



**KINLAND AS**  
**SUSTAINABILITY POLICY**  
**(KSP-002)**

**1. INTRODUCTION**

- 1.1** Kinland (“*Kinland*”), together with its subsidiaries the “*Group*”) is a leading provider of social infrastructure assets in the Nordics and selected European jurisdictions. The Group focuses on providing high-quality properties used primarily for nationally important educational and care services. Such properties are a cornerstone of the welfare systems in the countries in which we operate, promoting work participation, gender equality, and successful integration.
- 1.2** Our mission is to provide a safe and quality environment needed for the care of the people that use our properties. We do so guided by our motto: “We invest where people live”. In doing so, we are dedicated to conducting ourselves in accordance with the highest legal, ethical and professional standards throughout our business and our investment activities. We consider the appropriate assessment of sustainability, and engagement with environmental, social and governance (“*ESG*”) matters as fundamental to achieving and maintaining these standards.
- 1.3** We are committed to integrate ESG matters throughout our investment and ownership activities and to work closely with our tenants and other stakeholders to further our sustainability beliefs.
- 1.4** This sustainability policy (the “*Sustainability Policy*”) provides guidance on how ESG matters are integrated into our activities.
- 1.5** The Sustainability Policy has been adopted by the Board of Directors of Kinland (the “*Board*”). Kinland’s CEO has been designated as the senior executive responsible for the Sustainability Policy and the Group’s sustainability efforts. Adherence to the Sustainability Policy applies to all entities controlled by the Group and all employees, directors, officers and agents of the Group whether or not employed directly or hired in (collectively, “*Employees*”). All Employees are required to read and understand this Sustainability Policy and are encouraged to ask questions regarding its application. Employees may direct such questions to their immediate supervisor (in the absence of an actual or potential conflict of interest), a member of the executive management of Kinland or to a member of the Board.
- 1.6** Employees individually are ultimately responsible for their compliance with the Sustainability Policy. Every manager will also be responsible for administering the Sustainability Policy as it applies to Employees and operations within their area of supervision. Violation of the Sustainability Policy will constitute grounds for disciplinary actions.
- 1.7** Employees who observe or become aware of a situation that they believe to be a violation of the Sustainability Policy or to introduce heightened ESG risks, whether caused by an Employee or another stakeholder, have an obligation to notify their immediate supervisor, the executive management or a member of the Board unless the Sustainability Policy directs otherwise. Violations involving a manager should be reported directly to a member of the Board. When a manager receives a report of a



violation, it will be the manager's responsibility to handle the matter in consultation with a member of the Board.

- 1.8** If an Employee reporting a violation wishes to remain anonymous, all reasonable steps will be taken to keep their identity confidential. All communications will be taken seriously and, if warranted, any reports of violations will be investigated. Kinland will not retaliate or allow retaliation in respect of any reports made by an Employee in good faith.

## **2. ENVIRONMENTAL**

### **2.1 Biodiversity and habitat**

Kinland's aim is for our properties to have minimal impact on the surrounding biodiversity. Where possible, we will seek to improve biodiversity and where possible will monitor impacts, whether positive or negative.

### **2.2 Climate change adaption**

**2.2.1** Kinland aims to understand the future risk and opportunities of climate change on the individual properties in our portfolio.

**2.2.2** We will conduct and integrate climate risk studies in our investment decisions.

**2.2.3** Where necessary and possible, we will investigate and complete adaptation and mitigation measures for climate change.

**2.2.4** We will consider the resilience of our portfolio to catastrophe or natural disasters, and will support our tenants where necessary.

### **2.3 Energy consumption**

**2.3.1** Where feasible, Kinland will support our tenants to procure renewable energy and to increase energy efficiency of our buildings.

**2.3.2** Where possible, Kinland will seek to implement green lease provisions and/or tenants' ESG-related data sharing and reporting into new or renewed lease agreements.

### **2.4 Greenhouse gas emissions**

**2.4.1** Kinland's aim is to reduce greenhouse gas emissions through supporting our tenants to reduce energy consumption and procure renewable energy.

**2.4.2** Our commitment is to disclose Kinland's Scope 1, 2 and 3 greenhouse gas emissions in accordance with applicable and/or best-practice methodologies and protocols.

**2.4.3** Our ambition is to reach net zero carbon emission where possible, or to align with the targets of the jurisdictions where our properties are located.

### **2.5 Material sourcing and resource efficiency**

**2.5.1** Where possible, Kinland will look to support tenants in developing a sustainable procurement or sourcing processes.

**2.5.2** Where relevant, Kinland itself will adopt sustainable material sourcing and promote resource efficiency.



## 2.6 Waste

2.6.1 Kinland will aim to support tenants in reducing waste generation and the diversion of materials to landfill.

2.6.2 Where relevant, Kinland itself will reduce its waste generation and work with its landlord to improve recycling and circularity efforts.

## 2.7 Water

Kinland commits to ensure sustainable use of water resources and aims to ensure same amongst our tenants.

## 2.8 Pollution

Kinland commits to minimise air, light and noise pollution and, where necessary and possible, will engage with tenants to further support this aim.

# 3. SOCIAL

## 3.1 Community

3.1.1 Through our assets, Kinland plays a key role in community development. Our aim is to:

- (i) have a positive impact in in the local communities in which we operate by providing necessary early education and specialised care services;
- (ii) support local communities through social enterprise partnering with community groups;
- (iii) support charities related to social care in international areas that are deprived of basic social infrastructure; and
- (iv) promote local employment opportunities.

3.1.2 Health and safety of the local communities and users of our properties are of key importance to Kinland. Together with our tenants, we will work to ensure health and safety measures are upheld.

3.1.3 Where possible, we would seek to understand our tenants' satisfaction levels, and will aim to engage with our customer on an annual basis.

## 3.2 Employees

3.2.1 Kinland aims to provide a safe and comfortable work environment with a strong emphasis on health and safety measures, labour standards and working conditions.

3.2.2 Employee engagement is of high importance to Kinland. All personnel directly employed by entities within the Group are subject to annual performance reviews with their immediate supervisor, a member of the executive management or our Board of Directors, including sections for self-assessment vis-à-vis pre-agreed KPIs, corporate and personal development goals and feedbacks on our business, the employee's supervisor and executive management.

3.2.3 Kinland will ensure that our inclusion and diversity aims reflect those of our shareholders and other stakeholders. In particular, we commit to promote diversity and gender equality in our hiring and internal promotion considerations and processes.



3.2.4 Our remuneration framework outlines the importance of the consideration of ESG risks in the advancement of Kinland. It is important to us that all employees are fully aligned with our Sustainability Policy. Adherence to the Sustainability Policy is considered in every employee's performance assessment. Such performance assessments are linked to, and will directly impact, the remuneration of employees.

### **3.3 Supply chain and contractors**

3.3.1 Kinland will strive to ensure that our supply chain and contractors abide by the minimum standards set by the jurisdictions in which we operate. This includes measures to prevent child labour and other forms of forced labour or modern slavery.

3.3.2 We aim to ensure that our contractors and supply chain abide by our jurisdictions' health and safety measures.

## **4. GOVERNANCE**

### **4.1 Governance processes**

4.1.1 Kinland's Board has an active role in the Group's sustainability drive, and supports continuous improvement of our ESG decision-making.

4.1.2 We adhere and subscribe to our shareholders' responsible investment practices, including those set by PATRIZIA Infrastructure.

4.1.3 We believe in an open, transparent and safe working environment and recognise and support whistle-blower protection.

4.1.4 We aim to delegate authority on ESG issues throughout our organisation, emphasising the importance of the integration of issues into our business plan and strategy process.

4.1.5 Shareholder rights are defined by our charter and bylaws, and we ensure that we abide by the standards set.

4.1.6 We ensure that any engagement with lobbying groups are aligned with our climate change and other sustainability commitments and with our shareholders' and PATRIZIA Infrastructure's corporate commitments.

### **4.2 Cyber security, data protection and privacy**

Kinland commits to abide by GDPR and any cyber security policies which currently exist in the jurisdictions that we operate in.

### **4.3 Conflicts of interest**

Kinland require that all our Employees refrain from actions or to have interests that hinder them in performing their duties objectively and effectively.

### **4.4 Bribery, corruption and fraud**

Kinland has implemented a Code of Conduct aimed at creating a sound corporate culture and to preserve the Group's integrity by helping our Employees to promote standards of good business practice. This includes the promotion of fair dealing, honesty and integrity in every aspect of dealing with other Employees, business relations and customers, the public, business communities, shareholders, suppliers, competitors and government authorities, including to refrain from political contributions.



Kinland AS Sustainability Policy	
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