

Sustainability indicators in accordance with EPRA, properties and employees

| | | | | | Absolute measures (Abs) | | Like-for-like (Lfl) | | | | |
|-------------------------------------------|--------------------------|-------------------------------------------|------------------------------------|--------------------------------------------------|-------------------------------|-------------------------------------------|---------------------|--------|-----------|----|---|
| | | | | | 2023 | 2022 | 2023 | 2022 | Change, % | | |
| ENERGY | Elec-Abs, Elec-LfL | MWh | Electricity | for landlord shared services | 22,387 | 23,871 | 21,055 | 23,158 | -9 | | |
| | | | | (sub)metered exclusively to tenants | 29,334 | 27,538 | 28,877 | 26,809 | 4 | | |
| | | | | Total landlord-obtained electricity | 51,721 | 51,409 | 48,933 | 49,968 | -2 | | |
| | | | | Total tenant-obtained electricity | | | | | | | |
| | | | | Total electricity | 51,721 | 51,409 | 48,933 | 49,968 | -2 | | |
| | | | | | % from renewable sources | 100 | 100 | 100 | 100 | 0 | |
| | | | No. of applicable properties | Electricity disclosure coverage | 69 | 68 | 66 | 66 | — | | |
| | | | % | Proportion of electricity estimated | 0 | 0 | 0 | 0 | — | | |
| | DH&C-Abs, DH&C-LfL | MWh | District heating & cooling | for landlord shared services | 63,587 | 63,537 | 60,489 | 61,050 | -1 | | |
| | | | | (sub)metered exclusively to tenants | 6,616 | 6,511 | 6,545 | 5,984 | 9 | | |
| Total landlord-obtained heating & cooling | | | | 70,202 | 70,048 | 67,034 | 67,034 | 0 | | | |
| Total heating & cooling | | | | 70,202 | 70,048 | 67,034 | 67,034 | 0 | | | |
| | | | | | % from renewable sources | 87 | 94 | — | — | — | |
| | | | | | No. of applicable properties | Heating & cooling disclosure coverage | 69 | 68 | 66 | 66 | — |
| | | | | | % | Proportion of heating & cooling estimated | 0 | 0 | 0 | 0 | — |
| Energy-int | kWh/m ² /year | Energy intensity | | 71.0 | 72.8 | 71.6 | 73.9 | -3 | | | |
| GHG EMISSIONS | GHG-Dir-Abs | Tonnes CO ₂ e | Direct | Total Scope 1 | 0 | 54 | | | | | |
| | | | | Total Scope 2 market-based | 1,711 | 1,866 | | | | | |
| | | | | Total Scope 2 location-based | 3,451 | 3,851 | | | | | |
| | | | No. of applicable properties | GHG disclosure coverage ¹⁾ | 81 | 84 | | | | | |
| | | | % | Proportion of GHG estimated ²⁾ | 17 | 11 | | | | | |
| | | kg CO ₂ e/m ² /year | GHG Intensity | (Scope 1 + Scope 2) kg/m ² | 1.2 | 1.3 | | | | | |
| WATER | m ³ | Municipal water | Total water consumption | 441,038 | 392,960 | 412,349 | 386,945 | 7 | | | |
| | | | | No. of applicable properties | Water disclosure coverage | 69 | 68 | 66 | 66 | — | |
| | | | | m ³ /m ² /year | Building water intensity | 0.364 | 0.327 | 0.36 | 0.34 | 6 | |
| | | | | % | Proportion of water estimated | 0 | 0 | | | | |
| WASTE | Waste-Abs ³⁾ | Tonnes | Waste | Total hazardous | 27 | 42 | | | | | |
| | | | | Total non-hazardous | 2,361 | 2,742 | | | | | |
| | | | | Recycled | 1,007 | 1,314 | | | | | |
| | | | | Incineration | 1,376 | 1,461 | | | | | |
| | | | | Landfill | 4 | 8 | | | | | |
| | | | | | Waste disclosure coverage | 63 | 66 | | | | |
| 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 | 63 | 65 | | | | | |

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 Fabege's operational waste).

Sustainability indicators in accordance with EPRA, properties and employees cont.

Employees

| Social & Corporate Governance impacts | EPRA Code | Measurement Unit | Indicator | | 2023 | 2022 | Change, % | |
|---------------------------------------|---------------|-----------------------|---------------------|-----------------------------|-------------------------------------|--------------|----------------------------------------------------------|-----------|
| HEALTH AND SAFETY | H&S-Emp | Days per employee | Absentee rate | Direct employees | 2.9 | 2.96 | -2 | |
| | | | | Board of Directors members | 57 | 57 | 0 | |
| | | | | Executive Management | 50 | 50 | 0 | |
| DIVERSITY | Diversity-Emp | % of female employees | Diversity Employees | Managers | 38 | 47 | -19 | |
| | | | | All employees | 36 | 38 | -6 | |
| | | | | Total number new employees | 22 | 31 | -29 | |
| EMPLOYEES | Emp-Turnover | Total number and rate | New hires | Proportion new employees, % | 10 | 13 | -23 | |
| | | | | Departures – Turnover | Total number of departed employees | 25 | 19 | 35 |
| | | | | | Proportion of departed employees, % | 11 | 8 | 38 |
| | | | | Total employees number | 228 | 231 | -1 | |
| | | | | CORPORATE GOVERNANCE | Gov-Board | Total number | Composition of the highest governance body ¹⁾ | Executive |
| Non executive | 0 | 0 | 0 | | | | | |
| | 7 | 7 | 0 | | | | | |

¹⁾ Average number of years on the Board: 6 years.

Equal opportunities/gender equality¹⁾

| | 2023 | | | | | 2022 | | | | |
|----------------------------------------------------------------|-------|-----|-----------|-------------|-----------|-------|-----|-----------|-------------|-----------|
| | 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 | — | 2 | 5 |
| Executive Management Team, number | 4 | 4 | — | 2 | 6 | 4 | 4 | — | 2 | 6 |
| Main management team (excl. Executive Management Team), number | 11 | 18 | — | 17 | 12 | 14 | 16 | — | 20 | 10 |
| All employees, number | 83 | 145 | 16 | 131 | 81 | 88 | 143 | 16 | 134 | 81 |

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 | 3.6 | 22.9 | 43.4 | 24.1 | 6.0 | 45 |
| Men | 0.7 | 9.0 | 26.2 | 24.1 | 30.3 | 9.7 | 45 |
| Total | 0.4 | 7.0 | 25.0 | 31.1 | 28.1 | 8.3 | 45 |

| Percentage of women within each area, % | Percentage of entire company employees within each area, % | | |
|-----------------------------------------|------------------------------------------------------------|--------------------------------------|----|
| Property Management incl. operations | 21 | Property Management incl. operations | 53 |
| Projects & Business Development | 49 | Projects & Business Development | 24 |
| Business support | 55 | Business support | 13 |
| Birger Bostad | 64 | Birger Bostad | 10 |

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. The number of hours worked for our own employees in 2023 was 413,056. The most common injuries experienced by our technicians are cuts and crushing injuries. However, these injuries are rare in day-to-day work.

| Employees | 2023 |
|------------------------------------------------------------|------|
| Number of deaths | 0 |
| Number of occupational accidents, with and without absence | 8 |
| of which travel accidents (to and from work) ¹⁾ | 2 |
| of which accidents with absence | 2 |
| of which serious accidents ²⁾ | 0 |
| Number of cases of occupational diseases | 0 |
| Accident rate (LTAR) ³⁾ | 0.48 |

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.

Sickness absence

| Total sickness absence in relation to ordinary working hours, % | Women | Men | Total sickness absence |
|-----------------------------------------------------------------|-----------------|-------------|------------------------|
| Age 0–29 | — ¹⁾ | 4.11 | 3.78 |
| Age 30–49 | 4.83 | 3.10 | 3.85 |
| Age 50+ | 1.03 | 1.47 | 1.33 |
| Total | 3.54 | 2.51 | 2.90 |

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.

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 (The Swedish Construction Clients)
- 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 (Cooperation in Huddinge) – a forum for local security measures
- Accessy – the industry's initiative to create a standard for digital key management

Number of employees at year-end, of which

| | | | |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| 228 | <ul style="list-style-type: none"> • 83 women and 145 men • 225 permanent employees and 3 fixed-term contract employees | <ul style="list-style-type: none"> • 226 full-time employees and 2 part-time employees | <ul style="list-style-type: none"> • the proportion of employees with collective agreements was 100% for the Group |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|