

REGINN'S SUSTAINABILITY POLICY

Reginn hf. ("Reginn" or the "company") sees itself as being a pioneer and a progressive real estate company, which is a desirable collaborator and employer. The company is resolved to lead the construction and running of real estate, in addition to advancing the well-being of the community, improving both quality of life and the inhabitants' environment. Operating and organising real estate has a considerable effect on the environment and the quality of life for the inhabitants. Tens of thousands of people dwell in Reginn's real estate buildings daily, both for work and leisure. With purposeful actions in the running of real estate, investment, organisation, new buildings and by collaborating with the renters, Reginn can play a large part in shaping people's environments so that it makes their daily lives better, safer and more enjoyable.

With constant improvement as its guideline, the company has set goals for sustainability. Results in this area will be systematically measured and employees, customers and investors will be informed of the goals and the results achieved.

Investments and property management services are long term projects. The company believes that emphasising sustainability will reduce risk and strengthen the company's profitability in the long run.

SUSTAINABLE DEVELOPMENT

Sustainable development aims to satisfy modern needs without reducing future generations' possibility of meeting theirs. It is emphasised that communal and environmental points of view are equal to economic ones since they are mutually connected. Sustainable development calls for a comprehensive overview where matters are examined from as many sides as possible, so that the consequences of the decisions made will be predictable in as wide a context as possible. The development may be assessed according to three different factors of sustainability: environmental, social and economic.

- **Environmental sustainability** aims at not depleting natural resources to prevent future generations from experiencing a shortage when it comes to utilising natural assets.
- **Social sustainability** contributes to the development of a community where equality, good health, safety, and people's quality of life are the main guidelines.
- **Economic sustainability** ensures financial strength, profitability and long-term growth without causing negative consequences for environment and community.

POLICY

Reginn is a leader in the development of a sustainable urban community. To ensure that sustainable development is maintained in all its operations, the company will, among other things, emphasise a comprehensive overview, along with environmental, social and economic sustainability.

Comprehensive overview

Integrating the UN Sustainable Development Goals and the operations of the company will be emphasised. The company will put its main emphasis on five goals: health and wellness, gender equality, sustainable energy, sustainable cities, responsible consumption and production, and climate action. Quantifiable goals and guidelines about information provision have been set.

All employees, suppliers and business associates shall inform themselves of Reginn's Code of Ethics and confirm and implement it. Constant reformation in the field of sustainability will also be worked towards, with education, information provision and further development.

Environmental sustainability

The company will reduce greenhouse gas emissions, due to its constructions and operations, to encourage environmental sustainability. Natural resources shall be used responsibly and ways to reduce their use shall be sought, along with maximising the proportion of renewable energy. Use of products that are harmful to the environment shall be minimised, waste reduced, and recycling increased.

Lessening the negative environmental impact caused by managing Reginn's properties will be emphasised, by encouraging and supporting customers, and offering green lease agreements. The company will lead the environmental certification of real estate, which follows international demands regarding environmental factors, risk management and commercial operations.

Social sustainability

Having social sustainability as a guideline means that people's well-being, as well as a safe and healthy environment, are ensured. This applies both indoors and for the company's real estate surroundings, for the good of staff, tenants, and their guests. Green perspectives will be emphasised in planning as well as in buildings, which includes increasing quality of life for those who use the facilities. Social factors will be acknowledged in planning and establishing a forum to increase communication will also be looked into.

Equal opportunities and pay shall be ensured, and not be affected by ethnicity, skin colour, gender, language, religion, opinion, nationality, origin, property, descent or other circumstances.

Economic sustainability

Long term economic sustainability of the company shall ensure its sustainable cash flow and minimise business risk, with an emphasis on property development. The company's financial and human capital shall be used as efficiently as possible. Procedures within the company shall be characterised by good business ethics, fair trade practices and responsibility.

INFORMATION DISCLOSURE AND COLLABORATION

Reginn's Sustainable Development Policy emphasises transparency in goals and achievements and information regarding development and progress, which concerns the sustainability of the company, shall be accessible.

The policy is extensive, and it is, therefore, important that the policy is worked towards in collaboration with other stakeholders. Cooperation with other companies, authorities, municipalities, consultants, contractors, and suppliers aids success and has a wide-ranging effect on the sustainability of both the environment and the community.

RESPONSIBILITY

The CEO is responsible for Reginn's sustainability policy. Demands and goals are constantly under development and, therefore, this policy and its goals shall be revised no less than once a year.

Executives are responsible for implementing the company's Sustainability Policy in its daily operations and shall set goals for each unit that contribute to achieving the objectives of the company. All employees of Reginn will be educated as a means of enabling them to understand the way their jobs influence the company's sustainability goals.

Thus approved by Reginn hf.'s Board of Directors on 10 October 2019

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