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Faberge AB (publ)
Box 730, SE-169 27 Solna | Phone: +46 8 555 148 00
Email: info@faberge.se | www.faberge.se
Corporate registration number: 556049-1523 |
Registered office of the Board of Directors:
Stockholm, Sweden

Mia Häggström
Head of Sustainability
+46 8 555 148 55 mia.haggstrom@faberge.se

Sustainability

We are leading the way with our ambitious work on sustainability. Through this work, we are contributing to a sustainable Stockholm where we are developing and managing city districts, properties and premises. Our approach is rooted in a holistic perspective to strengthen our city districts as experience-based meeting places, where the primary focus is on health, convenience, safety and comfort. By influencing everything from the choice of building materials and energy use to sustainable travel, we can also contribute to reduced carbon footprints.

We want to make a difference in the city districts in which we operate, for example by helping children and young people get a good education, enjoy meaningful leisure time and, in the longer term, find a route into the labour market.

We endeavour to manage the challenges that are of particular significance to our sector, such as contributing to a more stable energy system in Sweden, safe neighbourhoods for all, construction sites where there is gender equality, achieving climate goals, as well as reducing corruption and increasing respect for human rights. We also work actively to promote quality of life in our districts, where experiences, services, learning, culture, equality and good health are all important aspects of our work. During the year, we focused in particular on our climate targets (Scopes 1–3) and energy efficiency, with a particular emphasis on electricity.

Our economic, environmental and social responsibilities are based on the 1.5-degree target and the UN Sustainable Development Goals. Our sustainability work is well integrated throughout our operations and every day our organisation will contribute, in large and small ways, to making the Stockholm region an even more sustainable place.

Through curiosity, collaboration and drive, we can future-proof our assets and find new ways of boosting the appeal of, and wellbeing in and around our properties, with the minimal possible carbon footprint.”

Mia Häggström
Head of Sustainability



Viable cities and communities

UN Agenda

Agenda 2030 and our role in a broader context

The UN's 2030 Agenda for Sustainable Development serves as a guide in efforts to ensure global development is sustainable in the long term. By joining forces in support of the 17 Sustainable Development Goals (SDGs), the countries of the world aim by the year 2030 to have made human rights for everyone a reality, and achieved gender equality and lasting protection for our planet. The business community has an important role to play here, particularly the construction and property sector. We can see strong synergies between the goals, which is why we are placing greater emphasis on the areas that present the most significant challenges to our business, namely Goal 9 Industry, Innovation and Infrastructure; Goal 10 Reduced Inequality, and Goal 12 Responsible Consumption and Production. During the year, we have maintained a firm focus on Goals 9 and 12, with the aim of creating conditions for circular material flows through disassembly, reuse and recycling. Within Goal 10 we have adopted a structured approach to working with, and planning ways to reduce social inequalities in our districts.

Our ambitious sustainability work has led to activities linked to several of the SDGs now being integral elements of our business processes. For example, our work on Goal 3 Good Health and Well-being, and Goal 13 Climate Action are a direct consequence of our work on Goals 9, 11 and 12. The latter goals are therefore prioritised so that all the challenges involved can be addressed effectively.

We know that our work has an impact on all 17 SDGs, and that there are synergy opportunities between the environment, social values and economics. However, we do not underestimate the huge adjustments that remain to be made, for example in relation to Goal 13.



We will continue to be at the forefront and push the industry to develop

It is important for property companies to keep an eye on their costs and to constantly work actively to improve their operating income. It is important to distinguish between good and bad costs and to constantly question and assess what we do. Our sustainability efforts are definitely part of the good costs and we will continue with our high level of ambition in this area. Our sustainability work is an integral part of our business, both in projects and in the daily running of buildings and the business. Interest in sustainability issues is also steadily increasing among customers, in society and on the capital and financial markets, which is positive.

It was therefore gratifying that we moved up the Global Real Estate Sustainability Benchmark (GRESB) again in 2022. GRESB evaluates a number of sectors based on a wide range of sustaina-

“Our sustainability efforts are definitely part of the good costs and we will continue with our high level of ambition in this area.”

bility aspects, ranging from environmental to social sustainability, governance and monitoring.

In the 2022 rating, we scored 94 out of a possible 100, the highest ranking in the office sector, among 1,800 other listed European property companies. That’s something about which we can be proud. And we can also be proud of the work we’ve done to further reduce energy consumption.

I am really pleased with our work on social initiatives in 2022. I’m thinking of all the great interaction we’ve had with customers and people in our areas, and all the development we’ve contributed to in our properties and areas. I’m also thinking of how we have tried, in our own way, to help the residents of Flemingsberg, in particular, to have better schooling, richer leisure time, and work experience and employment opportunities. I’m thinking of how we support some of our tenants working with Ukraine, both on the ground and with refugees here in Stockholm, and how we continue to support the charity Stadsmissionen.

I’m also thinking of how we are trying to contribute to a better world through our sustainability efforts. And I’m thinking of how all this leads to an even better company, equipped for the future, and how it leads to better neighbourhoods and areas, and how it creates value. We can be proud of the fact that in autumn 2022 we inaugurated the first ‘Hållbarhetshus’ (sustainability building) in Arenastaden. This is part of Vinnova’s Återhus research project – constructing buildings from buildings. At our initiative, 14 partners have developed methods and processes for reusing steel and concrete frames and facades in a new building. It wasn’t an easy process, but it is now in place; 1,000 square metres of office, meeting and showroom space, 70 per cent of which is made from recycled building materials. It’s the first step in a long journey, a journey we hope to make together with others.

Sustainability is not a competition, but a collective direction and challenge for the entire industry. We will continue to be at the forefront and push the industry to develop. Because, as a company in the property sector, we have a unique opportunity to contribute to a better society, and we want to both inspire other companies and be inspired by others to also utilise this opportunity. Our greatest competitive advantage is not, of course, our properties of



stone, steel and concrete, but, ultimately, all the employees who meet our customers every day, keep the properties in great condition, develop business areas, projects and offices, and carry out all the tasks needed in a company like ours. We wouldn’t get far without having a professional, skilled and passionate organisation. Along with our GRESB ranking, we were also delighted to be named one of Sweden’s best workplaces by Great Place To Work in 2022. I’m proud of that too, because it really reflects our core values – known as ‘SPEAK’ in Swedish: Fast, Informal, Entrepreneurial, Business-minded and Customer-focused.

Stefan Dahlbo
CEO

Our sustainability framework

We are a leader in the office market in Stockholm and have good opportunities to contribute to sustainable development in the districts in which we own a large number of properties. We take a holistic, responsible approach, and work broadly with climate issues, contributing to improved health, wellbeing and safety in our city districts. We do this by linking green financing to sustainability-certified buildings and investments, and endeavouring to create a city that is healthy and appealing in the long term to all who spend time here. We bring interesting and unexpected elements to everyday life, creating life between the buildings, taking an active role and considering the whole location. The whole time.



City districts



Properties

Material topics

- Energy system
- Living conditions in the local community
- Equality
- Education
- Meaningful leisure time
- Safety

- Energy use
- Greenhouse gas emissions
- Waste

Agenda 2030



Examples of objectives and activities

- Sustainability programme for each district project
- Focus on social sustainability as we develop the physical environment for life in our city districts
- Organised site collaboration with other stakeholders
- 100% renewable energy purchased

- Carbon neutral property management (Scopes 1 and 2) and halving of indirect emissions (Scope 3) by 2030
- 100% environmentally-certified property portfolio
- Energy performance 35 kWh/sqm Atemp for new production and 70 kWh/sqm Atemp on average for the entire investment property portfolio
- Circularity index 20% for major renovations



Employees



Supply chain



Financing



Customers



Business ethics

Material topics

- Good health and safety
- Diversity and gender equality
- Greenhouse gas emissions

- Review of supplier sustainability, including environment and human rights

- Green financing

- Good health
- Security
- Indoor environment
- Energy use
- Greenhouse gas emissions

- Anti-corruption
- Tax

Agenda 2030



Examples of objectives and activities

- Low sickness absence
- Satisfied employees with a long-term goal of achieving a confidence rating of >90%
- Offer of an individual health coach to all employees
- Education within work environment for managers and employees

- 100% framework agreement suppliers to be sustainability audited
- Create an industry-wide system for ongoing monitoring of Code of Conduct
- Counteracting negative impacts on human rights and the environment

- 100% green financing
- Reviewing and compiling the proportion of financial activities eligible for the EU taxonomy
- Sustainability-linked loans and bonds

- 100% green leases
- CSI rating of at least 80
- Over 150 in-depth customer dialogues
- Expanding concepts for health-certified workplaces

- Annual training in our Code of Conduct
- All framework agreement suppliers and contractors sign our Code of Conduct for suppliers
- Whistleblower function, which can be used by external and internal parties anonymously to report suspicions of unethical conduct
- Transparent and open accounts of the Group's total tax burden

How to achieve the sustainable city

Strategic decisions made at an early stage mean that we are now at the forefront of the industry. We were the first of all the Swedish property companies to achieve 100 per cent green financing, and we signed the first taxonomy-adapted loan in the Nordic region. We have ambitious goals for 2030, and by continuing to adopt forward-looking measures, we are confident we will achieve them.



1. Construction

The biggest environmental impact at this stage is in the production of building materials. Cement production releases a lot of CO₂ and the associated lime mining affects ecosystems and water supply. Our indirect and actual impact is minimised via circular material flows, and by choosing materials with a lower carbon footprint. Socially, we counteract a potentially negative impact through our supplier audits which look at safe working conditions and human rights.

2. Use

Operating energy for premises accounts for a large part of Sweden's climate impact. We are reducing our direct and actual impact through energy efficiency, locally produced renewable energy and a fossil-free service car fleet. Our buildings are our customers' working environment and we have an impact here on health, mobility and energy use that is both direct and indirect.

3. Urban development

Our buildings are part of the physical and social environment of the city. By actively working with other stakeholders, we can indirectly contribute to a safe urban environment and a balanced energy system. Through our urban development, we influence the development of society, where our commitment extends beyond buildings to include the location, the facilities, the environment and, above all, the people.

4. End-of-life and reuse

At the end of a building's life, the handling of demolition and building components has an environmental impact. We aim to minimise our direct and actual impact through reuse and recycling.



City districts

Urban development with the whole person front and centre



We both want and are able to be a driving force in the development of a sustainable city. In districts where we own a significant number of properties, we take responsibility for the whole picture, from acquisitions and local development plans, to measures to boost the appeal of the physical environment and social initiatives. For us, sustainable urban development is about the whole person, the whole company, the whole location. The whole time.

We have good opportunities to contribute to sustainable development. A clear strategy for our property portfolio, with holdings grouped in clusters, enables us to have an impact on entire districts. Long-term planning and effective relationships with customers, municipalities, entrepreneurs and residents enable us to take an active role in developing the Stockholm region.

Greater demands for mobility

In the wake of the pandemic years, being able to get to and from work quickly and smoothly has become even more important. A large proportion of our customers opt for public transport, but we are also seeing an increased demand for parking spaces and charging points for electric cars. We are continually installing car charging stations both at properties and in street environments to make it easier for our customers' employees to travel sustainably. We can already offer 1,200 charging points, but to meet heightened need we have launched an ambitious expansion project to double the number in 2023. In addition, our entire service car fleet is made up of electric vehicles. We are also driving the development of mobility hubs offering sharing services for cars and bikes, as well as dry cleaning, food deliveries and similar services.

In Arenastaden, we work with RagnSells through our co-owned company Urban Services. The purpose of the partnership is to jointly transport, fossil-free and quietly, goods and waste into and out of the district. Central to the initiative is the creation of a co-loading centre where all suppliers drop off and pick up parcels. Parcels destined for shops and offices in the area are then delivered by low-emissions vehicles in a coordinated and structured way. New office tenants began to join in 2020, and by



2022, around 50 percent of our tenants in Arenastaden had some form of agreement with Urban Services.

We work with the CERO process tool, which aims to reduce the carbon footprint from travel to and from our properties. According to the latest travel habits survey among Arenastaden employees, as many as 80 per cent travel sustainably to and from their workplace. No other district in Sweden comes close to this figure. Together with companies in Arenastaden, the municipality, Keolis and MTR, we have a network that has now developed a new plan of action to increase the proportion of sustainable travel. Planned measures include the continued roll-out of charging points for electric vehicles, improved cycle paths, new and/or improved public transport connections and an extended range of sharing services for electric cars, electric mopeds and electric bikes.

Future-proof electricity supply

Demand for electricity has seen a sharp increase in recent years, especially in the Stockholm region, and it will continue to rise going forward. Strong growth and substantial developments, together with increased electrification in the wake of the transition to a fossil-free society, have put increased pressure on the grid. There is therefore a need to ensure electricity generation capacity as well as demand flexibility to avoid power shortages, and to ensure that investments in the electricity system are used efficiently. If we use what we already have in an efficient way, hopefully we will not need to expand networks and generation to such an extent.

We can be on board and help reduce the load, and thus future-proof the grid. That is why we participate in sthlmflex, a research project in which Svenska kraftnät and grid owners



Fun, games and community when Children's Day Flemingsberg was organised for the second year.

Ellevio and Vattenfall have teamed up to test a flexibility market in Stockholm. In simple terms, it means that electricity users, electricity producers, businesses and households, via more flexible usage, help minimise the risk of bottlenecks in the grid during periods of high demand.

Optimising our power demand has been a priority for us for many years, partly from a cost perspective but mainly in terms of our goal of reducing our carbon footprint. The higher the power demand, the greater the demand for electricity at any one time, which in turn leads to a greater risk of increased carbon emissions given the need for more simultaneous energy sources.

In addition to our work on electricity, we have been working for a long time on the power demands of our other energy sources. One area where we have made great progress is in limiting the cooling power in all our buildings to even out cooling demand and thus achieve a lower power usage, which contributes to a more efficient energy system. We also balance our heating needs. For example, when a large hot water draw is required, we can temporarily turn down the heat in the radiators. Measures that in the long term can reduce our impact on the climate without affecting quality for our customers.

Security measures

As urban developers, we take responsibility for making our areas feel safe to live in. We adopt an organised approach to safety and security issues in order to address concerns and vulnerability among individuals, companies and at our properties. The design of the physical environment has a major impact on how we live our lives, and the management of the districts and activities during the day and evening contribute to our wellbeing. Therefo-



re, we want to create the conditions for an attractive mixed offer of residential units, workplaces, services, culture and recreation. In both Flemingsberg and Solna, we collaborate in various ways with property owners, businesses, customers, the municipality and the police to gather knowledge and increase participation and safety. Our partnerships are based on continuity. One specific example is our cooperation with the association Samvekan i Huddinge (collaboration in Huddinge) with the associated BID Flemingsberg (Business Improvement District). Find out more about BID on page 40.

Lighting, light and illumination also have an impact on how a place or area is perceived. Our commitment extends beyond acquisitions, local development plans and leases, and we are keen to collaborate on everything from public transport to the design of public spaces.



Working together to create safe and attractive areas with a focus on education, leisure, health and work.

Examples of initiatives:

- BID Flemingsberg (Business Improvement District)
- Local sports clubs such as H.A.N.G
- Pep Parks
- Cooperation with Changer's Hub
- Support for Stockholm City Mission
- The Låxhjälpen foundation
- Street Gallery
- TalangAkademin in Huddinge



The aim is for our districts to feature and be designed according to three key principles:

- Attractive street environments that enhance the sense of community, belonging and safety
- A thriving district in the evenings and on weekends as well
- Varied and playful lighting and lighting design

We provide proactive and accessible property management, and are never more than an email or a phone call away. Our staffed operations centre enables us to receive and respond to fault reports and alarms via an on-call service around the clock. This is a service that is gradually being expanded as more properties are directly connected to shell protection, fire alarms and sometimes cameras.

Social and cultural values are prioritised

Our initiative, 'Life between buildings', aims to inject some character into the street scene through public art and culture, involving the creative talents of several established artists and also local school children. One example is the Street Gallery art exhibition in Solna Business Park, where promising artists are being given the opportunity to display their work in street environments as well as Solna Live Park, a stage for both established and new artists.

At the beginning of the year, construction work began on the Royal Swedish Opera's and the Royal Dramatic Theatre's studios in Flemingsberg. The building will be completed in 2024. We will be working with schools in the local area through the Royal Swedish Opera's children and young people's initiative (Unga på Operan). We want to contribute to more children and young people experiencing the Royal Opera's art forms.



With public art and culture created by both school children and established artists, we are breathing new life into street environments.

An inclusive and healthy city

We are keen to help ensure conditions are in place for everyone who spends time in our districts to live healthy lives. The districts should encourage activity and, in addition to building cycle paths and planning footpaths, we enable facilities such as gyms and fitness centres to get established. We also create green spaces and other meeting places that can contribute to improved public health and a more attractive urban space with less car traffic. An example of inclusive street environments that promote diversity and encourage physical movement is the Pep Parks concept. These are activity parks designed for all ages that have been developed as part of a collaboration between Fabège, Generation Pep and the City of Solna.

The emergence of Flemingsberg as a district is an important element of Stockholm's development. Several initiatives have been carried out under the remit of BID Flemingsberg, including free leisure activities for children and young people, the construction of a tobogganing slope, new pedestrian crossings, improved lighting, night patrols and Flemingsbergshallen has been made more accessible to young people. Fun, games and community were the order of the day when Children's Day Flemingsberg 2022 was organised for the second year running.

We are also running a project jointly with Huddinge Municipality and Södertörn University called Flemingsberg: Inclusive and cohesive urban environment. The project, which was launched in 2021, is funded by Vinnova and focuses on creating an inclusive urban environment where people living and working in the area are involved in its future development.

2022 saw the launch of Aktiv Väntan (active waiting), a Fabège initiative in which we are developing a methodology for increasing



Playfully designed street spaces encourage movement and fun together for young and old.

knowledge and engagement in influencing both the current and future design of people's own neighbourhoods. At the end of the year, a major event was also organised, which brought together a large number of representatives to engage in a wide-ranging dialogue on urban planning on the theme of the student city and the sanctuary of Flemingsberg.

Value-adding cooperation

Successful collaboration enables us to create brand new opportunities for ourselves and our customers. Cooperation between businesses, municipalities, education, clubs, cultural life and citizens is of paramount importance. We want to make a difference in our city districts and contribute to positive societal development through a number of partnerships. In addition to Generation Pep, we also work with the Childhood Foundation, which promotes children's right to their childhood, and the sports associations AIS Friidrott, AIK and Djurgården, with a primary focus on the young people of Huddinge.

We also support school children in Flemingsberg. To support more children's schooling, we are the main sponsor of the educational foundation Låxhjälp. The aim is to help more pupils in Flemingsberg achieve upper secondary school entrance qualifications and forge personal contacts with university students. During the summer, we were also involved in organising up to 50 leisure activities for the children of Flemingsberg.

Since 2020 we have been involved in collaboration with Talang-Akademien to create more internships and jobs. Via social clauses in framework agreements, some 20 suppliers have so far signed up and the first trainees have started work.



Properties

Building for the future – today

We are committed to reducing our carbon footprint and energy consumption in the long term. Our work covers everything from resource optimisation, climate-smart material choices and sustainability certification of buildings, to digitalisation and health.

Reducing our climate impact and energy demand are two of our most important sustainability issues. In light of the Paris Agreement and the 1.5-degree target, we have set ambitious goals for reducing our carbon footprint. According to the Swedish Environmental Protection Agency, homes and premises account for around a third of Sweden's total energy consumption. Europe's pressured energy market, with record-breaking electricity prices, has led us to step up our efforts on energy efficiency improvements during the year, with a particular focus on electricity. As a company, we have both the opportunity and the responsibility to reduce consumption of electricity, which in turn can lead to lower electricity prices, more stable electricity grids and thus mitigate the consequences for both our customers and society as a whole.

Achieving our climate and energy goals will require a major transition and we understand that a lot of work lies ahead. But we also see great opportunities to work closely with industry, partners and customers to identify the most effective solutions and promote innovation in everything from material selection and reuse, to electrification and energy efficiency. We have signed Fossil Free Sweden's roadmaps for the heating sector and the construction and civil engineering sector.

Reduced carbon footprint

The route to carbon neutral property management

Our ambitious climate targets are endorsed by the Science Based Targets initiative (SBTi), but we are taking it further. Because our climate targets include Scope 3 emissions as well. The ultimate goal is for our property management to be carbon neutral by the year 2030. To achieve this we need to be in control of all emissions associated with our operations. In addition, the negative climate and environmental impact must be minimised. One interim goal is

to invest in solar panels every year corresponding to at least 320 MWh in new and existing properties. By 2030, our solar panels should be producing 2.5 kWh/sqm Atemp per year. For new builds, the goal is double that: 5.0 kWh/sqm, and solar panels are now always included in the planning stage for new properties. The result for 2022 of 1.5 kWh/sqm shows that we are well on our way to achieving our goal. Our greenhouse gas emissions (Scopes 1 and 2), have declined by around 95 per cent since 2002, from roughly 40,000 to approximately 1,920 tonnes, excluding carbon offset from district heating suppliers. Compared with 2021, however, Scope 2 emissions have increased despite the decrease in energy. This is because our district heating supplier Stockholm Exergi has increased its CO₂ emissions linked to district heating by almost 30 per cent.

Our good results in terms of energy performance have been achieved via systematic energy optimisation. We have made our energy solutions more efficient through the development of building automation and digitalisation, cooling recovery, improved heat recovery and climate shell measures. Our service car fleet generates zero emissions thanks to the replacement of all service cars with electric vehicles. In addition, our company car policy allows only low-emissions cars. Changes in the property portfolio have also contributed to our progress. We are actively working on our refrigerant policy, which involves choosing refrigerants with the lowest possible carbon footprint and minimising leakage from existing machines.

Halving the carbon footprint of our construction projects

In order to reduce the carbon footprint of our construction projects, we established guidelines during the year on how to calculate this. The guidelines go beyond the legal requirement for

climate declarations. Both new construction and redevelopments over SEK 20m are to be calculated, and more life cycle stages and building components are covered by the calculation. Our CO₂ calculations should be aligned with the taxonomy's criteria and also meet BREEAM criteria, but most importantly, we need to calculate in the same way in all our projects to be able to compare and analyse the results and reduce our carbon footprint. We have therefore engaged a partner to perform the calculations using the same tool.

During the year we calculated five new construction projects and five conversion projects. Ackordet 1 is a new construction project where the carbon footprint has been calculated at several stages of the construction process, and where CO₂ savings have been high on the agenda. To date, savings equivalent to 30 per cent have been achieved and the project now stands at just under 300 kg CO₂e/sqm GFA. The project has used climate-improved concrete in the structure, replaced steel columns with concrete columns, opted for climate-smart materials where possible, optimised the use of materials, minimised waste and used biofuels in working machinery during production. Reused bricks are used as facade material.

Circularity and resource efficiency

Waste management – calculation methods and results

For our part, waste is generated partly in connection with construction projects and tenant customisations, and partly through the waste generated by tenants and ourselves in our operations. The latter is calculated using data from our main waste contractors and based on quantity, type and weight. We currently have access to statistics for 66 of our properties; a small number fall outside our statistics because our customers have the option



of choosing a waste contractor other than the one we recommend. We strive for efficient use of resources and encourage all customers to separate their waste into at least five fractions.

Construction waste from our projects is managed by individual contractors, and in 2020 we tightened our contracts regarding the reporting of waste statistics. Properties that are certified according to BREEAM are also subject to special rules regarding areas such as recycling and waste management.

Conscientious materials selection and reuse

Our objective is for 100 per cent of our building materials to be environmentally safe in accordance with Byggarbetsdömmningen (Building Material Assessment). To reduce environmental impact in both the short and long term we ensure at early stage that our projects choose the right materials and use the right methods. The

climate impact from the production of building materials is high, which is why we are trying to make greater use of materials that can be reused. We are affiliated with the roadmap for the construction and civil engineering sector and participated in the establishment of the Klimatarena Stockholm initiative during the year. We also participate in the Centre for Circular Building, which is an arena in which industry operators meet and collaborate on reuse and circular material flows in construction, demolition and property management.

It is important for us to create the conditions for circular material flows, i.e. opportunities for disassembly, reuse and recycling. We try to choose the right materials and use the right assembly methods, and to reuse materials from our conversions. We carry out an inventory of reused materials in the majority of our vacated properties and buildings due to be vacated. The development

Greenhouse gas emissions, (tonnes CO₂e)

| Emissions | Emission source | 2022 | 2021 | Method for calculation |
|--|--|--------|--------|------------------------|
| Scope 1 | Total | 54 | 98 | Fuel-based |
| | Refrigerant leakage | 53 | 98 | Fuel-based |
| | Service vehicles ¹ | 1 | 0 | Fuel-based |
| Scope 2 | Total (Market-based) | 1,866 | 1,512 | Fuel-based |
| | Heating | 1,866 | 1,512 | Fuel-based |
| | Cooling | 0 | 0 | Fuel-based |
| | Electricity | 0 | 0 | Fuel-based |
| | Total (Location-based) | 3,851 | 3,679 | Fuel-based |
| | Heating | 1,866 | - | Fuel-based |
| | Cooling | 0 | - | Fuel-based |
| Scope 3 | Electricity ² | 1,985 | - | Fuel-based |
| | Total | 28,796 | 26,997 | |
| | Waste management | 105 | 58 | Spend-based |
| | Leased vehicles and staff vehicles used for work | 3 | 2 | Distance-based |
| | Air travel | 14 | 1 | Distance-based |
| | Property development ³ | 27,455 | 25,130 | Average-based |
| | Property energy | 627 | 618 | Fuel-based |
| | Commuter journeys | 98 | 145 | Average-based |
| | Electricity consumption, tenants | 494 | 1,043 | Average-based |
| | Total | 30,716 | 28,607 | |
| Carbon offset by district heating supplier | | -1,817 | -1,560 | |
| Net emissions after carbon offset | | 28,899 | 27,047 | |

¹ Three electric hybrids as temporary pool cars in operation in 2022.

² Emission factor for Nordic electricity mix taking into account imports and exports, IVL 2021.

³ Includes new builds and tenant customisations. This year, properties bought and sold are excluded in accordance with the Swedish Property Federation's report, 'Reporting Scope 3 Emissions for Property Owners'.

Upstream Scope 3

Other indirect emissions in the value chain.



Emissions from purchase of goods and services

- Building materials and fuel/energy consumption at our construction sites
- Transports to and from our construction sites and properties
- Our commuting and business trips
- Waste management

Upstream Scope 2

Indirect emissions from in-house processes (purchased energy).



Use of purchased energy

- District heating
- District cooling
- Property electricity

Faberge Scope 1

Direct emissions from in-house processes.



Combustion in own vehicles, facilities and properties

- Leakage of refrigerants
- Own and leased vehicles

Downstream Scope 3

Other indirect emissions in the value chain.



Emissions related to customers' use of premises

- Tenants' own electricity contracts
- Tenants' and suppliers' waste and commuting

plans for Haga Norra also include a number of large-scale projects working with reused bricks. In cooperation with 13 partners, we participate in the innovation project Återhus, which develops methods, processes and tools for the reuse of frames and beams. During the year, we produced a reuse strategy to scale up our reuse work, and we approved a circularity index of 20 per cent. The strategy describes our objectives for reuse, as well as procedures and working methods for achieving these objectives. Part of the reuse strategy is our reuse hub, which helps us to store and recondition reused materials if there is a need. We have also brought in a partner for the reuse hub to help with the careful dismantling of reused materials, and transportation and logistics of the warehouse operations. Recycling has been implemented in many of our conversion projects during the year, including the Nöten project in Solna Strand where, for example, plaster and joists in interior walls have been reused with good results.

Reduced energy need

Energy efficiency improvements in operations

Our energy strategy requires us to take a holistic approach to the energy issue in our properties, projects and city districts. The company's energy strategy is an important element of our efforts to achieve carbon neutral property management.

Imposing stringent environmental requirements when purchasing energy and customising energy use to tenants' needs using digital technology are important tools for reducing energy consumption. We monitor and analyse energy usage hourly to identify any deviations in energy performance and power demand early on. Furthermore, extensive checks are conducted at building and company level via our energy follow-up system that scans and processes all recorded consumption values. Considerable emphasis is placed on continually promoting energy efficiency improvements in our day-to-day work as well.

Only 'Good Environmental Choice' district heating is used in our properties in Solna and Sundbyberg, and for Stockholm inner city and Flemingsberg we buy carbon neutral heating. We work closely with our tenants to support them in reducing their energy use, including through partnerships via green leases. The aim is for green leases to cover 100 per cent of our total lettable area above ground. The outcome for green leases in 2022 was a total of 89 per cent.

Electricity systems and markets faced major challenges in 2022, leading to higher prices and an increased risk of power shortages. That is why we have stepped up our focus on energy efficiency. We are actively working on our processes and technology to minimise electricity use, and we have implemented

a large number of measures to bring consumption down, thereby mitigating the price increase and supporting the electricity system. In the winter of 2022/2023, the goal is to save 10 per cent of our electricity use compared to the same period last year. For the last quarter of 2022, we ended up with a reduction of 11 per cent. We have also intensified dialogue with our customers to support them in their energy efficiency efforts.

Our energy efficiency targets

Our energy efficiency targets are divided into phases. By 2019, we had already achieved the first stage by halving our energy use compared with 2005. We have been working towards the target of average energy consumption of 77 kWh/sqm Atemp by 2023. In 2022, we achieved 73 kWh/sqm Atemp and have therefore set a new target – average energy use of 70 kWh/sqm Atemp by 2025. Once we reach this target, it will mean that our energy performance is on a par with new build requirements, which is remarkable given that most of the buildings in our portfolio are more than 30 years old. Our 2022 outcome, measured as a Primary Energy Demand, is 71 kWh/sqm Atemp.

SMHI adjusted its calculation of degree days during the year, which has led to slightly lower performance overall.

Our water consumption target

Our goal is to reduce our water consumption by two per cent each year. In addition to easing the strain on Earth's resources, lower water consumption also means preparing our business for a future of declining water tables and reduced availability of fresh water. The outcome for 2022 was 327 l/sqm, which is 19 per cent lower than in 2019.

Climate change adaptation – future-proofing our properties

Future risks

Alongside our efforts to reduce our carbon footprint, we need to manage the physical risks that come with climate change. We do this by continually making sure that our business model is robust and that we are well equipped to meet the challenges and opportunities that are a consequence of the shift in society. Innovative and digital solutions play an important part in this work. They help us adapt operations to climate change, but also to respond to people's health and wellbeing needs in our properties and city districts.

In 2021–2022, we carried out climate risk analyses on a total of 60 properties in the city districts of Arenastaden, Solna Business Park, Hammarby Sjöstad and Stockholm inner city. The analysis identified increased precipitation and flooding as one of the

greatest potential future risks. In property management and ongoing and future redevelopments, we will ensure that the necessary measures are taken to address identified climate risks.

Health – certified properties and tenant wellbeing

Smart properties

Digital technology encourages new behaviour and enables functions to be automated and innovative services to be created. Working with digital solutions gives us access to data in real time, making it easier to do things like optimise energy consumption. Connected buildings also create an opportunity to develop properties that are customised to actual usage, and that put people front and centre. Digital solutions and apps allow us to visualise the indoor climate and develop premises with health and wellbeing in mind. They make it easier for us to see how our properties are used and receive prompt information about faults, improve security in the buildings and thus manage them more proactively. All our properties are connected to a digital fibre network that enables integration with the smart city, contributing to a more sustainable and efficient use of resources.

Health in our buildings

The past few years have brought issues relating to both physical and mental health into focus. A healthy and sustainable work environment is not just about the physical environment, including lighting, noise levels, ventilation and furnishings. Psychosocial factors are equally important for the wellbeing and performance of employees, and in particular for them to want to return to the office following a long period of working from home.

Our contribution is primarily about making it easy for our customers to do the right thing. This could involve placing attractive stairwells centrally to encourage people to take the stairs instead of the lift, but also offering ancillary services such as dog day care, opportunities for exercise, fitness activities and culture in or around our properties. We offer guidance to our customers on how to encourage their employees to be more physically active, for example by using height adjustable desks, or positioning coffee machines in such a way as to boost activity levels.

Another example is our work with customers to develop health-certified workplaces; a strategic initiative that aims to prepare properties for customer requirements for health certification. We use Fitwel, which is a certification standard that differs from others in that its primary emphasis is the working environment, the workplace and the people in the actual building. Examples of focus areas include wellness, nutrition and rest. SEB's headquarters in Solna, along with our own office, also in Solna, are two examples of Fitwel-certified properties.

Certifications¹⁾

| System | No. of | Sqm, GLA | Proportion of certified area, % |
|--|--------|-----------|---------------------------------|
| BREEAM In-Use | 49 | 732,156 | 68 |
| BREEAM-SE | 13 | 324,063 | 30 |
| BREEAM Bespoke | 2 | 18,793 | 1 |
| Miljöbyggnad | 1 | 5,480 | 1 |
| Total environmen- tally-certified properties | 65 | 1,080,492 | 100 |

¹⁾ The properties for which certification has not yet begun are land and development properties for future project development.



Our environmental certifications for quality assurance

BREEAM

The British environmental certification system BREEAM is the most widely used of the international systems in Europe. The system encompasses project management, the building’s energy use, indoor climate conditions, water consumption and waste management, as well as land use and the building’s impact on the surrounding area. BREEAM-SE has been developed to enable new buildings to be certified according to Swedish regulations, and BREEAM In-Use is used for existing buildings.

CITYLAB ACTION

Citylab Action is an advisory forum for sharing knowledge of sustainable urban development, organised by Sweden Green Building Council (SGBC). Commitments and effect targets are established by SGBC, while project goals and measures are specific to each individual project. Those who want to certify their sustainability work must also satisfy a set of certification requirements.

SVANENMÄRKNING (NORDIC SWAN ECOLABEL)

The Nordic Swan Ecolabel is an environmental certification scheme for new construction of apartment buildings, single family homes, preschools and retirement homes. A Swan-certified building means that it has low energy consumption, a good indoor environment, sustainable material choices, no hazardous chemicals and that the construction process has the minimal environmental impact. Compared with other certification schemes currently on the market, the Nordic Swan Ecolabel stands out in terms of content and material requirements.

Percentage of reuse
in Hållbarhetshuset
70%

Hållbarhetshuset in Haga Norra officially opened

November 2022 saw the completion of Hållbarhetshuset (the sustainability house), the first pilot project in which we constructed a building out of buildings. Hållbarhetshuset, which is in Haga Norra, is constructed from 70 per cent reused material. Material that would otherwise be classified as waste. The building is 1,000 square metres in size and, in addition to housing an establishment office, it also serves as a meeting place for sharing knowledge about reuse in general and the project in particular. In addition to the floor structure, sections of the facade, windows and interior materials have also been reused. This pioneering building was built in cooperation with the contractor Zengun and is part of the Vinnova project Återhus – building from buildings. Reusing more materials is important not only to reduce carbon footprint; it can also have a positive impact on energy and water consumption, and generate financial and historical value.

Employees

Motivated employees our most important asset

Our shared values are the basis for good business, where team spirit and commitment are important cornerstones. By acknowledging and supporting each individual employee and their unique capabilities, together we can create a solid team, where we are the clear choice for talented and motivated individuals in the property sector.

Continual development of core values

Our core values, known internally as SPEAK, characterise our entire business. These values are Fast, Informal, Entrepreneurial, Business-minded and Customer-focused. Our core values prioritise inspiration over control, and put people first.

We are continuously working on our values, which have been evolving over the course of more than 15 years. Together with our Code of Conduct, our core values are the foundation of our employees' conduct.

We will be the natural choice for talented, motivated and committed individuals working in the property industry. We therefore work continually to reinforce our employer brand, with the aim of being one of Sweden's most popular workplaces. We collaborate with the company Great Place to Work, and every year we carry out their employee survey to find out how we are perceived as an employer. Our long-term goal is to achieve a 'Trust' rating of 90, and in 2022 our rating increased to 87. In addition, an impressive 98 per cent of all employees consider that overall, we are a very good place to work. The results are the basis of purposeful, organised work in which each department identifies its focus areas and specific challenges, both in terms of what they are keen to preserve and what needs improvement.

Different way of working

As with most workplaces, the pandemic has affected the way we work, but also our management and leadership roles. This is particularly evident from our employee survey, which reveals that 94 per cent of employees currently believe they have a high

degree of freedom and autonomy in their jobs. Our office is our base, an important meeting place to share knowledge and inspire and support each other, while some aspects of work are performed more efficiently at home. We are seeing a significant increase in digital maturity among our employees, which has sparked a change in ways of working, from hybrid meetings to less reliance on location.

During the year, we launched SMART, an updated way of working that responds to the gradual changes in working life:

- S mart** – An employee takes responsibility for adopting a 'smart' approach and chooses the place, residence or part of the office that is best suited for the task at hand.
- M ission-focused** – We are all working towards the same goals, but to make sure we are all heading in the same direction, it is important to meet in person.
- A ttractive** – The office is where you want to be – it is where the action is!
- R ewarding** – We want to enjoy ourselves at work and it should be fun to come to the office.
- T ogether** – It is when we come together that things happen, and that is when the best ideas are born. That is when we get to know each other and that is when we are Fabege!

Focus on individual development

Individual career plans form the basis of each employee's professional development. The plan is regularly monitored via employee



performance reviews, as well as by setting new targets based on business goals and the role of the employee. During the year, performance reviews were carried out with 100 per cent of our employees. All new managers complete an induction course to ensure the quality of reviews and basic leadership skills.

Continuous training and skills development are a key feature, particularly of our technical operations. Of the recruitments made in 2022, the proportion of internal applicants has increased and several have also been offered new positions, in some cases at management level, in competition with external candidates.

Sustainable employees and healthy lifestyles

We take a comprehensive approach to the sustainable employee. Through training and talks, we want to encourage individuals to adopt a long-term, healthy lifestyle. In 2022, all employees were offered an individual health coach for a period of one year through the Institute for People in Motion, IMR. The coach can develop individually tailored exercises and offer talks on various health-related topics and, in particular, support the individual employee in adopting a healthy lifestyle, promoting good mental and physical wellbeing. Around 80 per cent of our employees have so far taken up the offer. All our employees are also offered the opportunity to take part in fitness activities with their colleagues once a week during working hours.

We design our own premises with physical activity, health and recovery in mind, and we are continuing to adapt the office to different ways of working, with larger conference rooms being replaced by smaller spaces. Flexibility is key, and working alone should be as natural and easy as working in a group. Good ergonomics, plenty of daylight and a safe workplace are fundamental conditions for all our own offices, as is the availability of changing rooms and regular massages. It should be easy to get to work by bicycle.

We work consciously to reduce work-related stress, and all managers are expected to maintain a regular dialogue with their employees to ensure workloads allow for active leisure time.

Safe work environment

Our working environment must be safe and free from the risk of our employees, or those who work for us, being injured or falling ill at work. The potential risks differ depending on the work being done. Continually identifying risks, following up incidents and



implementing measures enables us to improve health and safety for our employees.

The starting point for a safe workplace is to continuously focus on systematic health and safety management, which includes risk assessments based on completed investigations, including safety inspections, anomalies and performance reviews. These assessments are evaluated and prioritised, and action plans established to manage any risks identified. There are procedures and training on safety in hazardous situations, such as working at heights and other tasks with a risk of falling, where recommended protective equipment should be used. Contracted employees are subject to the same conditions as our technicians.

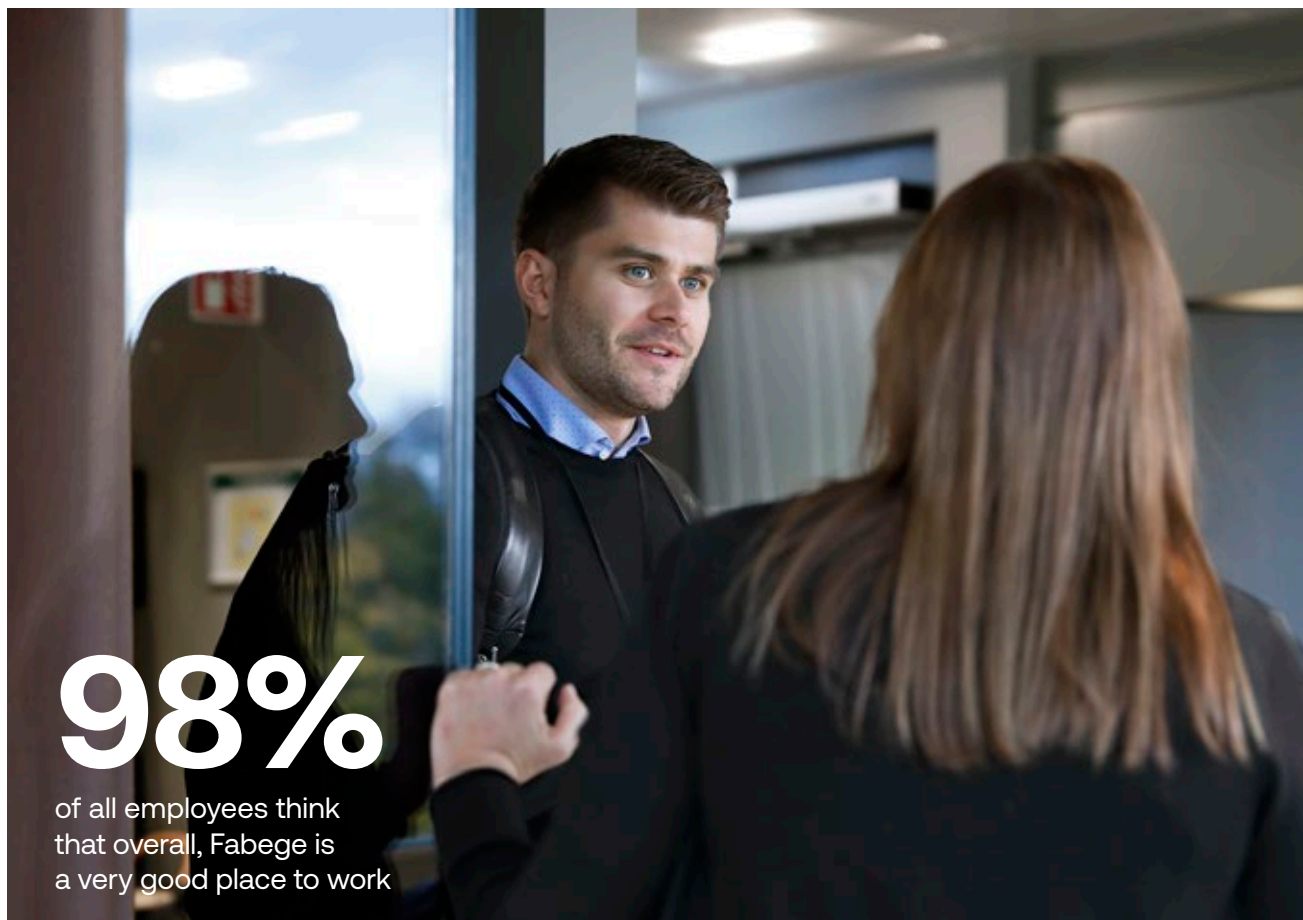


Great Place To Work

Every year we conduct Great Place To Work's survey to find out what our employees think of us as an employer. Our target was to achieve a Trust rating of 85, which was surpassed with this year's result of 87.



87%



98%

of all employees think that overall, Faberge is a very good place to work

We have an incident management system that allows all employees to report actual and potential incidents. These are reviewed by the manager responsible for the work environment, and followed up by the occupational health and safety committee. An analysis is always carried out to examine the cause of the incident and how to avoid a recurrence in the future. Extensive evaluation work is continually underway to improve our health and safety efforts. Occupational injuries are reported to the Swedish Work Environment Authority.

Our occupational health and safety committee collaborates, follows up and acts as a sounding board in the development of health and safety issues at our company. Our headquarters have been certified according to Fitwel, a US certification system,

since spring 2022. We have achieved two stars so far, which is the second highest level. Find out more about Fitwel on page 44.

Our views on equal value

Our fundamental view is that all people are of equal value and all employees should have the same opportunities, rights and obligations. No-one at our company should be discriminated against on the basis of sex, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

Our profit-sharing fund

We have relatively few employees in relation to our market capitalisation and market value. That is why each and every

Gender balance



Board of Directors

| | |
|-------|-----|
| Women | 57% |
| Men | 43% |



Executive Management Team

| | |
|-------|-----|
| Women | 50% |
| Men | 50% |



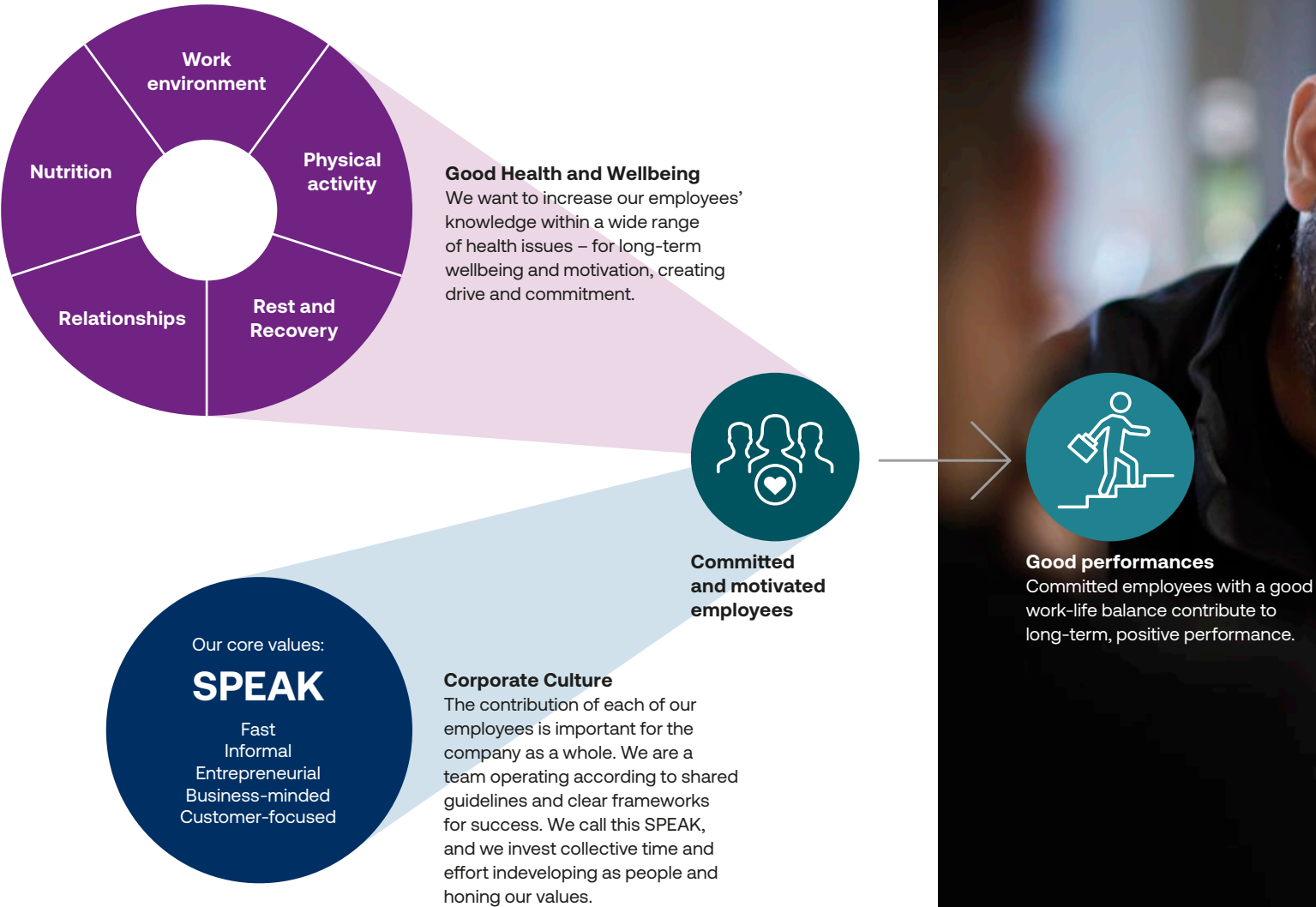
Faberge total

| | |
|-------|-----|
| Women | 38% |
| Men | 62% |

employee is highly significant for our business. One way of showing our appreciation for the contribution of each individual to our shared success is via our profit-sharing fund. Everyone who works for us is covered by the fund and the amount set aside is the same for everyone, whether they work in property management, at the office or are a member of the Executive Management Team.

Allocations are made in the form of Faberge shares based on a number of set targets. The shares are tied up for a period of five years after allocation, which amounts to a maximum of two price base amounts per employee and year. For 2022, the Board decided that the allocation would amount to 1.1 price base amounts per full-time employee, which corresponds to a value of SEK 57,750.

Sustainable and motivated employees create a positive corporate culture



Supply chain

Partnerships help achieve sustainability goals

Our suppliers are our partners. They help us achieve our set sustainability targets. A sustainable supply chain is essential for creating long-term profitability, reducing our risks and boosting our brand. The aim is to conduct sustainability audits on all our contracted partners.



We endeavour to operate according to the principles of responsible business conduct, and to reduce our carbon footprint and safeguard human rights at all levels. We therefore work in a number of priority areas within the remit of our supply chain:

- Limiting emissions related to materials, transports, construction energy and waste, or Scope 3 emissions. This is a major challenge for the property industry. These emissions are mainly produced by our suppliers or their subcontractors
- Ensuring the UN Global Compact's ten principles on human rights, labour, environment and anti-corruption are complied with

Regular inspections

Our Code of Conduct, Sustainability and Environmental Policy and General Terms and Conditions set out our expectations. New suppliers must meet our criteria and existing suppliers undergo regular inspections. Monitoring is an important aspect of our purchasing work, in order to assure a high level of ethics, consideration for human rights, professionalism, healthy competition, objectivity and equal treatment.

We also made construction site visits to selected projects with our framework agreement contractors in 2022. During these site visits, we followed up on the sustainability requirements established as part of the framework agreements. The main purpose of the site visits has been to increase the exchange of knowledge between the Sustainable Development Department, the Projects Department and our framework contractors.

Ambitious target achieved

Since 2013, we have been conducting sustainability audits of selected strategic partners in order to ensure all framework contract suppliers complete the audit process. In 2022, we achieved our target. During the year, 274 of our 300 or so framework partners approved our terms and conditions. Those yet to be screened are suppliers who are part of an ongoing procurement process. Contractors for larger projects, over SEK 50m, must always undergo a sustainability audit prior to the start of the production phase.

We carry out enhanced background checks on suppliers for those categories where it is deemed necessary following a risk assessment. Such checks are carried out before the contract is signed. We support suppliers to help them achieve the level approved by our contracted consultant. We maintain a positive dialogue with our suppliers and support their efforts to improve their procedures. Any deficiencies identified through our audits will lead to the companies concerned drawing up an action plan for subsequent implementation. If there is no improvement, we may discontinue the relationship.

Stimulating partnerships

During the year, we have added a clause to our tender documents that encourages the contracted supplier to take on trainees from TalangAkademin during the contract period. Some 20 suppliers have signed up so far, and the first trainees have started work.

Quality inspections of services

In order to ensure delivery quality, we also conduct regular assessments within supplier areas that are deemed to be particularly significant to our customers' experience of day-to-day services. These include cleaning, lift maintenance and snow clearance, for example. It is vital that we respond quickly to any contractual breaches and continually improve quality.

Subcontractor reviews

We set high standards for our suppliers to monitor their subcontractors' compliance with our requirements. In recent years we have tightened our Code of Conduct for Suppliers in the following areas: the environment, business ethics, health and safety, working conditions, privacy, human rights, and compliance and follow-up.

Safe workplaces

A safe and secure workplace free from corruption and inequality, where risks are minimised and prevented, is a human right and a challenge for the entire construction industry. Staff ledgers allow us access to statistics regarding employment conditions for everyone working on major projects. Risk analyses and inventories are carried out at each stage of the construction process and these must also be followed up. This is the main responsibility of the contractor. There are construction health and safety coordinators at the workplaces, Bas P and Bas U, who are responsible for safety throughout the entire project.

Process for management and monitoring of suppliers



It is the contractors who have the employer’s responsibility and ultimate responsibility for health and safety during construction projects, and this is regulated in our agreements. We enjoy effective cooperation with our contractors, where we play an active role in preventing near-accidents and checking that all safety procedures are adhered to, and that workplace risks are minimised. This is achieved via systematic health and safety work, involving digital and physical safety inspections during which faults and failings must be rectified and documented in our database. One example is that photographs must be uploaded as evidence that any measures have been completed.

To ensure everyone on a building site understands and is aware of risks, images are displayed of hazardous tasks, along with information in different languages. The contractor’s safety officer makes sure the project is implemented safely, but also represents construction workers in ensuring all risks are highlighted and that working conditions are good. We always follow up any deviations with both contractors and those affected. We encourage our suppliers and their employees to report identified risks and also draw attention to our whistleblower function, which can be used by all external parties.

In the event of an incident or near-accident at building sites, an analysis is always carried out to determine the cause and how to avoid a recurrence of the incident. This analysis is sent to the Swedish Work Environment Authority for follow-up and documentation.

| Suppliers | 2022 |
|--|------|
| Accident rate, contractor (LTAR) ¹⁾ | 0.7 |

¹⁾ Reporting relating to contractor accidents is not comprehensive, as not all projects report contractors’ accidents in the IA system yet.

Accidents and incidents
Reporting relating to contractor accidents is not comprehensive, as not all projects report contractors’ accidents in the IA system yet. 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 most common accidents on construction sites are cuts, falls from low heights and trips. When more serious accidents occur, they are often falls or trips.

Cross-sector cooperation for a sustainable construction sector
The property sector is in agreement that a sustainable construction industry is not just a competition issue, but also something that benefits all stakeholders. During the year, we worked with colleagues in our sector to develop a digital tool for reviewing the property sector’s supplier categories. The aim is to avoid duplication for suppliers by making sure they don’t answer similar questions in connection with procurements from different property companies, and to enable more suppliers to be audited. This will allow the industry to set a new standard. We are the initiator of the project, in which six property companies with large office property portfolios in the Stockholm region have agreed to develop common supplier requirements in the area of sustainability. The project is expected to be fully completed in the first quarter of 2023.

Financing

Green financing a key factor for long-term profitability



Our strategic sustainability work affects not only the value of our properties, but also our ability to attract both customers and capable employees. It also shows how well equipped we are to manage our own impact on climate and the impact of climate change on our business. Green financing is an important and natural element of our sustainability work.

A conscious and organised approach to sustainability issues increases the value of our property portfolio. We are constantly mindful in order to maintain a high level of certification for our properties. This approach benefits us, our lenders and other stakeholders. Furthermore, long-term sustainability work also has a positive impact on people, locations, the city and the management of the global climate challenges.

Building on the EU taxonomy

As a property company, we are subject to disclosure requirements on the extent to which our operations are environmentally sustainable according to the EU taxonomy. In 2021, we analysed which economic activities are eligible for the taxonomy and concluded that they were new construction projects, major renovations and the properties under our management. Also in 2021, we took out our first taxonomy-adapted loan for the Signalen 3 property in Solna. Over the past year, we looked at how we comply with the taxonomy in our newly launched major construction projects. We estimate that we are complying with objectives 1, 2, 3 and 6 in the projects we have investigated, but that there is some uncertainty around objectives 4 and 5, partly due to insufficient clarification and interpretation of the criteria, but also because the sector is not sufficiently mature.

Updating our green framework

Our framework for green financing gives us a broad platform and sets a standard that can be used for several of our sources of financing. Linked to the framework is a green MTN (Medium Term Notes) programme established in 2016, which includes specific sustainability and environmental conditions. The programme is

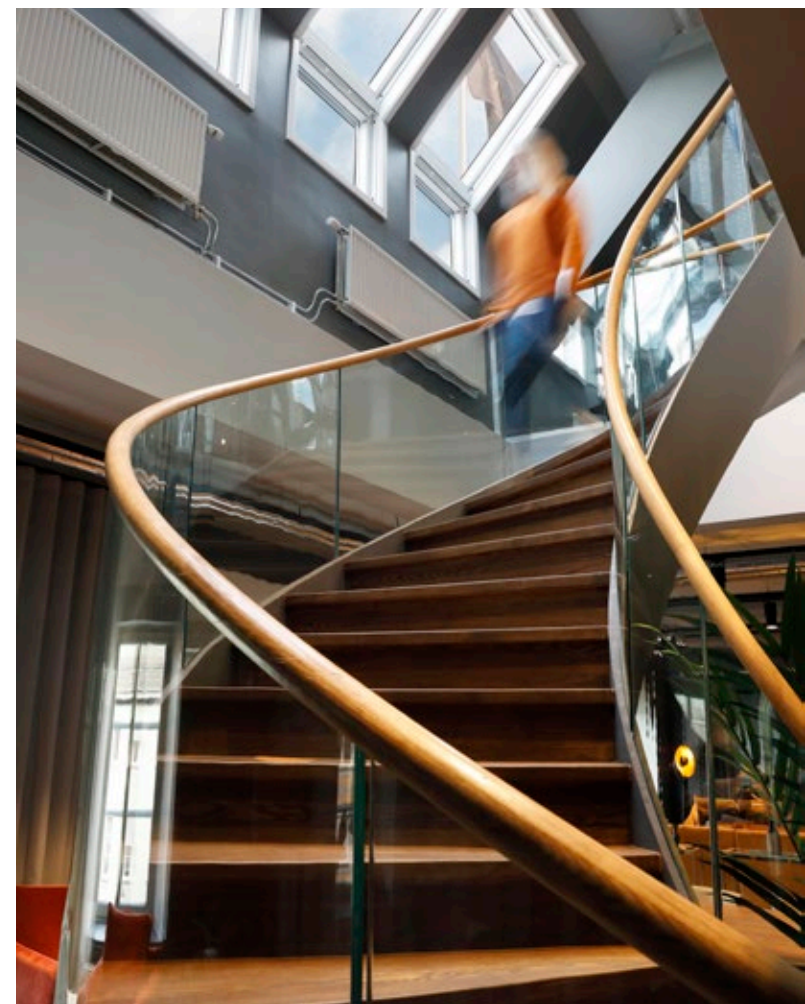
updated annually, and the 2022 publication also included an update of the green framework. The update means that the framework is now based on the green bond principles, adapted to the EU taxonomy and linked to our ambition of contributing to the Agenda 2030 goals. The framework has been designed to give us broad opportunities for green financing, and is based on third party-certified properties and ambitious energy performance targets.

The framework also includes our green commercial paper programme, which we use to issue green commercial paper that is to be used to finance assets approved according to the framework. The backup facility for the commercial paper programme is also linked to the framework, and is therefore green. We have an allocation policy, which means that investors with sustainable strategies are prioritised in bond issues. The independent research institute CICERO has examined our green framework to ensure that it satisfies their exacting sustainability requirements. They have issued a Second Opinion with ratings of 'medium green' for the green terms and conditions, and 'excellent' for governance.

Our reporting according to EU Taxonomy Regulation

We carry out both construction (via building contractors) and management of buildings, and the entire business falls within the scope of the taxonomy. The activities in which most of our operations are described are 7.7 Acquisition and ownership of buildings and 7.1 Construction of new buildings, but other activities may also be relevant to a lesser extent.

We demonstrate that we make a substantial contribution to one of the six environmental objectives of the Taxonomy Regulation, objective 1: Climate change mitigation, as this is the objective that is most relevant to our business. The other five environmental



Alignment with EU taxonomy requirements



objectives come under the Do No Significant Harm criteria (DNSH) for our business. We believe we also meet the taxonomy's requirements for Minimum Safeguards related to human rights, corruption/bribery, and transparency regarding taxation and fair competition. The requirements of the EU taxonomy are highly consistent with our sustainability work, which is presented in our report. We therefore believe that we satisfy the taxonomy's requirements; see model below. See our full taxonomy report on pages 132–136.

Principles for financial reporting according to the EU taxonomy

The proportion of our operations that is environmentally sustainable according to the EU Taxonomy Regulation is reported via three financial ratios, which indicate the percentage of turnover, operating expenditure and capital expenditure that is taxonomy-aligned.

| KPI | Total, SEKm | Eligible for the taxonomy (%) | Not eligible for the taxonomy (%) | Percentage aligned with taxonomy 2022 (%) |
|-----------------------|-------------|-------------------------------|-----------------------------------|---|
| Turnover | 3,327 | 100 | 0 | 62 |
| Operating expenditure | 133 | 100 | 0 | 53 |
| Capital expenditure | 3,336 | 100 | 0 | 18 |

Recognition of turnover

All of the turnover related to the properties included in economic activities above are recognised. This refers to rental income,

including the standard supplements. No material income that should be excluded has been identified. Turnover of SEK 3,327m corresponds to total net sales according to profit and loss accounts for 2022.

Recognition of operating expenditure

Operating expenditure includes the following expenses: property management costs, regular repairs, maintenance and expensed tenant customisations. Birger Bostad's (formerly SHH Bostad) production costs for residential development are recorded as operating expenses but are not included here, as they do not fall within the definition of operating expenses according to the taxonomy.

Recognition of capital expenditure

Relates to capital expenditure for acquisitions and capitalised investment expenditure related to the properties included in economic activities reported above. Capital expenditure of SEK 3,325m represents all expenditure on acquisitions and investments in investment and development properties in 2022. A further SEK 11m is linked to investments in equipment. For further information, see Notes 17 and 19 on pages 95 and 96 respectively.

Percentage aligned with the EU taxonomy 2022

For 2022, we estimate that 62 per cent of turnover, 53 per cent of operating expenditure and 18 per cent of capital expenditure is



100 per cent green financing

Green financing offers us better conditions both with banks and on the capital market, as well as access to more financing alternatives. Our green financing was complemented in June 2021 by a taxonomy-adapted loan that satisfies the EU taxonomy's proposed criteria for green financing. The target of 100 per cent green financing was achieved just before year-end 2020/2021. In connection with the acquisition of Birger Bostad in 2021, the figure dropped to 99 per cent. In 2022, we were back at 100 per cent again when Birger Bostad's loans were converted to green loans.

Examples of our work related to the EU taxonomy

We continued with our climate resilience analyses in 2022, work that began in 2021 in several of our districts. It involves assessing future physical climate risks and what climate adaptations we should make to reduce these long-term risks. Another important objective in the taxonomy is energy-efficient buildings, an area we are continually working with, and where we are at the forefront. Our average Primary Energy Demand is 71 kWh/sqm Atemp, and as much as 67 per cent of the space in our property portfolio is within the top 15 per cent in terms of energy performance (as defined by the Swedish Property Federation's survey, which shows that the top 15 per cent in office buildings in Sweden corresponds to buildings with a Primary Energy Demand below 80 kWh/sqm Atemp).

aligned with the EU taxonomy and objective 1, and can therefore be classified as green. For further information, see our full taxonomy report on pages 132–136. The reason the percentage of capital expenditure that is green is reported as low is that we have chosen to make a conservative assessment of ongoing new construction projects and report these as not aligned with the taxonomy, as interpretations of the requirements and documentation of such to support compliance are not yet fully in place. However, we aim to be able to report these as green in the future. As more objectives are specified, we will review and possibly take additional measures to make a substantial contribution to more of the objectives.

Customers

Our customers are our partners

Our presence, availability and responsive approach strengthen our relationships and help us grow with our customers. Whatever the challenge, we try to be flexible and find solutions that meet their needs, and through our long-term partnerships we create sustainable working and urban environments.

Collaboration for long-term sustainability

It is vital to have constructive, close relationships with our customers. We want to be part of strengthening their competitiveness as employers by creating sustainable urban environments for residents, professionals and visitors. The sustainability network in Arenastaden is one such collaboration. We have been working with ten or so major companies here on an action plan linked to travel habits, to contribute to the climate goal of halving greenhouse gas emissions by 2030. This work is being carried out based on CERO in close cooperation with the City of Solna, Keolis, SL (Stockholm Public Transport) and transport operator MTR to achieve the best possible impact. As many as 80 per cent of those working in Arenastaden travel sustainably to and from their workplace, but in light of the forthcoming expansion of public transport, the goal is for even more to opt for sustainable travel alternatives. The new yellow line on the underground rail service is scheduled to open in 2028. Passengers will then be able to travel from Arenastaden and further south without having to change at Odenplan.

Another example is the collaboration with the Unga på Operan initiative in the schools in Flemingsberg. The project is aimed at four primary schools from reception to year 4. The activities may include mime, drama, music or creative projects.

Green leases

Green leases are now the standard. It means that both parties agree on a joint environmental agenda for the premises through the efficient use of resources and sustainable property management. For example, leases may include measures to maintain or improve the BREEAM rating of the building, energy optimisation and indoor environment measures, as well as requirements regarding choice of materials and waste sorting. During the year,

we developed a new template for green leases and prepared guidance on what customers might consider when making tenant customisations to improve the sustainability performance of the project, and help raise or maintain the property's environmental certification level. In 2022, 89 per cent of total newly signed space above ground had green leases.

Flexible solutions with the customer front and centre

We are currently landlord to approximately 660 companies, government agencies and organisations, and more than 100,000 people spend time in our buildings every day. Thanks to our experience, we are able to meet an increasing need for flexibility and we strive to be solution-oriented and responsive to our customers' wishes. We are constantly exploring new opportunities linked to the sharing economy for greater flexibility in leases as well as in our offerings and approach. All our customers already have access to our 'WAW' (Work Away from Work) office hubs, which means they can offer their employees a temporary workplace in the city, Arenastaden or Hammarby Sjöstad. In 2022, we also launched the NOW concept – turnkey offices with everything included and a lease that runs for one month at a time. There are now three NOW offices: one in Hammarby Sjöstad and two in the city centre.

Strengthening relationships through proximity and continuity

We have a presence in our customers' day-to-day lives through our own offices in all our districts, and our own staff, whether for property management or operations. This facilitates a close dialogue between us and our customers, creating continuity and confidence in our relationships and helping us pick up on more subtle preferences. Our fault reporting system also alerts us if



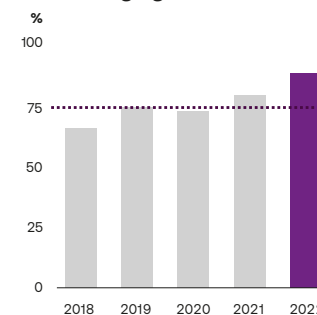
80%

travel sustainably to and from their workplace in Arenastaden

something needs to be dealt with or repaired, and we can quickly remove any risk of injury or damage. Every year or every other year we conduct a more in-depth customer meeting that gives us an even better understanding of our customers' needs.

During the year we resumed our regular breakfast meetings with our customers in each city district. It is a highly popular activity for exchanging information and providing updates on the latest news in our city districts. Our close customer relationships have been an advantage during the challenges of recent years, with the pandemic, followed by the war in Ukraine and subsequent energy crisis. We carry out CSI (Customer Satisfaction Index) surveys every two years. Our target is an overall customer satisfaction rating of 80, and in the 2021 survey we achieved 78. An impressive 90 per cent stated that they would be likely to recommend us as a landlord, and 81 per cent stated they would contact us regarding a change of premises. A new CSI survey will be carried out in 2023.

Percentage green leases¹⁾



¹⁾ Area above ground, excluding housing units.

89%

green leases

Business ethics

Consultation and dialogue important tools for responsible business



Good business ethics, continuous dialogue and responsiveness are fundamental to our relationships with both employees and customers, as well as suppliers and lenders. Working responsibly is essential to long-term profitability, and contributes to the sustainable development of society.

Citizen dialogue

Maintaining a continuous dialogue with the residents of the city districts in which we operate is important, both in urban planning in general but especially in the context of the local development planning process. Once we have applied and received planning permission, the municipality produces a draft plan and there is a consultation period for interested parties to submit their comments. The consultation includes us as a property owner, but also stakeholders such as the county administrative board and local government authorities, as well as tenants. Usually, the municipality convenes a consultation meeting and, if there are reasons, they can amend the draft plan to take account of the comments made. The draft plan will then be sent out for public consultation, giving tenants and other interested parties another opportunity to have their say on the proposal.

Basic values as a guide

Our core values (SPEAK) and our Code of Conduct form the basis for the conduct of all employees. The Code of Conduct clarifies our position on issues related to human rights, labour conditions, the environment, business ethics and communication.

All employees receive regular training on 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' conventions on human rights at the workplace. 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.

Consultation and incident reporting

We are keen for both our own employees and all external stakeholders to feel confident in their ability to intercept potential irregularities in the organisation at an early stage, either via dialogue or via anonymous reporting systems.

Employees are kept informed about governing policies and guidelines via an intranet, information briefings and regular newsletters. Management is responsible for informing the staff concerned about their responsibility for maintaining effective internal control.

We offer a whistleblower service to facilitate incident reporting, that is available both internally and externally. The service is important to reduce risks and promote strong business ethics, thereby maintaining customer and public confidence in our business. The report itself and any subsequent dialogue are anonymised if the person wishes. All reports are immediately followed up by a working group consisting of our Director of Human Resources, Head of Sustainability and Corporate Lawyer, and they are responsible for ensuring appropriate action is taken. No incidents were reported in 2022.

Fault reports and comments

It is important for us to receive feedback on how we manage our work. Anyone who has submitted a fault report is invited to comment on our response. The feedback is provided digitally by simply pressing the symbol that best describes the experience. If a tenant is unhappy with our response, a new case is automatically opened and we follow up to find out what went wrong and how we could have done things differently. The comments received so far have led to a number of improvements. Today, 95 per cent of our customers are satisfied with the way we respond to a fault report; our target is 100 per cent.

Transparency around tax payments

We want to take responsibility for sustainable societal development, and this includes contributing to society by paying taxes. We conduct all our business in Sweden; all our employees are employed by Swedish companies and we pay 100 per cent of our tax expense in Sweden. Our tax policy provides guidelines on the company's tax management. The policy states that we will follow all the relevant laws and regulations in the area of taxation, and that where regulations are unclear, we will act transparently and exercise caution. We will engage in tax management based on ethical, legal and professional principles and will abstain entirely from aggressive or advanced tax avoidance. We do not engage in political lobbying on tax legislation. Our tax policy is available in full on our website.

Corporate culture

The contribution of each and every employee is important for the company as a whole. We are a team operating according to shared guidelines and clear frameworks for success. We call this SPEAK and we invest joint time and effort in our professional development and our core values.

Our core values:

SPEAK

- Fast
- Informal
- Entrepreneurial
- Business-minded
- Customer-focused

Sustainability targets

City districts

| City districts | 2022 | 2021 | Long-term goal |
|-----------------------------------|------|------|------------------------------------|
| Proportion of renewable energy, % | 94 | 95 | 100% energy from renewable sources |

Properties

| Properties | 2022 | 2021 | Long-term goal |
|--|--------|--------|--|
| Energy performance, total energy, kWh/sqm Atemp | 73 | 77 | 70 |
| Energy produced from solar panels, kWh/sqm Atemp | 1.5 | 0.79 | Energy produced from solar panels 2.5 kWh/sqm Atemp by 2030 |
| Material recycling, % ¹⁾ | 54 | 48 | 90% material and energy recovery |
| Water consumption, l/sqm Atemp | 327 | 263 | Reduce water consumption per sqm Atemp by 2% annually compared with 2019 |
| Environmental certification, number of investment properties | 65 | 59 | |
| Environmental certification of new builds, proportion of total lettable area, % | 100 | 100 | 100% of new builds, according to BREEAM In-Use with ambition level Excellent |
| Environmental certification of investment property portfolio, proportion of total space, % | 100 | 100 | All investment properties (excl. future development properties) are to be environmentally-certified according to BREEAM In-Use with ambition level Very Good |
| Proportion of electric and hybrid cars – service cars and company cars, % | 99 | 96 | 100 |
| Greenhouse gas emissions, tonnes CO₂e | | | Carbon neutral property management (Scopes 1 and 2) by 2030. Indirect emissions (Scope 3) to be halved per GFA by 2030 compared with 2019 |
| Scope 1 | 54 | 98 | |
| Scope 2 | 1,866 | 1,512 | |
| Scope 3 | 28,796 | 26,997 | |
| Total Scope 1–3 | 30,716 | 28,607 | |
| Carbon offset by district heating supplier | –1,817 | –1,560 | |
| Net emissions after carbon offset | 28,899 | 27,047 | |

¹⁾2022 also includes waste statistics from tenant customisations.



We have been working towards the target of average energy consumption of 77 kWh/sqm Atemp by 2023. Since we already achieved 73 kWh/sqm Atemp in 2022, we have set a new target for 2025 of 70 kWh/sqm Atemp. Once we reach this target, it will mean that our energy performance is on a par with new build requirements, which is remarkable given that most of the buildings in our portfolio are more than 30 years old.”

Mia Häggström
Head of Sustainability

Employees

| Employees | 2022 | 2021 | Long-term goal |
|---|------|------|---|
| Satisfied employees, confidence rating, % | 87 | 86 | Confidence rating of min. 90% |
| Recommending Faberge as an employer, % | 95 | 94 | Over 95% of employees would recommend Faberge as an employer |
| Low sickness absence, % | 3.12 | 2.94 | Maintain low level of sickness absence at <3%, aided by regular medical check-ups and continued health and fitness programmes |
| Gender equality in management, % women | 50 | 56 | Aim is to achieve even gender balance |
| Gender equality among managers, % women | 47 | 25 | Aim is to achieve even gender balance |
| Gender equality among employees, % women | 38 | 35 | Aim is to achieve even gender balance |

Supply chain

| Supply chain | 2022 | 2021 | Long-term goal |
|---|------|-------------------|--|
| Screening of framework agreement suppliers, % | 90 | 100 ¹⁾ | All framework agreement partners will be sustainability audited and approved |

¹⁾ Percentage of strategic suppliers audited. As of 2022 framework agreement suppliers are sustainability audited.

Financing

| Financing | 2022 | 2021 | Long-term goal |
|--------------------|------|------|----------------------|
| Green financing, % | 100 | 99 | 100% green financing |

Customers

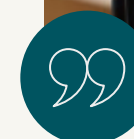
| Customers | 2022 | 2021 | Long-term goal |
|---|-----------------|------|--|
| Customer Satisfaction Index | – ¹⁾ | 78 | CSI rating shall be 80 |
| Green leases ²⁾ , proportion newly signed space, % | 100 | 96 | Green leases to account for 100% of newly signed space |
| Green leases, proportion of total space, % | 89 | 80 | Green leases to account for 100% of total space |

¹⁾ Customer Satisfaction Index surveys are conducted every two years.

²⁾ Area above ground, excluding residential units.

Business ethics

| Business ethics | 2022 | 2021 | Long-term goal |
|--|------|------|---|
| Annual training in our Code of Conduct | 100 | 100 | Keeping the dialogue on ethical issues alive throughout the company via activities and forums |



It makes me proud that so many people can recommend us as an employer. Having so many ambassadors who think we're a great place to work makes it so much easier for us to recruit new talent, but also to retain the people we already have."

Gunilla Cornell
Director of Human Resources

Sustainability notes

About this report

This is our 11th Sustainability Report according to the GRI guidelines for voluntary reporting of sustainability information. We report on our sustainability work annually and the Sustainability Report is included as part of our 2022 Annual Report, which pertains to the 2022 financial year. The report has been prepared in accordance with GRI Standards. The preceding year's Annual Report, including the Sustainability Report, was published in March 2022. The information contained in the Sustainability Report has been subject to a limited review by Deloitte, see Assurance Report on page 141.

The content of the Sustainability Report has been selected on the basis of our most significant issues, given our operations and their impact relationship on the environment and society; see also section on stakeholder engagement and materiality analysis on pages 122–127. Our intention is for the sustainability section together with other information contained in the 2022 Annual Report to satisfy stakeholder information requirements, and to provide a comprehensive overview of our economic, environmental and social initiatives and results. The information in the report pertains to the entire Fabège Group. However, associated companies fall outside the parameters for the report, as we have limited access to the relevant data. Influence is exercised through Board representation.

Our GRI index on pages 138–140 contains references to the disclosures that are compulsory for GRI Standards 2021, as well as disclosures related to Fabège's material sustainability topics and management of these topics.

We follow the Precautionary Principle, which means that if we discover that there is a threat or risk of serious or irreversible environmental damage occurring, then lack of scientific evidence will not prevent us from taking cost-effective action.

This year, we are also reporting the company's sustainability performance measures based on EPRA's (European Public Real Estate Association) latest recommendations: Best Practices Recommendations on Sustainability Reporting, sBPR, third version September 2017. KPIs are reported for energy, greenhouse gas emissions, water, waste, environmentally-certified buildings, and corporate governance and social aspects.

The Sustainability Report is part of Fabège's Annual Report, which is approved by the Board of Directors. The Board is informed and can influence Fabège's sustainability work strategy and overall sustainability goals through an annual review and follow-up. The materiality analysis also covered the members of the Board of Directors.

Stakeholder engagement and materiality analysis

Our principal stakeholders are customers, employees, creditors, shareholders and analysts, suppliers and municipalities in which the company operates. We maintain a continual dialogue with all of these stakeholder groups. In 2020, we conducted an extensive stakeholder dialogue and materiality analysis via a survey, workshop and comprehensive interviews. The survey was sent out to a total of around 400 individuals, and the response rate was just over 50 per cent. All stakeholder groups were represented. In the survey, we asked the respondents to rank from a stakeholder perspective how Fabège should prioritise and what direction the company should take in relation to the UN 2030 Agenda and the 17 Sustainable Development Goals (SDGs). There was also an option to write their own responses, and we asked what overall sustainability goals the stakeholders prioritised in their own businesses.

Following this, we arranged an internal workshop to adjust the seven previously prioritised SDGs and the company's own specific sustainability targets in line with stakeholders' expectations. Finally, we conducted comprehensive interviews with customers, the Board, capital providers and municipalities. We did this in order to understand nuances and identify synergies between the 17 SDGs. The results of the dialogues and the subsequent analysis reveal that the following SDGs are the most significant for us:

- Goal 3: Good health and well-being
- Goal 7: Affordable and Clean Energy
- Goal 9: Industry, Innovation and Infrastructure
- Goal 10: Reduced Inequality
- Goal 11: Sustainable Cities and Communities
- Goal 12: Responsible Consumption and Production

The materiality analysis has also been used to develop our sustainability reporting and ensure we report on those areas that correspond to our most significant impact on the economy, environment and people, including human rights.

In 2022, we updated our materiality analysis to clarify the list of our material topics based on the GRI's updated definition of a material topic in the GRI Standards 2021. The updated list of material topics is available on pages 34–35.

Management of sustainability work

Our sustainability work is integrated into the organisation and has a clear division of responsibility for work relating to the various focus areas.

Our CEO bears overall responsibility for sustainability work. The CEO has overall responsibility for monitoring sustainability work at management team level. Policies and guidelines are determined by the Executive Management Team, continually updated and made available to all employees via our intranet.

The Board's rules of procedure include regular monitoring of sustainability issues. Reports are submitted to the Audit Committee and Board of Directors. Proposals for sustainability targets are prepared in close cooperation with the business areas and then approved by the Executive Management Team.

The Head of Sustainability, who reports directly to the Executive Management Team, leads sustainability work in the organisation. The Head of Sustainability pursues this work through the Sustainable Development Department. Responsibility for implementation rests with the line organisation. The Head of Sustainability is also responsible for strategic work with the districts' sustainability programmes, with business development and the property developers having operational responsibility.

Calculation of greenhouse gas emissions

To be able to compare emissions of different gases, they are recalculated as carbon dioxide equivalents (CO₂e). We use emission factors from our suppliers to calculate the volume of emissions. The reported emissions total from the business includes a reduction in CO₂e as a result of Guarantee of Origin (GO-labelled) electricity and GO-labelled renewable district

heating and district cooling. We have chosen ‘financial control’ and we focus on the ‘market-based method’ (but also report ‘location-based method’). This is because, as owner, we control the property’s energy performance and energy sources, while tenants can only influence consumption. Calculation of our carbon footprint (CO₂e) is evolving all the time, via more elements and improved key performance indicators. To facilitate comparison, we have placed comparable figures alongside each other and new figures in separate categories.

We use actual consumption when calculating emissions according to the Greenhouse Gas Protocol (GHG Protocol); see page 43 for table of emissions. Emission factors for electricity include the direct emissions resulting from electricity production and emission factors for district heating are reported without the effect of carbon offsetting. Instead we report carbon offsetting as a negative emissions item separately from Scope 1 and Scope 2.

Reporting of emissions according to the GHG Protocol

We primarily report greenhouse gas emissions in accordance with the GHG Protocol, market-based method, as we then have statistics from 2002 onwards. However, for 2022 we also report the outcome according to the location-based method. Emissions from refrigerants (Scope 1) are taken from the legally required refrigerant report of each property. Company car emissions (Scope 1) are based on the distance driven and the average consumption of mixed driving for each car. Today we are 100 per cent electric.

We primarily report Scope 2 according to the market-based method, where our GO-labelled renewable electricity has emission factor 0g CO₂e/kWh. However, we also report the location-based method premiums via the Nordic electricity mix 1. Consumption of electricity (Scope 2) and district heating and cooling (Scope 2) is retrieved from the energy monitoring system. The CO₂ calculation is not adjusted based on SMHI degree days. The emission factor from the respective district heating and district cooling supplier is used for the CO₂ calculation.

Our Scope 3 includes waste management by type and processing method from suppliers, internal monitoring of staff mileage driven while on duty, business travel by air from the travel company, internal monitoring of property development, building

energy from suppliers, employee commuting in km based on the 2022 travel habits survey (CERO) and tenant energy use assumed on a flat rate of 45kWh/sqm. 89 per cent of leases are green, which gives an emission factor of 7.9g CO₂e/kWh based on the Nordic electricity mix of 71.8g CO₂e/kWh. This year property development includes new builds and tenant customisations, but unlike 2021 it does not include properties bought and sold in accordance with the Swedish Property Federation’s report, ‘Reporting Scope 3 Emissions for Property Owners’.

Energy

Energy work is conducted by our energy strategist via our energy strategy, and sustainability and environmental policy. The energy strategist supports the property developers in the design of energy systems in sustainable districts, the operations managers, who together with the operating organisation have chief responsibility for energy issues in all buildings under management, and the project managers for the same responsibilities relating to new construction. The energy strategist reports to the Head of Sustainability.

Energy data from our properties is automatically collected from our energy meters via technical infrastructure in our properties. The data is checked for discrepancies both automatically and manually and we only use measured data.

Employees

The Director of Human Resources, who is a member of the Executive Management Team, is responsible for strategic HR work and for ensuring compliance with laws and regulations in the area of labour law and collective bargaining agreements. The starting point is policy documents within the area of HR, such as the personnel, gender equality and salary policies, as well as the company’s Code of Conduct.

We submit disclosures based on the GRI Standards and EPRA. All data related to employees is based on actual data and is compiled and secured by our HR department. Follow-up is carried out quarterly and annually based on established targets.

Supply chain

The Head of Purchasing reports to the Executive Management Team and is responsible for the company’s purchasing policy,

signing agreements with all strategic partners and sustainability screening of suppliers. The purchasing organisation is responsible for signing all framework and service contracts and ensuring that new contracts adhere to our General Terms and Conditions, sustainability and environmental policy and Code of Conduct. For new construction and redevelopment projects we have general requirements in administrative regulations, which are supplemented by environmental programmes and specific terms for each project. General terms and conditions, or administrative terms, together with the sustainability and environmental policy and Code of Conduct are included in the appendices of all contracts signed with suppliers.

Financing

Our Green Business Council compiles data on ongoing and planned environmental certifications, and examines whether projects and assets satisfy the green requirements. A special report on how the company allocates its green funds and how well it fulfils the terms imposed by the framework is prepared each quarter and published at fabega.se/en/green-financing.

Customers

Overall responsibility for customer satisfaction and measurements is shared by the Director of Property Management and the Director of Technical Operations, both of whom are members of the Executive Management Team. The property managers are responsible for customer relationships at company and organisational level. They feed back the results from the surveys to the customers and are responsible for improvements being made at customer level based on service, cases and the CSI survey.

Business ethics and moral approach

All managers with personnel responsibility are charged with ensuring that the Code of Conduct is known and complied with in their respective department or sphere of responsibility. The Board of Directors and Executive Management Team are specifically responsible for promoting the implementation of the Code of Conduct. The content is revised and monitored annually. In 2022, there were no incidents of non-compliance.

Management of material sustainability topics

| | City districts | Properties | Employees | |
|----------------------------------|---|---|---|---|
| Material topics | <ul style="list-style-type: none">Energy systemLiving conditions in the local communityEquality | <ul style="list-style-type: none">EducationMeaningful leisure timeSafety | <ul style="list-style-type: none">Energy useGreenhouse gas emissionsWaste | <ul style="list-style-type: none">Good health and safetyDiversity and gender equalityGreenhouse gas emissions |
| GRI Standards | <ul style="list-style-type: none">GRI 302: EnergyGRI 305: EmissionsFaberge-1: Collaborative initiativesFaberge-2: Security measures | <ul style="list-style-type: none">GRI 302: EnergyGRI 305: EmissionsGRI 306: Waste | <ul style="list-style-type: none">GRI 403: Occupational Health and SafetyGRI 405: Diversity and Equal OpportunityGRI 406: Non-discrimination | |
| Impact in the value chain | <ul style="list-style-type: none">Actual impact on the city’s physical and social spacesEnvironmental, climate and human impacts of urban development and various collaborative initiatives | <ul style="list-style-type: none">Carbon footprint from construction phase. Energy and climate in usage phase. Circular opportunities in final phaseImpact 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 environmentImpact 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 degreesContinue to focus on environment, climate and social sustainability as we develop the physical environment for life in our coty districtsMake a difference in the districts 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 | <ul style="list-style-type: none">Health and environmentally-certified premises, buildings and districts that offer customers good opportunities to make sustainable choicesOur property management will be carbon neutral by 2030Our carbon footprint in construction projects will be halved by 2030 | <ul style="list-style-type: none">Employees believe that as an employer, Faberge facilitates a good work-life balanceWe 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 | |
| What we do | <ul style="list-style-type: none">Via planning process, property management and development we aim to achieve sustainable property and urban developmentWe get involved in learning and participation within sustainable urban deve-lopmentWe create experience-based, equitable and vibrant neighbourhoo-ds with a mix of offices, residential units, services, culture and recreation in accordance with Citylab ActionWe develop low-carbon energy system solutions for sustainable city districtsWe create the conditions for a safe and secure living environment through site development, lighting projects, care/maintenance and a 24-hour pre-sence. 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 clockWe run collaborative initiatives with schools and local sports activities, inclu-ding the Läxhjälp homework club and H.A.N.GWe collaborate with property owners, businesses, municipalities and the police to gather knowledge and increase participation and safetyWe have decided to contribute SEK 180m to finance expansion of the under-ground rail service to Arenastaden | <ul style="list-style-type: none">Continuing to develop services to reduce carbon footprintBuilt a zero-energy building certified according to FEBY Guld PlushusReduced energy use and increased the share of renewable energyStrengthening capacity for low-carbon adjustments, boosting biodiversity, environmental adaptation and an attractive urban space via sustainabili-ty-certified propertiesWe facilitate sustainable mobility and offer low-carbon logistics services in our propertiesDesign of premises via choice of materials, renewable electricity, flexibility, energy efficiency improvements and sorting waste for recycling as part of green leasesIncreasing 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">Skills development that improves employees’ conditions within the company while strengthening their position in the wider labour marketEnsuring equal rights for all regardless of gender, ethnicity, religion, disability, age and other factorsCombating discrimination, for example, through salary surveys and collaboration with employees via the occupa-tional health and safety committeeWe get involved in learning and participation within sustain-able urban developmentOrganising conferences focusing on our values (SPEAK)Health and fitness programmes | |
| Policies | <ul style="list-style-type: none">Sustainability and environmental policySustainability targetsCode of ConductProcurement and purchasing policySafety policyOther procedures | <ul style="list-style-type: none">Sustainability and environmental policySustainability targetsRefrigerant policyEnergy strategyCO₂ calculation guidelineOther procedures | <ul style="list-style-type: none">Sustainability and environmental policyWork environment policyCode of ConductEquality policyPolicy on diversity in the Board of DirectorsGDPR policy | |
| Evaluation | <ul style="list-style-type: none">Monitoring resource use and greenhouse gas emissionsCollaborative forums in our city districts – monitoring local communitiesPolicies are evaluated annually and set by the Executive Management Team | <ul style="list-style-type: none">Monitoring resource use and greenhouse gas emissionsFollow-up of environmental certification systemsEnergy monitoringEvaluation of product liability through self-assessment, BREEAM certifica-tions, Building Material Assessment and climate calculationsPolicies are evaluated annually and set by the Executive Management Team | <ul style="list-style-type: none">Annual employee survey, GPTWMonitoring of diversity and gender equality, health and safety through annual survey, salary reviews, occupational 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"> Sets 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 share 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 aim to be a proactive partner that puts people front and centre; that through innovation, responsibility and flexibility enables customers and businesses to develop | <ul style="list-style-type: none"> Our operations shall be characterised by strong business ethics and responsibility |
| What we do | <p>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 working conditions Combat inadequate business ethics and corruption Prevent child labour and forced labour Guarantee fire safety and work environment Combat negative impact on the living environment in 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, 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"> Increase the proportion of sustainable investments that reduce climate risk in assets Disseminate sustainability knowledge to capital providers and investors Participated in the development of banks' green loan products, sustainability-linked loans and new sustainable products on the capital market Continuous sustainability discussions with, and reporting to capital providers | <ul style="list-style-type: none"> 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 as part of green leases Health and environmentally-certified premises according to BREEAM, 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 conventions on human rights at the workplace 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 Safety policy Other procedures | <ul style="list-style-type: none"> Code of Conduct Policy for whistleblower function Tax policy Insider 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 | <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 rating (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 |



Our stakeholders and impact

| Area | Dialogue format | Impact on stakeholders | Impact on sustainable development |
|----------------------------------|--|--|---|
| Customers | <ul style="list-style-type: none"> Sustainability network together with companies in Arenastaden Travel habits survey of around 22,000 employees whose work-places are in Arenastaden Regular customer dialogue Customer satisfaction surveys Newsletters Cooperation on green leases Breakfast meetings on sustainable employees and workplaces Fault report and moment of truth | <ul style="list-style-type: none"> Facilitating sustainable mobility and offering low-carbon, quiet logistics services in the districts Design of premises via sustainable choice of materials, renewable electricity, flexibility, energy efficiency improvements, indoor climate and sorting waste for recycling Creating attractive, secure and safe public spaces with services, convenience stores and experience-based meeting places Increasing the green space factor for public areas by creating parks, squares and thoroughfares that provide ecosystem services and pleasant environments At the end of the case, the customer can rate our dialogue and our work | <ul style="list-style-type: none"> Health and environmentally-certified premises, buildings and districts that offer customers good opportunities to make sustainable choices Continued development of public transport and services to reduce carbon footprint Contributing to a sustainable lifestyle Involvement in learning and participation in sustainable urban development Developing zero-energy buildings Reducing energy use and increasing the proportion of renewable energy Strengthening capacity for low-carbon adjustments, boosting biodiversity, public health and quality of life, and helping create an attractive urban space Sustainability should be built into our customers' day-to-day activities, with fault reporting and dialogue contributing to the continuous development of buildings, services and ways of working |
| Employees | <ul style="list-style-type: none"> Employee discussion Performance reviews Human resources surveys Café Faberge (meeting forum) Conferences Department-specific sustainability training | <ul style="list-style-type: none"> Facilitating work-life balance Code of Conduct Great Place To Work Our core values, SPEAK Skills development Health and fitness promotion Terms of employment Human rights | <ul style="list-style-type: none"> Healthy and committed employees Contribute to sustainable workplaces and Faberge's overall sustainability strategy Skills development that improves employees' conditions within the company while strengthening their position in the wider labour market Ensuring equal rights for all regardless of gender, ethnicity, religion, disability, age and other factors Combating discrimination Involvement in learning and participation in sustainable urban development |
| Shareholders and analysts | <ul style="list-style-type: none"> Annual report Quarterly reports Capital market days Roadshows and one-to-one meetings Reporting to Audit Committee and Board of Directors | <ul style="list-style-type: none"> Initiating discussions with analysts about value-adding sustainability work Prioritised SDGs based on the materiality analysis The Board's rules of procedure include regular monitoring of sustainability issues | <ul style="list-style-type: none"> Helping to steer capital flows towards a more sustainable economy, making sustainability an integral factor in risk management, and promoting transparency and thus the conditions for long-term investment Disseminate knowledge about innovative sustainability work in construction and property development |
| Creditors | <ul style="list-style-type: none"> Cooperation with creditors and bond investors on sustainability reporting Presentations, quarterly reports, annual report, web Meetings, property viewings and seminars Capital market days | <ul style="list-style-type: none"> Participating in the development of banks' green loan products and new sustainable products on the capital market Continuous sustainability discussions with capital providers | <ul style="list-style-type: none"> Can accelerate the transition to a more sustainable economy Increasing the proportion of sustainable investments that reduce environmental, climate and social sustainability risks in assets Disseminating sustainability knowledge Disseminating knowledge about innovative sustainability work in construction and property development |
| Suppliers | <ul style="list-style-type: none"> Centralised procurement/framework agreements subjecting suppliers to demands for complying with our Code of Conduct Meetings with framework agreement suppliers Supplier day with inspirational talks | <ul style="list-style-type: none"> Demands for impeccable business ethics and Code of Conduct Continuous quality measurements of suppliers Far-reaching requirements in areas such as energy efficiency, resource management, reporting of greenhouse gas emissions and choice of materials Must follow health and environmental certification systems | <ul style="list-style-type: none"> Ensure labour law is complied with in areas such as salaries and overtime Combat inadequate business ethics and corruption Prevent child labour and forced labour Guarantee fire safety and work environment Combat negative impact on the living environment in local community resulting from emissions of hazardous substances to water, air and/or soil |
| Society | <ul style="list-style-type: none"> Regular meetings with municipalities and government agencies Collaborative meetings together with networks of companies (BELOK, SGBC, Swedish Property Federation, Byggherreforum (builder forum), etc.) Cooperation agreements with organisations such as Läxhjälpen BID Flemingsberg Klimatarena Stockholm (Stockholm climate arena) Solna's climate and sustainability network | <ul style="list-style-type: none"> Via planning process, property management and development, work to achieve sustainable property and urban development Street Gallery, homework club and Changers hub aimed at young people More pupils gaining qualifications for upper secondary school Decision to contribute SEK 180m to finance expansion of underground rail service to Arenastaden Construction to lead the way and halve emissions in Stockholm by 2030 | <ul style="list-style-type: none"> Contributing to the 1.5-degree target under the Paris Agreement Climate pledge with shared goal of accelerating the climate transition in the Stockholm Region Creating experience-based, vibrant neighbourhood environments with a mix of offices, residential units, services, culture, meeting places and nature areas Working for sustainable mobility via infrastructure for electric vehicles, cooperating with public transport and improving conditions for cyclists Creating the conditions for a safe and attractive living environment |

Task Force on Climate-related Financial Disclosures (TCFD)

During the year we continued with efforts to identify and evaluate climate-related risks and opportunities via an advanced risk analysis. This has enabled us to assess their impact on the company's strategy. We will continue to work on identifying and evaluating climate-related risks. Find out more about our scenario analysis on our website at faberge.se/en/scenario-analysis.

The work was based on TCFD's recommendations regarding climate-related risks and opportunities. We have analysed the business to ensure that the company is well-equipped to cope with the climate-related challenges that are already evident, but also those risks that are likely to affect the business in the future. Managing climate change and the ongoing transition in line with the Paris Agreement also generates major opportunities for companies like us that are highly ambitious in terms of their sustainability work.

Climate-related risks and opportunities

For a long time now, we have been working to reduce our carbon footprint and to future-proof properties and districts in response to changes in the climate, including rain, snow, wind and temperature variations. We are continuously identifying and managing climate-related risks and opportunities and their impact on operations, properties and districts. We have based the analysis on the risks and opportunities we have identified as being most significant for our future business. The results demonstrate that many of the risks we have identified are likely to be significant in the future, but that their financial impact will probably vary depending on the extent of the risk.

Transition risk

In the medium and long term, we can see a strong likelihood of tougher legal requirements having a knock-on effect on compa-

nies in the form of more stringent requirements, including measuring and reducing energy use and carbon emissions in operations, property management and projects. There is currently no price for carbon dioxide, but we expect that this is something that will be introduced in the near future. A higher carbon dioxide price would, for example, mean increased material costs, partly in the production of materials such as concrete, crushed stone and steel, and also when it comes to more sustainable materials such as timber products. In the latter case, the cost increase is linked to the fact that demand for these materials is increasing all the time.

A clear risk we are currently seeing is that political measures are stopping property owners from launching large-scale production of self-produced energy. We can see a challenge in that continued political management and decisions in the field of energy may lead to higher energy prices.

Political decisions may also slow down progress towards more fossil-free energy use.

We are constantly working to satisfy requirements and expectations from customers and other stakeholders. Demand for sustainable and certified buildings has grown over the course of several years. Environmental certification of our properties is an area we have been focusing on for a long time, and it is an area where we are endeavouring to raise our level of ambition. Municipalities that allocate land to us, and capital providers that influence our economic circumstances are crucial for our business. Requirements and expectations in the area of sustaina-

bility are also increasing in these groups. The ongoing development of the EU taxonomy system for sustainable activities is one of several examples of guidelines that subject our sustainability work to enhanced requirements. The system means that we need to raise the bar to meet our lenders' expectations and gain access to green financing. The forthcoming requirements of the Corporate Sustainability Reporting Directive (CSRD) will also affect the extent of sustainability work and reporting.

Physical climate risks

Changed weather patterns are already affecting our properties and city districts. There are a number of challenges that arise as a result of a warmer climate and higher temperatures. In the future, the direct effects of rising temperatures are likely to be that the cost of cooling properties will be higher, although heating costs may decrease somewhat.

In the longer term there is a risk of groundwater levels falling, which may lead to more water shortages and temporary restrictions on drinking water in several locations across Sweden. Higher annual precipitation and more days of heavy rain or snowfall also mean large quantities of water collect more easily. This can in turn result in a greater need to drain away surplus water, which can be difficult in areas where there are lots of hard surfaces. In buildings with basements on level ground there is also a risk of insufficient drainage capacity, which increases the risk of damage caused by damp. Extended periods with no rain cause groundwater levels to

| Governance ¹⁾ | Strategy ¹⁾ | Risk management ¹⁾ | Indicators and targets ¹⁾ |
|---|--|---|--|
| a) Board of Directors' overview of climate-related risks and opportunities Pages 67–77, 110 | a) Description of climate-related risks and opportunities that we have identified Pages 73, 128–129 | a) Description of the process of identifying and assessing climate-related risks Pages 67, 128–129 | a) Indicators to measure and control climate-related risks and opportunities Pages 42–45, 52–53, 56–57, 130 |
| b) Role of management in assessing and managing climate-related risks and opportunities Pages 110, 122 | b) Description of how the business, strategy and financial planning have been impacted Pages 38–45, 52–54, 73 | b) Description of processes to manage climate-related risks Pages 67, 73, 110–111, 128–129 | b) Reporting of Scopes 1, 2 and 3 according to Greenhouse Gas Protocol Page 43 |
| | c) Description of the organisation's strategic resilience and impact of various climate-related risks and opportunities Pages 73, 128–129 | c) Description of how the processes are integrated into the organisation's overall risk management Pages 67, 110–111 | c) Description of targets used to manage climate-related risks and opportunities and the outcome of these targets Pages 42–45, 56–57, 130 |

¹⁾Page references refer to the Annual & sustainability report 2022.

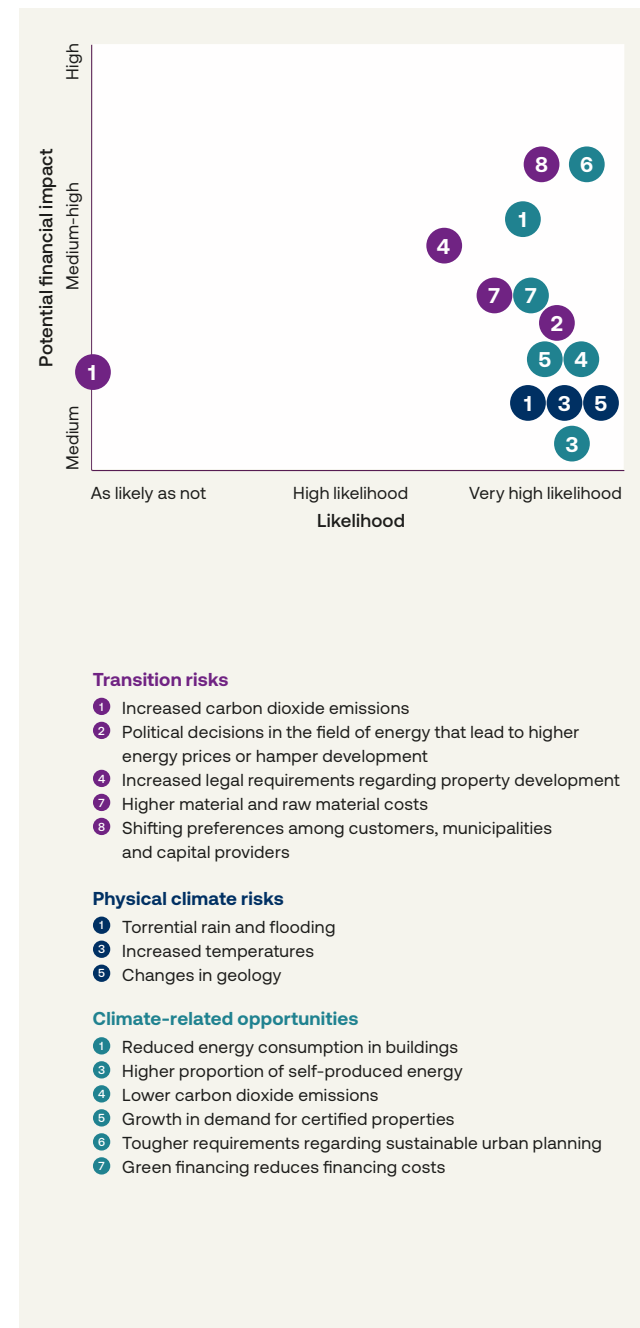
fall. For open natural environments and ground prone to subsidence it can have a negative impact on bearing resistance and cause subsidence damage, particularly in structures with shallow foundations. Prolonged dry spells can also cause cracks to form near the surface of the ground, which can affect basic infrastructure such as cycle paths, parking areas and small roads. These cracks can be a direct result of the dry conditions, but can also be due to water in the ground being sucked up by plants and trees. We have identified increased precipitation and flooding as one of the main potential risks through building-level climate resilience analyses.

Climate-related opportunities

Our entire business model and operations are adapted to harness opportunities arising out of the transition to a sustainable society. We regard our efforts to reduce energy usage and carbon emissions from operations as a way of future-proofing our properties, cutting costs and satisfying future legal requirements. This work also helps us continue to be an attractive company for all our stakeholders. Our long-term sustainability work includes the ambition to continually raise the percentage of self-produced energy, primarily from solar panels. The aim is to contribute to a greater proportion of renewable energy both within our operations and in society as a whole.

Environmentally certifying our properties and creating more sustainable buildings is an important strategic goal. Our aim in the short term is to meet customer demand. In the longer term we also want to be well prepared for new, tougher requirements that are likely to be introduced. We have had our climate target approved by the Science Based Targets initiative (SBTi), thereby supporting the UN climate agreement. Our goal is to achieve carbon neutral property management (Scopes 1 and 2) by 2030, and a 50 per cent reduction in Scope 3 emissions from the base year 2019. We see good opportunities to shift emissions from property management (Scopes 1 and 2), but it will be a challenge to cut emissions by half (Scope 3) in kg CO₂/GFA compared with 2019 through life cycle analysis of construction projects.

We are a relationship builder and enjoy a close partnership with municipalities in which we work together on urban development projects. We believe that good relationships do not just benefit us, but also society as a whole. All in all, we aim through our responsible approach in all areas of the business to be the natural choice for customers, employees and investors. We also hope our targeted sustainability work will inspire other companies and fuel the trend towards reducing climate impact going forward.



Sustainability indicators in accordance with EPRA, properties and employees

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 |
| | DH&C-Abs, DH&C-LfL | MWh | District heating & cooling | No. of applicable properties | 68 | 66 | 63 | 63 | - |
| | | | | Electricity disclosure coverage | 68 | 66 | 63 | 63 | - |
| | | | | % | 0 | 0 | 0 | 0 | - |
| | | | | Proportion of electricity estimated | 0 | 0 | 0 | 0 | - |
| | | | | 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 |
| GHG EMISSIONS | Energy-int | kWh/m2/year | Energy intensity | 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 | 68 | 66 | 63 | 63 | - |
| | | | | % | 0 | 0 | 0 | 0 | - |
| | | | | Proportion of heating & cooling estimated | 0 | 0 | 0 | 0 | - |
| | GHG-Dir-Abs | Tonnes CO ₂ e | Direct | Total Scope 1 | 54 | 98 | | | |
| | | | | 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 | 84 | 81 | | | |
| | | | | % | 11 | 6 | | | |
| | GHG-Indir-Abs | Tonnes CO ₂ e | Indirect | GHG disclosure coverage ¹⁾ | 84 | 81 | | | |
| | | | | Proportion of GHG estimated ²⁾ | 11 | 6 | | | |
| | | | | (Scope 1 + Scope 2) kg/m2 | 1.3 | 1.1 | | | |
| | | | | Total water consumption | 392,960 | 313,570 | 363,011 | 295,833 | 22.7 |
| | | | | Water disclosure coverage | 68 | 66 | 63 | 63 | - |
| | | | | % | 0.327 | 0.263 | 0.32 | 0.26 | 22.7 |
| WATER | Water-Abs, Water-Lfl | m3 | Municipal water | Proportion of water estimated | 0 | 0 | | | |
| | | | | Total hazardous | 42 | 36 | | | |
| | | | | Total non-hazardous | 2,742 | 2,632 | | | |
| | | | | Recycled | 1,314 | 1,274 | | | |
| | | | | Incineration | 1,461 | 1,389 | | | |
| | | | | Landfill | 8 | 6 | | | |
| | Waste-Abs ³⁾ | Tonnes | Waste | Waste disclosure coverage | 66 | 70 | | | |
| | | | | % of portfolio certified by floor area | 100 | 100 | | | |
| | | | | % of portfolio certified by number of properties | 100 | 100 | | | |
| | | | | No. of applicable properties | 65 | 59 | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| CERTIFIED ASSETS | Cert-Tot | % | Sustainability certified buildings | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |

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).

Employees¹⁾

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

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.

Equality/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 within 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.

EU taxonomy

We carry out both construction (via building contractors) and management of buildings. We have chosen to report only against objective 1: Climate change mitigation in the EU taxonomy, as it is the objective that is most relevant to our activities. All of our activities fall within the scope of the taxonomy, and the activities under which the bulk of our operations are described are 7.7 Acquisition and ownership of buildings, and 7.1 Construction of new buildings. However, other activities could also be used on a smaller scale.

Principles for financial reporting according to the EU taxonomy

The proportion of our operations that are environmentally sustainable according to the EU Taxonomy Regulation is reported via three financial ratios that indicate the proportion of turnover, operating expenditure and capital expenditure that is taxonomy-aligned.

Recognition of turnover

All of the turnover related to the properties included in economic activities above are recognised. This refers to rental income, including the standard supplements. No material income that should be excluded has been identified. Turnover of SEK 3,327 m corresponds to total net sales according to profit and loss accounts for 2022.

Recognition of operating expenditure

Operating expenditure includes the following expenses: property management costs, regular repairs, maintenance and expensed tenant customisations. Birger Bostad's production costs for residential development are recorded as operating expenses but are not included here, as they do not fall within the definition of operating expenses according to the taxonomy.

Recognition of capital expenditure

Relates to capital expenditure for acquisitions and capitalised investment expenditure related to the properties included in economic activities reported above. Capital expenditure of SEK 3,325m represents all expenditure on acquisitions and investments in investment and development properties in 2022. A further SEK 11m is linked to investments in equipment. For further information, see Notes 17 and 19 on pages 95 and 96 respectively.

Compliance with the EU Regulation

We have concluded that the activities that primarily describe our operations are 7.7 Acquisition and ownership of buildings, and 7.1 Construction of new buildings.

Our interpretation of when a building has been constructed has been linked to the date of the planning permission application submitted to the municipality for all our buildings. This interpretation is consistent with the interpretation of the European Commission.

We may choose to report within other activities in specific cases, such as 7.2. This is used when the redevelopment is significant and the building is not already green according to 7.7. This has not been the case in 2022.

Fabege has a subsidiary, Birger Bostad, which builds residential units for sale. Birger Bostad's production costs for residential development are recorded as operating expenses but are not included here, as they do not fall within the definition of operating expenses according to the taxonomy. However, turnover linked to Birger Bostad is included in the accounts.

Contributing to environmental objective 1: Climate change mitigation

The taxonomy requires a building constructed before 31/12/2020 to have at least an Energy Performance Certificate (EPC) class A, or be among the top 15 per cent most energy-efficient buildings in the country. We have judged that the best available data regarding

this is the limit values developed by Fastighetsägarna (Swedish Property Federation). Fastighetsägarna's limit value for offices is the Primary Energy Demand of 80 kWh/sqm Atemp. We have a few properties that are not offices but are considered hotels or apartment buildings. Fastighetsägarna's limit values for these categories of 91 kWh/sqm Atemp and 81 kWh/sqm Atemp respectively are used here. If additional statistics become available, for example from Boverket (The Swedish National Board of Housing, Building and Planning), we intend to use these in the future. We have calculated the Primary Energy Demand for all properties based on the energy outcome in 2022 using our energy monitoring tool, Greenview. This calculation is identical to the one made in an EPC, this has been verified by an external energy expert. We believe that this is the most accurate way to show that we meet the energy performance requirements, as it shows the current status of the property based on Boverket's current building regulations (BBR).

The taxonomy requires the energy performance of new buildings to be 10 per cent below BBR, which is well above our own target that office buildings should be designed for energy requirements 50 per cent below BBR. In our technical framework programme, we require that testing for air-tightness and thermal integrity always be carried out in accordance with the taxonomy. We carry out life cycle Global Warming Potential (GWP) calculations for the entire life cycle according to Levels in general, but it is not currently possible to provide a full breakdown of emissions according to Levels. The majority of the EPDs (Environmental Product Declarations) do not contain the information we need to split emissions into fossil and biogenic.

Do No Significant Harm (DNSH) criteria

To be aligned with the taxonomy, in addition to making a substantial contribution to an environmental objective, a company must not cause significant harm to any of the other environmental objectives.

Climate change adaptation

We have carried out climate risk analyses on most of the properties (60 properties) in our portfolio and will therefore be able to comply with this. This is the only DNSH requirement that also covers buildings in 7.7.

We have carried out climate risk analyses at the property level in almost the entire portfolio based on the requirements of the taxonomy; these analyses are also carried out in connection with the certification of new builds according to BREEAM-SE. The analyses of investment properties are based on a worst-case RCP 8.5 scenario with continued high carbon emissions until 2100. Flooding and increased precipitation have been identified as the greatest potential future risk. The models used take climate change into account with a climate factor of 1.25.

Qualitative scenario building also evaluates other relevant climate risks such as wind, temperature changes and erosion/subsidence. These risks are expected to ultimately affect our portfolio to a much lesser extent than heavy rain and flooding.

We have only dealt with one scenario in our climate risk analyses, but the taxonomy recommends several scenarios. However, we have only analysed the worst-case scenario (8.5) and believe that analysis of this scenario alone provides a good overview of the risks. We have decided to implement a significant number of the measures identified in the analyses. These actions have been factored into our operations and will be carried out on an ongoing basis going forward.

Sustainable use and protection of water and marine resources

In our technical framework programme, we always stipulate the requirements for water equipment imposed by the taxonomy, and we expect to meet this requirement in our projects. We do not perceive any major ambiguities regarding the interpretation of this requirement.

Transition to a circular economy

We have yet to establish whether this target can be achieved in our existing projects as energy recovery may not be included, which is why we have opted not to indicate that we satisfy this until the matter can be clarified.

Pollution prevention and control

We are not yet able to substantiate these requirements as we do not have all the data in our ongoing projects to prove that we meet the requirements, and therefore we choose not to indicate that we satisfy this until the matter can be clarified.

Protection and restoration of biodiversity and ecosystems

It is unclear how this requirement should be interpreted in terms of definitions of different types of land, and therefore we choose not to indicate that we meet this requirement until the matter can be clarified.

Our projects in 2022

We have a number of major projects that have planning permission applications submitted after 31/12/2020 and that are in the production phase and classed as 7.1. For the 2022 financial year, these include Ackordet 1, Regulatörn 4, Semaforen 1 and Separatörn 1. These projects satisfy significant sections of the taxonomy's requirements, but since interpretations of the requirements and documentation of this to demonstrate compliance are not yet fully in place, we have opted to make a conservative assessment and report these as not aligned with the taxonomy. However, our aim is for these projects to be produced in line with the taxonomy and, once they are further along in the process, for them to meet the requirements of the taxonomy.

We have a large number of projects in the early stages (e.g. land properties with an ongoing local development plan) that have not yet applied for planning permission and are therefore subject to

the requirements in 7.1. These may have minor investments and for the time being, we have chosen to make a conservative assessment with these too and report them as not aligned with the taxonomy, as interpretations of the requirements and documentation of this to demonstrate compliance are not yet fully in place. However, our aim is for these to be planned in line with the taxonomy and, once they are further along in the process, for them to meet the requirements of the taxonomy.

Minimum Safeguards

We also meet the taxonomy's requirements for Minimum Safeguards related to human rights, corruption/bribery, and transparency regarding taxation and fair competition. Since 2011, we have been a signatory of the UN Global Compact, committing ourselves to the ten international principles. Every year we submit a report detailing how our work to highlight the principles of the Global Compact in our business has progressed. Our Code of Conduct for employees and the equivalent code for suppliers/contractors is based on the UN Declaration on Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration and the UN Convention against Corruption.

We screen all our framework agreement suppliers from a sustainability perspective. Pages 50–51 and page 75 reflect our process for identifying, preventing and mitigating negative impacts on human rights and working conditions in the value chain. Our anti-corruption process is set out on pages 50–51 and 74. We produce transparent and open accounts of the Group's total tax burden. Find out more about our work with tax on pages 55 and 74.

We comply with the Swedish Competition Act, which aims to prevent market failures such as cartels and monopolies. We operate in an open market where commercial terms for letting and procurement apply. We have not been legally penalised in any of these areas.

| Share of turnover from products or services associated with taxonomy-aligned economic activities – information covering the year 2022 | | | | Substantial contribution criteria | | | | | | Do No Significant Harm (DNSH) criteria | | | | | | | | | |
|---|-----------|------------------------------------|-------------------------------------|--|--|---|-------------------------------|------------------------|---|--|--|---|-------------------------------------|------------------------------|--|---------------------------------------|---|---|--|
| Economic activities (1) | Codes (2) | Absolute turnover (3) SEK m | Percentage of turnover (4) % | Climate change mitigation (5) % | Climate change adaptation (6) % | Water and marine resources (7) % | Circular economy (8) % | Pollution (9) % | Biodiversity and ecosystems (10) % | Climate change mitigation (11) Yes/No | Climate change adaptation (12) Yes/No | Water and marine resources (13) Yes/No | Circular economy (14) Yes/No | Pollution (15) Yes/No | Biodiversity and ecosystems (16) Yes/No | Minimum Safeguards (17) Yes/No | Taxonomy-aligned share of turnover, year 2022 (18) % | Category (enabling activity or) (20) Enabling E | Category (transition activity) (21) Transition T |
| A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY | | | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable (taxonomy-aligned) activities | | | | | | | | | | | | | | | | | | | |
| Acquisition and ownership of buildings | 7.7 | 2,057 | 62 | 100 | 0 | | | | | - | Yes | - | - | - | - | Yes | 62 | - | - |
| The environmentally sustainable (taxonomy-aligned) activities' turnover (A.1) | | 2,057 | 62 | 100 | 0 | | | | | | | | | | | | 62 | | |
| A.2. Activities eligible for the taxonomy but not environmentally sustainable (not taxonomy-aligned) | | | | | | | | | | | | | | | | | | | |
| Acquisition and ownership of buildings | 7.7 | 970 | 29 | | | | | | | | | | | | | | | | |
| Construction of new buildings | 7.1 | 300 | 9 | | | | | | | | | | | | | | | | |
| Turnover of the activities eligible for the taxonomy but not environmentally sustainable (not taxonomy-aligned) (A.2) | | 1,270 | 38 | | | | | | | | | | | | | | | | |
| Total (A1 + A2) | | 3,327 | 100 | | | | | | | | | | | | | | | | |
| B. ACTIVITIES NOT ELIGIBLE FOR THE TAXONOMY | | | | | | | | | | | | | | | | | | | |
| Turnover of activities not eligible for the taxonomy (B) | | 0 | 0 | | | | | | | | | | | | | | | | |
| Total A+B | | 3,327 | 100 | | | | | | | | | | | | | | | | |

| Percentage of operating expenditure from products or services associated with taxonomy-aligned economic activities – information covering the year 2022 | | | | Substantial contribution criteria | | | | | | Do No Significant Harm (DNSH) criteria | | | | | | | | | |
|---|-----------|---|--|--|--|---|-------------------------------|------------------------|---|--|--|---|-------------------------------------|------------------------------|--|---------------------------------------|---|---|--|
| Economic activities (1) | Codes (2) | Absolute operating expenditure (3) SEK m | Percentage of operating expenditure (4) % | Climate change mitigation (5) % | Climate change adaptation (6) % | Water and marine resources (7) % | Circular economy (8) % | Pollution (9) % | Biodiversity and ecosystems (10) % | Climate change mitigation (11) Yes/No | Climate change adaptation (12) Yes/No | Water and marine resources (13) Yes/No | Circular economy (14) Yes/No | Pollution (15) Yes/No | Biodiversity and ecosystems (16) Yes/No | Minimum Safeguards (17) Yes/No | Taxonomy-aligned percentage of operating expenditure, year 2022 (18) % | Category (enabling activity or) (20) Enabling E | Category (transition activity) (21) Transition T |
| A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY | | | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable (taxonomy-aligned) activities | | | | | | | | | | | | | | | | | | | |
| Acquisition and ownership of buildings | 7.7 | 71 | 53 | 100 | 0 | | | | | - | Yes | - | - | - | - | Yes | 53 | - | |
| Operating expenditure for the environmentally sustainable (taxonomy-aligned) activities (A.1) | | 71 | 53 | 100 | 0 | | | | | | | | | | | | 53 | | |
| A.2. Activities eligible for the taxonomy but that are not environmentally sustainable (not taxonomy-aligned) | | | | | | | | | | | | | | | | | | | |
| Acquisition and ownership of buildings | 7.7 | 60 | 45 | | | | | | | | | | | | | | | | |
| Construction of new buildings | 7.1 | 2 | 2 | | | | | | | | | | | | | | | | |
| Operating expenditure for activities eligible for the taxonomy but not environmentally sustainable (not taxonomy-aligned) (A.2) | | 62 | 47 | | | | | | | | | | | | | | | | |
| Total (A1 + A2) | | 133 | 100 | | | | | | | | | | | | | | | | |
| B. ACTIVITIES NOT ELIGIBLE FOR THE TAXONOMY | | | | | | | | | | | | | | | | | | | |
| Operating expenditure for activities not eligible for the taxonomy (B) | | 0 | 0 | | | | | | | | | | | | | | | | |
| Total A+B | | 133 | 100 | | | | | | | | | | | | | | | | |



GRI index

General disclosures

Statement on use Fabege AB hereby reports in accordance with the GRI Standards and the report covers the reporting period 1 January 2022 – 31 December 2022

GRI 1 standard GRI 1: Foundation 2021

GRI Sector Standard No Sector Standard is available yet.

| GRI Standards/Areas | Disclosure | Name of disclosure | Page reference ¹⁾ | Omission | | |
|---------------------------------|------------|---|------------------------------|----------------------|---------------------|---|
| | | | | Requirements omitted | Reason for omission | Explanation |
| Organisational profile | | | | | | |
| GRI 2: General disclosures 2021 | 2-1 | Organisational details | 84 | | | |
| | 2-2 | Entities included in the organisation's sustainability reporting | 122 | | | |
| | 2-3 | Reporting period, frequency and contact point | 122, 159 | | | |
| | 2-4 | Restatements of information | No change | | | |
| | 2-5 | External assurance | 116-121, 141 | | | |
| | 2-6 | Activities, value chain and other business relationships | 2, 33, 36, 43 | | | |
| | 2-7 | Employees | 63, 91, 129 | | | |
| | 2-8 | Workers who are not employees | | 2-8 | Missing information | We have not yet compiled data about workers who are not employees. |
| | 2-9 | Governance structure and composition | 103-107, 114-115, 122 | | | |
| | 2-10 | Nomination and selection of the highest governance body | 103, 106 | 2-10-b-iv | Not applicable | The Nominating Committee does not take account of expertise in the field of sustainability. |
| | 2-11 | Chair of the highest governance body | 114 | | | |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | 116, 122 | | | |
| | 2-13 | Delegation of responsibility for managing impacts | 122 | | | |
| | 2-14 | Role of the highest governance body in sustainability reporting | 122 | | | |
| | 2-15 | Conflicts of interest | 114-115 | | | |
| | 2-16 | Communication of critical concerns | 107 | | | |
| | 2-17 | Collective knowledge of the highest governance body | 107 | | | |
| | 2-18 | Evaluation of the performance of the highest governance body | 107, 124-125 | | | |
| | 2-19 | Remuneration policies | 91-92, 103, 106, 108 | 2-19-b | Not applicable | The Board's remuneration is not related to sustainability. |
| | 2-20 | Process to determine remuneration | 103, 106, 108 | | | |
| | 2-21 | Annual total compensation ratio | | 2-21 | Missing information | Information not yet compiled. |
| | 2-22 | Statement on sustainable development strategy | | | | |
| | 2-23 | Policy commitments | 50, 55, 105 | | | |
| | 2-24 | Embedding policy commitments | 50-51, 55, 105 | | | |
| | 2-25 | Processes to remediate negative impacts | 51, 55 | | | |
| | 2-26 | Mechanisms for seeking advice and raising concerns | 55 | | | |
| | 2-27 | Compliance with laws and regulations | 73, 123 | | | |
| | 2-28 | Membership associations | 39, 131 | | | |
| | 2-29 | Approach to stakeholder engagement | 55, 111, 127 | | | |
| | 2-30 | Collective bargaining agreements | 131 | | | |

¹⁾ Page references refer to the Annual & sustainability report 2022.

| GRI Standards/Areas | Disclosure | Name of disclosure | Page reference ¹⁾ | Omission | | |
|---|------------|--|------------------------------|----------------------|------------------------|---|
| | | | | Requirements omitted | Reason for omission | Explanation |
| Material topics | | | | | | |
| GRI 3: Material topics 2021 | 3-1 | Process to determine material topics | 122–127 | | | |
| | 3-2 | List of material topics | 34–35, 122 | | | |
| Indirect economic impacts | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 38–41 | | | |
| GRI 203: Indirect economic impacts 2016 | 203-1 | Infrastructure investments and services supported | 38–40 | | | |
| Anti-corruption | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 50, 53, 55, 74, 105, 124–125 | | | |
| GRI 205: Anti-corruption 2016 | 205-3 | Confirmed incidents of corruption and actions taken | 55 | | | |
| Tax | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 55, 110, 124–125 | | | |
| GRI 207: Tax 2019 | | | | | | |
| | 207-1 | Approach to tax | 55, 110 | | | |
| | 207-2 | Tax governance, control, and risk management | 55, 74, 110 | | | |
| | 207-3 | Stakeholder engagement and management of concerns related to tax | 55, 74, 110, 133 | | | |
| | 207-4 | Country-by-country reporting | 55, 78, 79, 81, 94, 122, 129 | | | |
| Energy | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 42–45, 123, 124–125 | | | |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organisation | 130 | | | |
| | 302-2 | Energy consumption outside of the organisation | 43, 123 | | | |
| | 302-4 | Reduction of energy consumption | 44 | 302-4-a | Information incomplete | Stated as a percentage for the last quarter instead of J for the full year. |
| Emissions | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 42–45, 124–125, 128–131 | | | |
| GRI 305: Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | 43, 123 | | | |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | 43, 123 | | | |
| | 305-3 | Other indirect (Scope 3) GHG emissions | 43, 123 | | | |
| | 305-4 | GHG emissions intensity | 130 | | | |
| Waste | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 42, 43, 45, 50, 54, 124–125 | | | |
| GRI 306: Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | 42, 43 | | | |
| | 306-2 | Management of significant waste-related impacts | 42, 43, 45 | | | |
| | 306-3 | Waste generated | 130 | | | |
| Supplier environmental assessment | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 50, 124–125 | | | |
| GRI 308: Supplier environmental assessment 2016 | 308-1 | New suppliers that were screened using environmental criteria | 50 | | | |
| Employment | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 46–49, 124–125 | | | |
| GRI 401: Employment 2016 | 401-1 | New employee hires and employee turnover | 91, 131 | 401-1 | Information incomplete | Not broken down by age, gender and region. |

¹⁾ Page references refer to the Annual & sustainability report 2022.

| GRI Standards/Areas | Disclosure | Name of disclosure | Page reference ⁹⁾ | Omission | | |
|---|------------|---|------------------------------------|----------------------|---------------------|-------------|
| | | | | Requirements omitted | Reason for omission | Explanation |
| Occupational health and safety | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 46–49, 75, 123, 124–125 | | | |
| GRI 403: Occupational health and safety 2018 | 403-1 | Occupational health and safety management system | 47–48 | | | |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | 47–48 | | | |
| | 403-3 | Occupational health services | 47–48 | | | |
| | 403-4 | Worker participation, consultation, and communication on occupational health and safety | 47–48 | | | |
| | 403-5 | Worker training on occupational health and safety | 47–48 | | | |
| | 403-6 | Promotion of worker health | 47–48 | | | |
| | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 47–48 | | | |
| | 403-9 | Work-related injuries | 47–48, 131 | | | |
| Training and education | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 46–47, 124–125 | | | |
| GRI 404: Training and education 2016 | 404-3 | Percentage of employees receiving regular performance and career development reviews | 46–47 | | | |
| Diversity and equal opportunity | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 107, 124–125, 131 | | | |
| GRI 405: Diversity and equal opportunity 2016 | 405-1 | Diversity of governance bodies and employees | 91, 131 | | | |
| Non-discrimination | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 105, 124–125 | | | |
| GRI 406: Non-discrimination 2016 | 406-1 | Incidents of discrimination and corrective actions taken | 105 | | | |
| Supplier social assessment | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 50, 124–125 | | | |
| GRI 414: Supplier social assessment 2016 | 414-1 | New suppliers that were screened using social criteria | 50 | | | |
| Living conditions, education, leisure activities in local community | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 38–41, 124–125 | | | |
| | Fabege-1 | Collaborative initiatives | 38–41 | | | |
| Safety & security | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 2, 11, 18, 27, 30, 31, 39, 124–125 | | | |
| | Fabege-2 | Security measures | 39 | | | |
| | Fabege-3 | Residential construction | 30–31 | | | |
| Indoor environment & good health and safety | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 13, 42–45, 124–125 | | | |
| | Fabege-4 | Fitwel certification | 44 | | | |
| | Fabege-5 | Percentage BREEAM-certified properties | 45 | | | |
| Financing | | | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of material topics | 52–53, 124–125 | | | |
| | Fabege-6 | Proportion of green financing | 64 | | | |
| | Fabege-7 | EU taxonomy | 53, 132–136 | | | |

¹⁾Page references refer to the Annual & sustainability report 2022.

