

## Management of material sustainability topics

	City districts	Properties	Employees
<b>Material topics</b>	<ul style="list-style-type: none"> <li>Energy system</li> <li>Living conditions in the local community</li> <li>Gender equality</li> </ul>	<ul style="list-style-type: none"> <li>Energy use</li> <li>Greenhouse gas emissions</li> <li>Waste</li> </ul>	<ul style="list-style-type: none"> <li>Good health and safety</li> <li>Diversity and equal opportunity</li> <li>Greenhouse gas emissions</li> </ul>
<b>GRI Standards</b>	<ul style="list-style-type: none"> <li>GRI 302: Energy</li> <li>GRI 305: Emissions</li> <li>Fabege-1: Collaborative initiative</li> <li>Fabege-2: Security measures</li> </ul>	<ul style="list-style-type: none"> <li>GRI 302: Energy</li> <li>GRI 305: Emissions</li> <li>GRI 306: Waste</li> </ul>	<ul style="list-style-type: none"> <li>GRI 403: Occupational health and safety</li> <li>GRI 405: Diversity and equal opportunity</li> <li>GRI 406: Non-discrimination</li> </ul>
<b>Impact in the value chain</b>	<ul style="list-style-type: none"> <li>Actual impact on the city's physical and social spaces</li> <li>Environmental, climate and human impacts of urban development and various collaborative initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Carbon footprint from construction phase. Energy and climate in usage phase.</li> <li>Circular opportunities in final phase</li> <li>Impact on the environment, climate and people in customer management, property operation, construction, purchasing and development</li> </ul>	<ul style="list-style-type: none"> <li>Direct impact on employees' working environment</li> <li>Impact on gender equality, diversity and human rights in recruitment and values work</li> </ul>
<b>We want to achieve the following</b>	<ul style="list-style-type: none"> <li>Contribute towards keeping global warming under 1.5 degrees</li> <li>Continue to focus on environment, climate and social sustainability as we develop the physical environment for life in our neighbourhoods</li> <li>Make a difference in the neighbourhoods where we operate, and our focus will be on children and young people, good education, meaningful leisure time, cultural experiences and finding a route into the labour market</li> </ul>	<ul style="list-style-type: none"> <li>Health and environmentally certified premises, buildings and districts that offer customers good opportunities to make sustainable choices</li> <li>Our property management will be carbon neutral by 2030</li> <li>Our carbon footprint in construction projects will be halved by 2030</li> </ul>	<ul style="list-style-type: none"> <li>Employees believe that as an employer, Fabege facilitates a good work-life balance</li> <li>We will be ranked on the list of Sweden's best workplaces and achieve a rating of at least 90 per cent in Great Place To Work</li> </ul>
<b>What we do</b>	<ul style="list-style-type: none"> <li>Via planning process, property management and development we aim to achieve sustainable property and urban development</li> <li>We get involved in learning and participation within sustainable urban development</li> <li>We create experience-based, equitable and vibrant neighbourhoods with a mix of offices, residential units, services, culture and recreation in accordance with Citylab Action</li> <li>We develop low-carbon energy system solutions for sustainable citydistricts</li> <li>We create the conditions for a safe and secure living environment through sitedevelopment, lighting projects, care/maintenance and a 24-hour presence. With good security, we create the conditions for people, regardless of age, gender, ethnicity, sexual orientation or disability, to want to work, live and stay in our areas around the clock</li> <li>We run collaborative initiatives with schools and local sports activities, including the Låxhjälp homework club and H.A.N.G</li> <li>We collaborate with property owners, businesses, municipalities and the police to gather knowledge and increase participation and safety</li> <li>We contributed SEK 180m to finance expansion of the underground rail service to Arenastaden</li> </ul>	<ul style="list-style-type: none"> <li>Continuing to develop services to reduce carbon footprint</li> <li>Built a zero-energy building certified according to FEBY Gold Plusus</li> <li>Reduced energy use and increased the share of renewable energy</li> <li>Strengthening capacity for low-carbon adjustments, boosting biodiversity, environmental adaptation and an attractive urban space via sustainability-certified properties</li> <li>We facilitate sustainable mobility and offer low-carbon logistics services in our properties</li> <li>Design of premises via choice of materials, renewable electricity, flexibility, energy efficiency improvements and sorting waste for recycling as part of green leases</li> <li>Increasing the green space factor via green roofs or planted areas that offer ecosystem services and create a sense of wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>Skills development that improves employees' conditions within the company while strengthening their position in the wider labour market</li> <li>Ensuring equal rights for all regardless of gender, ethnicity, religion, disability, age and other factors</li> <li>Combating discrimination, for example, through salary surveys and collaboration with employees via the health and safety committee</li> <li>We get involved in learning and participation within sustainable urban development</li> <li>Organising conferences focusing on our values (SPEAK)</li> <li>Health and fitness programmes</li> </ul>
<b>Policies</b>	<ul style="list-style-type: none"> <li>Sustainability and environmental policy</li> <li>Sustainability targets</li> <li>Code of Conduct</li> <li>Procurement and purchasing policy</li> <li>Safety policy</li> <li>Other procedures</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability and environmental policy</li> <li>Sustainability targets</li> <li>Refrigerant policy</li> <li>Energy strategy</li> <li>CO<sub>2</sub> calculation guideline</li> <li>Other procedures</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability and environmental policy</li> <li>Work environment policy</li> <li>Code of Conduct</li> <li>Equality Policy</li> <li>Policy on diversity in the Board of Directors</li> <li>GDPR policy</li> </ul>
<b>Evaluation</b>	<ul style="list-style-type: none"> <li>Monitoring resource use and greenhouse gas emissions</li> <li>Collaborative forums in our neighbourhoods – monitoring local communities</li> <li>Policies are evaluated annually and set by the Executive Management Team</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring resource use and greenhouse gas emissions</li> <li>Follow-up of environmental certification systems</li> <li>Energy monitoring</li> <li>Evaluation of product liability through self-assessment, BREEAM certifications, Building Material Assessment and climate calculations</li> <li>Policies are evaluated annually and set by the Executive Management Team</li> </ul>	<ul style="list-style-type: none"> <li>Annual employee survey, GPTW</li> <li>Monitoring of diversity and gender equality, health and safety through annual survey, salary reviews, health and safety committee etc.</li> <li>Policies are evaluated annually and set by the Executive Management Team</li> </ul>

**Management of material sustainability topics, cont.**

	Supply chain	Financing	Customers	Business ethics
<b>Material topics</b>	<ul style="list-style-type: none"> <li>Review of supplier sustainability, incl. environment and human rights</li> </ul>	<ul style="list-style-type: none"> <li>Green financing</li> </ul>	<ul style="list-style-type: none"> <li>Good health</li> <li>Security</li> <li>Indoor environment</li> <li>Energy use</li> <li>Greenhouse gas emissions</li> </ul>	<ul style="list-style-type: none"> <li>Anti-corruption</li> <li>Tax</li> </ul>
<b>GRI Standards</b>	<ul style="list-style-type: none"> <li>GRI 414: Supplier social assessment</li> <li>GRI 308: Supplier environmental assessment</li> </ul>	<ul style="list-style-type: none"> <li>Fabege-6: Proportion of green financing</li> <li>Fabege-7: EU taxonomy</li> </ul>	<ul style="list-style-type: none"> <li>GRI 302: Energy</li> <li>GRI 305: Emissions</li> <li>Fabege-4: Fitwel certification</li> <li>Fabege-2: Security measures</li> <li>Fabege-5: Percentage BREEAM-certified properties</li> </ul>	<ul style="list-style-type: none"> <li>GRI 205: Anti-corruption</li> <li>GRI 207: Tax</li> </ul>
<b>Impact in the value chain</b>	<ul style="list-style-type: none"> <li>Sets requirements for suppliers and subcontractors in relation to the environment, health and safety and human rights</li> </ul>	<ul style="list-style-type: none"> <li>Through high ESG performance, we can be part of increasing the share of green finance in society</li> </ul>	<ul style="list-style-type: none"> <li>Direct impact on customers' indoor environment and indirect impact on their business</li> </ul>	<ul style="list-style-type: none"> <li>Good business ethics enable us to promote sustainable and fair competition</li> </ul>
<b>We want to achieve the following</b>	<ul style="list-style-type: none"> <li>100% of our suppliers with framework agreements will be audited on the basis of our Supplier Code of Conduct, policies and international conventions</li> </ul>	<ul style="list-style-type: none"> <li>Our financing will continue to be 100% sustainable and green</li> </ul>	<ul style="list-style-type: none"> <li>We aim to be a proactive partner that puts people front and centre; that through innovation, responsibility and flexibility enables customers and businesses to develop</li> </ul>	<ul style="list-style-type: none"> <li>Our operations shall be characterised by strong business ethics and responsibility</li> </ul>
<b>What we do</b>	<p>Introduced a new system to screen framework agreement suppliers from a sustainability perspective in order to:</p> <ul style="list-style-type: none"> <li>Ensure labour law is complied with in areas such as salaries, overtime and working conditions</li> <li>Combat inadequate business ethics and corruption</li> <li>Prevent child labour and forced labour</li> <li>Guarantee fire safety and work environment</li> <li>Combat negative impact on environment in local community resulting from emissions of hazardous substances to water, air and/or soil</li> <li>Ensure impeccable business ethics and compliance with Code of Conduct</li> <li>Achieve energy efficiency, resource management and good material choices in terms of chemical content, environmental impact and carbon footprint</li> <li>Adhere to health and environmental certification systems</li> <li>Report on greenhouse gas emissions</li> </ul>	<ul style="list-style-type: none"> <li>Increase the proportion of sustainable investments that reduce climate risk in assets</li> <li>Disseminate sustainability knowledge to capital providers and investors</li> <li>Participated in the development of banks' green loan products, sustainability-linked loans and new sustainable products on the capital market</li> <li>Continuous sustainability discussions with, and reporting to capital providers</li> </ul>	<ul style="list-style-type: none"> <li>Design premises with a focus on health, indoor climate, greenhouse gas emissions, reuse, sustainable choice of materials, renewable electricity, flexibility, energy efficiency improvements and sorting waste for recycling under the remit of green leases</li> <li>Health and environmentally certified premises to BREEAM standard, buildings and districts that offer customers good opportunities to make sustainable choices</li> </ul>	<ul style="list-style-type: none"> <li>All our employees receive regular training on both our Code of Conduct and the industry's code against corruption. We comply with the relevant laws and other regulations. The same applies to generally acceptable business practice and international human rights, labour and environmental standards in accordance with the Global Compact and the ILO's fundamental conventions on human rights at the workplace</li> <li>Our Ethics Council supports our daily work, with representatives from different departments. The Council, which reports to the Executive Management Team, is responsible for leading and driving work on ethical issues and monitoring relevant external issues. We comply with all tax legislation and regulations. In areas where the regulatory framework is unclear, we act transparently and prudently, and we refrain completely from aggressive and sophisticated tax planning</li> </ul>
<b>Policies</b>	<ul style="list-style-type: none"> <li>Sustainability and environmental policy</li> <li>Procurement and purchasing policy</li> <li>Code of Conduct for suppliers</li> <li>Other procedures</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability and environmental policy</li> <li>Finance policy</li> <li>Tax policy</li> <li>Credit policy</li> <li>Other procedures</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability and environmental policy</li> <li>Sustainability targets</li> <li>Code of Conduct</li> <li>Safety policy</li> <li>Other procedures</li> </ul>	<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Policy for whistleblower function</li> <li>Tax policy</li> <li>Insider policy</li> <li>Anti-corruption guidelines</li> <li>Sponsorship policy</li> <li>Other procedures</li> </ul>
<b>Evaluation</b>	<ul style="list-style-type: none"> <li>Ongoing quality measurement and framework agreement suppliers audited for sustainability</li> <li>Policies are evaluated annually and set by the Executive Management Team</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly and annual evaluation regarding green financing</li> <li>Policies are evaluated annually and set by the Executive Management Team</li> </ul>	<ul style="list-style-type: none"> <li>Analysis of customer satisfaction rating (CSI)</li> <li>Analysis of regular customer dialogues</li> <li>Policies are evaluated annually and set by the Executive Management Team</li> </ul>	<ul style="list-style-type: none"> <li>Follow-up of cases raised via whistleblower function</li> <li>Policies are evaluated annually and set by the Executive Management Team</li> </ul>