

Management of material sustainability topics

	City districts	Properties	Employees
Material topics	<ul style="list-style-type: none"> Energy system Living conditions in the local community Equality 	<ul style="list-style-type: none"> Energy use Greenhouse gas emissions Waste 	<ul style="list-style-type: none"> Good health Security Diversity and gender equality Greenhouse gas emissions
GRI Standards	<ul style="list-style-type: none"> GRI 302: Energy GRI 305: Emissions Fabege-1: Collaborative initiative Fabege-2: Security measures 	<ul style="list-style-type: none"> GRI 302: Energy GRI 305: Emissions GRI 306: Waste 	<ul style="list-style-type: none"> GRI 403: Occupational health and safety GRI 405: Diversity and gender equality GRI 406: Non-discrimination
Impact in the value chain	<ul style="list-style-type: none"> Actual impact on the city's physical and social spaces. Environmental, climate and human impacts of urban development and various collaborative initiatives. 	<ul style="list-style-type: none"> Carbon footprint in the construction phase, energy and climate in the use phase and circular opportunities at end-of-life phase. Impact on the environment, climate and people in customer management, property operation, construction, purchasing and development. 	<ul style="list-style-type: none"> Direct impact on employees' working environment. Impact on gender equality, diversity and human rights in recruitment and values work.
We want to achieve the following	<ul style="list-style-type: none"> Contribute towards keeping global warming under 1.5 degrees. Continue to focus on environment, climate and social sustainability as we develop the physical environment for life in our neighbourhoods. Make a difference in the neighbourhoods in which we operate, and our focus should be on children and young people, good education, meaningful leisure time, cultural experiences and finding a route into the labour market. 	<ul style="list-style-type: none"> Health and environmentally certified premises, buildings and districts that offer customers good opportunities to make sustainable choices. Our property management will be carbon neutral by 2030. Our carbon footprint in construction projects will be halved by 2030. 	<ul style="list-style-type: none"> Employees believe that as an employer, Fabege facilitates a good work-life balance. We will be ranked on the list of Sweden's best workplaces and achieve a rating of at least 90% in the Great Place To Work survey.
What we do	<ul style="list-style-type: none"> Via planning process, property management and development, we aim to achieve sustainable property and urban development. We get involved in learning and participation within sustainable urban development. We create experience-based, equitable and vibrant neighbourhoods with a mix of offices, residential units, services, culture and recreation in accordance with Citylab Action. We develop low-carbon energy system solutions for sustainable city districts. We create the conditions for a safe and secure living environment through site development, 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. We run collaborative initiatives with schools and local sports activities, including the Låxhjälp homework club and H.A.N.G. We collaborate with property owners, businesses, municipalities and the police to gather knowledge and increase participation and safety. We work together with public transport and have decided to contribute SEK 180m to finance expansion of the underground rail service to Arenastaden. 	<ul style="list-style-type: none"> We are continuing to develop services to reduce our carbon footprint. We have built a zero-energy building certified according to FEBY Gold Plushus. We have reduced energy consumption and increased the proportion of renewable energy. We strengthen capacity for low-carbon adjustments, boosting biodiversity, making environmental adaptations and creating an attractive urban space via sustainability-certified properties. We facilitate sustainable mobility and offer low-carbon logistics services in our properties. We design premises via choice of materials, renewable electricity, flexibility, energy efficiency improvements and sorting waste for recycling as part of our green leases. We increase the green space factor via green roofs or planted areas that offer ecosystem services and create a sense of wellbeing. 	<ul style="list-style-type: none"> We provide skills development opportunities that improve employees' conditions within the company, while strengthening their position in the wider labour market. We ensure equal rights for all irrespective of gender, ethnicity, religion, disability, age and other factors. We combat discrimination, for example, via salary reviews and collaboration with employees via our health and safety committee. We get involved in learning and participation within sustainable urban development. We organise conferences focusing on our values (SPEAK). Health and fitness programmes
Policies	<ul style="list-style-type: none"> Sustainability and environmental policy Sustainability targets Code of Conduct Procurement and purchasing policy Security policy Other procedures 	<ul style="list-style-type: none"> Sustainability and environmental policy Sustainability targets Refrigerant policy Energy strategy CO₂ calculation guideline Other procedures 	<ul style="list-style-type: none"> Sustainability and environmental policy Work environment policy Code of Conduct Equality Policy Policy on diversity in the Board of Directors GDPR policy
Evaluation	<ul style="list-style-type: none"> Monitoring resource use and greenhouse gas emissions. Collaborative forums in our neighbourhoods – monitoring local communities. Policies are evaluated annually and set by the Executive Management Team. Workplace inspections at projects. 	<ul style="list-style-type: none"> Monitoring resource use and greenhouse gas emissions. Follow-up of environmental certification systems. Energy monitoring Evaluation of product liability through self-assessment, BREEAM certifications, Building Material Assessment and climate calculations. Policies are evaluated annually and set by the Executive Management Team. 	<ul style="list-style-type: none"> Annual employee survey, GPTW. Monitoring of diversity and gender equality, health and safety via annual survey, salary reviews, health and safety committee etc. Policies are evaluated annually and set by the Executive Management Team.

Management of material sustainability topics cont.

	Supply chain	Financing	Customers	Business ethics
Material topics	<ul style="list-style-type: none"> Review of supplier sustainability, incl. environment and human rights. 	<ul style="list-style-type: none"> Green financing 	<ul style="list-style-type: none"> Good health Security Indoor environment Energy use Greenhouse gas emissions 	<ul style="list-style-type: none"> Anti-corruption Tax
GRI Standards	<ul style="list-style-type: none"> GRI 414: Supplier social assessment GRI 308: Supplier environmental assessment 	<ul style="list-style-type: none"> Fabege-6: Proportion of green financing Fabege-7: EU taxonomy 	<ul style="list-style-type: none"> GRI 302: Energy GRI 305: Emissions Fabege-4: Fitwel certification Fabege-2: Security measures Fabege-5: Percentage BREEAM-certified properties 	<ul style="list-style-type: none"> GRI 205: Anti-corruption GRI 207: Tax
Impact in the value chain	<ul style="list-style-type: none"> We set requirements for suppliers and subcontractors in relation to the environment, health and safety and human rights. 	<ul style="list-style-type: none"> Through high ESG performance, we can be part of increasing the proportion of green finance in society. 	<ul style="list-style-type: none"> Direct impact on customers' indoor environment and indirect impact on their business. 	<ul style="list-style-type: none"> Good business ethics enable us to promote sustainable and fair competition.
We want to achieve the following	<ul style="list-style-type: none"> 100% of our suppliers with framework agreements will be audited on the basis of our Supplier Code of Conduct, policies and international conventions. 	<ul style="list-style-type: none"> Our financing will continue to be 100% sustainable and green. 	<ul style="list-style-type: none"> We will be a proactive partner that puts people front and centre, and that enables customers and businesses to develop through innovation, responsibility and flexibility. 	<ul style="list-style-type: none"> Our operations will be characterised by strong business ethics and responsibility.
What we do	<p>We have introduced a new system to screen framework agreement suppliers from a sustainability perspective in order to:</p> <ul style="list-style-type: none"> Ensure labour law is complied with in areas such as salaries, overtime and employment conditions. Combat inadequate business ethics and corruption. Prevent child labour and forced labour. Guarantee fire safety and a safe work environment. Combat negative environmental impact in the local community resulting from emissions of hazardous substances to water, air and/or soil. Ensure impeccable business ethics and compliance with Code of Conduct. Achieve energy efficiency, effective resource management and good material choices in terms of chemical content, environmental impact and carbon footprint. Adhere to health and environmental certification systems. Report on greenhouse gas emissions. 	<ul style="list-style-type: none"> We are increasing the proportion of sustainable investments that reduce climate risk in assets. We share knowledge with capital providers and investors on sustainability. We have participated in the development of banks' green loan products, sustainability-linked loans and new sustainable products on the capital market. We hold regular sustainability discussions with capital providers and report back to them. 	<ul style="list-style-type: none"> We 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. We ensure premises are health and environmentally certified to BREEAM standard, and we provide buildings and districts that offer customers good opportunities to make sustainable choices. 	<ul style="list-style-type: none"> 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 work. 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.
Policies	<ul style="list-style-type: none"> Sustainability and environmental policy Procurement and purchasing policy Code of Conduct for suppliers Other procedures 	<ul style="list-style-type: none"> Sustainability and environmental policy Finance policy Tax policy Credit policy Other procedures 	<ul style="list-style-type: none"> Sustainability and environmental policy Sustainability targets Code of Conduct Security policy Other procedures 	<ul style="list-style-type: none"> Code of Conduct Policy for whistleblower function Tax policy Inside information policy Anti-corruption guidelines Sponsorship policy Other procedures
Evaluation	<ul style="list-style-type: none"> Ongoing quality measurement and framework agreement suppliers audited for sustainability. Policies are evaluated annually and set by the Executive Management Team. Workplace inspections at projects. 	<ul style="list-style-type: none"> Quarterly and annual evaluation regarding green financing. Policies are evaluated annually and set by the Executive Management Team. 	<ul style="list-style-type: none"> Analysis of Customer Satisfaction Index (CSI). Analysis of regular customer dialogues. Policies are evaluated annually and set by the Executive Management Team. 	<ul style="list-style-type: none"> Follow-up of cases raised via whistleblower function. Policies are evaluated annually and set by the Executive Management Team.