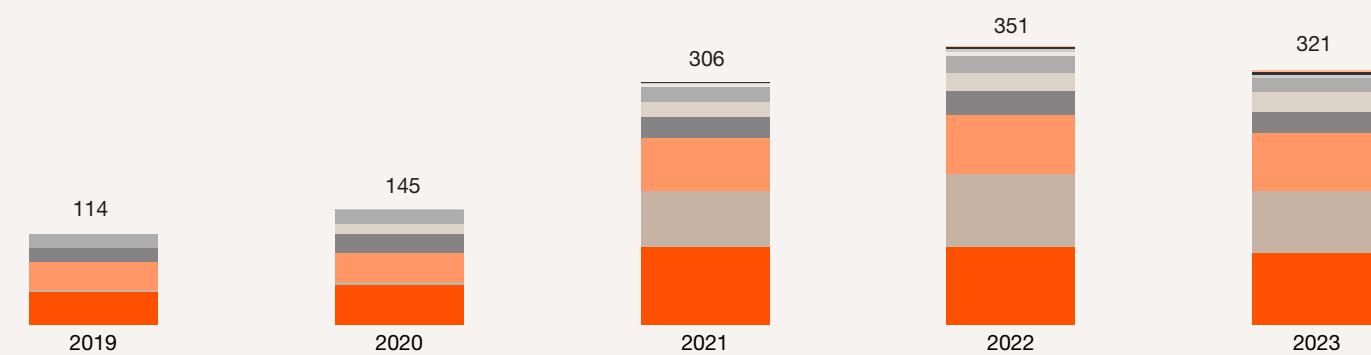
SEK million

| | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|-------|-------|--------|--------|---------|
| Rental income | 4,863 | 6,600 | 9,027 | 13,204 | 15,253 |
| Net operating income | 2,725 | 3,867 | 5,575 | 8,497 | 10,278 |
| Profit before unrealised fair value adjustments | 2,534 | 3,703 | 2,935 | 7,786 | 9,670 |
| Total comprehensive income/loss | 6,433 | 3,860 | 22,643 | 8,056 | -27,355 |
| Net loan-to-value, % ¹ | 45.1 | 44.4 | 51.0 | 53.6 | 58.9 |
| Interest coverage ratio, multiple ¹ | 2.4 | 2.8 | 3.2 | 2.8 | 1.8 |
| Real economic occupancy, residential, % | 97.6 | 94.4 | 96.30 | 98.4 | 98.3 |

¹ For definitions and calculations see [page 99](#) in Alternative Performance Measures

Fair Value

SEK billion



■ Sweden ■ Germany ■ Denmark ■ Netherlands ■ Czechia ■ Norway ■ United Kingdom ■ Finland ■ Poland



| | Q1 | Q2 | Q3 | Q4 |
|---|--------------------|--------------------|--------------------|--------------------|
| Fair Value, SEK | 342 billion | 347 billion | 339 billion | 321 billion |
| Homes | 160,766 | 162,166 | 163,157 | 161,553 |
| Real Economic Occupancy | 98.2% | 98.2% | 98.1% | 98.4% |
| Net LTV | 54.9% | 57.2% | 57.9% | 58.9% |
| <p>Greater Manchester Pension Fund, one of UK's largest government pension funds, joined as a shareholder in Heimstaden Bostad</p> <p>Heimstaden sold shares in Heimstaden Bostad for a total cash consideration of SEK 1.15 billion</p> <p>The remaining amount of the bridge facility related to the Akelius transaction, SEK 1.5 billion Heimstaden repaid</p> <p>Helge Krogsbøl became CEO, and Thomas Hansen joined as CFO</p> | | | | |
| <p>The Diversity Board was established to promote a safe, inclusive workplace with equal employee opportunities</p> <p>Helge Leiro Baastad appointed new Chairperson of Heimstaden Bostad's Board.</p> <p>Heimstaden concluded a strategic review to sell the Icelandic property portfolio</p> <p>Announced Rutger Kaeding as new Head of Corporate Finance</p> | | | | |
| <p>Heimstaden Bostad's Board approved a privatisation plan targeting to divest 25% of the portfolio value, with a short-term target of SEK 20 billion by the end of 2025</p> <p>Heimstaden Bostad's Board aligned financial policy levels with 'BBB' rating thresholds from S&P</p> <p>Morningstar Sustainalytics improved Heimstaden Bostad's ESG Risk Rating to "Negligible Risk" from "Low Risk"</p> <p>Heimstaden continued its strategic deleveraging efforts by buying back 2024 and 2025 senior unsecured bonds, amounting to SEK 563 million</p> <p>Fitch lowered Heimstaden's rating to 'BB' and revised the Outlook to Rating Watch Negative</p> <p>Appointed Christian Fladeland as Deputy-CEO and Louise Schaldemose as Group Director of Letting</p> | | | | |
| <p>Successful privatisation launch – Heimstaden Bostad sold units for SEK 1.2 billion, achieving a 32% gross premium in 2023</p> <p>Heimstaden disposed of the Icelandic property portfolio to Fredensborg and received an upfront payment of SEK 1.5 billion</p> <p>Completed an open market buyback of senior unsecured Heimstaden bonds for a total consideration of SEK 695 million</p> <p>Heimstaden Bostad obtained SEK 5 billion in asset backed financing</p> <p>The hedge position in Heimstaden Bostad was increased to 86%</p> <p>Appointed Rita Berg Hansen as Group Director of Privatisation and Eva Bienias as Group Director of Environmental Sustainability</p> | | | | |

Resilience in a Challenging Market

As we enter a new year and start executing on our 2024 plans, let us reflect on the challenges and opportunities of 2023. Last year, market dynamics, interest rates, credit ratings, and news cycles repeatedly drove industry conversations and international headlines. Underneath the ‘noise’, Heimstaden Bostad delivered stronger than ever operational results supported by low vacancy, strong rental growth, and industry-leading ESG performance all while delivering customer satisfaction figures we are proud of.

Exiting a Turbulent Period

The funding environment dominated 2023 as a strong headwind impacted Heimstaden Bostad’s S&P-defined interest cover ratio (ICR), which declined from 2.8x in Q4 2022 to 1.8x in Q4 2023. Though the decline was anticipated when entering the year, the reduction in the coverage prompted negative action from the two rating agencies in the second half of the year. These events coincided with substantial media coverage, inaccurately portraying Heimstaden Bostad as a company in crisis.

Entering the New Year with a Stronger Foundation

Despite the turbulence, Heimstaden Bostad’s portfolio remains resilient as we enter 2024, sustaining a strong operational performance across all nine markets. Key operational indicators, including an improving net operating margin (67.4%), strong like-for-like rental income growth (5.1%), and high real economic occupancy (98.3%), have shown consistent strength. As an operator of a unique and diversified portfolio, holding a leading position in European residential real estate, we expect these favourable trends to persist into 2024, driven by strong fundamentals across the markets.

Focusing on Deleveraging and Improving Credit Metrics

In October, we successfully divested our Icelandic portfolio, realising an annualised return on investment of appr. 18% post-acquisition. Additionally, Heimstaden Bostad’s privatisation programme finished its first quarter of execution ahead of expectations, with a 32% premium on book value on sales of SEK 1.2 billion by end year and is on track to deliver on the SEK 20 billion sales value goal by the end of 2025.

The proceeds from the divestment and privatisation will support Heimstaden AB and Heimstaden Bostad’s deleveraging efforts and improve credit metrics.

Deleveraging Heimstaden

We continued deleveraging Heimstaden with liquidity directed toward the repayment of senior obligations including the full repayment of the remaining bridge facility from the Akelius acquisition at the beginning of 2023. To strengthen liquidity, the Board has proposed no Preference Share dividends and decided on deferral of the SEK hybrid bond coupons. While our focus remains on reducing Heimstaden’s leverage, we are fully supportive of Heimstaden Bostad. Heimstaden is rooted in a strong Heimstaden Bostad, and prioritising its well-being is in the best interest of all stakeholders. Maintaining an investment-grade rat-

ing is instrumental for Heimstaden Bostad. While the ambition is to reestablish a ‘BBB’ rating for Heimstaden Bostad, the current focus is resolving the negative rating outlook.

Validation of Progress towards

Heimstaden Bostad’s Climate Commitments

As a major property owner, Heimstaden Bostad is dedicated to combating climate change by reducing greenhouse gas emissions in line with the Paris Agreement. Last year’s initiatives achieved energy reductions of 8% per square metre compared to 2022, aligning well with the ambitious 42% CO₂ reduction target by 2030. Attaining top rankings globally, regionally, and industrially by Morningstar Sustainalytics serves as a strong validation of Heimstaden Bostad’s commitment to sustainability.

People are Our Foundation

I am deeply impressed by our colleagues’ dedication and hard work, which has been instrumental in achieving robust operational results and impactful societal contributions in the past year. They consistently place customers at the heart of our Friendly Homes mission. The 78% overall customer satisfaction score for 2023 serves as good documentation of last year’s performance.

With unwavering commitment from our teams, we will continue to enhance our operational platform to seize opportunities and achieve our 2024 goals.



Helge Krogsgård
CEO Heimstaden



“We delivered stronger than ever operational results supported by low vacancy, strong rental growth, and industry leading ESG performance all while delivering customer satisfaction figures we are proud of.”

Market Update

2023 turned out to be another year of geopolitical tensions maintaining uncertainty about economic growth and inflation. As the year progressed, macro data provided comfort that inflation had come down at a swift pace and interest rates had peaked, supporting the outlook for sectors of real estate with fundamental tailwinds, such as residential.

Inflation Target is Within Reach

The consequences of the unprecedented pace of interest hikes have been questioned by economic commentators with opinions shifting as macro indicators continuously pointed in opposite directions. Ultimately, inflation has come down quickly allowing for a loosening of financial conditions and the 'sticky' core inflation seems to not be that sticky. With households proving to be resilient to increased interest rates and reduced purchasing power, the odds for a soft-landing look promising. Demand is cooling and supply chains have restored together with a reversal of energy prices from 2022 highs, providing comfort we will reach the ECB's 2% inflation target without forcing the economy into a deep recession.

Consensus can Change Quickly

By end-2021, the idea of interest rates increasing seemed unimaginable. However, by end-2022, the scenario of interest rates decreasing similarly looked unimaginable. It's human nature to use recent data to explain the present and what to expect of the future, and this leads to noise in understanding structural trends in inflation. There has been a lot of events in the past two years to digest, an energy crisis fuelling expectations of significant energy transition investments and geopolitical events leading to deglobalisation trends and scaling up

military investments. These trends are indeed net inflationary but can also easily lead to confirmatory bias for why recently observed inflation levels will remain higher with limited consideration for the overall demand deterioration observed.

Tectonic Movements within Real Estate

Entering the financial crisis there was a uniform impact across real estate sectors: commercial real estate experienced increasing vacancy rates and decreasing rent levels, due to lowered employment rates and reduced consumption. Residential, at the time, was not widely recognised as an institutional asset class and had little investor attention.

The situation is different today, and consequently the impact is not uniform. Today, real estate sectors are not only impacted by cyclical trends or tightened financial market conditions, but fundamentally changed framework conditions. E-commerce's impact on retail has been evident for years and offices have come into the spotlight post-COVID. But has it really been only post-COVID that offices have experienced structural changes? Work-from-home trends have tangible impact on office demand, but even before this we have seen changing requirements by office tenants which include reduced space

requirements and material changes to how attractive office space looks like, resulting in significant capex requirements.

This is set to impact real estate portfolio compositions going forward, and the institutional darlings of the past are set to be replaced with the more resilient demographic-driven real estate sectors, where risk of assets becoming obsolete is low and long-term supply/demand imbalances are destined, such as residential.

Historical Spread between Rental and Ownership Housing

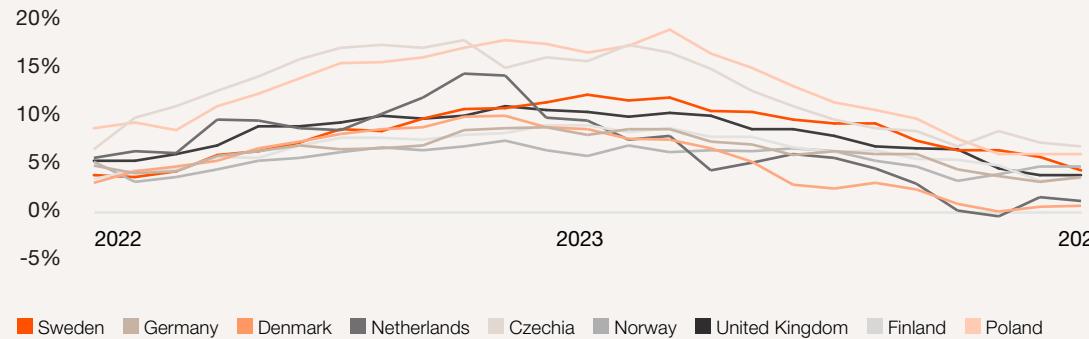
Rental capital values have observed nominal setbacks in the range 5–20% over the past 18 months, reflecting real price drops of 20–35%. This is unprecedented in a non-cyclical asset class that is undersupplied and where replacement costs have increased substantially. An investment market vacuum exists with many buyers in recent years having acquired residential real estate as a low-beta fixed income substitute and with risk-free rates having risen 300–400 bps, the spread to residential yields have narrowed and these buyers disappeared. During such period, it should have been the 'true' real estate investors or long-term institutional investors who filled the gap, but with institutions having to recalibrate their portfolio allocations to a new interest rate environment and real estate companies focused at strengthening their credit metrics, this gap has been allowed to persist, causing pressure on rental capital values.

The dynamics in the private ownership market have been remarkably different. Despite rising interest rates having had an impact on affordability, the exacerbated supply/demand imbalance combined with high employment and increasing wages have made ownership housing prices highly resilient. While

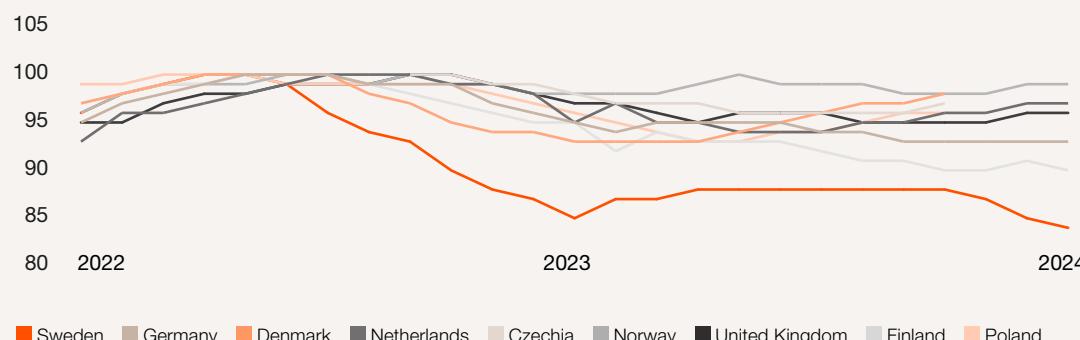


"Rising supply shortages and replacement costs suggest residential real estate values will inevitably recover—it's a matter of when, not if."

Inflation rate development between Dec 2021 and Dec 2023 for Heimstaden Bostad's portfolio markets



House price index between Dec 2021 and Dec 2023 for Heimstaden Bostad's portfolio markets



there are variations across markets, the ownership markets have been impacted by a factor of less than 0.5x of the rental capital values with ownership markets typically down 5–10% in real prices from peak.

Portfolio Management More Important than Ever

The relationship between rental capital values and ownership values is something we continuously monitor and is the key rationale for our extensive privatisation plan covering 25% of our fair value portfolio. By end-2023, we had sold more than 300 units with proceeds exceeding SEK 1.2 billion (in properties with total book value of SEK 20 billion), reflecting an average premium of 32%.

Optimising capital allocation is always important, but in an environment with swiftly changing cost of capital and inflation it becomes even more important. Yield thresholds for apartment upgrades, repairing vs replacing a roof, etc. have changed materially in the past 18 months and an organisation should be ready to embrace sudden shifts, which I'm proud to say we have succeeded in the fullest.

Supply Shortage is Accumulating and Set to Dominate

As the resilient ownership values indicate, residential does not follow ordinary commercial real estate dynamics and should be considered like a commodity with due consideration to its substance value and the supply/demand balance. While for a commodity the substance value can be measured as its marginal cost of exploration, residential can be measured by its replacement cost (i.e., cost of building new), which has increased materially in recent years. The supply shortage is only set to increase until residential values are to recover to motivate new supply, and as the resilience in ownership values reveal the strength of supply shortage should not be underestimated. Continuous pressure on values cannot withstand gravity of supply shortage and increased replacement costs for something as fundamental to everybody's lives as residential real estate, making it rather a question of when, and not if, values will start to recover.

Christian Fladeland
Deputy Chief Executive Officer & Chief Investment Officer
Heimstaden

Strategy

Delivering Friendly Homes

The real estate sector has undergone a transformative period marked by unprecedented financial market corrections in 2022 and 2023. This shift highlights the importance of factors such as financing access, cost efficiency, and operational excellence. Consequently, our strategy has evolved. We are shifting our focus from growth to recalibration of our capital allocation strategy. This change adapts to the higher cost of capital and is underscored by a rigorous commitment to financial and funding discipline.

Having consistently delivered strong operational results, Heimstaden Bostad is well-positioned for sustained growth once the financial turbulence resides.

Why We Love Residential Real Estate

The allure of residential real estate lies in its irreplaceable nature as a fundamental human need, it cannot be digitised. Trends of urbanisation and smaller households drive demand for housing, while limited supply in central locations intensifies demand for rentals. With housing shortages and increasing ownership costs, rental growth is expected to outpace inflation in the coming years. Additionally, as new builds are not viable at current yields and rental levels, the risk-adjusted returns of the asset class are further supported.

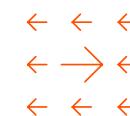
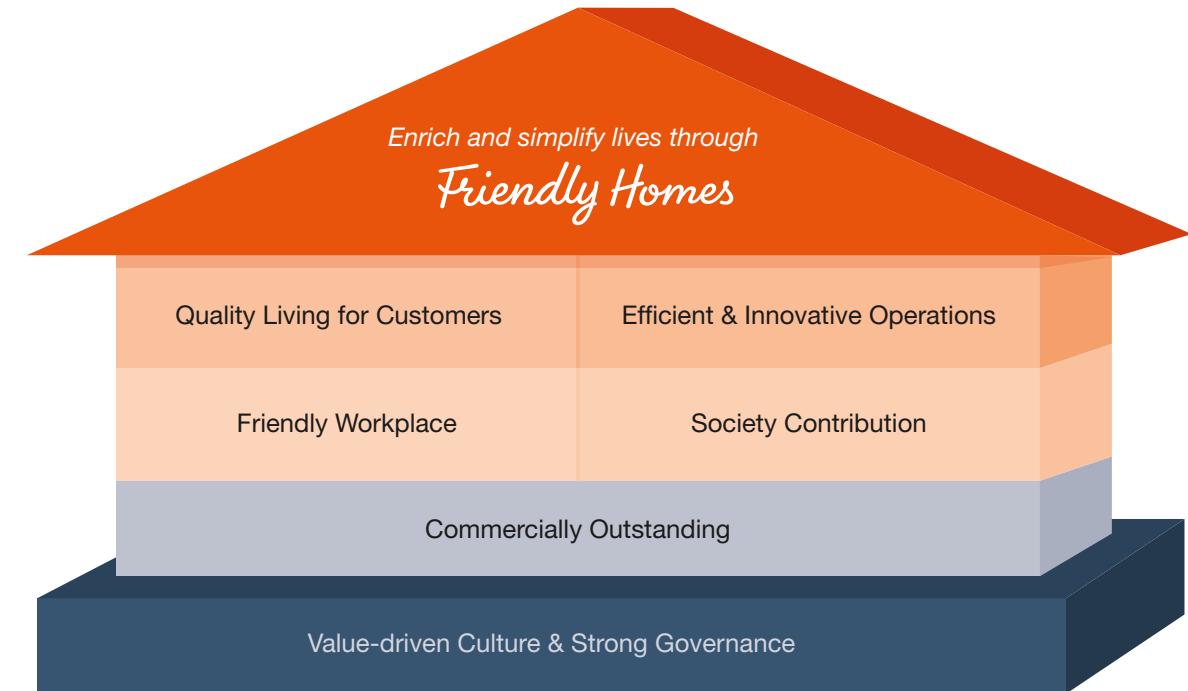
Why Heimstaden Bostad

Heimstaden Bostad, as the only pan-European residential company, leverages its scalable digital platform for economic

profitability, sustainability, and customer satisfaction. With in-house operations and skilled local teams, we have a proven track record in operational excellence. Our unique position enables us to evaluate relative pricing across markets and ensure efficient capital allocation, optimising the risk-adjusted returns for our owners.

Mission and Goals

Guided by Scandinavian entrepreneurial values and strong governance, we have a clear strategy to fulfil our mission of enriching and simplifying lives through Friendly Homes. Beyond providing homes, we ensure sustainable, long-term returns for our owners and meaningful contributions to society. This is facilitated by fostering a stimulating work environment and satisfying tenants. Commercial excellence is foundational, driving the creation and growth of Friendly Homes. We are focused on delivering high-quality, efficient, and innovative operations by continuously striving for improvement at every level.



Dare

to change the world and never compromise our beliefs - meet challenges head-on and speak up.



Care

about society, partners, customers, and colleagues - together finding sustainable solutions.



Share

our knowledge and willingly help each other grow. We are authentic, transparent, and honest in our communication and actions.

Property and Asset Management

Active Asset Management to Ensure Efficient Capital Allocation

We entered 2023 with a continued mission to create long-term stakeholder value. Responding to macroeconomic changes, we increased hurdle rates for new value-add projects in-line with our commitment to safeguarding credit metrics. This disciplined approach fortifies our financial position, enabling us to continue delivering accretive results. A detailed portfolio review identified strategic privatisation of selected properties as a viable path, enhancing long-term value and operational efficiency.

Executing on Our Ambitious Emission Targets

In 2023, we expanded Heimstaden Bostad's climate roadmap to include acquired properties up until the year of 2022 and strategically shifted the responsibility for the Climate Roadmap to Asset Management. This change places Asset Management at the forefront of climate roadmap project execution.

Heimstaden Bostad accelerated its efforts to reduce carbon emissions in line with the Paris Agreement and sees plans in action across the portfolio. It estimates savings through energy intensity reductions of 7.5%. This demonstrates the Company's progress towards achieving the ambitious CO₂ emissions reduction targets of 42% by 2030, using 2020 as the base year.

Aligned with the sustainability investment strategy, Heimstaden Bostad continues to prioritise insulating buildings to reduce winter energy consumption, transitioning from fossil fuels to renewables, and optimising energy efficiency through digital controls. This approach delivers net savings for tenants and generates a 6% unlevered yield on investment.

Tenant Improvements Continue to Boost Rental Growth
Quickly adapting to the rising interest rates and inflation's impact on material costs, Heimstaden Bostad adjusted yield thresholds for value accretive investments like Tenant Improvements (TI) and other opportunistic value-add projects. This led to reduced volumes and higher relative returns, emphasising those with immediately accretive ICR impacts while maintaining the option to execute others in the future or at the next churn. Throughout the year, Heim-





2023 Performance Highlights

4,602

Tenants Improvements Completed

8%

Tenant Improvements, Average Yield

35.5%

Tenant Improvements, Return on Investment

4,526

New Development Units Completed

1,066

Apartments Insulated

staden Bostad renovated 4,602 units with an average rental uplift of 40%, delivered at an 8% yield on cost with a return on investment of 35.5%.

Fewer value add projects initiated and a more cautious approach to planned maintenance, resulted in a Year on-Year decreased CAPEX of 13.4% or SEK 700 million.

Looking ahead to 2024, the focus will remain on cash management. The Company anticipates a reduction of TI unit volume of roughly 30%, but with an emphasis on increasing the yield on investment even further.

Completing New Production Commitments

Following years of active investments and growth, Heimstaden Bostad completed a substantial portion of new production projects, delivering 4,526 apartments in 2023. This included Forward Funding, Forward Purchase, and Own Development projects, with the majority of associated spending for the remaining pipeline already accounted for. Through bilateral negotiations with turn-key development partners, Heimstaden Bostad reached agreements allowing them to buy-out of deliv-

ering 1,556 homes for a price of SEK 138 million, reducing the future funding commitments by SEK 1,713 million.

In 2024 Heimstaden plans to deliver 79% of our remaining development pipeline, amounting to 2,957 units and representing an estimated SEK 305 million in additional NOI potential.

Efficient Property Management

After implementing the Operational Handbook across all markets, which standardised Heimstaden Bostad's operational processes and enhanced cost efficiency, the Company successfully reduced operating costs and the cost-efficiency programme will persist throughout 2024.

Digitising the Operational Value Chain

Heimstaden Bostad works in an increasingly data-driven manner, and through the implementation of the internal portal, My-Work, and the customer portal, Heimstaden Property Platform, the Company has integrated useful tools into the way of working. Digitising the customer journey not only offers more opportunities to deliver best-in-class service to the tenants but also holds the potential to improve the efficiency of day-to-day op-

erations with controlled and readily accessible data, optimised administration, and reduced costs. This digital transformation is also crucial for achieving the climate targets.

Heimstaden Bostad has initiated the roll-out of Heimstaden Property Platform in Germany, providing on-hand relevant contract and payment documentation for the customers, enabling the company to allocate resources more efficiently and enhancing customer experience.

While operational savings from the rollout are not yet fully realised, there are promising developments in the digitalisation efforts. Taking a deeper, rather than wider, approach in the German market has allowed Heimstaden Bostad to digitise the entire rental process, including contract signing and complex rental calculations. These efforts drive operational efficiency and positively impact profit margins.

Digitising Heimstaden Bostad's Value Chain

With the introduction of the new digital customer portal, Heimstaden Property Platform, in Germany in 2023, the company is improving the way communicates with tenants. Now, they have access to a transparent and 24/7/365 communication channel for all their concerns.

Tenants can access documents and data related to their homes and the properties they reside in. They can also submit service requests and report damages at any time. With the assistance of a digital tool, tenants are guided through their requests and supported in recording problems. This ensures that inquiries reach the right contact immediately.

Approximately 20% of the tenants in Germany are already taking advantage of the benefits offered by Heimstaden Property Platform, and more are joining every day.



2023 Privatisation Highlights

300+
Homes sold

1.2
SEK billion in proceeds

32% / 2.8%
Gross premium / Implied yield

Privatisation - Crystallising Significant Premiums

In Q3, the Heimstaden Bostad's Board approved a Privatisation Plan for unit-by-unit sales, aiming for SEK 20 billion in sales by 2025 at a +20% premium.

Based on a detailed analysis, Heimstaden Bostad has identified appr. 25% of its portfolio, or about SEK 85 billion in book value, suitable for transition to the home-ownership market when tenants move out.

This assessment considered forward looking returns, achievable profits, operational fit, and existing funding. Consequently, the company has selected five of its nine markets to be included and expect premiums to exceed 20% of book value.

Initial results are promising, with a 32% premium on book value from the sale of SEK 1.2 billion by end year. This plan will intensify over the coming quarters, supporting the deleveraging and improving the credit metrics. You can read more about privatisation at [page 15](#).

We have appointed a Group Director of Privatisation to spearhead this strategic initiative, overseeing the privatisation team, and advancing the ramp-up of privatisation across our markets.

Sustainability-Linked Financing

In September 2023, Heimstaden Bostad secured EUR 700 million in sustainability-linked financing from European Bank for Reconstruction and Development (EBRD) and a consortium of Central European banks. These funds will support sustainability projects in the Czech properties, including thermal insulation, heat pumps, and renewable fuel adoption. EBRD, with the support of 71 countries, the EU, and the European Investment Bank, promotes responsible and sustainable development.

Energy Efficiency Efforts

Throughout the year, Heimstaden Bostad introduced an advanced AI control system to enhance heating system efficiency, as described in the Sustainability Report on [page 169](#). The primary goal has been to bolster the ability to report property-related sustainability data, facilitating monthly updates across our markets.

The AI control system will help identify and follow up on where Heimstaden Bostad can save the most energy in the most efficient way to cut costs and lower CO₂ emissions.

Investments and Divestments

Consolidation and Exploration of Opportunities

Following years of growth, we consolidated our business in 2023 and continued realising synergies from recent years acquisitions, while calibrating capital allocation to reflect the higher interest rate environment, supporting shareholder value creation and our financial objectives.

A Stagnant Transactional Market

By late 2023, after consecutive quarters of rising interest rates and record inflation, rates have started to compress while inflation has come down significantly, bringing inflation closer to central banks' targets.

Uncertainty about real rate stabilisation and the varying ability of different real estate segments to pass through inflation to net operating income has resulted in a stagnant transactional market.

As a result, residential development has reached a decade-long low, exacerbating supply/demand imbalance in all our markets. Therefore, we expect like-for-like rent increases to exceed inflation in the coming years and capital values to gradually recover after six quarters of yield expansion dominating value development.

Limited residential transactions reflect a significant bid-ask spread. Buyers are cautious as they await stabilisation in yields, while sellers feeling the tailwinds of the asset class through historical strong operations and fundamentals that are only set to improve with the increased replacement costs and yield requirement keeping new supply constrained.

Residential real estate uniquely benefits from a broad consumer market, providing transaction alternatives between homeowner-

ship and rental strategies. Homeownership markets have been significantly less exposed to the increasing interest rates due to prudent credit restrictions in the zero-interest rate environment and the non-cyclical nature of residential demand. Transactions are occurring across all cycles and supply/demand are the primary determinants of equilibrium price points.

Based on these dynamics observed in our markets, we expect that the significant value declines are in the past, and residential values will recover in the coming years.

Divestments of Iceland and Comprehensive Privatisation Plan

In 2023, despite a slow professional transaction market, the private homeowner market remained resilient with minimal price drops. Heimstaden Bostad's Board approved the Privatisation Plan in Q3 to capitalise on the strong homeownership market by selling selected assets at attractive premiums and creating substantial shareholder value.

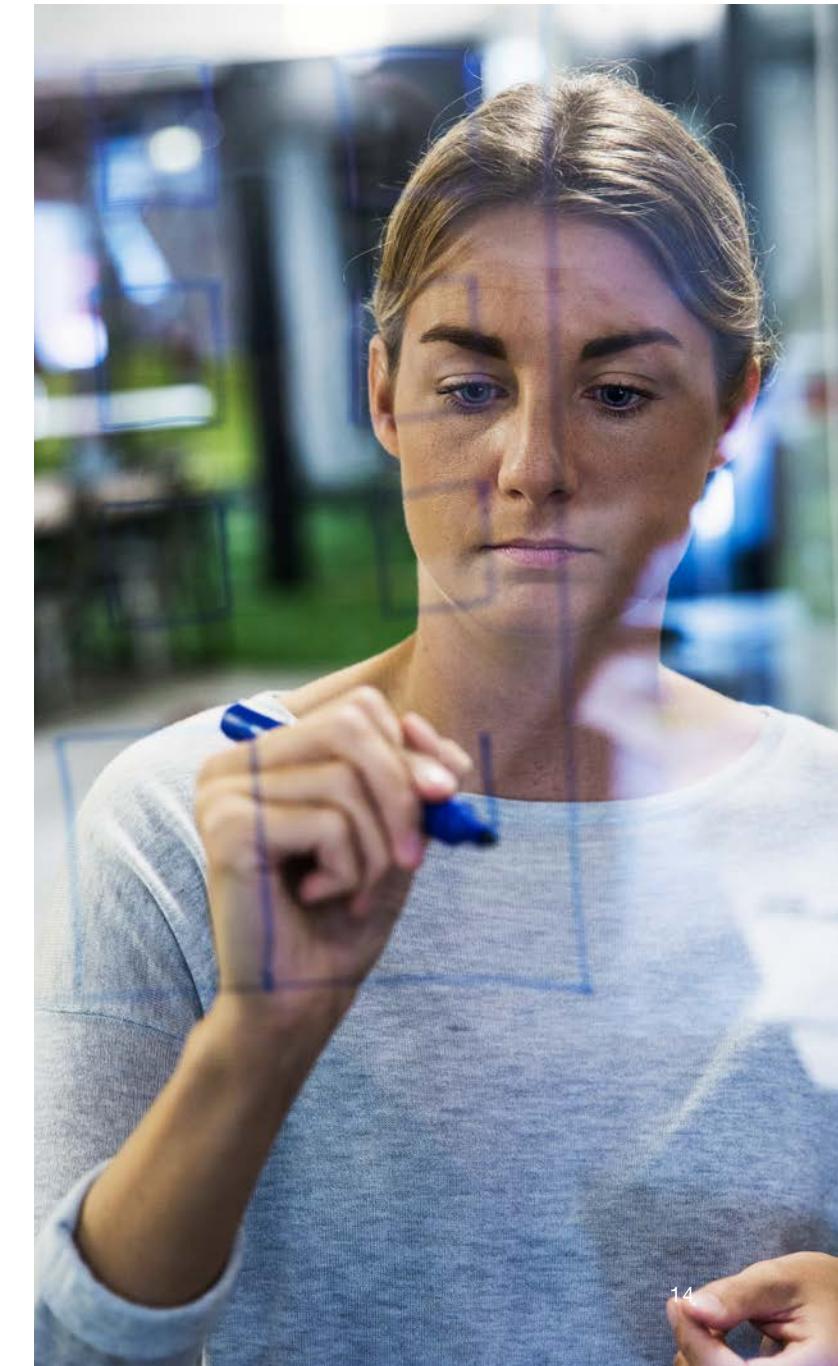
Heimstaden Bostad's target is to achieve SEK 20 billion in sales by the end of 2025 at an above 20% premium to book value, contributing to deleveraging and strengthening credit metrics.

In October, we divested our Icelandic portfolio, achieving an annualised return on investment of around 18% post-acquisition.

Acquisitions Closed in 2023¹
SEK billion



¹ No acquisitions in Sweden, Germany, Czechia, Norway, United Kingdom, and Finland.



This sale presented an attractive opportunity to expedite our exit from the Icelandic market and advance our deleveraging efforts.

While our long-term growth strategy remains unchanged, we will continually engage in active portfolio management to optimise profitability. Currently, this entails leveraging a robust homeownership market. At the latter part of 2023, we built a competent and experienced privatisation team, setting the stage for acceleration in 2024.

End of Interest Hikes and the 'Transition'

Residential real estate sustains strong fundamentals, due to its universal necessity and a fundamental supply shortage in our markets, reinforcing its value. The ongoing demand growth for residential real estate is reassuring, especially amid urban population and household expansions. In many markets, new construction has significantly decreased, and its eventual re-

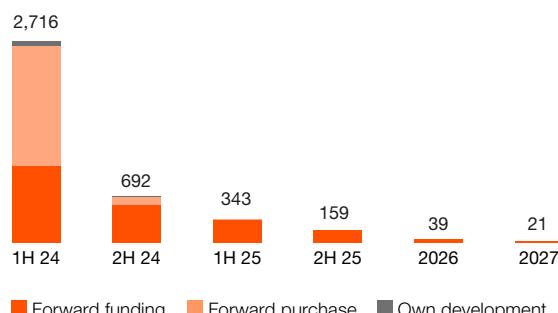
sumption would necessitate capital values higher than pre-inflation levels in early 2022.

Our operations continue to demonstrate strength, with rental growth again exceeding inflation and consistent improvement in NOI margins. This, combined with supply and demand imbalances in our markets, supports high occupancy and the long-term prospects of our business.

With strong evidence that inflationary pressures have levelled off and the increased interest rates feeding into the economy, where the slowdown is increasingly apparent, we consider it's fair to say the transition to a new interest rate level has completed. The question is now whether it has become too restrictive and how quickly we will see a pivot by the central banks. The 'higher for longer' narrative is surely set to be tested with the rapid slowdown in inflation and economic activity during second half of 2023.

Committed Acquisitions^{1,2}

SEK million



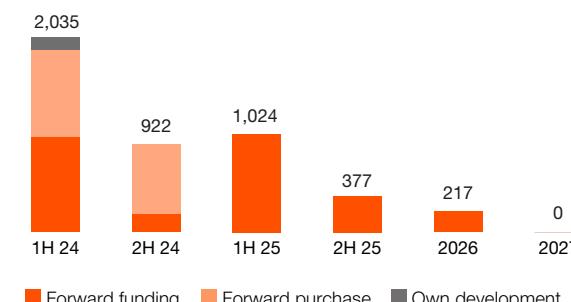
¹ For more information about investment obligations see Note 8.3

² Graph reflect all commitments made to forward funding, forward purchase and own development. It does not include JVs nor does it include extensions or conversions. Figures are based on actual liquidity needs and as such exclude book value cost of building rights which can be paid in the final month.

³ Discrepancy between commitment and units relates to lagged payments in the final quarter after completion and clearing of relevant defects.

Committed Acquisitions³

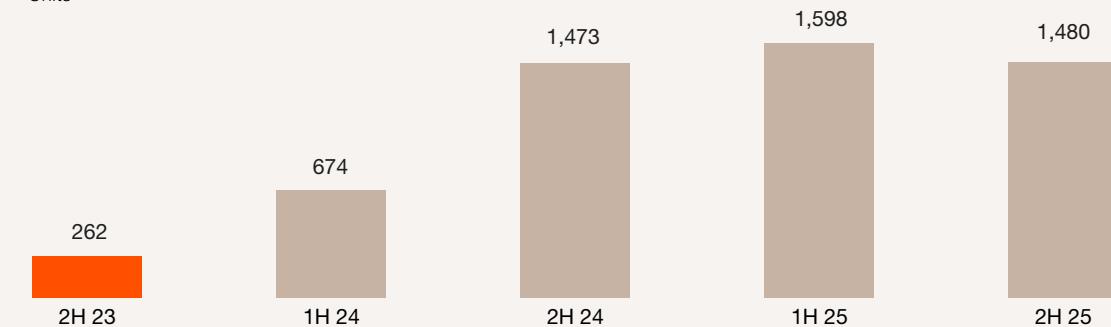
Units



Privatisation Plan

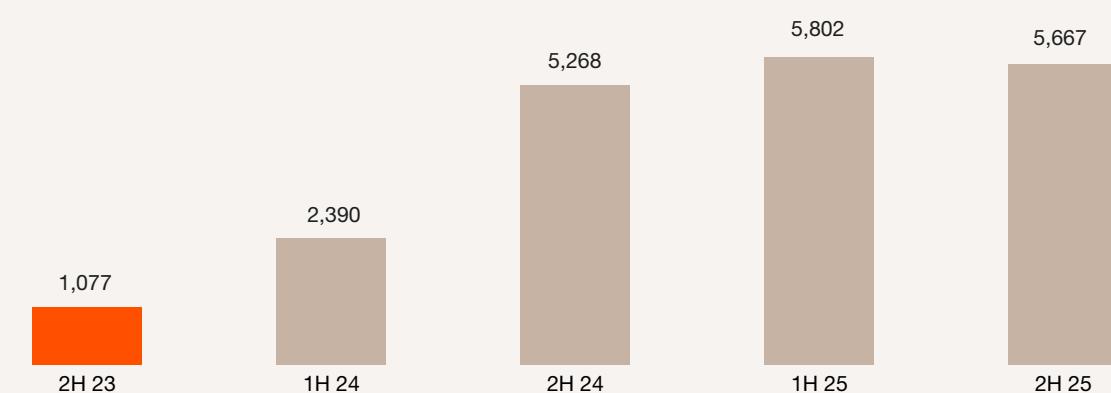
Expected Number of Sales

Units



Expected Sales in Value

SEK million



Investment Properties

The real estate market has the last two years faced a higher interest rate environment than the past decade and low transaction volumes were observed as buyers and sellers adjusted to the new economic conditions. Asset prices have undergone significant adjustments due to higher yields, outweighing the effects of increasing rental levels. Towards the end of the year, however, we have seen signs that bid-ask spreads are narrowing, transaction volumes are starting to pick up, and values are beginning to stabilise across most markets.

After six quarters of falling property values, we believe we are well into the current correction and expect that on a like-for-like basis aggregate portfolio values will stabilise in the first half of 2024. This view is based on Heimstaden Bostad's expected portfolio operational performance and our assessment of how current sentiment will feed into the market in the coming quarters.

The privatisation plan launched during Q3 2023 is gradually being ramped up with initial results trending above expectation. In 2023, a total book value of SEK 1.2 billion has been disposed at a blended average yield of 2.8%. The scarce supply of units in our locations and at our price point is supporting the levels achieved. We are also continuing to upgrade the portfolio, delivering on our sustainability strategy, and supporting affordability for our tenants. Affordability continues to be a key priority for us across all markets.

As at the balance sheet date, the investment properties portfolio included 161,553 (160,003) homes across nine markets.

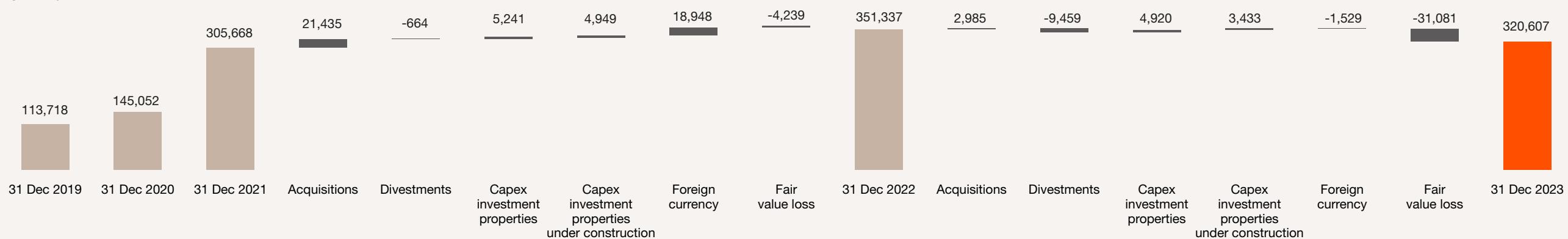
Independent external valuers perform the valuation of Heimstaden Bostad's portfolio. For more details, see [Note 3.1](#) on [page 56](#) of this report.

The fair value of investment properties decreased to SEK 321 billion, from SEK 351 billion on 31 December 2022, mainly through an unrealised fair value loss of SEK 31.1 billion, divestments of SEK 9.2 billion and negative currency effects of SEK 1.5 billion, partly offset by capital expenditures of SEK 8.4 billion.

The decrease in fair value in Q4 2023 was primarily driven by negative valuation movements in Sweden and Germany, where yield increases (supported by a limited number of individual comparable transactions) outweighed the positive effects of rental increases. In Norway, declining prices in the owner-occupier market led to a weakening valuation. Meanwhile, in Denmark and the Netherlands, values have stabilised as rental performance and owner-occupier price developments mitigated the effects of increasing yields. Strong rent roll performance in the Czechia, United Kingdom, and Poland positively impacted values.

Fair Value of Investment Properties

SEK million



Portfolio Overview

| Country | Fair Value ,SEK million | Homes | Fair Value/sqm, SEK | Residential, % | Regulated,Income, ¹ % |
|----------------|-------------------------|----------------|---------------------|----------------|----------------------------------|
| Sweden | 89,781 | 46,572 | 26,944 | 90.1 | 100.0 |
| Germany | 79,404 | 29,713 | 39,750 | 91.0 | 100.0 |
| Denmark | 72,043 | 20,757 | 35,491 | 94.5 | 14.4 |
| Netherlands | 27,336 | 13,296 | 25,737 | 99.1 | 57.6 |
| Czechia | 25,185 | 42,352 | 9,713 | 95.6 | 24.7 |
| Norway | 17,109 | 3,973 | 82,719 | 87.0 | 0.0 |
| United Kingdom | 4,305 | 949 | 55,548 | 98.4 | 0.0 |
| Finland | 3,628 | 3,164 | 19,468 | 95.8 | 0.0 |
| Poland | 1,815 | 777 | 42,876 | 89.3 | 0.0 |
| Total | 320,607 | 161,553 | 27,660 | 92.5 | 57.2 |

¹ Residential,units

Capital Structure

Financing Overview

Heimstaden's asset base is predominantly represented by the value of its shareholding in Heimstaden Bostad. As owner and Group Manager of the Heimstaden Bostad platform, Heimstaden receives associated income streams aligned with contractual agreements. Historically, capital market access has further bolstered the flexibility and diversification of the capital structure and ownership support. Heimstaden safeguards the availability of capital markets access but does not consider primary issuance, even in the event of less elevated funding cost, as continued strategic deleveraging efforts are a priority to optimise the capital structure and improve credit metrics.

Funding Strategy

Heimstaden follows a financial framework guided by the position in Heimstaden Bostad as well as its existing covenant agreements. Our funding efforts are centred on utilising available funding sources to build a cash position that will serve to meet upcoming debt maturities and refinancing needs and support the deleveraging strategy to create a more robust balance sheet and conservative financial structure.

As part of such strategy Heimstaden in Q4 2023 disposed of the Icelandic property portfolio to Fredensborg and received an upfront payment of SEK 1,500 million, with the remainder to

follow upon completion. The debt associated with the Icelandic portfolio was SEK 2.9 billion as of Q3 2023 close. Additionally, Heimstaden in the quarter bought back bonds in the open market for a total nominal reduction of SEK 695 million.

Heimstaden has successfully reduced its total debt level during 2023 by SEK 6.7 billion, including the debt related to Icelandic assets, supported by proceeds from share sale in Heimstaden Bostad during Q1 2023. We repaid the remaining parts of the bridge facility pertaining to the Akelius acquisition of SEK 1.5 billion, redeemed the outstanding amount of a SEK bond of 837.5 million, and bought back bonds in the secondary market

for a total consideration of SEK 1,617 million. The remaining proceeds will be used for liability management purposes and cover upcoming debt maturities.

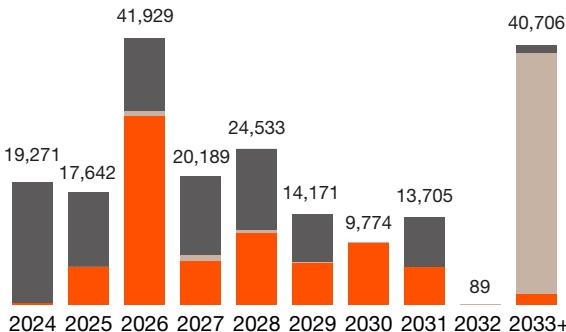
At the end of the period, Heimstaden had SEK 9,968 million in senior unsecured bonds and SEK 7,374 million hybrid bonds outstanding, listed on Nasdaq Stockholm and Euronext Dublin.

Credit Rating

Heimstaden has a 'BB' with a Rating Watch Negative by Fitch. See [pages 72–75](#) for more information on Heimstaden's debt instruments and standalone financials.

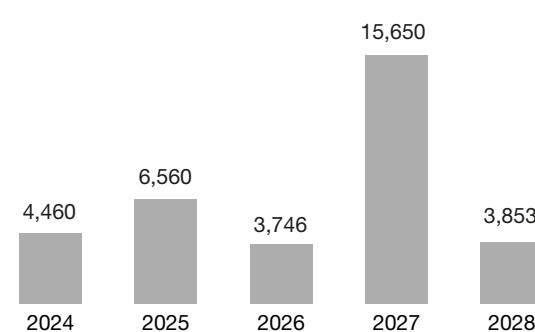
Consolidated Interest Debt Maturity

SEK million



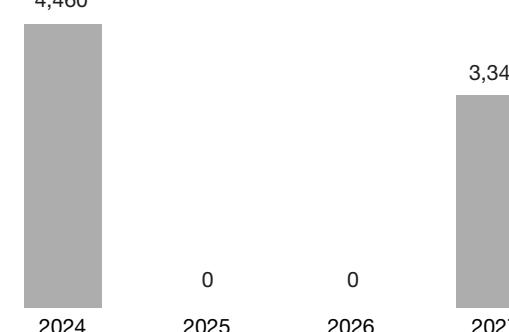
Consolidated Hybrid Bond Reset Dates

SEK million



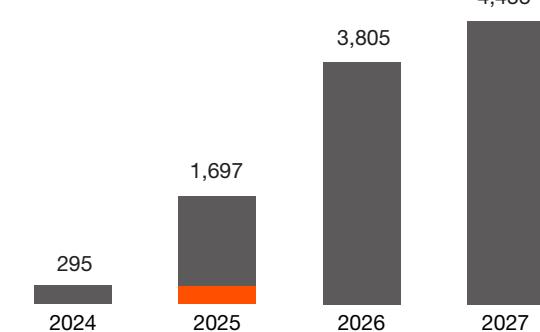
Standalone Hybrid Bond Reset Dates

SEK million



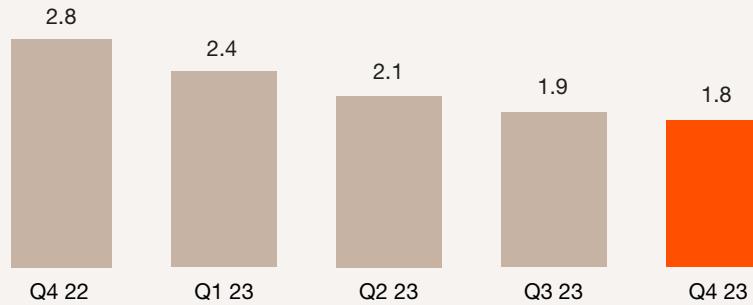
Standalone Funding Maturity Profile

SEK million

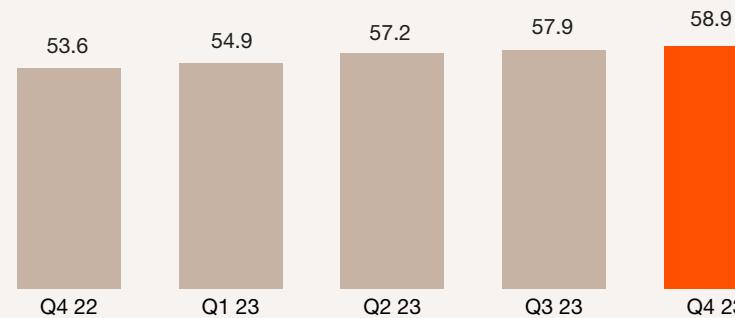


Consolidated Credit Metrics

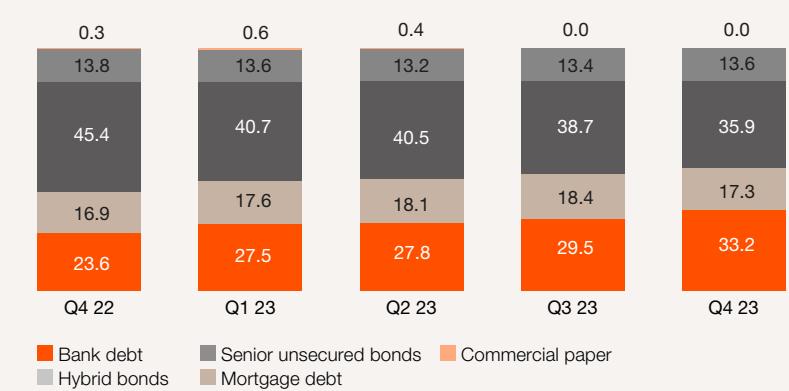
ICR
multiple



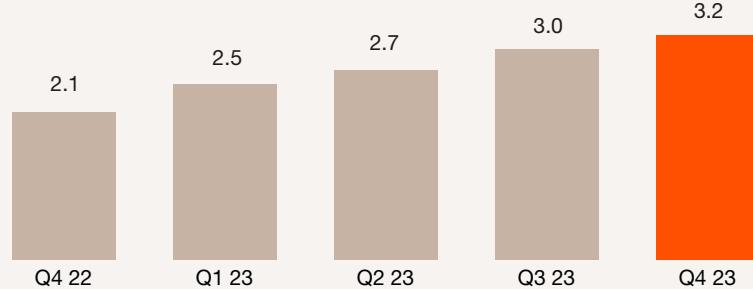
Net Loan-to-Value (LTV)
%



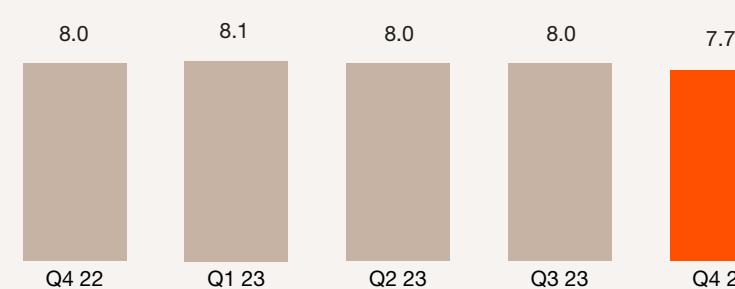
Funding Distribution
%



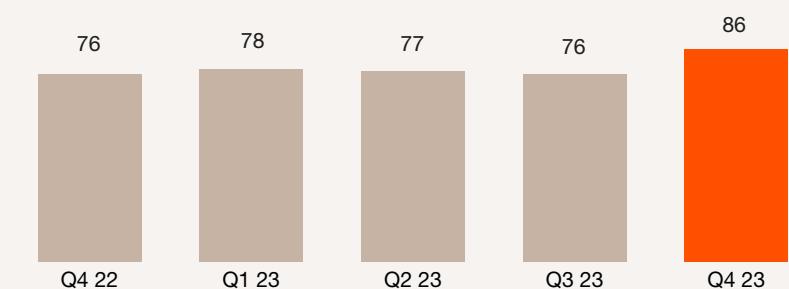
Average Interest Rate
%



Average Loan Tenor
years



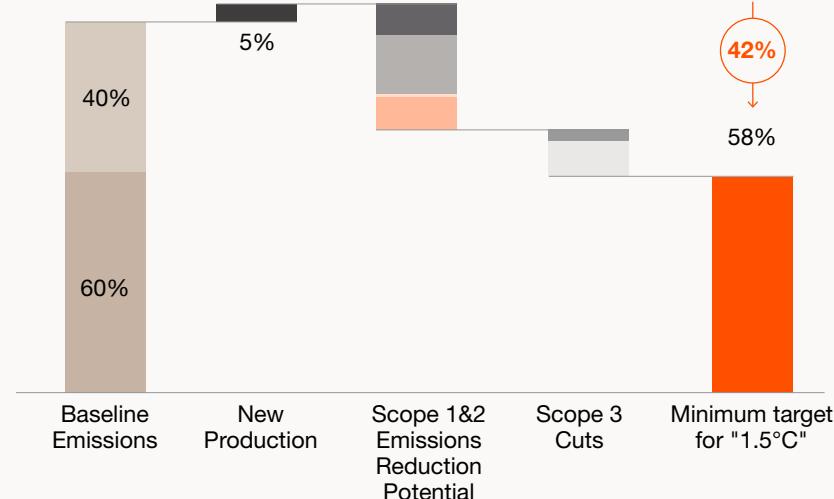
Interest Rate Hedge Ratio
%



Environmental Sustainability

We consider environmental sustainability across the value chain and set ambitious targets where our impact is greatest. Robust reporting is integral to measuring our progress, ensuring compliance with relevant laws and regulations, and being transparent in stakeholder communication. Our commitment to environmental sustainability not only benefits the planet but also supports our financial performance. This encompasses annual cost savings from energy-efficient measures, access to sustainability-linked financing, and positive stakeholder engagement.

Climate Target



- Scope 1&2 Baseline Emissions
- Scope 3 cat. 13 Baseline Emissions
- Signed New Production
- Energy Provider Improvements (Scope 1&2)
- Origin-Certified Renewable Electricity
- Fuel Shift
- Energy Efficiency Improvements
- Energy Provider Improvements (Scope 3)
- Scope 3 Reduction Initiatives
- Targeted Emissions 2030

Highlights

-20%

Scope 1 & 2 Intensity (19 kg CO₂e per sqm)

-10%

Science-Based Climate Target – 42% by 2030
(% change of CO₂e emissions compared to 2020,
recalculated)

-8%

Energy Intensity (weather corrected)
(135 kWh per sqm)

EUR 700 million

Total Secured Sustainability Linked Financing

9 tonnes

Scope 1 & 2 Emissions in Tonnes CO₂e/MSEK
(Market based)

12%

Share of Spend from Suppliers that
have set Science-based target
(Science-Based Climate Target,
Scope 3, Category 1)

Climate Strategy

As a major property owner and operator, Heimstaden Bostad has a responsibility to combat climate change, primarily through reducing greenhouse gas (GHG) emissions resulting from properties' energy usage. The emission reduction and energy consumption targets, validated by the Science Based Targets initiative in 2022, are in alignment with the Paris Agreement's goal of limiting global temperature increase to 1.5°C and the EU's commitment to climate neutrality by 2050.

Climate Roadmap

To reach the ambitious targets, Heimstaden Bostad has developed a roadmap and committed appr. SEK 7.7 billion in investments by 2030. This roadmap was updated in 2023 to include properties acquired up until and including the year of 2022 (see [page 144](#) and [145](#) for details).

Heimstaden Bostad's primary strategies to cut GHG emissions across all three scopes involve fuel shifts, improving energy

efficiency, and promoting sustainable behaviours among our customers. A key strategy is fuel transition, such as shifting from district heating to heat pumps or from coal to gas in suitable cases in Czechia.

These efforts not only reduce GHG emissions but also yield cost savings for both the business and customers. We anticipate annual savings of SEK 450 million, offering an estimated yield of 6%.

Reducing Energy Usage

We proactively reduce energy consumption, reaching our 2023 target of a 2% reduction in climate corrected energy per sqm across all countries. Achievements include insulating attics and walls, upgrading windows, and optimising heating systems and ventilation control.

In 2023, we evaluated various potential energy-conserving measures to identify the most effective ones, which included:

- AI control systems

ESG Rating Achievements in 2023

We are proud of Heimstaden Bostad's growing external recognition for our sustained sustainability efforts. In 2023, Heimstaden Bostad achieved a noteworthy improvement in their Morningstar Sustainalytics ESG Risk rating, shifting from "Low Risk" to the more favourable "Negligible Risk" category. This transformation reflects a great improvement of -4.3 points compared to 2022 and -10.3 points compared to 2020.

Our progress in ESG areas has also garnered recognition from Danske Bank Credit Research on Real Estate companies. We elevated Heimstaden Bostad's ESG Reporting score from "Good" to "Excellent". This acknowledgment stems from our commitment to having long-term environmental strategies integrated into the business operations, as well as clear budget allocations for investments in energy efficiency.

- Degassing and filtering of heating systems
- Insulating pipes
- Hydraulic balancing
- Switching to LED lighting
- Modernisation of sub-centrals

Through this evaluation we saw great potential to further increase the number of AI control systems and hydraulic balancing in the portfolio and plan to implement these in 2024.

Investing in Renewable Energy

Renewable energy is a key focus for reducing Heimstaden Bostad's carbon footprint, incorporating renewable energy generation into all new builds, exploring geothermal heating in accessible regions, and adding solar panels to existing structures. In 2023, Heimstaden Bostad installed 1,284 Kilowatt Peak (kWp) in Denmark, Sweden, and Poland, and invested in geothermal heating in Finland.

Reporting & Regulations

EPBD

We closely monitor proposed changes in the EU's Energy Performance of Buildings Directive (EPBD) and assess their potential impact on our business. We have mapped the EPC labels across markets, and identified priority assets for sustainability projects to enhance their EPC labels.

CSRD and ESRS

We are preparing for the Corporate Sustainability Reporting Directive (CSRD) effective from fiscal year 2024, along with the European Sustainability Reporting Standards (ESRS). We are carefully following the implementation in Swedish legislation.

CSDDD

We adhere to the OECD-recommended due diligence process, ensuring our readiness for the upcoming Corporate Sustainability Due Diligence Directive (CSDDD). This directive mandates companies to identify, cease, prevent, mitigate, and account for negative human rights and environmental impacts in both their operations and value chain.

GRESB

We are preparing to engage in the 2024 Global Real Estate Sustainability Benchmark and have established an internal task force for this initiative.

Climate Risk Assessment

The effects of climate change are already impacting regions where Heimstaden Bostad's properties are located, with increased severe weather events like floods and extreme heatwaves. We are committed to adapting to these changes and preparing for future climate-related risks.

In 2022, we developed a process for climate risk and vulnerability assessments, covering three stages: assess property exposure, assess property vulnerability, and implement adaptation measures. In 2023, we completed property exposure assessments for our entire portfolio, identifying flooding as the most relevant risk. Our goal is to assess vulnerability for the entire portfolio and implement appropriate adaptation measures.

Science Based Targets for Our Suppliers

To further strengthen our climate change commitment, we actively encourage our major suppliers to adopt science-based targets and have a target that 27% of our suppliers by spend, covering purchased goods and services, will have science-based targets by 2027.

Preserving Natural Resources & Ecosystems

Climate change is a crucial challenge, but our strategy goes

beyond GHG emissions and energy use, extending to areas such as resource use and biodiversity.

Reducing Water Usage

Reducing water usage is crucial for the planet and an area where we can make a positive impact due to tenants' substantial water usage. While we have limited direct control, we strive to encourage sustainable practices among tenants and actively reduce water consumption by providing water-efficient equipment.

We have set a target to reduce water use by at least 1% per sqm annually and our actions include water system monitoring and replacing taps, mixers, toilets, and showers during renovations.

Total water consumption increased by 18% from 2022 to 2023 due to better data quality and including more estimates for missing values in Denmark and Germany in 2023. However, we are on track related to our 2030 target as can be seen at [page 142](#).

In 2023, we replaced outdated water equipment in a major Norwegian project, resulting in an almost 10% reduction in water consumption. In selected properties in Sweden, Norway, and Czechia, we have installed smart meters for continuous leakage monitoring to detect abnormal water usage promptly.

Replacing Ecosystems & Enhancing Biodiversity

Healthy ecosystems and biodiversity are essential for a sustainable planet, but urbanisation poses a threat to them. In our new builds, we are committed to recreating an equivalent amount of ecosystem services. Our Ecosystem and Biodiversity Management Guidelines are implemented in our projects.

In Sweden, we include green roofs in many new developments, and we plan to build an orangery, greenhouse, and courtyards to promote biodiversity and community well-being.

In Czechia, Germany, and Denmark, we enhance biodiversity through green roofs, sedum roofs, wildflower planting, and beehives.

Responsible Waste Management in The Properties

Better waste management is essential to lower the environmental impact and is also a high priority for tenants, as indicated by surveys. Our current measures address significant waste generation in construction, tenant areas, and offices, and next year we will finalise and implement a waste management guideline for the organisation.

We set specific requirements for new builds, ensuring that 70% of non-hazardous waste is prepared for reuse, recycling, or material recovery. In existing properties, we actively engage with our customers to ensure good waste practices, safe recycling, and accessibility. We also preserve existing buildings through frequent maintenance and renovations, increasing circularity by reducing the need for new construction through our evergreen approach.

Group Director of Environmental Sustainability

To further cement our commitment to strong environmental policies and practices we created a group role in November 2023. Our Group Director of Environmental Sustainability is responsible for our environmental strategy to ensure we are ready for upcoming additional regulations and legalisation.

Rooftop Home for Over 50,000 Bees

In Ostrava, Czechia, we have three beehives on the roof of properties. These hives are home to over 50,000 bees and have special sensors that monitor the bee's health and activity. They work to enhance the biodiversity of the area, with the additional bonus of producing over 60kgs of honey annually.



Social Highlights

Our foundation is people – our valued customers for whom we create Friendly Homes, our dedicated employees, and the communities and wider society we impact. Our social sustainability strategy recognises our role with each of these stakeholder groups and promotes a safe and inclusive environment for all.

In 2023, Heimstaden Bostad's Board approved a new Social Roadmap, outlining the social sustainability strategy in three key focus areas. This roadmap enhances efficiency and ensures a coordinated, strategic approach across all markets.



Employees

Create a safe, inclusive, and inspiring workplace with equal opportunities for all our employees.



Customers

Create safe and inclusive homes and neighbourhoods for all our customers.



Society

Create a safe and inclusive society for everyone.

Trust based leadership

Opportunity to grow

Feeling of safety

Feeling of community

Inclusive housing

Inclusive jobs

Gender equality

Health & Safety

Responsible landlord

Impact beyond daily operations through partnerships

Diversity, Inclusion & Belonging

Our Reach

300,000
Customers

2,100
Employees

4767
Inclusive contracts

299
Inclusive jobs

A Home for a Home

73,000
Children reached

26
Countries

54
Programmes

340
SEK million total contribution



Friendly Workplace

Our employees are vital to our success, delivering Friendly Homes to tenants daily. In 2023, we advanced our diversity, inclusion, and gender equality efforts by introducing the Diversity Board. We remained committed to employee engagement and talent development through training and leadership programmes. Continued optimisation of work processes mandated downsizing and cost-efficiency measures, emphasising the importance of Managers engaging with their teams and evaluating employee sentiments.

Enhancing Employee Experience in 2023

This year, we continued to enhance our employee experience. We implemented a new employee survey tool to listen to our employees' feedback and identify areas for improvement. We set ambitious targets to be among the top 25% of users globally to ensure we maintain a Friendly Workplace commitment.

Employee satisfaction and growth opportunities are crucial. In 2023, we improved our learning platform for easier content access, and introduced a specialised onboarding program in Facility Management and Letting. We also launched trainings on finding your next role, leading through change, and introduced anti-bribery and corruption training.

We support our leaders with a Toolkit for Leaders and quarterly Spotlight newsletters, focusing on leadership topics and tips and tools for leaders to use in their daily work. Country Summits foster collaboration and best practice sharing. Selected new leaders benefit from our New@Leading program, keeping us at the forefront of leadership and management practices.

Making Diversity Part of Our DNA

We view diversity and inclusion as essential for creating a Friendly Workplace and driving productivity, innovation, and overall success. Our aim is to foster an inclusive environment that enables a diverse range of people to thrive, backed by tangible actions.

Recognising the challenge posed by a relatively homogenous manager population, we established a Diversity Board in 2023 to listen to diverse employee voices and take meaningful actions to promote a sense of belonging. In addition, we have made our recruitment process less biased by using testing tools for objectivity and including bias training in our leadership programmes, particularly related to recruitment.

Promoting Equality and Gender Balance

Rooted in Scandinavian values, we prioritise equality. We work consistently on gender equality, striving to achieve balanced gender representation and equal remuneration for equivalent work company wide.

Using the Mercer platform, we conduct an annual gender pay gap analysis across our organisation to identify disparities in remuneration between men and women in similar roles. The results are available in our Sustainability Report, [page 158](#), empowering us to make data-driven decisions that promote fairness and equality.

We actively encourage women to enter the real estate sector and take on leadership roles, addressing the industry's male-dominated nature. In Germany and Czechia, local organ-

isations organised career and recruitment events for young women interested in real estate, resulting in some participants joining our Company. Additionally, on International Women's Day, we hosted a panel for female employees to provide career advice and discuss progression within the Company, featuring our strong female leaders.

Promoting a Safe Work Environment

In real estate, safety is paramount. In 2023, Heimstaden Denmark held a successful Safety Day with a new digital tool for managing equipment and safety. It included inspections, product reviews, and assessments, followed by an annual Award Show to promote a secure workplace through collective responsibility. Read [page 156](#) in the Sustainability Report for 2023 scores.



Diversity Board

In 2023 we established a Diversity Board to bring new perspectives to Group Management and challenge the way we work with Diversity, Inclusion, and Belonging (DIB). The Diversity Board includes six employees from diverse backgrounds and meets monthly to discuss and advise on actions we can take to make our workplace more inclusive.

Launched in June, they have already recommended several concrete actions, that we will look to implement in 2024.

These include:

- Developing a DIB training program for all employees
- Highlighting DIB matters in our company communication
- Increasing our focus on mental health





Quality Living for Customers

Tenants are at the heart of our mission. We are dedicated to simplify and enrich customers' lives through Friendly Homes. This commitment begins with their first interaction and extends all the way through to a transparent and move-out process.

The Voices of Our Customers

Despite the macro-economic climate, we have been able to maintain good customer scores across most markets. We are especially proud of our strong positive results in Poland and UK in 2023, as it marks the first year we have measured results in these countries.

In line with our new Social Roadmap, we have set ambitious targets for our customer survey results. These targets reflect our ambition to create safe and inclusive homes and neighbourhoods for all tenants.

See 2023 results on [page 166](#) in the Sustainability Report or on our [website](#).

Safety and Inclusion

We know from customer surveys that safety is one of the most important things across all markets. Therefore, we are always actively working to make sure homes and the surrounding areas are safe and provide tenants a sense of security.

Making homes and buildings feel safe includes adequate lighting around entrance ways and surrounding areas, secure storage areas, and making sure doors and locks are maintained to a high standard.

Inclusion of tenants is another key area of importance for us. Across 161,553 homes we make room for a range of tenants from all parts of society. In 2023 we conducted several activities that promoted inclusion, such as the Children's Day in Norway, support for senior citizens in Czechia, and a national financial inclusion partnership in the Netherlands.

Innovation to Enrich Daily Lives

We are always looking for ways we can develop and innovate our services to improve the lives of the tenants. In 2023 we rolled out the digital Heimstaden Property Platform in Germany. Alongside tenants in Denmark, Norway and the Netherlands, tenants in Germany can now enjoy streamlined digital services and make service requests online.

Heimmade, a platform for collecting ideas, encourages our employees to share ideas that will bring our mission to life and strengthen customer satisfaction. This brings innovation to our customer journey and every year we select the best proposal and implement it into our business.

Promoting Financial Inclusion

In the Netherlands, we have partnered with a national public-private initiative, the Nationale Schuldhulproute (NSR), joining forces with other companies and municipalities. We utilise NSR to proactively identify and assist tenants facing financial challenges by connecting them with professional advice and resources to improve their financial well-being.

IKEA Student Collaboration in Sweden

In 2023, we piloted a partnership with IKEA in Sweden to enhance the student experience with Heimstaden. Moving away from home for the first time presents numerous practical challenges, and our goal is to streamline this transition while promoting functional and sustainable living spaces. Through pre-designed, custom home furnishing packages at an e-platform by IKEA and Heimstaden, we simplified and made furnishing new apartments more cost-effective for students. We are now evaluating the collaboration's potential expansion to other cities and markets.





Society Contribution

As a large residential real estate company in nine European markets, Heimstaden Bostad recognises their potential to influence society significantly. Extending our Friendly Homes mission to create a safe and inclusive society for everyone, aligns with our strategic goal of society contribution and responds to the growing demand from stakeholders for corporate responsibility.

To reach our targets we are working with local authorities and third-party organisations.

Inclusive Housing

A safe home is the foundation for building a good life and it is natural that we take an active role in supporting vulnerable groups who may not otherwise get access to safe homes. In 2023 we set an ambitious target of having 5,000 inclusive housing contracts by 2026 and by end-2023 we had in total 4,767 inclusive housing contracts, see [page 166](#) for more details.

Inclusive housing for us includes affordable housing contracts and social contracts. Affordable housing contracts are contracts that are regulated by the authorities which have both a regulated maximum rent level and a regulated maximum income level for the tenants. Social contracts are made in collaboration with third-party organisations that are specifically targeted to help vulnerable groups.

Social contracts are by nature short-term contracts. However, our ambition is to bring about lasting change for tenants, enabling them to achieve self-sufficiency. By transitioning from

social contracts to regular lease agreements, we provide long-term stability for residents. This also means that we retain them as tenants and the third-party organisation can go on to support more vulnerable people.

Inclusive Jobs

Having a stable job is another area we see that can make a real difference in someone's life. In 2023 we set a strong target of offering 240 inclusive jobs by 2026. In 2023, we offered 299 inclusive jobs, see [page 166](#) for more details.

To be able to measure inclusive jobs we have defined two groups who face difficulties entering the job market; young people with no previous work experience and people who face societal biases that keep them out of the job market e.g., immigrants, long-term unemployed, or people with disabilities.

Impact Beyond Daily Operations Through Partnerships

While we can achieve a lot through our own operations, we want to create additional impact through partnerships. This allows us to engage more broadly with our local communities and also contribute to alleviating some of society's biggest challenges beyond our own markets.

The country management choose partnerships that are relevant to their communities, including things like local sports clubs for children, homeless shelters, refugee support, and support for youth in foster care.



Social Contracts for Ukrainian Refugees

In response to the war in Ukraine, Heimstaden Bostad offered 650 social contracts, in addition to 200 regular contracts, for Ukrainian refugees in Czechia. When the legal conditions changed, Heimstaden Bostad proactively supported their Ukrainian tenants and provided alternative long-term housing solutions. As a result, 73% of the refugees chose to continue leasing with the company.

“We are pleased to see that many of Ukrainian tenants have transitioned from social contracts to regular lease agreements—a crucial step towards successful refugee integration into local communities.”

Anette Konar Riple,
Group Director of Social Sustainability



New Partnership With Stockholm City Mission

In 2023, we broadened our reach through social contracts, including a partnership with Stockholm City Mission, focusing on housing for individuals in or at the risk of homelessness. Through this collaboration, Stockholm City Mission oversees housing mediation and personal support while we supply the homes. Their support helps tenants become self-sufficient, with the goal of eventually transferring the lease to them.

“Homelessness in Sweden is growing every year, and therefore we are happy that Heimstaden Bostad wants to join hands with us and contribute to a more humane housing market in the short and long term.”

Tanja Küller,
Head of Housing Agency, Stockholm City Mission



A Home for a Home

Through Heimstaden Bostad's partnership with SOS Children's Villages, we have reached over 73,000 vulnerable children across 26 countries since the partnership began in 2021.

Supporting A New Strategic Direction

Through our global portfolio we have been able to support SOS Children's Villages' strategic shift to focus on preventing family separation. This strategic shift takes a holistic approach to address the root causes of children losing parental care. Through this approach SOS Children's Villages focuses on strengthening families, working with communities to educate on children's rights, and with local governments to create systemic change. As a significant partner for SOS Children's Villages, we are able to support this strategic move, and base the portfolio around these kinds of programmes which create more long-term impact for children.

Encouraging Innovation

Through A Home for a Home, we have also been able to support new pilot programmes in Rwanda, Ethiopia, Tanzania, Somalia, and Ghana. These programmes focus on reuniting children in street situations with their families, preventing child labour, and sustainable hydroponic farming to combat food shortages due to droughts. Supporting pilots like these aligns with our entrepreneurial spirit and empowers SOS to challenge their thinking. These programmes have the potential to be replicated in other countries and create even more impact for vulnerable children.

Fighting Child Labour in Ghana

In Ghana there are over 2.4 million economically active children. Children are often forced into harsh child labour situations due to extreme poverty in their family. With the support from A Home for a Home, SOS Ghana have been able to start a pilot programme addressing the causes of child labour and supporting the rehabilitation of these children. The programme works together with the police and other partners to rescue children from child labour situations, and provides access to medical care, including psychosocial support sessions and other rehabilitation support. The programme also works with families to support them to become economically independent, preventing children from needing to work, and with local governments to advocate for stronger legislation and enforcement.

Family Visitation Apartments Oslo

In Norway, Child Protection Services (CPS) can, under certain conditions, separate children from their families and place them with suitable caregivers. Often, children have visitation sessions with parents to reduce trauma and maintain family ties. These visits typically occur in inadequate spaces like CPS offices or busy cafes, causing distress. In response, we collaborated with SOS and local CPS offices in Oslo to provide a Heimstaden Bostad apartment for these visits. These spaces are well-equipped with a kitchen, furnished lounge, bedroom, and toys, offering children a comfortable and normal family experience, resulting in more positive visits. Starting as a pilot in 2022, this unique programme has shown great results in 2023, which has proved the model, and CPS is planning to take over the lease and costs mid-2024.

Governance Report

Good corporate governance is pivotal in Heimstaden's culture, fostering trust among shareholders, customers, employees, and communities where we operate. The corporate governance model supports the Board and Group Management in ensuring the Company's sustainable success through effective day-to-day management.

The shareholders' mandate is to target an attractive long-term risk-adjusted return. This necessitates effective corporate governance with a clear separation of responsibilities among shareholders, the Board, and Management.

Rules and Regulations

As a Swedish public limited liability company with corporate and hybrid bonds listed on Nasdaq Stockholm and preference share listed on Nasdaq First North Growth Market, the Company is subject to numerous rules and regulation.

The framework for corporate governance includes the following:

- the Swedish Companies Act
- the Swedish Annual Accounts Act
- the Company's Articles of Association
- directions given by the general meeting
- the Swedish Corporate Governance Code (the Code)
- other Swedish and foreign laws and regulations, as applicable

The Company is an industrial investor in Heimstaden Bostad and acts as Manager for the Heimstaden Bostad portfolio under the following contractual framework:

- Shareholders Agreement
- Management Agreement
- Key Policy Framework

Heimstaden has decided to follow those parts of the Code that the Board considers to be relevant for the Company in relation to its operations and the ownership structure. This Corporate Governance Report has been prepared in accordance with the Annual Accounts Act and the Code. Deviations from the Code can be seen on [page 31](#).

Share Structure and Owners

According to the Articles of Association, the share capital must be at least SEK 60,000,000 and at most SEK 240,000,000. As of 31 December 2022, the share capital amounted to SEK 95,316,875 divided between 190,633,750 shares (whereof 132,040,000 ordinary shares and 58,593,750 preference shares) each with a quota value of SEK 0.5 per share. The ordinary shares entitles to 10 votes per share and the preference shares entitles to 1 vote per share at general meetings in the Company.

The Company's preference shares are listed at Nasdaq First North Growth Market under the ticker HEIM PREF. All ordinary shares of the Company are owned by the Company's largest shareholder, Fredensborg AS, which is in turn ultimately controlled by Ivar and Ninja Tollefson with approximately 94% of the shares and 97% of the votes. Ivar and Ninja Tollefson are thereby controlling approximately 71% of the share capital and 96% of the votes in the Company.

Partnership with Allianz

Allianz has co-invested more than SEK 15 billion (approx. EUR 1.4 billion) together with Heimstaden Bostad, comprising part of Heimstaden Bostad's Swedish and German portfolios respectively.

2023 Share Issuance

The Company concluded no share issued in 2023.

General Meetings

The General Meeting is the Company's highest decision-making body. At the Annual General Meeting (AGM), shareholders exercise their voting rights on key matters, including approving the Financial Statements, the appropriation of the Company's profits, granting discharge from liability for Board Members and the CEO, the election of Board Members, and auditors and fees to Board Members and auditors. The AGM shall be held within six months of the end of each financial year. In addition to the AGM, Extraordinary General Meetings may be convened.

According to the Articles of Association, notice of the General Meeting shall be issued by means of an advertisement in Postoch Inrikes Tidningar (Swedish official gazette) and by keeping the notice available on the Company's website. The Company shall also place an advertisement in Svenska Dagbladet stating that notice of the Meeting has been issued. Anyone wishing to participate at a General Meeting must be entered as a shareholder in a printout or other presentation of the entire share register pertaining to circumstances six banking days before the General Meeting and must notify the Company of their intention to participate no later than on the date stated in the notice. Shareholders wishing to have a matter considered at General Meeting must request this of the Board in writing. The matter shall be considered at the AGM if the request has been received by the Board no later than one week prior to the earliest date on which, in accordance with the Swedish Companies

Act, the notice may be issued, or after that date, albeit in sufficient time that the matter can be included in the notice.

Notices, communiqués and minutes, as well as other materials associated with General Meeting are kept available on the Company's website <https://corporate.heimstaden.com/>.

2023 Annual General Meeting

The 2023 AGM took place at the Company's premises on Östra Promenaden 7A, SE-211 28 Malmö, Sweden, on 30 March 2023. Shareholders representing 100% of the Company's ordinary shares and 2.9% of the Company's preference shares participated at the AGM, corresponding to 70.15% of the total share capital and 95.87% of the total votes.

Among other things, the 2023 AGM:

- Approved the Financial Statements
- To dispose of the Company's profit in accordance with the proposal
- To discharge the Board and CEO from liability for the 2022 financial year
- Re-elected Board members Ivar Tollefson, John Giverholt, Vibeke Krag, and Fredrik Reinfeldt
- Re-elected EY as auditors
- Approved the remuneration proposed for the Board and auditor

Nomination Committee

Given that all ordinary shares of the Company are owned by the Company's largest shareholder, Fredensborg AS, the shareholders of Heimstaden have not established any Nomination Committee.

Board

The Board is the second-highest decision-making body after the AGM. The Board's Rules of Procedure regulate the division of work within the Board.

The Board year end consists of four members*, elected by the General Meeting for a period lasting until the end of the next AGM. There are no deputy Board members. The Board meets the requirements of the Code with respect to its members' independence, both from the Company and its main shareholders.

The current gender distribution is 25% women and 75% men. The Board has the overarching responsibility for managing Heimstaden's affairs in the interests of the Company and its shareholders. According to the Swedish Companies Act, the Board has overall responsibility for the Company's organisation and management, and for ensuring satisfactory control of the accounting records, management of funds, financial circumstances in general as well as overseeing the long-term sustainability value-creation and the Company's impact on economy, environment and people. The Board passes resolutions in matters regarding the Company's overall strategy and policies, and important issues.

Other duties that fall under the responsibilities of the Board include the following:

- Continuous follow-up and assessment of the financial position and business development
- Continuous evaluation of the executive management, including the CEO
- Ensuring that there is satisfactory control of compliance with laws and regulations, and the continuous evaluation of internal control and risk management systems
- Ensuring that external communications are characterised by openness, and that they are accurate, reliable and relevant

* Board member Vibeke Krag resigned with effect 31 December 23

The Board's work follows a yearly plan. In 2023, the Board held 10 meetings. The relevant Senior Executives and the Board secretary participate in Board meetings. The CEO and other executives present the operational and financial development at ordinary Board meetings. The Board conducts reviews with the auditor, at which reports from the auditor are addressed. The auditor also holds meetings with the Board without management attending

The Chairperson leads the work of the Board and has regular contact with the CEO to follow the Company's operations and development on an ongoing basis. The Chairperson consults with the CEO on strategic matters and passes on the views of the shareholders to the Board.

Evaluation of the Board

The Chairperson of the Board is responsible for evaluating the Board's work, including the efforts of its individual members. This is achieved by means of an annual, structured evaluation. This is sent out from management annually; it is anonymous, and the results are discussed in a Board meeting as a separate agenda item. From 2024 it will be part of our Board Portal to get more continuity and to easier measure the improvement areas and actions.

Remuneration to Board Members**and Senior Executives**

The AGM sets the total fees for the directors of the Board and decides how the fees are to be distributed among the directors and the Board's committees. The independent directors are renumerated as follows; Vibeke Krag SEK 400,000 and Fredrik Reinfeldt receives SEK 300,000.

Composition and Diversity

The Board shall comprise a well-balanced mix of individuals holding the required skills, expertise, background, gender, age,

Corporate Governance Structure

Heimstaden's business operations are managed, controlled, and followed up in accordance with the instructions established by the Board.

General Meeting of Shareholders

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**Board of Directors**

[p. 32](#)

External Auditor

**Executive Management**

[p. 33](#)

CEO
Executive Management
Executive Investment Committee
Executive Sustainability Committee
Executive GRC & Internal Control Committee

**Country Manager – Organisations¹**

¹ All Country Managers are employed by Heimstaden Bostad and report to Group Management in Heimstaden AB.

as well as independence from Company and main shareholders, ensuring that the Company delivers on its strategic goals in a responsible and successful manner. Heimstaden is working to achieve a balanced diversity mix and in 2023, the Board comprised 25% women and 75% men.

Furthermore, the Board ensures focus on diversity in its operations via the Manager. Diversity is covered in our Code of Conduct and our People & Culture Manual. It is a focus area within recruitment, equal pay, reporting and is one of the building blocks of our “Friendly Workplace” framework forming the culture we build for our employees. In 2023, a Diversity Board was formed through employee applications to provide regular insights and propose improvements beyond the perspectives of management meetings and board rooms. Diversity is also part of the monthly Peakon employee engagement and well-being questionnaire.

Board Independence

Heimstaden complies with the Swedish Corporate Governance Code (the Code) regarding requirements that the majority of the Board Members elected by the AGM must be independent in relation to Heimstaden and its Senior Executives, and that at least two of these are also independent in relation to Heimstaden's main shareholders.

Deviations from the Code

Heimstaden complies with the rules set out in the Code, except as explained below.

The Company deviated from the rule set out 1.4 in the Code since the Company had not publicly disclosed the Annual General Meeting date by the time of publication of the Company's Q3 report.

The Company deviates from the rules set out in the second paragraph in 1.2, 1.3, 2.1–2.7, 4.6 and 8.1 in the Code since no nomination committee has been established. Due to Fredensborg AS controlling 96% of the votes in the Company and therefore can appoint all Board Members of the Company, Heimstaden deems that a nomination committee is unnecessary and lacks a practical function. Any responsibility normally vested in a nomination committee, which does not pertain to nominating Board Members and external auditor, is handled by the Board as a whole.

The Company deviates from the rules set out in 9.1–9.9 in the Code since no remuneration committee has been established and no formal remuneration guidelines is applied by the Company. Since all Board Members are effectively appointed by Fredensborg AS, via its control of approximately 96% of the votes in the Company, Fredensborg AS thereby have an indirect control over the remuneration to Senior Executives in the Company, the Company deems that a remuneration committee is unnecessary.

The Board has assessed that the Company currently does not need a formalised internal audit beyond the existing processes and functions for internal governance and control. Follow-up is performed by the Board and Executive Management, and the level of control is currently assessed to meet the Company's needs. An annual assessment is made as to whether an internal audit function is considered necessary to maintain good control within the Company.

Highlights of the Board's Agenda in 2023

First Quarter

- Approved of 2022 Annual, Governance, and Sustainability Report
- Met with external auditors
- Reviewed Finance, Rating, Market and Investment strategies, and Liability Management
- Notice for Annual General Meeting
- Constitutive meeting with the new Board

Second Quarter

- Approved Q1 report
- Market update and review of finance and operations
- Media coverage analysis

Third Quarter

- Approved Q2 report
- Market update and review of finance and operations
- Updated Strategy for the Company
- Financial Covenant Reporting
- Orientation on Liquidity and Liability Management
- Approving Tender Offer

Fourth Quarter

- Approved Q3 report
- Market update and review of finance and operations
- Quarterly Management Review Liability Management and Covenant Reporting
- Orientation on Media Coverage
- Approved 2024 Budget
- Approved the sale of Heimstaden Iceland to shareholder Fredensborg

External Auditor

The Auditor is appointed by the AGM based on a proposal from the Board. At the 2023 AGM, audit firm EY was elected for the period up to and including the 2024 AGM, with Authorised Public Accountant Jonas Svensson as the principal auditor.

Remuneration to Auditor

| SEK million | 2023 | 2022 |
|--------------------------|------|------|
| Audit engagement | 29 | 28 |
| Other assurance services | 3 | 3 |
| Other assignments | – | 1 |
| Total | 32 | 32 |

Executive Management

Heimstaden's Executive Management comprises 13 individu-

als, as illustrated on [page 33](#). The CEO's responsibilities are governed by a written instruction defining the division of responsibilities between the Board and the CEO.

The CEO reports to the Board and presents a special CEO report at each quarterly Board meeting, including information on how the operations are developing based on the decisions made by the Board, ensuring the Company's strategic and operational development and monitoring of performance.

The Company has organised its operation with an Executive Management to comply with its core activities, thus enabling the Company to deliver on its obligations and the scope of services under the Management agreement.

To ensure the continued success of the Company the Executive Management have organised its work with different Executive Committees, currently the following:

Executive Investment Committee

This committee consists of key Senior Executives and is chaired by the Board Member John Giverholt. It is responsible for reviewing and deciding on all real estate transactions, supported by the relevant investment teams, and ensuring attractive deal structuring and solid underwriting. The committee decides on discretionary approval of real estate transactions below SEK 500 million, decisions to recommend transactions above SEK 500 million to the Board of Heimstaden Bostad, and decisions to recommend entries into new markets in line with the Shareholders' Agreement.

Executive Sustainability Committee

The Chief Sustainability Officer chairs this committee and is responsible for developing the corporate sustainability strategy and ensuring implementation in all areas within the Company. To secure the best interest for the Company, the committee decides on matters that are to be presented to the Board,

matters of major importance or of importance as to principles matters of common concern to several departments, sustainability-related policies and position statements, and KPIs and targets for the Company.

Executive GRC & Internal Control Committee

This is a group-wide committee that addresses all types of governance risk and compliance issues in order to evaluate our business from a comprehensive GRC and Internal Control perspective. The committee is tasked to organise governance, risk, and compliance and alignment within Management, evaluate governance, risk, and compliance and Internal Control matters in Heimstaden, support Management in embedding risk considerations into all major decision-making processes, and ensure that GRC and Internal Control management framework is implemented.

Board of Directors



Ivar Tollefsen

Chairperson

| | |
|--|---|
| Year elected | 2021 |
| Born | 1961 |
| Nationality | Norwegian |
| Education | |
| Other assignments | Chairperson of the Board of Fredensborg AS |
| Employment and work experience | Founder and majority shareholder of the voting rights of Fredensborg AS. Due to his control over Fredensborg AS, Ivar effectively controls 50.1% of the votes of Heimstaden Bostad. In addition to his controlling shareholding |
| Independent of Company | No |
| Independent of Main Shareholder | No. Indirect majority shareholder in Heimstaden Bostad AB |
| Own shareholdings and those of related parties in 2022 | Indirect majority shareholder in Heimstaden Bostad AB |
| Attendance at Board meetings | 10 of 10 |



John Giverholt

Member

| | |
|--|---|
| Year elected | 2019 |
| Born | 1952 |
| Nationality | Norwegian |
| Education | BSc, University of Manchester and MSc Accounting and Auditing, NHH Norwegian School of Economics |
| Other assignments | Board Member at Fredensborg AS |
| Employment and work experience | Extensive capital markets background as CFO of DNB and CEO of Ferd. Formerly served on the Boards of Telenor, Kongsberg Gruppen, Gjensidige Forsikring, and Scatec Solar, in addition to board assignments with family-owned businesses |
| Independent of Company | Yes |
| Independent of Main Shareholder | No. Dependent in relation to the Company's main shareholders by relationship with ultimate principal shareholder of Heimstaden AB as a Board member |
| Own shareholdings and those of related parties in 2022 | – |
| Attendance at Board meetings | 10 of 10 |



Vibeke Krag

Member

| | |
|--|---|
| Year elected | 2021 ¹ |
| Born | 1962 |
| Nationality | Danish |
| Education | MSc in Law, University of Copenhagen |
| Other assignments | Board Member of ATP, Gjensidige Forsikring ASA, Nykredit A/S, and the Danish Competition and Consumer Authority |
| Employment and work experience | Extensive experience of international leadership, portfolio management, law, and insurance from an operational career in financial services |
| Independent of Company | Yes |
| Independent of Main Shareholder | Yes |
| Own shareholdings and those of related parties in 2022 | – |
| Attendance at Board meetings | 10 of 10 |



Fredrik Reinfeldt

Member

| | |
|--|--|
| Year elected | 2023 |
| Born | 1965 |
| Nationality | Swedish |
| Education | MSc in Business Administration, Department of Business Administration at Stockholm University |
| Other assignments | Chairperson of the Board of the Center for AMP, Visita and Drivkraft Sverige, and President of the Swedish Football Association |
| Employment and work experience | Experienced politician who led the New Moderates for 12 years and served as Sweden's Prime Minister for two terms. After retiring from politics in 2015, Fredrik has had assignments as an advisor to Nordic Capital and Bank of America Merrill Lynch |
| Independent of Company | Yes |
| Independent of Main Shareholder | Yes |
| Own shareholdings and those of related parties in 2022 | – |
| Attendance at Board meetings | 10 of 10 |

¹ Resigned as per 31 December 2023.

Senior Executives

**Helge Krogsgbøl**

Chief Executive Officer

**Christian Fladeland**

Deputy Chief Executive Officer & Chief Investment Officer

**Thomas Alexander Hansen**

Chief Financial Officer

**Eddo Rats**

Chief Operating Officer

**Katarina Skalare**

Chief Sustainability Officer

| | |
|---------------------|--|
| Employed since | 2018 |
| Born / Nationality | 1968 / Norwegian |
| Education | The Norwegian School of Marketing, Oslo |
| Previous experience | Helge has extensive experience in executive positions as SVP in Pandox AB, Regional Director at Thon Hotels Benelux, MP Room2Room and as CEO at First Hotels |

| | |
|---------------------|---|
| Employed since | 2019 |
| Born / Nationality | 1986 / Danish |
| Education | MSc in Economics, University of Copenhagen |
| Previous experience | Christian has extensive experience within real estate capital markets management from his position as Partner at Colliers International Denmark |

| | |
|---------------------|--|
| Employed since | 2023 |
| Born / Nationality | 1975 / Norwegian |
| Education | MSc in Business and Economics, and State Authorized Public Accountant, Norwegian Business School |
| Previous experience | Thomas has extensive experience from positions within finance, international tax, and commercial operations in Scatec ASA, Circle K Europe and as a Senior Manager at KPMG |

| | |
|---------------------|--|
| Employed since | 2020 |
| Born / Nationality | 1971 / Dutch |
| Education | BCs in Hotel Administration/Management, Hotelschool Hague, and MRE in Real Estate, University of Amsterdam |
| Previous experience | Eddo has more than 20 years of management experience, built up in both the residential real estate as well as the hotel industry |

| | |
|---------------------|--|
| Employed since | 2018 |
| Born / Nationality | 1963 / Swedish |
| Education | BA in Social Science, Malmö University |
| Previous experience | Katarina holds considerable experience within sustainability, and in addition to an entrepreneurial background, has worked with sustainability at Kraftringen, PwC, AstraZeneca, and E.ON Nordic |

**Suzanna Malmgren**

Chief People and Culture Officer

**Steen Lønberg Jørgensen**

Head of Capital Raising & Client Relations

**Paul Spina**

Chief Asset Management and Development Officer

**Christian Vammervold Dreyer**

Chief Corporate Communications Officer

**Rodin Lie**

Chief Technology Officer

| | |
|---------------------|---|
| Employed since | 2017 |
| Born / Nationality | 1971 / Swedish |
| Education | MSc, Uppsala University |
| Previous experience | Suzanna has extensive experience within Management Consulting and HR, including 11 years as executive search consultant and Partner at Alumni |

| | |
|---------------------|--|
| Employed since | 2022 |
| Born / Nationality | 1970 / Danish |
| Education | MSc in Economics, University of Copenhagen and MBA in Finance, NYU |
| Previous experience | Steen has extensive experience with capital raising and investment from executive roles at Copenhagen Infrastructure Partners (CIP), as well as from Nordea and Dansk Kapitalanlæg |

| | |
|---------------------|---|
| Employed since | 2020 |
| Born / Nationality | 1987 / American |
| Education | BA in Economics, Fordham University, New York |
| Previous experience | Paul brings years of experience from international real estate from WeWork as the position of Head of Project Delivery EMEA. Previous experience from both consulting and contracting |

| | |
|---------------------|--|
| Employed since | 2020 |
| Born / Nationality | 1974 / Norwegian |
| Education | Economics and Property, BI Norwegian Business School |
| Previous experience | Christian holds substantial experience in the real estate sector, as former CEO for Real Estate Norway, CEO of Eie Eiendomsmegling, and Chairman of the Board of the Norwegian Realtor Association |

| | |
|---------------------|--|
| Employed since | 2020 |
| Born / Nationality | 1974 / Norwegian |
| Education | Computer Science and Psychology, Bergen University, and Officers' School, Norwegian Coastal Artillery |
| Previous experience | Rodin brings a strong background in technology and innovation, with previous positions as CDO in Selmer, CDO in Innovation Norway, and CTO in NOS Clearing |

**Kristian Berentsen**

Chief Legal Officer

**Karmen Mandic**

Chief Brand and Marketing Communications Officer

**Nikolaj Degn Brammer**

Chief Business Development Officer

| | |
|---------------------|--|
| Employed since | 2020 |
| Born / Nationality | 1982 / Norwegian |
| Education | Msc in Law, University of Oslo |
| Previous experience | Kristian is a corporate lawyer with expertise within real estate, M&A, and financing from positions as Chief Legal Officer at Adolfsen Group, Corporate Counsel at Entra ASA, and Senior Lawyer at DLA Piper |

| | |
|---------------------|---|
| Employed since | 2015 |
| Born / Nationality | 1971 / Swedish |
| Education | BSc in Business Administration, Lund University |
| Previous experience | Karmen holds substantial international experience from global brands within Fin-Tech, Telecom, IT, and Food Processing. Previous leadership roles at Sony Mobile Communications, OctoFrost Group, and Fexco |

| | |
|---------------------|---|
| Employed since | 2021 |
| Born / Nationality | 1992 / Danish |
| Education | BSc in International Business, Copenhagen Business School, and MSc International Finance, HEC Paris |
| Previous experience | Nikolaj has a background in corporate transformation, private equity, and strategy from Bain and Company, Goldman Sachs, and Maersk |

Governance, Risk, and Compliance

Heimstaden is committed to high standards of corporate governance, risk management, and compliance. Our centralised GRC function develops and oversees the Company's Policy framework and Risk and Compliance tools.

The GRC function is responsible for the following:

- Code of Conduct development, implementation, and ownership on behalf of the Board
- Establishment, implementation, and follow-up of a common and simplified Group Policy framework for the Company
- Planning, implementation, and follow-up of a Compliance Management System consisting of the relevant elements and tasks for the countries to adopt
- Relevant training and awareness related to the GRC area
- Participate in relevant projects related to GRC
- Implement and follow-up Risk and Compliance tools, reporting and processes to management and Board

In the fall of 2022, an updated Code of Conduct was approved by the Board, based on the values of the Company and the commitment to ethical business conduct. The Code of Conduct is complemented by

detailed policies, manuals, guidelines, and routines – all available on the intranet, in the group HR system, and incorporated in the Staff Handbooks.

The Board owns and approves the Code of Conduct. In 2023, a formal sign-off of the Code of Conduct was conducted for all employees and 98.6% has signed. A mandatory Anti-Bribery and Corruption course was launched on the International Anti-Corruption Day together with updated Policy and Manual.

We expect our business partners to comply with ethical standards consistent with our own, and they are expected to sign our Business Partner Principles when signing an agreement with us.

Heimstaden will work continuously to improve the governing framework. Breaches of the Code of Conduct or governing documents should be reported through the [whistleblower](#) function on our website.



Risk Management

Heimstaden is exposed to a range of risks that may affect the business, thus it is of key importance to have a comprehensive risk management programme to optimise the risk/return balance.

Number of Risks per Risk Category



We prioritise and integrate risk management into daily operations as an ongoing, continuous process. In 2023, we enhanced the risk management framework by introducing new categories and sub-categories. This update emphasises clearer and more specified risk mitigation actions, with progress now measured as a percentage of completion. Quarterly Business Review reports now include matrices showcasing risks, comments, and the latest updates on action items.

The Risk Management function consolidates and analyses risks across our diverse markets within the Executive GRC and Internal Control Committee. Identified risks, risk actions, and risk processes are presented to Executive Management. In 2023, our updated Risk Policy was disseminated across

operational countries. It outlines key principles for comprehensive risk management, ensuring evaluation and measurement of foreseeable risks impacting operations and ambitions. Managers are mandated to take responsibility for risk management within their areas, embedding it in daily processes. Country Management is tasked with quarterly updates to the risk register, reporting new risks and the status of mitigating actions, closely aligning risk management with existing business operations.

Financial Risks

Refinancing Risk

Refinancing risk involves securing favourable terms in debt markets, including capital markets, bank financing, or alternative credit, for Heimstaden's debt rollover/refinancing, aligning with current market conditions. We have established a comprehensive granular financial model of its business where significant attention is devoted to its debt instruments, as well as the impact of refinancing those instruments. This enables real-time sensitivity analysis on several key performance indicators (KPIs), including debt covenants, ensuring that we are well-informed in advance if any KPI is at risk of being breached.

Our Financial Policy stipulates the level of key credit ratios, which include leverage thresholds, average tenor, maximum amount of maturity in a given year and minimum metrics. In challenging macro environment with higher refinancing risk

Heimstaden monitors financial liabilities, cash reserves and unutilised sources of liquidity. We prepare for prudent liability management and continuously ensure that necessary measures are taken. For more information of interest rate risk, see [Note 6.2 Financial risks in the financial section](#).

Currency Risk

Heimstaden owns assets in other currencies than the reporting currency. Currency fluctuations may result in accounting volatility into our quarterly results, potentially negatively impacting key credit ratios and leading to rating pressure if the funding currency mismatches the currency of the asset. Our policy is to primarily fund investments in the local currency (to the extent financially justifiable), which provides a natural hedge against currency changes on a consolidated level.

Valuation Risk (Decline of Property Value)

Declining property values in isolation have impacted Heimstaden's credit metrics, which in September resulted in a rating downgrade from Fitch BB+ to BB with a rating watch negative for Heimstaden and a December rating downgrade of Heimstaden Bostad from S&P from BBB negative outlook to BBB-negative outlook.

The valuation decline risk was increasing when entering the year and value declines materialised throughout 2023, but decreased in the 2nd half of 2023 for most markets, providing a more positive outlook for 2024. To manage and balance this risk, the company has a diversified property portfolio across many countries, with no market exceeding 30% of GAV, and regional locations with strong economies and favourable demographics. The property portfolio is valued by reputable third-party valuers each quarter.

Investment Risk

New property acquisitions may introduce various risks associated with legal, financial, tax, and technical perspectives. Furthermore, M&A involving entire companies could result in additional company-specific risks after closing. Heimstaden has access to an experienced investment team with local presence across all markets who have significant experience within real estate transactions and M&A. All acquisitions are subject to customary due diligence (DD) from a legal, financial, tax, sustainability, and technical perspective. Third-party expertise is frequently utilised to advise on various aspects of transaction processes, including structuring, legal, tax, and technical factors, among others. When necessary and/or possible, a Warranty & Indemnity (W&I) insurance may also be included as part of an acquisition to reduce the risk of potential breaches in representations and warranties at a later stage. This risk had a lower likelihood and impact in 2023 as the company reduced investment activity significantly.

Strategic Risks

Regulatory Changes/Environment

Heimstaden's exposure to regulatory changes mainly relates to political agendas, or as a natural evolution of residential markets. These changes can be related to a wide range of legislation, including housing laws, tax, and VAT, and may have both a positive and negative long-term impact on property values, operations, or financial performance. Our local end-to-end in-house operations contribute to in-depth knowledge of each of our markets and we continuously monitor changes in the respective regulatory environment. We maintain active dialogue with policy makers and other stakeholders. What is discussed and proposed varies in the countries, but with increased focus on living costs, which has become more relevant in recent years.

Negative Media Attention

Significant negative media coverage poses a risk to our reputation and the trust of crucial stakeholders and could potentially detrimentally affect relationships with owners, banks, bondholders, suppliers, employees, and recruitment efforts. We have implemented a stakeholder management plan with regular communication to key stakeholders and provide regular communication to all employees. The external communication strategy is regularly revised to counteract media mentions of the company.

Operational Risks

Increased Employee Turnover

The loss of individuals in management or in other key positions poses a risk to operations and profitability. To manage this risk, we take a structured approach to succession planning for key positions, interim or long-term, as well as continuous monitoring of employee satisfaction and the underlying reasons for turnover. We provide employees with development opportunities through a shared learning platform, mentoring, and various leadership and people skills training. We are an equal-opportunity employer with zero tolerance for discrimination and harassment. To ensure competitive compensation, we annually benchmark remuneration using Mercer data. This guides salary ranges for hires, role changes, and international transitions, and informs gender pay gap analyses. In 2023, we also launched a centralised recruitment function to streamline hiring and access passive talent swiftly. In 2024, the focus is on evaluating and expanding centralised recruitment, enhancing Diversity, Inclusion, and Belonging efforts to reduce bias and support job opportunities, and implementing specific measures for Health & Well-being to boost engagement and motivation while preventing illness.

New Strategic Direction – Privatisation

Our historical emphasis on robust growth may conflict with the current strategy of privatisation and potential downsizing in specific markets. This shift poses risks to the workforce, including decreased motivation, heightened turnover, and challenges in attracting new talent. There is also a risk of increased passive attrition due to this new strategic direction.

Complex Organisational Structure

Our organisational structure can be perceived as complex, posing a risk of sub-cultures and sub optimisation. Focusing on activities not generating business value. To mitigate this, a split between Investment and Operations has occurred, with planned actions for 2024, including a focus on process adherence and the establishment of a shared service organisation for efficient cross-entity support and accurate cost allocation.

Cyber Security

Cyberattacks may lead to data breaches, operational disruption, and ransomware incidents that may negatively impact our operations, financial performance, and reputation. We have implemented several levels of protection, such as two-factor authentication, external 24/7 security operation centre for monitoring/response, firewalls, antivirus, and backup systems. We are implementing a centralised cloud-based policy for data centres and cyber security. In 2023, an IT Security Policy and Manual was implemented to ensure structured way of work and to address topics such as annual security awareness training of employees, periodically engagement of white hat hackers, disaster recovery and similar.

Privacy/GDPR

Non-compliance with data protection laws, including the

General Data Protection Regulation (GDPR) could potentially lead to significant fines, reputational damage, and damage to customers' and employees' privacy. To address this risk, we consistently safeguard individual privacy and comply with data protection laws. Our measures include deploying modern system platforms, such as HR systems, and providing mandatory GDPR training to enhance employee competence and awareness. An updated Privacy Policy and Manual will be implemented in Q1 2024.

Relevance to Future Tenants

In today's digital society, availability is crucial. To prevent dissatisfaction, lower occupancy, or increased churn, we prioritise proactive customer service, property management, and on-site presence. Continuous personalisation of services and communication is essential to stay relevant. To accomplish this, our fully integrated operational platform aligns with a customer centric philosophy embedded in our strategy, values, and goals. We consistently monitor rental markets, engage with tenant unions, and conduct annual customer surveys across our markets. Additionally, we invest in ongoing enhancements to in-house digital customer-service platforms for effective tenant engagement and communication. Read more about our customer-centric approach on [page 166](#) of this report.

Bribery & Corruption

Failing to operate within the norms of corporate responsibility may cause significant damage to our reputation and operations, elevating the risk of losing tenants and strategic investors, as well as suffering economic losses in terms of fines or penalties. We apply high ethical standards and integrity throughout our operations with zero tolerance for any forms of corruption, fraud, bribery, or threats, and have developed a

compliance management system involving a Code of Conduct, Business Partner Principles, and different Policies and Manuals. Mandatory training programmes within relevant areas and repeated regularly to help us improve the awareness across our markets. A new anti-bribery and anti-corruption training programme was created and implemented in 2023 as part of the mandatory courses. All employees signed the Code of Conduct as a specific task for 2023.

Climate Change Risk

The growing complexity of ESG-related risks, coupled with the integration of sustainability into daily operations, poses challenges in monitoring and maintaining responsible business practices. Environmental risks, if not adequately managed, can impact people, properties, and operations, potentially harming our reputation and profits. Failure to meet investors' ESG criteria may also limit access to capital. Climate change poses significant environmental risks, such as increased energy costs, fines, operational impacts, supply chain disruptions, and reputational damage. In the long term, there's potential for property damage, emergency measures, decreased property values, and higher insurance prices. To mitigate these risks, we've adopted a comprehensive ESG strategy, embedding sustainability into daily operations and setting ambitious climate targets aligned with the Paris Agreement's 1.5°C goal. Additional details on climate risks can be found on [page 146](#) of this report. We have developed a methodology for carrying out climate risk and vulnerability assessments (CRVA) at property level and the CRVA process covers three phases: Assess property exposure, assess property vulnerability, and implement adaptation measures.

Internal Control

The planning, governance, and control of operations follow the Company's organisational structure, with a clear delegation of responsibilities and authority. Policies, manuals, guidelines, and instructions provide our framework for internal control. We continue our commitment to strong internal control by strengthening our governance framework.

Internal Control Over Financial Reporting

Regular monitoring, combined with a close collaboration with the Company's auditors, and the control and monitoring conducted through the annual audit and quarterly reviews, ensure accurate reporting.

To ensure the quality of financial reporting, the Company applies several internal controls, such as a financial policy, attestation and authorisation procedures, and segregation of duties. Regarding financial reporting, the risks are primarily judged to derive from material errors being able to arise in the reporting of the Company's financial performance. The Board is responsible for identifying and managing significant financial risks and risks of errors in the financial reporting.

The Board reviews each interim report and discusses its contents with the Senior Executives and, where applicable, with the Company's Auditor.

The Board has established a pre-approval policy governing the engagement of Heimstaden's primary external auditors for audit and non-audit services to Heimstaden or any entity within the group. Under this pre-approval guideline, the audit committee has defined and pre-approved subcategories of audit and non-audit services. The audit committee's pre-approval policy includes annual monetary frames for each of the following categories of services:

- Audit
- Audit-related
- Tax
- Other – not related to financial audit and tax

Heimstaden has established a whistleblower function that can be accessed anonymously.

Internal Control Over Operations

Heimstaden performs several control activities to ensure internal control over our operations. Key policies and manuals are established to ensure operation in line with our values and are designed to manage significant risks related to our operations. Control activities exist both at the overall and detailed level within the Group. For example, monthly management reporting is prepared and reviewed by the business unit and function managers and controllers.

The finance function has regular contact with business unit managers to discuss operational and financial matters and to verify that processes are followed and developed. The Board monitors the operations through regular reporting, in which the CEO comments on the development of the operations, profit and financial position. Necessary measures and activities are implemented with the aim of strengthening and streamlining the internal controls. The internal controls over operations are regularly monitored. This mainly takes the form of reporting deviations in comparison with the budget/forecast, as well as monthly operational reporting and business reviews.

Insider Policy

The Insider Policy contains guidelines for the handling and communication of insider information as well as other external information obligations. The communication shall be long-term, and compatible with the brand, vision, business concept, strategies, targets, and values of Heimstaden. In addition, the communication shall be open, factual, well-structured, and well-planned. Heimstaden shall provide correct, relevant, and clear information in accordance with applicable laws and regulations.

Internal Control and Governance Activities

In 2023, we focused on establishing the GRC framework for the subsidiary Heimstaden Bostad, in 2024 focus will be on the development a GRC framework for Heimstaden as a stand-alone company.

Financial Five-Year Summary

| SEK million | 2023 | 2022 ¹ | 2021 ¹ | 2020 ¹ | 2019 ¹ |
|--|----------------|-------------------|-------------------|-------------------|-------------------|
| Consolidated Statement of Comprehensive Income | | | | | |
| Rental income | 15,253 | 13,204 | 9,027 | 6,600 | 4,863 |
| Service charges paid by tenants | 1,750 | 1,229 | 658 | 392 | – |
| Property expenses | -6,726 | -5,935 | -4,110 | -3,125 | -2,138 |
| Net operating income | 10,278 | 8,497 | 5,575 | 3,867 | 2,725 |
| Corporate administrative expenses | -677 | -724 | -417 | -229 | -172 |
| Other operating income | 302 | 285 | 11 | 57 | 27 |
| Other operating expenses | -467 | -282 | -2,343 | -2 | -46 |
| Realised gains/losses from divestment of properties | 235 | 9 | 109 | 10 | – |
| Profit before unrealised fair value adjustment | 9,670 | 7,786 | 2,935 | 3,703 | 2,534 |
| Fair value adjustment of investment properties | -31,081 | -4,223 | 21,903 | 7,977 | 6,517 |
| Value adjustment of inventory properties | 25 | 402 | -2 | 188 | – |
| Operating profit/loss | -21,386 | 3,955 | 24,727 | 11,858 | 9,051 |
| Share of net profits/losses of associated companies and joint ventures | -864 | 409 | 326 | 56 | 196 |
| Impairment of goodwill | -1,058 | – | – | – | – |
| Interest income | 384 | 342 | 162 | 99 | 57 |
| Interest expenses | -5,759 | -3,253 | -1,725 | -1,371 | -1,152 |
| Net currency translation gains/losses | 387 | -7,257 | -63 | 400 | -133 |
| Fair value adjustment of derivative financial instruments | -1,173 | 1,115 | 819 | -178 | -107 |
| Other financial items | 461 | -2,307 | -52 | -224 | -209 |
| Profit before tax | -29,008 | -6,995 | 24,194 | 10,641 | 7,702 |
| Current tax expense | -463 | -842 | -501 | -395 | -259 |
| Deferred tax income/expense | 4,171 | 2,028 | -4,691 | -1,892 | -1,443 |
| Profit/loss for the period | -25,300 | -5,809 | 19,003 | 8,353 | 6,001 |
| Divestment of business unit | -256 | – | – | – | – |
| Currency translation differences | -1,799 | 13,866 | 3,640 | -4,493 | 432 |
| Total comprehensive income | -27,355 | 8,056 | 22,643 | 3,860 | 6,433 |
| Property-related key data | | | | | |
| Lettable time-weighted area, sqm thousands | 11,434 | 10,943 | 8,465 | 6,461 | 3,562 |
| Net operating income, % | 67.4 | 64.4 | 61.8 | 58.6 | 56.0 |

¹Comparables restated, see [Note 1](#).

| SEK million | 2023 | 2022 | 2021 | 2020 | 2019 |
|--|----------------|----------------|----------------|----------------|----------------|
| Consolidated Statement of Financial Position | | | | | |
| Investment properties | 320,607 | 351,337 | 305,668 | 145,053 | 113,719 |
| Other non-current assets | 29,584 | 33,050 | 26,110 | 1,560 | 1,914 |
| Current assets | 16,817 | 19,716 | 23,946 | 14,698 | 12,974 |
| Total assets | 367,008 | 404,103 | 355,724 | 161,310 | 128,606 |
| Equity | 137,929 | 168,807 | 147,093 | 76,166 | 59,942 |
| Deferred tax liabilities | 19,729 | 24,463 | 23,252 | 5,446 | 3,640 |
| Other non-current liabilities | 184,776 | 187,638 | 149,924 | 69,169 | 57,771 |
| Current liabilities | 24,574 | 23,195 | 35,455 | 10,529 | 7,254 |
| Total equity and liabilities | 367,008 | 404,103 | 355,724 | 161,310 | 128,606 |
| Financial key data | | | | | |
| Cash flow from operating, investing and financing activities | 1,016 | -9,787 | 8,257 | 546 | 5,863 |
| Interest coverage ratio (ICR), multiple | 1.8 | 2.5 | 3.2 | 2.8 | 2.4 |
| Net loan-to-value ratio (LTV), % | 58.9 | 53.6 | 51.0 | 44.4 | 45.1 |
| Average interest rate on outstanding debt, % | 3.2 | 2.1 | 1.3 | 1.8 | 1.9 |
| Average loan tenor, number of years | 7.7 | 8.0 | 8.4 | 10.1 | 10.1 |

Financial Information

Consolidated Financial Statements

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Consolidated Statement of Comprehensive Income

| SEK million | Note | 2023 | 2022 ¹ |
|---|-------------------------------|----------------|-------------------|
| Rental income | 2.1, 2.2 | 15,253 | 13,204 |
| Service charges paid by tenants | 2.1, 2.2 | 1,750 | 1,229 |
| Property expenses | 2.1, 2.3, 2.6 | -6,726 | -5,935 |
| Net operating income | | 10,278 | 8,497 |
| Corporate administrative expenses | 2.6 | -677 | -724 |
| Other operating income | 2.4 | 302 | 285 |
| Other operating expenses | 2.5 | -467 | -282 |
| Realised gains/losses from divestment of properties | 2.7 | 235 | 9 |
| Profit before unrealised fair value adjustment | | 9,670 | 7,786 |
| Fair value adjustment of investment properties | 2.1, 2.8, 3.1 | -31,081 | -4,223 |
| Value adjustment of inventory properties | 2.1, 4.1 | 25 | 402 |
| Operating profit/loss | | -21,386 | 3,965 |
| Share of net profits of associated companies and joint ventures | 3.4 | -864 | 409 |
| Impairment of goodwill | 3.2 | -1,058 | - |
| Interest income | 2.10 | 384 | 342 |
| Interest expenses | 2.10 | -5,759 | -3,253 |
| Net currency translation gains/losses | 2.10 | 387 | -7,257 |
| Fair value adjustment of derivative financial instruments | 2.9 | -1,173 | 1,115 |
| Other financial items | 6.1 | 461 | -2,307 |
| Profit/loss before tax | | -29,008 | -6,995 |
| Current tax expense | 2.11 | -463 | -842 |
| Deferred tax income/expense | 2.11 | 4,171 | 2,028 |
| Profit/loss for the period | | -25,300 | -5,809 |
| Divestment of business unit² | 8.1 | -256 | - |
| Other comprehensive income | | | |
| Currency translation differences | 2.12 | -1,799 | 13,866 |
| Total comprehensive income/loss | | -27,355 | 8,056 |
| Profit/loss attributable to: | | | |
| The Parent Company's shareholders | | -15,171 | -4,628 |
| Non-controlling interests | | -10,386 | -1,182 |
| Comprehensive income/loss attributable to: | | | |
| The parent Company's shareholders | | -16,360 | 3,594 |
| Non-controlling interests | | -10,995 | 4,462 |

¹ Comparables restated, see [Note 1](#).² Discontinued operations

Consolidated Statement of Financial Position

| SEK million | Note | 31 December 2023 | 31 December 2022 |
|--|--------------------------|------------------|------------------|
| ASSETS | | | |
| Investment properties | 2.1, 3.1 | 320,607 | 351,337 |
| Goodwill and Intangible assets | 3.2 | 15,893 | 16,915 |
| Machinery and equipment | 3.3, 6.5 | 346 | 358 |
| Investments in associated companies and joint ventures | 3.4 | 8,702 | 9,758 |
| Derivative financial instruments | 6.1 | 34 | 836 |
| Deferred tax assets | 7.1 | 1,081 | 1,297 |
| Other financial assets | 3.5 | 3,528 | 3,885 |
| Total non-current assets | | 350,190 | 384,387 |
| Inventory properties | 4.1 | 538 | 573 |
| Rent and trade receivables | 4.2 | 229 | 403 |
| Other financial assets | 4.3 | 1,637 | 5,011 |
| Derivative financial instruments | 6.1 | 464 | 645 |
| Prepayments | 4.4 | 1,165 | 1,763 |
| Cash and cash equivalents | 4.5 | 12,492 | 11,322 |
| Assets held for sale | 3.1 | 294 | 0 |
| Total current assets | | 16,817 | 19,716 |
| TOTAL ASSETS | | 367,008 | 404,103 |

| SEK million | Note | 31 December 2023 | 31 December 2022 |
|---|-------------------------------|------------------|------------------|
| EQUITY AND LIABILITIES | | | |
| Share capital | | 95 | 95 |
| Other capital contributions | | 7,504 | 7,504 |
| Hybrid bonds | | 7,374 | 7,374 |
| Currency translation reserve | | 6,805 | 8,000 |
| Retained earnings | | 3,992 | 21,124 |
| Total equity attributable to Parent Company shareholders | 5 | 25,770 | 44,098 |
| Non-controlling interests | 5 | 112,160 | 124,711 |
| Total equity | 5 | 137,929 | 168,807 |
| Interest-bearing liabilities | 6.1, 6.2, 6.3 | 181,535 | 185,082 |
| Lease liabilities | 6.5 | 1,098 | 1,405 |
| Derivative financial instruments | 6.1 | 481 | 51 |
| Deferred tax liabilities | 7.1 | 19,729 | 24,463 |
| Other financial liabilities | | 1,663 | 1,100 |
| Total non-current liabilities | | 204,505 | 212,101 |
| Interest-bearing liabilities | 6.3 | 19,898 | 14,418 |
| Lease liabilities | 6.5 | 88 | 90 |
| Trade payables | | 800 | 928 |
| Other liabilities | 7.2 | 892 | 4,737 |
| Derivative financial instruments | 6.1 | – | 75 |
| Accrued expenses and prepaid income | 7.3 | 2,896 | 2,946 |
| Total current liabilities | | 24,574 | 23,195 |
| TOTAL EQUITY AND LIABILITIES | | 367,008 | 404,103 |

Consolidated Statement of Changes in Equity

| SEK million | Note | Share capital | Other capital contributions | Hybrid bonds | Currency translation reserve | Retained earnings | Attributable to Parent Company shareholders | Non-controlling interests | Total equity |
|---|-------------|---------------|-----------------------------|--------------|------------------------------|-------------------|---|---------------------------|--------------|
| Opening balance, 1 January 2022 | | 95 | 7,540 | 7,374 | -221 | 27,013 | 41,801 | 105,294 | 147,093 |
| Profit for the period | | — | — | 329 | — | -4,957 | -4,628 | -1,182 | -5,809 |
| Currency translation differences | <u>2.12</u> | — | — | — | 8,222 | — | 8,222 | 5,644 | 13,866 |
| Total comprehensive income/loss | | — | — | 329 | 8,222 | -4,957 | 3,594 | 4,462 | 8,056 |
| New share issue | | — | — | — | — | — | — | 14,646 | 14,646 |
| Costs of issuance | | — | -36 | — | — | — | -36 | — | -36 |
| Buyback of hybrid bonds | <u>5</u> | — | — | — | — | — | — | -7,644 | -7,644 |
| Dividends | <u>5</u> | — | — | -329 | — | -117 | -446 | -12,464 | -12,910 |
| Transactions with non-controlling interests | | — | — | — | — | -815 | -815 | 20,416 | 19,601 |
| Total transactions with the company's shareholders | | — | -36 | -329 | — | -932 | -1,297 | 14,955 | 13,658 |
| Equity, 31 December 2022 | <u>5</u> | 95 | 7,504 | 7,374 | 8,001 | 21,124 | 44,098 | 124,711 | 168,808 |
| Opening balance, 1 January 2023 | | 95 | 7,504 | 7,374 | 8,001 | 21,124 | 44,098 | 124,711 | 168,808 |
| Profit for the period | | — | — | 627 | — | -15,798 | -15,171 | -10,386 | -25,556 |
| Other comprehensive income | <u>2.12</u> | — | — | — | -1,189 | — | -1,189 | -609 | -1,799 |
| Total comprehensive income | | — | — | 627 | -1,189 | -15,798 | -16,360 | -10,995 | -27,355 |
| New share issue | | — | — | — | — | — | — | 1,942 | 1,942 |
| Costs of issuance | | — | — | — | — | — | — | -6 | -6 |
| Buyback of hybrid bonds | <u>5</u> | — | — | — | — | 8 | 8 | -71 | -63 |
| Dividends | <u>5</u> | — | — | -627 | — | -1,617 | -2,245 | -5,724 | -7,969 |
| Transactions with non-controlling interests | | — | — | — | — | 1,112 | 1,112 | 1,461 | 2,573 |
| Total transactions with the company's shareholders | | — | — | -627 | — | -497 | -1,124 | -2,399 | -3,523 |
| Equity, 31 December 2023 | <u>5</u> | 95 | 7,504 | 7,374 | 6,812 | 4,828 | 26,614 | 111,317 | 137,929 |

Consolidated Statement of Cash Flows

| SEK million | Note | 2023 | 2022 |
|--|----------------------|--------------|--------------|
| Operating activities | | | |
| Profit/loss before tax | | -29,008 | -6,995 |
| <i>Adjustments to reconcile profit before tax to net cash flows:</i> | | | |
| Fair value adjustment of investment properties | <u>2.1, 2.7, 3.1</u> | 31,081 | 4,547 |
| Value adjustment of inventory properties | <u>4.1</u> | -25 | 402 |
| Fair value adjustment of derivative financial instruments | <u>2.9</u> | 1,173 | -883 |
| Interest income | <u>2.10</u> | -384 | -342 |
| Interest expenses | <u>2.10</u> | 5,760 | 3,253 |
| Share of net profit of an associate and a joint venture | <u>3.4</u> | 864 | 1,617 |
| Other adjustments | <u>4.6</u> | -430 | 8,003 |
| <i>Working capital changes</i> | | | |
| Increase(-)/decrease(+) in rent and other receivables | | -216 | -785 |
| Increase(+)/decrease(-) in trade and other payables | | -1,417 | -320 |
| Cash generated from operations | | | |
| Interest paid | | -5,722 | -2,693 |
| Interest received | | 384 | 341 |
| Paid income tax | | -940 | -1,001 |
| Net cash flows from operating activities | | | |
| | | 1,119 | 4,339 |

| SEK million | Note | 2023 | 2022 |
|--|-----------------|---------------|----------------|
| Investing activities | | | |
| Acquisition of investment and inventory properties | | -2,173 | -11,292 |
| Divestment of business unit (Island) | <u>8.1</u> | 1,492 | - |
| Capital expenditure on investment and inventory properties | <u>3.1, 4.1</u> | -8,432 | -9,743 |
| Divestments of investment properties | <u>2.7</u> | 2,622 | 664 |
| Deposits for signed acquisitions | | 322 | -671 |
| Transactions with associated companies and joint ventures | <u>3.4, 3.5</u> | 807 | -338 |
| Purchases of machinery and equipment | | -68 | -47 |
| Purchase of intangible assets | | -59 | - |
| Purchase of quoted equity investments | <u>3.4, 6.1</u> | - | -4,474 |
| Other cash flows from investing activities | | -627 | - |
| Net cash flows from investing activities | | | |
| | | -6,115 | -25,902 |
| Financing activities | | | |
| Proceeds from interest-bearing liabilities | <u>6.3</u> | 35,596 | 50,573 |
| Repayment of interest-bearing liabilities | <u>6.3</u> | -29,610 | -44,339 |
| Dividends paid | <u>5</u> | 5,094 | -385 |
| Proceeds from non-controlling interests | <u>5</u> | 7,045 | 14,338 |
| Buyback of hybrid bonds | <u>5</u> | -58 | -7,100 |
| Repayments on hybrid capital | | -1,468 | -1,289 |
| Other cash flows from financing activities | | -567 | 1,217 |
| Settlement of derivative financial instruments | | 176 | 230 |
| Transaction costs on issue of shares and hybrid capital | | -6 | -36 |
| Net cash flows from financing activities | | | |
| | | 6,013 | 11,774 |
| Net change in cash and cash equivalents | | | |
| Cash and cash equivalents at the beginning of the period | | 11,322 | 20,488 |
| Net currency exchange effect in cash and cash equivalents | | 153 | 624 |
| Cash and cash equivalents at the end of the period | | | |
| | | 12,492 | 11,322 |

Notes to the Consolidated Financial Statements

1. Corporate information and general accounting policies

1.1 Corporate information

Heimstaden AB (publ), Corp. ID No. 556670-0455, is a Swedish limited liability company with its registered office in Malmö, at Östra promenaden 7A, SE-211 28. Heimstaden's operations consist of owning, developing, and managing residential properties.

1.2 General accounting policies

Basis of preparation

The Consolidated Financial Statements have been prepared in accordance with the International Financial Reporting Standards (IFRS) and in accordance with Swedish law by applying the Swedish Financial Reporting Board's recommendation RFR 1 Supplementary accounting rules for groups. This section provides summary of material accounting policies in the preparation of these financial statements. This section must be read in conjunction with the specific notes that also include material accounting policies.

The Consolidated Financial Statements were approved by the Board of Directors on 24 February 2023 and will be laid before the Annual General Meeting for approval on 4 April 2024.

The Financial Statements are presented in SEK and rounded to the nearest million. Numbers and percentages presented in the financial statements may not add up precisely to the totals provided.

The Consolidated Financial Statements have been prepared on a going-concern basis, applying a historical cost convention except for the measurement of investment property and derivative financial instruments and contingent consideration, that have been measured at fair value.

Heimstaden presents assets and liabilities in the Statement of Financial Position based on current and non-current classification.

Heimstaden Bostad presents income and expenses in the Statement of Comprehensive Income based on their function.

Consolidation

Subsidiaries are fully consolidated from the date on which control is transferred to Heimstaden and deconsolidated from the date that control ceases. All Heimstaden's companies are set to have 31 December as their year-end. Newly acquired companies that have a different financial year-end are changed to align with the Group at the earliest opportunity. Accounting policies of subsidiaries are changed where necessary to ensure consistency.

Intercompany transactions, balances, and unrealised gains or losses on transactions between Group companies are eliminated.

Transactions with non-controlling interests that do not result in loss of control are accounted for as equity transactions. The difference between the fair value of any consideration paid and the relevant share acquired of the carrying value of net assets of the subsidiary is recorded in equity. Gains or losses on disposals to non-controlling interests are also recorded in equity.

When Heimstaden ceases to have control, any retained interest in the entity is remeasured to its fair value at the date when control is lost, with the change in the carrying amount recognised in Statement of Comprehensive Income. The fair value is the initial carrying amount for the purposes of subsequently accounting for the retained interest as an associate, joint venture, or financial asset. In addition, any amounts previously recognised in other comprehensive income in respect of that entity are accounted for as if Heimstaden had directly disposed of the related assets or liabilities. This

mean that amounts previously recognised in other comprehensive income are reclassified to Statement of Comprehensive Income.

Non-controlling interests share of the results and equity of subsidiaries are shown separately in the Statement of Comprehensive Income, Statement of Changes in Equity and Statement of Financial Position, respectively.

Asset acquisitions, business combinations, and goodwill

Where properties are acquired, either through business combinations or otherwise, management considers the substance of the assets and activities of the acquired entity in determining whether the acquisition represents a business combination or an asset acquisition. If Heimstaden choose to perform a 'concentration test' and further prove that the acquisition is an asset acquisition, no further assessment is required. If the fair value of the gross assets acquired can substantially be attributed to an asset or a group of similar assets, the voluntary test shows the acquisition to constitute an asset acquisition. If the test is performed and it is not possible to determine the acquisition to be an asset acquisition, further assessment must be made. For more information regarding judgments and estimates see [Note 1.3](#).

Business combinations and goodwill

Heimstaden determines that it has acquired a business when the acquired set of activities and assets include an input and a substantive process that, together, significantly contribute to the ability to create outputs. The process is considered substantive if it is critical to the ability to continue producing outputs, and the inputs acquired include an organised workforce with the necessary skills, knowledge, or experience to perform that process or it significantly contributes to the ability to continue producing outputs and is considered unique or scarce or cannot be replaced without significant cost, effort, or delay in the ability to continue producing outputs.

Goodwill is initially measured at cost, being the excess of the aggregate of the consideration transferred and the amount recognised for non-controlling interests and any previous interest held over the net identifiable assets acquired and liabilities assumed.

After initial recognition, goodwill is measured at cost less any accumulated impairment losses. For impairment testing purposes, goodwill acquired in a business combination is, from the acquisition date, allocated to each of Heimstaden's cash-generating units (CGUs) that are expected to benefit from the combination, irrespective of whether other assets or liabilities of the acquiree are assigned to those units. Where goodwill has been allocated to a CGU and part of the operation within that unit is disposed of, the goodwill associated with the disposed operation is included in the carrying amount of the operation when determining the gain or loss on disposal. Goodwill disposed in these circumstances is measured based on the relative values of the disposed operation and the portion of the CGU.

Asset acquisitions

For acquisition of a subsidiary that is not considered a business combination, Heimstaden allocates the cost between the individual identifiable assets and liabilities based on their relative fair values as at the date of acquisition. Such transactions or events do not give rise to goodwill.

The group recognises only the identifiable assets and liabilities. Any deferred tax is subject to the initial recognition exemption in accordance with IAS 12.

Foreign currencies

Heimstaden's Consolidated Financial Statements are presented in SEK, which is also the Parent Company's functional currency. On disposal of a foreign operation, the component of other compreh-

hensive income relating to that particular foreign operation is reclassified to Statement of Comprehensive Income.

Transactions in foreign currencies are converted to the functional currency at the exchange rate prevailing on the transaction date. Income and expenses in a foreign operation are translated into functional currency at an average rate that represents an approximation of the prevailing exchange rates at the date of each transaction. Translation differences arising on currency translation of foreign operations are recognised in other comprehensive income.

Net currency translation gains and losses from monetary assets and liabilities is presented in net currency translation gains/losses in the consolidated statement of comprehensive income.

Monetary assets and liabilities in foreign currency are translated into the functional currency at the period-end rate. Historical cost non-monetary items use the transaction date rate, and fair value non-monetary items use the fair value measurement date rate.

Cash Flow Statement

Cash Flow Statements have been prepared in accordance with the indirect method in accordance with IAS 7, whereby profit or loss is adjusted for the effects of transactions of a non-cash nature, any deferrals, or accruals of past or future operating cash receipts or payments and items of income or expense associated with investing or financing cash flows.

1.3 Judgements and estimates

Management makes judgements, estimates, and assumptions each reporting period that affect the Statement of Comprehensive Income and Statement of Financial Position. These assumptions and assessments are based on historical experience and other factors that appear reasonable under the existing circumstances.

Estimation of fair value of investment properties

Property valuations are estimates and accordingly are subject to a degree of judgement in their determination.

Valuations are obtained from independent third parties, who exercise their professional judgement in arriving at their opinion of value. Management exercises its judgement when assessing the accuracy and reasonableness of third-party values provided, prior to their adoption, as well as in relation to the valuation of assets under construction or redevelopment where internal assumptions of outstanding cost and margin deductions are required. See [Note 3.1](#) for further information.

Impairment testing of goodwill

Each year and whenever impairment indicators are present, the Group tests goodwill for impairment in accordance with the accounting policy described in [Note 3.2](#). Recoverable amounts for CGU have been determined by calculating value in use. For these calculations management apply estimates related to key assumptions. For such estimates made, see [Note 3.2](#).

Recognition of property acquisition and business combinations

When determining whether the acquisition represent a business combination or an asset acquisition, management makes judgements with regards to the application of the optional concentration test and the substance of the assets and activities acquired.

If substantially all the fair value of the gross assets acquired is concentrated in a single asset (or a group of similar assets) the transaction is treated as an asset acquisition.

To determine whether the acquisition is a business combination or an asset acquisition, management makes judgements regarding inputs, processes, and output of the acquired assets.

Purchase price allocation

The Group prepares a purchase price allocation for accounting by applying the acquisition method according to IFRS 3.

Accounting for an acquisition involves a high degree of judgement and estimation, mainly with regard to the allocation of premiums and discounts to assets and liabilities (net assets) in the purchase price allocation, as well as adjusting entries for adaptation to the

Group's accounting policies. Fair value adjustments and resultant goodwill are presented in [Note 3.2](#).

Classification of investments in associated companies

Classification of investments in associated companies When determining whether the Company's investment is an associated company or an equity investment, management makes judgements with regards to an assessment of significant influence. See [Note 3.4](#) for further information.

Climate risks

The Group considers climate-related matters in estimates and assumptions, where appropriate. This assessment includes a wide range of possible impacts on the group due to both physical and transition risks. Even though the Group believes its business model will still be viable after the transition to a low-carbon economy, climate-related matters is considered in estimates and assumptions underpinning impairment assessments and fair value measurements, among others, in the financial statements. Even though climate-related risks might not currently have a significant impact on measurement, the Group is closely monitoring relevant changes and developments, such as new climate-related legislation.

Environmental risks are those related to climate change, including direct risks such as increased energy costs and other operational implications, and indirect risks such as supply chain interruptions and reputational impact. There are also risks of damaged properties and/or emergency measures, mostly linked to climate impact, that may lead to decreased property values and higher property insurance prices, among other factors. To ensure that efforts to reduce our climate impact are sufficient, the Group has committed to the Science-Based Targets initiative (SBTi). To achieve its climate goals by 2030, Heimstaden has developed a climate action plan with a detailed plan for each country. See [page 146](#) for more information. The initiatives are expected to have a positive impact on Heimstaden's investment properties and reduce energy and electricity costs for tenants.

The Group has established local carbon emission pathways in all the countries where it operates. The climate impact and carbon emission pathways in local markets vary due to differences in

national climate policies, the energy mix, EPC scheme implementation, and differences in properties' energy performance.

Transition to a low-carbon society also presents opportunities for Heimstaden. By switching to renewable energy sources, investing in renewable electricity generation, and continuing to work on energy efficiency, circular economy and biodiversity measures, we will reduce our greenhouse gas (GHG) emissions and, in many cases, our operating costs. At the same time, we are increasing the number of energy-efficient buildings in the portfolio and adapting to climate change.

Heimstaden will continue to evaluate long-term climate risks and opportunities, develop its climate reporting according to Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy and continue to make climate assessments of the properties. This will provide knowledge about which properties may be affected by a changed climate and society, and what is required in order to adapt the Group's operations to handle a changing climate. This is an important foundation for decisions on necessary climate adaptations, define business opportunities and to remain a relevant and attractive property owner in the long term. Climate-related projects are a central part of Heimstaden's sustainability focus, covering areas such as investments in climate change mitigation and adaptation measures, supply chain management with and ESG focus, ESG in acquisitions, and access to capital. The current and future property portfolio and investments will be continuously monitored and assessed in terms of climate impact.

1.4 New and changed accounting policies and disclosures

New and amended standards and interpretations

Definition of Accounting Estimates - Amendments to IAS 8

The amendments to IAS 8 clarify the distinction between changes in accounting estimates, changes in accounting policies and the correction of errors. They amendments also clarify how entities use measurement techniques and inputs to develop accounting esti-

mates. The amendments had no impact on the Group's consolidated financial statements.

Disclosure of Accounting Policies - Amendments to IAS 1 and IFRS Practice Statement 2

The amendments to IAS 1 and IFRS Practice Statement 2 Making Materiality Judgements provide guidance and examples to help entities apply materiality judgements to accounting policy disclosures. The amendments aim to provide more useful disclosures by replacing the requirement for entities to disclose their 'significant' accounting policies with a requirement to disclose their 'material' accounting policies and adding guidance on how entities apply the concept of materiality in making decisions about accounting policy disclosures. The amendments have had an impact on the Group's disclosures of accounting policies, but not on the measurement, recognition or presentation of any items in the Group's financial statements.

Voluntary changes in accounting principles

Associated companies and joint ventures

Effective 1 January 2023, the Condensed Statement of Comprehensive Income has been revised to provide the user of the consolidated financial statements with more relevant information, including relevant and comparable subtotals. Share of net profits/losses of associated companies and joint ventures are now reclassified from operating profit/loss to profit/loss for the period. The revised presentation did not have any impact on any financial statement line item, the

Group's profit for the year, the financial position or equity. The comparative financial data has been reclassified accordingly.

Realised gains/losses from divestment of properties

The Board of Directors have approved a Privatisation Plan that represents a new line of business that works across all segments. The goal of this plan is to sell a significant part of the portfolio in the private home-owner market. In response to the new strategy the accounting policy for divestment of properties has been revised. The new policy separates realised gains/losses from unrealised change in value. Gains/losses from divestments, both from privatisation and other divestments, are realised and shown on a new financial statement line, "Realised gains/losses from divestment of properties". This also includes realised gain/losses from inventory properties. Gain/loss is calculated based on the valuation in the latest interim financial statement and net of direct transactions cost. To clarify the distinction of realised gains/losses and unrealised value change the following line items have been changed:

- "Profit before inventory properties and fair value adjustments" renamed to "Profit before unrealised fair value adjustments"
- "Change in value and gains/losses from sale of inventory properties" renamed to "Value adjustment of inventory properties"

The revised presentation did not have any impact on the group's profit/loss before tax for the year, the financial position or equity. The change impacted "Profit before unrealised fair value adjustment" by the realized amount for each reporting period. Fair value adjustment of investment properties and value adjustment of inventory properties has changed with the realised amount for each reporting period. Comparable figures in the Consolidated Statement of Comprehensive Income of have been changed accordingly.

IFRS 17 Insurance Contracts

IFRS 17 Insurance Contracts is a comprehensive new accounting standard for insurance contracts covering recognition and measurement, presentation and disclosure. IFRS 17 replaces IFRS 4 Insurance Contracts. IFRS 17 applies to all types of insurance contracts (i.e., life, non-life, direct insurance and re-insurance), regardless of the type of entities that issue them as well as to certain guarantees and financial instruments with discretionary participation features; a few scope exceptions will apply. The overall objective of IFRS 17 is to provide a comprehensive accounting model for insurance contracts that is more useful and consistent for insurers, covering all relevant accounting aspects. IFRS 17 is based on a general model, supplemented by:

- A specific adaptation for contracts with direct participation features (the variable fee approach)
- A simplified approach (the premium allocation approach) mainly for short-duration contracts

The new standard had no impact on the Group's consolidated financial statements.

Deferred Tax related to Assets and Liabilities arising from a Single Transaction – Amendments to IAS 12

The amendments to IAS 12 Income Tax narrow the scope of the initial recognition exception, so that it no longer applies to transactions that give rise to equal taxable and deductible temporary differences such as leases and decommissioning liabilities. The amendments had no impact on the Group's consolidated financial statements.

International Tax Reform – Pillar Two Model Rules – Amendments to IAS 12

The amendments to IAS 12 have been introduced in response to the OECD's BEPS Pillar Two rules and include:

- A mandatory temporary exception to the recognition and disclosure of deferred taxes arising from the jurisdictional implementation of the Pillar Two model rules; and
- Disclosure requirements for affected entities to help users of the financial statements better understand an entity's exposure to Pillar Two income taxes arising from that legislation, particularly before its effective date.

The mandatory temporary exception – the use of which is required to be disclosed – applies immediately. The remaining disclosure requirements apply for annual reporting periods beginning on or after 1 January 2023, but not for any interim periods ending on or before 31 December 2023. The group is in scope for the new Pillar Two model rules. The management has assessed that the immediate effects of the new rules will be limited. Transitional safe-harbour relief can be utilized as all current operations of the group is in territories with an effective tax rate above the threshold of 15%.

No other standards, amendments or interpretations effective from fiscal years beginning on or after 1 January 2023 had a material impact on the consolidated financial statements. No other new standards or interpretations that come into effect after 31 December 2023 are expected to have any material impact on the consolidated financial statements.

2. Income and expenses

2.1 Segment reporting

Accounting policies

The Group organises and governs its activities based on geographical areas where the investment properties are located, and these geographical areas form the basis of the definition of segments. Senior management is the chief operating decision maker and monitors net operating income and changes in the value of managed properties in the identified segments; other Statement of Comprehensive Income items are not distributed per segment. Additionally, management monitors the value of investment properties and interest-bearing liabilities in each segment. Other items are not distributed per segment in the segments' profits, assets, and liabilities. The segment statements include only directly attributable items and items that can be allocated to the segments in a reasonable and reliable manner. See also [Note 3.1](#) for fair value of investment properties per segment.

2023

| SEK million | Sweden | Germany | Denmark | Netherlands | Czechia | Norway | Iceland | United Kingdom | Finland | Poland | Corporate/Adjustments | Total |
|---|---------------|----------------|---------------|---------------|--------------|-------------|-------------|----------------|-------------|-------------|-----------------------|----------------|
| COMPREHENSIVE INCOME STATEMENT | | | | | | | | | | | | |
| Rental income | 4,477 | 2,693 | 3,539 | 1,404 | 1,718 | 741 | 248 | 95 | 268 | 69 | -1 | 15,253 |
| Service charges paid by tenants | 85 | 934 | 4 | - | 663 | 34 | - | - | 12 | 17 | -1 | 1,750 |
| Property expenses | -1,978 | -1,554 | -1,117 | -354 | -1,170 | -219 | -82 | -53 | -155 | -45 | 2 | -6,725 |
| Net operating income | 2,584 | 2,074 | 2,426 | 1,050 | 1,211 | 556 | 166 | 42 | 125 | 42 | 2 | 10,278 |
| Net operating margin % | 57.7 | 77.0 | 68.5 | 74.8 | 70.5 | 75.1 | 67.0 | 44.0 | 46.8 | 60.2 | - | 67.4 |
| Corporate administrative expenses | - | - | - | - | - | - | - | - | - | - | -677 | -677 |
| Other income and expenses | - | - | - | - | - | - | - | - | - | - | -166 | -166 |
| Realised gains/losses from divestment of properties | 29 | - | 104 | 87 | 15 | -1 | - | - | - | - | - | 235 |
| Profit before unrealised fair value adjustment | 2,613 | 2,074 | 2,530 | 1,137 | 1,226 | 555 | 167 | 42 | 125 | 42 | -841 | 9,671 |
| Fair value adjustment on investment properties | -10,474 | -14,511 | -4,239 | -3,659 | 1,704 | -275 | 239 | 367 | -404 | 171 | - | -31,081 |
| Value adjustment of inventory properties | - | - | - | - | - | 25 | - | - | - | - | - | 25 |
| Operating profit/loss | -7,861 | -12,437 | -1,709 | -2,522 | 2,930 | 305 | 406 | 409 | -279 | 212 | -841 | -21,386 |

2022

| SEK million | Sweden | Germany | Denmark | Netherlands | Czechia | Norway | Iceland | United Kingdom | Finland | Poland | Corporate/ Adjustments | Total |
|---|---------------|--------------|---------------|-------------|--------------|--------------|--------------|----------------|-------------|-----------|---------------------------|--------------|
| COMPREHENSIVE INCOME STATEMENT | | | | | | | | | | | | |
| Rental income | 4,208 | 2,065 | 3,026 | 1,242 | 1,382 | 758 | 298 | 8 | 193 | 6 | 17 | 13,203 |
| Service charges paid by tenants | 71 | 640 | 2 | – | 478 | 30 | – | – | 8 | 1 | – | 1,229 |
| Property expenses | -2,017 | -1,187 | -960 | -432 | -903 | -278 | -102 | -7 | -107 | -16 | 75 | -5,935 |
| Net operating income | 2,262 | 1,517 | 2,068 | 809 | 957 | 511 | 196 | 1 | 93 | -9 | 92 | 8,497 |
| Net operating margin % | 53.8 | 73.5 | 68.3 | 65.2 | 69.2 | 67.3 | 65.7 | – | 48.3 | – | – | 64.4 |
| Corporate administrative expenses | – | – | – | – | – | – | – | – | – | – | -724 | -724 |
| Other income and expenses | – | – | – | – | – | – | – | – | – | – | 3 | 3 |
| Realised gains/losses from divestment of properties | 5 | 17 | -16 | 7 | 0 | -4 | – | – | – | – | – | 9 |
| Profit before unrealised fair value adjustment | 2,267 | 1,535 | 2,051 | 817 | 957 | 507 | 196 | 1 | 93 | -9 | -721 | 7,785 |
| Fair value adjustment on investment properties | -6,651 | 3,130 | -3,783 | -751 | 2,371 | 255 | 835 | 131 | 154 | 77 | – | -4,233 |
| Value adjustment of inventory properties | – | – | – | – | – | 402 | – | – | – | – | – | 402 |
| Operating profit/loss | -4,384 | 4,664 | -1,732 | 66 | 3,328 | 1,163 | 1,031 | 132 | 247 | 68 | 92 | 3,954 |

Reconciliation of profit/loss

| SEK million | 2023 | 2022 |
|--|----------------|---------------|
| Operating profit/loss | -21,386 | 3,954 |
| Share of net profits/losses of associated companies and joint ventures | -864 | 409 |
| Impairment of goodwill | -1,058 | – |
| Financial income and expenses | -4,527 | -12,475 |
| Fair value adjustment of derivative financial instruments | -1,173 | 1,115 |
| Profit/loss before tax | -29,007 | -6,997 |

2023

| SEK million | Sweden | Germany | Denmark | Netherlands | Czechia | Norway | Iceland | United Kingdom | Finland | Poland | Corporate/Adjustments | Total |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------|----------------|--------------|--------------|-----------------------|----------------|
| BALANCE SHEET | | | | | | | | | | | | |
| Investment properties | 89,781 | 79,404 | 72,043 | 27,336 | 25,185 | 17,109 | – | 4,305 | 3,628 | 1,815 | – | 320,607 |
| Inventory properties | – | – | – | – | – | 538 | – | – | – | – | – | 538 |
| Non-current segment assets | 2,851 | 9,937 | 2,366 | 468 | – | – | – | – | – | – | – | 15,622 |
| Total segment assets | 92,633 | 89,341 | 74,409 | 27,803 | 25,185 | 17,647 | – | 4,305 | 3,628 | 1,815 | – | 336,766 |
| Total segment liabilities | – | – | – | – | – | – | – | – | – | – | – | – |
| Capital expenditures in investment properties | 3,030 | 873 | 1,312 | 838 | 773 | 107 | 49 | 1,070 | 170 | 132 | | 8,353 |

2022

| SEK million | Sweden | Germany | Denmark | Netherlands | Czechia | Norway | Iceland | United Kingdom | Finland | Poland | Corporate/Adjustments | Total |
|---|----------------|----------------|---------------|---------------|---------------|---------------|--------------|----------------|--------------|--------------|-----------------------|----------------|
| BALANCE SHEET | | | | | | | | | | | | |
| Investment properties | 97,429 | 92,820 | 73,960 | 30,048 | 23,443 | 20,338 | 5,583 | 2,854 | 3,837 | 1,026 | – | 351,337 |
| Inventory properties | – | – | – | – | – | 573 | – | – | – | – | – | 573 |
| Non-current segment assets | 3,928 | 9,981 | 1,998 | 677 | 116 | – | – | – | – | – | – | 16,788 |
| Total assets | 101,357 | 102,801 | 75,958 | 30,725 | 23,559 | 20,911 | 5,583 | 2,854 | 3,837 | 1,026 | – | 368,698 |
| Total segment liabilities | – | – | – | – | – | – | – | – | – | – | – | – |
| Capital expenditures in investment properties | 4,690 | 666 | 1,357 | 873 | 784 | 366 | -1 | 1,381 | 75 | – | – | 10,190 |

Investments in financial assets that are managed by the Corporate Finance Team are not considered to be segment assets.

The group's borrowings and derivative financial instruments are not considered to be segment liabilities, but are managed by the Corporate Finance Team at Group level.

Reconciliation of assets

| SEK million | 2023 | 2022 | SEK million | 2023 | 2022 |
|--|----------------|----------------|---|----------------|----------------|
| Total segment assets | 336,766 | 368,698 | Total segment liabilities | – | – |
| Other assets, non-current | 5,261 | 6,504 | Interest-bearing liabilities, non current | 181,535 | 185,082 |
| Investments in associated companies and joint ventures | 8,702 | 9,758 | Other liabilities, non-current | 22,969 | 27,019 |
| Other assets, current | 3,788 | 7,822 | Interest-bearing liabilities, current | 19,898 | 14,418 |
| Cash and cash equivalents | 12,492 | 11,322 | Other liabilities, current | 4,676 | 8,777 |
| Total assets | 367,008 | 404,104 | Total liabilities | 229,079 | 235,296 |

2.2 Rental income and service charges paid by tenants

Accounting policies

Heimstaden leases out its investment properties to third parties with contracted non-cancellable lease terms and a normal term of notice for the customer of three months. The Group classifies these leases as operating because they do not transfer substantially all the risks and rewards, or control, incidental to ownership of the properties to the counterparties. For investment property leases the rental income is largely fixed under the contracts, however, it is subject to an annual index adjustment.

The rental income is accounted for on a straight-line basis over the contractual period and is included in the Statement of Comprehensive Income due to its operating nature. Residential rental contracts (leases) are invoiced monthly, and there are no substantial financing components included in any rental contracts. Initial direct costs incurred in negotiating and arranging an operating lease are recognised as an expense when they incur. Lease incentives that are paid or payable to the lessee are deducted from lease payments. Accordingly, tenant lease incentives are recognised as a reduction

of rental income on a straight-line basis over the term of the lease. Amounts received from tenants to terminate leases or to compensate for dilapidations are recognised in the Statement of Comprehensive Income when the right to receive them arises.

Service charges to tenants mainly comprise utility cost and other operating costs that can be recharged. The services charged are separately invoiced to tenants and include fees charged based on percentage of square meter in the building and reimbursement of certain expenses incurred. The Group arranges for third parties to provide certain of these services to its tenants. The Group acts as a principal in relation to these services as it controls the specified services before transferring them to the customer. Therefore, the Group records revenue on a gross basis.

No single customer accounts for more than 1% of total revenues. For rental income and service charges paid by tenants by geographic market, see [Note 2.1](#).

Rental income and service charges paid by tenants

| SEK million | 2023 | 2022 |
|---|---------------|---------------|
| Rental income before straight-lining of lease | 15,378 | 13,262 |
| Straight-lining of lease | -125 | -58 |
| Rental income | 15,253 | 13,204 |
| Services to tenants | 1,750 | 1,229 |
| Service charges paid by tenants | 1,750 | 1,229 |
| Total income | 17,004 | 14,434 |

Rental income distributed by property category

| SEK million | 2023 | 2022 |
|--|---------------|---------------|
| Residential | 14,005 | 12,096 |
| Commercial premises | 1,040 | 929 |
| Garages, parking spaces and other premises | 208 | 178 |
| Total rental income | 15,253 | 13,204 |

Service charges paid by tenants distributed by property category

| SEK million | 2023 | 2022 |
|--|--------------|--------------|
| Residential | 1,643 | 1,156 |
| Commercial premises | 107 | 72 |
| Total service charges paid by tenants | 1,750 | 1,229 |

Most of the Company's lease contracts (source of rental income) have a notice period of three months, hence most of the contracts only have three months guaranteed lease payments to be received. An undiscounted maturity analysis of operating leases as of 31 December are as follows:

2023 Maturity on lease contracts

| SEK million | Residential | Commercial premises | Garages and parking spaces |
|------------------------------|--------------|---------------------|----------------------------|
| Within one year | 4,141 | 1,270 | 125 |
| 1–5 years | 47 | – | – |
| > 5 years | 59 | – | – |
| Total lease contracts | 4,247 | 1,270 | 125 |

2022 Maturity on lease contracts

| SEK million | Residential | Commercial premises | Garages and parking spaces |
|------------------------------|--------------|---------------------|----------------------------|
| Within one year | 3,668 | 1,051 | 113 |
| 1–5 years | 58 | – | – |
| > 5 years | 1 | – | – |
| Total lease contracts | 3,727 | 1,051 | 113 |

2.3 Property expenses

Accounting policies

Property expenses include costs for electricity, heating, water, property management, cleaning, and insurance. Maintenance costs consist of both periodic and ongoing measures to maintain the properties' standard. Property management refers to costs incurred by the Group to facilitate the overall management such as back-office functions like bookkeeping, letting, marketing and other overarching property management services. Subsequent expenditure is capitalised to the asset's carrying amount only when it is probable that future economic benefits associated with the expenditure will flow to the Group and the cost of the item can be measured reliably. All other repairs and maintenance costs are expensed when incurred.

Property expenses

| SEK million | 2023 | 2022 |
|-------------------------|--------------|--------------|
| Utilities | 2,274 | 1,806 |
| Repairs and maintenance | 767 | 758 |
| Property tax | 494 | 474 |
| Property management | 2,526 | 2,047 |
| Other | 689 | 850 |
| Total | 6,751 | 5,935 |

2.4 Other operating income

| SEK million | 2023 | 2022 |
|---|------------|------------|
| Buy-out settlement | 106 | 0 |
| Transaction costs from business combination | 0 | 182 |
| Hospitality income | 45 | 0 |
| Other | 150 | 103 |
| Sum | 302 | 285 |

2.5 Other operating expenses

| SEK million | 2023 | 2022 |
|-------------------|------------|------------|
| A Home for a Home | 141 | 147 |
| Audit assignment | 34 | 29 |
| Acquisition cost | 59 | 15 |
| Depreciation | 18 | 18 |
| Hospitality cost | 49 | 0 |
| Other | 165 | 73 |
| Sum | 467 | 282 |

During 2023, SEK 141 (147) million were expensed as donations to SOS Children's Villages. See [page 29](#) for more information regarding the partnership A Home for a Home.

The audit assignment refers to the audit of the Consolidated Financial Statements and the annual financial statements for the Group companies. Other assurance services provided by the auditors include services related to review procedures on interim reports and other attestation services. The fees are summarised in the table below:

EY

| SEK million | 2023 | 2022 |
|--------------------------|-----------|-----------|
| Audit assignment | 29 | 28 |
| Other assurance services | 3 | 3 |
| Other services | – | 1 |
| Total | 32 | 32 |

Other

| SEK million | 2023 | 2022 |
|--------------------------|----------|----------|
| Audit assignment | 5 | 3 |
| Other assurance services | 1 | – |
| Other services | 2 | – |
| Total | 8 | 3 |

Total

| SEK million | 2023 | 2022 |
|--------------------------|-----------|-----------|
| Audit assignment | 34 | 31 |
| Other assurance services | 4 | 3 |
| Other services | 2 | 1 |
| Total | 40 | 35 |

2.6 Employee benefit expenses and senior management compensation

Accounting policies

Employee benefits in the form of salaries, paid vacation, paid absence due to illness, etc., are recognised as employees perform services in exchange for compensation. Pensions and other post-employment benefits may be classified as defined contribution plans or defined benefit plans. All Heimstaden's pension obligations consist of defined contribution plans, which are met through ongoing payments to the independent authorities or organisations that administer the plans. Obligations regarding defined contribution plans are expensed in Statement of Comprehensive Income as they are incurred.

| Average number of employees | 2023 | | | 2022 | | |
|-----------------------------|------------|--------------|--------------|--------------|--------------|--------------|
| | Women | Men | Total | Women | Men | Total |
| Sweden | 199 | 300 | 498 | 245 | 304 | 549 |
| Germany | 135 | 170 | 305 | 152 | 149 | 301 |
| Denmark | 87 | 185 | 272 | 96 | 197 | 293 |
| Netherlands | 53 | 71 | 124 | 69 | 85 | 154 |
| Czechia | 279 | 393 | 672 | 368 | 458 | 826 |
| Norway | 36 | 94 | 130 | 53 | 109 | 162 |
| Iceland | 8 | 11 | 19 | 5 | 13 | 18 |
| United Kingdom | 3 | 9 | 12 | 5 | 5 | 10 |
| Finland | – | 6 | 6 | – | 4 | 4 |
| Poland | 9 | 7 | 15 | 9 | 11 | 20 |
| Total | 809 | 1,244 | 2,053 | 1,002 | 1,335 | 2,337 |

On 1 July 2022, the Country Management organisation in Sweden, Germany, Denmark, Netherlands, Czechia, Norway, Finland, United Kingdom and Poland was sold to Heimstaden Bostad AB from Heimstaden AB. The transaction included companies that employed about 2,000 people in nine countries, carrying out local management of Heimstaden Bostad's properties.

Remuneration

Between the Company and the CEO, Helge Krogsbøl, and Deputy CEO, Christian Fladeland, a mutual notice period of six months applies. In the event of termination by the company, severance pay corresponding to 9 months' salary is to be paid. Between the company and Board Members, a mutual notice period of three months applies. For CEO, senior management and other employees, the customary pension commitments within the framework of general pension plans apply.

The Board of Directors and company management are presented on [pages 35–37](#).

| Board Member remuneration | 2023 | 2022 |
|---------------------------|----------------|----------------|
| SEK | Board fees | Board fees |
| Ivar Tollefsen | – | – |
| Vibeke Krag | 400,000 | 400,000 |
| John Giverholt | – | – |
| Fredrik Reinfeldt | 400,000 | 300,000 |
| Total | 800,000 | 700,000 |

Salaries, remuneration, social security, and pension cost

2023

| Position | CEO | Deputy CEO | Other senior management | Board members | Other employees | Total |
|-----------------------|-----------------|---------------------|-------------------------|---------------|-----------------|--------------|
| Name | Helge Krogsgård | Christian Fladeland | | | | |
| SEK million | | | | | | |
| Base salary | 3 | 3 | 27 | — | 1,340 | 1,373 |
| Benefits | — | — | — | — | 57 | 58 |
| Social security costs | 1 | — | 3 | — | 284 | 287 |
| Pension costs | — | — | 2 | — | 83 | 85 |
| Variable remuneration | — | — | 2 | — | 34 | 36 |
| Board fees | — | — | — | 1 | — | 1 |
| Total | 4 | 3 | 34 | 1 | 1,798 | 1,840 |
| Women in % | — | — | 27 | 25 | 39 | 39 |

2022

| Position | CEO | Deputy CEO | Other senior management | Board members | Other employees | Total |
|-----------------------|-------------|-----------------|-------------------------|---------------|-----------------|--------------|
| Name | Patrik Hall | Helge Krogsgård | | | | |
| SEK million | | | | | | |
| Base salary | 3 | 3 | 26 | — | 1,034 | 1,067 |
| Benefits | — | — | 2 | — | 40 | 42 |
| Social security costs | 7 | — | 4 | — | 179 | 190 |
| Pension costs | 1 | — | 2 | — | 88 | 90 |
| Variable remuneration | 19 | — | 1 | — | 10 | 30 |
| Board fees | — | — | — | 1 | — | 1 |
| Total | 30 | 4 | 34 | 1 | 1,351 | 1,419 |
| Women in % | — | — | 25 | 25 | 43 | 43 |

¹ Fair value adjustment in 2023 until divestment of business unit

2.7 Realised gains/losses from divestment of properties

Accounting policies

Gain/loss is calculated based on the valuation in the latest interim financial statement and proceeds net of direct transaction costs. Gains and losses arising from divestment of properties are included in Statement of Comprehensive Income in the period in which they arise. See [Note 1.2](#) for more information.

Realised gains/losses from divestment of investment properties and inventory properties

| SEK million | 2023 | 2022 |
|---|------------|----------|
| Net proceeds from divestments of properties | 3,080 | 673 |
| Book value of divestments of properties | -2,846 | -664 |
| Realised gains/losses on divestments of properties | 235 | 9 |

2.8 Fair value adjustment of investment properties

Investment properties are measured at fair value. Gains and losses arising from changes in the fair value of the investment property are included in Statement of comprehensive income in the period in which they arise. For more information regarding fair value assessments see [Note 3.1](#).

Fair Value adjustment of investment properties

| | 2023 | 2022 | | |
|--------------------------------|-------------|----------------|-------------|---------------|
| | % | SEK million | % | SEK million |
| Sweden | -10.5 | -10,474 | -6.4 | -6,646 |
| Germany | -15.5 | -14,511 | 3.5 | 3,147 |
| Denmark | -5.6 | -4,239 | -4.9 | -3,800 |
| Netherlands | -11.7 | -3,659 | -2.4 | -743 |
| Czechia | 7.3 | 1,704 | 11.3 | 2,372 |
| Norway | -1.6 | -275 | 1.3 | 250 |
| Iceland ¹ | 4.1 | 239 | 17.6 | 835 |
| United Kingdom | 9.3 | 367 | 4.8 | 77 |
| Finland | -10.0 | -404 | 4.2 | 154 |
| Poland | 10.4 | 171 | 8.1 | 131 |
| Total / % of fair value | -8.7 | -31,081 | -1.2 | -4,223 |

2.9 Fair value adjustment of derivative financial instruments

Accounting policies

Derivative financial instrument include interest rate derivatives and forward purchase contracts and are measured at fair value. Gains and losses arising from changes in the fair value of the derivative financial instrument are included in Statement of Comprehensive Income in the period in which they arise. For more information regarding fair value assessments see [Note 6.1](#).

| SEK million | 2023 | 2022 |
|--|---------------|--------------|
| Unrealised value change | -1,186 | 883 |
| Realised value change | 13 | 232 |
| Total fair value adjustment of derivative financial instruments | -1,173 | 1,115 |

2.10 Financial income and expenses

Accounting policies

Interest income on bank balances, as well as interest and other borrowing costs, are recognised as income and expenses, respectively. Payments in accordance with interest-rate derivative agreements are included in interest expenses and are expensed in the period to which they relate. Changes in the fair value of interest-rate derivatives are presented in the Statement of Comprehensive Income. Borrowing costs directly attributable to the acquisition, construction, or production of qualifying assets are capitalised to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale. All other borrowing costs are recognised in Statement of Comprehensive Income in the period they incur. For more information see [Note 1.2](#).

Financial income and expenses reported in Comprehensive Income Statement

| SEK million | 2023 | 2022 |
|---|---------------|---------------|
| <i>Assets and liabilities measured at amortised cost:</i> | | |
| Interest income, promissory notes | 68 | 41 |
| Interest income, associated companies | 53 | 39 |
| Interest income, other financial assets | 262 | 261 |
| Total interest income | 384 | 342 |
| Interest expenses, loans | -5,931 | -3,342 |
| Borrowing cost capitalised within investment property | 172 | 89 |
| Total interest expenses | -5,759 | -3,253 |
| Currency translation losses | -277 | -9,444 |
| Currency translation gain | 664 | 2,187 |
| Total net currency translation gains/losses | 387 | -7,257 |

2.11 Income tax expenses

Accounting policies

Income tax is recognised in the Statement of Comprehensive Income and are measured at the amount expected to be recovered from or paid to the taxation authorities in the countries where Heimstaden operates. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted at the reporting date in the countries where the group operates and generates taxable income. This also includes adjustment of tax attributable to previous periods.

Current tax is determined by this year's taxable income, adjusted for non-taxable income, non-deductible expenses, and changes in temporary differences between carrying amount and tax bases of

assets and liabilities. The group's current tax is calculated using the tax rates applicable on the balance sheet date.

Income tax relating to items recognised directly in equity is recognised in equity and not in the Statement of Comprehensive Income. Management periodically evaluates positions taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate. The Group has recognised taxes related to Hybrid capital (see [Note 5](#)) directly in equity. No other tax items has been recognised directly in other comprehensive income or equity. For information about deferred tax see [Note 7.1](#).

Statement of Comprehensive Income

| SEK million | 2023 | 2022 |
|---|--------------|--------------|
| Current tax expense | -463 | -842 |
| Deferred tax income/expense | 4,171 | 2,028 |
| Income tax expenses reported in the Comprehensive Income Statement | 3,708 | 1,186 |

Reconciliation of effective tax rate

| SEK million | 2023 | 2022 |
|---|--------------|--------------|
| Reported profit/loss before tax | -29,008 | -6,995 |
| Nominal Swedish tax rate (20,6%) | 5,976 | 1,441 |
| Tax effect of: | | |
| Tax effect of different statutory tax rates | -603 | -199 |
| Non-deductible interest | -284 | -482 |
| Tax effect of hybrid bonds | 302 | 266 |
| Tax on share in earnings from associated companies | -178 | -335 |
| Fair value change of investment properties below initial recognition | -888 | |
| Non-taxable income | - | -19 |
| Non-deductible costs | -343 | -52 |
| Transactions in Other Comprehensive Income | - | - |
| Non-taxable profit on disposal of participations | - | - |
| Changes in statutory tax rates | -480 | - |
| Tax attributable to previous years | 197 | -82 |
| Other | 9 | 648 |
| Income tax expenses reported in the Comprehensive Income Statement | 3,708 | 1,186 |
| Effective tax rate, % | 13 | 17 |

2.12 Other comprehensive income

Other comprehensive income is related to foreign currency translation differences that may be reclassified to Statement of Comprehensive Income in subsequent periods. See [Note 1.2](#) for currency translation.

Specification of other comprehensive income

| SEK million Country | Currency code | 2023 | 2022 |
|----------------------------------|---------------|---------------|---------------|
| Czechia | CZK | -623 | 2,251 |
| Denmark | DKK | 39 | 2,986 |
| Netherlands, Germany and Finland | EUR | 146 | 7,475 |
| Norway | NOK | -1,324 | 736 |
| Poland | PLN | 17 | 207 |
| United Kingdom | GBP | 308 | 67 |
| Iceland | ISK | -363 | 144 |
| Total | | -1,799 | 13,866 |

3. Non-current assets

3.1 Investment properties

Total property value per segment

The total property value, measured at fair value, was SEK 320,606 million (351,337). This value included value decrease for 2023 of SEK 31,081 million (decrease 4,239). In percentage, the decrease in value was -8.7% (-1.2%) of the total property value before changes in value.

The fair value of investment properties is based on external valuation. The decrease in fair value over the course of the year was primarily driven by sentiment-based yield increases (in some cases supported by a limited number of individual comparable transactions) outweighing the positive effects of rent increases and outlook in Heimstaden Bostad's larger markets (Sweden, Germany, Denmark, Netherlands and Finland). In addition, in the Netherlands, an increase in Real Estate Transfer Tax (RETT) combined with negative owner-occupier house price development earlier in the year negatively impacted values, whilst Norway and Iceland experienced decreases in owner-occupier House Price Index (HPI) later in the year. However, this was mitigated to a degree in the final two quarters by increasing owner-occupier house prices along with value increases in the Czechia, Poland and the United Kingdom where rental increases outweighed sentiment-based yield increases. The total properties value per operating segment is shown below.

Valuation gain or loss investment properties

| SEK million | Sweden | Germany | Denmark | Netherlands | Czechia | Norway | Iceland | United Kingdom | Finland | Poland | Total |
|---|----------------|---------------|---------------|---------------|---------------|---------------|--------------|----------------|--------------|--------------|----------------|
| Fair value of investment properties, 31 December 2021 | 97,645 | 70,651 | 66,636 | 27,324 | 17,932 | 18,951 | 4,494 | 1,019 | 1,014 | – | 305,668 |
| Acquisitions during the period | 2,134 | 11,601 | 3,709 | 196 | – | 125 | – | 268 | 1,985 | 901 | 20,919 |
| Divestments | -471 | -26 | -16 | -33 | -2 | -113 | -3 | – | – | – | -664 |
| Land leases | 89 | -4 | – | – | – | 92 | 2 | – | 337 | – | 515 |
| Capital expenditure on completed investment properties | 2,239 | 645 | 489 | 873 | 784 | 136 | -1 | – | 75 | – | 5,241 |
| Capital expenditure on investment properties under construction | 2,451 | 21 | 867 | – | – | 229 | – | 1,380 | – | – | 4,949 |
| Currency translation | – | 6,802 | 6,057 | 2,438 | 2,357 | 664 | 255 | 55 | 272 | 48 | 18,948 |
| Fair value after transactions | 104,086 | 89,690 | 77,743 | 30,798 | 21,072 | 20,083 | 4,748 | 2,723 | 3,683 | 949 | 355,576 |
| Value change | -6,657 | 3,130 | -3,783 | -751 | 2,371 | 255 | 835 | 131 | 154 | 77 | -4,223 |
| Fair value of investment properties, 31 December 2022 | 97,429 | 92,820 | 73,960 | 30,048 | 23,443 | 20,338 | 5,583 | 2,854 | 3,837 | 1,026 | 351,337 |
| Acquisitions during the period | 24 | – | 1,768 | 613 | – | – | 180 | – | – | 399 | 2,985 |
| Divestments | -243 | – | -426 | -251 | -36 | -1,512 | -378 | – | – | – | -2,846 |
| Land leases | 15 | – | – | – | – | -254 | 4 | – | 25 | – | -210 |
| Capital expenditure on completed investment properties | 1,680 | 873 | 500 | 838 | 773 | 36 | 49 | 1 | 170 | – | 4,920 |
| Capital expenditure on investment properties under construction | 1,350 | – | 811 | – | – | 70 | – | 1,068 | – | 132 | 3,433 |
| Currency translation | – | 222 | -321 | 31 | -699 | -1,294 | 431 | 14 | – | 87 | -1,529 |
| Fair value after transactions | 100,256 | 93,915 | 76,293 | 31,278 | 23,481 | 17,384 | 5,870 | 3,938 | 4,032 | 1,644 | 358,090 |
| Value change | -10,474 | -14,511 | -4,239 | -3,659 | 1,704 | -275 | 239 | 367 | -404 | 171 | -31,081 |
| Reclassification to asset held for sale | – | – | -11 | -284 | – | – | – | – | – | – | -294 |
| Divestment of business unit | – | – | – | – | – | – | -6,109 | – | – | – | -6,109 |
| Fair value of investment properties, 31 December 2023 | 89,781 | 79,404 | 72,043 | 27,336 | 25,185 | 17,109 | – | 4,305 | 3,628 | 1,815 | 320,607 |

Breakdown by category, 31 December 2022

| SEK million | Sweden | Germany | Denmark | Netherlands | Czechia | Norway | Iceland | United Kingdom | Finland | Poland | Total |
|--|---------------|---------------|---------------|---------------|---------------|---------------|--------------|----------------|--------------|--------------|----------------|
| Investment properties | 92,190 | 92,820 | 72,402 | 30,048 | 23,236 | 19,672 | 5,535 | 186 | 3,500 | 562 | 340,150 |
| Investment properties under construction | 4,742 | – | 1,380 | – | – | – | – | 2,668 | – | 464 | 9,254 |
| Land and building rights | 271 | – | 178 | – | 207 | – | – | – | – | – | 656 |
| Land leases | 226 | – | – | – | – | 666 | 48 | – | 337 | – | 1,277 |
| Total | 97,429 | 92,820 | 73,960 | 30,048 | 23,443 | 20,338 | 5,583 | 2,854 | 3,837 | 1,026 | 351,337 |

Breakdown by category, 31 December 2023

| SEK million | Sweden | Germany | Denmark | Netherlands | Czechia | Norway | Iceland | United Kingdom | Finland | Poland | Total |
|--|---------------|---------------|---------------|---------------|---------------|---------------|----------|----------------|--------------|--------------|----------------|
| Completed investment properties | 87,420 | 79,404 | 71,051 | 26,719 | 24,984 | 16,698 | – | 3,271 | 3,265 | 1,605 | 314,419 |
| Investment properties under construction | 1,863 | – | 924 | 617 | – | – | – | 1,034 | – | 210 | 4,648 |
| Land and building rights | 257 | – | 68 | – | 200 | – | – | – | – | – | 525 |
| Land leases | 241 | – | – | – | – | 412 | – | – | 362 | – | 1,015 |
| Total | 89,781 | 79,404 | 72,043 | 27,336 | 25,185 | 17,109 | – | 4,305 | 3,627 | 1,815 | 320,607 |

Accounting policies

Investment properties comprise completed properties, properties under construction, and land and building rights that are held, to earn rental income or for capital appreciation or both. A property held under a lease is classified as investment property when it is held to earn rental income or for capital appreciation, or both. Contracts related to land leases are accounted for as long-term lease contracts.

An investment property is recognised when Heimstaden obtain control. Such control is obtained when Heimstaden has the material risk and reward associated with the investment property, typically at delivery of the property. Investment properties are measured initially at cost, including transaction costs. Transaction costs include transfer taxes, brokers' fees, and professional fees for legal services. Borrowing costs that are directly attributable to the construction or redevelopment of assets that take a substantial period to get ready for their intended use are capitalised. Subsequent recognitions are at fair value, which reflects market conditions at the reporting date. Gains or losses are recognised in Statement of Comprehensive Income in the period in which they arise, including the corresponding tax effect. Subsequent expenditure is capitalised when it is probable that future economic benefits associated with the expenditure will flow to the Group and the cost

of the item can be measured reliably. All other repairs and maintenance costs are expensed when incurred. When part of an investment property is replaced, the cost of the replacement is included in the carrying amount of the property, and the fair value is reassessed. Investment property under construction is measured at fair value if the fair value is reliably determinable. Investment properties under construction for which the fair value cannot be determined reliably, but for which the Group expects the fair value to be reliably determinable when construction is completed, are measured at cost until the fair value becomes reliably determinable or construction is completed.

Management has determined that investment properties under construction are eligible for fair value measurements once all three following criteria are fulfilled

- Administrative authorisations are obtained
- Construction commenced and costs are committed toward the constructor
- Uncertainty in future rental income has been assumed low

Management considers the following factors when evaluating whether the fair value of property under construction can be measured reliably

- Provisions of the construction contract
- Stage of construction
- Custom or standard project/property
- Reliability of cash inflows after completion
- Risks specific to the property
- Experience with similar construction
- Status of construction permits

Transfers are made to (or from) investment property

When there is evidence of a change in use of an investment property, it is transferred from investment property to inventories. The deemed cost for subsequent accounting is the fair value at the date of change in use. If an inventory property becomes an investment property, the difference between the fair value of the property at the date of transfer and its previous carrying amount is recognised in the Statement of Comprehensive Income. There have been no transfers to or from investment properties within the year.

Derecognition of investment properties

An investment property is derecognised either when it has been divested of or when it is permanently withdrawn from use and no economic benefit is expected from its future disposal or use.

If an investment property is divested, the difference between the net disposal proceeds and the carrying amount of the asset is recognised in Realised gains/losses from divestment of properties.

Investment properties are recognised in the Statement of Financial Position as Assets held for sale when a contract with a buyer of a unit is signed but transfer of the unit is not completed.

External valuation

All investment properties (residential, commercial premises, garages, parking spaces, other premises and land and building rights) are valued quarterly by external acknowledged real-estate advisory companies, whose employees are professionally qualified, and have the appropriate competence to carry out the valuation in accordance with the required international valuation standards. The Group has a dedicated in-house valuation team ensuring quality assurance of all external valuations.

From 30th June 2021 and onwards, each Property shall be evaluated by the same valuator for a maximum period of five (5) years at the time and shall thereafter be evaluated by another valuator for a maximum period of five (5) years.

| Country | Valuer |
|----------------|--|
| Sweden | CBRE |
| Germany | CBRE, Savills |
| Denmark | CBRE |
| Netherlands | Cushman & Wakefield |
| Czechia | iO Partners (JLL) |
| Norway | Cushman & Wakefield, Nyverdi, Eie, Aktiv |
| United Kingdom | Savills |
| Finland | CBRE |
| Poland | CBRE |

Valuation assumptions

The adopted valuation methodologies are based on best market practice in each respective country. Typically, valuations are based on a "highest-and-best-use" principle, adopting the highest value given by a re-letting scenario (assuming a re-letting of units at market terms upon tenant fluctuation) or a divestment scenario (assuming a sale of each unit upon tenant fluctuation).

In most markets, properties are valued using either an explicit income approach (discounted cash flow), or implicit income approach (income capitalisation), except for Norway where a sales comparison approach is applied.

When using an explicit income approach, future cash flows are projected for a certain period, usually 10 years, with an assumed sale/exit of either

- part of the property (individual units) during the cashflow period and the remainder at the end of the cashflow period; or
- the whole property at the end of the cash flow period. The projected cash flows are then discounted back to a present value using an appropriate discount rate.

The inputs into the projected cash flows and the discount rate take into consideration the characteristics, market position and risk profile of the property and, where possible, are informed by market data. Significant estimates applied in the cash flow is

- Rental income based on the location, type, and quality of the properties and supported by any existing leases, other contracts or external evidence such as current market rents for similar units;

- Vacancy rates based on current and expected future market conditions after expiry of any current leases;
- Property costs and capital expenditures including maintenance and necessary investments (including climate related investments) to maintain functionality of the property for expected useful life as well as fixed cost like property taxes, insurance etc.;
- Capitalisation rates based on location and quality of the properties where market data at the valuation date is taken into account; and
- Terminal value taking into account assumptions regarding maintenance costs, vacancy rates, and market rents on a stabilised basis.

The resulting value is benchmarked against other similar transactions in the market.

The Group acknowledges that there may be instances where observable inputs are limited or not available, necessitating the use of non-observable inputs which are based on assumptions, estimates, and judgments. These inputs may include, but are not limited to, future expectations on rental income data, future vacancy levels, future discount rate and other proprietary information that is not publicly accessible. Assumptions made in the absence of observable data are based on the best available information and judgment of the management.

When using an implicit income approach an estimate of net operating income is made, and this is then capitalised using an appropriate yield to arrive at a value. The net operating income and yield take into consideration the characteristics, market position and risk profile of the property and, where possible, are informed by market data. The resulting value is benchmarked against other similar transactions in the market. In addition, further valuation checks are performed, e.g. a comparison with the aggregate sales value of the individual units.

There were no material changes to the valuation techniques during the year. In most markets, properties are valued according to the discounted cash flow (DCF) method using operating and market inputs.

In Norway, the residential units are valued individually on a vacant possession value basis using a sales comparison approach. The units are

compared to market transaction data of similar units taking into consideration the key attributes of each unit. Values are assigned to each unit by three external valuers. The average of those three values is then adopted. The commercial units, parking units and development potential are valued each quarter by an external valuer.

For properties under construction or redevelopment, the DCF model also takes into account cost to complete including developers margin and completion date based on internal forecasts and management's experience and knowledge of market conditions. Additionally, properties under construction require approval or permits from regulatory bodies at various points in the development process. Based on management's experience with similar developments, all relevant permits and approvals are expected to be obtained.

Valuation hierarchy

The majority of the property portfolio is deemed to be at Level 3 in the fair value hierarchy according to IFRS 13 fair value Measurement, with the exception of the Norwegian residential assets which are based on Level 2. For Level 3, the estimated future cash flows are based on existing rental income and operating and maintenance costs, adjusted for expected changes herein. The fair value of the properties is the sum of the discounted cash flows during the calculation period and the terminal value. There have been no transfers between the levels in the valuation hierarchy throughout the period.

Valuation process

Valuations are based on appraisals from independent external valuers. The policies and procedures for property valuations are assessed by the group's in-house valuation team, which has aligned methods with the external valuers. The valuation team holds relevant professional qualifications and are experienced in valuing the types of property in the applicable locations.

At each reporting date, the valuation team analyses the development in property value including verifying major inputs applied and agreeing the information in the valuation computation to rent rolls, market reports, and other relevant documents. The internal team also compares each property's change in fair value with relevant external benchmarks to determine whether the change in fair value is reasonable.

Sensitivity analyses

A quantitative sensitivity analysis regarding return requirements and net operating income in accordance with the present value method is shown in the below table.

Property valuations are estimates and the actual fair value of a property can only be determined when it is sold. Accordingly, the valuation, uncertainty intervals, and sensitivity analysis, include unobservable inputs and a degree of uncertainty in the inputs and assumptions made. However, uncertainty related to the valuation and its assumptions are reduced by obtaining external assurance from independent third parties in addition to management's internal review, which among other factors includes comparing values to recent transactions in the market. This years fair value adjustment of investment properties serves as an indicator of the potential range of uncertainty regarding the future increase/decrease in value of investment properties in the upcoming year.

The complexity of the interconnections makes it challenging to quantify interactions between parameters, even though such interactions are possible. Significant increases (decreases) in operating income would in isolation result in higher running yields and as higher (lower) fair values of investment property. Significant increases (decreases) in the discount rate in isolation would result in a significant decrease (increase) in fair value if investment property. Discount rate and operation income is not directly linked, but generally one can expect that an increase in discount rates is often accompanied by an increase in operation income and long-term vacancy rates somewhat offsetting the isolated effect on fair value on investment property.

The table on the next page presents the following information for investment properties in each of our markets

- The fair value measurements at the end of the reporting period
- The level of the fair value hierarchy (e.g., Level 2 or Level 3) within which the fair value measurements are categorised in their entirety
- Valuation technique applied
- The inputs used in the fair value measurement
- Quantitative information about the significant unobservable inputs used in the fair value measurement
- Uncertainty interval and sensitivity analysis

2023

| Markets | Fair value (SEK million) | Valuation technique | Fair value hierarchy level | Net operating income | Of which regulated, % | Running yield, % | Average rental income pr sqm. pr. month | Average operating expenditure pr sqm. pr. month | Stabilised vacancy rates | Sensitivities in running yield, change in percentage point ¹ | | | | | | | | | | Sensitivities in net operation income (NOI) | | | | |
|----------------|-----------------------------|------------------------|----------------------------------|----------------------------|--------------------------|---------------------|--|---|--------------------------------|---|---------|---------|--------|--------|--------|--------|--------|--------|--------|---|-------|-------|-------|--|
| | | | | | | | | | | 1.00% | 0.75% | 0.50% | 0.25% | -0.25% | -0.50% | -0.75% | -1.00% | -2.00% | -1.50% | -1.00% | 1.00% | 1.50% | 2.00% | |
| Sweden | 89,781 | DCF | Level 3 | 2,928 | 100 | 3.26 | 124 | 44 | 0.48% | -21,071 | -16,788 | -11,936 | -6,393 | 7,454 | 16,259 | 26,817 | 39,709 | -1,796 | -1,347 | -898 | 898 | 1,347 | 1,796 | |
| Germany | 79,404 | DCF | Level 3 | 2,175 | 100 | 2.74 | 118 | 18 | 0.95% | -21,233 | -17,065 | -12,255 | -6,640 | 7,973 | 17,726 | 29,930 | 45,642 | -1,588 | -1,191 | -794 | 794 | 1,191 | 1,588 | |
| Denmark | 72,043 | DCF | Level 3 | 3,001 | 14 | 4.16 | 154 | 30 | 1.75% | -13,949 | -10,994 | -7,722 | -4,080 | 4,601 | 9,829 | 15,823 | 22,763 | -1,441 | -1,081 | -720 | 720 | 1,081 | 1,441 | |
| Netherlands | 27,336 | DCF | Level 3 | 1,023 | 58 | 3.74 | 113 | 29 | 1.71% | -5,765 | -4,564 | -3,222 | -1,712 | 1,957 | 4,216 | 6,852 | 9,969 | -547 | -410 | -273 | 273 | 410 | 547 | |
| Czechia | 25,185 | DCF | Level 3 | 1,184 | 25 | 4.70 | 59 | 16 | 3.91% | -4,418 | -3,466 | -2,422 | -1,272 | 1,415 | 2,998 | 4,782 | 6,807 | -504 | -378 | -252 | 252 | 378 | 504 | |
| Norway | 17,109 | Sale comparison | Level 2 | 551 | 0 | 3.22 | 295 | 67 | N/A | - | - | - | - | - | - | - | - | -342 | -257 | -171 | 171 | 257 | 342 | |
| United Kingdom | 4,305 | DCF | Level 3 | 191 | 0 | 4.44 | 280 | 58 | 4.00% | -792 | -622 | -436 | -230 | 257 | 547 | 875 | 1,252 | -86 | -65 | -43 | 43 | 65 | 86 | |
| Finland | 3,628 | DCF | Level 3 | 159 | 0 | 4.38 | 154 | 47 | 2.76% | -674 | -530 | -371 | -196 | 219 | 467 | 749 | 1,072 | -73 | -54 | -36 | 36 | 54 | 73 | |
| Poland | 1,815 | DCF | Level 3 | 103 | 0 | 5.66 | 275 | 67 | 2.02% | -272 | -212 | -147 | -77 | 84 | 176 | 277 | 389 | -36 | -27 | -18 | 18 | 27 | 36 | |
| | 320,607 | | | 11,314 | 57 | 3.53 | | | | | | | | | | | | | | | | | | |

2022

| Markets | Fair value (SEK million) | Valuation technique | Fair value hierarchy level | Net operating income | Of which regulated, % | Running yield, % | Average rental income pr sqm. pr. month | Average operating expenditure pr sqm. pr. month | Stabilised vacancy rates | Sensitivities in running yield, change in percentage point ¹ | | | | | | | | | | Sensitivities in net operation income (NOI) | | | | |
|----------------|-----------------------------|------------------------|----------------------------------|----------------------------|--------------------------|---------------------|--|---|--------------------------------|---|---------|---------|--------|--------|--------|--------|--------|--------|--------|---|-------|-------|-------|--|
| | | | | | | | | | | 1.00% | 0.75% | 0.50% | 0.25% | -0.25% | -0.50% | -0.75% | -1.00% | -2.00% | -1.50% | -1.00% | 1.00% | 1.50% | 2.00% | |
| Sweden | 97,429 | DCF | Level 3 | 2,765 | 100 | 2.84 | 115 | 43 | 1.10% | -25,385 | -20,365 | -14,594 | -7,888 | 9,411 | 20,836 | 34,995 | 53,007 | -1,949 | -1,461 | -974 | 974 | 1,461 | 1,949 | |
| Germany | 92,820 | DCF | Level 3 | 2,334 | 100 | 2.51 | 113 | 16 | 1.22% | -26,414 | -21,327 | -15,398 | -8,395 | 10,249 | 23,043 | 39,462 | 61,304 | -1,856 | -1,392 | -928 | 928 | 1,392 | 1,856 | |
| Denmark | 73,960 | DCF | Level 3 | 2,888 | 16 | 3.90 | 152 | 30 | 2.00% | -15,079 | -11,917 | -8,396 | -4,450 | 5,059 | 10,861 | 17,583 | 25,462 | -1,479 | -1,109 | -740 | 740 | 1,109 | 1,479 | |
| Netherlands | 30,048 | DCF | Level 3 | 999 | 53 | 3.32 | 108 | 26 | 1.73% | -6,950 | -5,533 | -3,930 | -2,102 | 2,444 | 5,322 | 8,758 | 12,934 | -601 | -451 | -300 | 300 | 451 | 601 | |
| Czechia | 23,443 | DCF | Level 3 | 1,081 | 28 | 4.61 | 54 | 15 | 3.49% | -4,178 | -3,279 | -2,293 | -1,206 | 1,344 | 2,851 | 4,553 | 6,491 | -469 | -352 | -234 | 234 | 352 | 469 | |
| Norway | 20,338 | Sale comparison | Level 2 | 602 | 0 | 2.96 | 299 | 81 | N/A | - | - | - | - | - | - | - | - | -407 | -305 | -203 | 203 | 305 | 407 | |
| Iceland | 5,583 | DCF | Level 3 | 251 | 0 | 4.50 | 177 | 35 | N/A | -1,015 | -797 | -558 | -294 | 328 | 697 | 1,116 | 1,594 | -112 | -84 | -56 | 56 | 84 | 112 | |
| United Kingdom | 2,854 | DCF | Level 3 | 131 | 0 | 4.60 | 378 | 75 | 4.00% | -509 | -400 | -280 | -147 | 164 | 348 | 556 | 792 | -57 | -43 | -29 | 29 | 43 | 57 | |
| Finland | 3,837 | DCF | Level 3 | 179 | 0 | 4.66 | 148 | 45 | 2.76% | -678 | -532 | -372 | -195 | 217 | 461 | 735 | 1,048 | -77 | -58 | -38 | 38 | 58 | 77 | |
| Poland | 1,026 | DCF | Level 3 | 53 | 0 | 5.16 | 259 | 64 | 3.00% | -166 | -130 | -91 | -47 | 52 | 110 | 174 | 247 | -21 | -15 | -10 | 10 | 15 | 21 | |
| | 351,337 | | | 11,283 | 58 | 3.20 | | | | | | | | | | | | | | | | | | |

¹ In Norway the sales comparison approach is applied. A +/-10% change in sale price pr. square meter will increase/decrease the fair value with SEK 1,711/-1,711 (2,034/-2,034) million. Stabilised vacancy is not relevant for the valuation technique sales comparison approach.

3.2 Goodwill and Intangible assets

Accounting policies

Goodwill is derived from the business combination of Akelius Lägenheter Aktiebolag, Akelius Bolig Holding ApS (DK) and Akelius GmbH (DE) that was completed in 2021, hereby referred to as Akelius portfolio. Goodwill has an infinite useful life and is subsequently carried at cost less accumulated impairment. Intangible assets comprise of software and are expected to have a useful life of 3–15 years.

| SEK million | Goodwill | Software | Total |
|---|---------------|------------|---------------|
| Opening balance, 1 January 2022 | 16,555 | 75 | 16,631 |
| Business combinations | -600 | 10 | -590 |
| Investments for the year | - | 77 | 77 |
| Changes in value from foreign currency | 833 | 5 | 838 |
| Closing balance, 31 December 2022 | 16,788 | 167 | 16,956 |
| Opening balance accumulated depreciation, 1 January 2022 | - | -27 | -27 |
| Depreciation for the year | - | -10 | -10 |
| Disposals | - | -3 | -3 |
| Closing balance accumulated depreciation, 31 December 2022 | - | -40 | -40 |
| Opening balance accumulated impairment, 1 January 2022 | - | - | - |
| Impairment for the year | - | - | - |
| Closing balance accumulated impairment, 31 December 2022 | - | - | - |
| Carrying amount, 31 December 2022 | 16,788 | 126 | 16,915 |

| SEK million | Goodwill | Software and Licences | Total |
|---|---------------|-----------------------|---------------|
| Opening balance, 1 January 2023 | 16,788 | 167 | 16,915 |
| Investments for the year | - | 59 | 59 |
| Changes in value from foreign currency | -19 | 2 | -17 |
| Closing balance, 31 December 2023 | 16,769 | 227 | 16,997 |
| Opening balance accumulated impairment, 1 January 2023 | - | - | - |
| Impairment for the year | -1 058 | - | -1 058 |
| Closing balance accumulated impairment, 31 December 2023 | -1 058 | - | -1 058 |
| Carrying amount, 31 December 2023 | 15,711 | 183 | 15,894 |

Impairment

When testing for impairment on goodwill, management identify the recoverable amount by calculating the “value in use” by discounting the estimated future cash flows from the groups cash generating units (CGU’s).

The goodwill identified in the business combination is allocated to the Group’s CGU’s. Heimstaden’s CGU’s are defined as the Group’s operating segments as this is the lowest level within the Group which goodwill is monitored, hence the impairment assessment is performed at this level.

The Group performs impairment test annually, and whenever impairment indicators are present, of the CGU’s which goodwill is allocated. The Group considers the relationship between the current real estate market, such as declining property values, market prices, among other factors, when reviewing for indicators. Management also takes into consideration adverse economic factors, such as changes in risk free rate and development in equity risk premium, vacancy rates and yield trends, which may impact the groups CGU’s. In addition to pure financial factors, the Group also considered future environmental risk such as the possible impact of climate change, see [Note 1.3](#) for more information.

Akelius goodwill

The total carrying amount of the Akelius goodwill amounted to SEK 15,622 as at 31 December 2023 (16,700). Heimstaden’s operating segments are expected to benefit from the synergies derived by combining the Akelius and Heimstaden’s asset base and lower

financing cost. Goodwill of SEK 10,960 (12,950) attributable to the difference between nominal tax and the deferred tax that is calculated on the acquisition of properties.

The projected cash flows have been updated to reflect the budget approved by the Board of Directors at the end of 2023. Based on the budget and assumptions on inflation, rent adjustments at churn, the expected cash flow for the following four-year period is estimated. Based on the final year of the estimated five-year period, the terminal value of the cash flows is calculated using Gordon’s-growth model.

The discount rate applied is specified per CGU in table. The growth rate used beyond the five-year period was held constant at 2,0% (2,0%), the same growth rate was applied to all CGU’s. As a result of the impairment test, management did not identify impairment for these CGU’s at the balance sheet date. Management did however recognise an impairment of 1,058 million in the first quarter of 2023, due to a steep increase in interest rates. The impairment was allocated to the CGU’s Denmark, Netherlands, and Finland.

Assumptions

The calculation of value in use for both Akelius CGU’s and Country Management CGUs are both sensitive to the following assumptions.

Net Operating Income (NOI)

NOI reflect the budget approved by the Board of Directors and is

influenced by a combination of factors, ranging from setting competitive rental rates, inflation forecasts, maintaining investment properties, managing operating expenses and the transition to green economy. Cash flow between two and five years are based on long term financial plan with growth specific for each CGU.

Discount rates

The discount rate calculation is based on the specific circumstances of the Group and its operating segments and is derived from its weighted average cost of capital (WACC). The WACC takes into account both equity and debt. The cost of equity is derived from the risk free rate, market risk premium and levered beta. These factors are derived from public available market data and is segment specific. Beta is updated and evaluated when conducting an impairment assessment. The cost of debt is based on the average borrowing cost and leverage rate of a group of relevant peers. In addition, the group has issued and obtained green financing, which require investments in environmentally sustainable projects, which can influence cost of debt.

Growth rates

Growth rates are based on external observable data published by

Carrying amount of goodwill allocated by CGU

| | 2023 | | 2022 | |
|------------------------------|---------------|--|---------------|--|
| | Discount rate | Goodwill Akelius Lägenheter Aktiebolag, Akelius Bolig Holding ApS and Akelius GmbH | Discount rate | Goodwill Akelius Lägenheter Aktiebolag, Akelius Bolig Holding ApS and Akelius GmbH |
| Sweden | 5.0 | 2,851 | 5.3 | 3,928 |
| Germany | 4.5 | 9,937 | 4.9 | 9,981 |
| Denmark | 4.7 | 2,366 | 4.9 | 1,998 |
| Netherlands | 5.0 | 468 | 5.4 | 677 |
| Finland | 5.6 | – | 5.8 | 116 |
| Total carrying amount | | 15,622 | | 16,700 |

well reputable industry researchers. The terminal growth rate is corresponding to 2,0% (2,0%) for all CGU's. This growth is based on reasonable prudence and does not exceed long term growth for the industry.

Sensitivity analysis

Heimstaden has conducted an analysis on the assumptions with highest sensitivity within the impairment assessment. The change in assumption is applied based on management's best estimate on what could be a reasonable change of the different assumptions. The analysis assumes all other variables/assumptions held constant.

Akelius goodwill

| Assumption | Change in assumption | Impairment (SEK million) |
|-----------------------|----------------------|--------------------------|
| Discount rates | +0.25 pp | 2,366 |
| Terminal Growth rates | -0.25 pp | 0 |

3.3 Machinery and equipment

Accounting policies

Machinery and equipment mainly comprises machinery, and office and computer equipment. Machinery and equipment are recognised at cost less accumulated depreciation and impairment. Cost includes expenses directly attributable to the acquisition of the asset. Additional expenses are capitalised to the asset's carrying amount or recognised as a separate asset only if it is likely that future economic benefits associated with the asset will be received

by the Group and when the cost of the asset can be reliably calculated. The useful life of computer equipment and of other machinery and equipment has been calculated at 3 years and 5 years, respectively. Depreciation is applied on a straight-line basis over the useful life and is recognised in Statement of Comprehensive Income. The residual value of the assets and their useful life is reviewed every closing and adjusted when necessary.

| Equipment |
|---|
| Opening balance, 1 January 2022 |
| Investments for the year |
| Changes in value from foreign currency |
| Closing balance, 31 December 2022 |
| SEK million |
| 211 |
| 47 |
| 16 |
| 274 |
| Opening balance accumulated depreciation, 1 January 2022 |
| Depreciation for the year |
| Disposals |
| Changes in value from foreign currency |
| Closing balance accumulated depreciation, 31 December 2022 |
| -111 |
| -19 |
| 1 |
| -5 |
| -134 |
| Carrying amount, 31 December 2022 |
| 140 |
| Opening balance, 1 January 2023 |
| Investments for the year |
| Changes in value from foreign currency |
| Closing balance, 31 December 2023 |
| 274 |
| 94 |
| -6 |
| 361 |
| Opening balance accumulated depreciation, 1 January 2023 |
| Depreciation for the year |
| Disposals |
| Changes in value from foreign currency |
| Closing balance accumulated depreciation, 31 December 2023 |
| -134 |
| -35 |
| -9 |
| -3 |
| -181 |
| Carrying amount, 31 December 2023 |
| 180 |

3.4 Investments in associated companies and joint ventures

Accounting policies

The Group has interest in associated companies and joint ventures. Associated companies and joint ventures are investments where the Group has significant influence or joint control. The investments are accounted for using the equity method in the Consolidated Financial Statements. The financial information is based on the same reporting period as the Group.

Under the equity method, the investment in an associate or a joint venture is initially recognised at cost. The carrying amount of the investment is adjusted to recognise changes in the Group's share of net assets of the associate or joint venture since the acquisition date.

The Statement of Comprehensive Income reflects the Group's share of the results of operations of the associate or joint venture. Unrealised gains and losses resulting from transactions between the Group and the associate or joint venture are eliminated to the extent of the interest in the associate or joint venture.

Upon loss of significant influence over the associate or joint control over the joint venture, the Group measures and recognises any retained investment at its fair value. Any difference between the carrying amount of the associate or joint venture upon loss of sig-

nificant influence or joint control and the fair value of the retained investment and proceeds from disposal is recognised in Statement of Comprehensive Income.

Impairment

At each reporting date, Heimstaden determines whether there is objective evidence that the investment in each joint venture and associated company is impaired. If there is such evidence, Heimstaden calculates the amount of impairment as the difference between the recoverable amount of the associated company and joint venture and its carrying value, and then recognises the loss as 'Share of profit of joint ventures' in the Statement of Comprehensive Income.

As the share price of Kojamo Oyj per 31 December 2023 was below book value, Heimstaden Bostad has performed an impairment test for its holding in the Company. The assessment is based upon the same assumptions as described in [Note 3.2](#). Assumptions relevant are discount rate, net operating income and growth rate for Finland. With the assumptions applied, the recoverable amount exceeds the carrying amount. Fluctuations in the book equity of Kojamo will directly impact the value of our investment, with our proportional ownership share in the equity.

Investments in associated companies

| SEK million | 31 December 2023 | 31 December 2022 |
|---|------------------|------------------|
| Opening balance | 9,758 | 760 |
| Investment for the year | 21 | 225 |
| Financial investments that were reclassified as associated companies ¹ | – | 10,058 |
| Divestments of associated companies and joint ventures | -4 | – |
| Change in value from foreign currency | 5 | 333 |
| Dividend from associated companies and joint ventures | -215 | – |
| Share of profit | -864 | -1,617 |
| Closing balance | 8,702 | 9,758 |

¹ During 2022, Heimstaden AB's subsidiary, Heimstaden Bostad investment in Kojamo Oyj was classified as an associated company based on an assessment of significant influence. The assessment of significant influence is determined by the fact that Heimstaden Bostad AB is by far the largest owner in Kojamo Oyj with significant voting power, owning 19.98%, and took a position on the nomination committee of the company in September 2022. Based on the difference between the cost of the investment and the Company's share of the estimated net fair value of the investee's identifiable assets and liabilities, Heimstaden Bostad recorded a bargain gain of SEK 2,027 million.

2023 Specifications of the Group's investments in associated companies

| Company | Corp. ID No | Reg. office | No. of shares | Share in % in the Group | Value of share of equity in SEK million |
|--|-------------|-------------|---------------|-------------------------|---|
| Rosengård Fastighets AB | 559085-4708 | Malmö | 25,000 | 25 | 258 |
| Kojamo Oy ¹ | 0116336-2 | Helsingfors | 49,389,283 | 20 | 8,070 |
| Kiinteistö Oy Hiihtomäentie 14 | 0819867-2 | Helsingfors | 13,327 | 47 | 101 |
| Asunto Oy Jyväskylän Tanhurinne | 2550507-2 | Jyväskylä | 2,412 | 24 | 8 |
| Asunto Oy Hämeenlinnan Aaponkuja 3 | 0476973-0 | Hämeenlinna | 3,339 | 33 | 3 |
| Asunto Oy Jyväskylän Harjukartano | 2000294-3 | Jyväskylä | 1,837 | 23 | 19 |
| Asunto Oy Lahden Jyrkkärinteenpuisto | 0149959-5 | Lahti | 2,094 | 41 | 23 |
| Asunto Oy Lahden Roopenkuja | 0854949-5 | Lahti | 2,556 | 26 | 5 |
| Asunto Oy Jyväskylän Vaneritori 4 | 1856220-0 | Jyväskylä | 3,666 | 37 | 23 |
| Asunto Oy Oulun Tulliveräjä | 2335738-7 | Oulu | 4,068 | 41 | 17 |
| Asunto Oy Puolukkavarikko | 0823818-7 | Jyväskylä | 3,391 | 34 | 6 |
| Asunto Oy Jyväskylän maalaiskunnan Kirkkotie 3 | 1518422-8 | Jyväskylä | 6,158 | 38 | 19 |
| Asunto Oy Oulun Notaariintie 1 | 1749066-7 | Oulu | 2,440 | 24 | 15 |
| Byggrätt Norr AB | 559207-4859 | Skellefteå | 94 | 19 | – |
| Total | | | | | 8,567 |

¹ Heimstaden AB's subsidiary, Heimstaden Bostad's share price of Kojamo Oyj as at 31 December 2023 amounted to SEK 6,546 million. Heimstaden have performed an impairment test and assessed that there is no need for write-down. Heimstaden bases its investment book value on its share of Kojamo Oy's equity. If Kojamo has not published its financial statements on time, Heimstaden estimates its share of Kojamo's equity using assumptions similar to its Finnish operations, adjusted for known portfolio differences.

2022 Specifications of the Group's investments in associated companies

| Company | Corp. ID No | Reg. office | No. of shares | Share in % in the Group | Value of share of equity in SEK million |
|---|-------------|-------------|---------------|-------------------------|---|
| Rosengård Fastighets AB | 559085-4708 | Malmö | 25,000 | 25 | 252 |
| Kojamo Oy ¹ | 0116336-2 | Helsingfors | 49,389,283 | 20 | 9,071 |
| Kiinteistö Oy Hiihtomäentie 14 | 0819867-2 | Helsingfors | 13,327 | 47 | 102 |
| Asunto Oy Jyväskylän Tanhurinne | 2550507-2 | Jyväskylä | 2,412 | 24 | 7 |
| Asunto Oy Hämeenlinnan Aaponkuja 3 | 0476973-0 | Hämeenlinna | 3,339 | 33 | 4 |
| Asunto Oy Jyväskylän Harjukartano | 2000294-3 | Jyväskylä | 1,837 | 23 | 19 |
| Asunto Oy Lahden Jyrkkärinteenpuisto | 0149959-5 | Lahti | 2,094 | 41 | 23 |
| Asunto Oy Lahden Roopenkuja | 0854949-5 | Lahti | 2,556 | 26 | 6 |
| Asunto Oy Jyväskylän Vaneritori 4 | 1656220-0 | Jyväskylä | 3,666 | 37 | 24 |
| Asunto Oy Oulun Tulliveräjä | 2335738-7 | Oulu | 4,068 | 41 | 22 |
| Asunto Oy Puolukkavirkko | 0823818-7 | Jyväskylä | 3,391 | 34 | 7 |
| Asunto Oy Jyväskylän maalaikunnan Kirkkotie 3 | 1518422-8 | Jyväskylä | 6,158 | 38 | 20 |
| Asunto Oy Oulun Notaariintie 1 | 1749066-7 | Oulu | 2,440 | 24 | 16 |
| Byggrätt Norr AB | 559207-4859 | Skellefteå | 94 | 19 | – |
| Total | | | | | 9,571 |

¹ Heimstaden AB's subsidiary, Heimstaden Bostad's share price of Kojamo Oyj as at 31 December 2022 amounted to SEK 7,606 million. Heimstaden have performed an impairment test and assessed that there is no need for write-down.

2023 Specifications of the Group's investments in joint ventures

| Company | Corp. ID No | Reg. office | No. of shares | Share in % in the Group | Value of share of equity in SEK million |
|-------------------------------|-------------|-------------|---------------|-------------------------|---|
| Upplands Bro Brogårds etapp 2 | 559175-4915 | Stockholm | 500 | 50 | 49 |
| Gamlebro AB | 556791-3990 | Norrköping | 500 | 50 | 19 |
| Österåkerporten AB | 559175-4907 | Stockholm | 500 | 50 | 32 |
| Marienlyst Group | 43247751 | Aarhus | 250,000 | 50 | – |
| Atriet AS | 41938927 | Herning | 5,000 | 50 | 9 |
| KCP Udviklingselskabet | 39104369 | Herning | 5,000 | 50 | 5 |
| Høje Tåstrup A21 ApS | 42465704 | Aarup | 20,000 | 50 | 22 |
| Total | | | | | 135 |

2022 Specifications of the Group's investments in joint ventures

| Company | Corp. ID No | Reg. office | No. of shares | Share in % in the Group | Value of share of equity in SEK million |
|-------------------------------|-------------|----------------|---------------|-------------------------|---|
| Upplands Bro Brogårds etapp 2 | 559175-4915 | Stockholm | 500 | 50 | 94 |
| A Place 2 A/S | 39754134 | Charlottenlund | 5,000 | 50 | 2 |
| Gamlebro AB | 556791-3990 | Norrköping | 500 | 50 | 14 |
| Österåkerporten AB | 559175-4907 | Stockholm | 500 | 50 | 26 |
| Marienlyst Group | 43247751 | Aarhus | 250,000 | 50 | 45 |
| Atriet AS | 41938927 | Herning | 5,000 | 50 | 1 |
| KCP Udviklingselskabet | 39104369 | Herning | 5,000 | 50 | 5 |
| Høje Tåstrup A21 ApS | 42465704 | Aarup | 20,000 | 50 | – |
| A21 Taastrup ApS Group | 41142014 | Aarup | 40,000 | 50 | – |
| Total | | | | | 187 |

2023 Financial Statements

| SEK million | Kojamo Oyj | Rosengård Fastighets AB | Upplands Bro Brogårds Etapp 2 AB | Kiinteistö OY Hiihtomäentie 14 | Other |
|--|---------------|-------------------------|----------------------------------|--------------------------------|------------|
| Rental income | 5,074 | 160 | 16 | 7 | 100 |
| Property expenses | -1,663 | -43 | -10 | -6 | -35 |
| Net operating income | 3,411 | 117 | 5 | 1 | 66 |
| Corporate administrative expenses | -492 | -13 | -2 | -1 | -9 |
| Financial items, net – including Group adjustments | -3,760 | -17 | -73 | – | -8 |
| Unrealised value change | -3,390 | -68 | -30 | -2 | -110 |
| Tax expenses | 267 | 7 | 8 | – | 10 |
| Profit for the period | -3,963 | 26 | -91 | -1 | -52 |
| Group's share of profit | -792 | 7 | -45 | -1 | -31 |
| Balance Sheet | | | | | |
| Investment properties | 89,532 | 1,898 | 787 | 157 | 1,215 |
| Assets except investment properties | 1,331 | 35 | 231 | 4 | 130 |
| Equity | 40,383 | 968 | 94 | 148 | 476 |
| Liabilities | 50,480 | 964 | 924 | 13 | 868 |
| Group's carrying amount of the investment, 31 December 2023 | 8,070 | 258 | 49 | 101 | 224 |

2022 Financial Statements

| SEK million | Kojamo Oyj | Rosengård Fastighets AB | Upplands Bro Brogård Etapp 2 AB | Kiinteistö OY Hiitomäentie 14 | Other |
|--|---------------|----------------------------|---------------------------------------|----------------------------------|-------------|
| Rental income | 1,148 | 159 | 5 | 6 | 99 |
| Property expenses | -378 | -76 | -4 | -8 | -44 |
| Net operating income | 770 | 83 | 0 | -2 | 55 |
| Corporate administrative expenses | -130 | -26 | -1 | - | -48 |
| Financial items, net | -168 | -16 | -43 | - | -62 |
| Unrealised value change | -8,603 | -167 | -39 | 6 | -509 |
| Tax expenses | 1,621 | 23 | 8 | -1 | 44 |
| Profit for the period | -6,510 | -104 | -75 | 3 | -520 |
| Group's share of profit | -1,301 | -26 | -38 | 4 | -257 |
| Balance Sheet | | | | | |
| Investment properties | 90,950 | 1,972 | 823 | 159 | 2,156 |
| Assets except investment properties | 3,706 | 48 | 210 | 4 | 184 |
| Equity | 45,392 | 1,037 | 188 | 149 | 294 |
| Liabilities | 49,264 | 982 | 845 | 14 | 2,046 |
| Group's carrying amount of the investment, 31 December 2022 | 9,071 | 252 | 94 | 102 | 239 |

3.5 Other financial assets

| SEK million | 31 December 2023 | 31 December 2022 |
|--|------------------|------------------|
| Funds granted for properties under construction | 1,725 | 1,977 |
| Loans granted to associated companies and joint ventures | 611 | 1,209 |
| Other | 1,192 | 699 |
| Closing balance | 3,528 | 3,885 |

4. Current assets

4.1 Inventory properties

Accounting policies

Property acquired or being constructed or redeveloped for sale, rather than to be held for rental or capital appreciation, is held as inventory property and measured at the lower of cost and net realisable value (NRV). Principally, this is residential property that Heimstaden develops and intends to sell before, or on completion of, development. NRV for completed inventory property is assessed by reference to market conditions and prices existing at the reporting date, and is determined by the Group based on compa-

table transactions identified by the Group for property in the same geographical market serving the same segment. NRV in respect of inventory property under development is assessed with reference to market prices at the reporting date for similar completed property, less estimated costs to complete the development and the estimated costs necessary to make the sale, considering the time value of money, if material. Inventory properties are primarily related to certain projects in Oslo, Norway.

| SEK million | 31 December 2023 | 31 December 2022 |
|--|------------------|------------------|
| Opening balance | 573 | 846 |
| Capital expenditures | 79 | 15 |
| Currency translation | -38 | 27 |
| Reclassification to non-current assets | - | - |
| Divestments of inventory properties | -80 | - |
| Value change ¹ | 5 | -315 |
| Closing balance | 538 | 573 |

¹ Value adjustment of inventory properties in the Statement of Comprehensive Income, SEK 25 (402) million, also includes return on investment guarantee from Fredensborg of SEK 19 million (717).

In 2018, Fredensborg AS sold the Norwegian housing portfolio to Heimstaden. As part of the commercial agreement between the parties, Fredensborg AS guaranteed that the development projects would provide an annual equity return of at least 7.5% until April 2025. The guarantee is settled in cash on an ongoing basis for completed projects that do not generate a return above the minimum level, and the total guarantee responsibility must be settled in cash at the end of the guarantee period, with potential subsequent settlement for projects that have been started but not completed at this time.

The investment guarantee is not reflected in the table above. The balance as per 31 December 2023 is recognised as other financial asset, non-current.

4.2 Rent and trade receivables

Accounting policies

Heimstaden holds rent- and trade receivables with the objective to collect contractual cash flows. Rent and trade receivables are recognised initially at transaction price and subsequently at amortised cost using the effective interest method, less a provision for expected credit losses.

Heimstaden applies the simplified method for recognising expected losses for leases and trade receivables. This means that expected credit losses are recognised for the remaining term, which is expected to be less than one year for all receivables. Rent is invoiced in advance, meaning that all reported rent receivables and trade

receivables have fallen due for payment. Heimstaden makes provisions for expected credit losses based on historical credit losses and forward-looking information. Heimstaden Bostad's customers have similar risk profiles, which is why the credit risk is initially assessed on a country level collectively. Any major individual receivables are assessed per counterparty. To mitigate any risks regarding the leased properties, Heimstaden assesses the creditworthiness of its counterparties, receives rent deposits, and receives guarantees from its lessees. Heimstaden writes off a receivable when there is no longer any expectation of receiving payment and when active measures to obtain payment have been discontinued. See [Note 6.1](#) for further information.

| SEK million | 31 December 2023 | 31 December 2022 |
|---|------------------|------------------|
| Rent and trade receivables | 229 | 403 |
| Total rent and trade receivables | 229 | 403 |

Age distribution of rent and trade receivables

| SEK million | 31 December 2023 | 31 December 2022 |
|--|------------------|------------------|
| -30 days | 113 | 283 |
| 31–60 days | 32 | 22 |
| 61–90 days | 18 | 12 |
| 91 days + | 175 | 156 |
| Total | 338 | 472 |
| Expected credit loss provision | -109 | -69 |
| Rent and trade receivables, net | 229 | 403 |

Expected credit loss provision

| SEK million | 31 December 2023 | 31 December 2022 |
|--|------------------|------------------|
| Opening balance | -69 | -48 |
| Provisions made during the year | -87 | -95 |
| Provisions used during the year | 29 | 27 |
| Unutilised provisions reversed during the year | 19 | 47 |
| Closing balance | -108 | -69 |

4.3 Other financial assets

| SEK million | 31 December 2023 | 31 December 2022 |
|--------------------------------------|------------------|------------------|
| Current tax assets | 208 | 239 |
| Deposits related to acquisitions | 13 | 316 |
| Receivable from sale of subsidiaries | 730 | 3,937 |
| Other receivables | 686 | 519 |
| Total | 1,637 | 5,011 |

4.4 Prepayments

| SEK million | 31 December 2023 | 31 December 2022 |
|----------------------------|------------------|------------------|
| Prepaid tax | - | 1 |
| Prepaid insurance premium | 35 | 34 |
| Prepaid interest | 273 | 427 |
| Prepaid operating expenses | 344 | 383 |
| Other | 513 | 918 |
| Total | 1,165 | 1,763 |

4.5 Cash and cash equivalents**Accounting policies**

Cash and cash equivalents primarily comprises of traditional cash and short-term, easily convertible investments that is readily convertible to a known amount of cash and subject to and insignificant risk of changes in value.

| SEK million | 31 December 2023 | 31 December 2022 |
|------------------|------------------|------------------|
| Cash | 6,841 | 11,322 |
| Cash equivalents | 5,650 | - |
| Total | 12,492 | 11,322 |

There are unutilised credit facilities of SEK 20,260 million (20,847) that are not included in cash and cash equivalents.

4.6 Other adjustments in Statement of Cash Flows

| SEK million | 2023 | 2022 |
|---|-------------|--------------|
| Depreciation | -129 | 80 |
| Rental losses | 86 | 74 |
| Exchange rate difference | 387 | 7,257 |
| Other financial items | -1,598 | 601 |
| Realised gains/losses from divestment of properties | -235 | -9 |
| Impairment of goodwill | 1,058 | - |
| Total | -430 | 8,003 |

5. Equity

At the end of the financial year there were 132,040,000 (132,040,000) ordinary shares and 58,593,750 (58,593,750) preference shares with a quota value of SEK 0.5 (0.5) per share. Each preference share holds one vote each, while each ordinary share has ten votes. All shares are fully paid. There are no restrictions regarding dividend or other types of repayment.

| Event | Total number of shares | Change in share capital | Total share capital | Par value |
|--|------------------------|-------------------------|---------------------|------------|
| Opening balance, 1 January 2022 | 190,633,750 | | 95,316,875 | 0.5 |
| Closing balance, 31 December 2022 | 190,633,750 | | 95,316,875 | 0.5 |
| Opening balance, 1 January 2023 | 190,633,750 | | 95,316,875 | 0.5 |
| Closing balance, 31 December 2023 | 190,633,750 | – | 95,316,875 | 0.5 |

Other capital contributions

Other contributed capital refers to equity contributed by the owners, as well as share premiums for issues of ordinary shares and preference shares.

Hybrid bonds

Accounting policies

At initial recognition, the hybrid bonds are classified as an equity instrument. The classification is based on that there is no explicit contractual obligation to settle the agreement by paying cash or another financial asset. Nor are there any other circumstances indicating that the agreement will be settled in cash or other financial assets. Heimstaden is entitled to postpone interest payments for an indefinite period in so far as hybrid bond holders are notified within the agreed period and the hybrid bond is subordinated to all other creditors.

Heimstaden had SEK 7.3 (7.3) billion in outstanding hybrid bonds. These have a perpetual maturity with a variable coupon rate. Heimstaden has the opportunity to redeem outstanding hybrid bonds as of first possible redemption day, which is 5–7 years from the issue date. See [Note 6.3](#) for further details.

During 2023 Heimstaden subsidiary, Heimstaden Bostad bought back hybrid bonds. The transaction was a buyback of SEK 82 million (9,300) outstanding hybrid bonds, obtaining an average discount of 34.6%, corresponding to a net gain of SEK 25 (1,700) million after tax.

Currency translation difference

Accumulated translation differences arise as a result of translation of foreign operations that have prepared their financial statements in a currency other than the currency in which the Group's financial statements are presented. Please refer to [Note 2.11](#) for specification of other comprehensive income.

Retained earnings

Retained earnings refer to earned profits in the Group. This item also includes previous allocations to the reserve fund.

Non-controlling interests

Non-controlling interests consist of external ownership interests in subsidiaries and their subsidiaries. Heimstaden AB's shareholders only control hybrid bonds in Heimstaden AB, all other hybrid bonds are classified as non-controlling interests.

Non-controlling interests' share of comprehensive income/loss for the period

| SEK million | 2023 | 2022 |
|-------------------------------------|---------|-------|
| Comprehensive income for the period | -10,992 | 4,462 |

Breakdown of non-controlling interests

| SEK million | 2023 | 2022 |
|--|----------------|----------------|
| Minority | 87,223 | 99,435 |
| Hybrid bonds | 24,937 | 25,276 |
| Total non-controlling interests | 112,160 | 124,711 |

Capital Share in Heimstaden Bostad AB as of 31 December

| SEK million | Capital share, % | Voting rights, % | 2023 | 2022 |
|--|------------------|------------------|------------|------------|
| Heimstaden AB | 34.60 | 42.13 | 50.08 | 50.10 |
| Alecta | 39.54 | 35.64 | 30.39 | 30.82 |
| Folksam Group | 19.29 | 17.21 | 14.52 | 14.77 |
| Ericsson Pension Fund | 1.60 | 1.51 | 1.22 | 1.30 |
| Sandvik Pension Fund | 0.29 | 0.53 | 0.22 | 0.45 |
| Pensionsmyndigheten | 2.12 | 1.89 | 1.60 | 1.63 |
| Försäkringsbranschen pensionskassa | 0.56 | 0.50 | 0.42 | 0.43 |
| Migros pensionskasse | 0.60 | 0.54 | 0.46 | 0.47 |
| Greater Manchester Pension Fund | 1.10 | – | 0.85 | – |
| Heimstaden AB management | – | 0.01 | – | 0.02 |
| Total non-controlling interests | 100 | 100 | 100 | 100 |

6. Capital structure and financial items

6.1 Financial instruments

Accounting policies

Financial assets

The Group's financial assets include rent and other trade receivables, cash, derivative financial instruments and publicly traded shares.

For purposes of initial and subsequent measurement, Heimstaden's financial assets are classified in two categories:

- Financial assets at fair value through Statement of Comprehensive Income (derivative financial instruments). These financial assets are carried in the Statement for financial position at fair value with fair value changes recognised in Statement of Comprehensive Income line item fair value adjustment of derivative financial instruments.
- Financial assets at amortised cost (rent, other trade receivables and cash). These financial assets are measured using the effective interest method. Gains and losses are recognised in Statement of Comprehensive Income when asset is derecognised, modified or impaired. The financial assets are only classified in this category if the financial asset is held to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payment of principal and interest.

Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been trans-

ferred and the group has transferred substantially all the risks and rewards of ownership.

Impairment of financial assets

Financial assets of the Group is subject to value change. Assets carried at fair value such value change part of the fair value assessment. Financial assets at amortised cost are subject to impairment. The Group has identified rent and trade receivables for such impairment, please refer to [note 4.2](#) for accounting policy and details. Impairment of other financial assets are assessed to be immaterial at the reporting date.

Financial liabilities

Heimstaden's financial liabilities comprise interest-bearing liabilities, lease liabilities, derivative financial instruments, trade payables and other liabilities. The main purpose of these financial liabilities is to finance the Group's operations. All financial liabilities are recognised initially at fair value and, except for derivative financial instruments and trade payables, net of directly attributable transaction costs. For the purposes of subsequent measurement, all financial liabilities, except derivative financial instruments, are subsequently measured at amortised cost using the effective interest rate method. Gains and losses are recognised in Statement of Comprehensive Income when the liabilities are derecognised, as well as through the effective interest rate amortisation process. Amortised cost is calculated by considering any discount or premium on acquisition and fees or costs that are an integral part of the effective

interest rate. The effective interest rate amortisation is included as interest expenses in the Statement of Comprehensive Income.

A financial liability is derecognised when the obligation under the liability is discharged, cancelled, or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the Statement of Comprehensive Income.

When the group repurchase financial liabilities, the existing financial liability is derecognised at carrying amount. Differences between carrying amount and fair value is recognised in Other financial items in the Statement of Comprehensive Income.

Derivative financial instruments

Heimstaden does not apply hedge accounting in accordance with IFRS 9. Derivative financial assets and liabilities are classified as financial assets or liabilities at fair value through Statement of Comprehensive Income. Derivative financial assets and liabilities comprise mainly interest rate swaps, and forward purchase contracts ([Note 3.1](#)) for investment properties held in limited liability companies. Recognition of the derivative financial instruments takes place when the economic contracts are entered. They are measured initially and subsequently at fair value; transaction costs are included

directly in fair value adjustment of derivative financial instruments. When forward purchase contracts for investment properties held in limited liability companies are settled and the Group takes control of the new subsidiary, the fair value of the forward contract is transferred to the fair value of the investment property.

The Group accounts for forward purchase contracts of investment properties held in limited liability companies as a financial instrument under IFRS 9 at fair value through Statement of Comprehensive Income, where the investment properties are valued based on the assumption that it will be completed and then let out. For further information, see [Note 3.1](#).

Derivatives are classified based on their final settlement date. Derivatives with settlement date within 12 months are classified as current asset/liability and derivatives that are expected to be held for more than 12 months and with settlement date after 12 months are classified as non-current.

Offsetting of financial instruments

Financial assets and financial liabilities are offset, and the net amount is reported in the Statement of Financial Position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, to realise the assets and settle the liabilities simultaneously.

Fair Value Measurements of Financial Instruments

Below is a comparison of the carrying amounts and fair values of financial assets and financial liabilities:

| SEK million | 31 December 2023 | | 31 December 2022 | |
|--|------------------|----------------|------------------|----------------|
| | Carrying amount | Fair value | Carrying amount | Fair value |
| Financial assets | | | | |
| Derivative financial instruments | 498 | 498 | 1,481 | 1,481 |
| Other financial assets, non-current | 3,528 | 3,528 | 3,885 | 3,885 |
| Rent and trade receivables | 229 | 229 | 403 | 403 |
| Other financial assets, current | 1,637 | 1,637 | 5,011 | 5,011 |
| Cash and cash equivalents | 12,492 | 12,492 | 11,322 | 11,322 |
| Total | 18,383 | 18,383 | 22,103 | 22,103 |
| Financial liabilities | | | | |
| Derivative financial instruments | 481 | 481 | 127 | 127 |
| Long-term interest-bearing liabilities | 181,535 | 161,832 | 185,082 | 166,074 |
| Other financial liabilities, non-current | – | – | 1,100 | 1,100 |
| Current interest-bearing liabilities | 19,898 | 19,898 | 14,418 | 14,418 |
| Trade payables | 800 | 800 | 928 | 928 |
| Lease liabilities | 1,185 | 1,185 | 1,495 | 1,495 |
| Other liabilities, current | 20 | 20 | 4,737 | 4,737 |
| Total | 203,920 | 184,216 | 207,887 | 188,880 |

The following tables provide the fair value measurement hierarchy of the Group's financial assets and financial liabilities:

As at 31 December 2023

| SEK million | Total | Fair value measurement using: | | |
|--|---------|---|---|---|
| | | Quoted prices in active markets (Level 1) | Significant observable inputs (Level 2) | Significant unobservable inputs (Level 3) |
| Financial assets measured at fair value: | | | | |
| Derivative financial assets | 498 | – | 363 | 135 |
| Interest rate swaps | 363 | – | 363 | – |
| Forward purchase contracts | 135 | – | 135 | – |
| Financial liabilities measured at fair value: | | | | |
| Derivative financial liabilities | -481 | – | -481 | – |
| Interest rate swaps | -481 | – | -481 | – |
| Liabilities for which fair values are disclosed | | | | |
| Interest-bearing liabilities and borrowings | 161,832 | – | 73,004 | 88,828 |

There were no changes in the Group's valuation processes, valuation techniques, or types of inputs used in the fair value measurements during the period. In 2022, Heimstaden subsidiary, Heimstaden Bostads holding in quoted equity investments were reclassified to associated companies. Upon this classification value change of quoted equity investments was SEK -2,208 million. This is presented under other financial items in the Statement of Comprehensive income. There were no transfers between Level 1 and Level 2 fair value measurements during 2023, and no transfers into or out of Level 3 fair value measurements during 2023.

As at 31 December 2022

| SEK million | Total | Fair value measurement using: | | |
|--|---------|---|---|---|
| | | Quoted prices in active markets (Level 1) | Significant observable inputs (Level 2) | Significant unobservable inputs (Level 3) |
| Financial assets measured at fair value: | | | | |
| Derivative financial assets | 1,481 | – | 1,281 | 200 |
| Cross currency swaps | 163 | – | 163 | – |
| Interest rate swaps | 1,118 | – | 1,118 | – |
| Forward purchase contracts | 200 | – | – | 200 |
| Financial liabilities measured at fair value: | | | | |
| Derivative financial liabilities | -127 | – | -127 | – |
| Interest rate swaps | -127 | – | -127 | – |
| Liabilities for which fair values are disclosed | | | | |
| Interest-bearing liabilities and borrowings | 179,827 | – | 85,174 | 94,653 |

Fair value hierarchy

All financial instruments for which fair value is recognised or disclosed are categorised within the fair value hierarchy, based on the lowest-level input that is significant to the fair value measurement as a whole, as follows:

Level 1 – Quoted (unadjusted) market prices in active markets for identical assets or liabilities.

Level 2 – Valuation techniques for which the lowest-level input that is significant to the fair value measurement is directly or indirectly observable.

Level 3 – Valuation techniques for which the lowest-level input that is significant to the fair value measurement is unobservable.

For assets and liabilities that are recognised at fair value on a recurring basis, the Group determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest-level input that is significant to the fair value measurement as a whole) at the end of each reporting period. There were no changes in the Group's valuation processes, valuation techniques, and types of inputs used in the fair value measurements during the period. For more information regarding fair value hierarchy see [Note 3.1](#).

Maturity, interest rate derivatives

| SEK million | Type | 31 December 2023 | | | 31 December 2022 | | |
|--|--------------|------------------|------------|----------------------------------|------------------|------------|----------------------------------|
| | | Nominal amount | Share, % | Average interest, % ¹ | Nominal amount | Share, % | Average interest, % ¹ |
| Maturity, year | | | | | | | |
| Within 1 year of the Balance Sheet date | Paying fixed | 16,052 | 29.3 | 0.21 | 21,961 | 49.8 | 0.76 |
| Within 1–2 years of the Balance Sheet date | Paying fixed | 5,391 | 9.9 | 2.94 | 10,976 | 24.0 | -0.11 |
| Within 2–3 years of the Balance Sheet date | Paying fixed | 8,787 | 16.1 | 2.89 | 1,838 | 2.2 | 2.10 |
| Within 3–4 years of the Balance Sheet date | Paying fixed | 11,078 | 20.2 | 2.72 | 106 | 0.2 | 1.53 |
| Within 4–5 years of the Balance Sheet date | Paying fixed | 8,427 | 15.4 | 2.74 | 3,107 | 6.8 | 2.88 |
| Later than 5 years from the Balance Sheet date | Paying fixed | 4,994 | 9.1 | 2.88 | 7,753 | 17.0 | 2.88 |
| Total interest rate derivatives | | 54,728 | 100 | 2.05 | 45,742 | 100 | 1.11 |

| SEK million | Type | 31 December 2023 | | | 31 December 2022 | | |
|--|-------------------|------------------|------------|----------------------------------|------------------|------------|----------------------------------|
| | | Nominal amount | Share, % | Average interest, % ¹ | Nominal amount | Share, % | Average interest, % ¹ |
| Maturity, year | | | | | | | |
| Within 1 year of the Balance Sheet date | Receives variable | 53,931 | 98.5 | -3.58 | 44,916 | 98.2 | -2.30 |
| Within 1–2 years of the Balance Sheet date | Receives variable | 797 | 1.5 | -1.69 | – | – | 0.00 |
| Within 2–3 years of the Balance Sheet date | Receives variable | – | – | – | 825 | 1.8 | -1.70 |
| Within 3–4 years of the Balance Sheet date | Receives variable | – | – | – | – | – | – |
| Within 4–5 years of the Balance Sheet date | Receives variable | – | – | – | – | – | – |
| Later than 5 years from the Balance Sheet date | Receives variable | – | – | – | – | – | – |
| Total interest rate derivatives | | 54,728 | 100 | -3.55 | 5,624 | 100 | -2.29 |

Maturity, cross currency swaps

| SEK million | Type | 31 December 2023 | | | 31 December 2022 | | |
|--|-------------------|------------------|----------|----------------------------------|------------------|------------|----------------------------------|
| | | Nominal amount | Share, % | Average interest, % ¹ | Nominal amount | Share, % | Average interest, % ¹ |
| Within 1 year of the Balance Sheet date | Receives variable | – | – | – | 5,624 | 100 | 4.96 |
| Within 1–2 years of the Balance Sheet date | Receives variable | – | – | – | – | – | – |
| Within 2–3 years of the Balance Sheet date | Receives variable | – | – | – | – | – | – |
| Within 3–4 years of the Balance Sheet date | Receives variable | – | – | – | – | – | – |
| Within 4–5 years of the Balance Sheet date | Receives variable | – | – | – | – | – | – |
| Later than 5 years from the Balance Sheet date | Receives variable | – | – | – | – | – | – |
| Total interest rate derivatives | | – | – | – | 5,624 | 100 | 4.96 |

¹ Indicates average interest rate. A negative value indicates received interest.

6.2 Financial risks

The guiding framework for management of the financial risks is the financial policy together with key funding agreements such as the EMTN programme under which the Company's listed senior unsecured bonds are issued. The financial policy is set by the Board and states how to limit various risks and further provides guidance to the daily funding operations of the Company. The Board of the Company is provided with regular reporting and forecasts, as well as dedicated material covering financial risks and actions taken to mitigate these risks. The Company has identified Refinancing risk, Liquidity risk, Financial Obligations and Covenants, Interest rate risk, Rating risk, Currency risk and Credit risk as the key financial risks.

Refinancing risk

To minimise refinancing risk, the Company uses various funding sources with a diversified maturity profile. The Company's financial policy stipulates the level of key credit ratios, such as a minimum average loan tenor of the debt portfolio of 4 years. To mitigate refinancing risk, the Company also maintains adequate liquidity reserves and unutilised credit facilities.

Liquidity risk

Liquidity risk is the risk that the Company doesn't have the accessible means to fulfil its financial or operational obligations, or that the Group cannot pay for other obligations such as signed acquisitions and capital expenditures. To mitigate this risk, the Company has unutilised credit facilities of 20,260 SEK million available, a financial policy stating that there can never be more than 25% of debt maturing in a single year and that the estimated liquidity ratio always has to exceed 125%. See [Note 6.3](#) for further information.

The table below summarises the maturity profile of the Group's financial liabilities based on contractual undiscounted payments (including interest payments):

| Maturity 31 December, 2023, SEK million | 0–1 years | 1–5 years | >5 years |
|---|---------------|----------------|----------------|
| Derivate financial instruments | – | 418 | 62 |
| Interest-bearing liabilities | 26,007 | 122,584 | 112,158 |
| Lease liabilities | 102 | 93 | 1,015 |
| Trade payables | 800 | – | – |
| Other financial liabilities | 3,788 | – | – |
| Total | 30,698 | 123,096 | 113,236 |
| | | | |
| Maturity 31 December, 2022, SEK million | 0–1 years | 1–5 years | >5 years |
| Derivate financial instruments | 75 | 51 | – |
| Interest-bearing liabilities | 18,293 | 114,973 | 102,697 |
| Lease liabilities | 99 | 120 | 1,417 |
| Trade payables | 928 | – | – |
| Other financial liabilities | 7,773 | 120 | 1,417 |
| Total | 27,093 | 115,213 | 105,531 |

¹ Of which interest-bearing liabilities excluding interest expenses amounts to SEK 202,009 million (200,156).

Financial obligations and Covenants

The Company's debt agreements include financial covenants such as

- The EMTN programmes which are stating
 - Limitations on the Incurrence of Financial Indebtedness. Consolidated Solvency Ratio, defined as "Net Debt / Total Assets". Covenant limited to below 65%.
 - Maintenance of Consolidated Coverage Ratio, defined as "Profit before financial items" (or any equivalent line item) divided by net interest charges (interest expense minus interest income). Covenant limited to above 1.5x.
- Limitations on the Incurrence of Secured Indebtedness. "Secured LTV", defined as secured debt divided by total assets. The covenant is limited to below 45%.
- Bank and mortgage facilities: often a set of covenants for individual properties and/or property portfolios, such as Loan to value, Interest coverage ratio and Equity ratio.

A breach of a financial covenant normally includes cure rights to give the Company time to meet the covenant with certain actions,

but it can also lead to requirements of extra ordinary amortization, termination of loans, or a claim on secured assets. The Company's financial policy stipulates levels of key credit ratios to ensure that no covenants are breached. Continuous internal review and external auditing assures accurate reporting and information. There have been no breaches of the financial covenants of any interest-bearing loans and borrowing in the current period

Rating risk

The Company views an investment grade rating as fundamental to conducting its business, meeting obligations and to ensure access to capital. A rating downgrade below investment grade may be seen as negative by the Company's creditors hence the access to financing and the terms can deteriorate. Heimstaden Bostad is nurturing its capital markets reputation and an investment grade rating is critical in this regard.

Credit risk

If counterparties cannot meet their obligations towards the Company or if a substantial number of customers fail to pay rent, it would lead to reduced liquidity and losses. To counter this, the Company regularly assesses the creditworthiness of its counterparties. For the majority of rental contracts rent is paid in advance and risk is further reduced through a large and diversified customer base.

Interest rate risk

Rising interest rates increase the financing cost for the Company and may negatively impact profitability. According to the financial policy, the Company shall maintain at least 75% of its loan portfolio at a fixed rate as of the balance sheet date, which is managed through having a high share of fixed rate loans and bonds together with interest rate swaps. See [Note 6.3](#) for further information.

Interest rate sensitivity

The following table shows the sensitivity by a change in interest rates on that portion of loans and borrowings affected. With all other variables held constant, the Group's profit before tax is affected as follows:

Interest expenses

| 2023 SEK million | Increase/decrease in underlying IBOR | Effect on profit before tax (+) | Effect on profit before tax (-) | Effect on equity (+) | Effect on equity (-) |
|---------------------|---|------------------------------------|------------------------------------|----------------------|----------------------|
| | 1% | 291 | -291 | 266 | -266 |
| | 2% | 582 | -582 | 533 | -533 |
| 2022 SEK million | Increase/decrease in underlying IBOR | Effect on profit before tax (+) | Effect on profit before tax (-) | Effect on equity (+) | Effect on equity (-) |
| | 1% | 567 | -623 | 486 | -486 |
| | 2% | 1,095 | -1,246 | 940 | -940 |

Foreign currency sensitivity

The following table shows the sensitivity by a change in foreign currency on senior unsecured bonds. With all other variables held constant, the Group's profit before tax is affected through the impact of changes in foreign currency as follows:

| 2023 million | Increase/decrease in foreign currency rate | Effect on profit before tax (+) | Effect on profit before tax (-) |
|-----------------|---|------------------------------------|------------------------------------|
| EUR | 10% | 1,421 | -1,421 |
| NOK | 10% | 290 | -290 |

| 2022 million | Increase/decrease in foreign currency rate | Effect on profit before tax (+) | Effect on profit before tax (-) |
|-----------------|---|------------------------------------|------------------------------------|
| EUR | 10% | 675 | -675 |
| NOK | 10% | 310 | -310 |

6.3 Interest-bearing liabilities

| SEK million | 2023 | | | 2022 | | |
|-------------------------------------|---------------------------------|---------------------|------------------------------------|---------------------------------|---------------------|------------------------------------|
| | Interest-bearing liabilities | Secured loans, % | Unutilised credit commitment | Interest-bearing liabilities | Secured loans, % | Unutilised credit commitment |
| Corporate bonds | 84,005 | – | 42 | 105,206 | – | 53 |
| Bank loans & Mortgages | 118,004 | 99 | 58 | 20,260 | 99 | 47 |
| Total | 202,009 | 58 | 100% | 200,156 | 46 | 100 |
| Deferred charges | -576 | | | -656 | | |
| Total incl. deferred charges | 201,433 | | | 199,500 | | |

As of 31 December 2023, SEK 1,404 million of the total unutilised credit commitments, is related to future ESG Capex and Construction Facilities.

Interest-bearing liabilities per currency

| Currency | 2023 | | 2022 | |
|-------------------------------------|----------------|------------------|----------------|------------------|
| | SEK million | Local currencies | SEK million | Local currencies |
| SEK | 33,007 | 33,007 | 39,367 | 39,367 |
| NOK | 3,010 | 3,035 | 3,826 | 3,600 |
| EUR | 127,835 | 11,478 | 119,209 | 10,683 |
| DKK | 38,157 | 25,545 | 35,125 | 23,385 |
| ISK | – | – | 2,630 | 35,679 |
| Total | 202,009 | | 200,156 | |
| Deferred charges | -576 | | -656 | |
| Total incl. deferred charges | 201,433 | | 199,500 | |

Quoted bonds

| Maturity | Currency | Outstand- ing amount (millions) | Of which held on own book (millions) | Fair value ² (mil- lions) | Rating ³ | Fixed/ Floating | Coupon (bps) | Exchange | ISIN |
|-----------------------------|----------|---------------------------------------|---|---|---------------------|--------------------|-----------------|------------------------------|--------------|
| Heimstaden Bostad AB | | | | | | | | | |
| 2024-01-19 | EUR | 700 | 193 | 699 | BBB | Floating | Euribor 3m + 55 | Euronext Dublin XS2430702873 | |
| 2024-10-13 | EUR | 1,250 | 96 | 1,180 | BBB- | Fixed | 25 | Euronext Dublin XS2397239000 | |
| 2025-07-24 | EUR | 700 | 24 | 622 | BBB- | Fixed | 63 | Euronext Dublin XS2435603571 | |
| 2026-01-21 | EUR | 500 | 15 | 429 | BBB- | Fixed | 113 | Euronext Dublin XS2105772201 | |
| 2027-03-03 | EUR | 700 | 27 | 557 | BBB- | Fixed | 138 | Euronext Dublin XS2225207468 | |
| 2028-04-13 | EUR | 750 | 96 | 540 | BBB- | Fixed | 100 | Euronext Dublin XS2397252102 | |
| 2028-07-24 | EUR | 500 | 30 | 361 | BBB- | Fixed | 138 | Euronext Dublin XS2435611244 | |
| 2029-09-06 | EUR | 750 | 72 | 496 | BBB- | Fixed | 75 | Euronext Dublin XS2384269366 | |
| 2031-10-13 | EUR | 750 | 50 | 476 | BBB- | Fixed | 163 | Euronext Dublin XS2397252011 | |
| 2035-05-04 | EUR | 50 | – | 30 | BBB- | Fixed | 280 | Euronext Dublin XS2168047087 | |
| 2035-05-04 | EUR | 50 | – | 30 | BBB- | Fixed | 280 | Euronext Dublin XS2161838276 | |
| Total EUR | | 6,700 | 603 | 5,418 | | | | | |
| 2024-01-22 | SEK | 850 | 750 | 846 | BBB | Fixed | 88 | Euronext Dublin XS2420346517 | |
| 2024-04-08 | SEK | 500 | 419 | 498 | BBB | Floating | Stibor 3m + 67 | Euronext Dublin XS2327839580 | |
| 2025-02-25 | SEK | 800 | – | 766 | BBB | Floating | Stibor 3m + 130 | Euronext Dublin XS2259800121 | |
| 2025-02-25 | SEK | 400 | – | 372 | BBB | Fixed | 137 | Euronext Dublin XS2259781230 | |
| 2025-04-07 | SEK | 750 | – | 710 | BBB | Floating | Stibor 3m + 80 | Euronext Dublin XS2327990649 | |
| 2026-11-23 | SEK | 1,000 | – | 887 | N/A | Floating | Stibor 3m + 110 | Euronext Dublin XS2412106853 | |
| 2027-02-22 | SEK | 500 | – | 442 | N/A | Floating | Stibor 3m + 140 | Euronext Dublin XS2447755351 | |
| Total SEK | | 4,800 | 1,169 | 4,521 | | | | | |
| 2024-06-07 | NOK | 500 | 428 | 494 | BBB- | Floating | Nibor 3m + 240 | Oslo Børs | NO0010838899 |
| 2025-02-25 | NOK | 400 | – | 365 | BBB | Fixed | 202 | Oslo Børs | NO0010906951 |
| 2025-02-25 | NOK | 400 | – | 384 | BBB | Floating | Nibor 3m + 135 | Oslo Børs | NO0010906944 |
| 2026-04-22 | NOK | 1,250 | – | 1,133 | BBB | Floating | Nibor 3m + 95 | Oslo Børs | NO0010976327 |
| 2028-04-24 | NOK | 350 | – | 296 | BBB | Floating | Nibor 3m + 115 | Oslo Børs | NO0010976335 |
| Total NOK | | 2,900 | 428 | 2,672 | | | | | |

| Maturity | Currency | Outstanding amount (millions) | Of which held on own book (millions) | Fair value ² (millions) | Rating | Fixed/ Floating | Coupon (bps) | Exchange | ISIN |
|----------------------|----------|-------------------------------|--------------------------------------|------------------------------------|--------|-----------------|-----------------|-----------------|--------------|
| Heimstaden AB | | | | | | | | | |
| 2026-03-09 | EUR | 350 | 8 | 167 | BB | Fixed | 425 | OMX STOCKHOLM | SE0015657903 |
| 2027-03-06 | EUR | 400 | – | 171 | BB | Fixed | 438 | OMX STOCKHOLM | SE0016589105 |
| Total EUR | | 750 | 8 | 338 | | | | | |
| 2024-01-15 | SEK | 1,200 | 905 | 1,197 | BB | Floating | Stibor 3m + 330 | OMX STOCKHOLM | SE0014991345 |
| 2025-04-14 | SEK | 500 | 128 | 412 | N/A | Floating | Stibor 3m + 475 | Euronext Dublin | XS2469914308 |
| 2025-10-15 | SEK | 1,200 | 159 | 955 | BB | Floating | Stibor 3m + 400 | OMX STOCKHOLM | SE0014991352 |
| Total SEK | | 2,900 | 1,191 | 2,564 | | | | | |

Hybrid bonds¹

| First Call Date | First Reset Date | Currency | Out-standing amount (millions) | Of which held on own book (millions) | Fair value ² (millions) | Rating | Fixed/ floating | Coupon (bps) | Exchange | ISIN |
|-----------------------------|------------------|----------|--------------------------------|--------------------------------------|------------------------------------|--------|-----------------|-----------------|-----------------|--------------|
| Heimstaden Bostad AB | | | | | | | | | | |
| 2024-11-19 | 2025-02-19 | EUR | 800 | 211 | 419 | N/A | Fixed | 325 | Euronext Dublin | XS2010037765 |
| 2026-01-15 | 2026-04-15 | EUR | 500 | 164 | 211 | BB+ | Fixed | 338 | Euronext Dublin | XS2125121769 |
| 2026-10-13 | 2027-01-13 | EUR | 600 | 119 | 237 | BB+ | Fixed | 363 | Euronext Dublin | XS2397251807 |
| 2027-02-01 | 2027-05-01 | EUR | 800 | 176 | 279 | BB+ | Fixed | 263 | Euronext Dublin | XS2294155739 |
| 2027-10-29 | 2028-01-29 | EUR | 600 | 254 | 211 | BB+ | Fixed | 300 | Euronext Dublin | XS2357357768 |
| Total EUR | | | 3,300 | 924 | 1,357 | | | | | |
| Heimstaden AB | | | | | | | | | | |
| 2026-10-15 | 2027-01-15 | EUR | 300 | – | 65 | B+ | Fixed | 675 | OMX STOCKHOLM | SE0016278352 |
| 2024-10-11 | 2024-10-11 | SEK | 4,500 | 40 | 1,498 | B+ | Floating | Stibor 3m + 590 | OMX STOCKHOLM | SE0012455111 |

¹ Hybrid bonds are classified as equity in the Statement of Financial Position.² Based on quoted market prices as of the Balance Sheet date³ Based on S&P rating or, if not available, on Fitch rating**Maturity structure interest-bearing liabilities**

| SEK million | 31 December 2023 | | | | |
|--|-------------------------------|---------------------------------|----------------------------|------------|------------------------------|
| | Loans and borrowings, secured | Loans and borrowings, unsecured | Total loans and borrowings | Share, % | Unutilised credit commitment |
| Loan maturity | | | | | |
| Within 1 year of the Balance Sheet date | 170 | 19,102 | 19,271 | 10 | 81 |
| Within 1–2 years of the Balance Sheet date | 5,956 | 11,686 | 17,642 | 9 | 6,247 |
| Within 2–3 years of the Balance Sheet date | 30,486 | 11,443 | 41,929 | 21 | 11,794 |
| Within 3–4 years of the Balance Sheet date | 7,737 | 12,452 | 20,189 | 10 | – |
| Within 4–5 years of the Balance Sheet date | 11,667 | 12,866 | 24,533 | 12 | 2,138 |
| >5 years from the Balance Sheet date | 61,989 | 16,456 | 78,445 | 39 | – |
| Total | 118,004 | 84,005 | 202,009 | 100 | 20,260 |
| | | | | | |

| SEK million | 31 December 2022 | | | | |
|--|-------------------------------|---------------------------------|----------------------------|------------|------------------------------|
| | Loans and borrowings, secured | Loans and borrowings, unsecured | Total loans and borrowings | Share, % | Unutilised credit commitment |
| Loan maturity | | | | | |
| Within 1 year of the Balance Sheet date | 1,502 | 12,273 | 13,775 | 7 | 3,738 |
| Within 1–2 years of the Balance Sheet date | 1,995 | 25,054 | 27,049 | 14 | 1,000 |
| Within 2–3 years of the Balance Sheet date | 6,399 | 12,682 | 19,081 | 10 | 11,278 |
| Within 3–4 years of the Balance Sheet date | 25,080 | 11,814 | 36,894 | 18 | – |
| Within 4–5 years of the Balance Sheet date | 7,158 | 12,775 | 19,933 | 10 | – |
| >5 years from the Balance Sheet date | 50,014 | 33,410 | 83,424 | 42 | 4,830 |
| Total | 92,147 | 108,009 | 200,156 | 100 | 20,847 |
| | | | | | |

The average remaining loan maturity as at 31 December 2023 was: 7.68 years (7.98)

| SEK million | 31 December 2023 | | | | Interest tenor, incl financial instruments, 31 December 2023 | | | |
|--|-------------------|---------------------|-----------------|---------------------------------------|--|-----------------|---------------------------------------|------------|
| | Secured borrowing | Unsecured borrowing | Total borrowing | Average interest rate, % incl. margin | Share, % | Total borrowing | Average interest rate, % incl. margin | Share, % |
| Interest maturity | | | | | | | | |
| Within 1 year of the Balance Sheet date | 70,281 | 26,917 | 97,199 | 4.39 | 48 | 59,319 | 4.39 | 29 |
| Within 1–2 years of the Balance Sheet date | 5,486 | 8,326 | 13,812 | 1.68 | 7 | 18,406 | 1.68 | 9 |
| Within 2–3 years of the Balance Sheet date | 8,704 | 9,203 | 17,907 | 3.24 | 9 | 26,693 | 3.24 | 13 |
| Within 3–4 years of the Balance Sheet date | 6,597 | 11,952 | 18,549 | 2.80 | 9 | 29,627 | 2.80 | 15 |
| Within 4–5 years of the Balance Sheet date | 2,193 | 12,519 | 14,713 | 1.98 | 7 | 23,140 | 1.98 | 11 |
| >5 years from the Balance Sheet date | 23,375 | 16,456 | 39,830 | 2.40 | 20 | 44,824 | 2.40 | 22 |
| Total | 116,636 | 85,373 | 202,009 | 3.04 | 100 | 202,009 | 3.04 | 100 |

| SEK million | 31 December 2022 | | | | Interest tenor, incl financial instruments, 31 December 2022 | | | |
|--|-------------------|---------------------|-----------------|---------------------------------------|--|-----------------|---------------------------------------|------------|
| | Secured borrowing | Unsecured borrowing | Total borrowing | Average interest rate, % incl. margin | Share, % | Total borrowing | Average interest rate, % incl. margin | Share, % |
| Interest maturity | | | | | | | | |
| Within 1 year of the Balance Sheet date | 65,778 | 30,704 | 96,482 | 2.98 | 48 | 74,049 | 2.97 | 37 |
| Within 1–2 years of the Balance Sheet date | 1,839 | 14,799 | 16,638 | 0.37 | 8 | 27,614 | 0.18 | 14 |
| Within 2–3 years of the Balance Sheet date | 5,928 | 9,007 | 14,935 | 1.31 | 7 | 15,123 | 1.22 | 8 |
| Within 3–4 years of the Balance Sheet date | 3,006 | 9,485 | 12,491 | 2.18 | 6 | 12,597 | 2.17 | 6 |
| Within 4–5 years of the Balance Sheet date | 1,803 | 12,275 | 14,078 | 2.35 | 7 | 17,186 | 2.45 | 9 |
| >5 years from the Balance Sheet date | 13,793 | 31,738 | 45,531 | 1.45 | 23 | 53,284 | 1.66 | 27 |
| Total | 92,147 | 108,009 | 200,156 | 2.20 | 100 | 199,853 | 2.01 | 100 |

The average remaining term of fixed interest in the loan portfolio, including derivatives, as at 31 December 2023 was: 3.23 years (3.24)

Reconciliation of liabilities attributable to financing activities

| SEK million | Corporate bonds | Mortgages/ bank loans | Deferred charges | Lease liabilities | Total |
|---|-----------------|--------------------------|------------------|-------------------|----------------|
| Opening balance 1 January 2022 | 87,991 | 89,274 | -758 | 891 | 177,438 |
| Loan repayments | -11,624 | -32,715 | - | -91 | -44,430 |
| New borrowings | 22,007 | 28,566 | - | 623 | 51,196 |
| Assumed debt in connection with acquisitions | - | 3,828 | - | - | 3,828 |
| Currency exchange effect on loans | 6,832 | 5,998 | - | 70 | 12,899 |
| Capitalisation of debt issuance cost, net of amortisation | - | - | 102 | - | 102 |
| Other changes | - | - | - | 2 | 2 |
| Closing balance, 31 December 2022 | 105,206 | 94,951 | -656 | 1,495 | 201,036 |
| Opening balance 1 January 2023 | 105,206 | 94,950 | -656 | 1,495 | 200,995 |
| Loan repayments | -20,814 | -9,764 | - | -118 | -30,697 |
| New borrowings | 719 | 34,877 | - | -146 | 35,449 |
| Assumed debt in connection with acquisitions | - | 647 | - | - | 647 |
| Divestment | -1,108 | -1,777 | - | - | -2,885 |
| Currency exchange effect on loans | 3 | -929 | - | -46 | -972 |
| Capitalisation of debt issuance cost, net of amortisation | - | - | 80 | - | 80 |
| Other changes | - | - | - | - | - |
| Closing balance, 31 December 2023 | 84,005 | 118,004 | -576 | 1,185 | 202,618 |

During 2023, Heimstaden has bought back SEK 13,206 million of outstanding senior unsecured bonds, obtaining an average discount of 7.3% and resulted in a SEK 969 million gain, net of SEK 200 million in tax, recognised in other financial items.

6.4 Capital management

Having access to long-term capital is important for the Group to both operate and actively optimise our property portfolio. The Group defines its managed capital as the sum of consolidated net debt and equity, including hybrid capital and the part attributable to non-controlling interests. The changed macro environment with higher rates has triggered changes to the capital structure and long-term planning as the Group adjusts to the changed circumstances. As a result, the Group has launched a new strategic plan to reduce leverage which includes the privatisation plan and disposal of the Iceland portfolio. Together these will support deleveraging objectives.

6.5 Leases

Accounting policies

Heimstaden has a lease commitment for leasehold rights, premises, and vehicles. The commitment is classified as a lease liability in the Statement of Financial Position and the right to use the underlying asset during the leasing period is classified as an asset. Amortisation of the asset is reported in the Statement of Comprehensive Income. Lease payments are reported partly as payment of interest and partly as amortisation of the lease liability. Lease payments are renegotiated at the end of the agreements to reflect market rents. The agreements mainly fall due for renegotiation in more than 5 years. Premises and vehicles are reported at dis-

counted values in the Statement of Financial Position as a right-of-use asset and a lease liability. In the Statement of Comprehensive Income, the right-of-use asset is depreciated over the term of the agreement and payment made to the lessor is reported partly as amortisation of the lease liability and partly as interest expense in Statement of Comprehensive Income.

The Group applies the recognition exemption and recognise lease payments for low value leases and leases with lease term less than 12 months as other operating expenses in the Consolidated Statement of Comprehensive Income.

The table below shows the rights of use per category:

| SEK million | Premises | Vehicles | Other | Total |
|--|------------|-----------|-----------|------------|
| Closing balance, 31 December 2021 | 92 | 36 | – | 128 |
| Changes to contracts | 118 | 50 | 1 | 169 |
| Depreciation | -59 | -30 | -1 | -89 |
| Currency translation | 8 | 3 | – | 11 |
| Closing balance, 31 December 2022 | 159 | 59 | – | 219 |
| Changes to contracts | 5 | 52 | – | 57 |
| Depreciation | -74 | -36 | -1 | -110 |
| Currency translation | 1 | – | – | 1 |
| Closing balance, 31 December 2023 | 91 | 75 | -1 | 166 |

Below are the carrying amounts of lease liabilities (included under interest-bearing loans and borrowings) and the movements during the period:

| SEK million | 2023 | 2022 |
|--------------------------|--------------|--------------|
| As at 1 January | 1,495 | 891 |
| Additions | 140 | 649 |
| Disposals | -295 | -35 |
| Accretions of interest | 8 | 9 |
| Payments | -118 | -91 |
| Reclassification | – | 2 |
| Currency translation | -46 | 70 |
| As at 31 December | 1,185 | 1,495 |
| Current | 88 | 90 |
| Non-current | 1,098 | 1,405 |

The following amounts are recognised in profit or loss:

| SEK million | 2023 | 2022 |
|--|-------------|------------|
| Depreciation expense of right-of-use assets | -110 | -89 |
| Interest expense on lease liabilities | -8 | 9 |
| Expense relating to short-term leases | -5 | 2 |
| Expense relating to leases of low-value assets | -9 | 4 |
| Total amount recognised in profit or loss | -132 | -74 |

Breakdown of undiscounted lease debt:

| SEK million | 2023 | 2022 |
|-----------------|--------------|--------------|
| Within one year | 102 | 99 |
| 1–5 years | 93 | 120 |
| > 5 years | 1,015 | 1,417 |
| Total | 1,210 | 1,636 |

The Group's lease income from operating leases is presented in rental income in profit or loss. For more information see [Note 2.2](#).

The Group had total cash outflows for leases as a lessee of 118 million in 2022 (91).

7. Other liabilities

7.1 Deferred tax

Accounting policies

Deferred tax is estimated in accordance with the liability method based on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts. Heimstaden recognise temporary differences from fair value adjustments of investment property, derivative financial instruments and other events affecting the tax and accounting treatment of assets and liabilities.

Deferred tax liabilities are recognized for all taxable temporary differences, except:

- When deferred tax arises from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss.
- Deferred tax is not accounted for in respect of taxable temporary differences associated with investments in subsidiaries, associates and interests in joint arrangements, when the timing of the reversal can be controlled by Heimstaden and it is probable that it will not reverse in the foreseeable future.

Deferred tax assets are recognised for all deductible temporary differences, the carry forward of unused tax credits and any unused tax losses. Deferred tax assets are recognised to the extent that it is probable that future taxable profit will be available against which the temporary differences and the carry forward of unused tax credits and unused tax losses can be utilised, except:

- When it arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss
- In respect of deductible temporary differences associated with investments in subsidiaries, associates and interests in joint arrangements, deferred tax assets are recognised only to the extent that it is probable that the temporary differences will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilised

Deferred income tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets against current tax liabilities and when the deferred income tax assets and liabilities relate to income taxes levied by the same taxation authority on the same taxable entity. Deferred tax is recognised on subsequent changes to the taxable and temporary differences.

Deferred tax

| SEK million | 2023 | | 2022 | |
|---|---------------|---------------|----------------|---------------|
| | Tax base | Deferred tax | Tax base | Deferred tax |
| Deferred tax asset loss carryforwards | | | | |
| Opening balance | -6,566 | -1,297 | -1,085 | -236 |
| Reversal due to sale | 51 | 10 | - | - |
| Change for the year | 883 | 206 | -5,481 | -1,061 |
| Closing balance | -5,632 | -1,081 | -6,566 | -1,297 |
| Deferred tax liabilities investment properties | | | | |
| Opening balance | 102,856 | 24,217 | 97,552 | 23,256 |
| Depreciation for the year | 282 | 58 | 246 | 51 |
| Value change for investment properties | -24,980 | -5,493 | -4,828 | -1,192 |
| Reversal for the year due to sale | -1,644 | -331 | -156 | -32 |
| Corporate aquisition and exchange rate | - | - | 10,042 | 2,134 |
| Changed tax rate | - | 506 | - | - |
| Closing balance | 76,515 | 18,958 | 102,856 | 24,217 |
| Derivative financial instruments | | | | |
| Opening balance | 1,354 | 280 | 434 | 91 |
| Change for the year | -1,337 | -278 | 920 | 189 |
| Change tax rate | - | 14 | - | - |
| Closing balance | 17 | 16 | 1,354 | 280 |
| Other temporary differences | | | | |
| Opening balance | -363 | -32 | 644 | 172 |
| Change for the year | 3,693 | 790 | -1,007 | -204 |
| Closing balance | 3,330 | 758 | -363 | -32 |
| Net deferred tax | | | | |
| Opening balance | 97,281 | 23,165 | 97,545 | 23,252 |
| Changed tax rate | - | 521 | - | - |
| Change for the year | -23,051 | -5,038 | -264 | -87 |
| Closing balance | 74,230 | 18,648 | 97,281 | 23,165 |

Capitalised tax loss carryforward relates to a tax loss of SEK 5,632 million (6,566). There are no expiry date on capitalised tax losses carried forward.

7.2 Other liabilities

| SEK million | 31 December 2023 | 31 December 2022 |
|---|------------------|------------------|
| Current tax liabilities | – | 500 |
| Real estate transfer tax | 16 | – |
| Liabilities related to real-estate transactions | 405 | 447 |
| Social security charges | 20 | 40 |
| Other liabilities | 450 | 3,750 |
| Total | 892 | 4,738 |

7.3 Accrued expenses and prepaid income

| SEK million | 31 December 2023 | 31 December 2022 |
|---------------------------------|------------------|------------------|
| Accrued interest | 777 | 741 |
| Prepaid rent | 481 | 515 |
| Accrued personnel expenses | 153 | 125 |
| Accrued operating expenses | 488 | 763 |
| Accrued administrative expenses | 33 | 43 |
| Accrued audit expenses | 13 | 10 |
| Other accrued expenses | 951 | 749 |
| Total | 2,896 | 2,946 |

8. Other disclosures

8.1 Related-party disclosures

Transactions with related parties carried out at arm's length terms.

The following are defined as related parties:

- All companies within the Heimstaden Group and Fredensborg Group
- Board Members and Group management
- Close family members of Board Members or Group management
- Companies controlled by Board Members or Group management
- Shareholders in control of more than 10% of the shares or votes in the Group
- Associated companies and joint ventures

Summary of transactions with related parties

In 2023, Heimstaden acquired administrative services from Heimstaden Bostad AB and its subsidiaries for SEK 860 million (1,716). The reduction in acquired administrative services from 2022 is due to the sell-down of the Country Management organisation from Heimstaden AB to Heimstaden Bostad on July 1, 2022.

In 2023, Heimstaden AB acquired properties from Group companies for SEK 0 million (157).

Heimstaden AB's subsidiary, Heimstaden Bostad AB received an investment guarantee from Fredensborg AS in 2018, recognised in non-current other financial assets. The investment guarantee decreased with SEK 22 million to SEK 695 million during 2023 (717), see [Note 4.1](#) for more information.

In 2023, Ivar Tollefsen and his family received SEK 11 million (12) in total fees for ground rent.

Divestment of business unit - Iceland

In October, Heimstaden successfully divested the Icelandic portfolio to Fredensborg AS, realising an annualised return on investment of appr. 18% post-acquisition. The purchase price upon closing amounts to SEK 1,492 million, in addition a deferred purchase price in the range SEK 500–600 million will be paid when Fredensborg AS has completed the exit strategy of Heimstaden ehf. as initiated by Heimstaden AB. The deferred amount is based on sale to a third party. If the transaction with the third party (described above) is not completed, the purchase price mechanism includes a performance based earn out mechanism based on the result of privatisation of Heimstaden ehf. executed by Fredensborg AS. If the strategy isn't completed within 36 months after closing and the deferred purchase price remains unsettled, Heimstaden AB can under specific conditions, request a transaction reversal.

Heimstaden has recognised a total loss of SEK 256 million in Divestment of business unit in the Statement of Comprehensive Income. Total loss have been offset by a gain of SEK 363 million in currency translation difference recycled from other comprehensive income and a tax gain of SEK 327 million at group level.

The results of the Icelandic operations for the year are presented in table below (note that comparable figures are not restated in the Statement of Comprehensive Income and 2023 figures are until derecognition).

Comprehensive income statement

| SEK million | 2023 | 2022 |
|---|------------|--------------|
| Rental income | 249 | 298 |
| Service charges paid by tenants | – | – |
| Property expenses | -82 | -102 |
| Net operating income | 167 | 196 |
| Corporate administrative expenses, unallocated | – | – |
| Other income and expenses, unallocated | – | – |
| Realised gains/losses from divestment of properties | – | – |
| Profit before unrealised fair value adjustment | 167 | 196 |
| Fair value adjustment of investment properties | 239 | 835 |
| Value adjustment of inventory properties | – | – |
| Operating profit/loss | 406 | 1,031 |
| Financial Income and Expenses | -246 | -258 |
| Profit before tax | 160 | 773 |
| Current tax expense | -11 | – |
| Deferred tax expense | -21 | -151 |
| Profit/loss for the period | 128 | 622 |

The net cash flows incurred by Iceland are, as follows:

| SEK million | 2023 | 2022 |
|-------------|------|------|
| Operating | 249 | -157 |
| Investing | -410 | 47 |
| Financing | 324 | 113 |

Transactions with key individuals in leading positions

The Company's Chairman of the Board and companies he owns control 95.9% (98.4) of the votes in Heimstaden AB. The former CEO holds shares in the subsidiary Heimstaden Bostad AB, and accordingly received dividends in 2023 and 2022 and participated in the new share issue in 2022. Board member Stefan Attefall received compensation for consulting fees of SEK 0,2 million (1) during the year.

Transactions with investments in associated companies and joint ventures

| SEK million | 2023 | 2022 |
|---|------|------|
| Interest revenue from investments in associated companies and joint ventures | 53 | 39 |
| Loans to associated companies and joint ventures | -110 | 174 |
| Acquisition of joint venture to subsidiary | -489 | - |
| Capital contributions to investments in associated companies and joint ventures | 21 | 86 |

In addition to the related parties presented above see also [Note 3.4](#), Associated companies and joint ventures and [Note 2.6](#), Employee benefit expenses and senior management compensation

8.2 Pledged assets

| SEK million | 31 December 2023 | 31 December 2022 |
|--|------------------|------------------|
| Mortgages ¹ | 156,687 | 104,174 |
| Pledged shares in subsidiaries, associated companies and joint ventures ¹ | 12,336 | 67,946 |
| Total | 169,023 | 172,120 |

¹ The collateral has been pledged with regard to interest-bearing loans from credit institutions

8.3 Contingencies and commitments

Investment obligations

The Group has entered into contracts with sellers of investment property under construction placed in a corporate wrapper. The Group will acquire 100% of the outstanding shares in the corporate wrapper at a future date. The contract is either for a fixed price (forward purchase) or at a variable price (forward funding) based on the equity in the corporate wrapper, where the investment property is measured at fair value. The arrangements are recognised as financial instruments under IFRS 9 at fair value through Statement of Comprehensive Income. For more information see [Note 6.1](#).

As of 31 December 2023, the Group had total investment obligations of SEK 1,595 million (5,492). The forward funding contracts with third parties is committed to future capital expenditure in respect of investment properties under construction of SEK 2,290 million (4,005).

During the year, the Group reached agreements with developers on four turn-key projects whereby the developers have bought themselves out of their turnkey obligations via payment to the Group. As a result of the agreement, the Group also reduces future commitments by SEK 1,627 million. The income and acquisition cost from these agreements are recognised in other operating income and other operating expenses, respectively.

2023

| SEK million | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 | Total |
|------------------|--------------|------------|-----------|-----------|----------|----------|----------|--------------|
| Forward funding | 1,731 | 499 | 39 | 21 | - | - | - | 2,290 |
| Own Development | 85 | - | - | - | - | - | - | 85 |
| Forward Purchase | 1,592 | 3 | - | - | - | - | - | 1,595 |
| Total | 3,408 | 502 | 39 | 21 | - | - | - | 3,970 |

2022

| SEK million | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | Total |
|------------------|--------------|--------------|--------------|------------|----------|----------|----------|--------------|
| Forward funding | 923 | 1,629 | 615 | 282 | - | - | - | 3,450 |
| Own Development | 25 | 202 | - | - | - | - | - | 226 |
| Forward Purchase | 3,179 | 1,862 | 451 | - | - | - | - | 5,492 |
| Total | 4,127 | 3,693 | 1,066 | 282 | - | - | - | 9,168 |

Disputes

As of the balance sheet date and to the best of our knowledge, Heimstaden is not a part in any ongoing legal processes or administrative proceedings which have had or may have a material impact to its financial statements.

8.4 Events after the reporting period

The Board has decided to defer the SEK hybrid bond coupons.

The outstanding amounts of a EUR senior unsecured bond ISIN XS2430702873, SEK senior unsecured bonds ISIN XS2420346517 and SE0014991345 were redeemed, a total of EUR 507 million, SEK 100 million and SEK 295 million, respectively.

The financial statements form part of the Annual Report and were approved by the Board of Directors and the CEO on 26 February 2024.

Parent Company Financial Statements and Notes

Parent Company Income Statement

| SEK million | Note | YTD 2023 | YTD 2022 |
|--|-------------------------------|-------------|--------------|
| Management service revenues | | 190 | 581 |
| Administrative expenses | 2.1, 2.2, 7.2 | -183 | -421 |
| Operating profit/loss | | 7 | 161 |
| Dividends from shares in subsidiaries | 2.3 | 250 | 182 |
| Profit from divestment of shares in subsidiaries | 2.4 | 313 | 2,603 |
| Interest income | 2.5 | 155 | 14 |
| Interest expenses | 2.5 | -695 | -824 |
| Net currency translation gains/losses | 2.5 | -32 | -699 |
| Other financial items | 2.5 | -6 | -13 |
| Profit/loss after financial items | | -9 | 1,423 |
| Appropriations | | 155 | 109 |
| Profit/loss before tax | | 145 | 1,532 |
| Income tax expense | 2.6 | - | - |
| Deferred tax income/expense | 2.6 | -24 | 306 |
| Profit for the period | | 122 | 1,837 |

Parent Company Statement of Comprehensive Income

| SEK million | Note | YTD 2023 | YTD 2022 |
|--|------|-------------|--------------|
| Profit/loss for the year according to the Income Statement | | 122 | 1,837 |
| Other Comprehensive Income | | - | - |
| Total Comprehensive Income | | 122 | 1,837 |

Parent Company Statement of Financial Position

| SEK million | Note | 31 December 2023 | 31 December 2022 |
|---------------------------------|--------------------------|------------------|------------------|
| ASSETS | | | |
| Shares in subsidiaries | 7.4 | 28,143 | 20,233 |
| Receivables, subsidiaries | 3.1, 7.2 | 701 | 186 |
| Deferred tax assets | 3.2 | 282 | 306 |
| Total non-current assets | | 29,126 | 20,725 |
| Receivables, subsidiaries | 3.3, 7.2 | 676 | 14,394 |
| Other financial assets | | 15 | 13 |
| Cash and cash equivalents | 3.4 | 1,058 | 1,862 |
| Total current assets | | 1,750 | 16,269 |
| TOTAL ASSETS | | 30,875 | 36,994 |

| SEK million | Note | 31 December 2023 | 31 December 2022 |
|--------------------------------------|--------------------------|------------------|------------------|
| EQUITY AND LIABILITIES | | | |
| Share capital | 4.1 | 95 | 95 |
| Restricted equity | | 95 | 95 |
| Share premium reserve | 4.1 | 1,802 | 1,802 |
| Hybrid bonds | 4.1 | 7,374 | 7,374 |
| Retained earnings | 4.1 | 11,203 | 13,326 |
| Unrestricted equity | | 20,379 | 22,502 |
| Total equity | | 20,475 | 22,597 |
| Interest-bearing liabilities | 5.1 | 9,874 | 11,172 |
| Liabilities, subsidiaries | 6.1, 7.2 | 15 | 181 |
| Total non-current liabilities | | 9,889 | 11,353 |
| Interest-bearing liabilities | 5.1 | 295 | 2,869 |
| Trade and other payables | | 17 | 22 |
| Accrued expenses and prepaid income | 6.2 | 149 | 153 |
| Accrued expenses, group companies | | 50 | - |
| Total current liabilities | | 511 | 3,044 |
| TOTAL EQUITY AND LIABILITIES | | 30,875 | 36,994 |

Parent Company Statement of Changes in Equity

| SEK million | Share capital | Share premium reserve | Hybrid bonds | Retained earnings | Total equity |
|---|---------------|-----------------------|--------------|-------------------|---------------|
| Opening balance, 1 January 2022 | 95 | 1,802 | 7,374 | 11,934 | 21,206 |
| Profit/loss for the period | – | – | 329 | 1,508 | 1,837 |
| Total profit/loss | – | – | 329 | 1,508 | 1,837 |
| Dividends | – | – | -329 | -117 | -446 |
| Total transactions with the Company's shareholders | – | – | -329 | -117 | -446 |
| Equity, 31 December 2022 | 95 | 1,802 | 7,374 | 13,326 | 22,597 |
| | | | | | |
| Opening balance, 1 January 2023 | 95 | 1,802 | 7,374 | 13,326 | 22,597 |
| Profit/loss for the period | – | – | 627 | -505 | 122 |
| Total profit/loss | – | – | 627 | -505 | 122 |
| Dividends | – | – | -627 | -1,617 | -2,245 |
| Total transactions with the Company's shareholders | – | – | -627 | -1,617 | -2,245 |
| Equity, 31 December 2023 | 95 | 1,802 | 7,374 | 11,203 | 20,475 |

Parent Company Statement of Cash Flows

| SEK million | Note | 2023 | 2022 |
|--|---------------------|-------------|-------------|
| Cash flows from operating activities | | | |
| Profit before income tax | | 146 | 1,532 |
| <i>Adjustments to reconcile profit before tax to net cash flows:</i> | | | |
| Finance expenses – net | | 540 | 824 |
| Other adjustments | 7.3 | -531 | -1,904 |
| <i>Working capital changes</i> | | | |
| Increase/decrease(+) in short-term receivables | | 156 | 182 |
| Increase/decrease(–) in trade and other payables | | 207 | -42 |
| Cash generated from operations | | 206 | 590 |
| Interest paid | | -705 | -821 |
| Interest received | | 155 | 10 |
| Net cash generated from operating activities | | -344 | -221 |

| SEK million | Note | 2023 | 2022 |
|---|---------------------|---------------|---------------|
| Cash flows from investing activities | | | |
| Proceeds from divestment of shares in subsidiaries | | 1,516 | 2,603 |
| Other cash flows from investing activities | | – | 120 |
| Net cash used in investing activities | | | |
| | | 1,516 | 2,723 |
| Cash flows from financing activities | | | |
| Proceeds from interest-bearing liabilities | 5.1 | 1,054 | 500 |
| Repayment of interest-bearing liabilities | 5.1 | -4,898 | -2,497 |
| Buyback of bonds | 5.1 | – | -580 |
| Dividends to parent company | | -1,500 | – |
| Dividends from preference shares | | -117 | -117 |
| Proceeds from share issuances | | – | – |
| Proceeds to subsidiaries | 4.1 | 4,101 | 1,920 |
| Proceeds from issuance of hybrid bonds | | – | – |
| Repayments on hybrid bonds | 4.1 | -627 | -329 |
| Transaction costs on issue of shares and hybrid bonds | | – | – |
| Net cash used in financing activities | | -1,988 | -1,103 |
| Cash and cash equivalents at the beginning of the period | | 1,863 | 483 |
| Net change in cash and cash equivalents | | -816 | 1,399 |
| Change rate adjustments of cash and cash equivalents | | 11 | -20 |
| Cash and cash equivalents at the end of the period | | 1,058 | 1,863 |

Notes to the Parent Company Financial Statements

1. Accounting policies

1.1 Accounting Policies

The Parent Company applies the same accounting policies as the Group (see [Note 1.2](#), Significant accounting policies), with the following differences:

Investments in subsidiaries

Investments in subsidiaries are recognised at historical cost less deductions for any impairments. Acquisition-related costs and any contingent consideration are capitalised if there are indications that participations in Group companies have decreased in value. The recoverable amount is calculated and if this is lower than the carrying amount, the investment is impaired. Impairment is recognised under the item 'Impairment of investments in subsidiaries'.

Financial instruments

The guidance for financial instruments under IFRS 9 is not applied by the Parent Company. The Parent Company applies the lower of cost or market method in accordance with the Swedish Annual Accounts Act. Accordingly, financial non-current assets are valued at cost and financial current assets at the lower of cost or mar-

ket. The Parent Company applies the expected credit loss method under IFRS 9 for assets that are debt instruments. For other financial assets, impairment is based on market value.

The Parent Company applies the exemption not to value financial guarantee agreements benefitting subsidiaries, associated companies, and joint ventures in accordance with IFRS 9, applying instead the valuation policies under IAS 37 Provisions, Contingent Liabilities and Contingent Assets.

Impairment of financial assets

The Parent Company applies the same impairment method as the Group for expected credit losses. The Parent Company considers the subsidiaries to have similar risk profiles and assessments are performed on a collective basis for similar transactions. At the Balance Sheet date, no material increase in credit risk has been deemed to prevail for any intra-Group receivables. The Parent Company's receivables from its subsidiaries are subordinated external lenders' claims. The Parent Company's expected loss in the

event of default takes into account the average of the subsidiaries' loan-to-value ratios and their expected market value in the event of a forced sale. Based on the Parent Company's assessments, it is estimated that expected loan losses will not be significant and no provision has been reported.

Group contributions and shareholder contributions

Group contributions are deductible, unlike shareholder contributions. Group contributions paid and received are reported in the Comprehensive Income Statement. Shareholder contributions are reported as an increase of participations in Group companies and tested for impairment.

Credit risk

The Parent Company's maximum credit risk is the net amount of the financial assets. The Parent Company does not have any collateral for its net financial assets.

Based on our assessment there has been no significant increase in credit risk of the Parent Company's financial assets.

Leases as a lessee

When the Parent Company is the lessee, lease payments are expensed on a straight-line basis over the term of the lease. The cost of leases attributable to leaseholds and the cost for other leases are recognised in operating profit. The right-of-use asset and the lease liability are therefore not recognised in the Balance Sheet.

Presentation

For the Parent Company, the Income Statement and Other Comprehensive Income are presented in two reports. For the Parent Company, the Statement of Comprehensive Income and Balance Sheet are prepared in accordance with the Annual Accounts Act's schedule while the Statement of Changes in Equity and the Cash Flow Statement are based on IAS 1, Presentation of Financial Statements, and IAS 7 Statement of Cash Flows.

2. Income and expenses

2.1 Audit fee

The audit assignment refers to the audit of the financial statements. Other assurance services provided by the auditors include services related to review procedures on interim reports and other attestation services. The fees are summarised in the table below:

EY

| SEK million | 2023 | 2022 |
|--------------------------|----------|----------|
| Audit assignment | 1 | 1 |
| Other assurance services | – | 1 |
| Total | 1 | 2 |

2.2 Personnel and senior management

Accounting policies

Employee benefits in the form of salaries, paid vacation, paid absence due to illness, etc. are recognised as employees perform services in exchange for compensation. Pensions and other post-employment benefits may be classified as defined contribution plans or defined benefit plans. All Heimstaden's pension obligations consist of defined contribution plans, which are met through ongoing payments to the independent authorities or organisations that administer the plans. Obligations regarding defined contribution plans expensed in Statement of Comprehensive Income as they are incurred.

| | 2023 | | | 2022 | | |
|-----------------------------|-------|-----|-------|-------|-----|-------|
| | Women | Men | Total | Women | Men | Total |
| Average number of employees | 22 | 26 | 48 | 36 | 36 | 72 |

Remunerations

Between the company and the CEO, a mutual notice period of six months applies. In the event of termination by the company, severance pay corresponding to 12 months salary is to be paid. Between the company and Board Members, no mutual notice period is applicable. The CEO and Board Members were paid variable remuneration of SEK 0 million (0). For senior executives and other employees, the customary pension commitments within the framework of general pension plans apply with the exception of former CEO. Who in addition to the customary pension, the company has taken out pension insurance for the former CEO with annual premiums corresponding to 10% of gross salary.

Salaries, remuneration, social security and pension costs have been paid

2023

| Position | CEO | Deputy CEO | Other senior management | Other employees | Total |
|-----------------------|-----------------|---------------------|-------------------------|-----------------|-----------|
| Name | Helge Krogsgbøl | Christian Fladeland | | | |
| SEK million | | | | | |
| Base salary | – | – | 4 | 48 | 52 |
| Benefits | – | – | – | 2 | 2 |
| Social security costs | – | – | 1 | 20 | 21 |
| Pension costs | – | – | 1 | 7 | 8 |
| Variable remuneration | – | – | 0 | 12 | 12 |
| Total | – | – | 6 | 89 | 96 |
| Women in % | – | – | 100 | 46 | 46 |

2022

| Position | CEO | Other senior management | Other employees | Total |
|-----------------------|-------------|-------------------------|-----------------|------------|
| Name | Patrik Hall | | | |
| SEK million | | | | |
| Base salary | 3 | 5 | 76 | 84 |
| Benefits | 0 | 2 | 0 | 2 |
| Social security costs | 7 | 2 | 25 | 34 |
| Pension costs | 1 | 1 | 8 | 10 |
| Variable remuneration | 19 | 1 | 0 | 20 |
| Total | 30 | 11 | 109 | 150 |
| Women in % | – | 75 | 50 | 50 |

2.3 Profit from investments in Group companies

| SEK million | 2023 | 2022 |
|--------------|------------|------------|
| Dividends | 250 | 182 |
| Total | 250 | 182 |

2.4 Profit from divestment of shares in subsidiaries

| SEK million | 2023 | 2022 |
|--|------------|--------------|
| Profit from divestment of shares in subsidiaries | 313 | 2,603 |
| Total | 313 | 2,603 |

2.5 Financial income and expenses

| SEK million | 2023 | 2022 |
|---|-------------|---------------|
| Assets and liabilities measured at amortised cost: | | |
| Interest income, subsidiaries | 102 | 4 |
| Interest income, other financial assets | 53 | 10 |
| Total interest income in accordance with the effective interest method | 155 | 14 |
| Interest expenses, loans | -695 | -824 |
| Total interest costs in accordance with the effective interest method | -695 | -824 |
| Other financial items, net | | |
| Foreign currency, financial items | -32 | -699 |
| Other financial expenses | -6 | -13 |
| Total other financial items | -38 | -712 |
| Net financial items | -578 | -1,522 |

2.6 Income tax expense

| SEK million | 2023 | 2022 |
|--|------------|------------|
| Current tax expense | - | - |
| Deferred tax | -24 | 306 |
| Total income tax expense reported in Comprehensive Income Statement | -24 | 306 |
| Reported profit before tax | 145 | 1,532 |
| Tax according to current rate | -30 | -316 |
| Tax effect of: | | |
| Non-taxable income | -66 | 539 |
| Non-deductible interest, net | 226 | -231 |
| Transferred negative interest, net | 7 | - |
| Tax effects hybrid bonds | -129 | 123 |
| Tax attributable to previous years | - | - |
| Deferred tax capitalized on prior years losses carried forward | 20 | 157 |
| Dividend | -51 | 37 |
| Total from Comprehensive Income Statement | -24 | 306 |

3. Assets

3.1 Receivables, subsidiaries

| SEK million | 31 December 2023 | 31 December 2022 |
|------------------------|------------------|------------------|
| Opening balance | 186 | 199 |
| Change for the year | 515 | -13 |
| Closing balance | 701 | 186 |

Loans are subject to market terms and are without collateral.

3.2 Deferred tax assets

| SEK million | 31 December 2023 | 31 December 2022 |
|------------------------|------------------|------------------|
| Opening balance | 306 | - |
| Change for the year | -24 | 306 |
| Closing balance | 282 | 306 |

Capitalised tax loss carryforward relates to tax loss of SEK 1,367 million (1,483).

3.3 Receivables, subsidiaries

| SEK million | 31 December 2023 | 31 December 2022 |
|------------------------|------------------|------------------|
| Opening balance | 14,394 | 16,267 |
| Change for the year | -13,718 | -1,873 |
| Closing balance | 676 | 14,394 |

Receivables from Group companies are attributable to transactions between the Parent Company and the subsidiaries. Intra-group loans are subject to market terms and are without collateral.

3.4 Cash and cash equivalents

Cash and cash equivalents primarily comprises traditional cash and short-term, easily convertible investments that can quickly be transformed into known amounts of cash. The change in cash and cash equivalents is shown in the Consolidated Statement of Cash Flows. There are unused credit facilities of 1 million SEK (1) that are not included in the cash and cash equivalents.

4. Equity

4.1 Equity

| Event | Total number of shares | Change in share capital | Total share capital | Quota value |
|-------------------------------------|------------------------|-------------------------|---------------------|-------------|
| Opening balance at 1 January 2022 | 190,633,750 | | 95,316,875 | 0,5 |
| Closing balance at 31 December 2022 | 190,633,750 | | 95,316,875 | 0,5 |
| Opening balance at 1 January 2023 | 190,633,750 | | 95,316,875 | 0,5 |
| Closing balance at 31 December 2023 | 190,633,750 | | 95,316,875 | 0,5 |

At 31 December 2023, there were 132,040,000 (132,040,000) ordinary shares, 58,593,750 (58,593,750) preference shares, with a quota value of SEK 0.5 (0.5) per share. Each preference share holds one vote each, while each ordinary share has ten votes. For information regarding hybrid bonds, see Group [Note 5](#).

Proposed appropriation of accumulated profit, SEK

| | | | |
|--------------------------|-----------------------|--------------------------|-----------------------|
| Share premium reserve | 1,802,303,323 | Dividend to shareholders | - |
| Hybrid bonds | 7,374,342,777 | Share premium reserve | 1,802,303,323 |
| Retained earnings | 11,080,832,400 | Hybrid bonds | 7,374,342,777 |
| Profit/loss for the year | 121,921,698 | Retained earnings | 11,202,754,098 |
| Total | 20,379,400,198 | Total | 20,379,400,198 |

It is proposed that the funds at the disposal of the Annual General Meeting of SEK 20,379,400,198 is to be carried forward. No dividend shall be paid to any of the Share Classes. Dividend to the holders of preference shares is to be distributed in accordance with the Company's Articles of Association. Preference shares are entitled to an annual dividend of SEK 2.00 per preference share. If no dividend is proposed, the annual preferred dividend of the preference shares will be carried forward and have priority over future dividends to preference shares and common shares.

5. Capital structure and financial items

5.1 Interest-bearing liabilities

| SEK million | 31 December 2023 | 31 December 2022 | | |
|---|------------------|-------------------------------------|---------------|-------------------------------------|
| Loan maturity, year | | | | |
| Within 1 year of the Balance Sheet date | 302 | 2,869 | | |
| Within 1–2 years of the Balance Sheet date | 1,628 | 1,200 | | |
| Within 2–3 years of the Balance Sheet date | 3,853 | 1,700 | | |
| Within 3–4 years of the Balance Sheet date | 4,452 | 3,906 | | |
| Within 4–5 years of the Balance Sheet date | – | 4,464 | | |
| Later than 5 years from the Balance Sheet date | – | – | | |
| Total | 10,235 | 14,138 | | |
| Deferred charges | -66 | -97 | | |
| Total | 10,169 | 14,041 | | |
| Maturity of interest-bearing liabilities | | | | |
| | 2023 | 2022 | | |
| SEK million | Loan amount | Average interest, % incl. margin | Loan amount | Average interest, % incl. margin |
| Interest maturity, year | | | | |
| Within 1 year of the Balance Sheet date | 1,930 | 7.9 | 2,869 | 6.4 |
| Within 1–2 years of the Balance Sheet date | – | – | 1,200 | 6.0 |
| Within 2–3 years of the Balance Sheet date | 3,852 | 4.3 | 1,700 | 7.2 |
| Within 3–4 years of the Balance Sheet date | 4,454 | 4.4 | 3,906 | 4.3 |
| Within 4–5 years of the Balance Sheet date | – | – | 4,464 | 4.2 |
| Later than 5 years from the Balance Sheet date | – | – | – | – |
| Total | 10,235 | 5.0 | 14,138 | 5.2 |
| Deferred charges | -66 | -97 | | |
| Total | 10,169 | | 14,041 | |

Reconciliation of liabilities attributable to financing activities

| SEK million | Corporate bonds | Mortgages/bank loans | Deferred charges | Total |
|---|-----------------|----------------------|------------------|---------------|
| Opening balance, 1 January 2022 | 15,663 | 197 | -28 | 15,830 |
| Loan repayments | -2,497 | -2 | – | -2,498 |
| New borrowings/assumed debt in connection with acquisitions | 500 | – | – | 500 |
| Currency exchange effect on loans | 682 | – | – | 682 |
| Other changes | -580 | – | 105 | -475 |
| Closing balance, 31 December 2022 | 13,768 | 196 | 77 | 14,041 |
| Opening balance, 1 January 2023 | 13,768 | 196 | 77 | 14,041 |
| Loan repayments | -2,330 | -1,699 | – | -4,029 |
| New borrowings/assumed debt in connection with acquisitions | – | 142 | – | 142 |
| Currency exchange effect on loans | -16 | – | – | -16 |
| Other changes | -1,503 | 1,503 | 31 | 31 |
| Closing balance, 31 December 2023 | 9,919 | 142 | 108 | 10,169 |

6. Other liabilities

6.1 Non-current liabilities, subsidiaries

| SEK million | 31 December 2023 | 31 December 2022 |
|------------------------|------------------|------------------|
| Opening balance | 181 | 175 |
| Change for the year | -166 | 6 |
| Closing balance | 15 | 181 |

6.2 Accrued expenses and prepaid income

| SEK million | 31 December 2023 | 31 December 2022 |
|---------------------------|------------------|------------------|
| Accrued intra-group costs | - | 4 |
| Personnel expenses | 20 | 11 |
| Accrued interest expenses | 126 | 137 |
| Other accrued expenses | 3 | 1 |
| Total | 149 | 153 |

7. Other disclosures

7.1 Contingencies and commitments

| SEK million | 31 December 2023 | 31 December 2022 |
|---|------------------|------------------|
| Issued financial guarantees for the benefit of subsidiaries | 278 | 1,323 |
| Total | 137 | 1,323 |
| There are no pledged assets as of 31 December 2023 (0). | | |

7.2 Related-party disclosures

Transactions with subsidiaries

Heimstaden AB has sold management services to Heimstaden Bostad AB of SEK 43 million in 2023 (589).

For more information, see Group [Note 8.1](#).

| SEK million | 2023 | 2022 |
|---|---------------|---------------|
| Sales to subsidiaries | 199 | 488 |
| Purchases from subsidiaries | 49 | 135 |
| Interest income from subsidiaries | 119 | 4 |
| Receivables from subsidiaries | 676 | 14,394 |
| Liabilities to subsidiaries | 15 | 181 |
| Dividends to subsidiaries | 250 | – |
| Capital contributions to subsidiaries | 9,645 | 139 |
| Issued financial guarantees for the benefit of subsidiaries | 278 | 338 |
| Total | 11,090 | 15,679 |

Executive management

For information of remuneration to the Board of Directors and the CEO, see [Note 2.2](#).

7.3 Other adjustments in Cash Flow Statement

| SEK million | 2023 | 2022 |
|--------------------------|-------------|---------------|
| Result sales | -313 | -2,603 |
| Dividends | -250 | – |
| Exchange rate difference | 32 | 699 |
| Total | -531 | -1,904 |

7.4 Group companies

| Shareholdings in subsidiaries | | | | | | SEK million | 31 December 2023 | 31 December 2022 |
|--|-------------|-------------------|------------------|---------------------------|---|---------------|------------------|------------------|
| Company | Corp.ID.nr | Registered office | Number of shares | Share in % ^{1,2} | Recognised value in Parent Company, SEK million | 2023 | 2022 | |
| Heimstaden Exploatering AB | 556485-9014 | Malmö | 1,000 | 100 | 2 | 2 | | |
| Heimstaden i Skåne AB | 556694-5753 | Malmö | 1,000 | 100 | 0 | 0 | | |
| Heimstaden Fastighets AB | 556564-7913 | Malmö | 100,000 | 100 | - | 10 | | |
| Heimstaden Bostadsfinansiering AB | 556618-3256 | Malmö | 20,000 | 100 | - | 3 | | |
| Heimstaden Bostadsproduktion AB | 559022-9877 | Malmö | 1,000 | 100 | - | 0 | | |
| Heimstaden Investment AB | 556788-1205 | Malmö | 1,000 | 100 | 28,023 | 18,397 | | |
| Heimstaden i Göteborg AB | 556514-2584 | Malmö | 1,000 | 100 | 0 | 0 | | |
| Heimstaden Fastigheter AB | 559063-8580 | Malmö | 500 | 100 | 8 | 0 | | |
| Heimstaden Tyskland AB | 559092-3420 | Malmö | 500 | 100 | 1 | 1 | | |
| Heimstaden Services AB | 559382-7917 | Malmö | 25,000 | 100 | - | 0 | | |
| Heimstaden Group Manager AB | 559382-7925 | Malmö | 25,000 | 100 | 6 | 0 | | |
| Heimstaden Opportunities AB | 559386-6931 | Malmö | 25,000 | 100 | - | 0 | | |
| Heimstaden Investment II AB | 559386-6949 | Malmö | 25,000 | 100 | 0 | 0 | | |
| Heimstaden Danmark Ejendomme A/S | 35852093 | Copenhagen | 500,000 | 100 | 0 | 0 | | |
| Heimstaden Danmark A/S | 35524525 | Copenhagen | 500,000 | 100 | 0 | 0 | | |
| Heimstaden Group Denmark A/S | 41639768 | Copenhagen | 500,000 | 100 | 0 | 0 | | |
| Heimstaden Development Properties II Aps | 43548379 | Copenhagen | 40,000 | 100 | 102 | 99 | | |
| Heimstaden Norway AS | 934631005 | Oslo | 106,505 | 100 | 0 | 0 | | |
| Heimstaden Invest AS | 819499632 | Oslo | 1,000 | 100 | - | 0 | | |
| Heimstaden Group Norway AS | 926432176 | Oslo | 1,000,000 | 100 | 0 | 0 | | |
| Heimstaden Nederland B.V. | 60625449 | Amsterdam | 100 | 100 | 0 | 0 | | |
| Heimstaden GmbH | HRB211632 | Berlin | 25,000 | 100 | 0 | 0 | | |
| Heimstaden Investment CEE s.r.o | 8824410 | Prag | 1 | 100 | 0 | 0 | | |
| Heimstaden Poland sp. z o.o. | 0000875410 | Warsaw | 10,000 | 100 | 0 | 0 | | |
| Heimstaden Group Poland sp. z o.o. | 0000875786 | Warsaw | 10,000 | 100 | 0 | 0 | | |
| Heimstaden ehf. | 440315-1190 | Hlíðasmári | 11,251,397,746 | 100 | 0 | 1,722 | | |
| Heimstaden Group Finland Oy | 3218660-4 | Helsingfors | 25,000 | 100 | 0 | 0 | | |
| Heimstaden U.K. Ltd | 13214989 | London | 50 | 100 | 0 | 0 | | |
| Heimstaden Group U.K. Ltd | 13215293 | London | 150 | 100 | 0 | 0 | | |
| Total | | | | | 28,142 | 20,233 | | |

¹ The share of capital corresponds to the share of votes.

² Except for the Group companies acquired in 2023 the share of capital in 2023 corresponds to the share of capital in 2022.

Proposed Appropriation of Accumulated Profit

According to the Parent Company's Statement on Financial Position, the following earnings are at the disposal of the Annual General Meeting:

| SEK | |
|----------------------------|-----------------------|
| Share premium reserve | 1,802,303,323 |
| Hybrid bonds | 7,374,342,777 |
| Retained earnings | 11,080,832,400 |
| Profit (loss) for the year | 121,921,698 |
| Total | 20,379,400,198 |

Proposed no Preference Share dividends and decided on the deferral of the SEK hybrid bond coupons:

| SEK | |
|---------------------------|-----------------------|
| Dividends to shareholders | - |
| Share premium reserve | 1,802,303,323 |
| Hybrid bonds | 7,374,342,777 |
| Retained earnings | 11,202,754,098 |
| Total | 20,379,400,198 |

Proposal on dividends

It is proposed that the funds at the disposal of the Annual General Meeting of SEK 20,379,400,198 is to be carried forward. No dividend shall be paid to any of the Share Classes. Dividend to the holders of preference shares is to be distributed in accordance with the Company's Articles of Association. Preference shares are entitled to an annual dividend of SEK 2.00 per preference share. If no dividend is proposed, the annual preferred dividend of the preference shares will be carried forward and have priority over future dividends to preference shares and common shares.

Signatures

The undersigned provide their assurance that the Consolidated Financial Statements have been prepared in accordance with the International Accounting Standards (IFRS), as adopted by the EU, as well as the Swedish Financial Reporting Board's recommendation RFR 1, and that the Annual Report has been prepared in accordance with the Annual Accounts Act and the recommendation RFR2 of the Swedish Financial Reporting Board. The Consolidated and Annual Financial Statements have been prepared in accordance with good accounting practices, and provide a fair view of the Group's and the Parent Company's financial position and profit, and that the Administration Report provides a fair overview of the development of the operations, position, and results of the Group and the Company, as well as describing significant risks and uncertainty factors facing the companies within the Group.

Malmö, 26 February 2024

Helge Krogsbøl
CEO

Ivar Tollefsen
Chairman

John Giverholt
Board Member

Fredrik Reinfeldt
Board Member

Our Audit Report was submitted on 26 February 2024
Ernst & Young AB

Jonas Svensson
Authorised Public Accountant

Auditor's Report

To the general meeting of the shareholders of Heimstaden AB (publ), corporate identity number 556670-0455

Report on the annual accounts and consolidated accounts

Opinions

We have audited the annual accounts and consolidated accounts of Heimstaden AB (publ) except for the corporate governance statement on [pages 28–37](#) and the statutory sustainability report on [pages 119–190](#) for the year 2023. The annual accounts and consolidated accounts of the company are included on [pages 1–2, 5, 16–18, 38–95](#) in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the parent company as of 31st of December 2023 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31st of December 2023 and their financial performance and cash flow for the year then ended in accordance with International Financial Reporting Standards (IFRS Accounting Standards), as adopted by the EU, and the Annual Accounts Act. Our opinions do not cover the corporate governance statement on [pages 28–37](#) and the statutory sustainability report on [pages 119–190](#). The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the

Key Audit Matters

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the Auditor's responsibilities for the audit of the financial statements section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial statements.

consolidated comprehensive income statement and the consolidated balance sheet for the group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Property Valuations

Description

The fair value of the Group's investment properties reported in the Statement of Financial Position at 31 December 2023 amount to SEK 320,607 million. The valuations are made through a combination of local price analyses and market simulations of future cash flows. The properties were valued externally at year-end. The properties' direct return requirements are assessed on the basis of each property's unique risk and transactions made in the market for objects of a similar nature.

In view of the many assumptions and assessments made in connection with the valuation of investment properties, we believe that this area is to be considered of particular importance in our audit. A description of the valuation of the property holdings is shown in the Annual Report under [Note 3.1 Investment Properties](#).

How our audit addressed this key audit matter

In our audit of the fair value of the Group's investment properties, we have among other things:

- Evaluated and examined the property valuation process.
- Evaluated the valuation method.
- With the support of our internal property valuation specialists, we have examined a sample of the external property valuations and assessed the reasonableness of assumptions made, such as direct return requirements, vacancy rates, rental income and operating costs.
- For a selection of investment properties, we have examined inputs on revenue and operating expenses and calculations in the external valuations at the property level.
- We have evaluated the external valuers' competence and objectivity.
- We have reviewed supplementary disclosures made in the Annual Report.

Goodwill

Description

At 31 December 2023 the Group's consolidated statements of financial position includes goodwill amounting to SEK 15,711 million.

The Group has assessed goodwill for impairment at 31 December 2023. Assessment of the impairment of the Group's goodwill incorporate significant judgments and estimates, specifically concerning factors such as forecast cashflows, discounts rates and terminal growth rates. Minor changes in certain assumptions can lead to significant changes in the recoverable amount of these assets.

Accordingly, based on the significant judgements and estimates involved in the impairment testing of goodwill we considered this to be a key audit matter in our audit.

Break-down of Goodwill and impairment test is found in [note 3.2 Goodwill and Intangible assets](#) in the Annual Report.

How our audit addressed this key audit matter

Our audit procedures included among others the following:

- Assessed the cash flow forecasts, assumptions and estimates used by the Group, by considering the reliability of the Group's cash flow forecasts based of our knowledge of the business.
- With support from our valuation specialists assessed applied methodology for impairment and evaluated the key assumptions applied in the impairment models. These include in particular the discount rates and growth rates.
- Tested the mathematical accuracy of the impairment testing models and relevant inputs.
- Performed sensitivity analysis on key assumptions.
- We have reviewed supplementary disclosures made in the Annual Report.

Other Information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on [pages 3–4, 8–15, 19–27](#) and [99–118](#). The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director
 The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting Standards as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, The Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intends to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts and consolidated accounts, whether due to fraud or error,

design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of the company's internal control relevant to our audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors and the Managing Director.
- Conclude on the appropriateness of the Board of Directors' and the Managing Director's use of the going concern basis of accounting in preparing the annual accounts and consolidated accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the company's and the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual accounts and consolidated accounts or, if such disclosures are inadequate, to modify our opinion about the annual accounts and consolidated accounts. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company and a group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the annual accounts and consolidated accounts, including the disclosures, and whether the annual accounts and consolidated accounts

represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated accounts. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our opinions.

We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform of significant audit findings during our audit, including any significant deficiencies in internal control that we identified.

We must also provide the Board of Directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or related safeguards applied.

From the matters communicated with the Board of Directors, we determine those matters that were of most significance in the audit of the annual accounts and consolidated accounts, including the most important assessed risks for material misstatement, and are therefore the key audit matters. We describe these matters in the auditor's report unless law or regulation precludes disclosure about the matter.

Report on other legal and regulatory requirements

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Heimstaden AB (publ) for the year 2023 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director
 The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

As part of an audit in accordance with generally accepted auditing standards in Sweden, we exercise professional judgment and maintain professional skepticism throughout the audit. The examination of the administration and the proposed appropriations of the company's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on our professional judgment with starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the company's situation. We examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to our opinion concerning discharge from liability. As a basis for our opinion on the Board of Directors' proposed appropriations of the company's profit or loss we examined whether the proposal is in accordance with the Companies Act.

The auditor's examination of the corporate governance statement
 The Board of Directors is responsible for that the corporate governance statement on [pages 28-37](#) has been prepared in accordance with the Annual Accounts Act.

Our examination of the corporate governance statement is conducted in accordance with FAR's standard RevR 16. The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 of the Annual Accounts Act and chapter 7 section 31 the second par-

graph the same law are consistent with the other parts of the annual accounts and consolidated accounts and are in accordance with the Annual Accounts Act.

The auditor's opinion regarding the statutory sustainability report
 The Board of Directors is responsible for the statutory sustainability report on [pages 119-190](#), and that it is prepared in accordance with the Annual Accounts Act.

My (Our) examination has been conducted in accordance with FAR's auditing standard RevR 12. The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

A statutory sustainability report has been prepared.

Ernst & Young AB, P.O Box 7850, 103 99 Stockholm, was appointed auditor of Heimstaden AB (publ) by the general meeting of the shareholders on the 8th of April 2023 has been the company's auditor since the 15th of April 2015.

Stockholm the 26th of February 2024

Ernst & Young AB

Jonas Svensson
 Authorized Public Accountant

Alternative Performance Measures

For more information, definitions, and methodology please refer to www.heimstaden.com

Net Loan-to-Value

| SEK million | 2023 | 2022 |
|--|----------------|----------------|
| Interest-bearing secured liabilities | 116,636 | 92,154 |
| Interest-bearing unsecured liabilities | 84,797 | 107,346 |
| Less: Cash and cash equivalents | 12,492 | 11,322 |
| Net interest-bearing liabilities | 188,942 | 188,178 |
| Fair value of investment properties | 320,607 | 351,337 |
| Net Loan-to-value (LTV), % | 58.9 | 53.6 |

Net Debt / Total Assets

| SEK million | 2023 | 2022 |
|-----------------------------------|-------------|-------------|
| Net interest-bearing liabilities | 188,942 | 188,178 |
| Total assets | 367,008 | 405,148 |
| Net Debt / Total Assets, % | 51.5 | 46.4 |

Interest Coverage Ratio (ICR)

| SEK million | 2023 | 2022 |
|--|--------------|--------------|
| Profit before unrealised fair value adjustment | 9,670 | 8,185 |
| Transaction costs from business combination | 5 | -182 |
| Reduction of gain from reclassification | - | -265 |
| Adjusted profit before unrealised fair value adjustment | 9,676 | 7,747 |
| Interest income | 384 | 342 |
| Adjustment interest reclassification | - | 86 |
| Interest expenses | 5,759 | 3,253 |
| Adjustment interest reclassification | - | -76 |
| Net financial items | 5,376 | 2,749 |
| ICR | 1.8 | 2.8 |

Residential share of investment property, %

| SEK million | 2023 | 2022 |
|--|-------------|-------------|
| Fair value residential properties, standing assets | 290,833 | 316,219 |
| Fair value investment properties, standing assets | 314,419 | 340,150 |
| Residential share of investment property, % | 92.5 | 93.0 |

Like-for-like rental income growth

| SEK million | 2023 ¹ | 2022 ² |
|--|-------------------|-------------------|
| Rental income current year | 13,662 | 8,197 |
| Rental income last year | 12,996 | 7,774 |
| Like-for-like rental income growth, % | 5.1 | 5.4 |

¹ 2023: only properties owned as at 31 December 2021 are included.

² 2022: only properties owned as at 31 December 2020 are included.

Net operating income margin

| SEK million | 2023 | 2022 |
|--------------------------------|-------------|-------------|
| Rental income | 15,253 | 13,203 |
| Net operating income | 10,278 | 8,497 |
| Net operating income, % | 67.4 | 64.4 |

Economic occupancy, residential

| SEK million | 2023 | 2022 |
|--|---------------|---------------|
| Theoretical rental income on residential units | 14,498 | 12,408 |
| Economic vacancy | -563 | -425 |
| Rental income on residential units | 13,935 | 11,983 |
| Economic occupancy, % | 96.1 | 96.6 |

Real economic occupancy, residential

| SEK million | 2023 | 2022 |
|--|---------------|---------------|
| Theoretical rental income on residential units | 14,507 | 12,408 |
| Adj. to real vacancy | -254 | -198 |
| Adjusted theoretical rental income | 14,253 | 12,210 |
| Real economic occupancy, % | 98.3 | 98.4 |

Equity ratio

| SEK million | 2023 | 2022 |
|------------------------|-------------|-------------|
| Equity | 137,929 | 168,808 |
| Assets | 367,008 | 404,103 |
| Equity ratio, % | 37.6 | 41.8 |

EBITDA

| Rolling 12 months | 2023 | 2022 |
|--|--------------|--------------|
| Profit before unrealised fair value adjustment | 9,670 | 8,195 |
| Transaction costs from business combination | 5 | -182 |
| Depreciation and amortisation | 18 | 12 |
| EBITDA | 9,694 | 8,025 |

Debt / EBITDA

| Rolling 12 months | 2023 | 2022 |
|------------------------------|-------------|-------------|
| Interest-bearing liabilities | 203,313 | 183,233 |
| EBITDA | 9,694 | 8,025 |
| Debt / EBITDA | 21.0 | 22.8 |

Secured loan-to-value

| SEK million | 2023 | 2022 |
|--------------------------------------|----------------|----------------|
| Interest-bearing secured liabilities | 116,636 | 92,154 |
| Total assets | 366,389 | 404,103 |
| Net loan-to-value, % | 31.8 | 22.8 |

Heimstaden AB Standalone

In this section the Heimstaden financials are included standalone to present the performance of the entity on an isolated basis. Standalone is defined as the management companies of Heimstaden Group as well as the Consolidated Statement of Financial Position of Heimstaden excluding the Consolidated Statement of Financial Position of any (partly) owned subsidiary-group, which includes but is not limited to Heimstaden Bostad AB.

Standalone Earnings, Rolling 12 Months

| SEK million | 2023 | 2022 |
|--|--------------|--------------|
| Operating income ¹ | 739 | 826 |
| Operating cost ¹ | -555 | -569 |
| Operating profit/loss¹ | 184 | 257 |
| Share Class A dividend | 673 | 434 |
| Common dividend ² | 1,648 | 1,809 |
| Share Class B dividend | 1,063 | 1,007 |
| Dividends from Heimstaden Bostad | 3,384 | 3,250 |
| Other profit distribution | 2,670 | – |
| Adjusted earnings | 6,239 | 3,507 |
| Interest expense ¹ | -695 | -824 |
| Adjusted earnings after interest expense | 5,544 | 2,683 |
| Payments on hybrid securities | -627 | -329 |
| Adjusted earnings after debt and hybrid instruments | 4,917 | 2,354 |

Interest Coverage Ratio (ICR)

| SEK million | 2023 | 2022 |
|--------------------------------|------------|------------|
| Adjusted earnings | 6,239 | 3,507 |
| Interest expense ¹ | -695 | -824 |
| Interest Coverage Ratio | 9.0 | 4.3 |

¹ Operating Statement of Comprehensive Income of Heimstaden AB parent company and wholly-owned management companies

² Only includes part that has been distributed in cash and not dividend sett-off against the subscription price in new share issue.

Heimstaden Bostad AB Dividend Policy

Heimstaden Bostad has three share classes, Share Class A, Share Class B and Common shares. Share Class A shares are entitled to quarterly dividends of 0.05% of the market value of Heimstaden Bostad's investment properties. Dividends on the Share Class B shares are dependent on the Loan-to-Value and Return on Equity of Heimstaden Bostad. Owners of Common Shares are entitled to all additional possible dividend payments, to be decided by the general assembly, subject to that Heimstaden Bostad maintains its financial policies, after owners of Share Class A and Share Class B shares have received their parts in full. More information on the dividend policy can be found in [Heimstaden Bostad's Articles of Association](#).

Debt and Relevant Assets

| SEK million | 2023 | 2022 |
|--|----------------|----------------|
| Interest-bearing secured liabilities ¹ | 278 | 2,542 |
| Interest-bearing unsecured liabilities ¹ | 9,974 | 14,364 |
| Interest-bearing liabilities | 10,252 | 16,906 |
| Cash and cash equivalents ¹ | -1,216 | -1,937 |
| Net interest-bearing debt | 9,036 | 14,969 |
| Heimstaden Bostads net asset value | 155,527 | 190,101 |
| Equity attributed to Heimstaden Bostad's hybrid securities and non-controlling interests | 38,422 | 42,167 |
| Heimstaden Bostads adjusted net asset value | 117,105 | 147,934 |
| Heimstaden share of capital, % | 34.8 | 42.1 |
| Heimstaden share of capital | 40,750 | 62,334 |
| Investment properties ¹ | 1,115 | 6,481 |
| Relevant assets | 41,865 | 68,815 |

¹ Difference between Heimstaden and Heimstaden Bostad consolidated figures excluding deferred charges.

Net Loan-to-Value

| SEK million | 2023 | 2022 |
|-----------------------------|-------------|-------------|
| Net interest-bearing debt | 9,036 | 14,969 |
| Relevant assets | 41,865 | 68,815 |
| Net loan-to-value, % | 21.6 | 21.8 |

Liquidity Reserves

| SEK million | 2023 | 2022 |
|--|--------------|--------------|
| Cash and cash equivalents ¹ | 1,216 | 1,937 |
| Unutilised credit commitment | 1,000 | 1,000 |
| Total | 2,216 | 2,937 |
| Estimated interest expense (12-months forward) | -515 | -894 |

¹ Difference between Heimstaden AB and Heimstaden Bostad consolidated figures excluding deferred charges.

Standalone Funding Overview

As at 31 December 2023, Heimstaden had outstanding senior unsecured bonds amounting to SEK 11,253 million, listed on Nasdaq Stockholm and Euronext Dublin.

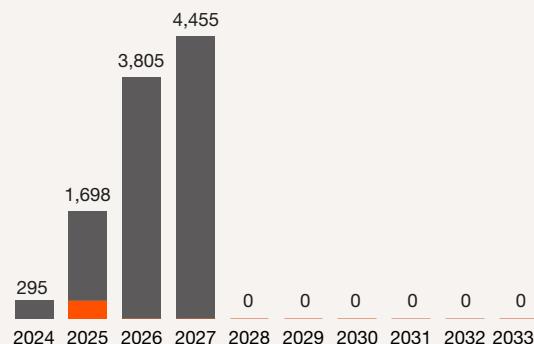
| Maturity | Currency | Outstanding amount (millions) | Of which held on own book (millions) | Fair value (millions) | Rating | Fixed/ Floating | Coupon (bps) | Exchange | ISIN |
|------------------|----------|-------------------------------|--------------------------------------|-----------------------|--------|-----------------|-----------------|-----------------|--------------|
| 2026-03-09 | EUR | 350 | 8 | 167 | BB | Fixed | 425 | OMX STOCKHOLM | SE0015657903 |
| 2027-03-06 | EUR | 400 | – | 171 | BB | Fixed | 438 | OMX STOCKHOLM | SE0016589105 |
| Total EUR | | 750 | 8 | 338 | | | | | |
| 2024-01-15 | SEK | 1,200 | 905 | 1,197 | BB | Floating | Stibor 3m + 330 | OMX STOCKHOLM | SE0014991345 |
| 2025-04-14 | SEK | 500 | 128 | 412 | N/A | Floating | Stibor 3m + 475 | Euronext Dublin | XS2469914308 |
| 2025-10-15 | SEK | 1,200 | 159 | 955 | BB | Floating | Stibor 3m + 400 | OMX STOCKHOLM | SE0014991352 |
| Total SEK | | 2,900 | 1,191 | 2,564 | | | | | |

As at 31 December 2023, Heimstaden had SEK 7,841 million perpetual hybrid bond outstanding, listed on Nasdaq Stockholm.

| First Call Date | First Reset Date | Currency | Outstanding amount (millions) | Of which held on own book (millions) | Fair value (millions) | Rating | Fixed/ floating | Coupon (bps) | Exchange | ISIN |
|-----------------|------------------|----------|-------------------------------|--------------------------------------|-----------------------|--------|-----------------|-----------------|---------------|--------------|
| 2026-10-15 | 2027-01-15 | EUR | 300 | – | 65 | B+ | Fixed | 675 | OMX STOCKHOLM | SE0016278352 |
| 2024-10-11 | 2024-10-11 | SEK | 4,500 | 40 | 1,498 | B+ | Floating | Stibor 3m + 590 | OMX STOCKHOLM | SE0012455111 |

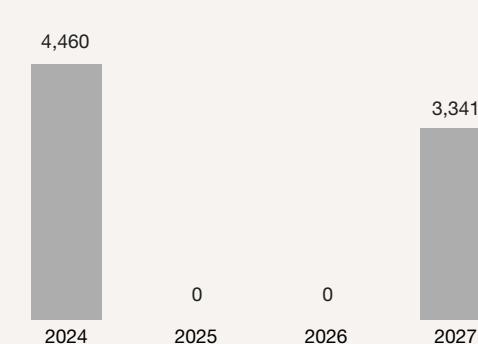
Funding Maturity Profile

SEK million



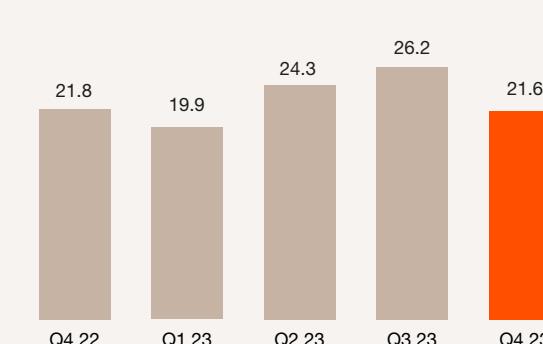
Hybrid Bond Reset Dates

SEK million



Net Loan-to-Value

%



Interest Coverage Ratio

Multiple



■ Bank debt ■ Bonds

■ Hybrids¹¹ Net the issuers own holding of respective hybrid.

Quarterly Financial Information

Consolidated Key figures

| SEK million | Q4 2023 | Q3 2023 | Q2 2023 | Q1 2023 | Q4 2022 |
|---|---------|---------|---------|---------|---------|
| Financials | | | | | |
| Rental income | 3,850 | 3,905 | 3,800 | 3,698 | 3,474 |
| Growth year-on-year, % | 10.8 | 18.9 | 15.5 | 17.2 | 36.7 |
| Net operating income | 2,540 | 2,714 | 2,623 | 2,402 | 2,147 |
| Net operating income margin, % | 66.0 | 69.5 | 69.0 | 64.9 | 61.8 |
| Total comprehensive income/loss | -9,221 | -5,812 | 244 | -12,567 | -4,703 |
| Capital expenditures | 2,240 | 2,043 | 2,026 | 2,044 | 3,222 |
| Portfolio Metrics | | | | | |
| Fair value of investment properties | 320,607 | 338,754 | 346,629 | 341,809 | 351,337 |
| Homes | 161,553 | 163,157 | 162,166 | 160,766 | 160,003 |
| Real economic occupancy, residential, % | 98.4 | 98.1 | 98.2 | 98.2 | 98.3 |
| Like-for-like rental income growth, year-on-year, % | 5.6 | 4.2 | 5.7 | 5.0 | 5.4 |
| Credit metrics | | | | | |
| Loan (net)-to-Value (LTV) | 58.9 | 57.9 | 57.2 | 54.9 | 53.6 |
| Net debt / Total assets | 51.5 | 54.1 | 50.3 | 48.2 | 46.6 |
| Interest Coverage Ratio (ICR) | 1.8 | 1.9 | 2.1 | 2.4 | 2.8 |

Quarterly Review

This report is presented on a consolidated basis. Figures in parenthesis refer to the previous quarter.

Income

Rental income decreased by 1.4% to SEK 3,850 million (3,905), mainly driven by the divestment of Iceland, offset by the delivery of new development assets in Sweden, UK and Poland. Together with annual indexations on part of the portfolio mainly in Germany, Heimstaden's subsidiary, Heimstaden Bostad's new strategy, privatisation, have started to impact the revenues, where a decrease of approx. SEK 19 million is noted for the quarter directly related to the privatisation strategy.

Service charge paid by tenants increased to SEK 431 million (389), due to seasonality effects of heating costs mainly in Czechia.

The like-for-like rental income growth amounted to 5.6% (4.2%), and made up 89%

of total rental income. The stable rental income growth now exceeds the blended CPI of 3.6% for the quarter, showcasing the possibility to pass on rent above CPI.

Operating expenses

The total amount of operating expenses increased to SEK 1,741 million (1,579), impacted by the divestment of the Icelandic portfolio on all sections, but increase driven mainly by seasonality of heating and electricity expenses. Due to different rental regimes between markets, these costs impact net operating income margins differently, where costs in Czechia and Germany are recoverable from tenants via Service income, hence no impact on country margins.

Expenditure for repair and maintenance increased slightly to SEK 191 million (181), mainly due to increased costs for water damages as well as higher churn leading to increased number of small repairs.

The cost for Facility and Property management remained stable with seasonality effects and amounted to SEK 625 million (667).

Capital expenditures and Repair & Maintenance

Total expenditure in standing assets increased to SEK 1,620 million (1,412), cor-

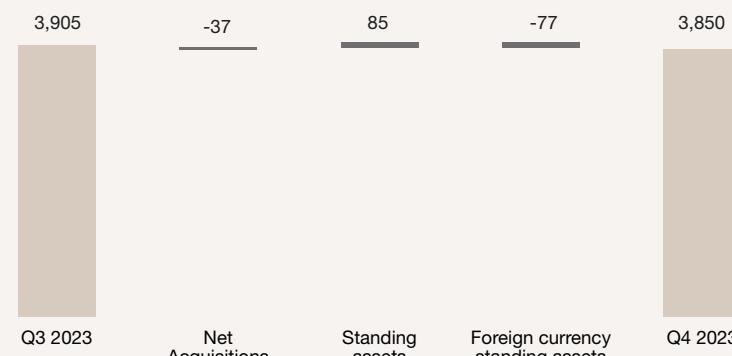
responding to 0.51% of fair value (0.42%), while investments in properties under construction, excluding forward purchase contracts, amounted to SEK 859 million (851) as the number of homes under construction was reduced from 3,484 to 2,886 at the end of 2023.

| SEK million | Q4 2023 | Q3 2023 | FY 2023 | FY 2022 |
|--|--------------|--------------|--------------|---------------|
| Income statement items | | | | |
| Expenses for repair & maintenance ¹ | 238 | 220 | 926 | 964 |
| Balance sheet items | | | | |
| Capitalised repair & maintenance | 949 | 761 | 3,035 | 3,808 |
| Tenant improvements | 433 | 431 | 1,885 | 1,358 |
| Balance sheet expenditure | 1,382 | 1,192 | 4,920 | 5,167 |
| Expenditure on standing assets | 1,620 | 1,412 | 5,846 | 6,131 |
| Balance sheet items | | | | |
| Investment properties under construction | 859 | 851 | 3,433 | 4,949 |
| Capital expenditures | 2,240 | 2,042 | 8,353 | 10,116 |

¹ Excluding group eliminations, see [Note 2.1](#).

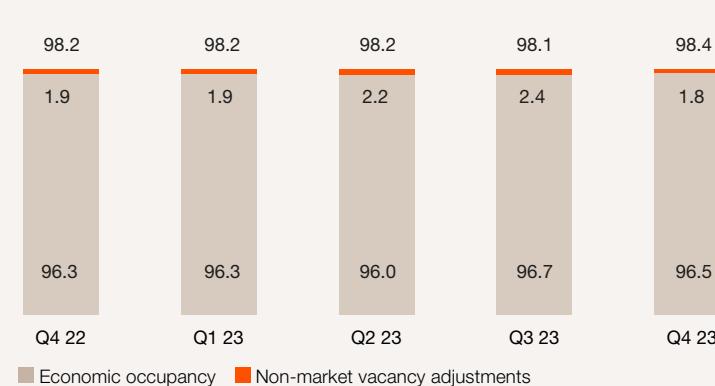
Rental Income

SEK million



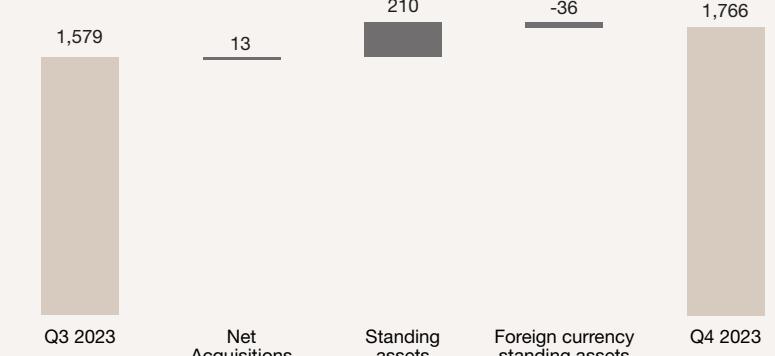
Rental Economic Occupancy

%



Property Cost Development

SEK million



Net operating income

Net operating income decreased by -6.4% (-5.0%) to SEK 2,540 million (2,714), resulting in a net operating income margin of 66.0% (69.5%), mainly driven by higher utility costs due to seasonality effects.

Change in fair value of investment properties¹

Net loss from fair value adjustments on investment properties was SEK 5,232 million (4,496) corresponding to -1.6% (-1.4%) of fair value. The decrease in fair value during the quarter was primarily driven by sentiment-based yield increases outweighing the positive effects of rent increases. The yield requirement in the valuation amounted to an average 3.53%, up from 3.50% at the end of the previous quarter. Denmark and The Netherlands saw values marginally decrease as rental performance and owner-occupied price developments partially offset the effect of increasing yields, and Norway and Iceland experienced decreases in owner-occupier HPI. These negative movements were mitigated to a small extent by value increases in the Czechia, Poland, and the United Kingdom where rental increases outweighed sentiment-based yield increases.

| SEK million | Q4 2023 | | FY 2023 | |
|----------------|--------------|---------------|--------------|----------------|
| | % | SEK million | % | SEK million |
| Sweden | -2.7% | -2,456 | -10.45 | -10,474 |
| Germany | -3.1% | -2,536 | -15.45 | -14,511 |
| Denmark | -0.2% | -156 | -5.56 | -4,239 |
| Netherlands | -0.9% | -256 | -11.70 | -3,659 |
| Czechia | 2.8% | 678 | 7.26 | 1,704 |
| Norway | -2.9% | -518 | -1.58 | -275 |
| Iceland | NA | NA | 4.10 | 239 |
| United Kingdom | -0.4% | -18 | 9.33 | 367 |
| Finland | -4.1% | -154 | -10.02 | -404 |
| Poland | 5.4% | 94 | 10.39 | 171 |
| Total | -1.6% | -5,323 | -8.68 | -31,081 |

¹ For more information regarding fair value assessments, see [Note 3.1](#).

Interest expenses

Interest expenses were SEK 1,529 million (1,561) foremost due to the sale of the Icelandic portfolio in October, and the average interest rate was 3.2% (3.0%). At the balance sheet date the interest rate hedge ratio was 85.8% (75.6%) as Heimstaden Bostad decided by the end of quarter to increase its hedging to 86%. The interest

coverage ratio for the last 12 months was 1.8 (1.8) as debt with higher interest rates become a larger share of the 12 months backward looking ICR calculation.

Foreign currency

Heimstaden has holdings and operations in SEK, EUR, DKK, NOK, CZK, PLN, GBP and ISK. Exchange differences on translation of foreign operations gave other comprehensive income of SEK 6,713 million (3,331), which was partially offset by SEK 3,257 million in foreign exchange loss (1,500), the latter mainly related to development in EUR/SEK in the quarter.

Cash Flow

| SEK million | Q4 2023 | Q3 2022 | FY 2023 | FY 2022 |
|------------------------|---------------|---------------|---------------|---------------|
| Operating activities | 415 | 631 | 1,121 | 4,339 |
| Investing activities | -1,764 | -1,203 | -6,116 | -25,902 |
| Financing activities | 6,591 | -1,758 | 6,010 | 11,774 |
| Change | 5,243 | -2,331 | 1,168 | -9,789 |
| Period opening balance | 7,342 | 9,670 | 11,322 | 20,488 |
| Currency effects | -92 | 3 | 153 | 624 |
| Closing balance | 12,492 | 7,342 | 12,490 | 11,322 |

Cash generated from operation was SEK 1,583 million (2,719). Interest and taxes paid in period was SEK 1,168 million (2,088) resulting in a net cash flow from operating activities of SEK 415 million (631). The main difference between operating profit and cash flow from operations is fair value adjustments on investment properties of SEK -5,323 million (-4,946).

Cash flow from investing activities was SEK -1,764 million (-1,203) and included capex on investment properties of SEK 2,263 million (2,061), divestments of Iceland of SEK 1,492 million (0) (see [Note 8.1](#) that is describing the transaction in detail) and proceeds from divestment of investment property of SEK 439 million (437) in Denmark and The Netherlands.

Cash flow from financing activities was positive SEK 6,591 million (-1,758), foremost due to a larger bank financing in Czechia to an amount of SEK 7,060 million by the end of the quarter. Repayments amounted to SEK 4,057 million (-9,861) and the net cash position of the group amounted to SEK 12,492 million (7,342).

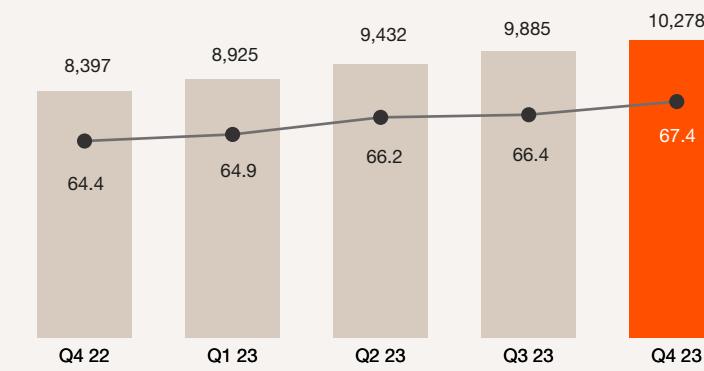
Like-for-Like Rental Income Growth

year-on-year, %



Net Operating Income and Margin

Last twelve months, SEK million / %



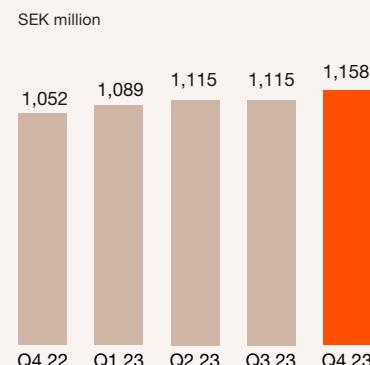
■ Net operating income ● Net operating income margin

Sweden

| | | Q4 2023 | Q3 2023 | Q4 2022 | FY 2023 | FY 2022 |
|--|-------|---------|---------|---------|---------|---------|
| Rental income | SEK m | 1,158 | 1,115 | 1,052 | 4,477 | 4,208 |
| Net operating income | SEK m | 635 | 725 | 553 | 2,584 | 2,262 |
| Net operating income margin | % | 54.8 | 65.1 | 52.5 | 57.7 | 53.8 |
| Like-for-like rental income growth | % | 5.2 | 4.8 | 2.8 | 4.6 | 3.0 |
| Real economic occupancy | % | 99.0 | 99.0 | 99.2 | 99.0 | 99.0 |
| Fair value of investment properties | SEK m | 89,781 | 91,656 | 97,429 | 89,781 | 97,429 |
| Fair value change | SEK m | -2,456 | -2,319 | -4,556 | -10,474 | -6,657 |
| Capital expenditures | SEK m | 791 | 755 | 2,499 | 3,030 | 5,747 |
| Average valuation yield requirement ¹ | % | 3.3 | 3.3 | 2.8 | 3.3 | 2.8 |
| Acquisitions | SEK m | – | – | 147 | 24 | 2,134 |
| Divestments | SEK m | -210 | – | – | -243 | -471 |

¹ The yield applied on the valuation-assumed property-generated cashflow to determine the valuation of said property. The yield corresponds to the valuers market assumptions in each region.

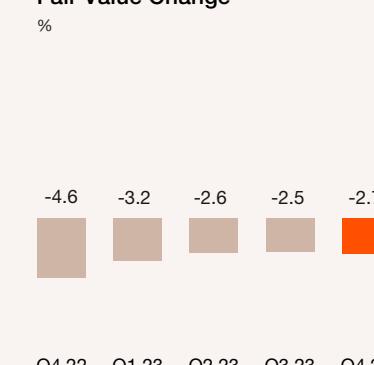
Rental Income



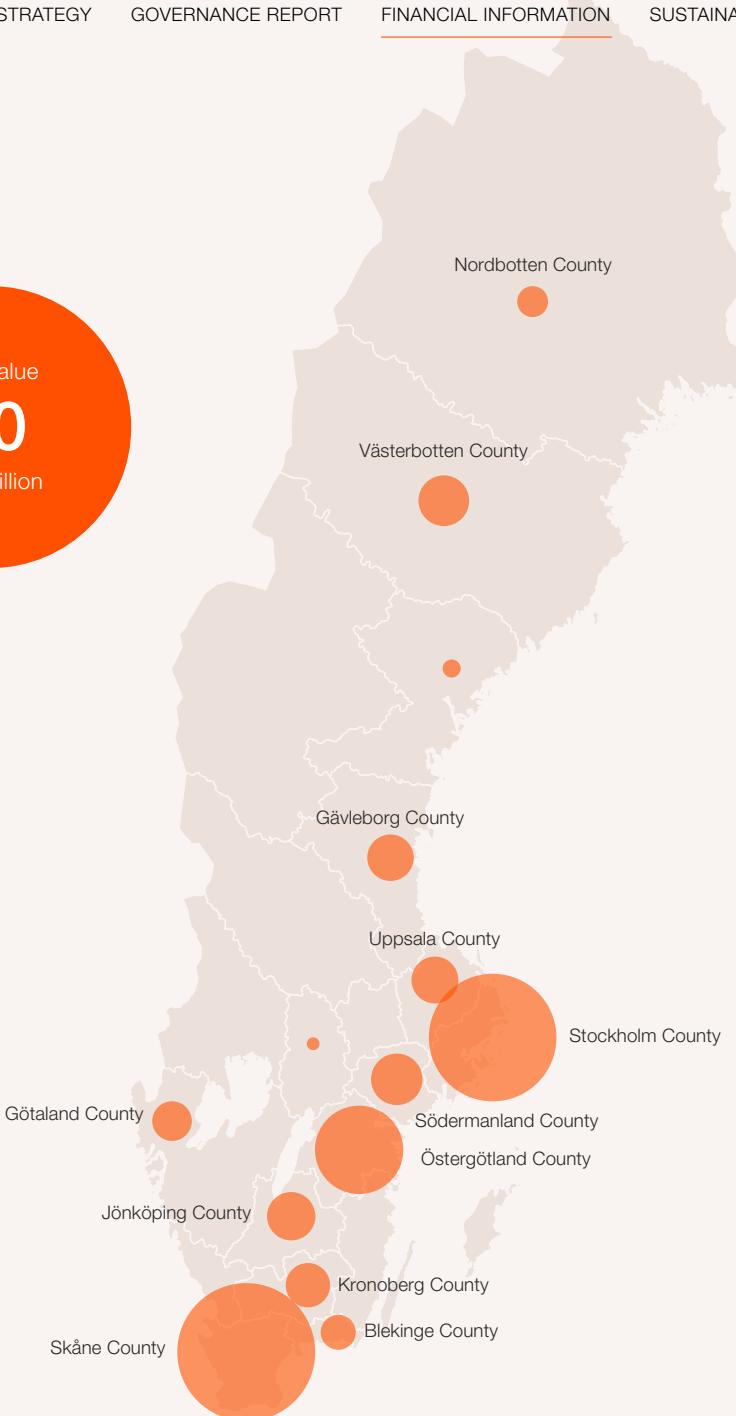
Net Operating Income Margin



Fair Value Change



Fair Value
90
SEK billion



Germany

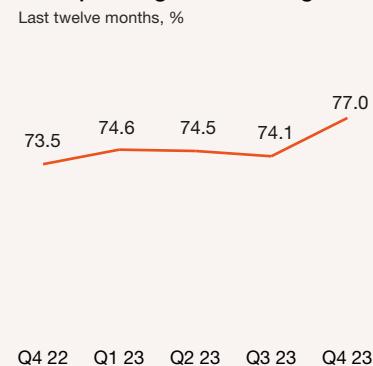
| | | Q4 2023 | Q3 2023 | Q4 2022 | FY 2023 | FY 2022 |
|--|-------|---------|---------|---------|---------|---------|
| Rental income | SEK m | 699 | 683 | 548 | 2,693 | 2,065 |
| Net operating income | SEK m | 564 | 500 | 375 | 2,074 | 1,517 |
| Net operating income margin | % | 80.7 | 73.3 | 68.4 | 77.0 | 73.5 |
| Like-for-like rental income growth | % | 8.5 | 3.6 | 2.8 | 5.7 | 7.8 |
| Real economic occupancy | % | 99.7 | 99.2 | 98.3 | 99.3 | 98.4 |
| Fair value of investment properties | SEK m | 79,404 | 84,595 | 92,820 | 79,404 | 92,820 |
| Fair value change | SEK m | -2,536 | -2,130 | -1,404 | -14,511 | 3,130 |
| Capital expenditures | SEK m | 324 | 149 | 376 | 873 | 922 |
| Average valuation yield requirement ¹ | % | 2.7 | 2.7 | 2.5 | 2.7 | 2.5 |
| Acquisitions | SEK m | – | – | 8,982 | – | 11,600 |
| Divestments | SEK m | – | – | – | – | -25 |

¹ The yield applied on the valuation-assumed property-generated cashflow to determine the valuation of said property. The yield corresponds to the valuers market assumptions in each region.

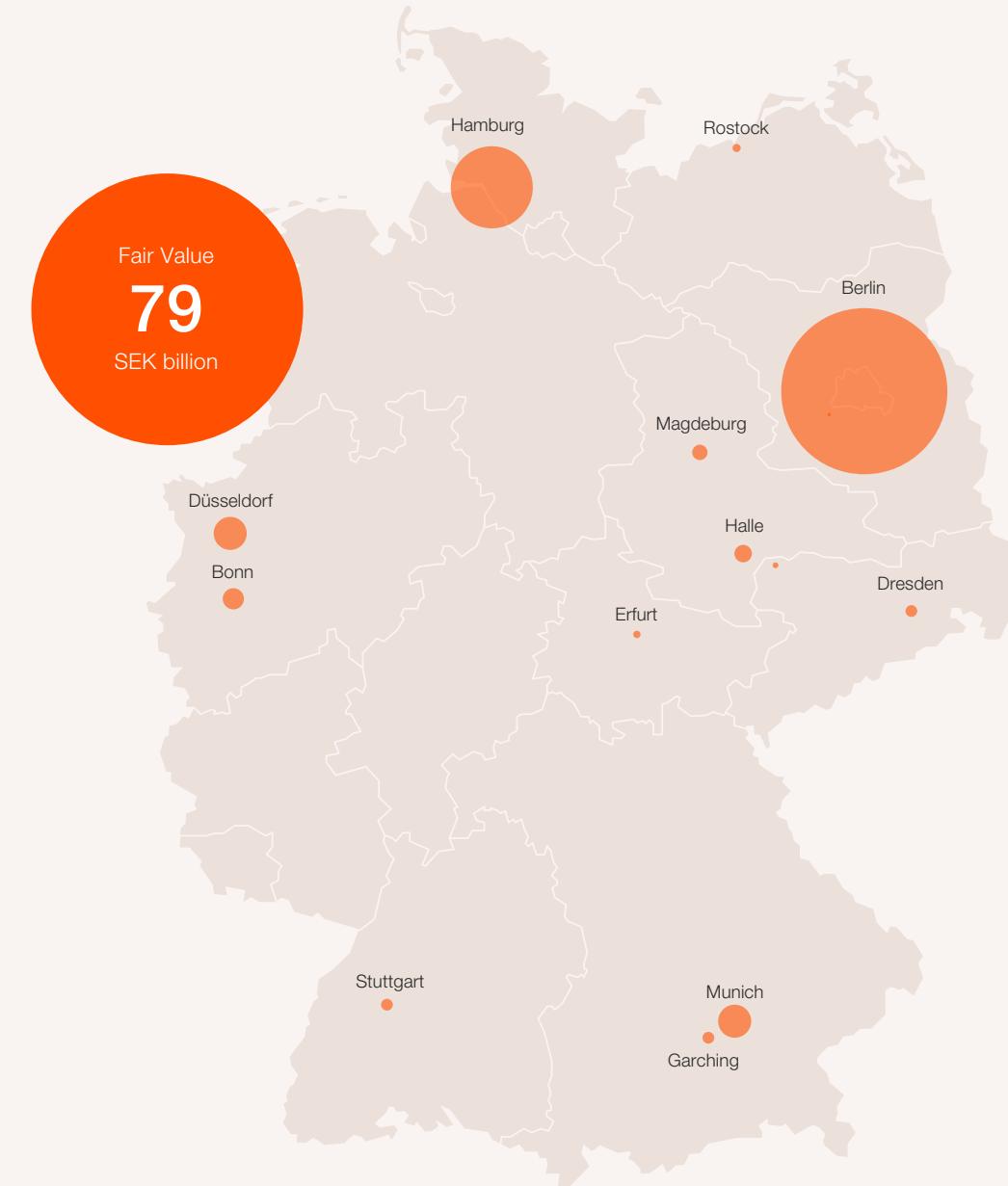
Rental Income



Net Operating Income Margin



Fair Value Change



Denmark

| | | Q4 2023 | Q3 2023 | Q4 2022 | FY 2023 | FY 2022 |
|--|-------|---------|---------|---------|---------|---------|
| Rental income | SEK m | 895 | 912 | 802 | 3,539 | 3,026 |
| Net operating income | SEK m | 604 | 649 | 520 | 2,426 | 2,068 |
| Net operating income margin | % | 67.4 | 71.2 | 64.8 | 68.5 | 68.3 |
| Like-for-like rental income growth | % | 2.4 | 0.5 | 4.5 | 1.3 | 5.7 |
| Real economic occupancy | % | 97.4 | 97.2 | 97.0 | 97.1 | 98.4 |
| Fair value of investment properties | SEK m | 72,043 | 74,900 | 73,960 | 72,043 | 73,960 |
| Fair value change | SEK m | -156 | -373 | -3,729 | -4,253 | -3,783 |
| Capital expenditures | SEK m | 439 | 330 | 712 | 1,312 | 1,649 |
| Average valuation yield requirement ¹ | % | 4.2 | 4.1 | 3.9 | 4.2 | 3.9 |
| Acquisitions | SEK m | 72.6 | 5.7 | 863 | 1,768 | 3,709 |
| Divestments | SEK m | -406 | -19 | - | -426 | -16 |

¹ The yield applied on the valuation-assumed property-generated cashflow to determine the valuation of said property. The yield corresponds to the valuers market assumptions in each region.

Rental Income

SEK million



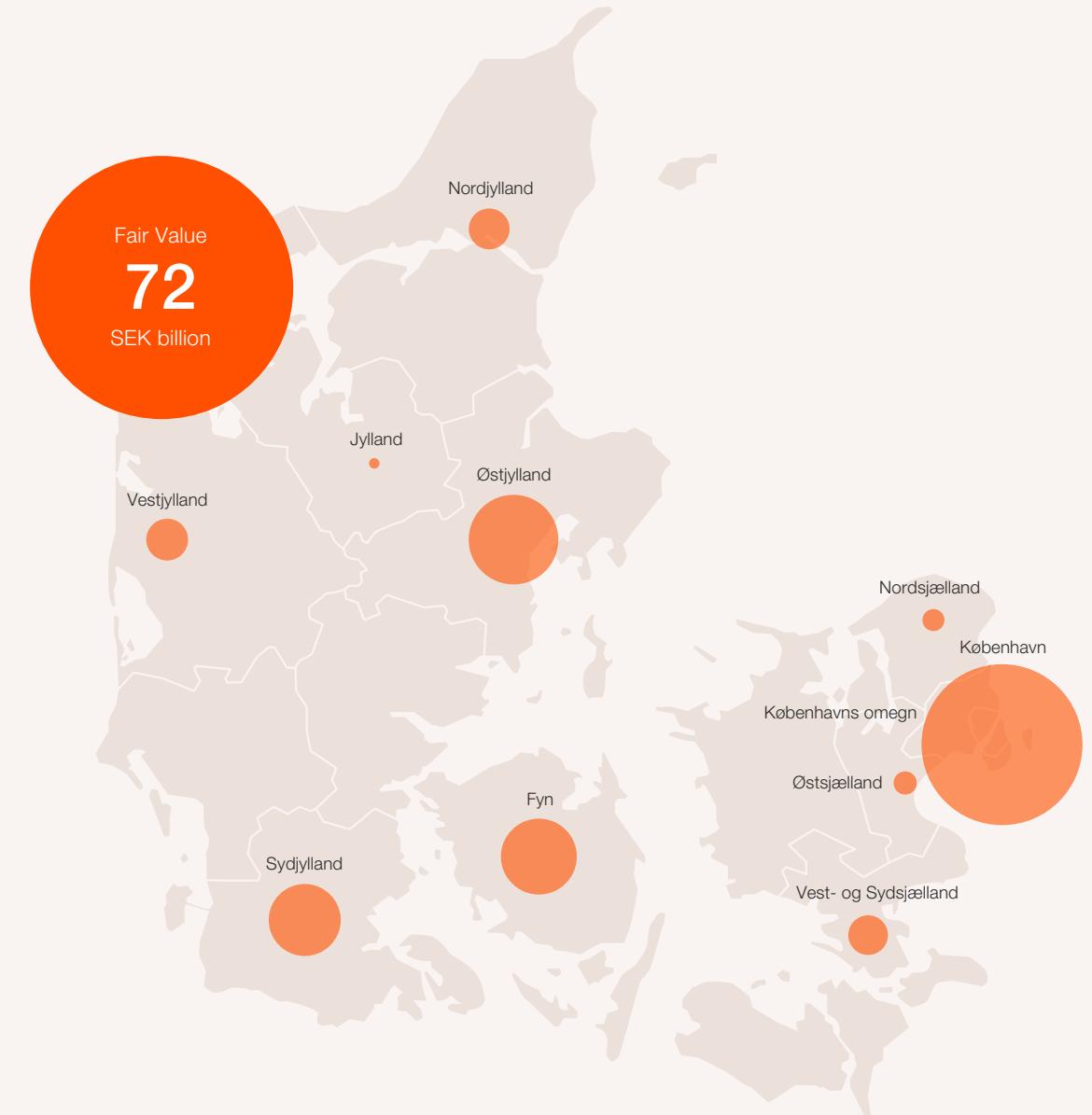
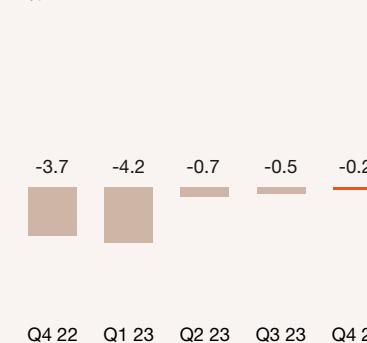
Net Operating Income Margin

Last twelve months, %



Fair Value Change

%



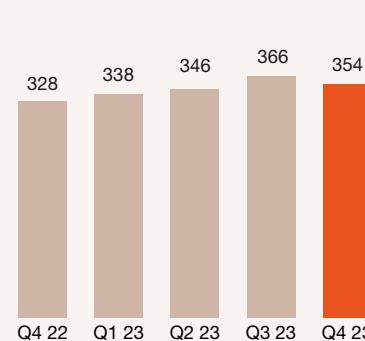
Netherlands

| | | Q4 2023 | Q3 2023 | Q4 2022 | FY 2023 | FY 2022 |
|--|-------|---------|---------|---------|---------|---------|
| Rental income | SEK m | 354 | 366 | 328 | 1,404 | 1,242 |
| Net operating income | SEK m | 253 | 278 | 218 | 1,050 | 809 |
| Net operating income margin | % | 71.5 | 76.0 | 66.5 | 74.8 | 65.2 |
| Like-for-like rental income growth | % | 4.6 | 4.1 | 4.9 | 4.6 | 3.7 |
| Real economic occupancy | % | 99.7 | 99.7 | 99.7 | 99.7 | 99.7 |
| Fair value of investment properties | SEK m | 27,336 | 28,180 | 30,048 | 27,336 | 30,048 |
| Fair value change | SEK m | -256 | -143 | -1,384 | -3,659 | -751 |
| Capital expenditures | SEK m | 191 | 188 | 541 | 837 | 1,071 |
| Average valuation yield requirement ¹ | % | 3.7 | 3.7 | 3.3 | 3.7 | 3.3 |
| Acquisitions | SEK m | 613 | – | – | 613 | 196 |
| Divestments | SEK m | -99 | -82 | -3 | -252 | -17 |

¹ The yield applied on the valuation-assumed property-generated cashflow to determine the valuation of said property. The yield corresponds to the valuers market assumptions in each region.

Rental Income

SEK million



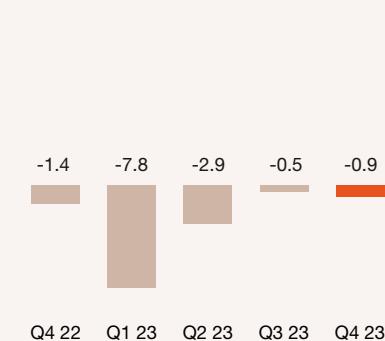
Net Operating Income Margin

Last twelve months, %



Fair Value Change

%

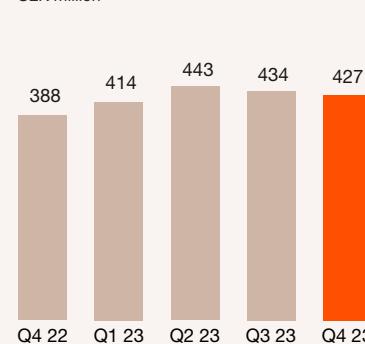


| | | Q4 2023 | Q3 2023 | Q4 2022 | FY 2023 | FY 2022 |
|--|-------|---------|---------|---------|---------|---------|
| Rental income | SEK m | 427 | 434 | 388 | 1,718 | 1,382 |
| Net operating income | SEK m | 280 | 307 | 253 | 1,211 | 955 |
| Net operating income margin | % | 65.5 | 70.9 | 65.3 | 70.5 | 69.1 |
| Like-for-like rental income growth | % | 9.0 | 10.1 | 12.6 | 12.5 | 9.1 |
| Real economic occupancy | % | 97.0 | 96.4 | 97.1 | 96.8 | 96.9 |
| Fair value of investment properties | SEK m | 25,185 | 25,509 | 23,443 | 25,185 | 23,443 |
| Fair value change | SEK m | 678 | 400 | 51 | 1,704 | 2,372 |
| Capital expenditures | SEK m | 239 | 210 | 314 | 773 | 784 |
| Average valuation yield requirement ¹ | % | 4.7 | 4.7 | 4.6 | 4.7 | 4.6 |
| Acquisitions | SEK m | – | – | – | – | – |
| Divestments | SEK m | -12 | -19 | – | -36 | -2 |

¹ The yield applied on the valuation-assumed property-generated cashflow to determine the valuation of said property. The yield corresponds to the valuers market assumptions in each region.

Rental Income

SEK million



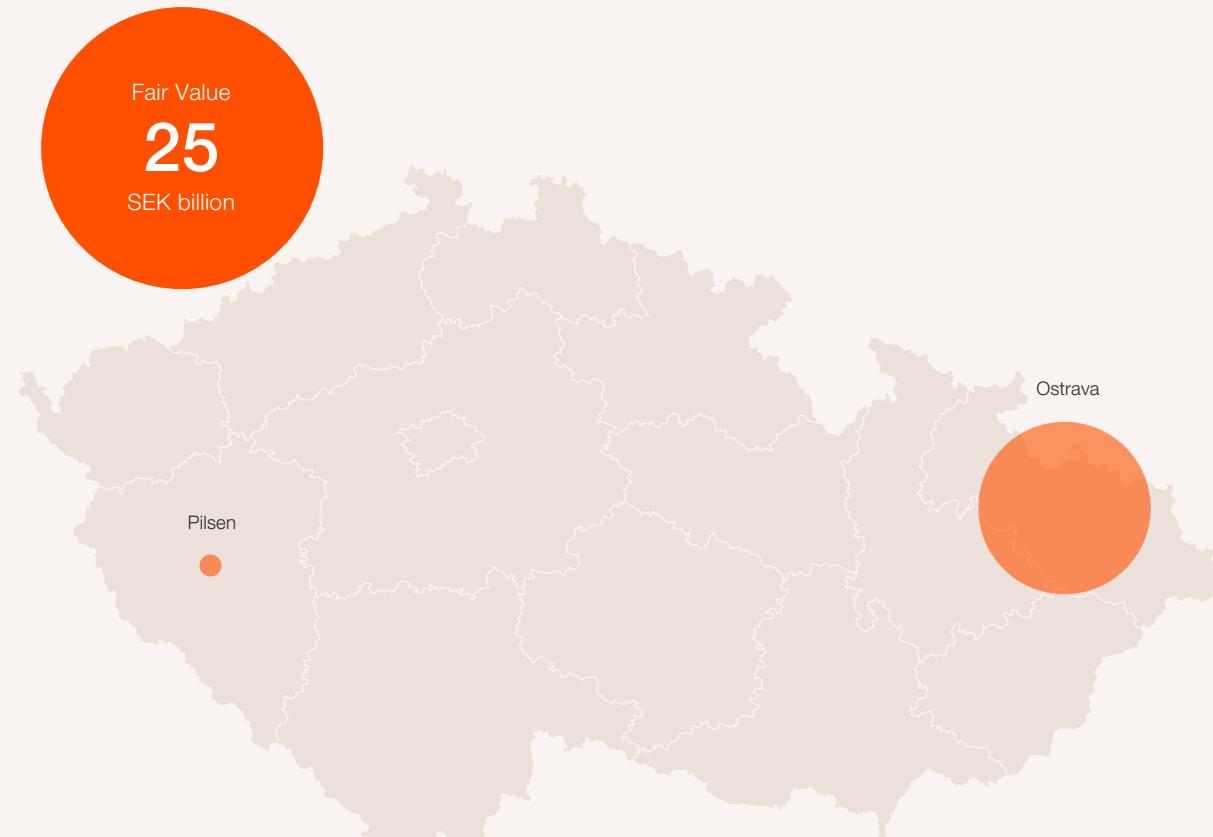
Net Operating Income Margin

Last twelve months, %



Fair Value Change

%

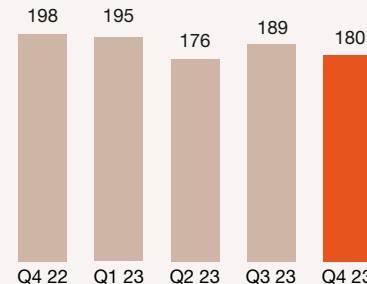


Norway

| | | Q4 2023 | Q3 2023 | Q4 2022 | FY 2023 | FY 2022 |
|--|-------|---------|---------|---------|---------|---------|
| Rental income | SEK m | 180 | 189 | 198 | 741 | 758 |
| Net operating income | SEK m | 127 | 142 | 145 | 556 | 512 |
| Net operating income margin | % | 70.7 | 74.9 | 73.0 | 75.1 | 67.6 |
| Like-for-like rental income growth | % | 7.6 | 6.3 | 8.4 | 7.3 | 8.2 |
| Real economic occupancy | % | 99.6 | 99.6 | 99.4 | 99.5 | 97.6 |
| Fair value of investment properties | SEK m | 17,109 | 18,170 | 20,338 | 17,109 | 20,338 |
| Fair value change | SEK m | -518 | -464 | -722 | -275 | 255 |
| Capital expenditures | SEK m | -34 | 31 | 163 | 107 | 425 |
| Average valuation yield requirement ¹ | % | 3.2 | 3.2 | 3.0 | 3.2 | 3.0 |
| Acquisitions | SEK m | – | – | – | – | 125 |
| Divestments | SEK m | – | -189 | -108 | -1,512 | -113 |

¹ The yield applied on the valuation-assumed property-generated cashflow to determine the valuation of said property. The yield corresponds to the valuers market assumptions in each region.

Rental Income
SEK million



Net Operating Income Margin
Last twelve months, %



Fair Value Change
%



Fair Value
17
SEK billion

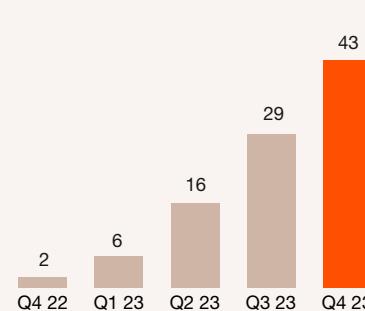


United Kingdom

| | | Q4 2023 | Q3 2023 | Q4 2022 | FY 2023 | FY 2022 |
|--|-------|---------|---------|---------|---------|---------|
| Rental income | SEK m | 43 | 29 | 2 | 95 | 8 |
| Net operating income | SEK m | 29 | 7 | 0 | 42 | 1 |
| Net operating income margin | % | 67.4 | 23.7 | N/A | 44.0 | N/A |
| Like-for-like rental income growth | % | 5.3 | 5.1 | N/A | 3.6 | N/A |
| Real economic occupancy | % | 94.7 | 83.2 | 100.0 | 87.7 | 99.2 |
| Fair value of investment properties | SEK m | 4,305 | 4,268 | 2,854 | 4,305 | 2,854 |
| Fair value change | SEK m | -18 | 97 | -33 | 367 | 131 |
| Capital expenditures | SEK m | 210 | 293 | 464 | 1,070 | 1,381 |
| Average valuation yield requirement ¹ | % | 4.5 | 4.4 | 4.6 | 4.5 | 4.6 |
| Acquisitions | SEK m | — | — | — | — | 268 |
| Divestments | SEK m | — | — | — | — | — |

¹ The yield applied on the valuation-assumed property-generated cashflow to determine the valuation of said property. The yield corresponds to the valuers market assumptions in each region.

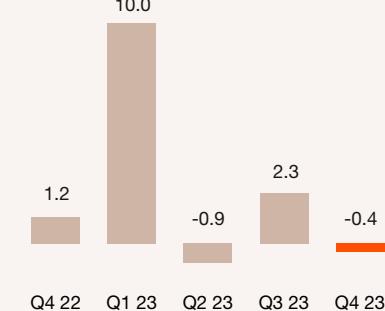
Rental Income
SEK million



Net Operating Income Margin
Last twelve months, %



Fair Value Change
%



Finland

| | | Q4 2023 | Q3 2023 | Q4 2022 | FY 2023 | FY 2022 |
|--|-------|---------|---------|---------|---------|---------|
| Rental income | SEK m | 69 | 69 | 63 | 268 | 193 |
| Net operating income | SEK m | 31 | 34 | 24 | 125 | 93 |
| Net operating income margin | % | 45.8 | 50.3 | 38.1 | 46.8 | 48.3 |
| Like-for-like rental income growth | % | 4.5 | 3.5 | N/A | 2.3 | N/A |
| Real economic occupancy | % | 95.5 | 93.6 | 95.6 | 94.2 | 95.6 |
| Fair value of investment properties | SEK m | 3,627 | 3,853 | 3,837 | 3,627 | 3,837 |
| Fair value change | SEK m | -154 | -106 | -46 | -404 | 154 |
| Capital expenditures | SEK m | 63 | 48 | 50 | 170 | 75 |
| Average valuation yield requirement ¹ | % | 4.7 | 4.4 | 4.7 | 4.7 | 4.7 |
| Acquisitions | SEK m | — | — | — | — | 1,985 |
| Divestments | SEK m | — | — | — | — | 0 |

¹ The yield applied on the valuation-assumed property-generated cashflow to determine the valuation of said property. The yield corresponds to the valuers market assumptions in each region.

Rental Income

SEK million



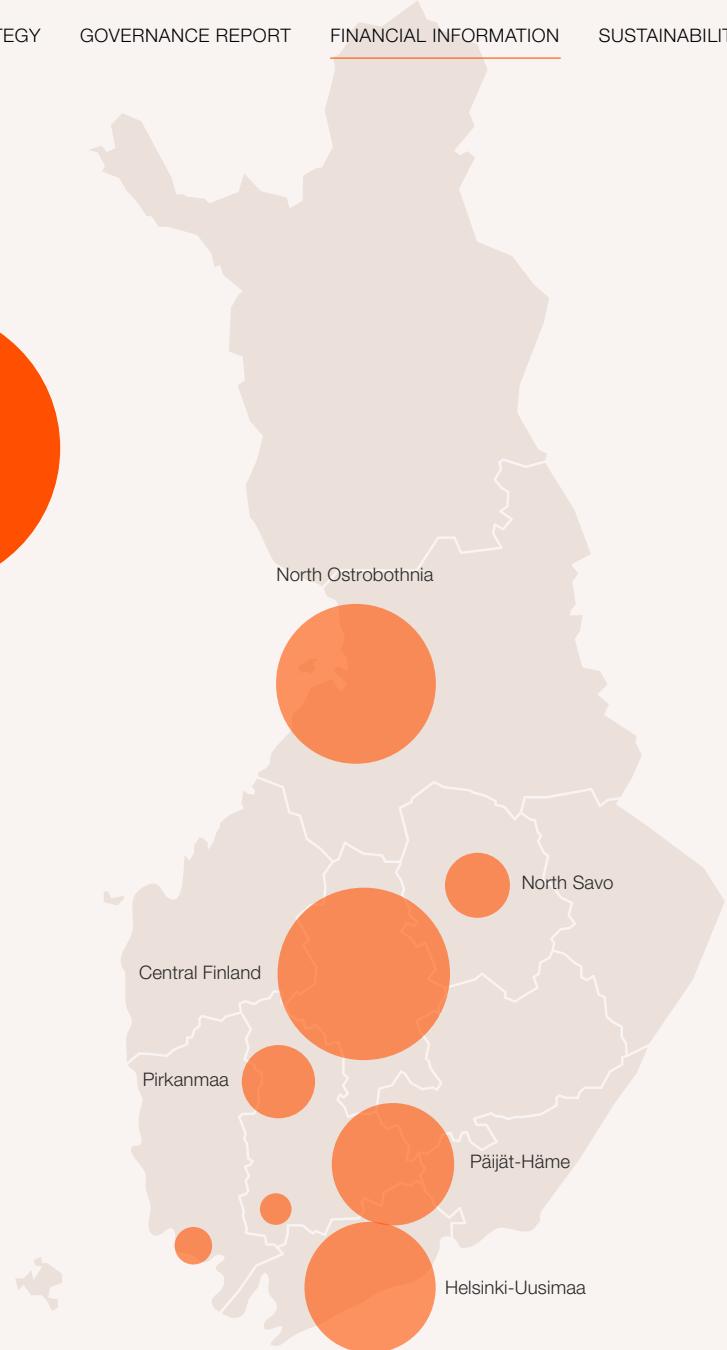
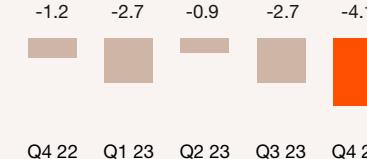
Net Operating Income Margin

Last twelve months, %



Fair Value Change

%

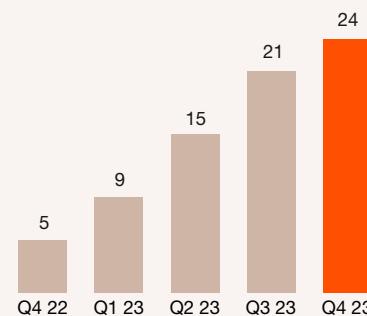


Poland

| | | Q4 2023 | Q3 2023 | Q4 2022 | FY 2023 | FY 2022 |
|--|-------|---------|---------|---------|---------|---------|
| Rental income | SEK m | 24 | 21 | 5 | 69 | 6 |
| Net operating income | SEK m | 15 | 12 | -1 | 42 | -9 |
| Net operating income margin | % | 64.3 | 59.1 | N/A | 60.2 | N/A |
| Like-for-like rental income growth | % | N/A | N/A | N/A | N/A | N/A |
| Real economic occupancy | % | 98.0 | 97.1 | 81.8 | 96.4 | 94.6 |
| Fair value of investment properties | SEK m | 1,815 | 1,515 | 1,026 | 1,815 | 1,026 |
| Fair value change | SEK m | 94 | 54 | 63 | 171 | 77 |
| Capital expenditures | SEK m | 18 | 32 | – | 132 | – |
| Average valuation yield requirement ¹ | % | 5.7 | 5.4 | 5.2 | 5.7 | 5.2 |
| Acquisitions | SEK m | 150 | 5 | 439 | 399 | 901 |
| Divestments | SEK m | – | – | – | – | – |

¹ The yield applied on the valuation-assumed property-generated cashflow to determine the valuation of said property. The yield corresponds to the valuers market assumptions in each region.

Rental Income
SEK million



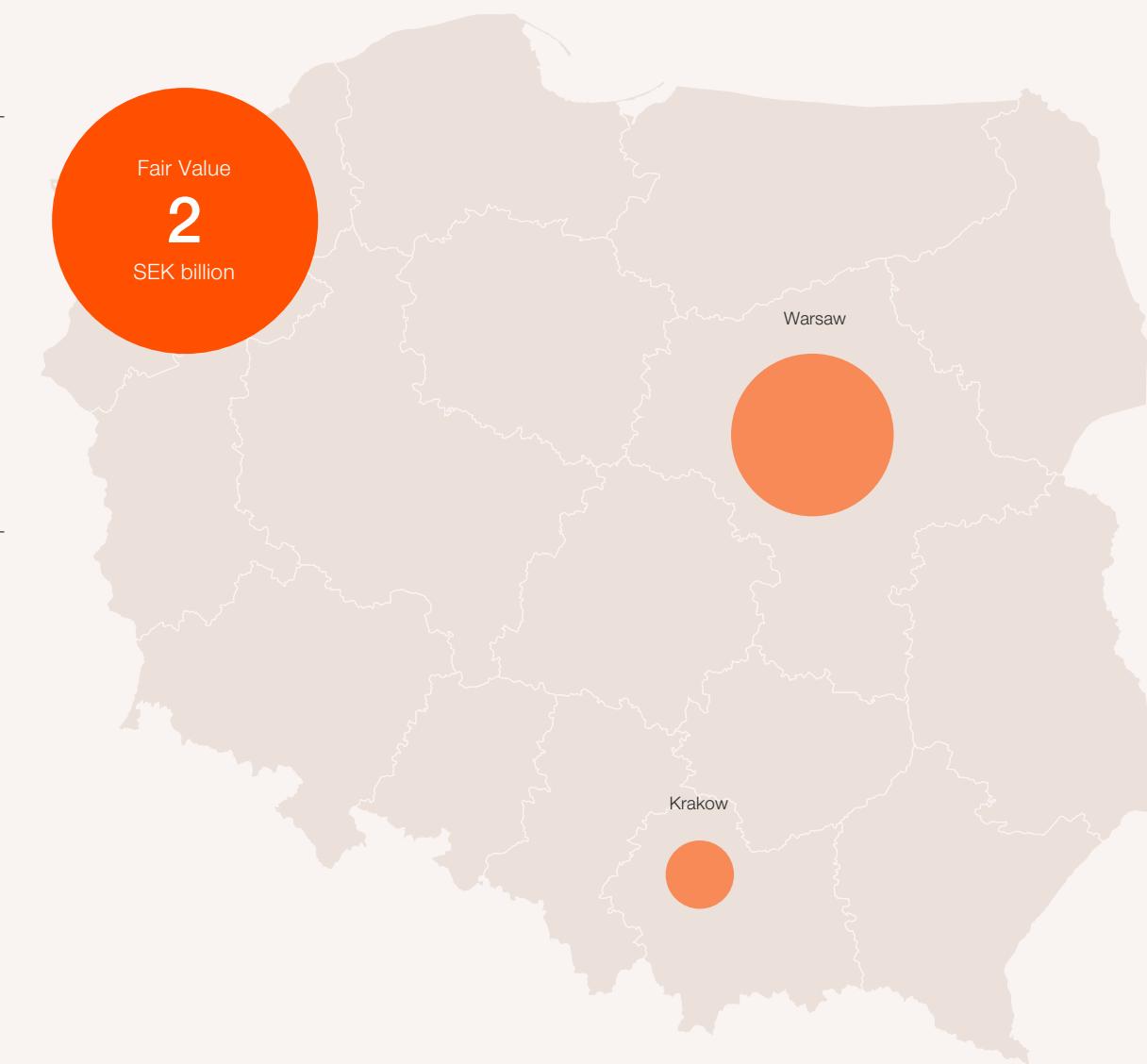
Net Operating Income Margin
Last twelve months, %



Fair Value Change
%



Fair Value
2
SEK billion



Consolidated Statement of Comprehensive Income

| SEK million | Q4 2023 | Q3 2023 | Q2 2023 ¹ | Q1 2023 ¹ | Q4 2022 ¹ |
|--|---------------|---------------|----------------------|----------------------|----------------------|
| Rental income | 3,850 | 3,905 | 3,800 | 3,698 | 3,474 |
| Service charges paid by tenants | 431 | 389 | 414 | 516 | 386 |
| Property expenses | -1,741 | -1,579 | -1,592 | -1,813 | -1,713 |
| Net operating income | 2,540 | 2,714 | 2,623 | 2,402 | 2,147 |
| Corporate administrative expenses | -185 | -196 | -153 | -143 | -226 |
| Other operating income | 40 | 57 | 46 | 159 | 41 |
| Other operating expenses | -190 | -97 | -92 | -89 | -37 |
| Realised gains/losses from divestment of properties | 180 | 34 | 16 | 4 | 19 |
| Profit before unrealised fair value adjustment | 2,385 | 2,513 | 2,439 | 2,332 | 1,944 |
| Fair value adjustment of investment properties | -5,323 | -4,946 | -7,335 | -13,478 | -11,493 |
| Value adjustment of inventory properties | -8 | 18 | -5 | 20 | 437 |
| Operating profit/loss | -2,945 | -2,415 | -4,901 | -11,126 | -9,112 |
| Share of net profits/losses of associated companies and joint ventures | 666 | -1,195 | 113 | -448 | -973 |
| Impairment of goodwill | - | - | - | -1,058 | - |
| Interest income | 177 | 97 | 49 | 61 | 220 |
| Interest expenses on interest-bearing liabilities | -1,529 | -1,561 | -1,422 | -1,248 | -1,079 |
| Net currency translation gains/losses | 3,257 | 1,500 | -3,678 | -692 | -2,397 |
| Fair value adjustment of derivative financial instruments | -963 | -19 | 257 | -448 | 152 |
| Other financial items | -13 | -29 | -140 | 643 | 99 |
| Profit/loss before tax | -1,350 | -3,622 | -9,721 | -14,316 | -13,090 |
| Income tax expense | 262 | -219 | -248 | -258 | 17 |
| Deferred tax expense | -1,148 | 1,360 | 2,812 | 1,148 | 3,385 |
| Profit/loss for the period | -2,236 | -2,481 | -7,157 | -13,425 | -9,688 |
| Discontinued operations | -256 | - | - | - | - |
| Other comprehensive income | -6,728 | -3,331 | 7,402 | 858 | 4,986 |
| Total comprehensive income/loss | -9,221 | -5,812 | 244 | -12,567 | -4,703 |
| <i>Profit/loss for the period attributable to:</i> | | | | | |
| Parent Company's shareholders | -1,475 | -1,480 | -4,560 | -1,058 | -5,595 |
| Non-controlling interests | -1,017 | -1,001 | -2,597 | -5,777 | -4,094 |
| <i>Comprehensive income/loss for the period attributable to:</i> | | | | | |
| Parent Company's ordinary shareholders | -5,619 | -3,419 | -280 | -7,241 | -2,757 |
| Parent Company's preference shareholders | 29 | 29 | 29 | 117 | 29 |
| Non-controlling interests | -3,631 | -2,422 | 495 | -5,443 | -1,975 |

¹ Comparables restated, see [Note 1.3](#)

Consolidated Statement of Financial Position

| SEK million | 31 December 2023 | 30 September 2023 | 30 June 2023 | 31 March 2023 | 31 December 2022 |
|--|------------------|-------------------|----------------|----------------|------------------|
| ASSETS | | | | | |
| Investment properties | 320,607 | 338,754 | 346,629 | 341,809 | 351,337 |
| Intangible assets | 15,893 | 16,244 | 16,430 | 15,983 | 16,915 |
| Machinery and equipment | 346 | 389 | 432 | 447 | 358 |
| Investments in associated companies and joint ventures | 8,702 | 8,336 | 9,709 | 9,198 | 9,758 |
| Derivative financial instruments | 34 | 509 | 759 | 699 | 836 |
| Deferred tax assets | 1,081 | 1,529 | 1,706 | 1,231 | 1,297 |
| Other financial assets | 3,528 | 3,219 | 3,627 | 3,669 | 3,885 |
| Total non-current assets | 350,190 | 368,980 | 379,291 | 373,036 | 384,387 |
| Inventory properties | 538 | 538 | 493 | 475 | 573 |
| Rent and trade receivables | 229 | 524 | 447 | 453 | 403 |
| Other financial assets | 1,637 | 2,608 | 2,026 | 1,369 | 5,011 |
| Derivative financial instruments | 464 | 541 | 348 | 335 | 645 |
| Prepayments | 1,165 | 1,385 | 2,228 | 1,259 | 1,763 |
| Cash and cash equivalents | 12,492 | 7,342 | 9,669 | 12,556 | 11,322 |
| Assets held for sale | 294 | - | - | - | - |
| Total current assets | 16,817 | 12,936 | 15,212 | 16,446 | 19,716 |
| TOTAL ASSETS | 367,008 | 381,917 | 394,503 | 389,483 | 404,103 |

| SEK million | 31 December 2023 | 30 September 2023 | 30 June 2023 | 31 March 2023 | 31 December 2022 |
|---|------------------|-------------------|----------------|----------------|------------------|
| EQUITY AND LIABILITIES | | | | | |
| Equity | 137,929 | 148,796 | 154,728 | 154,964 | 168,808 |
| Interest-bearing liabilities | 181,535 | 190,469 | 191,962 | 184,165 | 185,082 |
| Lease liabilities | 1,098 | 1,215 | 1,413 | 1,405 | 1,405 |
| Derivative financial instruments | 481 | 46 | 51 | 66 | 51 |
| Deferred tax liabilities | 19,729 | 19,899 | 21,796 | 23,371 | 24,463 |
| Other non-current financial liabilities | 1,663 | 1,682 | 1,620 | 1,551 | 1,100 |
| Total non-current liabilities | 204,505 | 213,311 | 216,841 | 210,559 | 212,101 |
| Interest-bearing liabilities | 19,898 | 13,136 | 16,026 | 16,061 | 14,418 |
| Lease liabilities | 88 | 96 | 115 | 119 | 90 |
| Trade payables | 800 | 452 | 609 | 1,014 | 928 |
| Other current payables | 892 | 3,270 | 3,307 | 3,631 | 4,737 |
| Derivative financial instruments | 0 | 15 | 40 | 60 | 75 |
| Accrued expenses | 2,896 | 2,839 | 2,836 | 3,075 | 2,946 |
| Total current liabilities | 24,574 | 19,809 | 22,933 | 23,960 | 23,195 |
| TOTAL EQUITY AND LIABILITIES | 367,008 | 381,917 | 394,503 | 389,483 | 404,103 |

Consolidated Cash Flow Statement

| SEK million | Q4 2023 | Q3 2023 | Q2 2023 | Q1 2023 | Q4 2022 |
|--|--------------|--------------|--------------|--------------|--------------|
| Operating activities | | | | | |
| Profit/loss before income tax | -1,350 | -3,622 | -9,721 | -14,316 | -13,090 |
| Adjustments to reconcile profit before tax to net cash flows: | | | | | |
| Fair value adjustment on investment properties | 5,323 | 4,942 | 7,339 | 13,477 | 11,773 |
| Value adjustment of inventory properties | -8 | 18 | -5 | 20 | |
| Fair value adjustment of derivative financial instruments | 963 | 19 | -257 | 448 | -150 |
| Interest income | -177 | -97 | -49 | -61 | 819 |
| Interest expenses | 1,529 | 1,561 | 1,422 | 1,248 | |
| Share of profit of an associate and a joint venture | -666 | 1,195 | -113 | 448 | 1,443 |
| Other adjustments | -3,507 | -1,537 | 3,724 | 840 | 2,010 |
| Working capital changes | | | | | |
| Increase/decrease(+) in rent receivables | 660 | 258 | -846 | -288 | -509 |
| Increase/decrease(-) in trade and other payables | -1,183 | -18 | -332 | 116 | 693 |
| Cash generated from operations | | | | | |
| | 1,583 | 2,719 | 1,162 | 1,933 | 2,988 |
| Interest paid | -1,420 | -1,729 | -1,235 | -1,338 | -782 |
| Interest received | 177 | 158 | 6 | 43 | 341 |
| Paid income tax | 75 | -517 | 124 | -622 | -280 |
| Net cash flows from operating activities | | | | | |
| | 415 | 631 | 57 | 16 | 2,266 |

| SEK million | Q4 2023 | Q3 2023 | Q2 2023 | Q1 2023 | Q4 2022 |
|--|---------------|---------------|---------------|---------------|---------------|
| Investing activities | | | | | |
| Purchase of investment properties | -900 | -20 | -84 | -1,169 | -4,432 |
| Divestment of business area (Island) | 1,492 | - | - | - | - |
| Capital expenditure on investment and inventory properties | -2,263 | -2,061 | -2,043 | -2,065 | -2,302 |
| Divestments of investment and inventory properties | 439 | 437 | 259 | 1,489 | 128 |
| Deposits paid for signed acquisitions | 322 | - | -298 | 298 | -122 |
| Purchase of machinery and equipment | -18 | -11 | -17 | -22 | - |
| Purchase of intangible assets | -59 | - | - | - | - |
| Investments in associated companies and joint ventures | 144 | 178 | 222 | 263 | -216 |
| Purchase of quoted equity investments | - | - | - | - | - |
| Other cash flows from investing activities | -920 | 273 | -10 | 30 | 3 |
| Net cash flows from investing activities | | | | | |
| | -1,764 | -1,203 | -1,970 | -1,178 | -6,940 |
| Financing activities | | | | | |
| Proceeds from interest-bearing liabilities | 11,383 | 8,176 | 2,988 | 13,048 | 17,641 |
| Repayment of interest-bearing liabilities | -4,057 | -9,681 | -2,381 | -13,311 | -9,218 |
| Dividends paid | - | - | -1500 | - | - |
| Dividends paid to preference shares | -29 | -29 | -29 | -29 | -29 |
| Dividends paid to non-controlling interest | -1,526 | - | - | -1,951 | 742 |
| Proceeds from non-controlling interests | 399 | -11 | 24 | 6,637 | - |
| Buyback of hybrid bonds | - | - | - | -58 | -317 |
| Repayments on hybrid bonds | -111 | -105 | -447 | -804 | -88 |
| Settlement of derivative financial instruments | - | - | 176 | - | - |
| Other cash flows from financing activities | 532 | 73 | -71 | -1,104 | -154 |
| Net cash flows from financing activities | | | | | |
| | 6,591 | -1,758 | -1,243 | 2,242 | 8,577 |
| Cash and cash equivalents at the beginning of the period | 7,342 | 9,668 | 12,555 | 11,321 | 7,323 |
| Net change in cash and cash equivalents | 5,243 | -2,331 | -3,156 | 1,260 | 3,903 |
| Net currency exchange effect in cash and cash equivalents | -92 | 3 | 268 | -26 | 95 |
| Cash and cash equivalents at the end of the period | | | | | |
| | 12,492 | 7,342 | 9,688 | 12,555 | 11,322 |



Sustainability Report 2023

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About the Sustainability Report

At Heimstaden AB, we annually report on our sustainability efforts, aligning with the Global Reporting Initiative (GRI) Universal Standards, the Swedish Annual Accounts Act Chapter 6 Section 11, and the EU Taxonomy Regulation. We identify material topics crucial to our company, stakeholders, people, and the environment. The GRI Content Index is on [pages 128–130](#), and the mandatory Sustainability Report index is on [page 131](#), with any omitted details in the GRI Content Index.

This is Heimstaden's seventh Sustainability Report, and the fifth prepared in accordance with GRI reporting principles, covering the fiscal year 2023, available in Swedish and English on corporate.heimstaden.com. The previous report, covering fiscal year 2022, was published on February 24, 2023. Katarina Skalare, Chief Sustainability Officer, is the main contact for this report.

Changes in the report

This year, we have updated the structure of the Sustainability report, to mirror the reporting structure (ESG) for material topics required by the CSRD.

This is the first year we report on Biodiversity, as we understand the need to halt the loss of biodiversity. Even though our new build projects may be limited, we have established targets to replace and enhance biodiversity equivalent to the green or unbuilt land impacted.

An updated assessment has been made for the EU taxonomy in accordance with the new requirements, meaning we have assessed eligibility for the four new environmental objectives.

According to the assessment, we have eligible economic activities in climate change mitigation, climate change adaptation, and circular economy. For this year we are only reporting on alignment for the objective climate change mitigation.

Climate-Related Disclosures

Regarding climate-related disclosures, we follow the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), presented on [page 131](#). On a yearly basis, we disclose a comprehensive climate-related report through CDP¹. Heimstaden Bostad's latest CDP report covers the 2022 financial year and earned a score of B.

UN Global Compact

In 2019, Heimstaden signed the UN Global Compact, committing to uphold its ten principles on human rights, labour practices, environmental responsibility, and anti-corruption. The commitment also covers Heimstaden Bostad. The GRI Content Index references the data locations.



¹ CDP - Not-for-profit organisation that runs the global climate disclosure system.



Reporting Principles

Scope and boundaries

For detailed information on each sustainability topic, including its impact on the economy, environment, and people, actions taken, and target tracking and evaluation, please see the sustainability notes on [pages 132–177](#).

Employee data pertains to Heimstaden and Heimstaden Bostad.

This report only covers energy and water purchased by Heimstaden; we are unable to access energy and water data when our customers have their own energy or water supply contracts.

Data Collection and Consolidation

Data provided in the report has been compiled from various systems for all countries since 2019.

Employee Data

Our group-wide HR system underpins all employee data. All employee-data in this report is based on the data from the last day of the reporting period, unless otherwise stated. KPIs adhere to GRI standards, using the Headcount principle.

We also report on non-employee workers (contingent) as per GRI Standards Disclosure 2-8. The annual total compensation ratio reporting, aligned with updated GRI Standards, covers permanent employees, as reported under Disclosure 2-7. Full time equivalent (FTE) pay rates are used for each part-time employee. The type of compensation included in the calculation is base salary.

This is the first year that we report on: Gender pay gap, Gender Split in the Board, in Senior Executives Team, in Country Management, and for all managers, Diversity of governance bodies and employees, and Social inclusion positions.

In 2023, we have adopted a new employee survey tool, which replaced our previous tool.

Health and Safety Data

Health and safety data covers employees from Heimstaden and Heimstaden Bostad and is based on accidents and incidents that occurred during the reporting year.

Local Community

Inclusive jobs reported include social inclusion positions and youth positions. 2023 is the first time we report on social inclusion positions. Youth positions was previously called young adult jobs. The definition remains the same, but we now report on all employees <25 years old, instead of previously those hired during the reporting year.

Inclusive housing contracts include affordable housing contracts and social contracts.

Energy Data

Energy data is collected locally in each country in different systems and consolidated in a group-wide system for both the Annual Report and Sustainability Report. Heimstaden, the tenant or a Housing Owner Association could be the contracting party responsible for providing energy for the tenant space.

This varies from country to country, thus affecting the amount of energy Heimstaden purchases in each country. The table below gives an overview of who has the energy contract in the tenant space in each country.

Overview of Energy Contracts

| Countries | Heating in tenant space | | Electricity in tenant space | |
|-------------------|--|--|--|--|
| | Share of sqm where Heimstaden has the contract | Share of sqm where the tenant has the contract | Share of sqm where Heimstaden has the contract | Share of sqm where the tenant has the contract |
| Sweden | 99% | 1% | 0% | 100% |
| Norway | 50% | 50% | 33% | 67% |
| Denmark | 44% | 55% | 37% | 63% |
| Netherlands | 7% | 93% | 1% | 99% |
| Germany | 85% | 15% | 0% | 100% |
| Czechia | 85% | 15% | 0% | 100% |
| Iceland | 81% | 19% | 17% | 83% |
| Finland | 26% | 74% | 99% | 1% |
| United Kingdom | 100% | 0% | 3% | 97% |
| Poland | 0% | 100% | 0% | 100% |
| Heimstaden | 74% | 26% | 8% | 92% |

In case the actual data for the energy use was not available from the supplier when preparing the Annual report, estimates of the missing energy consumption have been used. For Czechia we have estimated 100% of electricity consumption, while for Germany and Denmark we have estimated part of their heat and electricity consumption. Estimations are based on local expertise in each country, using historical data, energy performance certificates, and/or the best available statistics.

We use conversion factors from our local energy suppliers to convert litres of oil and cubic metres of natural gas into MWh. For the fuel mix of district heating, we take a similar approach, using emission factors from local energy suppliers.

Heating

Energy use for heating is often procured by Heimstaden and is therefore included in the reporting for Sweden, Germany, Norway, Czechia, Denmark, Poland, Finland, and Iceland. Heating produced with heat pumps is reported under electricity. In the Netherlands and the UK, most of our customers have individual energy contracts, limiting our access to their data. Consequently, our reporting only includes heating data for a select subset of properties in these regions. See the table above for more detailed information.



Electricity

In general, this report covers electricity used in the common parts of a building, while electricity used in apartments is only covered to a minor extent, since our customers have their own contract with electricity suppliers.

Energy Performance Certificates (EPCs)

Data on energy performance certificates (EPC's) is collected for all countries where Heimstaden operates. In countries where there is no equivalent EPC standard, Heimstaden estimates the EPC using methods equivalent to those in other European countries. The standards of EPCs and their grades differ greatly between the ten countries where Heimstaden owns properties. This creates challenges in comparing the performance between countries and in preparing a consolidated overview of the Group's performance. A detailed overview of the EPC labels per country is provided in the table "Breakdown of EPC Labels per % of Square Metres per Country" on [page 140](#).

Emissions Data

Data on greenhouse gases (GHG) in this report is collected and reported in accordance with the financial control approach of the GHG Protocol. Our reported Scope 1 emissions derive from fuel combustion where Heimstaden has contracted the energy supplier for property heating, from leakage of refrigerants, and from fuel used in company-owned service cars and service cars with a financial lease. Our reported Scope 2 emissions derive from purchased heating, cooling, and electricity in our properties, where Heimstaden is the named contractee. Our reported Scope 3 emissions cover all categories applicable to Heimstaden's organisation. For Scope 3 emissions, we disclose Category 13 (tenant use of energy excluding tenant waste), which is one of our major scope 3 categories. Scope 3 Category 13 represents, based on FY 2022 figures, approximately 34.7% of our total Scope 3 emissions in the reporting year and is included in this disclosure to track progress towards our targets. We have a Supplier En-

gagement target (part of our SBTi-approved climate target) where we address Category 1, which is the other major Scope 3 area. However, in this case we disclose the share of spend from suppliers with science-based targets as a percentage in this report. Data for other Scope 3 categories 2023 is not available yet since the mapping of our Scope 3 emissions will be performed during Q1-Q2 2024. The Scope 3 emissions do not cover new acquisitions made during the reporting year. For more information on the Scope 1-3 emissions, see the sustainability notes 305-1 to 305-3 on [page 138](#). No offsets or climate compensation is made to meet our climate targets. Instead, Heimstaden focuses on investing in measures that will reduce its own emissions.

Gases included in our calculations are mainly CO₂e and CH₄, but can also include refrigerants or CH₂ and N₂O used in the production of district heating. We obtain the emission factor for electricity (market-based) and district heating (both market-based and location-based) from our energy suppliers. The source we use for the emission factors for location-based electricity is the International Energy Agency (IEA), whereas we use factors from the Swedish organisations Energiföretagen and Hagainitiativet for natural gas and oil. The global warming potential (GWP) rates from the IPCC's Fifth Assessment Report are used for refrigerants.

Supplier Data

There are no significant changes in the structure of the supply chain or relationship with suppliers, including selection and contract termination.

Water Data

Water consumption data is collected on a regular basis. The reporting does not cover the complete water consumption from our Danish properties and no data are available for Iceland, since water consumption generally is not measured in Iceland. We are currently implementing processes to collect this in the upcoming years. All water consumption for Czechia

is estimated based on the previous year's consumption. For Germany and the UK part of the water data is estimated.

Tax Data

This report contains country-by-country reporting on tax and is based on the latest submitted 2022 figures.

Waste Data

Waste generated by tenants is calculated by the number of tenants. The reporting is based on 2022 figures, because it is part of the data collected in our Scope 3 reporting. Data for Scope 3 2023 is not available yet since the mapping of our Scope 3 emissions will be performed during Q1-Q2 2024.

Comparability

Heimstaden's energy, emission, and water intensity KPIs are based on data from comparable properties, requiring a full year of reported energy, emissions, or water usage for the reporting year. Energy, water, and emissions from new property acquisitions and divestments during the reporting year will be included in the absolute figures when data is available.

Baseline Recalculation

For each acquisition and divestment, Heimstaden's total GHG emissions may change. Heimstaden has set 2020 as the base year and developed base year recalculations principles in line with the GHG Protocol. Recalculations of the base year are necessary to enable comparison of emissions and to track development on a like-for like basis over a longer period. To be transparent, Heimstaden reports the original and recalculated figures.

Divested Portfolio

In 2023, we divested our Icelandic portfolio. Therefore, this report covers data related to Iceland only for the reporting period between 01/01/2023 and 30/09/2023, unless differently specified. We report for Iceland on data related to total energy consumption

(heat and electricity) and carbon emissions, from Q1 to Q3. Iceland is also included in all disclosure related to FY 2022 (such as waste, tax data and Scope 3 data).

For 2023 reported data, we exclude values from Iceland for energy and carbon intensity, respectively, since the calculation only includes comparable properties that have full year consumption. Unless otherwise stated, Iceland is not included in employee data, since this data refers to the last day of the reporting year. We will include Iceland carbon emissions in data covering Scope 3 for 2023, which will be available in next year's report (FY 2024).

Definitions

Comparable properties: Properties with the full year's energy and water data, where Heimstaden is the contractee for energy and water supply to these properties.

High-consequence work-related injuries: Accidents at work resulting in sick leave. Fatalities are not included in this consolidation.

Recordable work-related injuries: Incidents at work resulting in an injury, but no sick leave.

Youth positions: Employment for individuals under 25 years old.

Social inclusion positions: Employment for individuals far from the labour market, such as recently arrived immigrants, long-time unemployed, or people with disabilities.

Social contracts: Contracts in collaboration with local authorities or NGOs specifically aimed at vulnerable individuals far from the housing market, such as homeless people, recently arrived migrants, or people with various disabilities.

Affordable housing contracts: Contracts with regulated maximum rent and tenant income levels, set by authorities.



EU Taxonomy Regulation

Reporting on the EU Taxonomy is challenging due to its dynamic and extensive nature. The evolving framework requires a keen understanding of changing criteria and a proactive approach to stay compliant. Effective reporting demands transparent communication, both internally and externally, and a commitment to adapting methodologies in response to updates. Heimstaden is committed to enhancing the quality of our reporting and continuously building our organisational capacity to report on the EU Taxonomy.

Heimstaden's Group function oversees the EU Taxonomy reporting process, providing templates and training to country organisations. These entities report on Turnover, CapEx, and OpEx from Taxonomy-aligned activities, with the Group interpreting the EU Taxonomy text, making policy decisions, and supporting climate risk assessments. External consultants assist in this process.

Since 2021 when Heimstaden started to report on the EU Taxonomy Regulation, it was determined that 100% of the turnover, investments (CapEx) and operating expenditures (OpEx) were eligible. This is still the conclusion of the 2023 year's figures. The EU Commission published new delegated acts in June 2023 with the four other environmental objectives. These have been considered for this year's reporting and the conclusion is that Heimstaden is eligible in the circular economy objective where real estate activities can be found.

Ongoing work in 2023 involves assessing alignment for environmental objectives 1 and 2. Challenges persist in obtaining supplier confirmation of Taxonomy alignment, and a precautionary principle is applied, potentially resulting in conservative Taxonomy alignment figures. All reported properties have been assessed against technical screening criteria for eligible activities in environmental objectives for climate change mitigation.

Heimstaden has activities in the following objectives¹ and activities of the taxonomy:

- CCM+CCA 7.1/ CE 3.1 – Construction of new buildings
- CCM+CCA 7.2 / CE 3.2 - Renovation of buildings
- CCM+CCA - 7.3 Installation, maintenance, and repair of energy-efficiency equipment
- CCM+CCA - 7.4 Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)
- CCM+CCA - 7.5 Installation, maintenance, and repair of instruments and devices for measuring, regulation, and controlling energy performance of buildings
- CCM+CCA - 7.6 Installation, maintenance, and repair of renewable energy technologies
- CCM+CCA - 7.7 Acquisition and ownership of buildings.
- CCM 9.3 Professional services related to energy performance of buildings

¹ CCM = Climate change mitigation, CCA = Climate change adaptation and CE = Circular economy.

Heimstaden's operations consist of owning, developing, and managing residential properties, where activity 7.7, Acquisition and Ownership of Buildings, is the most applicable economic activity within the Taxonomy regulation when it comes to Turnover. Turnover entails Rental Income and Service Income from investment properties. To some extent, Heimstaden also divests investment properties. The gains from divestment of investment properties are not reported as part of the Turnover for 2023, however we use the principle that gain is allocated to CapEx activity 7.1 Construction of new buildings. Heimstaden also has investment property under construction for its own use: this could be considered as 7.1, however after additional guidance from the European Public Real Estate Association and the EU Commission, Heimstaden has decided to report these activities under 7.7. For more details on this, please see the section 'Interpretation of new builds in relation to eligible activities (7.1 or 7.7). Activities 7.1–7.7 and 9.3 have been identified when screening eligibility and alignment within the CapEx and OpEx KPIs. Heimstaden does not have any activities relating to gas and nuclear activities.

For the Turnover KPI, Heimstaden has eligible and aligned activities related to activity 7.7 within climate change mitigation. For some of the investments made during the year, Heimstaden possesses investments associated with environmental objective 2; however, alignment assessments for these investments have not been conducted to date and the group will continue to investigate alignment towards CCA in the upcoming year. As previous year, Heimstaden still sees objective 1, climate change mitigation, as the primary objective to contribute to.

Analysis of Taxonomy KPIs

In short, we conclude that we are 16% (16%) aligned within our Turnover generating activities for 2023. For this year's CapEx and OpEx, we are 26% (11%) and 3% (4%) aligned. For complete tables for Turnover, CapEx, and OpEx KPIs and the gas and nuclear delegated act table, see [pages 186–189](#).

Being around 15% in aligned Turnover generally indicates that Heimstaden's property portfolio has the same proportion of aligned Turnover as the general real estate market due to the definition of the technical screening criteria (top 15% in PED in relation to comparable building stock). The proportion aligned CapEx indicates that Heimstaden is investing to improve the energy efficiency in parts of the building stock. Heimstaden assesses that the proportion of Taxonomy alignment will remain stable in the coming years and that Heimstaden will be able to ensure an increased share of CapEx and OpEx in alignment with the Taxonomy regarding investments linked to "Category C"- investments.

By comparing the 2023 figures with 2022, Turnover and OpEx are in line with the previous year. The portion of aligned CapEx has increased from 11% to 26%, which we deem is reasonable due to our Climate Roadmap and active work in building internal knowledge of Taxonomy criteria, as well as the ability to implement them in our requirements for suppliers.

Summary of taxonomy-eligible and taxonomy-aligned economic activities

| | Taxonomy-eligibility in % | | Taxonomy alignment in % | |
|-----------------------|---------------------------|------|-------------------------|------|
| | 2023 | 2022 | 2023 | 2022 |
| Turnover ¹ | 100 | 100 | 16 | 16 |
| CapEx | 100 | 100 | 26 | 11 |
| OpEx | 100 | 100 | 3 | 4 |

¹ This figure discloses the share of Taxonomy-aligned Turnover. That is properties classified with EPC A and properties belonging to the top-15% of the best energy performing buildings (PED) in the national building stock. However, Heimstaden operates in several countries where the 15% limit value is yet to be defined. This suggests that the figure for aligned Turnover for Heimstaden may increase when the threshold value has been defined in all markets.

Relevant judgment on the taxonomy-eligibility and alignment of our activities

All eligible Turnover, CapEx and OpEx have been assessed based on the technical screening criteria in the respective economic activity for environmental objective 1. For the proportion of aligned Turnover, all properties have first been assessed in accordance with the substantial contribution criteria. In order to evaluate the significant contribution to environmental objective 1, Heimstaden has developed methods to evaluate the properties based on the criteria of top 15% where possible¹. As Heimstaden operates in several countries, there has been varying availability of data at national level. These methods have been applied to the properties that are not classified with EPC A. Further on follows an account of some of Heimstaden's most significant interpretations and positions, when assessing the eligibility and alignment with the Taxonomy.

Interpretation of new builds in relation to eligible activities (7.1 or 7.7)

Annex I (climate change mitigation objective) of the Climate Delegated Act describes Construction and Real Estate Activities under chapter 7. Activity 7.1 covers construction of new buildings and activity 7.7 covers the acquisition and ownership of buildings. The description of activity 7.1 in the EU Taxonomy refers to buildings developed "on own account for sale or on a fee or contract basis", which does not cover commissioning of a new building for own use, as Heimstaden does. On the other hand, the description of activity 7.7 refers to "buying real estate and asserting ownership of that real estate", which defines Heimstaden's business more closely. According to the additional guidance published by the EU Commission in December 2022, whether Heimstaden acquires a new completed building or whether it commissions a new building for its own use, the Turnover/CapEx and OpEx from that building can be reported

¹ In Germany, a variety of different threshold values are used to define top 15%, since there is no official statement from the German government officials on which threshold value to use. Heimstaden Germany has used the threshold values described in the methodological approach designed by consultants Drees & Sommer, which uses a much stricter threshold for top 15% than other approaches used widely in Germany.

under activity 7.7. Therefore, for the reporting year 2023¹, Heimstaden has decided to report CapEx and OpEx related to own new developments under activity 7.7 Acquisition and ownership of buildings. When the building is complete, the revenue, CapEx, and OpEx continue to be reported under 7.7 Acquisition and ownership of Buildings.

The figures for 2022 have been restated due to this policy choice where all aligned CapEx of SEK 1,604 million in activity 7.1 Construction of new buildings have been reallocated to activity 7.7 Acquisition and ownership of buildings and the same for the eligible CapEx of SEK 3,345 million relating to activity 7.1.

Assessment of DNSH (Do Not Significant Harm)

When assessing alignment, Heimstaden has ensured that no significant harm is done to other environmental objectives for the economic activities, respectively. Heimstaden has ensured that suitable climate risk assessments are executed for all buildings that have aligned Turnover, CapEx and OpEx.

The implementation of the Do No Significant Harm criteria for pollution prevention has proven challenging, particularly in light of amendments to Appendix C of the EU Taxonomy and the mid-2023 clarifications issued by the EU Commission. In accordance with these changes, Heimstaden conducted trainings with its country organisations to impart knowledge of harmful substances in the real estate sector and Heimstaden's responsibility in following up with our suppliers and contractors to ensure we do not purchase any Substances of Very High

Concern (SVHC) that have been on the SVHC Candidate List for more than 18 months. Heimstaden also includes clauses on harmful substances in our contracts and agreements. Going forward, these contracts will be updated to reflect the changes in Appendix C more clearly.

Individually Taxonomy-eligible and aligned CapEx and OpEx

For CapEx and OpEx that are related to activity 7.7 and where a building has been assessed as non-aligned with the Taxonomy regulation, Heimstaden has further screened the investments individually to see if those investments potentially could be seen as Taxonomy-aligned through other economic activities than 7.7, i.e., related to activities 7.2–7.6 and 9.3 and according to the "Category C" in the delegated act. However, Heimstaden has still not been able to fully screen all investments for alignment due to difficulties in ensuring that suppliers meet the alignment criteria. This will be further processed in upcoming years.

Minimum safeguards

Heimstaden has made the assessment of minimum safeguards in line with the most recent guidance from the Platform on Sustainable Finance. This assessment includes ensuring that Heimstaden has processes in place on Group level for anti-corruption, fair competition, taxation, and human rights.

In 2023, Heimstaden improved its supplier assessment process by building a new assessment system in-house and updating the procurement contract terms and agreements.

Heimstaden also took part in a six-month Business and Human Rights Accelerator and accordingly conducted internal workshops to assess human rights risks its business can have. A new materiality assessment was also carried out at Group level to see Heimstaden's most impactful areas, along with revisiting the Risk Tool.

To advance its work on anti-corruption, Heimstaden introduced a new mandatory anti-corruption digital training for all employees.

In addition, Heimstaden did not have any convictions in court on any of these topics, nor has it been contacted by the OECD National Contact Point or the Business and Human Rights Resource Center with regards to human rights allegations. For details on Heimstaden's human rights due diligence process, please refer to the Human Rights statement which can be found on the website.

Reporting principles

The Turnover included in the Taxonomy report follows the same definition as in the Annual Report and consists of rental and service income (this can be reconciled with the line-item rental and service income in the Consolidated Comprehensive Income Statement on [page 47](#)). The allocation of Turnover related to the different activities has been made at a building level. Assessment of the alignment criteria on the Turnover generating activities 7.1 and 7.7 has also been based on every building. All Turnover for 2023 has been allocated to 7.7. Acquisition and ownership of buildings. Aligned Turnover, i.e. the

numerator, derives from rental income, which was the same as last year.

CapEx refers to additions to tangible and intangible assets during the financial year before depreciation and revaluations (including devaluations) for the financial year and excluding changes in fair value. Examples of CapEx include major renovations, insulation projects, digital measurement, solar panels, and the installation of charging stations for electric vehicles. For this year's CapEx please refer to acquisitions and investments in [Note 3.1](#).

OpEx refers to direct costs that are not capitalised assets. These costs refer to building renovation, short-term leases, maintenance and repair, and all other direct expenses related to the daily maintenance of tangible fixed assets, performed by the company itself or a third party hired for this purpose, and required to ensure the continuous and efficient functioning of these assets. OpEx does not correspond to total operating expenses; however, only to expenses associated with the asset's continuous and appropriate function. For example, maintenance and repair of our properties are included, while expenses for energy, water, and property tax are excluded.

For CapEx and OpEx, the numerator in the KPIs consists mostly of investments and expenditures that are associated with our Turnover generating activity 7.7 Acquisition and ownership of buildings that are eligible and/or aligned. Furthermore, we have identified individually Taxonomy-eligible and Taxonomy-aligned CapEx and OpEx that relate to the purchase of

¹ For the reporting year 2022, Heimstaden reported CapEx and OpEx from own developments under 7.1 Construction of New Buildings, as additional guidance from the EU Commission and The European Public Real Estate Association (EPRA) was published too late to consider for reporting year 2022. EPRA published guidance in January 2023 which clarifies that activity 7.1 applies to construction companies whereas the owner of the building who has built the building for own use can claim revenue/CapEx/OpEx under activity 7.7. guidance in January 2023 which clarifies that activity 7.1 applies to construction companies whereas the owner of the building who has built the building for own use can claim revenue/CapEx/OpEx under activity 7.7.

output from Taxonomy-eligible or aligned economic activities and certain individual measures enabling the target activities to become low-carbon or to lead to GHG reductions. These individual measures correspond to economic activities listed in the activities 7.2–7.6 and 9.3 in the Climate Delegated Act Annex I (climate mitigation objective).

For the aligned share of CapEx, the majority of it relates to investments on completed investment properties SEK 2,872 million of this CapEx is classified as investment properties in the financial report and most of it, SEK 2,250 million, allocated to economic activity to 7.7. However, investments that are deemed as aligned according to “Category C” in the delegated act relate to economic activities 7.1–7.6. A comparison of the breakdown compared to last year cannot be provided due to lack of data in this detailed level in the 2022 figures.

Quantitative breakdown of capital expenditure numerator for 2023 (SEK million)

| Activity | Additions to machinery & equipment | Additions to investment properties | Additions to intangible assets | Sum | Thereof acquired through asset acquisitions | Thereof part of a CapEx plan |
|--------------|------------------------------------|------------------------------------|--------------------------------|----------------|---|------------------------------|
| 7.2 | 0.0 | 133.8 | 0.0 | 133.8 | 0 | 0 |
| 7.3 | 2.3 | 447.7 | 0.0 | 450.0 | 0 | 0 |
| 7.4 | 2.1 | 2.8 | 0.0 | 5.0 | 0 | 0 |
| 7.5 | 2.2 | 21.5 | 1.7 | 25.4 | 0 | 0 |
| 7.6 | 0.5 | 15.1 | 0.0 | 15.6 | 0 | 0 |
| 7.7 | 0.0 | 2,261.8 | 0.0 | 2,261.8 | 0 | 0 |
| 9.3 | 0.0 | 0.9 | 0.2 | 1.0 | 0 | 0 |
| Total | 7.1 | 2,883.6 | 1.8 | 2,892.6 | 0.0 | 0.0 |

Most part of the aligned OpEx relates to maintenance and repair expenditures and a smaller part relates to building and renovation costs. The majority of aligned OpEx relates to investment properties within activity 7.7.

Adjusted KPIs

In the taxonomy's delegated act, section 1.2 of Annex I, it is mentioned that adjusted KPIs for turnover and CapEx must be

submitted if an undertaking has issued environmentally sustainable bonds or debt securities that aim to finance specific identified taxonomy-aligned activities. Heimstaden has interpreted environmentally sustainable bonds as referring to the EU Green Bond Standard, which is a framework that is not yet available. Heimstaden has issued bonds, which are not in line with the taxonomy's framework for green bonds, which is why

the disclosure requirement in that regard is not deemed to be applicable for this year's reporting.

Furthermore, Heimstaden assesses that the issued bonds or other debt obligations are not intended to finance specific taxonomy-aligned activities, which is why the disclosure requirement for adjusting our KPIs for CapEx or turnover does not apply either.

GRI Index

| | |
|-----------------------------------|------------------------|
| GRI 1 used | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standard(s) | Not applicable |

| GRI Standard | Disclosure | Location | SDG sub-target | Principle of the Global Compact | Omission | | |
|---------------------------------|--|----------------------------|----------------|---------------------------------|----------------------|---|-------------|
| | | | | | Requirements omitted | Reason | Explanation |
| General Disclosures | | | | | | | |
| GRI 2: General Disclosures 2021 | 2-1 Organisational details | 28-33 | | | | | |
| | 2-2 Entities included in the organisation's sustainability reporting | | | | 2-2 | No list available | |
| | 2-3 Reporting period, frequency, and contact point | 120 | | | | | |
| | 2-4 Restatements of information | 120 | | | | | |
| | 2-5 External assurance | | | | 2-5 | Preparing for external review when CSRD comes into force | |
| | 2-6 Activities, value chain, and other business relationships | 10-27 | | | | | |
| | 2-7 Employees | 179 | | | | | |
| | 2-8 Workers who are not employees | 155 | | | | | |
| | 2-9 Governance structure and composition | 28-33 | | | | | |
| | 2-10 Nomination and selection of the highest governance body | 28-33 | | | | | |
| | 2-11 Chair of the highest governance body | 28-33 | | | | | |
| | 2-12 Role of the highest governing body in overseeing the organisation | 28-33 | | | | | |
| | 2-13 Delegation of responsibility for managing impacts | 28-33 | | | | | |
| | 2-14 Role of the highest governance body in sustainability reporting | 28-33 | | 8 | | | |
| | 2-15 Conflicts of interest | 28-33 | | | | | |
| | 2-16 Communication of critical concerns | 28-33, 164 | | 3-6, 10 | | | |
| | 2-17 Collective knowledge of the highest governance body | 28-33 | | | 2-17 | No measures taken during the year. We plan to have mandatory training in 2024 | |
| | 2-18 Evaluation of the performance of the highest governance body | 28 | | | | | |
| | 2-19 Remuneration policies | 28, 156 | | | 10 | | |
| | 2-20 Process to determine remuneration | 28, 156 | | | | | |
| | 2-21 Annual total compensation ratio | 159 | | | | | |
| | 2-22 Statement on sustainable development strategy | 10-27 | | 7, 8, 9 | | | |
| | 2-23 Policy commitments | 190 | | | | | |
| | 2-24 Embedding policy commitments | 190 | | | | | |
| | 2-25 Process to remediate negative impacts | 162-164 | | | | | |
| | 2-26 Mechanisms for seeking advice and raising concerns | 164 | | 3, 4, 5, 6 | | | |
| | 2-27 Compliance with laws and regulations | | | 1-10 | 2-27 | We do not currently track these numbers for reporting purposes externally | |
| | 2-28 Membership associations | 134 | | | | | |
| | 2-29 Approach to stakeholder engagement | 133 | | | | | |
| | 2-30 Collective bargaining agreements | 157 | | 3 | | | |

| GRI Standard | Disclosure | Location | SDG sub-target | Principle of the Global Compact | Omission | | Explanation |
|-----------------------------|--|-------------------------|----------------|---------------------------------|----------------------|--------|-------------|
| | | | | | Requirements omitted | Reason | |
| Material Topics | | | | | | | |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | 132 | | | | | |
| | 3-2 List of material topics | 132 | | | | | |
| | 3-3 Management of material topics | 132 | | | | | |
| Specific Disclosures | | | | | | | |
| Economic performance 2016 | 201-1 Direct economic value generated and distributed | 175 | | 8.1, 9.1, 9.2, 11.1 | | | |
| Anti-corruption 2016 | 205-3 Confirmed incidents of corruption | 173 | | 16.5 | 2, 6, 10 | | |
| Tax 2019 | 207-1 Approach to tax | 176-177 | | | | | |
| | 207-2 Tax governance, control and risk management | 176-177 | | | | | |
| | 207-3 Stakeholder engagement and management of concerns related to tax | 176-177 | | | | | |
| | 207-4 Country-by-country reporting | 176-177 | | | | | |
| Energy 2016 | 302-1 Energy consumption within the organisation | 138 | | 7.1-7.3, 9.4, 12.2 | 8, 9 | | |
| | 302-3 Energy Intensity | 139 | | | | | |
| Water | 303-5 Water consumption (2018) | 142 | | 6.4, 12.2 | 8, 9 | | |
| Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | 149 | | | | | |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 149 | | | | | |
| | 305-3 Other indirect (Scope 3) GHG emissions | 149 | | | | | |
| | 305-4 GHG emissions intensity | 149 | | | | | |
| Waste 2020 | 306-3 Waste generated | 153 | | 11.6, 12.4, 12.5 | 7, 8 | | |
| Employment 2016 | 401-1 New employee hires and employee turnover | 184-185 | | 5.5, 8.5, 8.6, 8.8, 10.3, 16.7 | 3-6 | | |

| GRI Standard | Disclosure | Location | SDG sub-target | Principle of the Global Compact | Omission | | Explanation |
|-------------------------------------|---|-------------------------|----------------------------------|---------------------------------|----------------------|--------|-------------|
| | | | | | Requirements omitted | Reason | |
| Occupational health and safety 2018 | 403-1 Occupational health and safety management system | 160 | 3.4, 8.8 | | | | |
| | 403-2 Hazard identification, risk assessment and incident investigation | 160 | | | | | |
| | 403-3 Occupational health services | 160 | | | | | |
| | 403-4 Worker participation, consultation and communication on occupational health and safety | 160 | | | | | |
| | 403-5 Worker training on occupational health and safety | 160 | | | | | |
| | 403-6 Promotion of worker health | 160 | | | | | |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 160 | | | | | |
| | 403-9 Work-related injuries | 161 | | | | | |
| | | | | | | | |
| Human rights | 308-1 New suppliers that were screened using environmental criteria | 164 | 8.7, 8.8, 10.3, 12.7 | 1-6 | | | |
| | 406-1 Incidents of discrimination (2016) | 164 | | | | | |
| | 414-1 New suppliers that were screened using social criteria (2016) | | | | | | |
| Local community 2016 | 413-1 Operations with local community engagement, impact assessments and development programmes | 167-170 | 4.4, 4.6, 8.6, 10.2, 11.3, 17.17 | 1, 6, 8 | | | |

TCFD Index

| | Chapter | Page |
|---|---------------------------------|------------------------------|
| Governance | | |
| a) Describe the Board's oversight of climate-related risks and opportunities | Governance, Climate Impact | 28, 145 |
| b) Describe management's role in assessing and managing climate-related risks and opportunities | Governance, Climate Impact | 28, 145 |
| Strategy | | |
| a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term | Climate Impact | 143–148 |
| b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning | Climate Impact | 143–148 |
| c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario | Climate Impact | 143–148 |
| Risk Management | | |
| a) Describe the organisation's processes for identifying and assessing climate-related risks | Climate Impact, Material Topics | 143–148, 132 |
| b) Describe the organisation's processes for managing climate-related risks | Climate Impact | 143–148 |
| c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management | Climate Impact | 143–148 |
| Metrics and Targets | | |
| a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process | Climate Impact, Employment | 143–148, 156 |
| b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks | Climate Impact | 149 |
| c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets | Climate Impact | 149 |

Statutory Sustainability Report Index

Find our statutory Sustainability Report according to the Swedish Annual Accounts Act on the following pages:

| Topic | Area | Page |
|-----------------------------|--|--|
| Environmental issues | Policy, review procedures and policy results | 190, 137, 141, 143, 150, 152 |
| | Risks and risk management | 39–40 |
| | Key performance indicators | 138, 142, 144, 151, 153 |
| Social issues and employees | Policy, review procedures and policy results | 190, 155, 159, 165 |
| | Risks and risk management | 39–40 |
| | Key performance indicators | 156, 160, 166 |
| Human rights | Policy, review procedures and policy results | 190, 162 |
| | Risks and risk management | 39–40 |
| | Key performance indicators | 163 |
| Anti-corruption | Policy, review procedures and policy results | 190, 172 |
| | Risks and risk management | 39–40 |
| | Key performance indicators | 173 |

Material Topics

Environmental, Social and Governance

From a Double Materiality Perspective

To identify material sustainability aspects, we have conducted a double materiality assessment, a comprehensive process that involves identifying and prioritising the environmental, social, and governance (ESG) issues that are most significant to Heimstaden and its stakeholders. This process encompasses stakeholder dialogues, and aligns our business strategy, risk assessment, manuals, our purpose and our overall impact on people and the environment, as well as the financial risks and opportunities these areas can present to Heimstaden.

Our assessment of double materiality this year is presented in accordance with GRI standards for sustainability reporting. By prioritising our areas of most significant impacts we have identified the following material GRI areas for reporting: GRI 206 Anti-Corruption; GRI 201 Economic Performance; GRI 207

Tax; GRI 302 Energy; GRI 305 Emissions; GRI 306 Waste; GRI 401 Employment; GRI 403 Occupational Health and Safety; and GRI 413 Local Communities. Additionally, Heimstaden maintains a structured, long-term approach to water use, biodiversity, and human rights, and reports accordingly. Definitions of GRI topics can be found on www.globalreporting.org.

Stakeholder Engagement

We map and analyse stakeholder expectations to achieve our long-term sustainability and business targets and create enduring value. Our engagement focuses on stakeholders with whom we share long-term relationships and those who impact or are affected by our operations. Our key stakeholders include Shareholders, Public Bodies, Employees, Banks and Investors, Suppliers, and Customers.



Stakeholder Engagement

| Stakeholders | Shareholders | Public Bodies | Employees ¹ | Banks and investors | Suppliers | Customers |
|--|---|--|--|---|--|--|
| Engagement technique | <ul style="list-style-type: none"> Owner dialogues and meetings Board meetings Annual General Meeting Meetings with shareholder representatives | <p>PUBLIC SECTOR</p> <ul style="list-style-type: none"> Dialogue forums for urban planning and dialogues with developers Dialogue forums on social aspects – safe neighbourhoods, crime prevention, and environment in the local community Dialogues with municipalities Dialogues when entering new markets <p>NOT-FOR-PROFIT SECTOR</p> <ul style="list-style-type: none"> Engagement and attendance at meetings with special-interest and industry organisations Network meetings Partnerships with not-for-profit organisations <p>UNIVERSITIES & HIGH SCHOOLS</p> <ul style="list-style-type: none"> Career fairs Company presentations and workshops for students Project/thesis assignments Internships | <ul style="list-style-type: none"> Personal development plan (PDP) discussions Leadership development Employee surveys Work health and safety groups Diversity Board Involving the Organisation in the implementation planning of new projects Internal conferences Digital quarterly Townhall meetings Regular one-on-ones (weekly, bi-weekly, or monthly depending on leader and need) Trainings, mentorships | <ul style="list-style-type: none"> Individual meetings with banks and investors Financial statements Capital market presentations Bond and Green Bond issuance Investor/Bank ESG Questionnaires | <ul style="list-style-type: none"> As part of regular procurement processes for framework agreements, when placing orders, and in direct meetings with suppliers When performing sustainability due diligence, especially for risk categories of products/services | <ul style="list-style-type: none"> Customer service and ongoing dialogues regarding property management Customer surveys: <ul style="list-style-type: none"> Yearly Customer Score Card Survey Rolling Customer Satisfaction survey (CSAT) in five phases: contract signing, move-in, service, living, and move-out CSAT for New Development Local events and interactions Office visits Magazines and newsletters Digital Help Centre Chat with customer service MyHome Digital Customer portal |
| Stakeholder expectations | <ul style="list-style-type: none"> A long-term stable profit where consideration is given to people, ethics, and the environment Customer satisfaction Community engagement and social responsibility Sustainable growth Transparent reporting | <ul style="list-style-type: none"> Community engagement and social responsibility Safe and secure neighbourhoods Reduction of GHG emissions Measures to mitigate and adapt to climate change Job and internship opportunities Affordable housing | <ul style="list-style-type: none"> Responsible and ethical business practices Stable and long-term employer that offers good employment terms and work environment Leadership presence Local community engagement | <ul style="list-style-type: none"> Responsible business conduct Climate change mitigation and adaptation Social responsibility Customer satisfaction Sustainability reporting Disclosure of ESG-related information | <ul style="list-style-type: none"> Clear guidelines and efficient procurement process concerning the supplier's work conditions, work environment, human rights, and environmental work Collaboration for increased sustainability | <ul style="list-style-type: none"> Pleasant and safe living environment Energy efficient homes, powered by renewable energy Access to clean recycling rooms Information and communication Affordable apartments |
| Our actions to meet stakeholder expectations | <ul style="list-style-type: none"> Improved reporting capacity for EU Taxonomy Regulation adherence and CSRD preparedness Revised Climate Roadmap to include properties acquired late 2021 and 2022 Social Roadmap approval | <ul style="list-style-type: none"> Launched a revised Social Roadmap Launched a revised Climate Roadmap Transferred all of our Ukrainian refugee tenants in Czechia from emergency housing to standard long-term contracts | <ul style="list-style-type: none"> All employees have taken mandatory trainings (GDPR, Code of Conduct, Anti Corruption IT Awareness). Integrated a new sustainability module in the mandatory onboarding training for all new employees Closely tracked employee wellbeing through monthly employee surveys Introduced the digital quarterly Townhall meetings to give updated information on company status for all Developed custom made onboarding program for Letting staff and Caretakers Delivery of revised leadership trainings (Leading@Heimstaden) and trainings for new managers (New@Leading) Introduction of Spotlight (a quarterly newsletter on Leadership) to managers and a leaders' toolkit | <ul style="list-style-type: none"> Reviewed all company policies and Codes of Conduct, creating in-depth manuals and handbooks where necessary Improved our Morningstar Sustainalytics ESG Risk Rating in 2023, going from 'Low risk' to 'Negligible Risk' 7.4 (-4,3) Provided requested ESG-related data in dialogues with the financial sector and through Annual Report, investor questionnaires, CDP report and on company web page. | <ul style="list-style-type: none"> New supplier assessment Implementation and training of procurement guidelines and manual in the whole procurement organisation New templates for framework agreements implemented Industry collaborations and supplier dialogues for increased sustainability in supply chain Assessing energy suppliers for their environmental and human rights impact | <ul style="list-style-type: none"> Conducted customer surveys in all our markets regarding customer satisfaction and expectations of Heimstaden A wide portfolio of apartments in different price ranges Launched MyHome customer portal in selected markets, ongoing roll-out to other markets Carried out various projects to improve living conditions of customers – e.g., improved energy systems, outdoor environments, recycling rooms, and much more. Continued work towards our zero-eviction vision 2030 with selected municipalities in Sweden |

¹ All information regarding employees pertain to employees of Heimstaden and Heimstaden Bostad.

² Tenant use of energy.

Memberships and undertakings

- Sweden Green Building Council
- Danish Green Building Council
- Czech Green Building Council
- Sveriges Allmännytta
- Fastighetsägarna (Swedish organisation for real-estate companies)
- Norsk Eiendom (Norwegian organisation for real-estate companies)
- Ejendom Danmark (Danish organisation for real-estate companies)
- Dansk Industri (DI)
- Association of Real Estate Agents (Czechia)
- Rental Housing Association (Czechia)
- Club of personnel of Moravia and Silesia (Czechia)
- Association for Real Estate Market Development (Czechia)
- Association of Heat and Water Distributors (ARTAV) (Czechia)
- Association of chartered certified accountants (ACCA) (Czechia)
- Nordic Chamber of Commerce in Czechia
- Diversity Charter
- Association of Industry and Transport (Czechia)
- IVBN (Dutch organisation for real-estate companies)
- BeBo – Swedish Energy Agency's network for residential property owners committed to energy efficiency
- Studentbostadsföretagen (Swedish student housing association)
- LFM 2030 (Local Roadmap) towards a climate-neutral construction and property management sector in Malmö, Sweden by 2030
- The Rotterdam Climate Agreement (Netherlands)
- Polski Związek Firm Deweloperskich (PZFD) (Polish Association of Developers)
- Skandynawsko-Polska Izba Gospodarcza (SPCC) (Scandinavian-Polish Chamber of Commerce)
- VNW – Verband norddeutscher Wohnungsunternehmen (Association of North German Housing Companies)
- ZIA - Zentraler Immobilien Ausschuss (Central German Real Estate Association)
- VBKI - Verein Berliner Kaufleute und Industrieller (Berlin Merchants and Industrialists Association)
- IHK - Industrie- und Handelskammer (Chamber of Commerce and Industry in Germany)
- Vereinigung Berliner Pressesprecher (Berlin Press Spokespersons Association)
- Schleusenverband Liedenkummer (Watergate Association Liedenkummer, Hamburg)
- Handwerkskammer Berlin (Chamber of Skilled Crafts Berlin)
- BBA - Akademie der Immobilienwirtschaft e.V. (BBA - Academy of the Real Estate Industry)
- Royal Institute for Chartered Surveyors (RICS)



In the GRI Index on [pages 128–130](#) we have linked our material sustainability areas to the Sustainable Development Goals and their sub-targets.

Environmental



Energy

- 302-1 Energy usage within the organisation
- 302-3 Energy intensity



Water

- 303-5 Water consumption



Climate impact

- 305-1 Direct (Scope 1) GHG emissions
- 305-2 Energy indirect (Scope 2) GHG emissions
- 305-3 Other indirect (Scope 3) GHG emissions
- 305-4 GHG emissions intensity



Biodiversity



Waste

- 306-3 Waste generated

Social



Employment

- 401-1 New employee hires and employee turnover



Occupational health and safety

- 403-1 Occupational health and safety management system
- 403-2 Hazard identification, risk assessment and incident investigation
- 403-3 Occupational health services
- 403-4 Worker participation, consultation and communication on occupational health and safety
- 403-5 Worker training on occupational health and safety
- 403-6 Promotion of worker health
- 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
- 403-9 Work-related injuries



Human Rights

- 406-1 Incidents of discrimination and corrective actions taken
- 414-1 New suppliers that were screened using social criteria



Local Community

- 413-1 Operations with local community engagement, impact assessments and development programs

Governance



Anti-Corruption

- 205-3 Confirmed incidents of corruption and actions taken



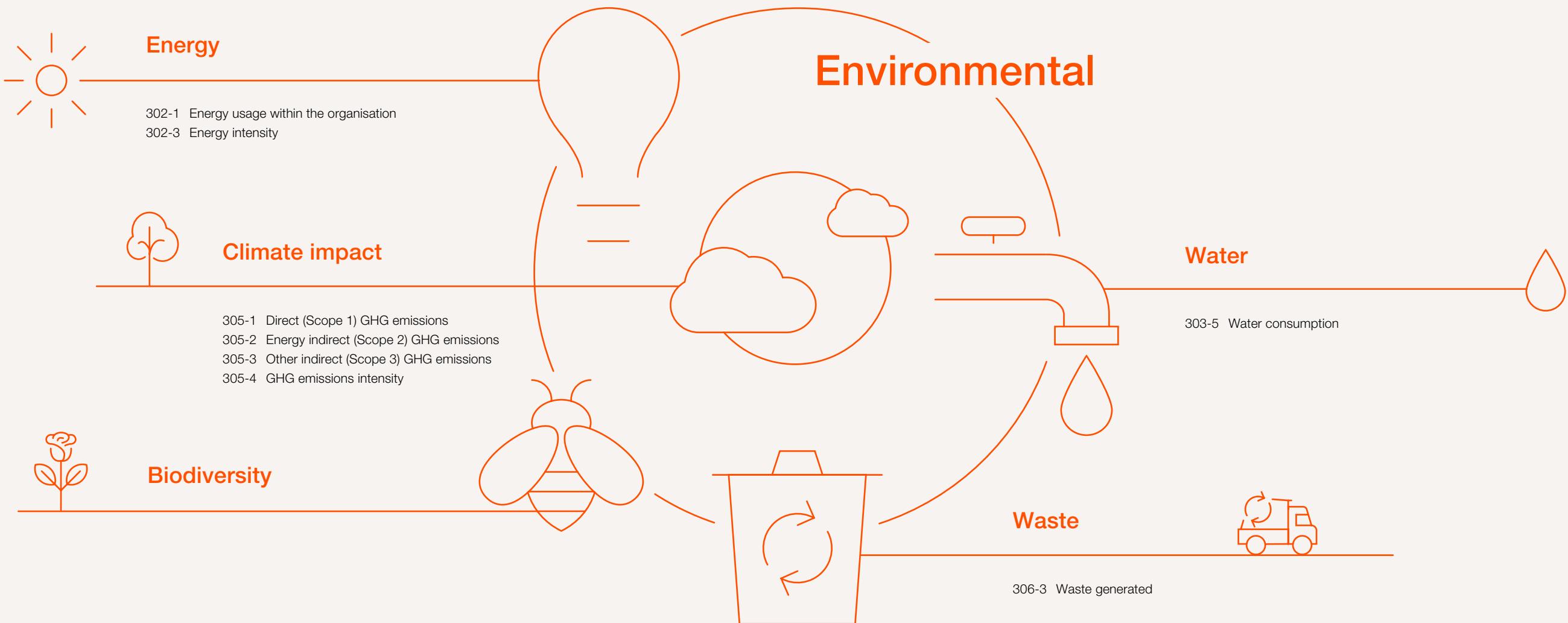
Economic Performance

- 201-1 Direct economic value generated and distributed



Tax

- 207-1 Approach to tax
- 207-2 Tax governance, control and risk management
- 207-3 Stakeholder engagement and management of concerns related to tax
- 207-4 Country-by-country reporting





Energy

302-1 Energy usage within the organisation

302-3 Energy intensity



Policies

- Sustainability Policy
- Energy Management Guideline
- Base Year Recalculation Principles

Impact on Economy, Environment, and People

We use energy for heating and electricity in our properties. Operating our buildings has a direct impact on energy usage and energy cost. In some countries, the energy cost is directly transferred to the customer on a yearly basis as a part of the property's operating cost. By implementing energy-efficiency measures, we can lower energy usage, climate impact, and costs for Heimstaden and customers. Fossil fuel usage contributes negatively to the environment, and in addition to energy efficiency measures, we aim to counteract this by shifting to renewable energy sources in selected buildings. We also prioritise the purchase of origin-certified renewable electricity in all properties, where we are on the contract. While we strive to manage and decrease energy usage across our properties, certain limitations are outlined in the Reporting Principles section on [pages 121–123](#). We have identified solar panels as a risky category for forced labour, associated with raw material extraction and manufacturing originating in the Xinjiang region of China. Accordingly, we have introduced specific questions in our supplier assessment regarding solar panels and their sourcing. For more details, please refer to the Human Rights section of this report and Heimstaden's Human Rights State-

ment available on our website. Further information on how our stakeholders have been informed on actions taken and their effectiveness can be found in the Stakeholder Engagement section, [page 133](#).

Actions taken to manage the topic

The actions we take regarding energy are based on Heimstaden's business strategy and underlying sustainability strategy. We continuously work towards energy-efficiency improvements throughout our portfolio in all countries, providing training to our staff on energy-efficient property management. These energy-efficiency measures are prioritised based on their expected impact on energy usage and GHG emissions at a reasonable cost. When we acquire properties, we meticulously screen them, resulting in an action plan for energy-related measures. We also acknowledge our opportunity to impact our energy suppliers and have therefore initiated the target to reduce the amount of purchased energy by, on average, 2% per sqm per year till 2025 (like for like basis, 2019 baseline)¹.

Our efforts aim to reduce purchased energy through various initiatives:

¹ Climate corrected value.

- Certifying our own developments in Sweden with Green Buildings'1 "Miljöbyggnad Silver" certification. A few Swedish properties are certified with Sweden Green Building Council's 'Miljöbyggnad i drift. Alongside several turnkey developments, properties in the UK, Czechia, and Poland are certified with BREEAM (level: very good), and in Denmark with DGNB
- About 3% of the portfolio is environmentally certified.

- We have a target to install renewable energy generation in all newbuilds, where applicable
- Focusing on thermal insulation projects and efficient heating systems to reduce energy consumption and enhance indoor environments for our customers

In 2023, we also mapped our assets in every country to evaluate the status and fulfilment of our goal of reducing the amount of purchased energy by 2% per square metre annually

GRI 302-1, 302-3 Energy consumption in the properties in MWh (company-wide)

| | 2023 | 2022 | 2021 |
|--|----------------|----------------|----------------|
| Heating | 971,009 | 999,881 | 784,079 |
| Of which renewable heating | 467,458 | 525,415 | 412,988 |
| District cooling | 284 | 271 | 326 |
| Electricity | 112,145 | 104,934 | 76,507 |
| Of which renewable electricity | 109,772 | 101,872 | 74,268 |
| Total energy consumption (heating, cooling, electricity) | 1,083,438 | 1,104,024 | 860,912 |

The data for 2023 includes the purchased energy by Heimstaden in Sweden, Norway, Denmark, Netherlands, Germany, Finland, Poland, and UK. For Czechia the energy consumption from year 2023 is available for heating only, and therefore estimates are used for electricity and water consumption, based on the consumption figures from 2022. Properties where customers have their own energy contract are not included, as it is not possible for Heimstaden to obtain the energy data. In 2023, the total energy consumption has slightly decreased in absolute numbers by 1% compared to 2022 results. This results reflects a summary of energy increase in few countries while we had a decrease in others. Sweden and Norway had a relevant increase in energy consumption, while Denmark had a sharp increase due to increased data quality. At the same time we had a major energy consumption decrease in Netherlands and Czechia due to energy savings from renovation projects and reduced energy use by our tenants.

This year we have installed solar PV cells on our new builds in Poland. In Finland, the first solar PV cell projects have been completed in 2023 and previously unreported PVs in Denmark and Finland are now included in the reported figures. All these additional solar PVs cells increased our estimated energy production by almost 70% compared to 2022.

¹ Based on comparable properties, for more information see the reporting principles on [pages 121–123](#). Target: Reduce energy intensity by 2% annually (climate corrected).

² Downstream leased assets cover energy purchased by tenants. The target boundary includes biogenic land related emissions and removals from bioenergy feedstocks.

until 2025 in comparable property portfolios (with 2019 as the baseline). We have focus on 7 specific energy measures:

- AI control systems
- Degassing and filtering of heating systems
- Insulating pipes
- Hydraulic balancing
- Switching to LED lighting
- Modernisation of sub-centrals
- Installing water-saving equipment

During 2023, we conducted a pilot in Czechia, where we used an AI control system that aims to lower our heating consumption in our properties. We also have an ongoing project in Czechia where we disconnect selected properties from the fossil-based district heating grid, and instead install heat pumps operated by purchased origin-certified renewable electricity, and therefore decrease our GHG emissions significantly.

In Denmark, Sweden, and Poland we have increased the number of installed solar panels significantly. This ongoing work will be evaluated during next year.

In Denmark we have also engaged key political stakeholders and participated in proactive media debates to promote more solar power on buildings, as the regulatory framework is counterproductive to speedy implementation. By using our own newbuilds as examples of how the current regulation is both cumbersome and makes implementing solar power challenging, we are committed to engage with decision makers to change the current regulation.

Target Tracking and Evaluation

We actively monitor and compile energy statistics to detect deviations in energy usage and take appropriate actions where necessary. Our Climate Target aligns with the Paris Agreement's 1.5°C ambition, committing to reducing our absolute scope 1, 2, and 3 GHG emissions (category 13 - downstream leased assets) by 42% by 2030 (2020 base year)².

In 2023 we had strong focus on reporting capacity of actual energy data. We have developed a reporting process to ensure data quality every quarter, which covers all the countries where Heimstaden operates. These energy reports are included in the internal quarterly reports for Heimstaden. In UK and Czechia we have improved our internal data reporting on energy consumption where we earlier reported estimated numbers.

Electricity production (Solar power)

| | 2023 | 2022 | 2021 |
|--|-------|-------|-------|
| Installed capacity (photovoltaic cells), kWp | 3,295 | 2,011 | 1,262 |
| Estimated annual energy production, MWh | 2,599 | 1,535 | 595 |

The solar energy data includes installed capacity and estimated annual energy production from Sweden, Denmark, The Netherlands, Poland and Finland, of which the last two countries are reported for the first time. The increase in the numbers is mainly due to the addition on the previously not reported solar PVs in Denmark and due to adding more countries with new solar PVs in the report.

Energy intensity¹

| | 2023 | 2022 | 2021 |
|---|------|------|------|
| Energy in kWh/sqm/year | 125 | 137 | 161 |
| Climate corrected energy in kWh/sqm/year | 135 | 147 | 165 |
| Annual change in energy intensity in kWh/sqm/year (climate corrected) | -8% | -11% | - |

¹ Based on comparable properties, for more information see the reporting principles on [pages 121–123](#). Target: Reduce energy intensity by 2% annually (climate corrected).

The energy performance is based on energy use within Heimstaden's properties as per the above table. The denominator consists of the net leasable area of those properties where Heimstaden has the energy contract, and the numerator consists of energy use for an entire year. Properties where customers have their own energy contract are not included, as it is not possible for Heimstaden to obtain the energy data. Also, properties that lack energy data for an entire year (such as acquisitions and divestments during the reporting year) are excluded from the intensity figures. Between 2022 and 2023 the climate corrected energy use per square metre decreased with 8% due to our energy efficiency measures and tenant engagement. Another factor that affected the intensity reduction is the increased square meters from more data collected from properties in Denmark.

Compared to 2022, we have achieved -8% energy intensity (climate corrected) (135 kWh/ per sqm)

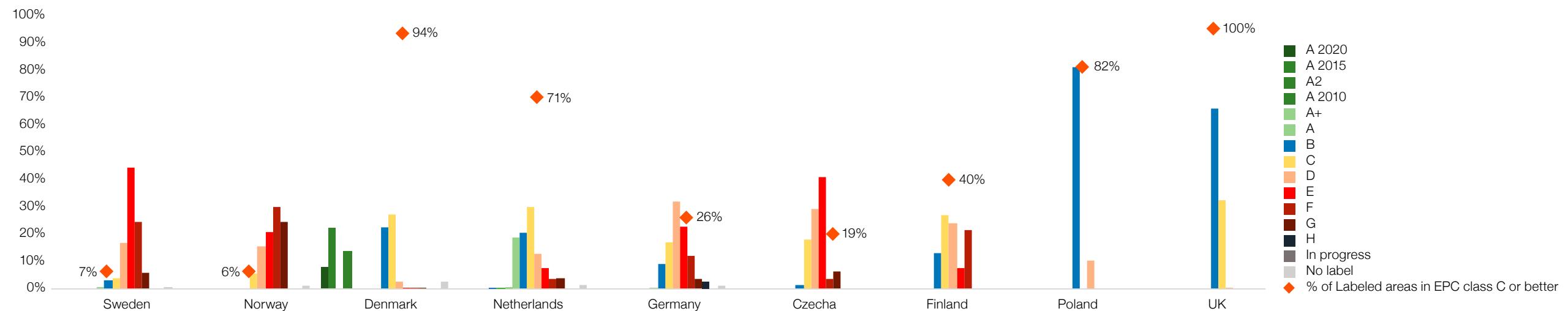
EPC Labels

The EPC labels for Heimstaden are shown in table and graph "Breakdown of EPC labels per % of square metres per country" on [page 140](#). The implementation of the EPC label system varies between the countries, which is described in the table. The graph below describes how EPC classes of our buildings are distributed in each market. The way in which EPC system is applied and how levels for letter grading of buildings are calculated and defined vary according to the different countries' legislation. This means that a direct comparison among the countries' different classifications cannot be made. In addition to this variation in the grading system, the outcome is also affected by the age of the building stock in each country.



Breakdown of EPC labels per % of square metres per country

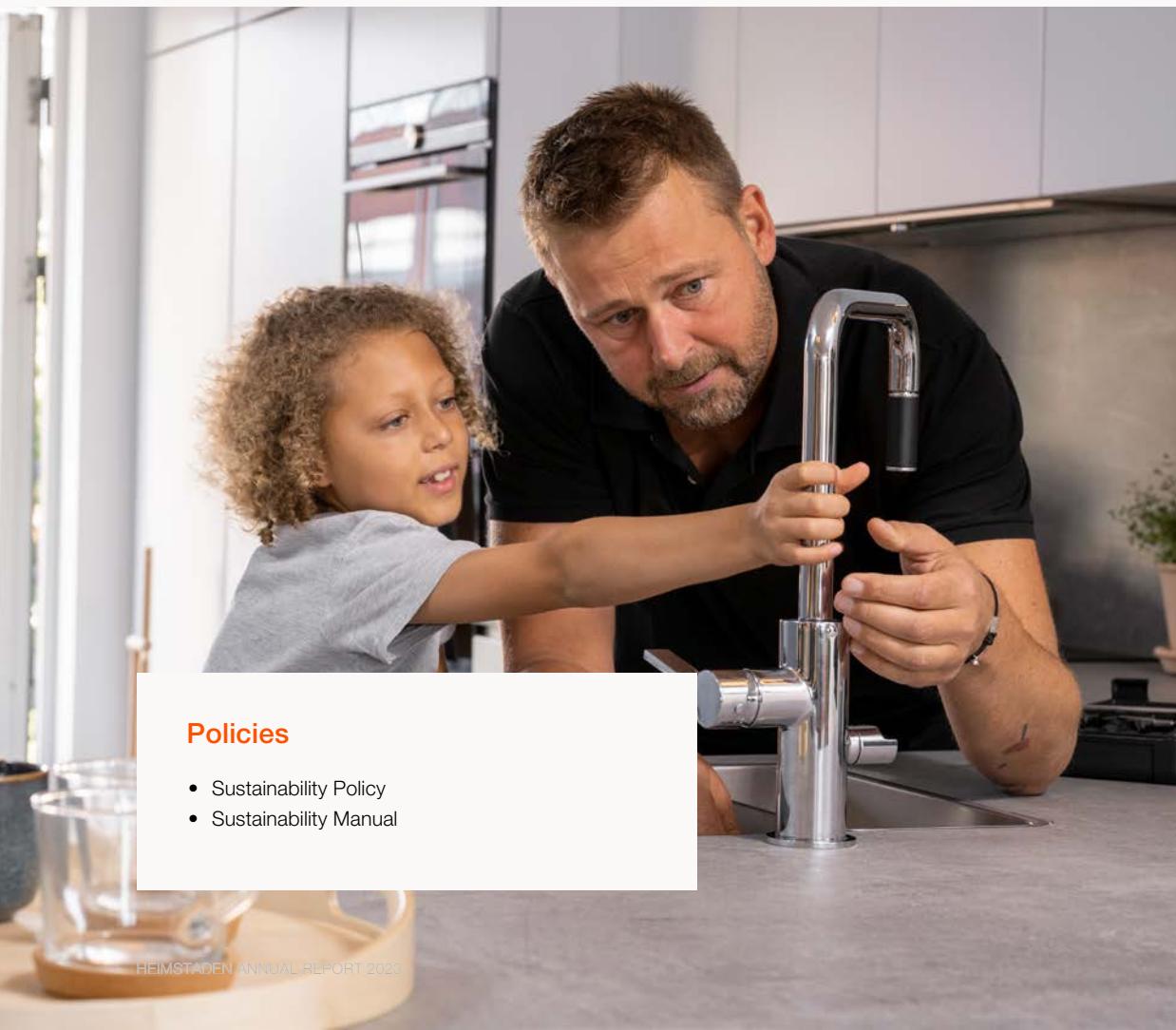
| Country | Sweden | | Norway | | Denmark | | Netherlands | | Germany | | Czechia | | Finland | | Poland | | United Kingdom | |
|---|---------|------------------|--------------------|------------------|-------------------------|------------------|-------------------------|------------------|------------------------|------------------|----------|------------------|------------------------------------|------------------|------------------------|------------------|----------------------|------------------|
| EPC | % of EP | % of sqm covered | kWh/m ² | % of sqm covered | kWh/m ² year | % of sqm covered | kWh/m ² year | % of sqm covered | kWh/(m ² a) | % of sqm covered | CI value | % of sqm covered | E number (kWh/m ² year) | % of sqm covered | kWh/(m ² a) | % of sqm covered | SAP Assessment score | % of sqm covered |
| A 2020 | | | | | 20 | 8% | | | | | | | | | | | | |
| A 2015 | | | | | <30 + 1000/A | 22% | | | | | | | | | | | | |
| A 2010 | | | | | <52.5 + 1650/A | 14% | | | | | | | | | | | | |
| A+++ | | | | | | | <50 | 0.3% | | | | | | | | | | |
| A++ | | | | | | | <75 | 0.1% | | | | | | | | | | |
| A+ | | | | | | | <105 | 1% | | | | | | | | | | |
| A | ≤50 | 0% | | | | | <160 | 19% | <50 | 0.2% | | | | | | | | |
| B | ≤75 | 2.9% | | | <70+ 2200/A | 23% | <190 | 21% | <75 | 9% | <75 | 1.2% | 76 ≤ E number ≤ 100 | 3% | <75 | 82% | 81-91 | 67% |
| C | ≤100 | 3.9% | < 110 + 1500/A | 5.6% | <110+ 3200/A | 27% | <250 | 30% | <100 | 17% | <100 | 18% | 101 ≤ E number ≤ 130 | 13% | <100 | 7% | 69-80 | 33% |
| D | ≤135 | 17.0% | < 135 + 2200/A | 15.7% | <150+ 4200/A | 3% | <290 | 13% | <130 | 32% | <150 | 29% | 131 ≤ E number ≤ 160 | 34% | <130 | 10% | 55-68 | 0.3% |
| E | ≤180 | 44.8% | < 160 + 3000/A | 21.0% | <190+5200/A | 0.2% | <335 | 7.6% | <160 | 23% | <200 | 41% | 161 ≤ E number ≤ 190 | 34% | | | | |
| F | ≤235 | 25% | < 200 + 4000/A | 30% | <240+ 6500/A | 0.0% | <380 | 3.6% | <200 | 12% | <250 | 3% | 191 ≤ E number ≤ 240 | 8% | | | | |
| G | >235 | 6% | >200 | 25% | >240+ 6500/A | 0.3% | >380 | 4% | <250 | 4% | >250 | 6% | 241 ≤ E number | 9% | | | | |
| H | | | | | | | | | >250 | 3% | | | | | | | | |
| In progress | | | | | | 0.1% | | | | | | | | | | | | |
| No label | | 0.4% | | 1% | | 2.5% | | 1% | | | | | | | | | | |
| Label areas coverage of total area in % | 100% | | 98% | | 100% | | 100% | | 100% | | 100% | | 100% | | 100% | | 100% | 100% |
| % in (A to C) area | 7% | | 6% | | 94% | | 71% | | 26% | | 19% | | 16% | | 82% | | 100% | |
| % in (G to H) area | 6% | | 25% | | 0% | | 4% | | 6% | | 6% | | 9% | | 0% | | 0% | |





Water

303-5 Water consumption



Policies

- Sustainability Policy
- Sustainability Manual

Impact on Economy, Environment, and People

Water must be treated as a scarce resource, since water scarcity may occur due to a changing climate, causing altered weather patterns including droughts, floods, increased pollution, and increased human demand and overuse of water. Heimstaden's own water use is a minor part of the total water use in our properties; most of the usage comes from our customers' activities such as personal hygiene, washing, and cooking. Nevertheless, we still have a responsibility to support our customers in living sustainably by offering responsible water management and water-efficient equipment.

Actions Taken to Manage the Topic

Heimstaden's environmental focus is anchored in our business strategy and underlying sustainability strategy. We have set a goal to at least reduce 1% of water consumption per square metre per year until 2030 (like-for-like, baseline 2019). To identify fluctuations and take necessary actions, we closely monitor water usage in all our markets. During apartment renovations, we replace old mixer taps, toilets, and shower equipment with new, more efficient models. In Norway, we have executed a major project with the aim of decreasing water consumption

through replacing old water equipment with new and modern ones. However, due to our improved reporting capacity in Denmark, which led to better data quality, we have registered an increase of water consumption of 18%. In selected properties in Sweden, Norway, the Netherlands and Finland, we are assessing smart meter with continuous leakage control, enabling immediate detection of anomalies. Additionally, we are exploring the potential of installing heat pumps that can recover heat from wastewater systems within our buildings.

The water consumption increased by 18% due to improved reporting capacity and data quality, but yet we are progressing towards our 2030 target

Target Tracking and Evaluation

We compile water data for each country annually, except for Iceland, where water is usually not measured and therefore not included, to ensure sufficient progress towards achieving our targets within the set timeframe. However, due to the annual

reporting cycle, complete water consumption figures for the full year of 2023 is not available for all properties included in the table below. In such instances, the missing water consumption has been estimated where possible, based on data from 2022.

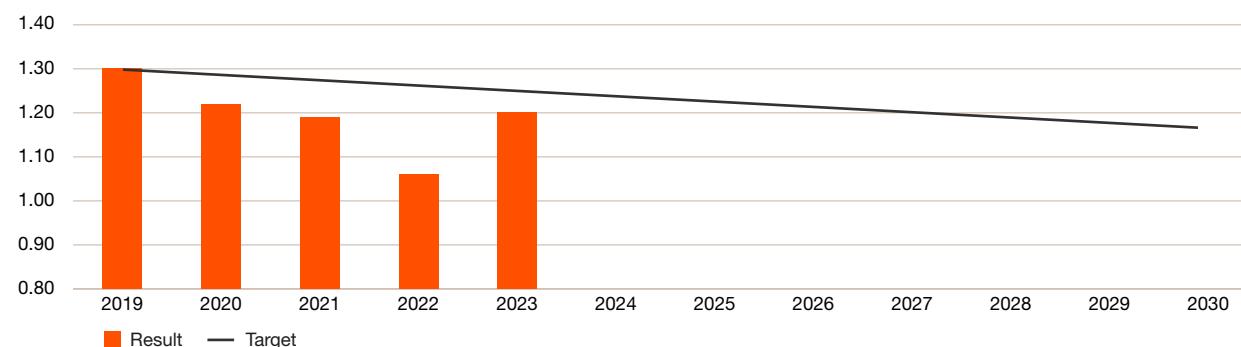
GRI 303-5 Water consumption (company-wide)

| | 2023 | 2022 | 2021 |
|---|------------|-----------|-----------|
| Total water consumption m ³ | 11,553,467 | 9,806,756 | 7,592,252 |
| Building water intensity (per year) m ³ per sqm ¹ | 1.20 | 1.06 | 1.19 |

¹ Target at least 1% reduction of water use by per square metre annually through to 2030

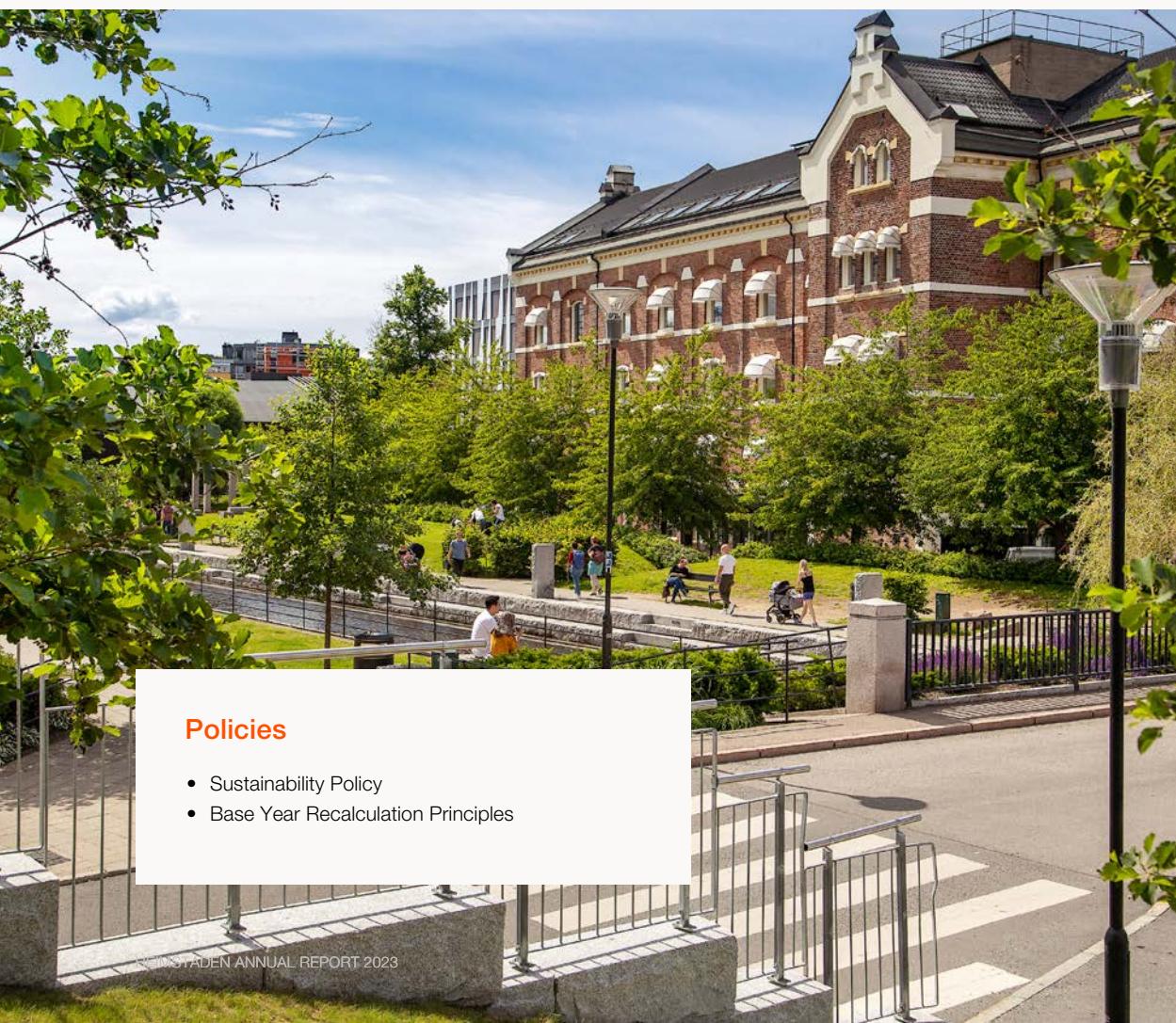
Data for 2023 includes water use in Sweden, Norway, Denmark, Germany, Netherlands, Poland, Finland, and The United Kingdom. For other properties, water consumption is not yet available and therefore water consumption values for 2022 are used for Czechia and some consumption was estimated for Denmark and Germany. Total water consumption for 2023 has increased due better data quality we achieved in Denmark by collecting missing values, and estimation. As a result of more data coverage, the building water intensity in our portfolio has increased during 2023 versus 2022.

Building water intensity in m³ per sqm per year





Climate Impact



Policies

- Sustainability Policy
- Base Year Recalculation Principles

- 305-1 Direct (Scope 1) GHG emissions
- 305-2 Energy indirect (Scope 2) GHG emissions
- 305-3 Other indirect (Scope 3) GHG emissions
- 305-4 GHG emissions intensity

Climate Change Mitigation and Adaptation

In accordance with Intergovernmental Panel on Climate Change (IPCC) reports, in the past decade, global average surface temperature reached 1.1 C above the 1850–1900 level. This is mostly due to greenhouse gas emissions caused by human activities. The summer of 2023 experienced numerous heatwaves across various regions in Europe, witnessed higher-than-average rainfall in Western Europe, and endured drier conditions than usual in Scandinavia and Central Europe, which resulted in wildfires in specific areas. Climate research states that these adverse impacts driven by climate change will continue to intensify in the future, leading, among other things, to infrastructural damage caused by extreme weather events. This will have short, medium, and long-term impacts in markets and cities where Heimstaden owns properties. Accordingly, our Climate Roadmap focuses on both climate change mitigation (lowering our emissions) and climate change adaptation (increasing the resilience of our properties to face climate-related events).

In 2023 we achieved -10% reduction in Scope 1, 2 and 3 (Category 13) in line with our Science-Based Climate Target -42% by 2030 (% change of CO₂e emissions compared to 2020, recalculated)

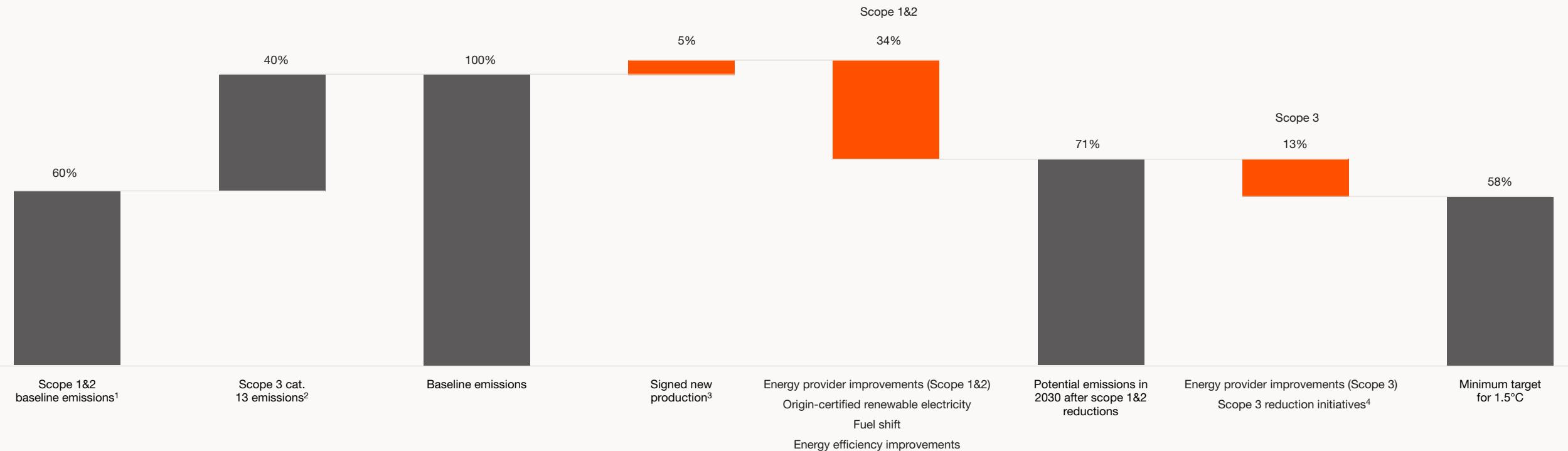
Climate Change Mitigation

Heimstaden supports climate research and its sense of urgency. We commit to group-wide climate targets in line with the Paris Agreement's ambition to limit global warming to 1.5°C and the EU target of being climate neutral by 2050. To ensure that efforts to reduce our climate impact are sufficient, Heimstaden Bostad has committed to the Science-Based Targets initiative (SBTi) and our targets have been validated by SBTi. We commit to reducing absolute scope 1, 2, and 3 GHG emissions covering downstream leased assets by 42% by 2030

¹ Downstream leased assets cover energy purchased by tenants. The target boundary includes biogenic land related emissions and removals from bioenergy feedstocks.

The “1.5°C” ambition is within reach by 2030

Based on the possibility and effectiveness of identified emission reduction measures



Note: For current portfolio and new properties pipeline.

¹ Estimated based on 2020 emission data.

² Scope 3 category 13 emissions are related to energy for tenants. Scope 3 for Finland is not included.

³ Scope 1-3, and includes signed properties in Czechia, Germany, Denmark, Netherlands, Norway, Poland, Sweden and UK.

⁴ Net effect, incl. emissions moved from scope 3 to scope 2

from a 2020 base year¹. Heimstaden Bostad also commits that 27% of its suppliers by spend covering purchased goods and services, will have science-based targets by 2027.

To reach our climate targets, we have developed a Climate Roadmap and intend to invest SEK 7.7 billion during the nine years in which our targets are active. In addition to emissions reductions, the required investment is based on our portfolio composition of today and is expected to result in an annual NOI increase a combination of cost savings and revenue generation of about SEK 450 million, generating an estimated yield on investment of 6%. Heimstaden has established local carbon emission pathways in all the countries where we operate. The climate impact and carbon emission pathways in local markets vary due to differences in national climate policies, the energy mix, and differences in the properties' energy performance.

Heimstaden will reduce its GHG emissions, and in many cases operating costs, while at the same time increase the number of energy efficient buildings and buildings that have been adapted to climate change. This will be done through technical investments to optimise energy use in all the countries where we operate. The current and future property portfolio and investments will be continuously monitored and assessed in terms of climate impact.

Climate Change Adaptation

A crucial part of Heimstaden's progress is the ability to identify, assess, and manage the impact of various risks to properties, our customers, and our financial performance. Accordingly, both opportunities and risks have been identified for Heimstaden's portfolio in relation to climate change.

Sustainability Governance

The Board of Directors has overall responsibility for the Sustainability strategy, risks and opportunities and targets, including climate-related issues. The Board is responsible for ensuring that the Company has adequate internal controls and formalized routines to guarantee that approved climate-related principles for reporting and internal controls are applied. The Board also executes and oversees that Heimstaden delivers on the Company's Sustainability policy (including climate-related areas), with the aim of assuring its long-term value creation capability.

The tasks of the Board include, *inter alia*: make decisions on targets, execute and oversee that the Company delivers on the overall objectives and strategy of the Company, approval of the Company's Sustainability policy, approve sustainability and climate-related strategy and yearly sustainability reporting. The Board's oversight on climate-related issues is constant and consistent throughout the financial year. The Board is reported quarterly on sustainability and climate and yearly via our Annual and Sustainability reports.

The Chief Sustainability Officer leads the Executive Sustainability Committee, a cross-functional committee where sustainability matters that are to be presented to the Board are prepared and anchored. The Chief Investment Officer ensures that climate-related risk and opportunities are assessed, managed, and integrated in the investment applications. The Executive GRC and Internal Control Committee is a cross-disciplinary advisory forum chaired by the Chief Legal Officer (CLO), which meets on a regular basis. The Chief Sustainability Officer (CSO) is a member of the Executive GRC and Internal Control Committee and is a key stakeholder regarding climate-related matters and other ESG-related risks and opportunities. For more

information, please read the Corporate Governance section on [pages 33–34](#).

Scenario Analysis

Heimstaden follows TCFD's recommendations and divides climate-related risks into two main categories: transition risks and physical risks. Transition risks refer to the political, regulatory, and technological risks that a transition to a society with lower carbon emissions may entail. Physical risks can be acute or chronic and can include direct damage to assets or indirect damage, such as interruptions to the supply chain. The risks have been identified and analysed by using different climate scenarios.

Our strategy to identify relevant climate-related risks and opportunities is based on data from the UN's Intergovernmental Panel on Climate Change (IPCC) Risk Concentration Pathway (RCP) 2.6 scenario (stringent mitigation) and its RCP 8.5 scenario (very high GHG emissions), from a short-term (2040) and long-term (2100) perspective. An RCP of 2.6 represents a strong climate policy with reduced emissions, negative emissions by 2100, and a global temperature increase of 0.5–1.5°C. Conversely, an RCP of 8.5 represents a weak climate policy, continued high emissions and a global temperature increase of 3.5–5.0°C. To support the risk management process, Heimstaden has used data from the European Commission, European Summary Data from the Swedish Meteorological and Hydrological Institute (SMHI), IPCC, and Copernicus Institute, covering both RCP scenarios 2.6 and 8.5.

- Short term- 2040

In the near term, there is little change between the different RCP Scenarios. Under both RCP 2.6 and RCP 8.5, global average temperatures will rise, average sea levels will rise, and

there will be more frequent heat waves and floods. An eventual risk to real estate could therefore be flooding damage.

Under scenario 2.6, the cost of CO₂ emissions will most likely increase, thereby changing the market price of various services and goods and increasing emissions reduction requirements. Energy requirements might be more stringent, and there might be increased need of property maintenance. Opportunities could include more energy efficient technical solutions available on the market, with fossil free heating systems becoming more common.

RCP 8.5 will exacerbate the risks seen under RCP 2.6, with added difficulties in insuring affected properties, poorer housing, less products and timber from forestry, and more property-related damage.

- Long term- 2100

At the end of the century, under RCP 2.6, the biggest possible physical risk to real estate could be flood damage (low to high depending on adaptation measures taken), risk of heat damage should be seen as medium, with some highly exposed properties. Tax and insurance costs will most likely rise.

Under RCP 8.5, both flooding and heat risk to real estate will increase (medium to very high). This could increase the risk of the value of financial assets being affected and increased demand for damage control. Under the worst-case scenario (no adaptation), it is possible that some properties might be stranded assets. There can be increased need of cooling systems, the price of properties could increase, and we might see new legislation for flood control and heat control.

Scenario Analysis

| | Regulatory | Technological | Market | Reputation | Acute | Systemic |
|------------------------------|--|--|---|---|---|---|
| Elevated average temperature | Opportunity: energy-efficiency technical solutions | The value of financial assets is affected | The value of financial assets is affected | Energy requirements in environmental certifications | Deteriorating human health | Increased demand for property maintenance |
| | | | Changed market price for services and goods due to increased cost for CO ₂ emissions | | | |
| | Emission reduction requirements in new builds | Opportunity: fossil-free heating systems | The value of financial assets is affected | Poorer housing | Threatened ecosystems and biodiversity loss | Deteriorating water quality |
| | Increased tax and insurance costs | | | | Less products and timber from forestry | |
| | Increased costs for CO ₂ emissions | | | | | |
| Rising sea level | Difficulties in insuring affected properties | Increased demand for damage control systems | Loss of rental income as some properties will become hard to rent out. | Pricing of land and properties affected | Property-related damage | Some locations become uninhabitable |
| Extreme heat | Legislation on heat control in relation to customers' health | Increased need for cooling systems | | Customer satisfaction decline | Forest fires | Health problems, increased mortality, drought, and water scarcity |
| | | | | | Heat waves | |
| Heavy rain | Legislation on property flooding control | Demand for water and storm-resistant technical solutions | | Customers' personal assets are destroyed | Flooding damage to properties | Recurring floods that destroy assets and customers' belongings |

This table is a visual representation of Heimstaden's Scenario Analysis based on both short-term and long-term climate risks and opportunities. This analysis is based on RCP Scenarios 2.6 and 8.5. Risks and opportunities are colour coded to show their onset- short-term risks are marked so because they are likely to occur by 2040, however they will most likely increase in the long-term. Similarly, it is implied that risks marked as RCP 2.6 do not disappear under RCP 8.5 but are exacerbated.

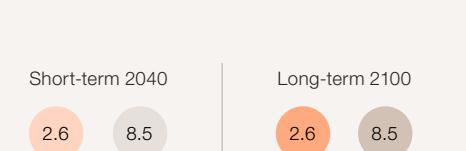
Regulatory risks pertain to government policies and laws that aim to manage and mitigate climate risks. Market risks relate to financial impacts arising from climate-related factors in economic systems. Reputational risks concern the perception of Heimstaden's stakeholders regarding our actions or responses to climate risks.

Technological opportunities involve advancements or innovations in technology to address climate risks and technological risks stem from increased demand for using such systems.

Acute risks stem from extreme weather events.

Systemic risks are triggered by a direct risk caused by climate change which has cascading effects on economic, social, cultural, ecological, and political levels.

RCP



Source:

¹ European Commission

² European Summary Data from the Swedish Meteorological and Hydrological Institute (SMHI)

³ IPCC

⁴ Copernicus Institute

Climate Risk and Vulnerability Assessments (CRVA)

In 2022, we developed a methodology for carrying out climate risk and vulnerability assessments (CRVA) at geographic, and property level. During 2023, this methodology was revised in accordance with the criteria of the EU Taxonomy Regulation and is based on RCP 4.5 and RCP 8.5 (temperature increase ranging from 1.5°C to anything above 3°C). The data is based on projections from 2040 to 2070, using Copernicus Climate Change Service (C3S).

Our CRVA process covers three phases: Comprehensive property exposure climate risk analyses, vulnerability analyses at property level, as well as planning and implementation of adaptation measures. Exposure refers to the degree to which a geographic area is subject to the potential impacts of climate-related hazards. The climate hazards we have considered are flooding risks due to extreme precipitation and heating risks. If one of our properties is located within a highly exposed area, we assess the property's vulnerability to such climate hazards. Vulnerability refers to how easily a property can be harmed by specific climate hazards. Understanding climate vulnerability helps us determine how to protect our portfolio from the negative effects of climate change. Vulnerability analysis also includes past events the property has experienced and tenant complaints. If a property is found to be vulnerable, we proceed with adaptation measures. Adaptation measures refer to measures aimed at lowering the property's vulnerability to climate risks. Adaptation measures can be physical measures that alter the built environment, updating maintenance routines, or coordinating with local municipalities' climate adaptation plans. We will prioritise adaptation measures for properties where we see an urgent need, or where we expect the level of risk to be high within the upcoming years.

In 2023, we have assessed property exposure for our entire portfolio and the most relevant risks to our portfolio are from flooding. Accordingly, we have completed vulnerability assessments for flooding risks for properties that had Taxonomy-aligned Turnover, investments (CapEx), or operating costs (OpEx) during 2023. Going forward, our ambition is to have our entire portfolio assessed for climate risk vulnerability. To do this, we will fully integrate CRVA into our country organisations and have its results included in the ongoing property maintenance plans. The properties that are assessed as vulnerable in 2023 will have an adaptation plan in place in 2024 that will be completed within five years, in accordance with the EU Taxonomy requirement. We will continue to improve the quality of the methodology, looking at other weather-related risks in the future as well, and educate our colleagues on climate risks and climate adaptation measures. We believe that taking this systematic approach to working with climate risks is the best way to protect our tenants and properties from harmful climate risks.

Challenges On Our Path

Heimstaden acknowledges that many actions should be taken to mitigate as well as adapt to the coming risks. Our dependence on the energy sector is also a challenge. If the energy sector starts using more solid fossil fuels, it might affect our Climate Roadmap performance. We monitor this closely and will prepare for mitigation measures if needed.

Opportunities

Transition to a low-carbon society also presents opportunities for Heimstaden. By switching to renewable energy sources, investing in renewable electricity generation, and continuing to work on energy efficiency and biodiversity measures, we will reduce our GHG emissions and, in many cases, our operating costs. Such actions are key to achieving our goals and attracting investors. An increased focus on the materials used, recycling of building materials, and waste management in property



development projects will lead to lower emissions and reduced water use, also creating positive financial results.

There will be opportunities to seek public funding to meet climate and energy targets and to support the transition to clean energy, such as the various EU support schemes and initiatives to accelerate energy-efficiency investments. Heimstaden assesses funding opportunities for transition projects, such as testing new technologies, and the development of new products and customer services.

Greenhouse Gas Emissions

Impact on Economy, Environment, and People

Greenhouse gas emissions create detrimental effects on the climate and the environment by elevating temperatures, causing air and water pollution, rising sea levels, and extreme weather events. These effects extend to people, manifesting as forced displacement, water and food insecurity, and various health-related challenges. Reducing emissions is a key measure to mitigate these effects, thus minimising adverse impacts, and creating opportunities for external funding.

GHG emissions occur throughout our entire value chain, involving our suppliers, contractors, and customers. Scope 1 and 2 emissions mainly stem from energy usage in our properties, while Scope 3 emissions predominantly arise from our tenants' energy consumption, new constructions, reconstructions, renovations, and in material manufacturing.

To be able to mitigate our Greenhouse Gas emissions effectively, fulfilling our responsibility to society while also meeting the needs of our investors and shareholders, Heimstaden Bostad has established science-based targets approved by the Science Based Targets Initiative (SBTi) in 2022. The actions necessary to achieve these targets are outlined in our Climate Change Mitigation and Adaptation section (see [pages 143–145](#)), which has received Board approval.

Actions Taken to Manage the Topic

Our climate initiatives are rooted in our business strategy and underlying sustainability strategy. Heimstaden Bostad commits to reducing absolute scope 1, 2, and 3 GHG emissions (Category 13-downstream leased assets) with 42% by 2030 (from a 2020 base year)¹. Heimstaden Bostad also commits that 27%

of our suppliers by spend covering purchased goods and services will have science-based targets by 2027.

To reach our targets, we have allocated a clear budget as described in the Climate Change Mitigation and Adaptation section on [pages 143–145](#). We will assess emissions data annually to monitor the progress, as presented in the Climate targets (approved by SBTi) table on [page 149](#).

Fuel shifts, improving energy efficiency and encouraging sustainable habits among our customers constitute the core strategies to significantly reduce GHG emissions across all three scopes for our existing properties. In addition to the energy-efficiency measures outlined in the Energy Section on [page 137](#), we undertake the following actions to minimize our emissions:

- In Sweden, Heimstaden actively works towards emission reduction in its new development projects. This includes obtaining certification from the Sweden Green Building Council's Environmental label Miljöbyggnad Silver, which means that the building is 20% more energy efficient compared to legal requirements. We employ comprehensive sustainabil-

ity practices, such as conducting Life Cycle Assessments (LCA) and procuring Environmental Product Declarations (EPD), enabling calculations of carbon equivalent emissions (CO₂e)

- Moreover, we have instituted a sustainability program, outlining stringent emission reduction requirements for both developers and suppliers involved in our projects across Sweden. For turnkey developments spanning all countries, we are enforcing guidelines mandating full LCA calculations for buildings exceeding 5,000 sqm in gross area and demanding energy performance at least 10% superior to the national NZEB legal standards
- We compile energy data per country annually to track progress and ensure timely achievement of our targets. This approach allows us to take additional actions if required. The table on the following page presents Heimstaden's GHG emissions for Scope 1 and 2, derived from energy usage in properties, fuel consumption for vehicles, and refrigerants. In our Scope 3 assessment, we encompass all relevant categories within our organisation. Due to limited measured data, we often use emission factors based on standard values, but our goal is to gradually replace these assumptions with measured data obtained through collaboration with our suppliers and contractors. For a more comprehensive breakdown of our Scope 3 emissions by country, refer to the [GRI 305-3: Scope 3 emissions per country Table](#)
- We promote renewable energy production

Environmental Management System

Heimstaden diligently addresses substantial environmental aspects across its entire value chain, encompassing production, the supply chain, our organisation, tenants, the local communities we engage with, and our collaborative business partners. The foundation of Heimstaden's Environmental Management System is rooted in the Environmental Management Principles, which define the company's environmental footprint, governance, legal compliance, systematic performance tracking, follow-up processes, and the assurance of responsibilities and education.

There is a clear and cohesive link between Heimstaden's environmental efforts, sustainability strategy, objectives, and the Environmental Management System. While our primary environmental focus centres on our operations, where we impact the environment during property acquisition, operation, maintenance, development, and renovation, we also acknowledge our organisation's environmental footprint. Even though our organisational impact may be comparatively smaller, its significance lies in its ability to enhance employee engagement.

¹ Downstream leased assets cover energy purchased by tenants. The target boundary includes biogenic land related emissions and removals from bioenergy feedstocks.

GRI 305-1, 305-2, 305-3, 305-4 GHG emissions Scope 1, 2 and 3 (company-wide)

| | 2023 | 2022 | 2021 |
|---|---------|---------|---------|
| Scope 1 in tonnes CO ₂ e | 23,773 | 23,087 | 12,022 |
| Scope 2 Market-based in tonnes CO ₂ e | 135,972 | 170,012 | 195,935 |
| Scope 2 Location-based in tonnes CO ₂ e | 141,425 | 173,526 | 197,783 |
| Biogenic emissions in tonnes CO ₂ e | 371 | 399 | 448 |
| Scope 3 in tonnes CO ₂ e | | 343,084 | 343,068 |
| Scope 1 and 2 emissions in tonnes CO ₂ e / SEK million revenues (market-based) | 9 | 13 | 23 |
| Scope 1 and 2 emissions in kg CO ₂ e/sqm | 19 | 24 | 40 |

Heimstade's GHG emissions for Scope 1 and Scope 2 are based on the energy purchased (see Table Energy Consumption in the Properties on [page 181](#)) by Heimstaden, fuel from vehicles owned or leased with a financial lease by Heimstaden, and refrigerants. The company's GHG emissions decreased in 2023 compared to 2022. However, total Scope 1 emissions are slightly increasing compared to last year. This is mainly due to the better data coverage in Denmark. We see a sharp reduction in the Scope 2 emissions. This is mainly due to the energy savings we had in Netherlands and Czechia as well as fuel shifts from fossil district heat and oil to more natural gas heating in Czechia and Germany. Scope 2 covers district heating, district cooling and consumption of electricity in the properties. The calculations have been performed in accordance with the GHG protocol, applying the financial control approach. For 2023, emission factors from 2022 are used and have been obtained from Heimstaden's energy suppliers. Gases included in the calculations are mostly CO₂e, but can also include CH₄, N₂O, and refrigerants used in the production of district heating. For the emission intensity figure the denominator consists of the lettable area in the properties where Heimstaden signs the energy agreement, and the numerator consists of GHG emissions during a whole year. Properties that lack data for an entire year (such as acquisitions and divestments during the reporting year) are excluded from the intensity figures. For more detailed figures, please see the GRI 305-1, 305-2, 305-4: GHG emissions scope 1 and 2 Table on [page 182](#).

Climate targets (approved by SBTi)¹

| Science-based climate target, 42% reduction by 2030 | 2023 | 2020 (recalculated) |
|--|---------|---------------------|
| Scope 1 in tonnes CO ₂ e | 23,731 | 29,034 |
| Scope 2 Market-based in tonnes CO ₂ e | 135,759 | 172,954 |
| Scope 3, category 13 in tonnes CO ₂ e | 140,878 | 131,213 |
| Total emissions included in target | 300,368 | 333,201 |
| % Change of CO ₂ e emissions compared to 2020, with a recalculated baseline | -10% | Base year |
| Percentage of suppliers by spend who have Science based targets ² | 12% | Data not available |

¹ Target: Heimstaden Bostad commits to reduce absolute scope1, 2, and Scope 3 (Category 13 GHG emissions covering downstream leased assets) 42% by 2030 from a 2020 base year. The target boundary includes biogenic land related emissions and removals from bioenergy feedstocks.

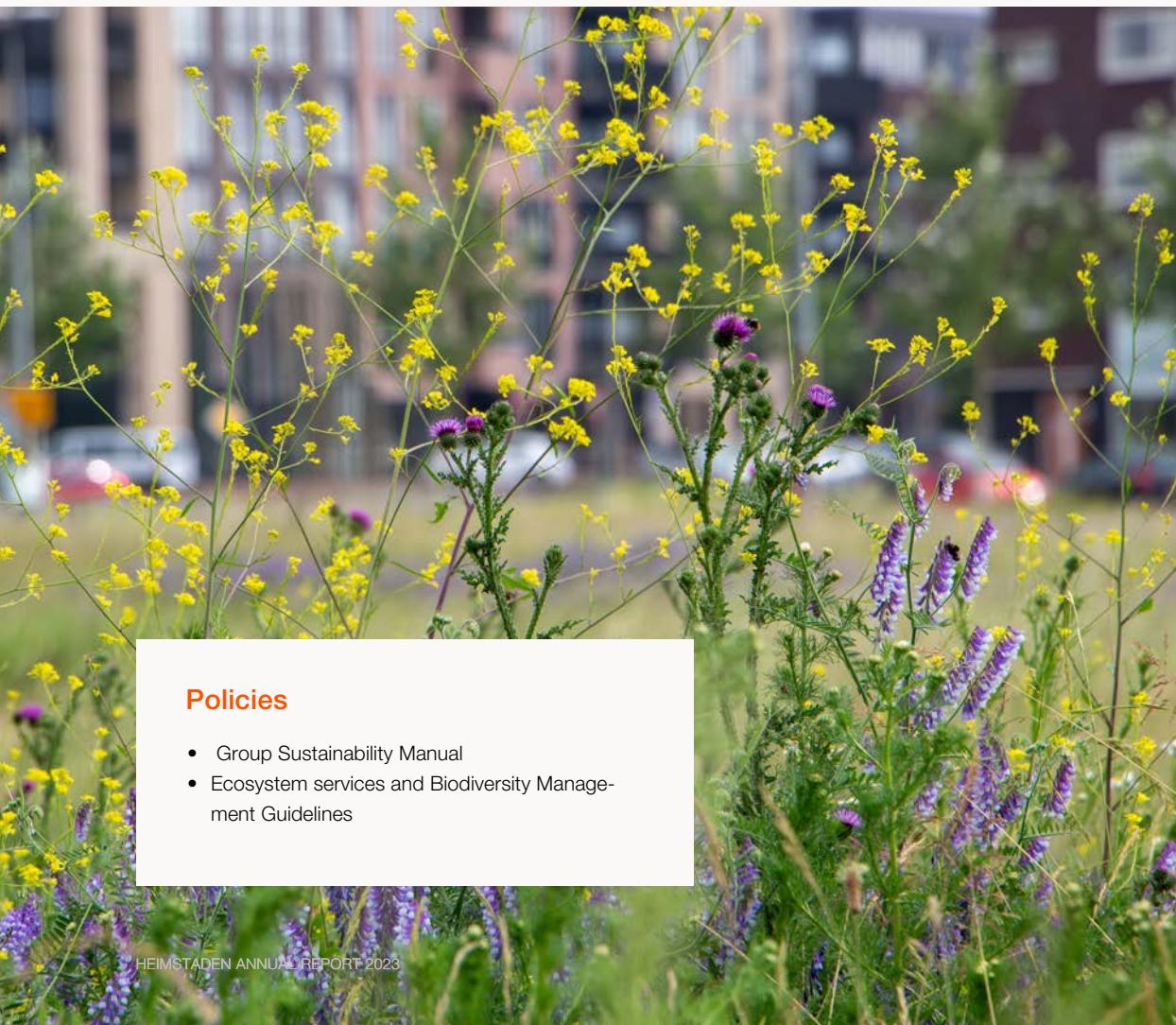
² Target: Heimstaden Bostad also commits that 27% of its suppliers by spend covering purchased goods and services, will have science-based targets by 2027. The data includes Jan-Oct 2023 from CZ, DK, DE, SE, NO, NL, PL, FI, UK. Approximately 13 big suppliers account for 27% of Heimstaden Bostad's spend (in 2022 5% had Science Based Climate Targets).

Compared with 2020, the emissions in Scope 1, Scope 2 and Scope 3 (category 13) decreased by 10% in 2023. Despite the increase in Scope 3 category 13 emissions, there was a reduction in total emissions, mainly due to a combined reduction in Scope 1 and 2. The decrease in Scope 1 comes from updated natural gas emissions factor in 2023 compared to 2020 factors we obtain from The United Kingdom Department for Environment, Food & Rural Affairs (DEFRA).

While Scope 2 reduction comes from decreased energy use in Czechia and an increased renewable district heat use and reduction in fossil district heat contributed to fuel shift compared to 2020. Note that the table contains a recalculated baseline due to acquisitions made after the base year. Read more about the method in the Reporting Principles on [pages 121–123](#).



Biodiversity



Policies

- Group Sustainability Manual
- Ecosystem services and Biodiversity Management Guidelines

Impact on Economy, Environment, and People

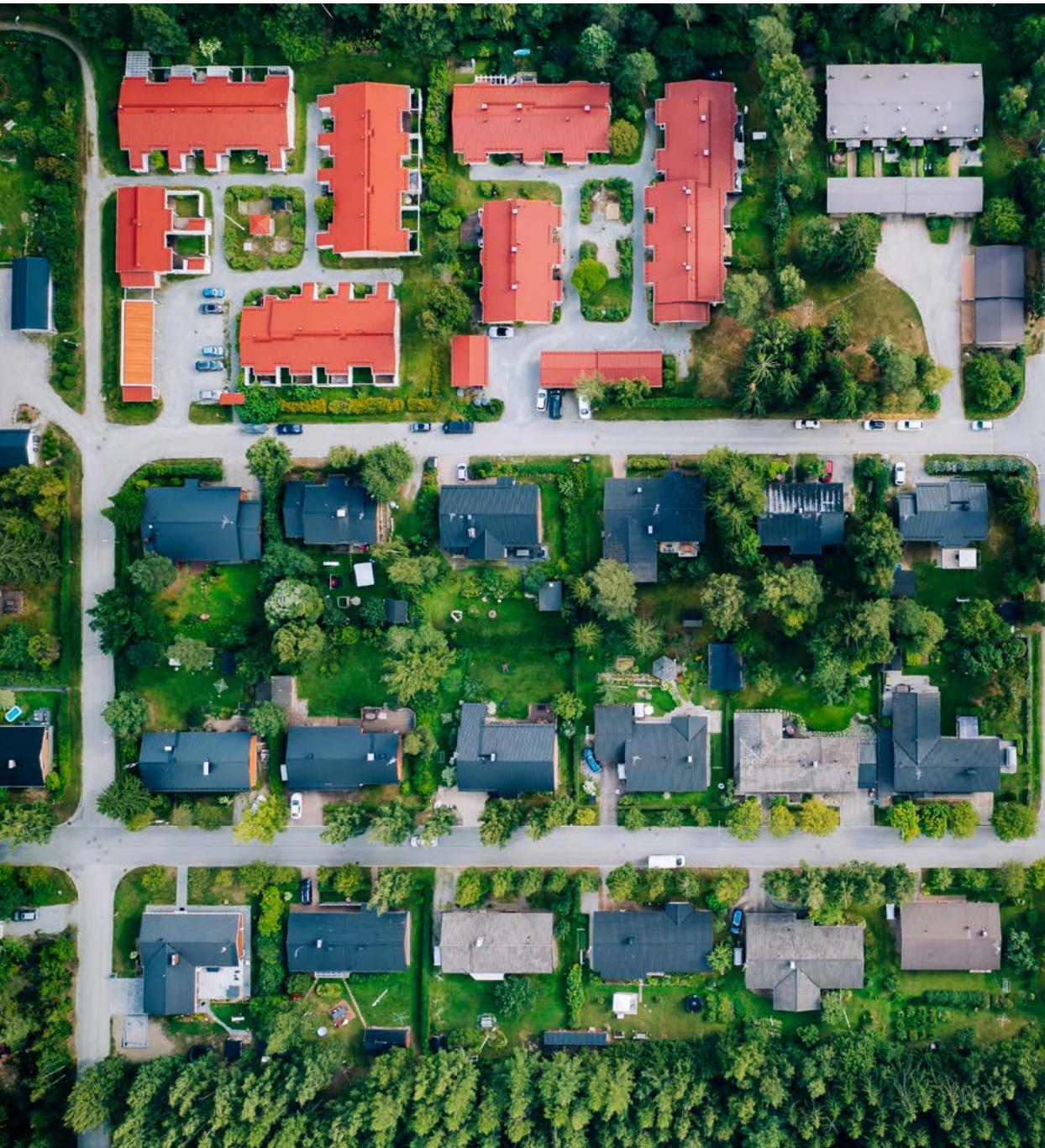
Human activities such as changes in land use, pollution, and climate change are exerting increasing pressure on valuable ecosystems. Recognising the critical role of biodiversity and by addressing climate change, our commitment to preserving and enhancing biodiverse ecosystems is paramount. Our company, operating in the real estate industry, acknowledges the need to halt the loss of biodiversity for the sake of global environmental balance, our sustainable mindset, and achievement of our targets.

Actions Taken to Manage the Topic

While our number of new build projects may be limited, we have established targets to replace and enhance biodiversity equivalent to the green or unbuilt land impacted. Beyond mere compliance, we view biodiversity as interconnected with climate change mitigation, adaptation, heat stress mitigation, and a better living environment for our tenants. Thus, we consider biodiversity initiatives as an opportunity to combat climate change and increase the resilience of our existing buildings and environment.

In addition to specific ecosystem services and biodiversity measures at project sites, we recognise the impact of our material and product choices on biodiversity. Whenever possible, we prioritise certified, sustainably produced, or recycled materials free from hazardous components and we will continue to work proactively with these matters in regard to our supply chain.

Our Ecosystem and Biodiversity Management Guidelines guide our projects, ensuring a standardised approach across locations. In Sweden, green roofs are incorporated into many new developments, and plans are underway for an orangery, greenhouse, and courtyards to promote biodiversity and local community well-being. Similarly, in Czechia, Germany, and Denmark, biodiversity is enhanced on selected rooftops through initiatives like green roofs, sedum roofs, wildflower planting, and beehives. In the Netherlands, a programme of requirements for communal gardens has been created to boost biodiversity and provide a green, clean space for tenants.



Biodiversity Initiatives:

- Collaboration with Lifeterra for further biodiversity initiatives
- Nudging and informing our tenants about the importance of biodiversity
- Hosting events around biodiversity day to raise awareness.
- Conducting Vulnerability Assessments (CRVA) at property level
- Properties considered vulnerable will have adaptation plans in place by 2024

Target Tracking and Evaluation

Our commitment to biodiversity is further solidified with the establishment of targets.

All new builds and major projects must evaluate ecosystem services, ensuring the recreation of at least the same amount of services, if not more.

In 2023, we successfully completed a total of ten new construction projects in Sweden, employing various development strategies, including self-development, forward funding, and turn-key projects. Before initiating construction activities, comprehensive surveys were conducted to assess the existing state of biodiversity and ecosystems at the proposed sites.

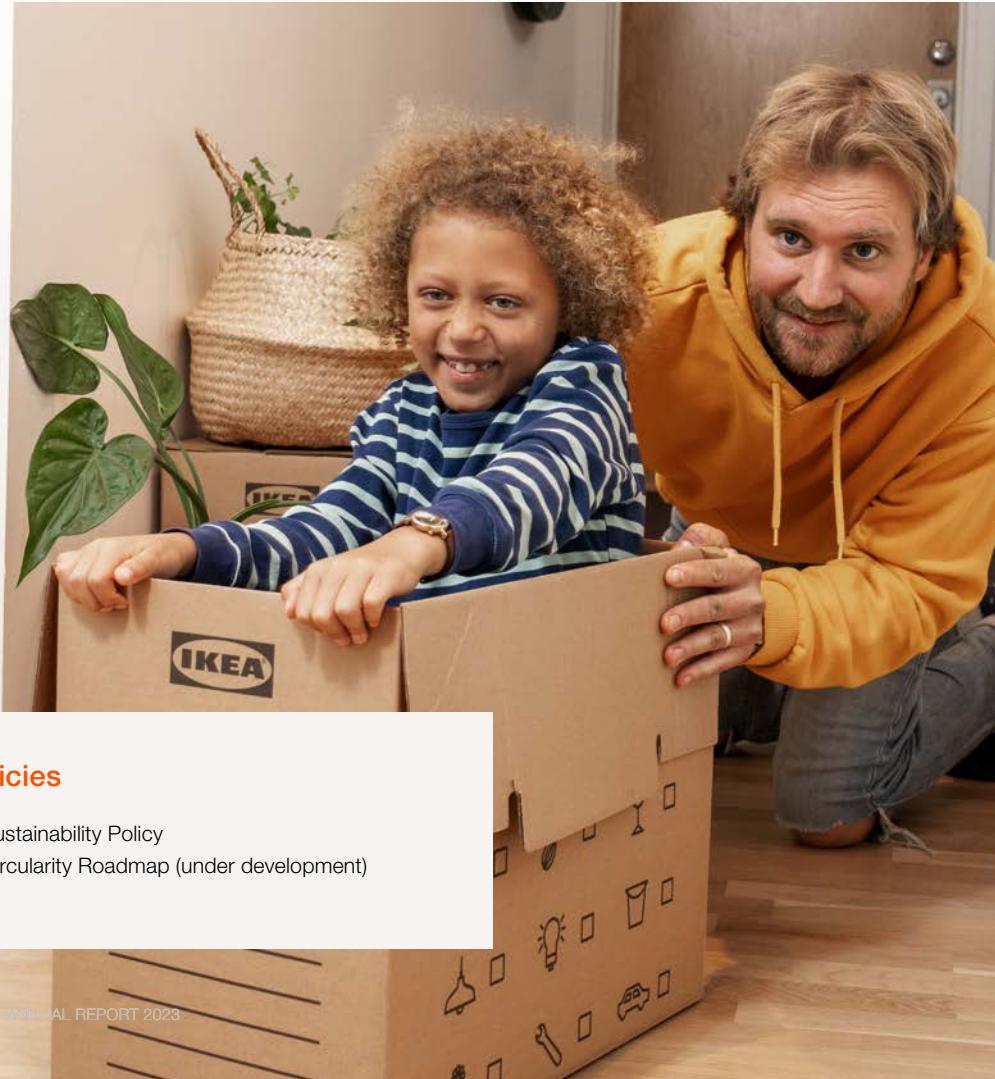
Notably, eight of these locations had a history of industrial use, contaminated soil, or subpar biodiversity. We enhanced biodiversity at these sites following the completion of the housing developments. This improvement involved the creation of lush gardens featuring a diverse array of trees and flower beds. Additionally, careful attention was given to water management, particularly to enhance resilience against heavy rainfall.

In two out of the ten sites developed, we faced challenges in restoring the original quality of biodiversity and ecosystems at completion of the residential properties. These plots, formerly used for agriculture and as meadows with plant and tree diversity, now house residences, garages, and pavements. Mitigation efforts have been implemented, such as introducing new vegetation in courtyards and surrounding areas, as well as incorporating green roofing solutions, even though it is essential to acknowledge that the compensatory efforts have not fully matched the level of ecosystem services present prior to development.



Waste

306-3 Waste generated



Policies

- Sustainability Policy
- Circularity Roadmap (under development)

Impact on Economy, Environment, and People

There has been a significant rise in global annual resource extraction over the last century. Society can mitigate this by reducing usage, promoting reuse, and enhancing recycling of materials to conserve natural resources and protect the environment. Within our organisation, waste is generated during new construction, reconstruction, renovation projects, and property management. Heimstaden can have a positive impact on the environment by implementing our new Circularity Roadmap to secure and increase reuse of material from construction sites, our tenants, and our offices as well. By reducing our waste in general and improving the recycling ratio, we can reduce our emissions and costs.

Actions Taken to Manage the Topic

We are actively working to reduce waste produced in our projects and to increase the amount of waste that is handled as a resource.

Through surveys sent out to our customers, we know that recycling and waste management is an important topic also for our tenants, this gives us an additional reason to address this matter further. We have implemented measures to improve data quality and customer satisfaction as a next step of our ongoing work within circularity.

¹ Waste Hierarchy, [link](#).

We have developed a process for how to prioritise measures and actions, significant for each of our three waste streams:

- Constructions and renovations
- Customers' waste
- Offices and own organisation

We have a strong focus on improving data availability and quality regarding waste.

We have implemented policies, manuals, and measures that all follow the same strategy as the waste hierarchy¹ with a significant focus on improving the prevention of waste, to enable the transition to a circular economy.

Implementation of waste requirements in line with the EU Taxonomy is underway in our development projects across all countries, with a focus on waste reduction and thorough reporting.

Constructions and Renovations

Our ongoing work will ensure that Heimstaden is actively working on reuse, recycling, and material recovery of waste produced during our construction and renovation projects. To do so, we have set requirements on contractors in Sweden for new production that at least 70% of construction and demoli-

tion waste shall be reused or recycled. In all other countries of operation, projects aligned with the EU Taxonomy 7.2 - Renovation of Buildings fulfil the same criteria.

We also require our Swedish contractors to provide Life Cycle Assessment (LCA) to evaluate the content and amount of purchased materials as well as waste management plans that describe procedures and other relevant matters to reduce the generation of waste.

Customers' waste

We work proactively to engage our tenants in decreasing their waste. We do this through informative campaigns in various channels, such as newsletters and social media, with the aim

of increasing their knowledge of the sustainability benefits of recycling and upcycling. Another key priority is to ensure safe and easily accessible recycling in our properties and facilities.

Offices and Own Operations

Our own operations do not generate a substantial amount of waste. However, we can still prevent the generation of waste at our offices by providing waste guidelines to all employees and ensuring that proper recycling facilities are available at the offices. In 2023, employees involved in purchasing have been introduced to our new Procurement and Purchasing Guidelines, which include waste management.

GRI 306-3 Waste generated (company-wide)

| | 2022 | 2021 | 2020 |
|--|---------|---------|--------|
| Total weight of waste generated by the tenants in tonnes | 144,767 | 100,741 | 99,171 |

Weight of waste generated by customers is a calculation based on the number of customers. Waste has therefore risen as we have acquired more properties every year and a large portfolio in 2021. Waste generated by contractors in new construction and reconstruction is not included, because we do not have sufficient data yet. Data for 2022 is the latest available data.

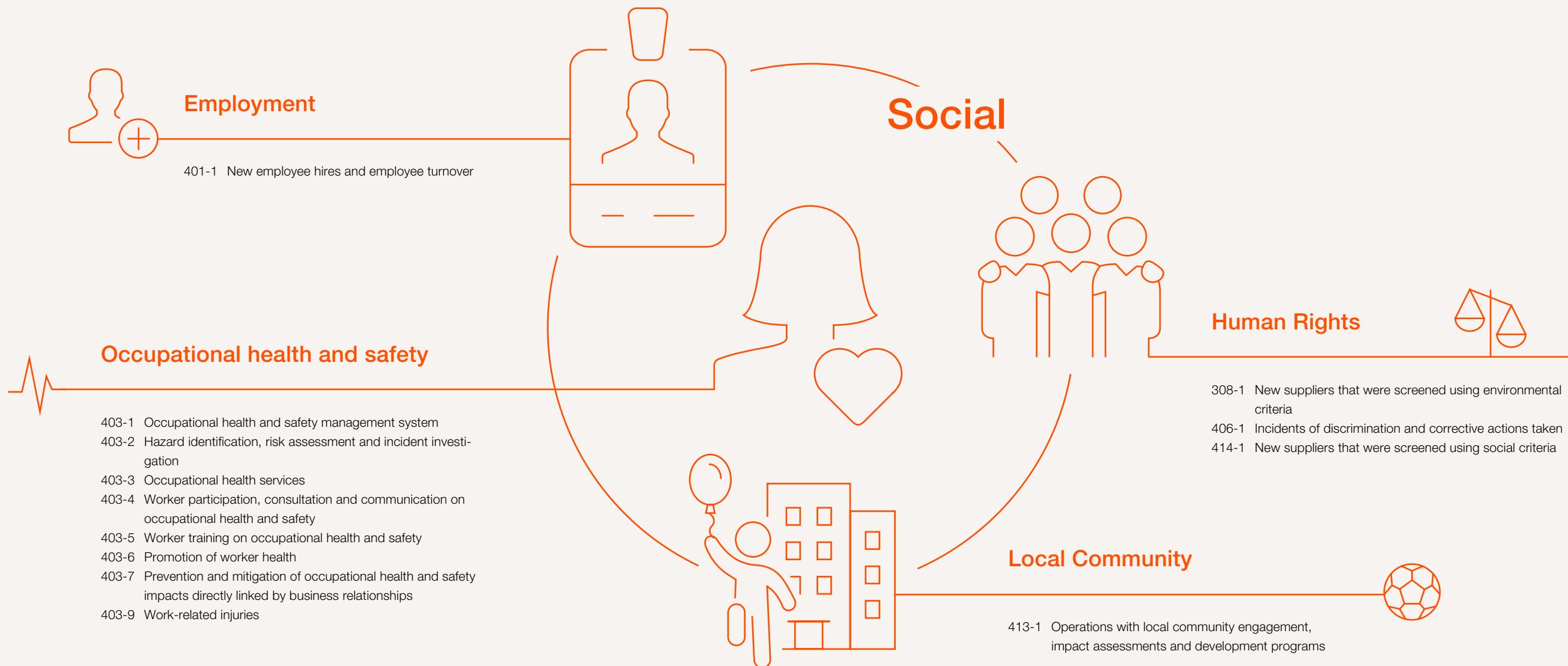
Target Tracking and Evaluation

Our waste data is largely based on assumptions and standard values, which makes it challenging to analyse our impact and prioritise measures. Our ambition is to collect data at the end of development projects and in the future to have more measurement points and threshold values for waste management in our development projects.

In 2024, we will implement these requirements in all agreements for construction projects and major renovation projects.

The collection of waste data differs from country to country where we operate and in some countries the local municipality has full responsibility for tenant waste. We are actively engaged in enhancing our recycling stations and encouraging our customers to minimise and separate waste. Sharing experiences and best practices within and across countries forms a crucial part of our ongoing efforts.

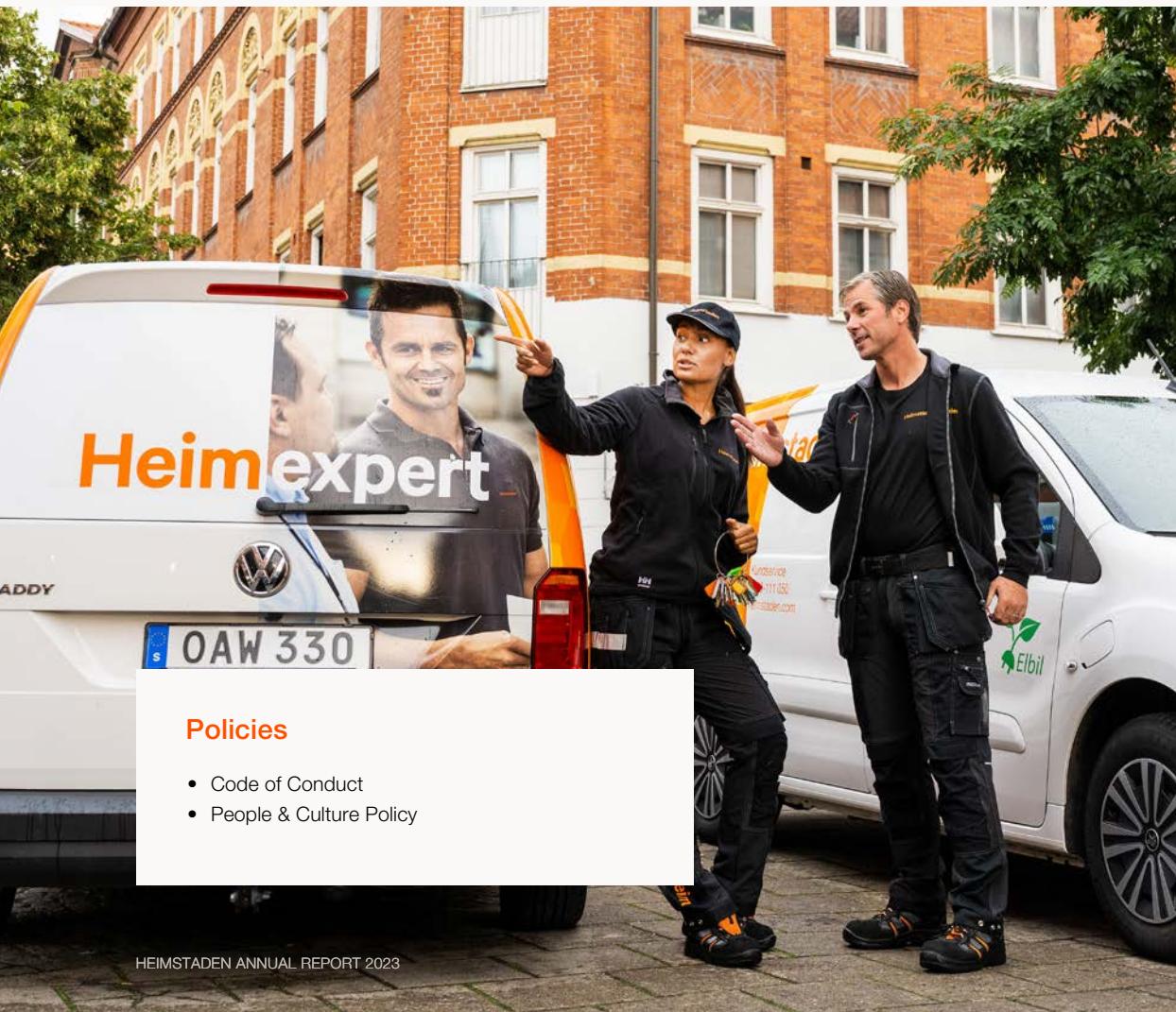






Employment

401-1 New employee hires and employee turnover



Policies

- Code of Conduct
- People & Culture Policy

Impact on the Economy, Environment, and People

We are committed to providing a Friendly Workplace and we do so by prioritising the engagement and well-being of our workforce. We believe this is key to being an appealing employer, enabling us to attract, nurture, and retain talented employees.

Staff turnover has a high cost for our organisation, as we lose valuable skills and knowledge, and have to invest in new recruitment and training.

We also have workers who are non-employees. In 2022, we had 110 non-employee workers, and in 2023 they decreased to 75. Non-employee workers can be found across our departments and these positions typically involve fixed-term contracts with monthly or hourly remuneration. For our operations, the numbers tend to rise during the summer holidays, while for Group functions the need arises on an ad hoc basis.

Actions Taken to Manage this topic

The People & Culture department assumes responsibility for developing policies that address relationships with our employees, as well as individuals in the external talent market who express interest in joining our team. These policies undergo annual review by the Executive Management Team to align with evolving legislation and new requirements. Managers and

employees share the responsibility of promoting and adhering to these policies collaboratively.

For each area that is covered by our commitment to providing a Friendly Workplace, we utilise KPIs that we monitor on a quarterly basis. This practice provides us with a clear indication of our performance in achieving our targets and commitments. For 2023, we know that the reorganisations and initiatives to reduce cost and optimise our operations has led to an increase in involuntary turnover due to redundancies. In turbulent times like these, frequent communication on culture and values remains a focal point in all our interactions.

Reducing staff turnover is a top priority, given the substantial costs associated with recruitment and the subsequent need to rebuild lost skills and knowledge. Currently, we track turnover using KPIs that cover both voluntary and involuntary turnover, being 15,37% and 17,22% respectively. Our target is set below 15% for voluntary turnover and to meet this target we closely examine departments experiencing unusual turnover rates.

For instance, if a particular department has numerous redundancies due to poor performance, it may indicate improvement needs in recruitment processes, expectation management, training, or perhaps leadership. We also investigate depart-

ments with a prolonged high presence of contingent workers, considering the possibility of in-house hiring instead. Our People & Culture department analyses this data to formulate action plans. Turnover stands as a critical metric, closely monitored by our Executive Management, reflecting our commitment to delivering on our employee value proposition and our commitment to providing a Friendly Workplace. Moreover, it remains a focal point for both investors and the Board.

The ability for our employees to grow, develop, and pursue new roles is paramount in retaining top talent. By making sure that we are meeting our employees expectations, we also reduce the risk of increased employee turnover. In 2023, we have executed a considerable facelift of our learning platform, introducing easier navigation to learning contents as well as new learning paths for different employee categories. We have also introduced e-learning courses about job seeking to support employees interested in an internal career path. During the year, we have implemented several reorganisations in order to benefit from improved efficiency and cost savings. For employees to whom we have not been able to offer new positions, we have used these e-learning combined with coaching from our People & Culture Business Partners and Recruiters to support them in finding new jobs. Furthermore, in 2023 we started to implement the Mercer framework tool, with the purpose of ensuring equal pay for equal work and professional growth for all our employees. The Mercer framework enables us to present both vertical and horizontal career pathways to our employees. It also helps us to continuously monitor our gender pay gap performance, enabling us to proactively address any disparities and uphold our commitment to fair compensation and career advancement opportunities for everyone in our organisation.

In 2023, 1,959 employees collectively completed nearly 9,275 digital and classroom courses. In 2023, we maintained 80 licenses for LinkedIn Learning, providing access to 8,000

courses across various subjects. We have also successfully continued our leadership programmes, New@Leading and Leading@Heimstaden, by combining online and offline learning. In addition, we have launched new concepts for supporting our leaders. Our quarterly Spotlight newsletter delves into specific topics, sharing external and internal insights, along with practical tools and exercises for managers in their daily teamwork. The themes for 2023 have been Resilience and Leading in Change. In December we developed a leader toolkit where we have gathered tools, learnings, and support for leaders in different situations. This will be launched in January 2024. We have continued our Leadership on the Go concept with a focus on topics such as our performance development process, strategic people planning, and salary review.

Remuneration

The Remuneration Policy at Heimstaden serves as a framework for managing compensation, benefits, and rewards. It aims to ensure fairness, transparency, and consistency when evaluating salaries within and across departments. Our goal is to empower employees to understand how their salaries are determined, allowing them to influence their earnings by enhancing their performance, acquiring new skills, and taking on greater responsibilities. This work has been highly improved and facilitated thanks to the implementation of the Mercer framework.

Key Remuneration Principles

1. **Rewarding Performance and Values:** Remuneration is a means to acknowledge performance and reinforce our desired culture and values.
2. **Determinants of Remuneration:** Four factors shape remuneration: market pay, individual experience and competence, performance and results, and alignment with our values.
3. **Supporting Business Strategy:** Our remuneration guide-

lines are designed to attract individuals who make a positive impact and to reward motivated employees who contribute to our strategic objectives.

4. **Part of a Comprehensive Package:** Remuneration is one component of our total employment package, which includes opportunities for personal development and work-life balance, contributing to employee well-being.
5. **Varied Components:** The remuneration package comprises one or more elements depending on the employee's role, such as base salary, short and long-term incentives, pension, insurances, and other benefits.
6. **Competitive Compensation:** We offer competitive terms in our local markets.
7. **Bonus Programmes:** Certain positions may be eligible for short or long-term bonus programs.
8. **Equity and Equality:** We conduct an annual salary audit to identify gender or other disparities. Employees receive compensation according to local legislation during parental leave.
9. **Salary Adjustments:** Changes in roles or jobs do not automatically lead to salary adjustments. Adjustments only occur during the annual salary review, typically in the case of promotions or significant changes in job content and responsibility.
10. **Annual gender pay gap analysis:** We conduct gender pay gap benchmarking in all countries where we have operations.
11. **Salary reviews and promotions:** A salary increase (or in the case of a demotion, salary decrease) can be made between the annual salary review only in the case of a promotion or other major permanent increase in job content and responsibility. This is always done in consultation with the responsible manager and the People & Culture department for final approval by the manager's manager. When an employee returns from leave or studies for a longer period than one year, a review of the salary shall be

conducted. At this time, any changes that might have occurred during the period of leave should be considered.

12. **Eligibility:** All employees are eligible for base salary. Long-term incentives are usually discretionary cash bonuses reserved for Senior Executives, Country Managers and other positions identified as critical to the company. Some executive management positions are eligible for stock programmes. Short-term incentives are usually annual discretionary bonuses or commission. The former is used mainly in country management roles or select business-critical positions. Commission is mainly used in our Letting and Privatisation department. From time to time, annual discretionary bonuses can be granted to employees who are not part of other programmes.
13. **Incentive scheme:** We have implemented a climate-related incentive scheme for Senior Executives, and Country Managers for the management of climate-related issues and the attainment of targets based on CO₂e emissions and yearly reduction of energy purchased. The incentive also includes social aspects, such as employee satisfaction and customer satisfaction.

Roles and Responsibilities in the Annual Salary Review

CEO/COO

- Oversees and annually reviews remuneration guidelines to align them with business objectives and strategy
- Concludes the final remuneration framework

Country Manager

- Concludes and annually reviews that the country is aligned with Heimstaden's guidelines for remuneration to adapt it to business objectives and strategy
- Approves the annual local salary review

People & Culture

- Conducts external benchmarking

- Performs Gender Pay gap analysis
- Leads and coordinates the salary process
- Initiates the salary review in our Human Capital Management System
- Supports and informs managers about the salary process.
- Distributes salary documentation, overview, and mapping.
- Takes action to enhance and refine the salary framework
- Updates payroll and pension providers regarding salaries

Manager

- Ensures that salaries adhere to the salary policy, local structures, and comply with existing agreements and the local business plan (within the approved budget)
- Ensures that employees are familiar with the contents of the salary policy
- Approves salaries following the grandparent principle.
- Establishes objectives and conducts development reviews (Reflect & Act) with employees
- Explains and informs employees through one-on-one salary conversations or letters

Employee

- Enhances their work performance, contributing to their own salary growth and supporting the company in achieving its overarching business objectives

Employees covered by collective bargaining agreement

Heimstaden operates in several markets with different common practices regarding collective bargaining agreements. We have collective agreements in our operations departments in Czechia, Sweden, and partly in Denmark and Norway, covering 63% of our total employees.

Target Tracking and Evaluation

We conduct a monthly employee engagement survey in all countries, an ongoing process that allows us to address areas

of concern promptly and initiate anonymous dialogues with employees or follow up with managers where necessary. Any manager can initiate actions directly from the tool as well as receive guidance on what actions to take. Since 2023, we have adopted a new employee survey tool. The survey is sent to all employees every month, either via digital platform, their email, or in a kiosk locally. It is available in the entire organisation, and in its first year we have registered an average of 76% response rate.

The survey focuses on scores based on answers to approximately 16 questions within the following areas:

- Engagement
- Diversity and inclusion
- Health and wellbeing
- Sustainability

The responses given to the survey questions are kept confidential and any feedback can be provided anonymously. This means that neither colleagues, managers nor anyone else within the organisation will be able to identify who has given a particular response or feedback. In cases where teams are smaller, the responses will be aggregated, making it impossible to identify individuals. The results are summarised and monitored every month. The only people who can see the summarised data are managers with teams where more than 4 people have answered, people appointed as employee engagement tool responsible in our local People & Culture department, and administrators at group level. Via the tool we have access to a detailed dash board where we can explore the data, identify trends, and suggested focus areas with trainings and actions to develop these areas. The findings are shared with the organisation as well as the Board in quarterly reviews.

Since we have implemented the new employee engagement tool during the year, we have based this year's data on

Employee engagement survey (company-wide)¹

2023

| | |
|-----------------------------|-----|
| Engagement score | 7.7 |
| Diversity & Inclusion score | 8.6 |
| Health & Wellbeing score | 8.0 |

¹ target: top 25th percentile Engagement score 8.2; Diversity & Inclusion score 8.5; Health & Wellbeing score 8.2)

As our new employee engagement tool provides us with better international benchmark data we have moved from measuring our progress relative to ourselves to measure against an external benchmark. We decided to set a high level of ambition to be among the top performing 25% of all users of the tool. Having reached the target in one area of three, we see that to reach this for all areas should be possible over time, and have decided to keep this for 2024.

All information regarding employees pertains to employees of Heimstaden and Heimstaden Bostad.

Occasionally we have experienced a low response rate in our employee engagement surveys. In 2023 the average response rate was 76% and the aggregated response rate as high as 93%. We are working hard to improve this, for example by encouraging more feedback in our work teams and by actively responding to comments submitted by employees using the tool.

A key learning is the difficulty of keeping employees motivated to respond to similar questions they receive repeatedly. We respond to this by emphasising that their replies matter, that we need the actual temperature of the company and we stress the importance attached to this priority area by Country Management, Senior Executives and the Board.

The challenge in introducing this tool in new markets is to create trust in the complete anonymity of the solution as well as establishing the routine of monthly feedback to the team. However, once trust is established it is not unusual to see result numbers drop during the first year. That is because employees who have previously not had the possibility to voice opinions on areas for dissatisfaction turn to the employee engagement tool to tell them, causing a lower result.

8 months' measurement. Whereas we used to benchmark against a fixed target score set internally, we now compare our scores to all other companies using this employee engagement tool and we have set the target for this first year to be in the top 25th percent of all users for all three drivers. We have chosen not to publicly display the eNPS score, as we have discovered that people interpret this one question very differently and hence, we cannot draw reliable conclusions from the data.

The challenge in introducing this tool in new markets is to create trust in the complete anonymity of the solution as well as establishing the routine of monthly feedback to the team. However, once trust is established it is not unusual to see result numbers drop during the first year. That is because employees who have previously not had the possibility to voice opinions on areas for dissatisfaction turn to the employee engagement tool to tell them, causing a lower result.

For additional employee data, including turnover rates, please refer to the Table Section on [pages 179](#) and [184–185](#).

Diversity of Governance Bodies and Employees

Diversity, inclusion, and equity are central to our success.

It is the right thing to do and makes good business sense to use different perspectives in decision making, reflecting the societies in which we operate. Diversity encompasses more than gender, such as ethnicity, neurodiversity, sexual orientation, etc. Since we cannot track all forms of diversity due to legislation, we have set targets on what we can measure – gender – while acknowledging that not all employees identify as male or female. Our aim is to have a 50/50 gender representation in

all our functions and among Senior Executives. The work is at times challenging due to certain functions for various reasons not seen as attractive for either gender. We address this by making extra efforts to find candidates from the underrepresented gender for positions, by highlighting the importance of diversity in our trainings and communication, and by growing our internal candidates into senior positions. In the Board we have 0% female representation. Among Senior Executives there is 23% female representation. During the year we have recruited females to the tier just below to secure future succession and improve the ratio. Compared to 2022, the number of male employees has increased somewhat. This is partly due to reorganisation as well as downsizing of traditionally female-dominated functions such as administration, letting and outsourcing of departments such as cleaning. To reverse this development in 2024, we will focus on recruiting and internal transfers to ensure that we have both male and female candidates for these positions.

Focusing on the topic of equal pay for equal work has had a positive effect on the development of unadjusted gender pay gap in 2023. This shows the importance to further increase our efforts in this area

Disclosure 405-1 Diversity of governance bodies and employees

| | 2023 | 2022 | | 2021 | | |
|--|------|-------|-----|-------|-----|-------|
| | | Women | Men | Women | Men | Women |
| Gender split in the Board | | 25% | 75% | 25% | 75% | 25% |
| Gender split in Senior Executives ¹ | | 23% | 77% | 23% | 77% | 21% |
| Gender split in Country Management team ² | | 38% | 62% | 40% | 60% | 37% |
| Gender split for all managers ³ | | 35% | 65% | 35% | 66% | 37% |
| Gender split all employees | | 40% | 60% | 41% | 59% | 44% |

¹ target 50-50, incl. CEO.

² incl. the country manager.

³ all managers.

GRI 2-21 Annual total compensation ratio

| | 2023 | 2022 | 2021 |
|---|-------|--|-------------------|
| Ratio of the annual total compensation ratio for the highest-paid individual to the median annual total compensation ratio for all employees (excluding the highest-paid individual) ¹ | 31.13 | 12.97 | 9.95 |
| Ratio of the percentage increase in annual total compensation ratio for the highest-paid individual to the median percentage increase in annual total compensation ratio for all employees (excluding the highest-paid individual) ² | -8% | Not available since the highest-paid individual did not get any increase | No data available |
| Unadjusted gender pay gap ³ | 84.7% | 82.4% | 85.5% |

¹ In 2023, we included for the first time bonus and one-time payments in the calculations, while in 2021 and 2022 we did not have as good data quality on the topic, hence we were not able to include it. This not only makes the years not comparable, but it also explains the increase in the figure referring to 2023.

² Calculated from the base monthly salary (annualized) pro-rated, bonuses and one-time payments included. In 2023, the compensation for the highest-paid individual was 40.63% less than in 2022. Former year's high amount was due to bonus payouts.

³ Calculated from the base monthly salary (annualized) on a full-time basis. Overtime pay or bonuses are not included. Only includes permanent and fixed term employees.

In the ratio we have included employees employed at 2023-12-31. Employees who have left during the year are not included. Employee types included are Permanent and Fixed Term.

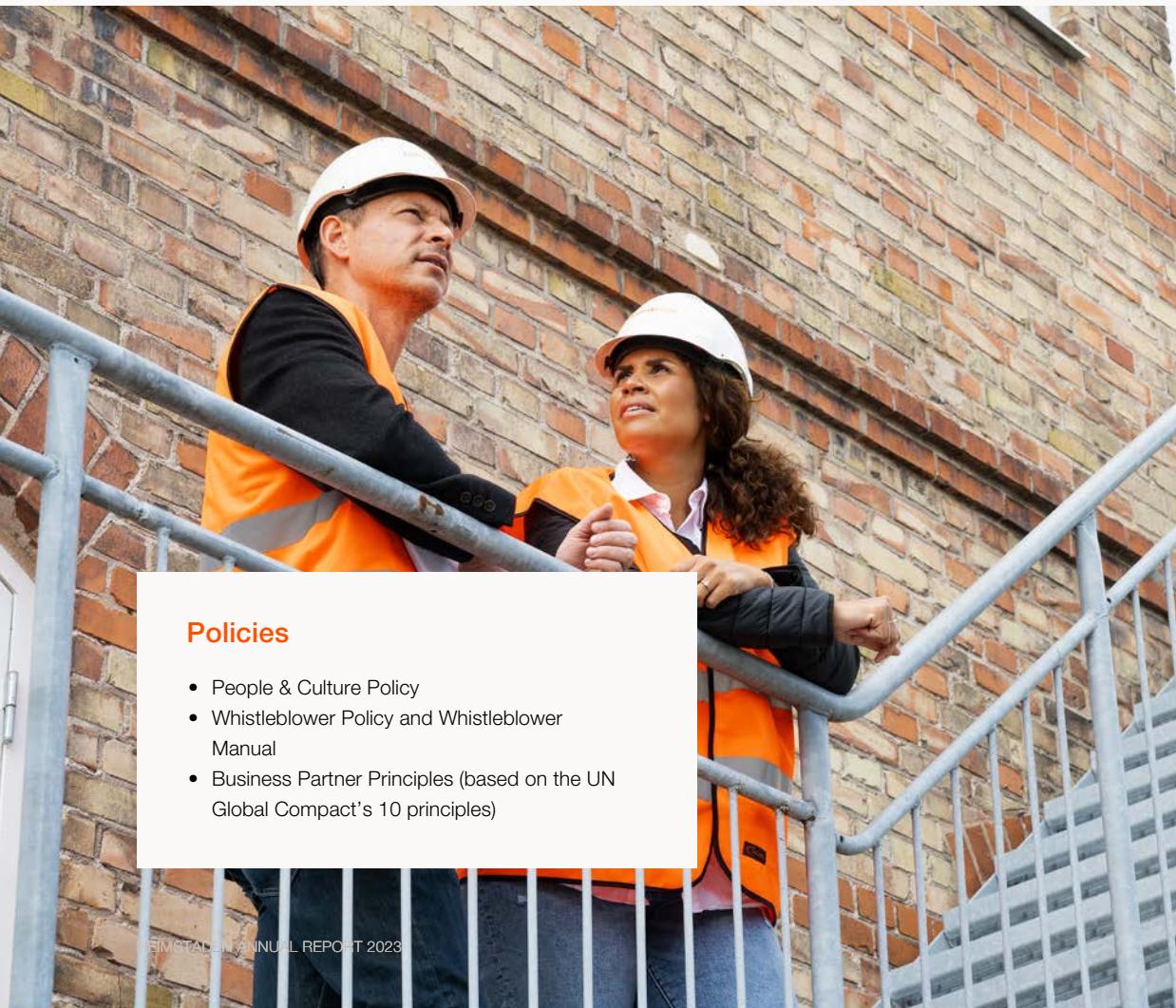
Salary that has been included are those components that are included in Base Pay. Salaries are calculated at full-time pay rates. This means that employees that are working part-time have had their salaries increased to a full-time salary.

Gender Pay-Gap

Our unadjusted gender wage gap for financial year 2023 is 84.7%, which shows that the average female base pay is on average 15.3% less than males. We are continuously working to reduce this difference, implementing guidelines in our remuneration policy and via the adoption of the Mercer framework.



Occupational Health and Safety



Policies

- People & Culture Policy
- Whistleblower Policy and Whistleblower Manual
- Business Partner Principles (based on the UN Global Compact's 10 principles)

| | | | |
|-------|--|-------|---|
| 403-1 | Occupational health and safety management system | 403-5 | Worker training on occupational health and safety |
| 403-2 | Hazard identification, risk assessment and incident investigation | 403-6 | Promotion of worker health |
| 403-3 | Occupational health services | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships |
| 403-4 | Worker participation, consultation and communication on occupational health and safety | 403-9 | Work-related injuries |

Impact on the Economy, Environment, and People

We prioritise the well-being, health, and safety of our employees, which is also an area of interest to our contractors and other stakeholders, including investors and banks. Poor employee well-being can lead to decreased productivity and increased costs due to sick leave. Our property and facility management teams face physical injury risks and psychosocial factors like threats and harassment. In our offices, key risks include stress, workload, and ergonomics.

For a deeper dive into our commitment to employee well-being and human rights, refer to the Human Rights section on [page 162](#).

Actions taken to manage the topic

We are dedicated to reducing accidents and aiming for a zero-incident target through regular proactive risk assessments and monthly accident/incident reporting. In 2023, to enhance our efforts to monitor and improve employee well-being, health, and safety in subcontracted companies, we have implemented an assessment questionnaire to contractors, containing questions about how they treat their employees. Topics included in the survey are labour rights and health and safety

of employees. Each manager takes responsibility for the health and safety of their team.

To align with the EU Whistleblowing directive, we have implemented a secure digital platform managed by a neutral third party for reporting whistleblowing concerns. This ensures complete anonymity and minimises the risk of retaliation. Anyone can confidentially report instances of discrimination, harassment, corruption, or any other violations of our values and policies as well as laws and regulations (see [page 164](#) in our Human Rights section for further information).

We have a zero work-related accident vision that we work towards using structured work processes for educating, preventing, and reporting on Health and Safety

Qualitative GRI Disclosures on Occupational health and safety

| | |
|--|---|
| 403-1 Occupational Health and Safety Management System | <p>We use a unified platform for incident and accident reporting, with monthly reviews of reported incidents, actions taken, and responsible parties. Quarterly reports are submitted to the Board, adhering to all legal requirements, such as manager training in work health and safety responsibilities, risk assessments, and internal and external incident and accident reporting.</p> <p>Our work health and safety management covers employees, contingent workers, interns, and students. All employees can report incidents, while the People & Culture department maintains access to reported accidents and incidents to ensure privacy. We consistently emphasise the significance of incident reporting to our managers.</p> |
| 403-2 Hazard Identification Risk Assessment and Incident Investigation | <p>We hold working environment meetings several times a year with employees and, where applicable, employer representative organisations. Our risk assessments are performed quarterly and are monitored by our Group Governance, Risk, and Compliance team. Everyone appointed to our working environment committees or as health and safety representatives must undergo specific training. Considering that the demands and requirements are not the same in all countries, the local country management is responsible for ensuring that Heimstaden is aligned with work safety and risk prevention rules.</p> <p>Operations in all countries are required to report workplace accidents and incidents to external local authorities, in addition to internal Group reporting via local tools and processes. These are tracked monthly and reported to the Board quarterly. The measures that are identified are compiled into plans of action and delegated to suitable individuals. Progress is reviewed at a subsequent meeting. In addition to the incident and accident reporting platform, we also use our employee engagement tool to monitor the psychosocial working environment in all countries. Managers shall review their team's results at least quarterly and discuss strengths and areas for improvement. Responses are anonymous.</p> |
| 403-3 Occupational Health Services | <p>Currently, we do not have a Health and Safety Committee at Group level.</p> |
| 403-4 Worker Participation, Consultation and Communication on Occupational Health and Safety | <p>We communicate health and safety information to workers through local channels, including the organisation's intranet, our Human Capital Management System and through managers. Worker participation opportunities vary by location and are typically facilitated through representatives. We measure health and well-being via our surveys in our employee engagement tool and all managers are expected to follow-up on the scores in their respective teams.</p> |
| 403-5 Worker Training on Occupational Health and Safety | <p>Training given includes topics such as how to work on roofs, working with electricity, how to practice safe heavy lifts, handling chemicals, general safety, security etc. The direct report manager is responsible for assessing if there is a need for training among the employees. For those judged to need it, training is mandatory to ensure a safe workplace. The frequency of training depends on the requirements for a certain certification. Training can be delivered by internal trainers on site or via e-learning. Training is free of charge for employees and takes place during work hours. Training sessions conducted are logged and documented in our Human Capital Management System, which enables automatic notifications (the functionality is not yet implemented in all markets) e.g., when a certificate expires, and training needs to be retaken. The effect of training is not evaluated at Group level.</p> |
| 403-6 Promotion of Worker Health | <p>Medical and healthcare services for employees vary locally, but company doctor consultations and sports facilities are commonly offered. Most countries also provide other health promotion services, for example, psychological support, support to stop smoking, and general wellness benefits.</p> |
| 403-7 Prevention and Mitigation of Occupational Health and Safety Impacts That are Directly Linked by Business Relationships | <p>Occupational health and safety impacts are prevented through incident reporting, health and safety training, worker health benefits, and the establishment of health and safety requirements outlined in the Supplier assessment questionnaire and Business Partner Principles.</p> |

Target Tracking and Evaluation

To maintain a high standard of health and safety, we continually enhance our processes and disseminate information on workplace safety issues. Our goal is to achieve less than 5% work-related absences due to illness and zero vision for work-related injuries. The most reported accidents involve falls, lifting incidents, and head injuries. Stress related absence/injuries are also tracked, however as these cases often combine a private situation with work situation, it is often difficult to define what is the most contributing cause to the absence.

One way to quickly identify employees at risk is to frequently follow-up on short term absence, which we do in all countries where we have operations.

GRI 403-9 Work-related injuries (company-wide)

| | 2023 | 2022 | 2021 |
|--|-----------|-----------|-----------|
| Fatalities | 0 | 0 | 0 |
| High-consequence work-related injuries (accidents) | 14 | 18 | 14 |
| High-consequence work-related injuries (accidents) per standard work hours | 3.2 | 4.6 | 4.7 |
| Recordable work-related injuries | 62 | 67 | 23 |
| Recordable work-related injuries per standard work hours | 14.0 | 17.1 | 7.8 |
| Incidents | 35 | 69 | 23 |
| Absence due to illness | 4.1% | 5.7% | 6.4% |
| Number of hours worked | 4,424,759 | 3,906,757 | 2,955,022 |
| Lost Time Injuries frequency rate (LTIFR) | 3.2 | 4.6 | 4.7 |
| Number of days away | 657 | 506 | 504 |
| Lost Day Rate (LDR) | 29.7 | 25.9 | 34.1 |

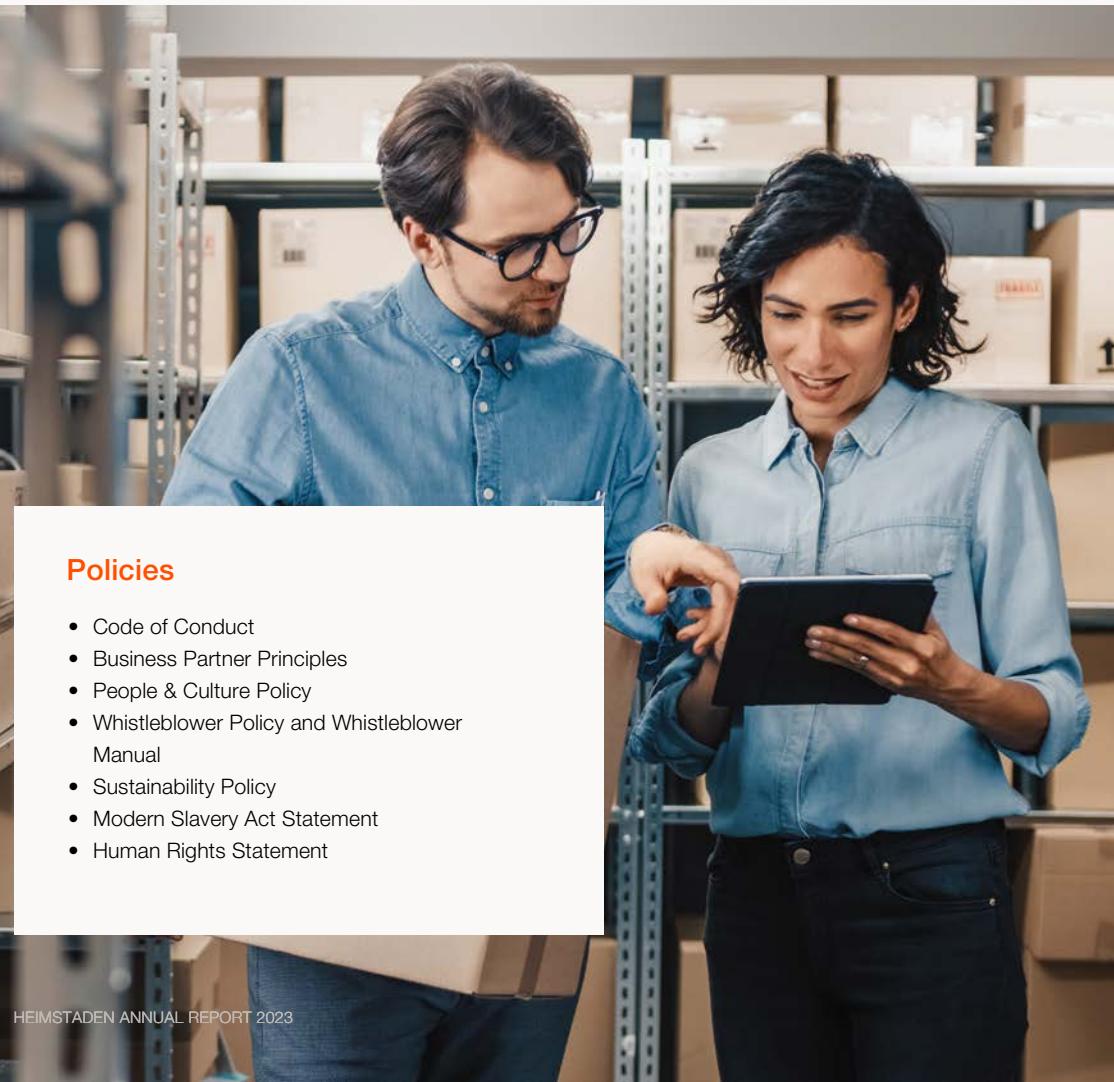
As of 2023, we report work-related injuries according to GRI, divided into recordable work-related injuries and high-consequence work-related injuries (injuries that lead to absence). Both types of injuries decreased as well as the ratio per standard work hours. The most common injuries in 2023 were cut injuries, fall injuries, threats and bruises. We also report incidents, which decreased in 2023. We define incidents as situations that could lead to a work injury, emergency or increase the risk of both. We are aiming to ensure that we capture and report all injuries and incidents. All information regarding employees pertain to employees of Heimstaden and Heimstaden Bostad.

Improvements are partly due to our efforts to constantly highlight the importance of this area. Our challenge is to keep improving the reporting of incidents to become even stronger in our preventive work, which is an area for 2024





Human Rights



Policies

- Code of Conduct
- Business Partner Principles
- People & Culture Policy
- Whistleblower Policy and Whistleblower Manual
- Sustainability Policy
- Modern Slavery Act Statement
- Human Rights Statement

- 308-1 New suppliers that were screened using environmental criteria
- 406-1 Incidents of discrimination and corrective actions taken
- 414-1 New suppliers that were screened using social criteria

As a UN Global Compact Signatory, we operate in accordance with the Ten Principles related to human rights, labour, environment, and anti-corruption. The Ten Principles derive from the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. We also adhere to the UN Guiding Principles on Business and Human Rights, which include ensuring regular human rights due diligence across the organisation and business partners, to minimise the risk of human rights violations and/or complicity therein.

Impact on Economy, Environment, and People

In 2023, we took part in UN Global Compact's sixth month Business and Human Rights Accelerator. Accordingly, we revisited our most material human rights risks, based on dialogues with internal and external stakeholders, industry best practices, media reports, and expert knowledge. Our relevant human rights risks are stated below.

Our primary human rights risk is linked to workers in the supply chain, local communities, and people living near sites of resource extraction. For our industry, we have identified solar panels, cleaning services, construction sites, and construction materials as particularly high impact areas. Therefore, supply

chain due diligence is an important part of our procurement process.

Our impact on our employees is mostly linked to work-life balance, and matters of health and safety.

Our impact on our customers is linked to ensuring non-discrimination in the letting process, health and safety of tenants, and right to adequate housing.

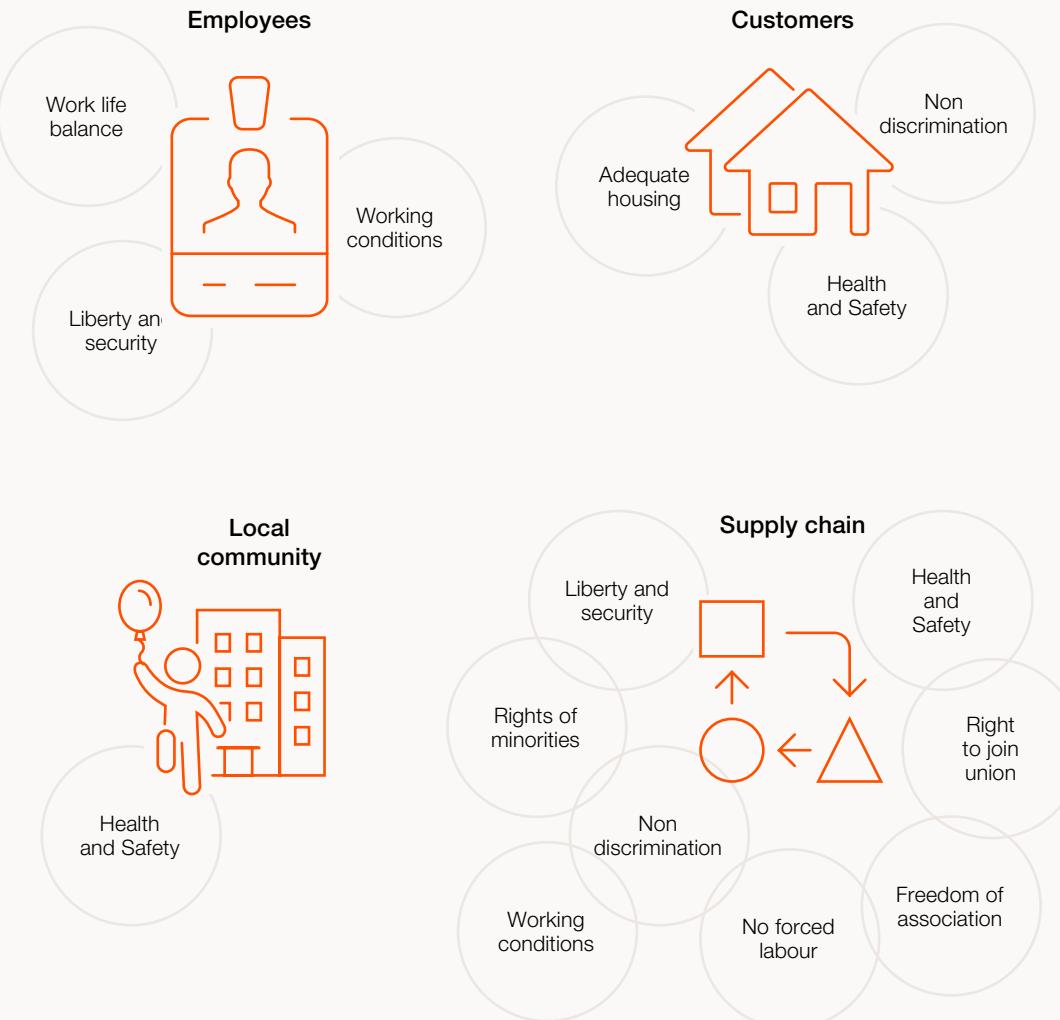
Actions Taken to Manage the Topic

We follow the due diligence process recommended by OECD (Due Diligence Guidance for Responsible Business Conduct), and accordingly, cover the following areas:

- Policy commitment
- Identify, assess, cease, prevent and mitigate impacts
- Track and monitor
- Communicate
- Cooperate/remediate

This framework also ensures that we are ready for the upcoming Corporate Sustainability Due Diligence Directive which places a duty upon companies to identify, bring to an end, prevent, mitigate, and account for negative human rights and environmental impacts in the company's own operations, their subsidiaries and their value chains. Our due diligence process

Human Rights-related Areas



is described below as well as in our [Human Rights Statement](#), publicly available on our Corporate website.

We use internal research, external indices, agreement clauses, our Business Partner Principles, sanctions screenings, and self-assessment questionnaires as the main tools of assessing our business relationships. We have a target that 100% of our contracted business partners must have signed our Business Partner Principles, where the share of actual signatories is 79%. The Procurement department is responsible for implementing the Business Partner Principles and procurement policies in the supply chain.

We have set a target that all employees must sign the Code of Conduct and undergo regular training every 18 months. Together with each manager, the People & Culture department is responsible for ensuring that employees are aware of and comply with the Code of Conduct, Group policies and compliance procedures.

For equity partners, we have developed a framework for risk assessment that includes a country risk matrix, sanctions, PEP screenings, and third-party advisory.

We have zero tolerance for discrimination. Our non-discrimination work is based on preventing the seven forms of discrimination: sex; gender identity or expression; ethnicity; religion or other belief; disability; sexual orientation; and age. In 2023, we

launched a Diversity Board, comprised of six employees from different parts of the company, with the aim of identifying and proposing improvements for us to become a truly diverse and inclusive company.

Both internal and external stakeholders have the option to anonymously report instances of discrimination, harassment, corruption, or violations of our values and policies. To manage these cases, we have established dedicated Whistleblowing committees. We handle Whistleblowing cases through a neutral third party on a secure digital platform, ensuring anonymity and preventing retaliation risk.

For further information, see our [Code of Conduct](#).

Human Rights in the Supply Chain

We let apartments in Sweden, Norway, Denmark, the Netherlands, Germany, Czechia, Finland, Poland, the UK and Iceland. In Sweden, Denmark, Czechia, Poland, and the UK we have ongoing construction projects. Our primary suppliers in terms of expenditure are construction companies and energy providers, predominantly located within the EU. We mainly use a turnkey contract model with construction companies, where they assume full responsibility for materials and subcontractors.

There has been no significant changes to the structure of our supply chain since previous the reporting period.

Heimstaden's purchases by operating country in 2023

| Operating country | Purchased made SEK million | Percentage of spend |
|-------------------|----------------------------|---------------------|
| Sweden | 4020.7 | 49.7% |
| Denmark | 1701.0 | 21.0% |
| Netherlands | 839.8 | 10.4% |
| Czechia | 1318.1 | 16.3% |
| Norway | 215.3 | 2.7% |
| Total | 8094.8 | 100% |

In 2023, six out of our top 10 suppliers by spending were based in Sweden. These top 10 suppliers collectively represented 24% of our total spending, as per data from 2023 in Sweden, Denmark, Norway, the Netherlands, and Czechia.

Actions to Prevent, Mitigate and Remediate Adverse Impacts

- In 2023, we set up a new inhouse Supplier Assessment System. It covers social responsibility, human rights, labour rights, environment, supply chain management, governance, financial integrity, and anti-corruption. This is currently under implementation with the goal of most strategic suppliers going through the system in 2024
- Our Procurement and Purchasing Guidelines provide guidance to our purchasers in how to carry out procurement in the most sustainable way
- We screen 100% of our business partners for sanctions risks

Whistleblowing cases (company-wide)

| | 2023 | 2022 | 2021 |
|--|------|------|------|
| Number of all reported whistleblowing cases | 10 | 12 | 0 |
| Number of all confirmed whistleblowing cases | 2 | 0 | 0 |

Whistleblowing cases are reported to the Board of Directors on a quarterly basis. Two of the ten reported whistleblowing cases are related to discrimination and are reported also in the table GRI 406-1 Incidents of discrimination (company-wide). During the year we have further detailed our Whistleblowing definitions and decided to sharpen the level when a case is deemed to be a confirmed Whistleblowing case. Therefore we took the decision to re-evaluate the Whistleblowing incidents reported for 2022 and this resulted in two additional cases.

GRI 406-1 Incidents of discrimination (company-wide)¹

| | 2023 | 2022 | 2021 |
|---|------|------|------|
| Number of reported cases of discrimination | 2 | 2 | 0 |
| Number of confirmed cases of discrimination | 1 | 0 | 0 |

¹ *Incident of reported and confirmed cases of discrimination are an extraction from previous table on Whistleblowing cases (company-wide), not an addition to the number of whistleblowing cases.*

We comply with anti-discrimination legislation and has zero tolerance for discrimination cases. During the year, two discrimination incidents were reported through our Whistleblower function of which one was confirmed. The reported cases in previous years were not of such a nature to justify a deeper investigation and were dismissed after the initial investigation. We started company-wide follow-up in 2019 making 2019 our baseline year.

Business Partner Principles

| | 2023 | 2022 | 2021 |
|--|------|------|------|
| Number of contracted suppliers that have signed the Business Partner Principles | 397 | 418 | 400 |
| Percentage of contracted suppliers that have signed the Business Partner Principles ¹ | 79% | 50% | 50% |

¹ Target 100%

In 2023, 397 contracted suppliers signed the Business Partner Principles being 79% of the total. The share increased from 2022.

GRI 308-1 New suppliers that were screened using environmental criteria and GRI 414-1 New suppliers screened (Sweden, Norway, Denmark)

| | 2023 | 2022 | 2021 |
|--------------------------------|------|------|------|
| Number of new suppliers | 58 | 35 | 14 |
| Of which screened ¹ | 100% | 100% | 100% |

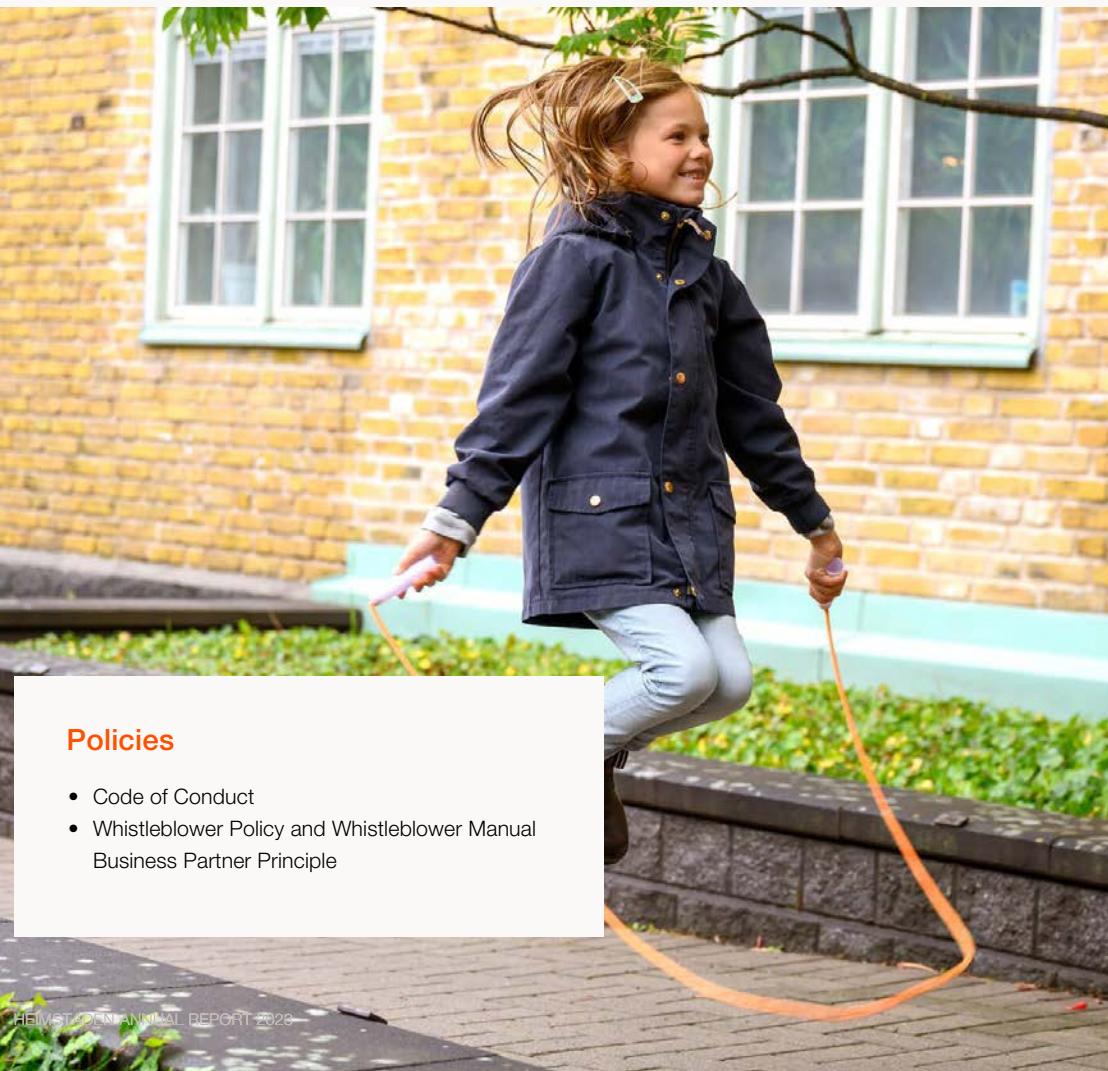
¹ Based on desktop assessment

We started the screening in 2019 making 2019 our baseline year. During 2023, we screened 100% of our 58 new suppliers in Sweden, Denmark and Norway with framework agreements linked to the areas of human rights, anti-corruption, labour conditions, health and safety and environment aspects. The results of our desktop screening showed that most of our new suppliers have communicated sufficient information on how they handle these issues.



Local Community

413-1 Operations with local community engagement, impact assessments, and development programs



Policies

- Code of Conduct
- Whistleblower Policy and Whistleblower Manual
- Business Partner Principle

Impact on the Economy, Environment, and People

Our mission is to enhance and simplify lives through Friendly Homes. With over 161,000 homes in ten European countries, we are aware of our influence on the economy, environment, and local communities.

By recognising our role in addressing societal challenges like housing shortages, social inequalities, and climate change, we are committed to being part of the solution. We prioritise our efforts in areas where we can make the most meaningful impact.

We are committed to offering a minimum of 240 inclusive jobs and to having at least 5,000 of our apartments designated as inclusive housing contracts by 2026

Actions Taken to Manage the Topic

A new Social Roadmap was approved by the Board in February 2023, to clarify our commitment to creating safe and inclusive homes, neighbourhoods, and societies. Below are some ongoing initiatives aimed at supporting local communities:

- A Home for a Home: We partner with SOS Children's Vil-

lages to improve the lives of the most vulnerable children. Since the start of our partnership in 2021, we have supported 54 programmes in 26 countries, reaching around 73,000 children, both locally in the countries we operate and globally. Our Group Director Social Sustainability oversees the partnership and monitors results. For further information refer to our table GRI 413-1 Operations with local community engagement, impact assessments and development ([page 167](#))

- Inclusive Housing: We are committed to having at least 5,000 of our apartments designated as inclusive housing contracts by 2026, to support vulnerable groups obtain housing. This includes affordable housing contracts and social contracts, see [page 123](#) for definitions. The long-term goal is to transfer the social contracts to regular contracts, meaning that these tenants have become fully self-sufficient in the housing market
- Inclusive jobs: We are committed to offering a minimum of 240 inclusive jobs by 2026, to support young people and vulnerable groups obtain work experience. This includes Youth positions and Inclusive job positions, see [page 123](#) for definitions
- Community Coordinators: In certain regions, we employ Community Coordinators responsible for addressing social issues in our neighbourhoods. They engage with local authorities, emergency services, and property owners to create safe living environments for all our tenants. Our ze-

ro-evictions vision in Sweden leads to closer and more proactive collaboration with municipalities to prevent evictions

- Local Community Engagement: As detailed in the table GRI 413-1 Operations with local community engagement, impact assessments, and development programs on [page 167](#), our country organisations are actively involved in various activities to support our tenants, the environment, and vulnerable groups in society. These initiatives include tutoring for children, housing for the homeless, crisis accommodation for those in acute need, support for Ukrainian refugees, sports clubs, cultural organisations, community events, and sustainability-promoting activities

Target Tracking and Evaluation

A key component of our Social Roadmap is to create safe and inclusive homes, neighbourhoods, and communities. We work actively to ensure both the physical and psychological safety of our tenants, through responsible property maintenance, customer dialogue, and community activities among other things. We also follow up on customer treatment and ensure that we have processes to support a diverse and inclusive tenant base. To further contribute to a safe and inclusive society, we offer inclusive housing and inclusive jobs, in addition to partnering with organisations who work with vulnerable groups that we cannot support through our daily operations.

The Chief Brand and Marketing Communications Officer oversees customer surveys across all operating countries. Survey results guide the establishment of internal benchmarks, action plans, and short- and long-term targets to enhance customer satisfaction. Specific targets include Service Index, Take Customers Seriously, and Safety as outlined below.

Customer Survey Results

In the table below, the target and results for each country's Service index, Takes customer seriously score and Security score are presented, with 2020 as the baseline year when we began measuring.

| Service index (scale 0–100) | | | Takes customer seriously (scale 0–100) | | | Security score (scale 0–100) | | | |
|---------------------------------------|------|------|--|------|------|------------------------------|------|------|------|
| | 2023 | 2022 | 2023 | 2022 | 2021 | | 2023 | 2022 | 2021 |
| Total (weighted average) ¹ | 73.6 | 73.7 | 73 | 77.3 | 78.3 | 78.6 | 74.9 | 74.3 | 71 |
| Iceland | 0 | 76.6 | 75.9 | 0 | 90.8 | 87.7 | 0 | 76.3 | 77.4 |
| Sweden | 76.9 | 78.3 | 78.4 | 82 | 84.4 | 84.0 | 76.6 | 77.3 | 75.9 |
| Denmark | 73.4 | 68.2 | 74.6 | 72.9 | 63.9 | 75.6 | 79 | 76.5 | 77.9 |
| Norway | 76.5 | 75.7 | 74.7 | 84.6 | 83.6 | 83.0 | 74.7 | 74.3 | 73 |
| Netherlands | 65.2 | 63.1 | 58.5 | 63.5 | 58 | 59 | 74.1 | 72.4 | 62.5 |
| Czechia | 71.1 | 70.8 | 68.8 | 79 | 79.6 | 77.1 | 68 | 66.3 | 68 |
| Germany | 58.4 | 63.1 | 66.2 | 52.4 | 61.6 | 76.9 | 66.1 | 67.1 | 55.8 |
| Finland | 75.4 | 71.3 | 0 | 74.1 | 68.7 | 0 | 76.7 | 74.7 | 0 |
| Poland | 84.5 | 0 | 0 | 91.4 | 0 | 0 | 90.8 | 0 | 0 |
| UK | 75.2 | 0 | 0 | 80.1 | 0 | 0 | 81.1 | 0 | 0 |

¹ Target 80% by 2026. Total referring to 2023 does not include Iceland.

¹ Target 86% by 2026. Total referring to 2023 does not include Iceland.

¹ Target 80% by 2026. Total referring to 2023 does not include Iceland.

Local community targets and tracking (company-wide)

| | 2023 | 2022 | 2021 |
|---|--------------|--------------|--------------|
| Inclusive housing contracts in total¹ | 4,767 | 5,440 | 2,321 |
| of which social contracts | 2,660 | 2,359 | 2,321 |
| of which affordable housing contracts | 2,031 | 2,131 | 0 |
| of which apartments for Ukrainian refugees ² | 76 | 950 | 0 |
| Share of regulated residential income | 57% | 60% | 62% |
| Inclusive jobs in total³ | 299 | 118 | 110 |
| of which social inclusion positions ⁴ | 21 | 0 | 0 |
| of which youth positions ⁵ | 278 | 118 | 110 |

¹ Inclusive housing categories only reported in countries where they are relevant. Target 5000 by 2026.

² Inclusive housing target does not include refugee apartments, since these tend to be more short-term and the need varies due to geopolitical circumstances. Most of the Ukrainian refugees' contracts were transformed into regular contracts in 2023.

³ Inclusive jobs is only a focus once the organisation has reached 50 employees. Includes all people who have been employed during the year. We exceeded the target of 240 positions by 2026, due to the increase in youth positions. Over time, our goal is to increase the share of social inclusion positions.

⁴ Social inclusion positions support people who face societal biases in the labour market, e.g. immigrants and long-term unemployed people. 2023 is the first time we report on this category.

⁵ The category is renamed from young adult jobs to youth positions. The definition is the same, people <25 years old, but we now report all employees <25 years old, instead of previously those hired during the reporting year. This change explains the increase of youth positions versus 2022.

All information regarding employees pertains to employees of Heimstaden and Heimstaden Bostad. We currently have social contracts in Sweden, Czechia, The Netherlands, Germany, Norway and Denmark. Affordable housing contracts we have in The Netherlands and United Kingdom. The numerator consists of the total active and signed social lease contracts at the end of 2023.

GRI 413-1 Operations with local community engagement, impact assessments and development programmes

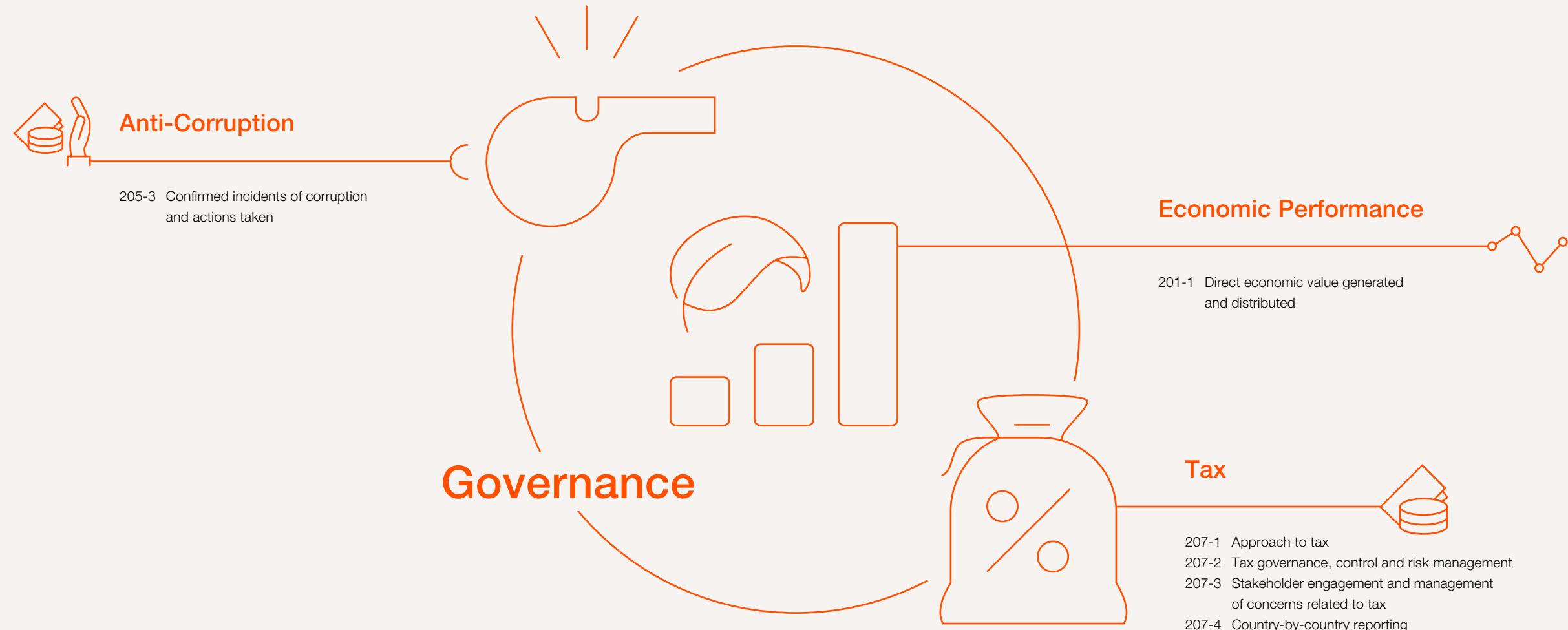
| Stakeholder engagement plans based on stakeholder mapping | Broad-based local community consultation committees and processes that include vulnerable groups | Local community development programmes based on local communities' needs | Partnerships and sponsorships | Environmental impact assessments and ongoing monitoring |
|---|---|---|--|--|
| Sweden Customer surveys | Increased focus on human rights and work conditions in supply chain Social contracts for people far from the housing market Inclusive jobs - work opportunities for youth and people far from the labour market | A Home for a Home – support SOS Children's Villages in their work to i) support youth leaving alternative care to become self-sufficient, and ii) support unaccompanied youth refugees to reunite with their families Zero evictions vision – prevent evictions through proactive collaboration with municipalities Heimodlat – inspire customers to grow food and flowers in courtyards and balconies, creating friendly neighbourhoods and reduced involuntary loneliness Heimdagen – all employees spent a day working in our properties to create community with our tenants Business Improvement District (BID) Malmö and BID Sofielund – crime prevention initiatives in vulnerable areas | Umeå Basket's project 'Vara med' ('Be included') to reduce involuntary loneliness Drivkraft – offers mentors for pupils and arranges weekly help with homework at several schools in Linköping and Norrköping VildaKidz – provides year-round activities for socio- economically vulnerable children Sponsorship to Luleå women's hockey team Dance for children - evening activity in one of our areas in Norrköping Futsal for young people in Norrköping | Climate Roadmap implementation – work to reduce emissions in line with our SBTi approved commitment Climate Risk Assessment of properties 100% renewable electricity in existing properties where Heimstaden is on the contract Customer communication and education about reducing energy and water use Environmental certification of newbuilds Chemical management system implementation to reduce risks in property maintenance Assessment and relevant implementation of renewable energy production in all newbuilds and major projects Implement ecosystem service analysis and measures in own developments to keep, restore or increase the location's ecosystem values and contribute to the surrounding community Implement measures to increase safety and inclusion, such as lighting, greenery, and common spaces Replace fossil fuel vehicles with fossil free alternatives Offer mobility services to tenants in newbuilds |
| Norway Customer surveys | Increased focus on human rights and work conditions in supply chain Social contracts for people far from the housing market Inclusive jobs - work opportunities for youth and people far from the labour market Refugee facility | A Home for a Home – support SOS Children's Villages in helping vulnerable families to stay together, and supplying apartments for i) youth leaving foster care, and ii) family visits with Oslo Child Protection Services Prevention and response training for customer-facing employees, to better support vulnerable tenants Create feeling of community among tenants through activities such as children's day and Christmas celebration Hold Oslo Ren – litter-picking activity for employees and tenants HeimDyrket – inspire customers to grow food and flowers in courtyards and balconies, creating friendly neighbourhoods and reduced involuntary loneliness | Fretex – opportunity for tenants to donate clothes, shoes etc when moving out, which we deliver to Fretex who sells them in its secondhand stores or gives to charity. Red Cross – recycling boxes for clothes and textiles on several of our properties that go to the Red Cross second hand stores. Support the Red Cross' homework help in Oslo (5 locations for physical + digital help) City Mission Church – support homeless people with food, shelter and Christmas gifts during Christmas | Climate Roadmap implementation – work to reduce emissions in line with our SBTi approved commitment Climate Risk Assessment of properties 100% renewable electricity in existing properties where Heimstaden is on the contract Customer communication and education about reducing energy and water use Implement water and energy efficiency measures such as wireless humidity and temperature sensors and water saving shower heads Implement measures to increase safety and inclusion, such as lighting, greenery, and common spaces Replace fossil fuel vehicles with electric vehicles. Over 80% of our cars are electrical, with a target of 100% end of 2024 |

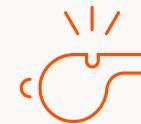
| Stakeholder engagement plans based on stakeholder mapping | Broad-based local community consultation committees and processes that include vulnerable groups | Local community development programmes based on local communities' needs | Partnerships and sponsorships | Environmental impact assessments and ongoing monitoring |
|---|---|---|--|---|
| Customer surveys | <p>Increased focus on human rights and work conditions in supply chain</p> <p>Social contracts for people far from the housing market</p> <p>Inclusive jobs - work opportunities for youth and people far from the labour market</p> | <p>A Home for a Home – offer tutoring to children who need support with their schoolwork and self-esteem</p> <p>WeShelter – support the most vulnerable homeless people with shelter, peer-to-peer initiatives, and financial advice. We contribute with both financial and in-kind support</p> <p>Hellebro – works to improve conditions for young homeless people (18–29 years), offering a day care centre, shelter, office hotel and halfway houses</p> <p>HeimNeighbour: communications campaign about neighbourliness and local community contributing to safe and inclusive neighbourhoods</p> <p>Eight mentorship programmes for children living in our homes (tenants apply via home page)</p> | <p>PowerWomen – an outdoor, public, innovative exhibition of 100 remarkable women, who have shaped the world around them by actively choosing to take control of their own lives and by stepping out of their comfort zone.</p> <p>H. C. Andersen Festival – a full week of cultural events with light, sound, art, music, and imagination in Odense.</p> <p>Print of the book Lula Kaninbusk, which is donated to the Danish children's hospitals – outcome of earlier supported Project Sommerfugleffekten (Butterfly Effect)</p> <p>Christmas Calendar for local sports club and harbour party in Skærbæk</p> | <p>Climate Roadmap implementation – work to reduce emissions in line with our SBTi approved commitment</p> <p>Climate Risk Assessment of properties</p> <p>69% renewable electricity in existing properties where Heimstaden is on the contract</p> <p>Customer communication and education about reducing energy and water use, including water saving competition between Copenhagen-based properties</p> <p>Implement ecosystem service analysis and measures in own developments to keep, restore or increase the location's ecosystem values and contribute to the surrounding community</p> <p>Implement measures to increase safety and inclusion, such as lighting, greenery, and common spaces</p> |
| Denmark | | | | |
| Customer surveys | <p>Increased focus on human rights and work conditions in supply chain</p> <p>Social and affordable housing contracts for people far from the housing market</p> <p>Inclusive jobs - work opportunities for youth and people far from the labour market</p> | <p>Buurheld van het jaar (Neighbour of the year) – competition to find the best neighbor of the year and create feeling of community among tenants</p> <p>Geldfit – campaigns to support our tenants' financial well-being with information, expert tips and guidance.</p> <p>Onder De Pannen – Tenants can let spare rooms to individuals facing homelessness. Onder De Panne facilitate the matching process and rent payments, and support the vulnerable individuals in finding stable housing within a year</p> | <p>Steenbreek – collaboration for biodiversity and green spaces, including social events, expert talks about biodiversity and garden parties.</p> <p>Lifeterra "Tree for a key" – we plant a new tree in Mariënwaerd for every new tenant</p> | <p>Climate Roadmap implementation – work to reduce emissions in line with our SBTi approved commitment</p> <p>Climate Risk Assessment of properties</p> <p>100% renewable electricity in existing properties where Heimstaden is on the contract</p> <p>Customer communication and education about reducing energy and water use</p> <p>Develop and implement biodiversity requirements and guidelines for our communal gardens</p> <p>Implement measures to increase safety and inclusion, such as lighting, greenery, and common spaces</p> |
| Netherlands | | | | |

| Stakeholder engagement plans based on stakeholder mapping | Broad-based local community consultation committees and processes that include vulnerable groups | Local community development programmes based on local communities' needs | Partnerships and sponsorships | Environmental impact assessments and ongoing monitoring |
|---|--|--|--|---|
| Germany | <p>Customer surveys</p> <p>Increased focus on human rights and work conditions in supply chain</p> <p>Social contracts for people far from the housing market</p> <p>Inclusive jobs - work opportunities for youth and people far from the labour market</p> | <p>City clean-up in Berlin – cleaning done by Heimstaden's employees</p> <p>Safari afternoons – showing and educating our tenants about flower meadows and the ecosystems services they provide</p> <p>Beehive visits – showing and educating our tenants about beekeeping and the ecosystem services they provide</p> <p>HeimGarten – inspire customers to grow food and flowers in courtyards and balconies, creating friendly neighbourhoods and reduced involuntary loneliness</p> | <p>Stadtbienen (Urban bees) – promotes ecological beekeeping and the protection of wild bees in urban areas</p> <p>Plant my tree – we plant a tree for every new tenant</p> | <p>Climate Roadmap implementation – work to reduce emissions in line with our SBTi approved commitment</p> <p>Climate Risk Assessment of properties</p> <p>100% renewable electricity in existing properties where Heimstaden is on the contract</p> <p>Customer communication and education about reducing energy use</p> <p>Prepare to replace all oil heating systems with efficient heat pumps and gas boilers</p> <p>Install AI controlled weather forecast systems to increase energy efficiency of central gas and district heating systems</p> <p>Prepare pilot project for heat pumps in older buildings</p> <p>Implement measures to increase safety and inclusion, such as lighting, greenery, and common spaces</p> |
| Czechia | <p>Customer surveys</p> <p>Increased focus on human rights and work conditions in supply chain</p> <p>Social contracts for people far from the housing market</p> <p>Inclusive jobs - work opportunities for youth and people far from the labour market</p> | <p>A Home for a Home – In collaboration with SOS Children's Villages, supply apartments for i) young vulnerable families, and ii) youth leaving foster care</p> <p>Community centers for older tenants and members of local community</p> <p>Home with us – offer apartments and social support for young people leaving children's homes and foster families</p> <p>Crisis housing – provide five furnished apartments in four cities for people in an immediate crisis situations such as fire, domestic violence, etc.</p> <p>Beehives on rooftops to support local ecosystem services</p> <p>Housing Fund – offer rent discount to single seniors over 70 with state housing allowance</p> | <p>Tenant grants for activities that cultivate public spaces, leisure activities and activities that contribute to safe and inclusive neighbourhoods</p> <p>Support to the Centre for Employment Support in the Moravian-Silesian Region</p> | <p>Climate Roadmap implementation – work to reduce emissions in line with our SBTi approved commitment</p> <p>Climate Risk Assessment of properties</p> <p>99% renewable electricity in existing properties where Heimstaden is on the contract</p> <p>Customer communication and education about reducing energy and water use</p> <p>Implement measures to reduce energy use such as facade insulation, window sealing and AI-based control systems for optimal heating</p> <p>Prepare to replace district heating with more energy efficient heat pumps.</p> <p>Implement measures to increase safety and inclusion, such as lighting, greenery, and common spaces</p> |

| | | Stakeholder engagement plans based on stakeholder mapping | Broad-based local community consultation committees and processes that include vulnerable groups | Local community development programmes based on local communities' needs | Partnerships and sponsorships | Environmental impact assessments and ongoing monitoring |
|----------------------------|--|---|---|---|---|--|
| UK | Customer surveys | Increased focus on human rights and work conditions in supply chain | Install a bridge to provide a safe and efficient pedestrian and cycling route into the city | Sponsorship of local NHS trust star awards, celebrating the work of their health care professionals | Climate Roadmap implementation – work to reduce emissions in line with our SBTi approved commitment | |
| | | Affordable housing contracts for people far from the housing market | | Book swap event held for residents in Birmingham | Climate Risk Assessment of properties | |
| | | Inclusive jobs - work opportunities for youth and people far from the labour market | | | 100% renewable electricity in existing properties where Heimstaden is on the contract | |
| Finland¹ | Customer surveys | Increased focus on human rights and work conditions in supply chain | | | Customer communication and education about reducing energy and water use, as well as recycling | |
| | | | | | PV panels installation covering 84% of all assets | |
| | | | | | Car Club scheme provided to residents in Birmingham. | |
| Iceland² | Customer surveys | Increased focus on human rights and work conditions in supply chain | | | Climate Roadmap implementation – work to reduce emissions in line with our SBTi approved commitment | |
| | | | | | Climate Risk Assessment of properties | |
| | | | | | 98% renewable electricity in existing properties where Heimstaden is on the contract | |
| Poland | Customer surveys | Increased focus on human rights and work conditions in supply chain | A Home for a Home – support SOS Children's Villages in their work to strengthen vulnerable families | | Customer communication and education about reducing energy and water use | |
| | BREEM certification survey (Building Research Establishment's Environmental Assessment Method) | Inclusive jobs - work opportunities for youth and people far from the labour market | | | Implement measures to reduce energy and water use such as Leanheat indoor sensors and Smartvatten water meter | |
| | | Increased focus on human rights and work conditions in supply chain | A Home for a Home – support SOS Children's Villages in their work to strengthen vulnerable families | | Install geothermal heating and solar panels in one redevelopment project (108 apartments) | |
| | Customer surveys | Increased focus on human rights and work conditions in supply chain | | | Climate Roadmap implementation – work to reduce emissions in line with our SBTi approved commitment | |
| | | Inclusive jobs - work opportunities for youth and people far from the labour market | | | Climate Risk Assessment of properties | |
| | | | | | 92% renewable electricity in existing properties where Heimstaden is on the contract | |
| | | Increased focus on human rights and work conditions in supply chain | | | Customer communication and education about reducing energy and water use, as well as recycling | |
| | | | | | Install photovoltaic panels on one of our estates | |
| | | | | | | |

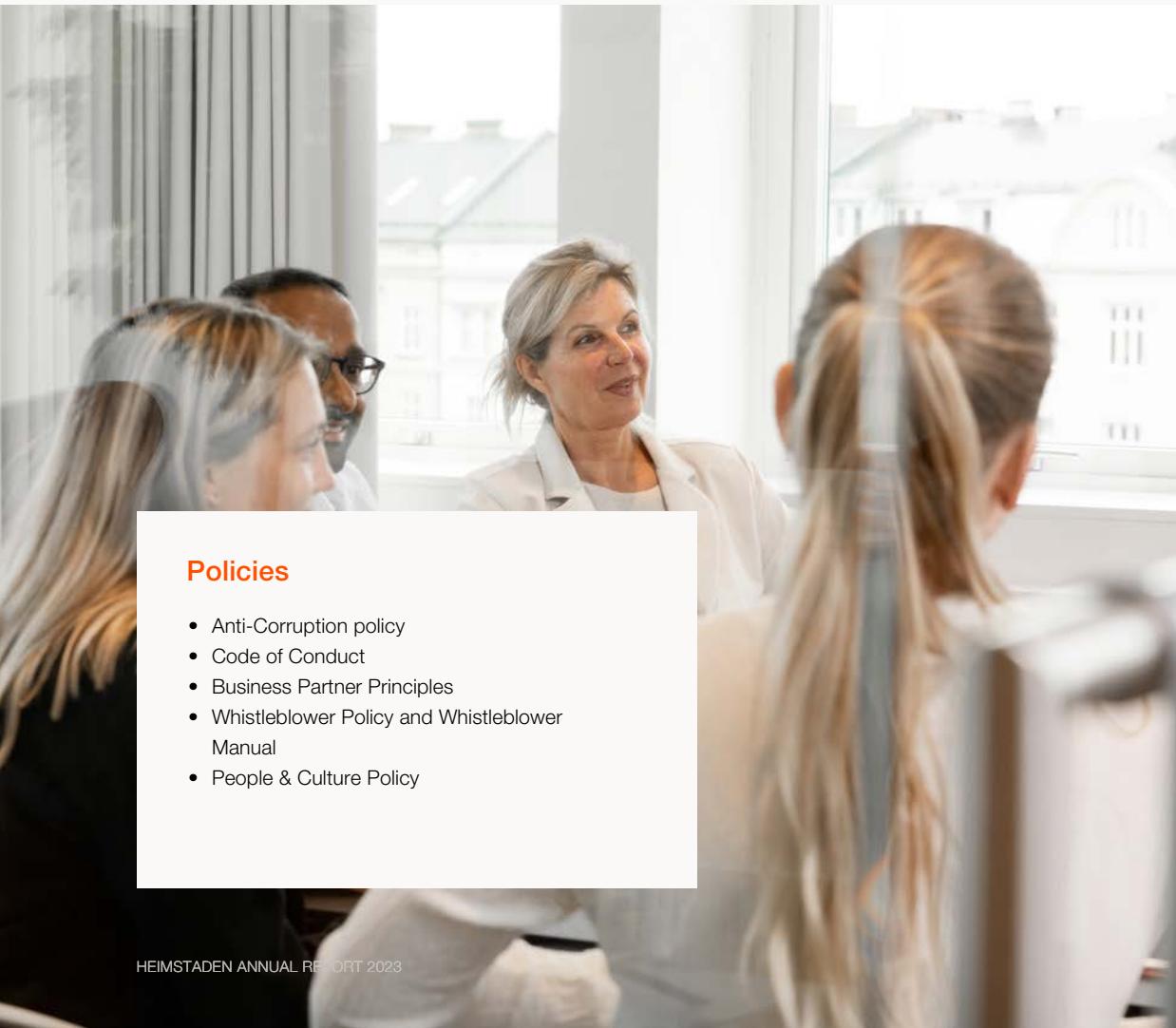
¹ We intend to implement similar initiatives for local community engagement and development in Finland once our inhouse organisation has reached critical mass.² Heimstaden stopped community engagement activities in Iceland in May 2023.





Anti-Corruption

205-3 Confirmed incidents of corruption and actions taken



Policies

- Anti-Corruption policy
- Code of Conduct
- Business Partner Principles
- Whistleblower Policy and Whistleblower Manual
- People & Culture Policy

Impact on the Economy, Environment, and People

Our values make it crucial to conduct our operations responsibly and with a high level of business ethics. Failure to respect the norms of corporate responsibility may increase the improper use of natural resources, the risk of human rights violations in our supply chain, accidents and work-related health problems for our people, and barriers to attracting talent to ensure growth and service delivery. Instances of corruption or suspicion thereof can lead to economic losses through fines or penalties, impacting our brand, reputation, and the trust of customers and investors alike.

Actions Taken to Manage the Topic

In line with our commitment to the UN Global Compact, we actively address anti-corruption measures within our compliance management system, spanning internal policies and our entire value chain. Our Group Governance, Risk and Compliance (GRC) function is responsible for the anti-corruption policy. Our People & Culture team takes charge of equipping employees with the tools they need to understand our Code of Conduct, culture, and values. They also educate employees on how to report any breaches using our whistleblowing and employee engagement tools.

Managers hold the responsibility of ensuring proper training and information dissemination among their teams, with People & Culture monitoring completion rates quarterly. Immediate action is taken in response to whistleblowing and related incidents, which are also reported quarterly to the Board.

To enhance employee knowledge, we conduct mandatory e-learning courses every 18 months. Additionally, People & Culture conducts culture and values workshops focusing on business ethics, human rights, and working conditions. New hires sign the Code of Conduct during onboarding and undergo mandatory training in their first month of employment.

Our Purchasing function and internal contractors, when contracting an external company, are responsible to set requirements and monitor compliance with the Business Partner Principles. To facilitate this, we have implemented a self-assessment covering environment, human rights, business ethics, financial integrity, labour rights, supply chain management and anti-corruption.

We are dedicated to improve our suppliers due diligence process and making clear screening guidelines throughout all of our markets concerning Anti-corruption

The Anti-Corruption Due Diligence Process that we have in place can be summarised as follows:

1. Policy Commitment - In 2023, we updated our Anti-Corruption Policy and created a new Anti-Corruption Manual
2. Business Partner Principles (updated in 2022) - Our Business Partner Principles, which must be signed by all our

partners and suppliers, covers all forms of corruption, specifying hospitality and gifts, sanctions, information management, fraud and money laundering, and protection of personal data

3. Training for employees - A new mandatory anti-corruption training was launched for all employees in 2023
4. Oversight mechanism for suppliers and other business partners - All business partners must sign our Business Partner Principles, and all strategic suppliers and contractors go through an assessment. In Norway, a separate assessment is carried out in compliance with the Norwegian Transparency Act. Refer to the Human Rights section for details on our supplier assessment system
5. Detecting corruption risks: Included in our Risk Tool and updated quarterly. We have a Risk Policy and Manual guiding the countries, functions and management on updating risks accordingly. The updated risk picture for the countries is reviewed and discussed in the quarterly business review and the top risk picture is presented bi-annually to the Audit and GRC Committee and the Board
6. Procedure to deal with corruption cases: Whistleblowing system in place, managed by a third party, with a grievance process to handle all cases
7. Our Whistleblower Policy and manual were updated in 2023 to align with the EU Whistleblowing directive

Target Tracking and Evaluation

GRI 205-3 Confirmed incidents of corruption and actions taken (company-wide)¹

| | 2023 | 2022 | 2021 |
|---|------|------|------|
| Number of reported cases of corruption | 0 | 2 | 0 |
| Number of confirmed cases of corruption | 0 | 0 | 0 |

¹ Incident of reported and confirmed cases of corruption are an extraction from previous table on Whistleblowing cases (company-wide), not an addition to the number of whistleblowing cases.

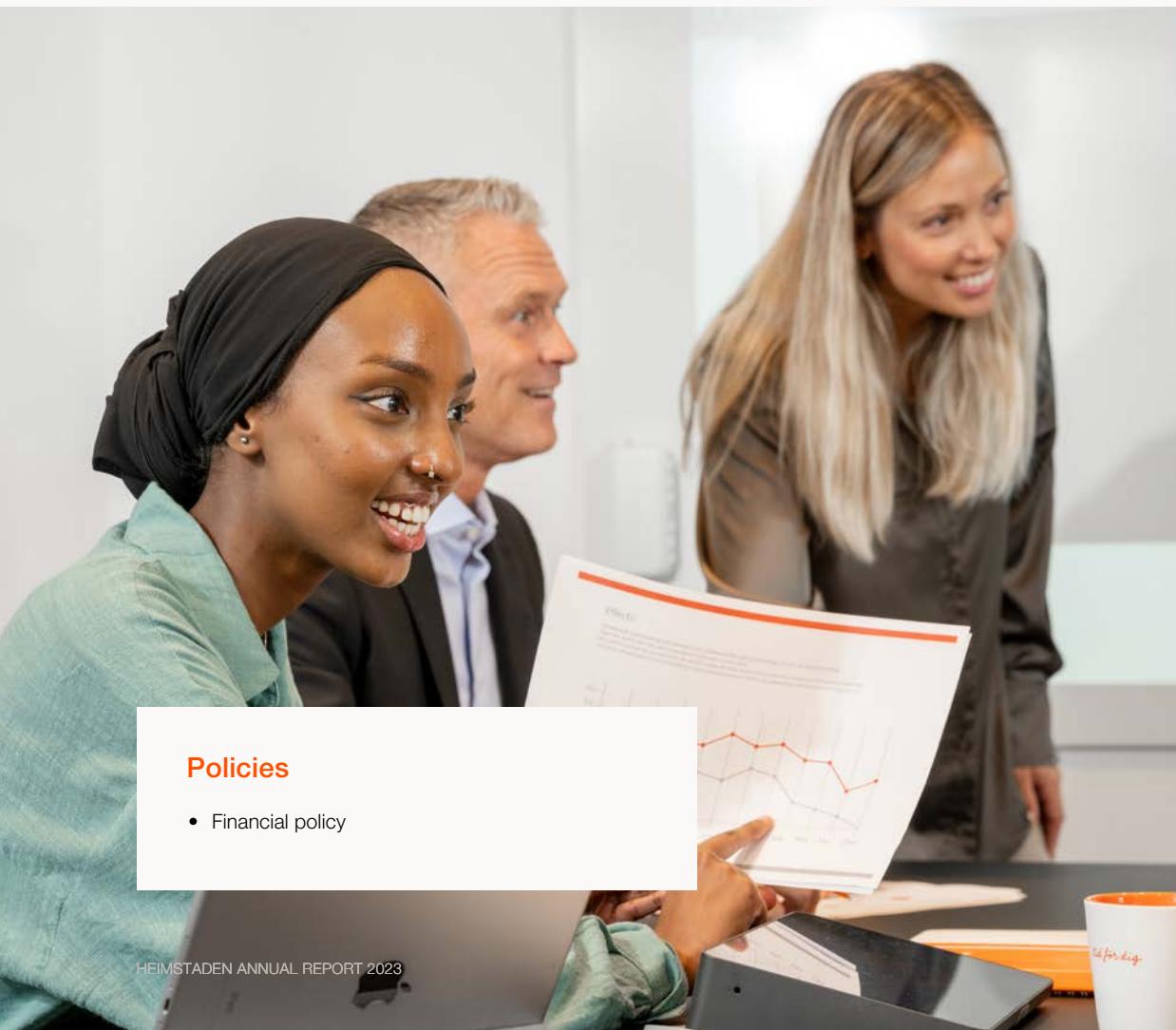
We have a Whistleblower function where employees and external stakeholders can report any irregularities and violations of the Code of Conduct. The system is owned and managed by a neutral third party. Our Whistleblower Policy specifies how reported cases are to be processed, followed up and communicated. Our vision is to have zero annual confirmed cases of corruption, company-wide. During 2023, zero cases of corruption were reported through the Whistleblower function. We started the follow-up at Group level in year 2019, making year 2019 our baseline.





Economic Performance

201-1 Direct economic value generated and distributed



Policies

- Financial policy

Impact on the Economy, Environment, and People

Through long-term profitable growth generated with consideration for people and the planet, we build trust among our employees, tenants, public bodies, shareholders, suppliers, banks, and investors. Their trust in us is crucial for our continued growth, while a competitive offering to employees is critical for our success. We make contributions to local societies in all our markets through corporation tax, VAT, and social security payments. The majority of our shareholders are institutional investors, and a large part of our profit is re-invested in people's future pensions.

Actions Taken to Manage the Topic

Our strategy is to acquire, develop, and manage residential properties for rent over the long term. Investment decisions are therefore premised on growth in the population and the economy, which generates long-term demand for residential properties in the locations where we operate.

Our Financial policy provides a framework for managing the company's financial risks, including liquidity, refinancing, foreign currency, and interest rates.

Target Tracking and Evaluation

To monitor and evaluate our financial performance, we continuously measure and assess our financial governance. Our progress is tracked through key indicators, including acquisition volumes, raised equity volumes, access to debt markets, and maintaining a strong credit rating for Heimstaden. We also evaluate investment and asset management performance as part of our ongoing business review.

GRI 201-1 Direct economic value generated and distributed (company-wide)

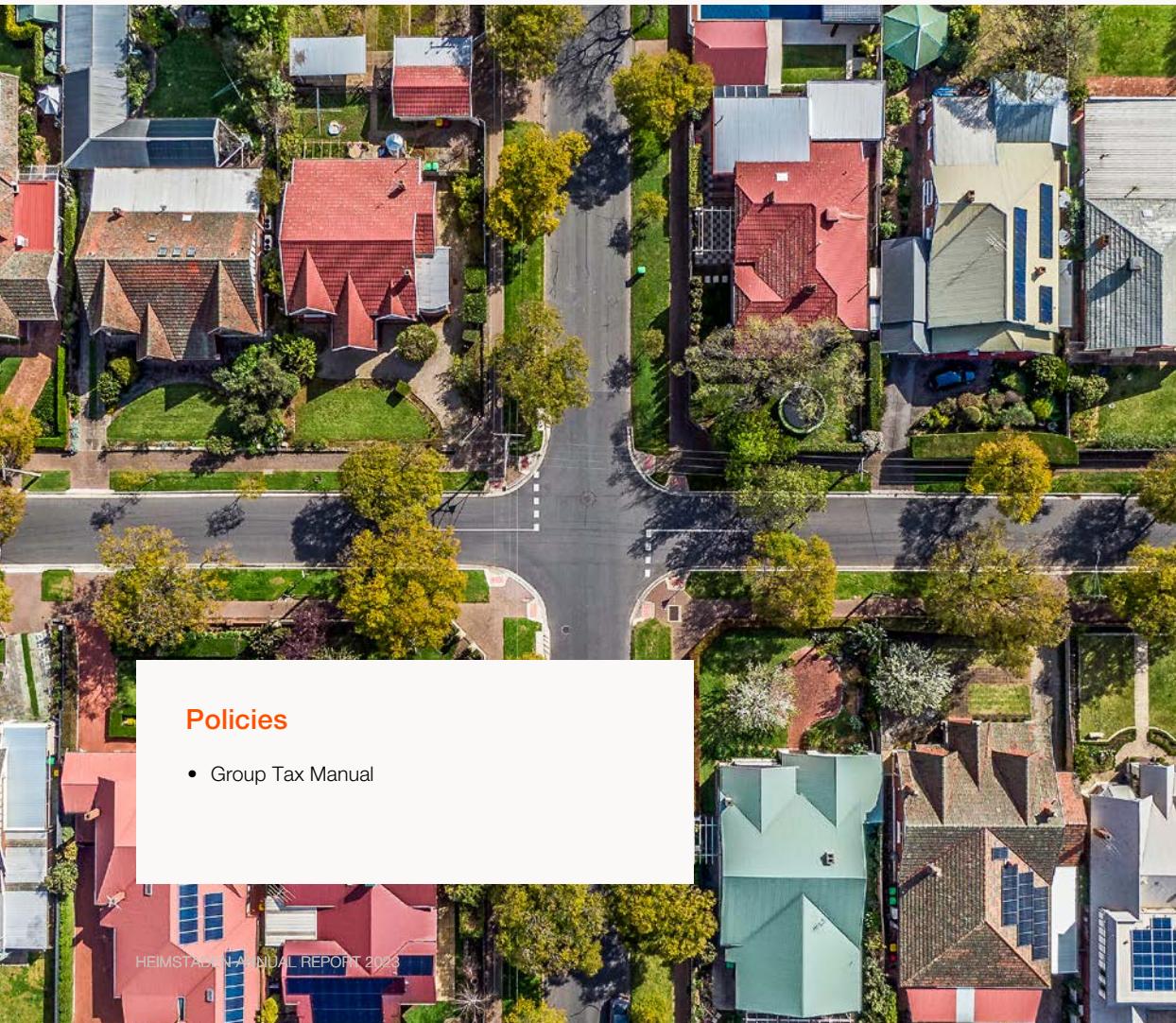
| SEK million | 2023 | 2022 | 2021 |
|--|---------------|----------------|----------------|
| DIRECT ECONOMIC VALUE GENERATED | | | |
| Tenants | | | |
| Rental income | 17,004 | 14,432 | 9,685 |
| Economic value generated from rental income | 17,004 | 14,432 | 9,685 |
| ECONOMIC VALUE DISTRIBUTED | | | |
| Employees | | | |
| Salaries (incl. social costs and pensions) | -1,840 | -1,419 | -749 |
| Cost for employees | -1,840 | -946 | -749 |
| Society | | | |
| Suppliers (incl. VAT) | -11,942 | -17,293 | -7,463 |
| Corporate tax (current tax) | -463 | -842 | -501 |
| Deferred tax | 4,171 | 2,028 | -4,691 |
| Economic value to society | -8,235 | -16,107 | -12,655 |
| Owners | | | |
| Dividends (payout year) | -7,969 | -12,910 | -3,836 |
| New share issue (capital injections) | 4,452 | 34,211 | 52,110 |
| Transactions with the shareholders | -3,517 | 21,302 | 48,274 |
| ECONOMIC VALUE RETAINED | 3,412 | 18,207 | 44,556 |

This calculation, following GRI guidelines and derived from the Annual Report's reported financials, aims to simplify how we generate value for stakeholders and contribute to the economic systems where we operate.





Tax



Policies

- Group Tax Manual

- 207-1 Approach to tax
- 207-2 Tax governance, control, and risk management
- 207-3 Stakeholder engagement and management of concerns related to tax
- 207-4 Country-by-country reporting

Impact on the Economy, Environment, and People

We view tax as a social responsibility. Taxes make up most of a government's revenue and provide the resources to build a sustainable society. We believe it is important that tax is paid in the country where value is created, in due time and in accordance with local tax rules.

We also think that it is self-evident to live up to requirements and expectations regarding tax transparency. We work continuously with stakeholders to follow their interests and to identify potentially new requirements in the tax area, including new initiatives by the OECD and other international bodies. If there is uncertainty about a tax matter, we often initiate a dialogue with the concerned tax authority to clarify how the matter should be handled correctly.

Transparency and compliance with tax obligations are fundamental to our business. We maintain open communication with relevant tax authorities, adhering to all tax administration and payment requirements. Effectively managing taxes within the legal framework also helps mitigate business risks and fulfil our commitments to stakeholders.

Although we operate through various subsidiaries, we are unwavering in our commitment to ethical tax practices. Our subsidiaries strictly adhere to all legal tax requirements and will never engage in illegal tax planning.

Actions Taken to Manage the Topic

We follow a rigorous approach to tax management, governed by our Group Tax Manual. This Manual encompasses governance, risk, authority relationships, roles, and communication.

Ownership of this Manual rests with the CFO and local financial managers where applicable, extending to all levies paid to country tax authorities. This manual is applicable across our subsidiaries and employees within the company from the date of adoption.

With a strong local presence and a focus on precision, we maintain a low tax risk profile. Ensuring accurate tax handling and reporting is our constant goal. For acquisitions, we integrate tax risk management into our due diligence, collaborating closely with local external counsel, supported by local or Group Tax resources as needed.

Responsibility for our tax position across all markets lies with the CFO, with day-to-day tasks delegated to local finance managers and departments. Significant tax matters are regularly addressed in Audit & GRC Committee meetings, where the Group auditor also participates. We vigilantly monitor Transfer Pricing to safeguard against any negative impact on our tax footprint.

In cases of late filings or non-compliance, we take prompt corrective action. Any person suspecting serious business irregularities can alert Group Tax or use our Whistleblowing function,

which is explained further in the section Human Rights on [page 164](#).

Our commitment to tax transparency aligns with our statutory obligations, demonstrating our unwavering commitment to responsible tax management.

Target Tracking and Evaluation

Group Legal and Tax assesses our management approach by reporting tax at the Group level, overseeing tax matters, and offering tax advice.

In certain countries, we engage local tax counsels to manage and supervise ongoing tax reporting to local authorities. In other jurisdictions, we collaborate closely with external counsel to meet tax reporting requirements, ensuring strict compliance with our Tax Manual.

We maintain annual updates of Transfer Pricing documentation, comprising a Group Master File and Local File for each country of operation. This standardised framework provides transparency on essential tax factors at an aggregated level

and is shared with relevant stakeholders, including local tax authorities when necessary.

We submit an annual aggregated country-by-country report at the Group level and fulfils notification requirements with tax authorities in each country. Country Heads of Finance, in collaboration with Group Tax, conduct an annual review to detect significant discrepancies between aggregated revenues and country-specific tax data. The country-by-country tax reporting is detailed in the table below.

GRI 207-4 Country-by-country reporting (company-wide)

| SEK million | Sweden | Norway | Denmark | Netherlands | Germany | Czechia | Poland | Finland | Iceland | UK | 2022 |
|---|---------|--------|---------|-------------|---------|---------|--------|---------|---------|-------|------|
| Number of employees (Headcount) | 537 | 153 | 311 | 161 | 335 | 865 | 21 | 5 | 18 | 13 | |
| Revenues from third-party sales | 4,111 | 366 | 3,149 | 1,170 | 1,847 | 1,516 | 29 | 192 | 272 | -28 | |
| Revenues from intra-group transactions with other tax jurisdictions | -93 | 458 | 185 | 789 | 335 | 346 | 38 | 74 | 30 | 63 | |
| Profit/loss before tax | -14,239 | 972 | -2,307 | 155 | 3,659 | 2,973 | 99 | 187 | 752 | 65 | |
| Tangible assets other than cash and cash equivalents | 124,974 | 10,869 | 64,950 | 78,900 | 83,488 | 16,539 | 1,956 | 3,202 | 3,986 | 2,538 | |
| Corporate income tax paid on a cash basis | 151 | 18 | 344 | 167 | 68 | 86 | 9 | -0 | - | 0 | |
| Corporate income tax accrued on profit/loss | -3,199 | 334 | -786 | -38 | 904 | 533 | 15 | 31 | 151 | 28 | |

The table contains country-by-country reporting for year 2022 for all countries in which we operate during the year. Data from FY 2022 is the most recent available data. See the table section for data on previous year.



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GRI 2-7 Employees

| Total number of employees (headcount) | | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 2023 | | | 2022 | | | 2021 | | |
| | Total | Women | Men | Total | Women | Men | Total | Women | Men |
| Sweden | 519 | 201 | 318 | 537 | 244 | 293 | 550 | 236 | 314 |
| Norway | 142 | 41 | 101 | 153 | 47 | 106 | 164 | 60 | 104 |
| Denmark | 273 | 91 | 182 | 311 | 99 | 212 | 272 | 95 | 177 |
| Netherlands | 130 | 56 | 74 | 161 | 67 | 94 | 133 | 58 | 75 |
| Germany | 328 | 140 | 188 | 335 | 170 | 165 | 283 | 147 | 136 |
| Czechia | 664 | 266 | 398 | 865 | 386 | 479 | 807 | 373 | 434 |
| Poland | 22 | 14 | 8 | 21 | 10 | 11 | 9 | 3 | 6 |
| United Kingdom | 21 | 9 | 12 | 13 | 6 | 7 | 3 | 3 | 0 |
| Iceland | 0 | 0 | 0 | 18 | 5 | 13 | 21 | 7 | 14 |
| Finland | 6 | 0 | 6 | 5 | 0 | 5 | 0 | 0 | 0 |
| Heimstaden total | 2,105 | 818 | 1,287 | 2,419 | 1,034 | 1,385 | 2,242 | 982 | 1,260 |
| Total number of permanent employees (headcount) | | | | | | | | | |
| | 2023 | | | 2022 | | | 2021 | | |
| | Total | Women | Men | Total | Women | Men | Total | Women | Men |
| Sweden | 505 | 195 | 310 | 510 | 228 | 282 | 518 | 219 | 299 |
| Norway | 140 | 41 | 99 | 136 | 39 | 97 | 150 | 51 | 99 |
| Denmark | 271 | 90 | 181 | 272 | 87 | 185 | 265 | 92 | 173 |
| Netherlands | 98 | 41 | 57 | 110 | 44 | 66 | 91 | 36 | 55 |
| Germany | 318 | 135 | 183 | 323 | 163 | 160 | 278 | 144 | 134 |
| Czechia | 539 | 225 | 314 | 386 | 246 | 140 | 499 | 253 | 246 |
| Poland | 22 | 14 | 8 | 21 | 10 | 11 | 9 | 3 | 6 |
| United Kingdom | 20 | 9 | 11 | 13 | 6 | 7 | 3 | 3 | 0 |
| Iceland | 0 | 0 | 0 | 18 | 5 | 13 | 21 | 7 | 14 |
| Finland | 6 | 0 | 6 | 5 | 0 | 5 | 0 | 0 | 0 |
| Heimstaden total | 1,919 | 750 | 1,169 | 1,794 | 828 | 966 | 1,834 | 808 | 1,026 |

| Total number of temporary employees (headcount) | 2023 | | | 2022 | | | 2021 | | |
|---|-------|-------|-----|-------|-------|-----|-------|-------|-----|
| | Total | Women | Men | Total | Women | Men | Total | Women | Men |
| Sweden | 14 | 6 | 8 | 19 | 11 | 8 | 32 | 17 | 15 |
| Norway | 2 | 0 | 2 | 5 | 1 | 4 | 14 | 9 | 5 |
| Denmark | 2 | 1 | 1 | 8 | 2 | 6 | 7 | 3 | 4 |
| Netherlands | 32 | 15 | 17 | 36 | 18 | 18 | 42 | 22 | 20 |
| Germany | 10 | 5 | 5 | 9 | 6 | 3 | 5 | 3 | 2 |
| Czechia | 125 | 41 | 84 | 84 | 50 | 34 | 308 | 120 | 188 |
| Poland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| United Kingdom | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Iceland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Finland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Heimstaden total | 186 | 68 | 118 | 161 | 88 | 73 | 408 | 174 | 234 |

| Total number of non-guaranteed hours employees (headcount) | 2023 | | | 2022 | | | 2021 | | |
|--|-------|-------|-----|-------|-------|-----|-------|-------|-----|
| | Total | Women | Men | Total | Women | Men | Total | Women | Men |
| Sweden | 0 | 0 | 0 | 7 | 4 | 3 | 1 | 0 | 1 |
| Norway | 0 | 0 | 0 | 12 | 7 | 5 | 22 | 12 | 10 |
| Denmark | 0 | 0 | 0 | 29 | 10 | 19 | 18 | 4 | 14 |
| Netherlands | 0 | 0 | 0 | 14 | 5 | 9 | 7 | 6 | 1 |
| Germany | 0 | 0 | 0 | 2 | 0 | 2 | 1 | 0 | 1 |
| Czechia | 0 | 0 | 0 | 381 | 88 | 293 | 310 | 58 | 252 |
| Poland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| United Kingdom | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Iceland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Finland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Heimstaden total | 0 | 0 | 0 | 445 | 114 | 331 | 359 | 80 | 279 |

| Total number of full-time employees (Headcount) | 2023 | | | 2022 | | | 2021 | | |
|---|-------|-------|-------|-------|-------|-----|-------|-------|-------|
| | Total | Women | Men | Total | Women | Men | Total | Women | Men |
| Heimstaden total | 1,967 | 732 | 1,235 | 1,567 | 662 | 905 | 1,717 | 654 | 1,063 |

| Total number of part-time employees (Headcount) | 2023 | | | 2022 | | | 2021 | | |
|---|-------|-------|-----|-------|-------|-----|-------|-------|-----|
| | Total | Women | Men | Total | Women | Men | Total | Women | Men |
| Heimstaden total | 131 | 83 | 48 | 388 | 254 | 134 | 525 | 328 | 197 |

Data regarding employees pertains to employees of both Heimstaden Bostad and Heimstaden. Heimstaden Bostad does not own any properties in Iceland.

GRI 207-4 Country-by-country reporting

| SEK million | 2022 | | | | | | | | | | 2021 | | | | | | | | | |
|---|---------|--------|---------|-------------|---------|---------|--------|---------|---------|----------------|--------|--------|---------|-------------|---------|---------|--------|---------|---------|----------------|
| | Sweden | Norway | Denmark | Netherlands | Germany | Czechia | Poland | Finland | Iceland | United Kingdom | Sweden | Norway | Denmark | Netherlands | Germany | Czechia | Poland | Finland | Iceland | United Kingdom |
| Number of employees (Headcount) | 537 | 153 | 311 | 161 | 335 | 865 | 21 | 5 | 18 | 13 | 8 | 0 | 2 | 0 | 13 | 710 | 0 | 0 | 21 | 3 |
| Revenues from third-party sales | 4,111 | 366 | 3,149 | 1,170 | 1,847 | 1,516 | 29 | 192 | 272 | -28 | 2,873 | 74 | 2,593 | 1,139 | 805 | 1,572 | 14 | 16 | 120 | 1 |
| Revenues from intra-group transactions with other tax jurisdictions | -93 | 458 | 185 | 789 | 335 | 346 | 38 | 74 | 30 | 63 | 1,103 | 779 | 3 | 192 | 41 | 600 | 13 | 0 | 15 | 9 |
| Profit/loss before tax | -14,239 | 972 | -2,307 | 155 | 3,659 | 2,973 | 99 | 187 | 752 | 65 | -409 | 272 | 6,769 | 8,131 | 1,075 | 2,766 | 10 | 86 | 338 | -5 |
| Tangible assets other than cash and cash equivalents | 124,974 | 10,869 | 64,950 | 78,900 | 83,488 | 16,539 | 1,956 | 3,202 | 3,986 | 2,538 | 62,858 | 5,667 | 66,636 | 27,324 | 67,608 | 17,997 | 0 | 1,014 | 4,498 | 975 |
| Corporate income tax paid on a cash basis | 151 | 18 | 344 | 167 | 68 | 86 | 9 | 0 | - | 0 | 76 | 65 | 191 | 174 | -64 | 125 | 0 | 2 | 0 | 36 |
| Corporate income tax accrued on profit/loss | -3,199 | 334 | -786 | -38 | 904 | 533 | 15 | 31 | 151 | 28 | 72 | 79 | 259 | 123 | -37 | 64 | 1 | 2 | 1 | 0 |

GRI 302-1: Energy consumption in the properties in MWh

| | Total | | | Sweden | | Norway | | Denmark | | Netherlands | | Germany | | Czechia | | Finland | | Poland | | UK | | | | | | | |
|--|------------------|-----------|---------|----------------|---------|---------|--------|---------|--------|---------------|--------|---------|--------------|---------|--------|----------------|---------|--------|----------------|---------|---------|---------------|--------|--------------|-----|------------|----|
| | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2023 | 2022 | | | | | |
| Heating (Non-renewable) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fossil district heating | 350,033 | 424,119 | 365,152 | 6,403 | 6,984 | 1,862 | 169 | 177 | 0 | 23,703 | 15,297 | 14,239 | 0 | 7,905 | 0 | 66,440 | 71,964 | 26,744 | 247,571 | 323,221 | 322,307 | 5,373 | 6,476 | 373 | 0 | 0 | 0 |
| Natural gas | 110,872 | 90,023 | 47,736 | 0 | 0 | 0 | 0 | 0 | 0 | 1,784 | 0 | 196 | 7,285 | 0 | 9,768 | 98,131 | 79,434 | 36,036 | 3,672 | 2,684 | 1,737 | 0 | 0 | 0 | 0 | 0 | 0 |
| Oil | 6,554 | 11,273 | 101 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7,905 | 90 | 6,176 | 11,121 | 11 | 0 | 0 | 0 | 378 | 152 | 0 | 0 | 0 | 0 |
| Total non-renewable | 467,458 | 525,415 | 412,988 | 6,403 | 6,984 | 1,862 | 169 | 177 | 0 | 25,487 | 15,297 | 14,435 | 7,285 | 7,905 | 9,858 | 170,747 | 162,519 | 62,791 | 251,243 | 325,906 | 324,043 | 5,751 | 6,628 | 373 | 0 | 0 | 0 |
| Of which non-renewable fuel (natural gas, oil) | 117,425 | 101,295 | 47,837 | 0 | 0 | 0 | 0 | 0 | 0 | 1,784 | 0 | 196 | 7,285 | 0 | 9,858 | 104,307 | 90,555 | 36,047 | 3,672 | 2,684 | 1,737 | 378 | 152 | 0 | 0 | 0 | 0 |
| Heating (Renewable) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Renewable and recycled district heating | 501,611 | 472,564 | 368,903 | 392,155 | 369,016 | 287,52 | 11,104 | 11,592 | 15,259 | 50,410 | 44,047 | 39,363 | 0 | 0 | 0 | 6,156 | 5,706 | 1,945 | 7,984 | 8,056 | 17,774 | 16,908 | 8,137 | 35 | 0 | 0 | 0 |
| Biogas | 1,940 | 1,902 | 2,188 | 1,940 | 1,902 | 2,188 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total renewable | 503,550 | 474,466 | 371,090 | 394,094 | 370,918 | 289,708 | 11,104 | 11,592 | 15,259 | 50,410 | 44,047 | 39,363 | 0 | 0 | 0 | 6,156 | 5,706 | 1,945 | 7,984 | 8,056 | 17,774 | 16,908 | 8,137 | 35 | 0 | 0 | 0 |
| Of which renewable fuel (biogas) | 1,940 | 1,902 | 2,188 | 1,940 | 1,902 | 2,188 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total heating (non-renewable and renewable) | 971,009 | 999,881 | 784,079 | 400,497 | 377,902 | 291,570 | 11,273 | 11,768 | 15,259 | 75,897 | 59,344 | 53,798 | 7,285 | 7,905 | 9,858 | 176,903 | 168,225 | 64,735 | 259,227 | 333,962 | 341,817 | 22,660 | 14,765 | 409 | 0 | 0 | 0 |
| Cooling | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| District cooling | 284 | 271 | 326 | 284 | 271 | 326 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Electricity | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Electricity consumption | 112,145 | 104,934 | 76,507 | 77,157 | 75,617 | 53,519 | 14,848 | 12,704 | 13,587 | 6,832 | 4,985 | 5,134 | 1,646 | 2,643 | 1,150 | 3,956 | 3,477 | 960 | 2,961 | 2,177 | 2,156 | 2,871 | 2,267 | 919 | 0.2 | 305 | 17 |
| Of which renewable electricity | 106,076 | 101,872 | 74,268 | 77,157 | 75,617 | 53,519 | 14,848 | 12,704 | 13,587 | 4,727 | 4,030 | 4,846 | 1,646 | 2,643 | 1,150 | 3,956 | 1,603 | 960 | 2,924 | 2,027 | 205 | 2,805 | 2,255 | 843 | 0.2 | 305 | 17 |
| Total energy usage (heating, cooling, electricity) | 1,083,438 | 1,104,024 | 860,912 | 477,938 | 453,791 | 345,415 | 26,121 | 24,472 | 28,846 | 82,729 | 64,329 | 58,932 | 8,930 | 10,547 | 11,008 | 180,859 | 171,702 | 65,696 | 262,188 | 336,139 | 343,973 | 25,531 | 17,032 | 1,327 | 0.2 | 305 | 17 |
| Installed capacity (photovoltaic cells), kWp | 3,295 | 2,011 | 1,262 | 1,609 | 1,304 | 956 | 0 | 0 | 0 | 1,400 | 494 | 306 | 213 | 213 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 24 | 0 | 50 | 0 | 0 | 0 |
| Estimated energy production | 2,599 | 1,535 | 0 | 1,167 | 937 | 0 | 0 | 0 | 1,190 | 424 | 133 | 174 | 174 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 0 | 49 | 0 | 0 | 0 |

The data for 2023 includes the purchased energy by Heimstaden in Sweden, Norway, Denmark, Netherlands, Germany, Finland, Poland, and UK. For Czechia the energy consumption from year 2023 is available for heating only, and therefore estimates are used for electricity and water consumption, based on the energy consumption figures from 2022. Properties where customers have their own energy contract are not included, as it is not possible for Heimstaden to obtain the energy data. In 2023, the total energy consumption has slightly decreased in absolute numbers by 1% compared to 2022 results. This results reflects a summary of energy increase in few countries while we had a decrease in others. Sweden and Norway had a relevant increase in energy consumption, while Denmark had a sharp increase due to increased data quality. At the same time we had a major energy consumption decrease in Netherlands and Czechia due to energy savings from renovation projects and reduced energy use by our tenants.

We have more solar PV cells installed this year in our new builds in Poland. Also Finland reported for the first time in 2023. There was major part investigated also in Denmark in 2023. These increased our estimated energy production by almost 70% compared to 2022.

GRI 305-1, 305-2, 305-4: GHG emissions Scope 1 and 2

| | Total | | | Sweden | | | Norway | | | Denmark | | | Netherlands | | | Germany | | | Czechia | | | Finland | | | Poland | | | UK | | Iceland | |
|--|---------|---------|---------|--------|--------|--------|--------|------|-------|---------|-------|-------|-------------|---------|-------|---------|--------|-------|---------|---------|---------|---------|-------|------|--------|------|------|------|------|---------|---|
| | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | | |
| Scope 1 in tonnes CO ₂ e | 23,773 | 23,087 | 12,022 | 210 | 357 | 340 | 2 | 10 | 343 | 715 | 312 | 253 | 1,469 | 1,726 | 2,027 | 19,966 | 19,550 | 7,596 | 1,256 | 1,092 | 1,426 | 101 | 2 | 12 | - | - | - | - | - | - | |
| Of which from property heating | 22,203 | 21,436 | 10,341 | - | - | - | - | - | - | 329 | - | 40 | 1,343 | 1,620 | 2,027 | 19,754 | 19,264 | 7,391 | 677 | 550 | 883 | 101 | 2 | 12 | - | - | - | - | - | - | |
| Of which from vehicles | 1,547 | 1,592 | 1,644 | 187.45 | 298 | 303 | 2 | 10 | 9 | 386 | 312 | 213 | 126 | 106 | - | 212 | 286 | 205 | 579 | 542 | 543 | - | - | - | - | - | - | - | - | - | - |
| Of which from refrigerants | 22 | 59 | 37 | 22.22 | 59 | 37 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Scope 2 market-based in tonnes CO ₂ e | 135,972 | 170,012 | 195,935 | 24,906 | 25,524 | 16,756 | 45 | 47 | 17 | 5,756 | 3,292 | 2,745 | - | - | - | 11,196 | 7,190 | 2,692 | 91,571 | 132,452 | 173,672 | 2,287 | 1,419 | 203 | 80 | - | - | 6 | 8 | - | - |
| Scope 2 location-based in tonnes CO ₂ e | 141,425 | 173,526 | 197,783 | 25,417 | 26,100 | 17,892 | 152 | 110 | 115 | 5,806 | 3,690 | 2,833 | 488 | 979 | 464 | 12,729 | 7,345 | 3,000 | 93,447 | 133,481 | 173,426 | 2,492 | 1,625 | 825 | 192 | 67 | 3.9 | 0.1 | - | - | - |
| Biogenic emissions in tonnes CO ₂ e | 371 | 399 | 448 | 358 | 399 | 448 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Scope 3 in tonnes CO ₂ e | - | 343,084 | 343,068 | - | - | 32,583 | - | - | 4,363 | - | - | 6,862 | - | 216,740 | - | - | 3,195 | - | - | 79,229 | - | - | - | - | - | - | - | - | - | - | - |
| Scope 1 and 2 in tonnes CO ₂ e / SEK million (market-based) | 9 | 13 | 23 | 6 | 6 | 6 | 0.1 | 0.07 | 1 | 1.8 | 1.2 | 1 | 1 | 1.4 | 2 | 9 | 10 | 19 | 39 | 72 | 155 | 8.5 | 7.1 | 2 | - | - | - | - | - | - | - |
| Scope 1 and 2 emissions in kg CO ₂ e/sqm | 19 | 24 | 40 | 8 | 9 | 8 | 0.5 | 0.5 | - | 7.1 | 5.1 | 5 | 18.2 | 22.3 | 28 | 18 | 14.9 | 27 | 42.8 | 57 | 88 | 12.2 | 13 | - | - | - | - | - | - | - | - |

Heimstaden's GHG emissions for Scope 1 and Scope 2 are based on the energy purchased (see Table Energy Consumption in the Properties on page 181) by Heimstaden, fuel from vehicles owned or leased with a financial lease by Heimstaden, and refrigerants. The company's GHG emissions decreased in 2023 compared to 2022. However, total Scope 1 emissions are slightly increasing compared to last year. This is mainly due to the better data coverage in Denmark. We see a sharp reduction in the Scope 2 emissions. This is mainly due to the energy savings we had in Netherlands and Czechia as well as fuel shifts from fossil district heat and oil to more natural gas heating in Czechia and Germany. Scope 2 covers district heating, district cooling and consumption of electricity in the properties. The calculations have been performed in accordance with the GHG protocol, applying the financial control approach. For 2023, emission factors from 2022 are used and have been obtained from Heimstaden's energy suppliers. Gases included in the calculations are mostly CO₂e, but can also include CH₄, N₂O,

and refrigerants used in heat pumps and district cooling. For the emission intensity figure the denominator consists of the lettable area in the properties where Heimstaden signs the energy agreement, and the numerator consists of GHG emissions during a whole year. Properties that lack data for an entire year (such as acquisitions and divestments during the reporting year) are excluded from the intensity figures. For Scope 3 emissions, we disclose Category 13 (tenant use of energy excluding tenant waste), which is one of our major scope 3 categories. Scope 3 Category 13 represents, based on FY 2022 figures, approximately 34.7% of our total Scope 3 emissions in the reporting year and is included in this disclosure to track progress towards our targets. Other Scope 3-related data for 2023 is not available yet since the mapping of our Scope 3 emissions will be performed during Q1-Q2 2024.

GRI 305-3: Scope 3 emissions per country in tonnes CO₂e

| Category | Total | | | Sweden | | | Norway | | | Denmark | | | Germany | | | Netherlands | | | Czechia | | | Iceland | Finland | Poland | UK | | |
|--|---------|---------|---------|--------|--------|--------|--------|-------|-------|---------|-------|--------|---------|-------|-------|-------------|---------|--------|---------|--------|--------|---------|---------|--------|------|-----|---|
| | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 | 2021 | 2022 | 2021 | 2022 | 2021 | | |
| 1. Purchased goods and services (related to new construction, reconstruction and property management, etc) | 270,282 | 187,852 | 56,061 | 30,629 | 25,644 | 10,602 | 2,189 | 3,467 | 4,052 | 29,918 | 2,265 | 8,880 | 4,127 | 77 | 0 | 118,345 | 129,605 | 3,829 | 52,748 | 26,793 | 21,189 | 0 | 2,916 | 8,221 | 0 | - | |
| 2. Capital goods (acquired newbuilds) | 15,864 | 2,496 | 10,512 | 2,814 | 0 | 0 | - | 0 | 0 | 13,049 | 2,496 | 9,491 | - | 0 | 0 | - | 0 | 1,021 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| 3. Energy- and fuel-related emissions (upstream emissions from electricity heating, and fuels) | 22,775 | 15,703 | 12,857 | 2,588 | 2,905 | 2,336 | 413 | 490 | 307 | 2,272 | 517 | 333 | 5,605 | 1,351 | 179 | 500 | 611 | 205 | 11,102 | 9,817 | 15 | 12 | 278 | - | 0 | 1 | |
| 4. Upstream transportation and distribution (service cars) | 393 | 455 | 379 | - | 51 | 69 | 11 | 15 | 29 | 185 | 0 | 53 | - | 0 | 1 | - | 230 | 64 | 196 | 158 | - | 0 | - | - | 0 | - | |
| 5. Waste management (transport and management) | 260 | 178 | 2,242 | 25 | 81 | 218 | 5 | 19 | 1,521 | 2 | 2 | 47 | 85 | 3 | 2 | - | 37 | 14 | 2 | 36 | 1 | 0 | 142 | - | 0 | - | |
| 6. Business travel (travel by car, air, train, taxi) | 320 | 273 | 122 | 121 | 78 | 31 | 41 | 20 | 15 | 111 | 51 | 24 | - | 5 | 0 | 7 | 6 | 5 | 20 | 13 | 6 | 3 | 4 | 8 | 96 | 3 | - |
| 7. Commuting (employee trips to and from work) | 345 | 0 | 0 | 62 | 0 | 0 | 5 | 0 | 0 | 38 | 0 | 0 | 40 | 0 | 0 | 49 | 0 | 0 | 145 | 0 | 4 | 0 | 0 | 1 | 0 | 1 | - |
| 8. Leased assets – leased by Heimstaden (leased offices, rental cars or other machines) | 943 | 912 | 195 | 47 | 63 | 56 | - | 0 | 0 | 258 | 22 | 20 | - | 290 | 21 | 108 | 25 | 98 | 517 | 512 | 7 | 0 | 1 | 5 | 0 | - | |
| 11. Use of sold products (no sold real estates 2019 and 2020) | 0 | 0 | - | 0 | 0 | - | 0 | 0 | 0 | - | 0 | 0 | - | 0 | 0 | - | 0 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| 12. End-of-life sold products (waste from demolishing of buildings sold) | 0 | 0 | - | 0 | 0 | - | 0 | 0 | 0 | - | 0 | 0 | - | 0 | 0 | - | 0 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| 13. Leased assets – by tenants (energy and waste from tenants) | 169,881 | 134,876 | 160,278 | 13,721 | 3,421 | 8,949 | 4,658 | 351 | 2,545 | 32,139 | 1,510 | 5,245 | 29,738 | 1,468 | 3,405 | 27,379 | 86,226 | 49,474 | 58,757 | 41,900 | 2,221 | 0 | 997 | 64 | 0 | 206 | |
| 15. Investments (Joint Ventures) | 8,344 | 340 | 0 | 270 | 340 | 0 | - | 0 | 0 | 140 | 0 | 0 | - | 0 | 0 | - | 0 | 0 | - | 0 | - | 0 | 7,935 | - | 0 | - | 0 |
| Total | 489,408 | 343,084 | 242,828 | 50,276 | 32,583 | 22,261 | 7,321 | 4,363 | 8,469 | 78,112 | 6,862 | 24,093 | 39,595 | 3,195 | 3,608 | 146,389 | 216,740 | 54,710 | 123,487 | 79,229 | 23,442 | 15 | 12,274 | 8,299 | 96 | 211 | |

Data for Scope 3 2023 is not available yet since the mapping of our Scope 3 emissions will be performed during Q1-Q2 2024. Category 9 Downstream Transportation and Distribution, category 10 Processing of sold products and category 14 Franchise are not part of our organisation and therefore not included in Heimstaden's Scope 3 emissions. All acquired properties should be included in category 2 Capital Goods, according to the GHG Protocol, however, we have chosen to include only acquired new builds in this category, which is in line with the UK GBC, Guide to Scope 3 Reporting in Commercial Real Estate. Calculations have been performed in accordance with the GHG Protocol, applying the financial control approach. We have performed the calculations in-house and used an external consultant to assist in calcu-

lating parts of our category 1 and category 7. In 2022 we had an increase in all Scope 3 categories, major increase was in Category 2 Capital goods where we have acquired new builds in Poland and the United Kingdom, also Category 15 Investments where we included emissions from our joint ventures. Category 1 had a big increase due to our new construction projects in Sweden and Denmark and renovations projects in Netherlands and Czechia. Category 13 emissions has also increased compared to 2021 due to including the tenants energy use from a large portfolio acquired in December 2021.

GRI 306-3: Waste generated in tonnes

| | Total | | | Sweden | | | Norway | | | Denmark | | | Germany | | | Netherlands | | | Czechia | | | Finland | Iceland | Poland | UK | |
|--|---------|---------|--------|--------|--------|--------|--------|-------|-------|---------|-------|--------|---------|-------|-------|-------------|--------|--------|---------|--------|--------|---------|---------|--------|------|------|
| | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 |
| Total weight of waste generated by the tenants | 144,767 | 100,741 | 99,171 | 39,397 | 24,579 | 27,215 | 36 | 2,269 | 2,000 | 13,750 | 9,712 | 14,597 | 27,054 | 1,010 | 1,107 | 14,278 | 14,931 | 12,300 | 49,590 | 48,240 | 41,952 | 661 | 5 | - | - | - |

Weight of waste generated by tenants is calculated based on the number of tenants; the increase in waste is explained by the new properties we have acquired each year. Waste generated by contractors in new construction and reconstruction is included under Category 1 Purchased Goods and Services. Data for 2022 is the latest available data.

GRI 401-1: New employee hires by age group, gender and country

| Number of new employees | 2023 | | 2022 | | 2021 | |
|-------------------------|-------|-----|-------|-----|-------|-----|
| | Women | Men | Women | Men | Women | Men |
| Sweden | | | | | | |
| under 30 | 19 | 26 | 34 | 51 | 26 | 106 |
| 30–50 | 20 | 48 | 43 | 46 | 62 | 36 |
| over 50 | 4 | 42 | 8 | 11 | 18 | 80 |
| Norway | | | | | | |
| under 30 | 10 | 21 | 14 | 16 | 8 | 17 |
| 30–50 | 7 | 11 | 6 | 18 | 7 | 13 |
| over 50 | 0 | 3 | 2 | 0 | 2 | 14 |
| Denmark | | | | | | |
| under 30 | 16 | 21 | 14 | 31 | 21 | 69 |
| 30–50 | 14 | 28 | 12 | 42 | 35 | 18 |
| over 50 | 3 | 11 | 6 | 18 | 13 | 57 |
| Netherlands | | | | | | |
| under 30 | 18 | 12 | 11 | 19 | 7 | 20 |
| 30–50 | 7 | 12 | 22 | 14 | 11 | 5 |
| over 50 | 2 | 6 | 3 | 16 | 2 | 15 |
| Germany | | | | | | |
| under 30 | 16 | 25 | 17 | 11 | 21 | 143 |
| 30–50 | 19 | 35 | 39 | 42 | 94 | 21 |
| over 50 | 3 | 27 | 6 | 17 | 28 | 81 |

| Number of new employees | 2023 | | 2022 | | 2021 | |
|-------------------------|-------|-----|-------|-----|-------|-----|
| | Women | Men | Women | Men | Women | Men |
| Czechia | | | | | | |
| under 30 | 30 | 32 | 27 | 24 | 45 | 125 |
| 30–50 | 24 | 47 | 74 | 92 | 63 | 51 |
| over 50 | 9 | 15 | 18 | 33 | 17 | 97 |
| Poland | | | | | | |
| under 30 | 4 | 1 | 2 | 5 | 1 | 3 |
| 30–50 | 6 | 1 | 8 | 2 | 2 | 3 |
| over 50 | 0 | 1 | 0 | 0 | 0 | 3 |
| UK | | | | | | |
| under 30 | 4 | 2 | 0 | 1 | 0 | 3 |
| 30–50 | 1 | 5 | 3 | 7 | 3 | 0 |
| over 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| Iceland | | | | | | |
| under 30 | 0 | 0 | 0 | 0 | 0 | 3 |
| 30–50 | 0 | 0 | 0 | 3 | 2 | 1 |
| over 50 | 0 | 0 | 0 | 0 | 1 | 2 |
| Finland | | | | | | |
| under 30 | 0 | 1 | 0 | 1 | 0 | 0 |
| 30–50 | 0 | 0 | 0 | 4 | 0 | 0 |
| over 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | | | | | |
| under 30 | 117 | 141 | 119 | 159 | 129 | 489 |
| 30–50 | 98 | 187 | 207 | 270 | 279 | 148 |
| over 50 | 21 | 105 | 43 | 95 | 81 | 349 |

Data regarding employees pertains to employees of both Heimstaden Bostad and Heimstaden. Heimstaden Bostad does not own any properties in Iceland.

GRI 401-1: Total number of employee turnover by age group, gender and country

| Number of employee turnover | 2023 | | 2022 | | 2021 | |
|-----------------------------|-------|-----|-------|-----|-------|-----|
| | Women | Men | Women | Men | Women | Men |
| Sweden | | | | | | |
| under 30 | 17 | 18 | 23 | 47 | 18 | 32 |
| 30–50 | 39 | 34 | 34 | 47 | 10 | 22 |
| over 50 | 15 | 23 | 10 | 14 | 4 | 21 |
| Norway | | | | | | |
| under 30 | 9 | 10 | 12 | 15 | 4 | 9 |
| 30–50 | 7 | 10 | 19 | 13 | 4 | 9 |
| over 50 | 4 | 3 | 3 | 3 | 1 | 7 |
| Denmark | | | | | | |
| under 30 | 15 | 20 | 7 | 11 | 11 | 21 |
| 30–50 | 13 | 20 | 18 | 24 | 9 | 8 |
| over 50 | 5 | 23 | 3 | 15 | 1 | 24 |
| Netherlands | | | | | | |
| under 30 | 16 | 13 | 10 | 6 | 2 | 11 |
| 30–50 | 16 | 15 | 14 | 17 | 6 | 3 |
| over 50 | 2 | 12 | 4 | 8 | 3 | 10 |
| Germany | | | | | | |
| under 30 | 15 | 13 | 3 | 8 | 1 | 7 |
| 30–50 | 28 | 22 | 29 | 25 | 4 | 7 |
| over 50 | 10 | 13 | 8 | 5 | 1 | 7 |

| Number of employee turnover | 2023 | | 2022 | | 2021 | |
|-----------------------------|-------|-----|-------|-----|-------|-----|
| | Women | Men | Women | Men | Women | Men |
| Czechia | | | | | | |
| under 30 | 23 | 27 | 18 | 24 | 34 | 71 |
| 30–50 | 80 | 65 | 53 | 66 | 30 | 24 |
| over 50 | 32 | 52 | 30 | 22 | 7 | 30 |
| Poland | | | | | | |
| under 30 | 3 | 2 | 0 | 3 | 0 | 0 |
| 30–50 | 3 | 2 | 3 | 0 | 0 | 0 |
| over 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| UK | | | | | | |
| under 30 | 1 | 1 | 0 | 0 | 0 | 0 |
| 30–50 | 1 | 1 | 1 | 1 | 0 | 0 |
| over 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| Iceland | | | | | | |
| under 30 | 0 | 0 | 0 | 0 | 0 | 1 |
| 30–50 | 0 | 0 | 2 | 3 | 0 | 0 |
| over 50 | 0 | 0 | 0 | 1 | 0 | 0 |
| Finland | | | | | | |
| under 30 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30–50 | 0 | 0 | 0 | 0 | 0 | 0 |
| over 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | | | | | |
| under 30 | 99 | 104 | 73 | 114 | 70 | 152 |
| 30–50 | 187 | 169 | 173 | 196 | 63 | 73 |
| over 50 | 68 | 126 | 58 | 68 | 17 | 99 |

Data regarding employees pertains to employees of both Heimstaden Bostad and Heimstaden. Heimstaden Bostad does not own any properties in Iceland

Proportion of EU Taxonomy-aligned economic activities

| Economic activities 2023 | Proportion of turnover from products or services associated with Taxonomy-aligned economic activities | | | | | | Substantial contribution criteria | | | | | | DNSH criteria (Do No Significant Harm) | | | | | | Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) Turnover, year 2022 | | | | | | | | | |
|---|---|-------------------|------------------------|-------------|---|--|-----------------------------------|---------------------------|----------------------------|------------------|-----------------------------|---------------------------|--|----------------------------|------------------|-----------------------------|--------------------|-----|--|-----|-----|---|--|--|--|--|--|--|
| | Code | Absolute Turnover | Proportion of Turnover | SEK million | % | | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular Economy | Biodiversity and ecosystems | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Biodiversity and ecosystems | Minimum safeguards | Y/N | % | E | T | | | | | | | |
| | | | | | | | Y/N/EL | Y/N/EL | Y/N/EL | | Y/N/EL | Y/N/EL | Y/N/EL | Y/N/EL | Y/N/EL | Y/N/EL | Y/N | Y/N | Y/N | Y/N | Y/N | | | | | | | |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Aquisition and ownership of buildings | CCM 7.7 | 2,721 | 16.0% | | | | Y | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | - | Y | - | - | - | - | | | | | | |
| Turnover of eligible Taxonomy-aligned activities (A.1) | | 2,721 | 16.0% | | | | 16.0% | 0% | 0% | 0% | 0% | 0% | 0% | | | | - | Y | - | - | - | - | | | | | | |
| Of which Enabling | | 0 | 0% | | | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | | | | - | - | - | - | - | - | | | | | | |
| Of which Transitional | | 0 | 0% | | | | 0% | | | | | | | | | | - | - | - | - | - | - | | | | | | |
| A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Aquisition and ownership of buildings | CCM 7.7 | 14,283 | 84.0% | | | | EL; N/EL | EL; N/EL | EL; N/EL | EL; N/EL | EL; N/EL | EL; N/EL | EL; N/EL | | | | | | | | | | | | | | | |
| Turnover of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | 14,283 | 84.0% | | | | 84.0% | 0% | 0% | 0% | 0% | 0% | 0% | | | | | | | | | | | | | | | |
| Total (A.1 + A.2) | | 17,004 | 100% | | | | 100% | 0% | 0% | 0% | 0% | 0% | 0% | | | | | | | | | | | | | | | |
| B. TAXONOMY NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Turnover of non-eligible activities (B) | | 0 | 0% | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total (A + B) | | 17,004 | 100% | | | | | | | | | | | | | | | | | | | | | | | | | |

| Economic activities 2023 | Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities | | | Substantial contribution criteria | | | | | | DNSH criteria (Do No Significant Harm) | | | | | | Proportion of Taxonomy aligned (A.1) or eligible (A.2) | | | | |
|---|--|----------------|---------------------|-----------------------------------|---------------------------|----------------------------|-----------|------------------|-----------------------------|--|---------------------------|----------------------------|-----------|------------------|-----------------------------|--|------------------------------|----------------------------------|---|---|
| | Code | Absolute CapEx | Proportion of CapEx | Climate change mitigation | Climate change adaptation | Water and marine resources | Pollution | Circular Economy | Biodiversity and ecosystems | Climate change mitigation | Climate change adaptation | Water and marine resources | Pollution | Circular Economy | Biodiversity and ecosystems | Minimum safeguards | Category (enabling activity) | Category (transitional activity) | | |
| | | | | | | | | | | | | | | | | | | | | |
| | | SEK million | % | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | % | E | T | |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | | |
| Renovation of buildings | CCM 7.2 | 134 | 1.2% | Y | N | N/EL | N/EL | N | N/EL | - | Y | Y | Y | Y | Y | - | Y | 0.3% | - | T |
| Installation, maintenance and repair of energy efficiency equipment | CCM 7.3 | 450 | 4.0% | Y | N | N/EL | N/EL | N/EL | N/EL | - | Y | - | Y | - | - | - | Y | 1.1% | E | - |
| Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings) | CCM 7.4 | 5 | 0.0% | Y | N | N/EL | N/EL | N/EL | N/EL | - | Y | - | - | - | - | - | Y | 0.0% | E | - |
| Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings | CCM 7.5 | 25 | 0.2% | Y | N | N/EL | N/EL | N/EL | N/EL | - | Y | - | - | - | - | - | Y | 0.1% | E | - |
| Installation, maintenance and repair of renewable energy technologies | CCM 7.6 | 16 | 0.1% | Y | N | N/EL | N/EL | N/EL | N/EL | - | Y | - | - | - | - | - | Y | 0.05% | E | - |
| Aquisition and ownership of buildings | CCM 7.7 | 2,262 | 20.3% | Y | N | N/EL | N/EL | N/EL | N/EL | - | Y | - | - | - | - | - | Y | 9.5% | - | - |
| Professional services related to energy performance of buildings | CCM 9.3 | 1 | 0.0% | Y | N | N/EL | N/EL | N/EL | N/EL | - | Y | - | - | - | - | - | Y | 0.0% | E | - |
| CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | 2,893 | 26.0% | 26.0% | 0% | 0% | 0% | 0% | 0% | - | Y | Y | Y | Y | Y | - | Y | 11.0% | | |
| Of which Enabling | | 497 | 4.5% | 4.5% | 0% | 0% | 0% | 0% | 0% | - | Y | - | Y | - | - | - | Y | 1.3% | E | |
| Of which Transitional | | 134 | 1.2% | 1.2% | | | | | | - | Y | Y | Y | Y | - | - | Y | 0.30% | | T |
| A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | | |
| Aquisition and ownership of buildings | CCM 7.7 | 8,235 | 74.0% | EL; N/EL | EL; N/EL | EL; N/EL | EL; N/EL | EL; N/EL | EL; N/EL | | | | | | | | | 89.0% | | |
| CapEx of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | 8,235 | 74.0% | 72.5% | 0% | 0% | 0% | 0% | 0% | | | | | | | | | 89.0% | | |
| Total (A.1 + A.2) | | 11,128 | 100.0% | 100.0% | 0% | 0% | 0% | 0% | 0% | | | | | | | | | | | |
| B. TAXONOMY NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | |
| CapEx of non-eligible activities (B) | | 0 | 0% | | | | | | | | | | | | | | | | | |
| Total (A + B) | | 11,128 | 100% | | | | | | | | | | | | | | | | | |

Table 1 Nuclear and fossil gas related activities

| Row | Nuclear energy related activities | YES/NO |
|--------------------------------------|--|--------|
| 1 | The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle. | No |
| 2 | The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies. | No |
| 3 | The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades. | No |
| Fossil gas related activities | | |
| 4 | The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels. | No |
| 5 | The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels. | No |
| 6 | The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels. | No |

Annex II

Additional templates for economic activities that contribute to multiple objectives

| | Proportion of turnover/Total turnover | |
|-----|---------------------------------------|---------------------------------|
| | Taxonomy-aligned per objective | Taxonomy-eligible per objective |
| CCM | 16.0% | 100% |
| CCA | % | 100% |
| WTR | % | % |
| CE | % | % |
| PPC | % | % |
| BIO | % | % |

| | Proportion of CapEx/Total CapEx | |
|-----|---------------------------------|---------------------------------|
| | Taxonomy-aligned per objective | Taxonomy-eligible per objective |
| CCM | 26.0% | 100% |
| CCA | % | 100% |
| WTR | % | % |
| CE | % | 1.2% |
| PPC | % | % |
| BIO | % | % |

| | Proportion of OpEx/ Total OpEx | |
|-----|--------------------------------|---------------------------------|
| | Taxonomy-aligned per objective | Taxonomy-eligible per objective |
| CCM | 3.5% | 100% |
| CCA | % | 100% |
| WTR | % | % |
| CE | % | % |
| PPC | % | % |
| BIO | % | % |



Policy Framework

Our policy framework is managed based on the Heimstaden Bostad Policy Framework. Heimstaden Bostad's Board approved the Policy framework in October 2022. In 2023, we refined and expanded it with updated policies and new and updated governing documents such as manuals, guidelines, and standard operating procedures.

The policy framework is regularly updated, at least bi-annually or when needed, and comprises of fifteen policy areas, along with our Code of Conduct and business plan. The framework is accessible to all employees on our intranet's top menu, with necessary documents and information also shared at our external webpages. Each Policy area has a designated Policy Owner, including a CxO in management and a local Policy Owner from management in each country.

In 2023, the Group focused on establishing a GRC Framework for the subsidiary Heimstaden Bostad, in 2024 our focus will be on the development a GRC Framework for Heimstaden as a stand-alone company

The Policy framework consists of the following (in random order):

| Policy Framework our Governing documents | Group Policy Owner | Approved by | Last update | Next update |
|--|---|-------------|-------------|-------------|
| Code of Conduct is equivalent of rules and foundations that sets the standard of integrity we follow and is available in local language in all countries. | BoD | BOD | 2022 | 2024 |
| Business Plan outlines our investments, visions for acquisitions, projects, geographical markets, and return profiles, including our rental growth strategy and refurbishments. In 2023, both the Group and Country Authorisation matrices were presented and implemented to specify the authority levels for task execution. | Chief Executive Officer | BOD | 2022 | 2024 |
| Financial Policy sets Company financial standards, with any changes requiring approval from the Board. | Chief Financial Officer | BOD | 2023 | 2025 |
| Sustainability Policy ensures high-quality, integrated, and aligned sustainability efforts throughout the organisation, fostering engagement and involvement to achieve set goals and support our overarching aim of contributing to society through inspiration and enrichment. | Chief Sustainability Officer | BOD | 2022 | 2024 |
| Investment/CapEx Policy aims to mitigate investment risks and enhance the yield on cost for our capital expenditures. | Chief Asset Management and Development Officer | CEO | 2023 | 2025 |
| Corporate Communications Policy ensures high-quality, aligned communication, and stakeholder engagement to foster relationships, achieve goals, implement decisions, and promote internal and external engagement. | Chief Communications Officer | CEO | 2023 | 2025 |
| Risk Policy establishes a comprehensive risk management program aimed at optimising the balance between risk and return across a spectrum of potential business risks. | Chief Legal Officer/Director GRC | CEO | 2023 | 2025 |
| Anti-Corruption Policy outlines our commitment to the highest standards of integrity, transparency, and ethical business conduct, guiding initiatives to ensure honesty and accountability across all aspects of our business. | Chief Legal Officer/Director GRC | CEO | 2023 | 2025 |
| Whistleblower Policy ensures Company transparency and compliance with laws, facilitating the reporting of irregularities in accordance with legal requirements. | Chief People & Culture Officer | CEO | 2023 | 2025 |
| Cyber Security Policy outlines protection measures, user expectations, and responsibilities for safeguarding information based on industrialised security standards to protect customers, employees and assets. | Chief Technology Officer | CEO | 2022 | 2024 |
| Business Partner Policy . Procurement Manual and Business Partner Principles align with the UN's Global Compact principles on human rights, working conditions, environment, and anti-corruption and are mandatory to all business partners/third parties. | Chief Asset Management and Development Officer | CEO | 2022 | 2024 |
| People & Culture Policy strives to create and sustain a Friendly Workplace that embodies our values of Care, Dare, and Share. | Chief People & Culture Officer | CEO | 2022 | 2025 |
| Investment and Financing Policy minimises legal and financial risks in property acquisitions or divestments, aligning with the business plan and investment strategy to ensure quality, fairness, and transparency in property portfolio valuation assessments. | Chief Investment Officer | CEO | 2024 | 2026 |
| Brand & Marketing Policy ensures consistent internal and external marketing communications across all locations in alignment with our brand identity and values, supporting our strategic plan. | Chief Brand and Marketing Communication Officer | CEO | 2022 | 2024 |
| Privacy Policy mitigates privacy risks by establishing a unified set of requirements across all countries, ensuring accountability and compliance with privacy/GDPR standards in our Company. | Chief Legal Officer | CEO | 2023 | 2025 |
| Insider Policy ensures responsible management of investment- and equity capital transactions and financing opportunities which may involve insider information. | Chief Legal Officer | CEO | 2023 | 2025 |
| Operational Policy ensures high-quality and aligned operations, focusing on increasing efficiency and transparency throughout the organisation. | Chief Operating Officer | CEO | 2024 | 2026 |

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