

Sustainability indicators in accordance with EPRA, properties and employees<sup>1)</sup>

					Absolute measures (Abs)		Like-for-like (LfL)		
					2024	2023	2024	2023	Change, %
ENERGY	Elec-Abs, Elec-LfL	MWh	Electricity	For landlord shared services	23,132	22,387	23,094	22,387	3
				(Sub)metered exclusively to tenants	29,463	29,334	29,463	29,334	0
				Total landlord-obtained electricity	52,595	51,721	52,557	51,721	2
				Total tenant-obtained electricity					
				Total electricity	52,595	51,721	52,557	51,721	2
				% from renewable sources	100	100	100	100	0
		No. of applicable properties	Electricity disclosure coverage	70	69	69	69	–	
		%	Proportion of electricity estimated	0	0	0	0	–	
	DH&C-Abs, DH&C-LfL	MWh	District heating & cooling	For landlord shared services	61,830	63,587	61,830	63,587	–3
				(Sub)metered exclusively to tenants	7,396	6,616	7,396	6,616	12
				Total landlord-obtained heating & cooling	69,227	70,202	69,227	70,202	–1
				Total heating & cooling	69,227	70,202	69,227	70,202	–1
				% from renewable sources	90	87	–	–	–
					No. of applicable properties	Heating & cooling disclosure coverage	70	69	69
		%	Proportion of heating & cooling estimated	0	0	0	0	–	
	Energy-int	kWh / m² / year	Energy intensity		70	71	70	71	–1
	WATER		m³	Municipal water	Total water consumption	431,227	441,038	431,081	441,038
		No. of applicable properties	Water disclosure coverage	70	69	69	69	–	
		m³ / m² / year	Building water intensity		0.356	0.364	0.36	0.36	0
		%	Proportion of water estimated	0	0				
WASTE	Waste-Abs <sup>2)</sup>	Tonnes	Waste	Total hazardous	30	27			
				Total non-hazardous	2,506	2,361			
				Recycled	1,030	1,007			
				Incineration	1,506	1,376			
				Landfill	1	4			
				Waste disclosure coverage	61	63			
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		62	63		

<sup>1)</sup> Taken from the original English EPRA definitions.  
<sup>2)</sup> Waste from properties (tenants' and Fabego's operational waste).

				Absolute measures (Abs)		Method for calculation		
				2024	2023			
GHG EMISSIONS	GHG-Dir-Abs	Tonnes CO <sub>2</sub> e	Direct	Total Scope 1	37	0	Fuel-based	
				Refrigerant leakage	37	0	Fuel-based	
				Service vehicles	0	0	Fuel-based	
				Total Scope 2 (Market-based)	1,798	1,711	Fuel-based	
				Heating	1,798	1,711	Fuel-based	
				Cooling	0	0	Fuel-based	
				Electricity	0	0	Fuel-based	
				Total Scope 2 (Location-based)	3,579	3,451	Fuel-based	
				Heating	1,798	1,711	Fuel-based	
				Cooling	0	0	Fuel-based	
				Electricity	1,781	1,740	Fuel-based	
	GHG-Indir-Abs	Tonnes CO <sub>2</sub> e	Indirect	Total Scope 3	16,537	13,258		
				Waste management	34	67	Spend-based	
				Leased vehicles and staff vehicles used for work	7	5	Distance-based	
				Air travel	68	10	Distance-based	
				Property development	15,431	11,999	Average-based	
				Property energy	616	670	Fuel-based	
				Commuter journeys	98	98	Average-based	
				Electricity consumption, tenants	284	409	Average-based	
				Total Scopes 1–3	18,372	14,970		
				Carbon offsetting, district heating and air travel	–1,734	–1,658		
				Net emissions after carbon offset	16,638	13,312		
				No. of applicable properties	GHG disclosure coverage <sup>1)</sup>	86	81	
				%	Proportion of GHG estimated <sup>2)</sup>	3	17	
				kg CO <sub>2</sub> e / m <sup>2</sup> / year	GHG Intensity	Scope 1 + Scope 2	1.3	1.2
				kg CO <sub>2</sub> e / m <sup>2</sup> / year	GHG Intensity	Scope 3	11.4	9.4

EMPLOYEES	Social & Corporate Governance impacts	EPRA Code	Measurement Unit	Indicator		2024	2023	Change, %
	HEALTH AND SAFETY	H&S-Emp	Days per employee	Absentee rate	Direct employees	3.43	2.9	18
					Board of Directors members	43	57	–25
	DIVERSITY	Diversity-Emp	% of female employees	Diversity Employees	Executive Management	50	50	0
					Managers	38	38	0
					All employees	38	36	6
					Total number new employees	21	22	–5
	EMPLOYEES	Emp-Turnover	Total number and rate	New hires	Proportion new employees, %	9	10	–10
				Departures – Turnover	Total number of departed employees	18	25	–28
				Proportion of departed employees, %	8	11	–27	
				Total employees number	229	228	~0	
	CORPORATE GOVERNANCE	Gov-Board	Total number	Composition of the highest governance body <sup>3)</sup>	7	7	0	
				Executive	0	0	0	
				Non executive	7	7	0	

<sup>1)</sup> Also includes land and improvement properties that generate carbon emissions.

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

<sup>3)</sup> Average number of years on the Board: 7 years.

Sustainability indicators, other

Equal opportunities/gender equality<sup>1)</sup>

	2024					2023				
	Women	Men	<30 years	30–50 years	>50 years	Women	Men	<30 years	30–50 years	>50 years
Board of Directors, number	3	4		1	6	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		12	17	11	18	–	17	12
All employees, number	87	142	16	124	89	83	145	16	131	81

Share 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	5.7	21.6	38.6	23.9	10.2	45
Men	0	7.8	24.8	24.8	24.8	17.7	46
<b>All employees</b>	<b>0</b>	<b>7.0</b>	<b>23.6</b>	<b>30.1</b>	<b>24.5</b>	<b>14.8</b>	<b>46</b>

Share of women within each area, %		Share of entire company employees within each area, %	
Property Management incl. operations	27	Property Management incl. operations	55
Projects & Business Development	49	Projects & Business Development	25
Business support	54	Business support	12
Birger Bostad	56	Birger Bostad	8

## 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

## Sickness absence

Total sickness absence in relation to ordinary working hours, %	Women	Men	Total sickness absence
Age 0-29	2.10	3.61	3.25
Age 30-49	8.13	2.62	4.91
Age 50+	0.37	2.12	1.55
<b>All employees</b>	<b>5.08</b>	<b>2.47</b>	<b>3.43</b>

## 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 2024 was 411,687. The most common injuries experienced by our technicians are cuts and crushing injuries. However, these injuries are rare in day-to-day work.

Employees	2024
Number of occupational accidents, with and without absence	14
of which travel accidents (to and from work) <sup>2)</sup>	1
of which accidents with absence	0
of which serious accidents <sup>3)</sup>	0
Number of cases of occupational diseases	0
Number of deaths	0
Accident rate (LTAR) <sup>4)</sup>	0
Suppliers	
Accident rate, contractor (LTAR) <sup>5)</sup>	2

## Certifications <sup>6)</sup>

System	No. of	Sqm, GLA	Proportion of certified area, %
BREEAM In-Use	46	705,936	66
BREEAM-SE <sup>7)</sup>	15	351,448	33
Miljöbyggnad	1	5,593	1
<b>Total environmentally certified properties</b>	<b>62</b>	<b>1,062,977</b>	<b>100</b>

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

<sup>2)</sup> The travel accident did not result in sick leave or lasting injury.

<sup>3)</sup> Relates to accidents with absence from work for a period of more than six months.

<sup>4)</sup> Relates to accidents for own personnel with absence, excluding travel accidents.

<sup>5</sup> Relates to accidents for own personnel with absence, excluding travel accidents. Reporting relating to contractor accidents is not comprehensive, as not all small projects report contractors' accidents in the IA system yet.

<sup>6)</sup> The properties for which certification has not yet begun include land and improvement properties for future project development.

<sup>7)</sup> BREEAM-SE now also includes the properties certified according to BREEAM Bespoke, as BREEAM Bespoke is a customised manual based on BREEAM-SE.

## Number of employees at year-end

229

of which

- 87 women and 142 men
- 226 permanent employees and 3 fixed-term contract employees
- 227 full-time employees and 2 part-time employees
- the proportion of employees with collective agreements was 100% for the Group