



About Faberge

We are Faberge	2
Why invest in Faberge?	3
Faberge 2022	4
Message from the CEO	6
Strategy for growth	10
Targets that guide our business	12
Stockholm's property market	14
Stockholm's office market	16
Urban development	18
Our districts:	
Stockholm inner city	20
Hammarby Sjöstad	22
Arenastaden and Haga Norra	24
Solna Business Park	26
Flemingsberg	28
Residential development:	
Birger Bostad	30

Sustainability

Sustainability report	32
Sustainability framework	34
Achieving the sustainable city	36
City districts	38
Properties	42
Employees	46
Supply chain	50
Financing	52
Customers	54
Business ethics	55
Sustainability targets	56

Financial reporting

Message from the CFO	58
Directors' Report	60
Group	78
Parent Company	82
Notes	84
Corporate Governance Report	102
Signing of the Annual Report	116
Auditor's Report	117
Sustainability notes	122
GRI index	138
Limited assurance review of the Sustainability Report	141

Other information

Property portfolio	142
Projects	145
Property listings	148
Share information	154
Five-year summary	155
Key performance indicators	156
Definitions	158
Annual General meeting and reg.	159

Sustainability indicators in accordance with EPRA, properties and employees¹⁾

Properties

Impact category	EPRA code	Measurement unit	Indicator	Absolute measures (Abs)		Like-for-like (Lfl)			
				2022	2021	2022	2021	Change, %	
ENERGY	Elec-Abs, Elec-Lfl	MWh	Electricity	for landlord shared services	23,871	25,410	22,306	24,348	-8.4
				(sub)metered exclusively to tenants	27,538	22,489	27,043	22,362	20.9
				Total landlord-obtained electricity	51,409	47,899	49,349	46,709	5.7
				Total tenant-obtained electricity					
				Total electricity	51,409	47,899	49,349	46,709	5.7
				% from renewable sources	100	100	100	100	0
		No. of applicable properties		Electricity disclosure coverage	68	66	63	63	-
		%		Proportion of electricity estimated	0	0	0	0	-
	DH&C-Abs, DH&C-Lfl	MWh	District heating & cooling	for landlord shared services	63,537	67,022	61,814	63,137	-2.1
				(sub)metered exclusively to tenants	6,511	6,639	6,420	6,336	1.3
				Total landlord-obtained heating & cooling	70,048	73,662	68,234	69,474	-1.8
				Total heating & cooling	70,048	73,662	68,234	69,474	-1.8
				% from renewable sources	94	95	-	-	-
				No. of applicable properties		Heating & cooling disclosure coverage	68	66	63
	%		Proportion of heating & cooling estimated	0	0	0	0	-	
Energy-int	kWh/m²/year	Energy intensity		72.8	77.4	75.0	78.0	-3.8	
GHG-Dir-Abs	Tonnes CO₂e	Direct	Total Scope 1	54	98				
GHG EMISSIONS	GHG-Indir-Abs	Tonnes CO₂e	Indirect	Total Scope 2 market-based	1,866	1,512			
				Total Scope 2 location-based	3,851	3,679			
				Total Scope 3	28,796	26,997			
		No. of applicable properties		GHG disclosure coverage ²⁾	84	81			
		%		Proportion of GHG estimated ³⁾	11	6			
	GHG-Int	kg CO₂e/m²/year	GHG Intensity	(Scope 1 + Scope 2) kg/m²	1.3	1.1			
WATER	Water-Abs, Water-Lfl	m³	Municipal water	Total water consumption	392,960	313,570	363,011	295,833	22.7
				No. of applicable properties		Water disclosure coverage	68	66	63
	Water-Int	m³/m²/year	Building water intensity		0.327	0.263	0.32	0.26	22.7
						Proportion of water estimated	0	0	
WASTE	Waste-Abs ⁴⁾	Tonnes	Waste	Total hazardous	42	36			
				Total non-hazardous	2,742	2,632			
				Recycled	1,314	1,274			
				Incineration	1,461	1,389			
				Landfill	8	6			
		No. of applicable properties		Waste disclosure coverage	66	70			
CERTIFIED ASSETS	Cert-Tot	%	Sustainability certified buildings	% of portfolio certified by floor area	100	100			
				% of portfolio certified by number of properties	100	100			
				No. of applicable properties		65	59		

¹⁾ Also includes land and development properties that produce carbon emissions.

²⁾ Electricity consumption of tenants and Property Development (only tenant customisations) in Scope 3.

³⁾ Waste from properties (tenants' and Faberge's operational waste).



About Fabege

We are Fabege	2
Why invest in Fabege?	3
Fabege 2022	4
Message from the CEO	6
Strategy for growth	10
Targets that guide our business	12
Stockholm's property market	14
Stockholm's office market	16
Urban development	18
Our districts:	
Stockholm inner city	20
Hammarby Sjöstad	22
Arenastaden and Haga Norra	24
Solna Business Park	26
Flemingsberg	28
Residential development:	
Birger Bostad	30

Sustainability

Sustainability report	32
Sustainability framework	34
Achieving the sustainable city	36
City districts	38
Properties	42
Employees	46
Supply chain	50
Financing	52
Customers	54
Business ethics	55
Sustainability targets	56

Financial reporting

Message from the CFO	58
Directors' Report	60
Group	78
Parent Company	82
Notes	84
Corporate Governance Report	102
Signing of the Annual Report	116
Auditor's Report	117
Sustainability notes	122
GRI index	138
Limited assurance review of the Sustainability Report	141

Other information

Property portfolio	142
Projects	145
Property listings	148
Share information	154
Five-year summary	155
Key performance indicators	156
Definitions	158
Annual General meeting and reg.	159

Employees¹⁾

Social & Corporate Governance impacts	EPRA Code	Measurement Unit	Indicator	2022	2021	Change, %
HEALTH AND SAFETY	H&S-Emp	Days per employee	Absentee rate	2.96	2.9	+2
			Direct employees	57	57	0
			Board of Directors members	50	56	-11
			Executive Management	47	25	+88
DIVERSITY	Diversity-Emp	% of female employees	Managers	38	35	+9
			All employees	31	29	+7
			Total number new employees	13	11	+18
			Proportion new employees, %	19	21	-1
EMPLOYEES	Emp-Turnover	Total number and rate	Departures – Turnover	8	15	-47
			Proportion of departed employees, %	231	199	+16
			Total employees number	7	7	0
			Composition of the highest governance body ²⁾	0	0	0
CORPORATE GOVERNANCE	Gov-Board	Total number ³⁾	Executive	7	7	0
			Non executive	0	0	0

¹⁾Figures for 2021 exclude Birger Bostad.

²⁾Average number of years on the Board: 7 years.

³⁾Corrected breakdown in the Board as we reported wrong KPIs in 2021.

Equal opportunities/gender equality¹⁾

	2022					2021				
	Women	Men	<30 years	30–50 years	>50 years	Women	Men	<30 years	30–50 years	>50 years
Board of Directors, number	4	3	–	2	5	4	3	0	2	5
Executive Management Team, number	4	4	–	2	6	5	4	0	2	7
Main management team (excl. Executive Management Team), number	14	16	–	20	10	5	16	0	17	4
All employees, number	88	143	16	134	81	70	129	13	114	72

¹⁾Summary of us by gender and age for various levels within the company. We do not record employees' ethnicity.

Number of employees by form of employment, gender and in our business areas

By age, %	0–19	20–29	30–39	40–49	50–59	60–69	Average age
Women	0	3.3	26.7	43.3	22.2	4.4	44 years
Men	0	9.1	27.3	23.8	30.8	9.1	45 years
Total	0	6.9	26.4	31.6	27.7	7.4	45 years

Percentage of women within each area, %

Property Management incl. operations	20
Projects & Business Development	51
Business support	64
Birger Bostad	67

Percentage of entire company employees within each area, %

Property Management incl. operations	52
Projects & Business Development	23
Business support	14
Birger Bostad	10

Sickness absence

Total sickness absence in relation to ordinary working hours, %	Women	Men	Total sickness absence
Age 0–29	¹⁾	3.52	4.25
Age 30–49	3.58	3.58	3.58
Age 50+	1.40	2.65	2.02
Total			3.12

¹⁾ Not reported due to the exemption rule in the legislation which states that the data should not be provided if the number of employees in the group is ten or less, or if the data can be attributed to a single individual. Group refers to both age category and gender distribution within age category.

Accidents

Accident rate is defined as the number of workplace accidents resulting in an absence of one or more contracted working days per 200,000 hours worked, divided by hours worked. Number of hours worked for our own employees in 2022 was 360,518. The most common injuries experienced by our technicians are cuts and crushing injuries. However, these injuries are rare in day-to-day work.

Employees	2022
Number of deaths	0
Number of occupational accidents, with and without absence	5
of which, travel accidents (to and from work) ¹⁾	1
of which accidents with absence	2
of which, serious accidents ²⁾	0
Number of cases of occupational diseases	0
Accident rate (LTAR) ³⁾	0.55

¹⁾ The travel accident did not result in sick leave or lasting injury.

²⁾Relates to accidents with absence from work for a period of more than six months.

³⁾Relates to accidents for own personnel with absence, excluding travel accidents.

Involvement in organisations

We have board or committee assignments in the following organisations:

- BELOK, Beställargruppen Lokaler – the Swedish Energy Agency's network for energy-efficient buildings
- BREEAM and Sweden Green Building Council
- Byggherrarna Sverige AB
- Swedish Property Federation in Stockholm and in local associations in City-Kungsholmen, Hagastaden and Norrmalm
- Arena Huddinge – a forum for sharing knowledge and dialogue between Huddinge Municipality and the business community
- Samverkan i Huddinge – a forum for local security measures
- Accessy – the industry's initiative to create a standard for digital key management

231 number of employees at year-end, of which

- 88 women and 143 men
- 229 permanent employees and 2 fixed-term contract employees
- 229 full-time employees and 2 part-time employees
- the proportion of employees with collective agreements was 100 per cent for the Parent Company¹⁾

¹⁾ As of 01/03/2023, Birger Bostad is covered by a collective bargaining agreement.