

## Sustainability notes

Castellum's efforts to reduce the company's climate impact are ambitious. The ambition of working efficiently to develop a more sustainable property portfolio has been a goal of the company since the mid-1990s. These efforts have yielded results, and Castellum is now among the most sustainable companies in the industry.

To future-proof Castellum's asset portfolio and promote the sustainable development goals established by the UN and prioritised by the company, several challenging goals have been set. For example, buildings must be more energy-efficient, natural resources must be more efficiently utilised, biodiversity in urban environments must be increased, renewable energy must increase and changing weather conditions must be taken into account.

Castellum is involved in the climate plans and policies of its customers and of government agencies. It supports international treaties such as the Paris Agreement, displays leadership and to the greatest extent possible influences the industry to reduce its climate impact. Castellum is the first property company in the Nordic region to have its climate targets approved by the Science Based Targets initiative (SBTi). One of Castellum's targets is to achieve 100% climate neutrality in its operations by 2030, thereby supporting the UN's climate agreement and the national ambition for a fossil fuel-free Sweden. Despite the strong possibilities we see for adjusting emissions from property management (Scopes 1 and 2), there are major challenges to achieving climate neutrality in Scope 3. At present, we are far from having all the solutions to becoming climate neutral by 2030. But we know that ambitious goals drive innovation.

### Reporting principles

Castellum submits sustainability disclosures for all material sustainability issues based on the GRI Standard and for all of the EPRA's sBPR performance measures. Sustainability disclosures are reported for energy, greenhouse gas emissions, water, waste, and sustainability-certified buildings as well as corporate governance and societal aspects.

This sustainability notes report on the methods, assumptions and conversion factors used to produce Castellum's sustainability disclosures. In addition, detailed tables and information are reported as well as comments on limitations to or exclusion of sustainability disclosures.



## The Planet

### General principles

Castellum limits its reporting to the properties where we have operational control in accordance with the principles of the Greenhouse Gas protocol. Operational control was selected since it provides Castellum with the best conditions for reporting the statistics and data that Castellum can directly influence. Properties where the customer is responsible for agreements regarding energy and water deliveries and waste removal are thus excluded. Nor does Castellum own measurement data in cases where the customer is responsible for the agreement, and it is therefore difficult to report that type of data.

### Scope of the disclosures

Castellum works actively to gain access to the relevant data for properties it owns and manages. Having access to measurement data is important for Castellum, as it creates conditions for proper, efficient technical management in our buildings. At present, Castellum has excellent access to measurement data for nearly its entire portfolio. The size of the share of properties included in the respective indicators is shown next to the respective key metrics. Note that the share of potential objects to report under absolute figures for the respective years includes objects sold during the year in question, excluding land. Castellum does not, however, have access to all of the measurement data for all its properties. Measurement data of waste is primarily lacking due to the fact that several waste management contractors cannot provide complete data. Measurement data is also missing for energy and water. This is due to changes in the portfolio from purchases and sales of properties as well as development properties, which makes access to the relevant data more difficult. Castellum works continually on improving access to the relevant statistics. In total, Castellum owned 554 (642) properties at the end of 2021. Kungsliden, which was acquired in late 2021, has not been included in the company's sustainability reporting or sustainability key metrics. It will be included in 2022.

### No estimates

No sustainability disclosures have been estimated; unless otherwise indicated, all measurement data and all disclosures reported have been measured and assured.

### Normalisation

Castellum calculates key intensity metrics through division by the total floor area of the buildings; this is the most widely accepted method in Sweden for comparing energy use and resource consumption. Castellum uses Swedish Meteorological and Hydrological Institute (SMHI) degree days to normalise energy for heating. Energy for cooling is not currently normalised.

### Segment reporting (by property type and geography)

Castellum reports sustainability disclosures separated into the following building types: offices, logistics, retail, public buildings and light industry. Castellum's own offices are reported separately on page 181. Since Castellum owns properties primarily in Sweden and a very small share in Denmark and Finland, reporting the statistics by geographical division is not relevant.

## The Planet **energy**

### Energy consumption

Castellum reports energy we purchase and tenants' own electricity consumption. Reporting of the energy purchased by Castellum is based on actual metered consumption. The same applies for tenants' electricity consumption.

### Energy produced (GRI 302-1)

	Absolute energy (MWh)		
	2021	2020	% change
Electricity produced from own solar panel installations	4,637	1,580	193%
Production of own solar electricity, used on-site	1,946	1,512	29%
Production of own solar electricity, sold	2,691	68	3,857%
Scope of the disclosures on own solar electricity produced	46/46	31/31	

### Energy consumption (GRI 302-1, 302-3, Elec-Abs, Fuels-Abs, DH&C-Abs, Energy-Int)

Energy source	Absolute energy use (MWh)			Renewable share		
	2021	2020	2019	2021	2020	2019
Building electricity	61,587	70,357	76,895	100%	100%	100%
Electricity, geothermal and cooling	1,532	1,586	1,316	100%	100%	100%
Electricity, direct	1,485	1,155	522	100%	100%	100%
<b>1. Total electricity consumption (Elec-Abs)</b>	<b>64,604</b>	<b>73,098</b>	<b>78,733</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Biogas	1,735	1,723	2,714	100%	100%	100%
<i>Total consumption of renewable fuels</i>	<i>1,735</i>	<i>1,723</i>	<i>2,714</i>	<i>100%</i>	<i>100%</i>	<i>100%</i>
Natural gas	219	312	223	0%	0%	0%
Oil	252	1	86	0%	0%	0%
<i>Total consumption of non-renewable fuels</i>	<i>471</i>	<i>313</i>	<i>309</i>	<i>0%</i>	<i>0%</i>	<i>0%</i>
<b>2. Total fuels purchased by landlord (Fuels-Abs)</b>	<b>2,206</b>	<b>2,036</b>	<b>3,023</b>	<b>79%</b>	<b>85%</b>	<b>90%</b>
District heating	208,499	189,382	218,716	93%	94%	95%
District cooling	16,022	14,903	15,767	100%	95%	99%
<b>3. Total consumption of district heating and cooling (DH&amp;C-Abs)</b>	<b>224,521</b>	<b>204,285</b>	<b>234,483</b>	<b>93%</b>	<b>94%</b>	<b>95%</b>
<b>Total energy consumption (1+2+3)</b>	<b>291,331</b>	<b>279,419</b>	<b>316,239</b>	<b>95%</b>	<b>95%</b>	<b>96%</b>
<b>Total energy consumption (normalised)</b>	<b>294,111</b>	<b>326,287</b>	<b>340,645</b>	—	—	—
Energy intensity, buildings (Energy-Int)	91	75	88	—	—	—
Energy intensity, buildings (normalised)	92	87	95	—	—	—

Absolute emissions are indicated in metric tons of CO<sub>2</sub>eq, and intensity in kg per square metre. To convert from kWh to gigajoules (GJ), use a conversion factor of 3.6.

### Energy consumption outside the organisation (GRI 302-2)

	2021	2020	% change
Electricity (MWh)	38,130	42,852	-11%
Scope of the disclosures on tenants' energy	150/554	192/642	

The Planet energy, cont.

**Energy consumption (delivered by property owner) divided by property type, comparison (Elec-LfL, DH&C-LfL, Fuels-LfL, Energy-Int)**

	Measurement unit	Offices			Logistics			Retail		
		2021	2020	% change	2021	2020	% change	2021	2020	% change
<b>Total electricity consumption (Elec-LfL)</b>	MWh	<b>31,943</b>	<b>33,692</b>	<b>-5%</b>	<b>7,039</b>	<b>7,106</b>	<b>-1%</b>	<b>4,061</b>	<b>3,990</b>	<b>2%</b>
<i>Scope of the disclosures on electricity consumption</i>	m <sup>2</sup>	173/195	173/195		72/98	72/98		37/57	37/57	
<b>Total district heating and cooling (DH&amp;C-LfL)</b>	MWh	<b>107,664</b>	<b>90,639</b>	<b>19%</b>	<b>28,119</b>	<b>23,092</b>	<b>22%</b>	<b>14,078</b>	<b>11,371</b>	<b>24%</b>
<i>Scope of the disclosures on district heating and district cooling</i>	m <sup>2</sup>	172/172	172/172		75/76	75/76		39/39	39/39	
<b>Total fuels (Fuels-LfL)</b>	MWh	<b>843</b>	<b>815</b>	<b>3%</b>	<b>676</b>	<b>563</b>	<b>20%</b>	<b>—</b>	<b>—</b>	
<i>Scope of the disclosures on fuel</i>	m <sup>2</sup>	4/4	4/4		5/5	5/5		0/0	0/0	
<b>Total energy consumption</b>	MWh	<b>140,450</b>	<b>125,146</b>	<b>12%</b>	<b>35,834</b>	<b>30,761</b>	<b>16%</b>	<b>18,139</b>	<b>15,361</b>	<b>18%</b>
<b>Energy consumption (degree-day corrected)</b>	MWh	<b>142,019</b>	<b>142,657</b>	<b>0%</b>	<b>36,030</b>	<b>35,892</b>	<b>0%</b>	<b>18,308</b>	<b>17,692</b>	<b>3%</b>
Energy intensity, buildings (Energy-Int)	kWh/m <sup>2</sup> /yr	102	91	12%	59	51	16%	90	76	18%
Energy intensity, buildings (degree-day corrected)	kWh/m <sup>2</sup> /yr	103	104	-1%	59	59	0%	91	88	3%

cont.	Measurement unit	Public sector properties			Light industry			Castellum total		
		2021	2020	% change	2021	2020	% change	2021	2020	% change
<b>Total electricity consumption (Elec-LfL)</b>	MWh	<b>13,175</b>	<b>13,138</b>	<b>0%</b>	<b>1,988</b>	<b>1,974</b>	<b>1%</b>	<b>58,206</b>	<b>59,900</b>	<b>-3%</b>
<i>Scope of the disclosures on electricity consumption</i>	m <sup>2</sup>	57/67	57/67		21/30	21/30		360/447	360/447	
<b>Total district heating and cooling (DH&amp;C-LfL)</b>	MWh	<b>39,292</b>	<b>33,090</b>	<b>19%</b>	<b>7,800</b>	<b>6,682</b>	<b>17%</b>	<b>196,953</b>	<b>164,874</b>	<b>19%</b>
<i>Scope of the disclosures on district heating and district cooling</i>	m <sup>2</sup>	57/57	57/57		23/23	23/23		366/367	366/367	
<b>Total fuels (Fuels-LfL)</b>	MWh	<b>—</b>	<b>—</b>		<b>234</b>	<b>97</b>	<b>141%</b>	<b>1,753</b>	<b>1,475</b>	<b>19%</b>
<i>Scope of the disclosures on fuel</i>	m <sup>2</sup>	0/0	0/0		1/1	1/1		10/10	10/10	
<b>Total energy consumption</b>	MWh	<b>52,467</b>	<b>46,228</b>	<b>13%</b>	<b>10,022</b>	<b>8,753</b>	<b>14%</b>	<b>256,911</b>	<b>226,249</b>	<b>14%</b>
<b>Energy consumption (degree-day corrected)</b>	MWh	<b>52,872</b>	<b>52,775</b>	<b>0%</b>	<b>10,079</b>	<b>10,181</b>	<b>-1%</b>	<b>259,308</b>	<b>259,196</b>	<b>0%</b>
Energy intensity, buildings (Energy-Int)	kWh/m <sup>2</sup> /yr	94	83	13%	105	92	14%	91	80	14%
Energy intensity, buildings (degree-day corrected)	kWh/m <sup>2</sup> /yr	94	94	0%	105	106	-1%	91	91	0%

Scope of the reporting	2021	2020	2019
Properties covered by disclosures on electricity consumption	395/554	482/642	444/473
Properties covered by disclosures on district heating and district cooling	401/414	486/501	479/508
Properties covered by disclosures on fuels	13/13	16/16	15/15

## The Planet **emissions**

### Emissions

Castellum monitors its greenhouse gas emissions annually in accordance with the Greenhouse Gas (GHG) Protocol. 2017 was chosen as the base year for Castellum's Science Based Target of net-zero CO<sub>2</sub> emissions by 2030. This is because it was the first year when a complete Scope 3 inventory could be carried out. For scopes 1 and 2, and for business travel, there is comparable data back to 2007.

The Conversion Factors table on page 180 reports on the activities, assumptions and conversion factors forming the basis for reporting Castellum's energy use and greenhouse gas emissions. It is worth noting that in 2021, the database for Scope 3 emissions that are calculated based on the costs of the current period were replaced with a newer database. The previous database with emissions factors from the

World Input Output database, which is from 2013, has been replaced with a newer database – Exiobase 3. This database is considered to be the most reliable today for these types of calculations, and has updated emissions factors that better take economic activities into account with improved sectoral granularity. Previous years have not been updated.

### Complete inventory of greenhouse gas emissions (GRI 305-1, 305-2, 305-3, 305-4, 305-5, GHG-Dir-Abs, GHG-Indir-Abs [market-based], GHG-Indir-Abs [facility-based])

	2021		2020		2019		2018		2017		Calculation method <sup>1)</sup>
	Absolute emissions	Intensity	Absolute emissions	Intensity	Absolute emissions	Intensity	Absolute emissions	Intensity	Absolute emissions	Intensity	
<b>Scope 1</b>											
Direct emissions (GHG-Dir-Abs) <sup>2)</sup>	322	0.1	284	0.1	458	0.1	675	0.2	1,122	0.3	Fuel-based
Biogenic emissions (GHG-Dir-Abs)	342	0.1	339	0.1	535	0.1	664	0.2	924	0.2	Fuel-based
<b>Scope 2</b>											
Market-based method (GHG-Indir-Abs)	5,403	1.4	3,991	0.9	5,764	1.4	4,362	1.00	6,133	1.3	Fuel-based
Market-based method (GHG-Indir-Abs)	16,418	4.3	18,128	4.1	37,222	8.8	47,818	11.3	48,560	11.0	Fuel-based
<b>Scope 1+2 (market-based method)</b>	<b>5,725</b>	<b>1.5</b>	<b>4,275</b>	<b>1.0</b>	<b>6,222</b>	<b>1.5</b>	<b>5,037</b>	<b>1.2</b>	<b>7,255</b>	<b>1.6</b>	
<b>Scope 1+2 (facility-based method)</b>	<b>16,740</b>	<b>4.4</b>	<b>18,412</b>	<b>4.2</b>	<b>37,680</b>	<b>8.9</b>	<b>48,493</b>	<b>11.5</b>	<b>49,682</b>	<b>11.3</b>	
<b>Scope 3<sup>3)</sup></b>											
1. Goods and services purchased	71,130	18.5	274,307	61.8	266,860	62.8	273,279	64.6	322,279	73.6	Cost-based
3. Fuel- and energy-related activities <sup>4)</sup>	3,452	0.9	—	—	—	—	—	—	—	—	Fuel-based
4. Transportation and distribution, upstream	465	0.1	227	0.1	172	0.1	166	0.1	289	0.1	Cost-based
5. Waste generated in the operation	2,043	0.5	2,717	0.6	2,161	0.5	2,038	0.5	1,839	0.4	Cost-based
6. Business travel	35	0.0	49	0	127	0.0	151	0.0	138	0.0	Average method
7. Employee commutes	169	0.0	160	0	166	0.0	158	0.0	156	0.0	Average method
8. Leased assets, upstream	20	0.0	88	0	68	0.0	59	0.0	51	0.0	Cost-based
13. Leased assets, downstream <sup>5)</sup>	8,860	2.3	12,627	2.9	54	0.0	54	0.0	54	0.0	Average method
Biogenic emissions	—	—	—	—	—	—	—	—	—	—	
<b>Scope 3</b>	<b>86,174</b>	<b>22.4</b>	<b>290,175</b>	<b>65.4</b>	<b>269,608</b>	<b>63.4</b>	<b>275,905</b>	<b>65.2</b>	<b>324,806</b>	<b>74.1</b>	
<b>Scope 1+2+3 (market-based method)</b>	<b>91,899</b>	<b>23.9</b>	<b>294,450</b>	<b>66.4</b>	<b>275,830</b>	<b>64.9</b>	<b>280,942</b>	<b>66.4</b>	<b>332,061</b>	<b>75.7</b>	
<b>Scope 1+2+3 (facility-based method)</b>	<b>102,914</b>	<b>26.8</b>	<b>308,587</b>	<b>69.6</b>	<b>307,288</b>	<b>72.3</b>	<b>324,398</b>	<b>76.7</b>	<b>374,488</b>	<b>85.4</b>	

Absolute emissions are indicated in metric tons of CO<sub>2</sub>eq, and intensity in kg CO<sub>2</sub>e per square metre.

2017 is set as the base year for Castellum's Science Based Target, since this was the first year that Castellum measured the Group's entire emissions in Scope 3. No material emissions of greenhouse gases have been excluded.

1. According to GHG Protocol Corporate Value Chain Standard.

2. In addition to fuel consumption in properties and refrigerants, also includes emissions from Castellum's own vehicles of 23 metric tonnes of CO<sub>2</sub>e in 2021 compared with 14 metric tonnes of CO<sub>2</sub>e in 2020.

3. The following Scope 3 emissions are not considered relevant for Castellum (approved by SBTi): 2. Capital goods, 9. Downstream transportation and distribution, 10. Processing of sold products, 11. Use of sold products, 12. End processing of sold products, 14. Franchises, 15. Investments.

4. In 2021, Castellum updated and calculated emissions for fuel- and energy-related activities.

5. The emissions factor has been updated in accordance with the residual mix emission factor of each country from Grexel's database from 2020 and onward. We believe that Grexel's residual mix emissions factor reflects carbon emissions from electricity consumption better than the Swedish Energy Markets Inspectorate's weighted residual mix emissions factors that were used in previous years. This has no significant impact on the total carbon footprint – less than 5% – which is why we have not updated either previous years or the base year.

SUSTAINABILITY

Scope	Activity	Activity data	Conversion factor
Scope 1	Oil consumption at properties where the tenant does not have separate metering or billing of actual consumption.	Internal collection of statistics relating to consumption at properties heated by oil.	Heating oil: 0.28 tonnes CO <sub>2</sub> e/MWh Source: GHG Protocol, GWP 2014 IPCC Fifth Assessment Report
Scope 1	Natural gas consumption at properties where the tenant does not have separate metering or billing of actual consumption.	Internal collection of statistics relating to consumption at properties heated by natural gas.	Natural gas: 0.203 tonnes CO <sub>2</sub> e/MWh Source: GHG Protocol, GWP 2014 IPCC Fifth Assessment Report
Scope 1	Business travel with company vehicles.	Travel with company vehicles is based on meter readings. Greenhouse gas emissions are based on distance covered and on combined-cycle fuel consumption for each vehicle.	Gasoline: 0.0002375 tonnes CO <sub>2</sub> e/km Diesel: 0.0002798 tonnes CO <sub>2</sub> e/km Biofuel: 0 tonnes CO <sub>2</sub> e/km CNG: 0.0000505 tonnes CO <sub>2</sub> e/km Electric hybrid: 0.00005 tonnes CO <sub>2</sub> e/km Electric car: 0 tonnes CO <sub>2</sub> e/km Source: GHG Protocol, GWP 2014 IPCC Fifth Assessment Report
Scope 1	Refrigerants.	Refrigerant emission data is collected from the mandatory refrigerant report of each respective property.	Statistics from Svenska Kyl & Värmepumpsföreningen. The data is reported in connection with the Fluorinated Greenhouse Gas regulation, EU/517/2014, and appurtenant Swedish legislation, which is declared based on applicable practices.
Scope 2	Consumption of electricity in properties where the tenant does not have separate measurement or invoicing of actual consumption.	Internal collection of statistics for properties where Castellum is responsible for electricity use.	Origin-labelled renewable electricity: 0 g CO <sub>2</sub> e/MWh Residual mix: Sweden: 0.02318 tonnes CO <sub>2</sub> e/MWh Denmark 0.4277 tonnes CO <sub>2</sub> e/MWh Finland 0.2682 tonnes CO <sub>2</sub> e/MWh Source: Grexel
Scope 2	Consumption of district heating and district cooling in properties where the tenant does not have separate measurement or invoicing of actual consumption.	Internal collection of statistics for properties where Castellum is responsible for district heating and district cooling. District heating consumption is adjusted based on SMHI degree days and vacancy rate.	Statistics from respective district heating providers. <sup>1)</sup>
Scope 3	Business travel, taxi.	The majority of the data from suppliers and manual retrieval.	0.000147 tonnes CO <sub>2</sub> e/km Source: GHG Protocol, GWP 2014 IPCC Fifth Assessment Report
Scope 3	Business travel, air.	The majority of the data from suppliers and manual retrieval.	Nordic region: 0.000171 tonnes CO <sub>2</sub> e/km Europe: 0.000092 tonnes CO <sub>2</sub> e/km World: 0.000083 tonnes CO <sub>2</sub> e/km Source: GHG Protocol, GWP 2014 IPCC Fifth Assessment Report
Scope 3	Business travel, train.	The majority of the data from suppliers.	0.0000002 tonnes CO <sub>2</sub> e/km Source: SJ
Scope 3	Business travel, private vehicles.	Internal monitoring of kilometres driven on business with private vehicles.	0.000147 tonnes CO <sub>2</sub> e/km Source: GHG Protocol, GWP 2014 IPCC Fifth Assessment Report
Scope 3	Employee commutes.	Employee commutes in km are estimated based on data from Transport Analysis combined with emission factors from Naturvårdsverket, the Swedish Environmental Protection Agency.	Source: Naturvårdsverket and Transport Analysis
Scope 3	Assets leased downstream.	Calculated from a template of tenants' energy use.	Residual mix: Sweden: 0.05022 tonnes CO <sub>2</sub> e/MWh Denmark 0.46521 tonnes CO <sub>2</sub> e/MWh Finland 0.31013 tonnes CO <sub>2</sub> e/MWh Source: BELOK, Grexel
Scope 3	Fuel- and energy-related activities.	Calculated using actual monitoring of energy use combined with emissions factors from 2021 from the UK Department for Environment, Food and Rural Affairs (Defra).	Country-specific emissions factors Source: Defra
Scope 3	Other GHG emissions.	The carbon footprint is calculated based on how much is spent on suppliers from various industry sectors (e.g. transportation, travel, consultants, etc.). Emissions are then calculated using sector data from Exiobase 3 in accordance with the recommendations of the Greenhouse Gas Protocol for a Scope 3 screening.	Source: Exiobase 3

1. Since the district heating suppliers' conversion factor for the preceding year (2021) was only calculated in 2022, the conversion factor for 2020 is used for emissions linked to traditional district heating.

The Planet emissions, cont.

### Total greenhouse gas emissions by property type (GHG-Dir-LfL, GHG-Indir-LfL, GHG-Int)

	Measurement unit	Like-for-like (Lfl) comparison								
		Offices			Logistics			Retail		
		2021	2020	% change	2021	2020	% change	2021	2020	% change
Scope 1, Direct emissions (GHG-Dir-LfL)	Tonnes CO <sub>2</sub> e	120	348	-66%	14	81	-83%	11	18	-39%
Scope 2, Indirect emissions (market-based method, GHG-Indir-LfL)	Tonnes CO <sub>2</sub> e	2,068	1,995	4%	337	399	-16%	223	243	-8%
Scope 2, Indirect emissions (facility-based method, GHG-Indir-LfL)	Tonnes CO <sub>2</sub> e	7,717	8,860	-13%	1,548	1,818	-15%	914	982	-7%
Scope 1, Direct emissions + Scope 2, Indirect emissions (facility-based method, GHG-Int)	Kg CO <sub>2</sub> e/m <sup>2</sup> /yr	7,837	9,208	-15%	1,562	1,899	-18%	925	1,000	-8%

cont.	Measurement unit	Like-for-like (Lfl) comparison								
		Public sector properties			Light industry			Castellum total		
		2021	2020	% change	2021	2020	% change	2021	2020	% change
Scope 1, Direct emissions (GHG-Dir-LfL)	Tonnes CO <sub>2</sub> e	11	102	-89%	0	0	—	156	549	-72%
Scope 2, Indirect emissions (market-based method, GHG-Indir-LfL)	Tonnes CO <sub>2</sub> e	1,080	980	10%	174	240	-28%	3,882	3,857	1%
Scope 2, Indirect emissions (facility-based method, GHG-Indir-LfL)	Tonnes CO <sub>2</sub> e	2,662	2,901	-8%	653	776	-16%	13,494	15,337	-12%
Scope 1, Direct emissions + Scope 2, Indirect emissions (facility-based method, GHG-Int)	Kg CO <sub>2</sub> e/m <sup>2</sup> /yr	2,673	3,003	-11%	653	776	-16%	13,650	15,886	-14%

The table shows emissions from property management, meaning emissions from fuel and refrigerants in Scope 1 and emissions from energy consumption in Scope 2. GHG intensity is divided by Castellum's property area for the respective property categories. Castellum's total Scope 3 emissions are found on page 179.

### Energy consumption and emissions for Castellum's own operations (Castellum AB)

	Measurement unit	Indicator	Outcome (Abs, Int)		
			2021	2020	2019
<b>Total consumption, electricity</b>	MWh		<b>2,930</b>	<b>561</b>	<b>302</b>
Portion of electricity from renewable sources			100%	100%	100%
<b>Total consumption, district heating and cooling</b>			<b>3,829</b>	<b>646</b>	<b>822</b>
Portion of district heating and cooling from renewable sources			100%	96%	96%
<b>Total consumption, fuels</b>			<b>0</b>	<b>0</b>	<b>0</b>
Proportion of fuel from renewable sources			—	—	—
Energy intensity (normalised)	kWh/m <sup>2</sup> /yr		134	133	117
Number of properties where energy use and associated GHG emissions have been measured.	No. of buildings included		32/32	20/20	18/18
Share of energy use and GHG estimated in the portfolio	%		0%	0%	0%
Scope 1	Tonnes CO <sub>2</sub> e	Direct	23	14	66
Scope 2 (market-based)		Indirect	139	16	24
Scope 2 (facility-based)		Indirect	212	57	132
Scope 1 & 2 emissions (market-based)	Kg CO <sub>2</sub> e/m <sup>2</sup> /yr	GHG	162	3	8
Scope 1 & 2 emissions (facility-based)	Kg CO <sub>2</sub> e/m <sup>2</sup> /yr	GHG	235	7	17.5

The total area of Castellum's own offices was measured at 45,471 m<sup>2</sup> in 2021. This also includes United Space's offices.

## The Planet **water**

### Water consumption

Only municipal water is used in Castellum's operations.  
Castellum does not report on tenant's use of water.

### Total water consumption (Water-Abs, Water-Int)

	Measurement unit	Castellum outcome, total		
		2021	2020	2019
Municipal water (Water-Abs)	m <sup>3</sup>	683,540	874,785	995,345
Water intensity, buildings (Water-Int)	m <sup>3</sup> /m <sup>2</sup> /yr	0.23	0.25	0.29
Scope of the disclosures on water		454/554	522/642	490/518

### Total water use by property type (Water-LfL, Water-Int)

	Measurement unit	Like-for-like (Lfl.) comparison								
		Offices			Logistics			Retail		
		2021	2020	% change	2021	2020	% change	2021	2020	% change
Municipal water (Water-LfL)	m <sup>3</sup>	317,722	343,330	-7%	124,310	122,177	2%	46,591	46,075	1%
Water intensity, buildings (Water-Int)	m <sup>3</sup> /m <sup>2</sup> /yr	0.24	0.26	-8%	0.20	0.20	0%	0.23	0.23	0%
Scope of the disclosures on water		173/195	173/195		84/98	84/98		40/57	40/57	

cont.	Measurement unit	Like-for-like (Lfl.) comparison								
		Public sector properties			Light industry			Castellum total		
		2021	2020	% change	2021	2020	% change	2021	2020	% change
Municipal water (Water-LfL)	m <sup>3</sup>	113,100	131,297	-14%	33,980	31,453	8%	635,703	674,332	-6%
Water intensity, buildings (Water-Int)	m <sup>3</sup> /m <sup>2</sup> /yr	0.22	0.25	-12%	0.32	0.30	7%	0.23	0.24	-4%
Scope of the disclosures on water		59/67	59/67		26/30	26/30		382/447	382/447	

### Multi-year outlook: energy, carbon emissions and water

	2021		2020		2019		2018		2017		2016	
	Absolute	Intensity	Absolute	Intensity	Absolute	Intensity	Absolute	Intensity	Absolute	Intensity	Absolute	Intensity
<b>Total energy consumption</b>	<b>291,331</b>	<b>91</b>	<b>279,419</b>	<b>75</b>	<b>316,239</b>	<b>88</b>	<b>349,014</b>	<b>97</b>	<b>343,140</b>	<b>94</b>	<b>342,918</b>	<b>98</b>
<b>Total energy consumption, normalised</b>	<b>294,111</b>	<b>92</b>	<b>326,287</b>	<b>87</b>	<b>340,645</b>	<b>95</b>	<b>371,220</b>	<b>103</b>	<b>365,927</b>	<b>100</b>	<b>362,935</b>	<b>104</b>
1. of which actual heating	213,722	65	193,718	50	223,576	60	238,494	64	244,060	64	244,529	69
2. of which normalised heating	216,502	66	240,586	62	247,983	67	260,700	70	266,847	70	264,546	75
3. of which electricity and cooling	77,609	26	85,701	25	92,662	28	110,520	33	99,080	30	98,389	29
<b>Total CO<sub>2</sub>e emissions for property management<sup>1)</sup></b>	<b>5,725</b>	<b>1.5</b>	<b>4,275</b>	<b>1.0</b>	<b>6,222</b>	<b>1.5</b>	<b>5037</b>	<b>1.2</b>	<b>7,255</b>	<b>1.7</b>	<b>8,355</b>	<b>1.9</b>
of which Scope 1	322	0.1	285	0.1	458	0.1	675	0.2	1,122	0.3	608	0.1
of which Scope 2 (market-based)	5,403	1.4	3,990	0.9	5,764	1.4	4,362	1.00	6,133	1.4	7,747	1.8
<b>Total water consumption</b>	<b>683,540</b>	<b>0.23</b>	<b>874,785</b>	<b>0.25</b>	<b>995,345</b>	<b>0.29</b>	<b>969,783</b>	<b>0.3</b>	<b>1,008,457</b>	<b>0.3</b>	<b>1,044,503</b>	<b>0.2</b>

Absolute energy is indicated in MWh and CO<sub>2</sub> is indicated in metric tonnes. Intensity is indicated in kWh per square metre, and CO<sub>2</sub> is indicated in kg per square metre. Absolute water is indicated m<sup>3</sup>, and water intensity is indicated in m<sup>3</sup> per square metre and year.

1. This list includes all CO<sub>2</sub> emissions from property management (i.e. scopes 1 and 2). Total energy consumption is the sum of 1 and 3. Total normalised energy use is the sum of 2 and 3.

## The Planet **waste**

### Waste

Monitoring of waste was developed in 2021, whereupon Castellum now reports on landfill, recycling and incineration under the categories of hazardous and non-hazardous waste. This means that the figures pertaining to absolute tonnes of waste lack corresponding items in a number of rows in years prior to 2021. Due to the lack of measurement data from a number of waste management contractors there are gaps in the information for 2020, which has resulted in the disclosures on waste in the LfL portfolio not being completely comparable with 2021.

### Total waste (GRI 306-3, 306-4, 306-5; Waste-Abs)

	Total (abs) in metric tons		
	2021	2020	2019
<b>Hazardous waste (Waste-Abs)</b>	<b>34</b>	<b>65</b>	<b>17</b>
Landfill (Waste-Abs)	0		
Recycling (Waste-Abs)	26		
Incineration (Waste-Abs)	8		
<b>Non-hazardous waste (Waste-Abs)</b>	<b>2,925</b>	<b>1,228</b>	<b>1,094</b>
Landfill (Waste-Abs)	21		
Recycling (Waste-Abs)	1,228		
Incineration (Waste-Abs)	1,676		
<b>Total</b>	<b>2,959</b>	<b>2,384</b>	<b>2,067</b>
Scope of the disclosures on waste	254/554	233/642	164/638

### Total waste by property type (Waste-LfL)

	Measurement unit	Like-for-like (LfL) comparison								
		Offices			Logistics			Retail		
		2021	2020	% change	2021	2020	% change	2021	2020	% change
<b>Hazardous waste (Waste-LfL)</b>	Tonnes	<b>15</b>	<b>4</b>	<b>275%</b>	<b>2</b>	<b>0</b>	<b>—</b>	<b>0</b>	<b>0</b>	<b>—</b>
Landfill (Waste-LfL)	Tonnes	0	0		0	0	—	0	0	—
Recycling (Waste-LfL)	Tonnes	9	2	350%	2	0	—	0	0	—
Incineration (Waste-LfL)	Tonnes	6	2	200%	0	0	—	0	0	—
<b>Non-hazardous waste (Waste-LfL)</b>	Tonnes	<b>1,857</b>	<b>1,271</b>	<b>46%</b>	<b>131</b>	<b>100</b>	<b>31%</b>	<b>162</b>	<b>132</b>	<b>23%</b>
Landfill (Waste-LfL)	Tonnes	7	30	-77%	0	0	—	0	0	—
Recycling (Waste-LfL)	Tonnes	783	775	1%	17	30	-43%	82	51	61%
Incineration (Waste-LfL)	Tonnes	1,067	466	129%	114	70	63%	80	81	-1%
<b>Total</b>	Tonnes	<b>1,872</b>	<b>1,275</b>	<b>47%</b>	<b>133</b>	<b>100</b>	<b>33%</b>	<b>162</b>	<b>132</b>	<b>23%</b>
Scope of the disclosures on waste		148/195	148/195		25/98	25/98		16/57	16/57	

cont.	Measurement unit	Like-for-like (LfL) comparison								
		Public sector properties			Light industry			Castellum total		
		2021	2020	% change	2021	2020	% change	2021	2020	% change
<b>Hazardous waste (Waste-LfL)</b>	Tonnes	<b>2</b>	<b>0</b>	<b>—</b>	<b>2</b>	<b>0</b>	<b>—</b>	<b>21</b>	<b>4</b>	<b>425%</b>
Landfill (Waste-LfL)	Tonnes	0	0		0	0	—	0	0	—
Recycling (Waste-LfL)	Tonnes	2	0	—	0	0	—	13	2	550%
Incineration (Waste-LfL)	Tonnes	0	0	—	2	0	—	8	2	300%
<b>Non-hazardous waste (Waste-LfL)</b>	Tonnes	<b>507</b>	<b>216</b>	<b>135%</b>	<b>64</b>	<b>46</b>	<b>39%</b>	<b>2,721</b>	<b>1,765</b>	<b>54%</b>
Landfill (Waste-LfL)	Tonnes	0	1	-100%	0	2	-100%	7	33	-79%
Recycling (Waste-LfL)	Tonnes	245	157	56%	31	18	72%	1,158	1,031	12%
Incineration (Waste-LfL)	Tonnes	262	58	352%	33	26	27%	1,556	701	122%
<b>Total</b>	Tonnes	<b>509</b>	<b>216</b>	<b>136%</b>	<b>66</b>	<b>46</b>	<b>43%</b>	<b>2,742</b>	<b>1,769</b>	<b>55%</b>
Scope of the disclosures on waste		45/67	45/67		8/30	8/30		242/447	242/447	

The table pertains to waste generated by tenants. Construction waste is not included. The scope shows the number of properties in the organisation that are included in the data reported for this indicator. Combustible waste in Sweden is used primarily as fuel for energy extraction.



## Reporting under Article 8 in the Taxonomy Regulation

Castellum's entire operation is taxonomy-eligible. Over the long term, this will result in requirements for complete disclosures on the extent to which Castellum's operation is consistent with the criteria that are defined as part of the taxonomy and are environmentally sustainable in relation to the EU's six environmental objectives. The six objectives are:

1. Climate change mitigation
2. Climate change adaptation
3. The sustainable use and protection of water and marine resources
4. The transition to a circular economy
5. Pollution prevention and control
6. The protection and restoration of biodiversity and ecosystems

### Assessment of conformity with the regulation

During 2021, the technical criteria underlying the first two environmental objectives were communicated, and work is in progress internally at Castellum, in the industry and among other stakeholders to produce limit values and translations of what the respective objectives entail at the national level. The disclosure requirements will be gradually introduced beginning in financial year 2021, when the requirement for disclosure on the proportion of Castellum's operation that is taxonomy-eligible.

Within the first two environmental objectives, construction and property companies are listed as an industry that is EU taxonomy-eligible. Each of the first two environmental objectives lists the sectors covered as well as the associated economic activities that are affected. The respective economic activities indicate threshold values that are to be achieved in order for the activity to be considered environmentally sustainable, as well as requirements for how the activity is to do no significant harm (DNSH) and, moreover, to be conducted in agreement

with the minimum safeguards. The following economic activities touch on Castellum's entire operation:

1. New production of buildings
2. Renovation of existing buildings
3. Installation, maintenance and repairs pertaining to energy-efficient equipment, charging infrastructure for electric vehicles, measurement, control and checks of energy use in buildings and renewable energy technology
4. Acquisition and ownership of buildings

Points 1 and 4 are the economic activities that Castellum's operations primarily encompass and thereby generate the most sales, operating expenses and capital expenses. Points 2 and 3 do not generate any large volumes as regards sales, operating expenses and capital expenses in relation to 1 and 4.

As regards the first environmental objective – Climate change mitigation – Castellum is of the opinion that acquisition and ownership of buildings and new production of buildings are of greatest significance. This means that all of Castellum's operations are covered by the criteria defined in the EU Taxonomy Regulation. The threshold values that determine alignment with the taxonomy in acquisition and ownership of buildings are that the building must have an energy performance certificate (EPC) with a rating of A, or alternately to be among the top 15% of the most energy-efficient building stock in the country. For new production of buildings, the threshold value is that the building must have a primary energy performance that is 10% better than the requirements for near-zero energy buildings. In Sweden, this corresponds to a 10% improvement over national construction regulations. No conclusions could as yet be drawn as regards the second environmental objective. Work in this regard is under way.

### Assessment of scope under the EU Taxonomy Regulation (economic data presented includes Kungsleden)

	Total, MSEK	Proportion of economic activities covered by the taxonomy, %	Proportion of economic activities not covered by the taxonomy, %
Sales	6,353	100%	0%
Operating expenses	-535	100%	0%
Capital expenses	60,040	100%	0%

## Reporting under Article 8 in the Taxonomy Regulation, cont.

**Reporting principles**

The proportion of the operation that is environmentally sustainable under the EU Taxonomy Regulation must be reported in such formats as three financial key metrics broken down into each of the EU's six environmental objectives. To calculate these three key metrics, companies must identify sales, capital expenses and operating expenses that are consistent with operations that, according to the taxonomy, are environmentally sustainable.

**Sales**

Reporting of total sales corresponds to the Group's income from the consolidated statement of comprehensive income, Note 2. This item includes rental income, service income and coworking income.

**Capital expenses**

Reporting of total capital expenses pertains to additions to tangible assets during the year before depreciation, appreciation and depreciation and excluding changes in fair value. Moreover, tangible assets originating from business combinations are included. Refer to Note 13. New construction, extensions and reconstructions and Acquisitions. In addition, equipment that constitutes a capital expenditure is also covered; refer to Note 14.

**Operating expenses**

Reporting of operating expenses encompasses the Group's direct costs pertaining, for example, to daily maintenance and those required for ensuring the continued and practical function of the asset such as routine operating costs, building renovations that are not capitalised as capital expenses, short-term leases, and maintenance and reparations. Costs for energy use are excluded from operating costs. Refer to Note 4, Operating costs and Maintenance expenses.

**Contextual information**

During the year, Castellum was actively engaged in pursuing efforts to produce national guidelines and submit feedback to the Swedish government and the EU regarding the taxonomy. This took place within the scope of the Fastighetsägarna industry association's Task Force on the EU Taxonomy Regulation, which includes Castellum, and in the EPRA Sustainability Committee. In December 2021, the Task Force announced the threshold values for what is considered to be among the top 15% of the most energy-efficient building stock in acquisition and ownership of buildings, as part of the taxonomy's first climate objective. These threshold values, presented in the table at right, have been used to calculate the preliminary guidance information. The preliminary guidance information in the table below presents the properties with an EPC rating of A, as well as those that have an estimated primary energy performance according to BBR29 that falls below the threshold levels developed by Fastighetsägarna. As a stage in Castellum's multi-year focus on sustainability, enhancements to the energy efficiency of buildings and efficient

operation, we see that a significant portion of Castellum's existing properties preliminarily appear to meet the threshold value of the first environmental objective and are thereby aligned with the taxonomy in the preliminary guidance information presented in the table below. Note that this data excludes Kungsleden's portfolio, which is planned for inclusion in 2022. In the voluntary table, we have chosen to include only investment properties in the contextual information with preliminary guidance information.

**Top 15% limit for buildings constructed prior to 31 December 2020**

Building category	kWh/m <sup>2</sup> under BBR 29, primary energy performance
Premises categories	
Offices and administration	89
Store and warehouse premises for other retail	85

**Contextual information - Preliminary guidance information (excluding Kungsleden's asset portfolio<sup>1</sup>)**

	Energy performance certificate with 'A' rating	Others that fall within the top 15%	Taxonomy-aligned proportion of property management portfolio	Total property management portfolio
<b>Sales, MSEK</b>	241	2,225	46%	5,324
<b>Operating expenses, MSEK</b>	-16	-161	58%	-305
<b>Capital expenses, MSEK</b>	25	1,859	24%	7,887
Property value, MSEK	3,745	43,585	48%	98,453
Lettable area, sq. m.	158,883	1,470,557	46%	3,543,194
Number of properties	17	165	37%	498

This table shows the proportion of Castellum's investment properties that are classified on a preliminary basis as environmentally sustainable and thus aligned with the EU's Taxonomy Regulation, environmental objective 1.

1. The plan is to integrate Kungsleden's sustainability data into Castellum's reporting during 2022.

## Future-proofing

## Sustainability-certified properties (excluding land and Kungsleden's asset portfolio)

	Offices	Logistics	Retail	Public sector properties	Light industry	Developments	Castellum total	Proportion of portfolio
Sales, MSEK	1,977	336	210	690	30	31	3,274	61%
Operating expenses, MSEK	-141	-27	-13	-42	-3	-4	-230	51%
Capital expenses, MSEK	5,583	155	33	590	1	399	6,761	67%
Property value, MSEK	41,956	6,372	3,320	13,097	461	1,655	66,861	63%
Lettable area, sq. m.	931,950	326,727	131,589	378,298	25,150	59,807	1,853,521	48%
No. of properties	92	38	20	37	6	7	200	36%

Sales, operating expenses and capital expenses, which are reported on the preceding page, follow the same definitions as Castellum's reporting under the EU Taxonomy.

## Number of sustainability-certified buildings (GRI C1, Cert-Tot)

	Castellum												Total number of certified buildings	2021	2020	% change
	Miljöbyggnad		EU GreenBuilding		LEED		BREEAM		WELL							
	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020				
Number of certified buildings (Cert-Tot)	48	59	36	53	8	6	113	83	1	1	206	202	2%			
Certified area (in thousands m <sup>2</sup> , Cert-Tot)	398	441	279	408	96	64	1,080	834	0	0	1,854	1,747	6%			
Certified area, share of total (% Cert-Tot)	10%	9%	7%	8%	2%	1%	28%	13%	0%	0%	48%	39%	9%			

## Direct economic value generated and distributed (GRI 201-1)

MSEK	2021	2020	2019	2018
<b>Directly created economic value</b>	<b>6,353</b>	<b>6,004</b>	<b>5,821</b>	<b>5,577</b>
Income	6,353	6,004	5,821	5,577
<b>Economic value distributed</b>	<b>5,410</b>	<b>4,955</b>	<b>4,512</b>	<b>4,147</b>
Operating costs	2,007	1,669	1,466	1,400
Dividend to shareholders	1,888	1,776	1,667	1,448
Salary and remuneration to employees	490	470	427	382
Interest to financiers	845	786	782	835
Tax to the Swedish state	173	247	165	74
Contributions to communities	7	7	5	8
<b>Economic value retained</b>	<b>943</b>	<b>1,049</b>	<b>1,309</b>	<b>1,430</b>

## Tax - report by country, GRI 207-4-a

	2021		
	Sweden	Finland	Denmark
Number of employees <sup>1)</sup>	423	8	12
Assets excl. cash and cash equivalents	157,626	14,027	5,979
<b>Income</b>	<b>5,646</b>	<b>336</b>	<b>371</b>
Of which income from sales to third parties	5,646	336	371
Of which income from intra-Group transactions with other tax jurisdictions	0	0	0
Income before tax	12,008	30	-169
Tax paid	162	10	1
Deferred tax	-153	-23	44
<b>Net income for the year</b>	<b>11,999</b>	<b>43</b>	<b>-214</b>

1. Number of employees refers to FTEs by 427.

## Well-being

### Action-oriented, flexible organisation

Castellum works continually on developing and improving its organisation. Its starting point is that a shared structure in combination with a strong local presence creates the best business advantages. The company's understanding of tenants' specific requirements and deep knowledge of the specific context of each local property and rental market create the ability to act - which makes a difference, promotes business and helps employees grow.

Castellum is to be an attractive employer with committed, motivated leaders working towards the same goals, thereby meeting high expectations. The company works to attract, recruit, develop and retain the right managers and employees. The goal is to be the best choice of property management partner in all of Castellum's markets. Castellum always strives for improvement, and will be clear and transparent concerning expectations of everyone who works in the Group. Constructive monitoring is a natural and mutual part of the relationship between managers and employees, and takes place through quarterly performance and

career development reviews as well as follow-up dialogue. In addition, dialogue and follow-up routinely take place on a daily basis.

Castellum assesses various perspectives, and therefore considers diversity and equality to be important keys to growth, which is why this is a priority issue. Castellum's diversity and equality initiatives must promote equal treatment on issues concerning conditions of employment, work conditions and development in the work. The ambition is the pursuit of diversity and equality initiatives as an integral part of operations.

### Education, number of people (GRI 2-7)

	2021		2020	
	Women	Men	Women	Men
University	126	133	111	129
Upper secondary school	54	108	49	121
Compulsory school	2	4	2	1

### Division of labour, % (GRI 2-7)

	2021		2020	
	Women	Men	Women	Men
Customer relations/ property management	38%	62%	35%	65%
Project and business development	28%	72%	23%	77%
Support functions	65%	35%	34%	66%
Executives	45%	55%	40%	60%
Regional management groups	46%	54%	44%	56%
Executive Management	50%	50%	50%	50%

### Type of employment, number of people (GRI 2-7)

	2021		2020	
	Women	Men	Women	Men
Full-time employees	174	242	155	249
Part-time employees	8	3	7	2

### Forms of employment, number of people (GRI 2-7)

	2021		2020	
	Women	Men	Women	Men
Permanent employees	179	242	161	250
Temporary employees	3	3	1	1

For more detailed information on how Castellum works on diversity and equality, refer to pages 28-30.

All employee data is based on actual data. The information has been compiled and assured by Castellum's HR department. Regional HR information has been broken down by county for Sweden. Since the number of employees in Castellum's operations in Finland and Denmark is limited, these employees are included in the statistics for Sweden.

### Training and education (GRI 404-1, Emp-Training)

Training, hours	Women	Men	Total
Average number of employees during the year	182	245	427
Average number of training hours during the year	2,320	3,779	6,099
Under 30	218	250	468
30-50	1,596	2,109	3,705
Over 50	506	1,421	1,927
Average hours per employee/year	13	15	14

Leadership development, hours	Women	Men	Total
Number of participating employees	37	41	78
Number of hours	427	501	928

Castellum does not break down training hours by occupational category, as the company does not have access to this information. The information may be developed in the next few years with a Group-wide HR system. The average cost for training per employee totals SEK 8,000 for women and SEK 10,000 for men, with an average of SEK 9,000 for all employees in 2021.

Well-being, cont.

**Equality (GRI 405-1, Diversity-Emp)**

Demographic structure personnel	2021		2020		2019		2018	
	Number of employees	Of which women	Number of employees	Of which women	Number of employees	Of which women	Number of employees	Of which women
<b>Board of Directors</b>	<b>7</b>	<b>44%</b>	<b>8</b>	<b>50%</b>	<b>7</b>	<b>57%</b>	<b>7</b>	<b>57%</b>
Under 30	0	—	—	—	—	—	—	—
30-50	0	—	1	100%	1	100%	1	100%
Over 50	7	44%	7	43%	6	50%	6	50%
<b>Executive management</b>	<b>8</b>	<b>50%</b>	<b>8</b>	<b>50%</b>			<b>9</b>	<b>44%</b>
Under 30	0	—	—	—	—	—	—	—
30-50	6	47%	6	50%	5	40%	6	67%
Over 50	2	58%	2	50%	2	50%	3	0%
<b>Employees excl. executive management</b>	<b>427</b>	<b>43%</b>	<b>413</b>	<b>40%</b>			<b>374</b>	<b>42%</b>
Under 30	37	50%	29	48%	48	47%	32	29%
30-50	237	49%	202	47%	218	45%	198	54%
Over 50	153	31%	182	30%	154	28%	145	27%

This table shows the demographic structure of personnel, according to age and gender, for various administrative levels. Castellum does not track the minority status of employees. Castellum has chosen not to report on the groups known as regional management groups in the company since they do not correspond to regional management groups from a global perspective but rather a national one.

**Age distribution - number of employees (GRI 405-1)**

Age distribution	Women	Men	Total
<b>Number of employees, excluding Board</b>	<b>182</b>	<b>245</b>	<b>427</b>
Under 30	18	19	37
30-50	117	120	237
Over 50	47	106	153

**Composition of the Board (Gov-Board)**

	2021
Number of Board members	8
Number of independent Board members	7
Average mandate period, years	4

New measurement as of 2021. Refer to page 148 for ESG competence on the Board.

**Employee turnover (GRI 401-1, Emp-Turnover)**

Employee turnover <sup>1)</sup>	2021		2020		2019	
	Number of employees	Of which women	Number of employees	Of which women	Number of employees	Of which women
<b>New employees during the year<sup>2)</sup></b>						
Under 30	6	39%	4	47%	15	55%
30-50	16	50%	20	68%	32	39%
Over 50	4	47%	7	20%	10	20%
Total new employees	25	47%	31	54%	57	40%
Proportion of new employees	6%	3%	7%		14%	
<b>Employees who left during the year</b>						
Under 30	7	33%	0	—	8	59%
30-50	21	44%	14	33%	21	75%
Over 50	17	24%	11	25%	7	35%
Total number of leavers	45	35%	25	30%	36	64%
Proportion of leavers	11%	4%	6%		9%	
Proportion of leavers on own initiative <sup>3)</sup>	56%	20%				

The average cost for external new recruitment in 2021 totalled SEK 121,058 per recruit.

1. Castellum has transitioned to the Full-Time Equivalent (FTE) principle as of 2018. FTE takes into account actual work time during the year; deductions are made, for example, for level of service and actual period of employment during the year. Example: an employee who begins employment on 1 July and works 70% (28 hours/week) up through 31 December is counted as 0.35 FTE (employed for 50% of the year at 70% employment).
2. Of the new hires during the year, 47% had an international background.
3. New measurement as of 2021.

Well-being, cont.

### Remuneration

Castellum has procedures and guidelines concerning benefits, terms of employment and incentive systems. These initiatives are being taken with the purpose of strengthening the Castellum Spirit, increasing mobility within the company and ensuring a clear remuneration and incentive structure.

We are carrying out a bonus programme for all employees wherein it is possible for all participants to receive a share of all improvements. This contributes to an inclusive culture where operational objectives are a natural part of everyday activities.

In principle, all employees at Castellum are permanent employees with the possibility of working full-time. This means that all employees are covered by the same benefits and terms of employment.

### Gender pay ratio, average (GRI 2-21, 405-2; Diversity-Pay)

%	2021				2020			
	Women base salary	Men base salary	Women, total remuneration	Men, total remuneration	Women base salary	Men base salary	Women, total remuneration	Men, total remuneration
Executive Management excl. CEO (Diversity-Pay)	96%	104%	79%	126%	90%	112%	125%	80%
Managers (Diversity-Pay)	99%	101%	98%	102%	93%	108%	86%	116%
Employees (Diversity-Pay)	101%	99%	102%	98%	98%	101%	98%	102%

### Gender pay ratio, median (GRI 2-21, Diversity-Pay)

%	2021				2020			
	Women base salary	Men base salary	Women, total remuneration	Men, total remuneration	Women base salary	Men base salary	Women, total remuneration	Men, total remuneration
Executive Management excl. CEO	96%	104%	73%	136%	— <sup>1)</sup>	— <sup>1)</sup>	— <sup>1)</sup>	— <sup>1)</sup>
Executives	97%	104%	102%	98%	— <sup>1)</sup>	— <sup>1)</sup>	— <sup>1)</sup>	— <sup>1)</sup>
Employees	108%	93%	108%	93%	— <sup>1)</sup>	— <sup>1)</sup>	— <sup>1)</sup>	— <sup>1)</sup>

1. The median pay ratio is a new indicator that was not measured prior to 2021.

### Pay ratio, highest paid relative to median (GRI 2-21, Diversity-Pay)

	2021
Total remuneration to CEO (highest paid), MSEK	8.2
Median annual total remuneration for all employees (excl. highest annual remuneration), MSEK	0.6
Relation between highest paid and median (excl. highest annual remuneration)	13.7
Median salary increase, all employees (excl. highest annual remuneration), %	2.9
Salary increases, CEO, 2001-2020, %	-1.7

All employees excluding United Space's operations are included in the above data on pay ratios. No restatement to FTE has been made. All remuneration (i.e. fixed and variable) has been included. The company's CEO has the highest level of remuneration. The name of the person with the highest remuneration is indicated in the company's remuneration report.

Well-being, cont.

### Working environment

Castellum protects and supports both employees and suppliers, and it is our responsibility that no one becomes ill, either physically or mentally, or is injured owing to their work.

We work routinely on developing and improving working environments within the entire Group. Castellum also has a Code of Conduct for suppliers, in which they are obligated to meet the same requirements we impose on ourselves as regards work environments. During the year, 18 work-related accidents (11) were reported, 7 (5) of which involved Castellum employees. Total sick leave remained low, at 2.9% (2.0).

To reach the Group's tough sustainability goals of net-zero carbon emissions by 2030 and maintain a non-fossil fuel powered vehicle fleet, Castellum's employees must prioritise sustainable travel and meetings. Castellum's guidelines include the following requirements:

- Travel over 450 km should primarily be booked by train.
- Environmental requirements are imposed on all travel (e.g. green taxis should be booked).
- Annual climate compensation for all of the Group's travel.

### Occupational health and safety

#### (GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7)

Castellum's procedures for occupational health and safety cover all its employees. Systematic occupational health and safety work is based on a work environment handbook with policies, guidelines and procedures that is available to all employees on the intranet. All employees are covered by Castellum's systematic health and safety work, and training is continual both in accordance with plans and as needed. Castellum assumes its statutory work environment responsibility for all of its employees and agency staff, and assumes coordinating responsibility for contractors in our operations.

### Occupational Health and Safety by property type (H&S-Asset)

	Like-for-like (Lfl) comparison																	
	Offices			Logistics			Retail			Public sector properties			Light industry			Castellum total		
	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019
Health and safety evaluations (H&S-Asset)	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

### Work-related injuries and ill health (GRI 403-9, 403-10, H&S-Emp, H&S-Comp)

	2021		2020		2019	
	Employees	Suppliers	Employees	Suppliers	Employees	Suppliers
Number of work-related fatalities (H&S-Emp)	0	0	0	0	0	0
Number of workplace injuries leading to absence (LTI)	2	5	2	4	— <sup>4)</sup>	— <sup>4)</sup>
<i>Injury frequency rate per 200,000 hours (LTIFR)</i>	0.5	0.2	0.5	0.2	— <sup>4)</sup>	— <sup>4)</sup>
Number of workplace injuries with serious consequences <sup>1)</sup>	0	0	0	0	— <sup>4)</sup>	— <sup>4)</sup>
<i>Injury frequency rate per 200,000 hours</i>	0	0	0	0	— <sup>4)</sup>	— <sup>4)</sup>
Total number of recorded workplace injuries	7	11	5	6	7	11
<i>Injury frequency rate per 200,000 hours (TRIFR, H&amp;S-Emp)</i>	1.7	0.3	1.2	0.3	1.7	— <sup>4)</sup>
Number of recorded workplace injuries <sup>2)</sup> (H&S-Comp)	13	not measured	5	not measured	6	not measured
Short-term sick leave as % of total hours worked (H&S-Emp)	1.1%	not measured	0.9%	not measured	1.0%	not measured
Long-term sick leave as % of total hours worked (work days lost, employees; H&S-Emp)	1.8%	not measured	1.1%	not measured	1.9%	not measured
Total sick leave as % of total hours worked (absence, employees; H&S-Emp)	2.9%	not measured	2.0%	not measured	2.9%	not measured
<b>Total number of hours worked</b>	<b>840,212</b>	<b>6,712,089<sup>3)</sup></b>	<b>828,613</b>	<b>4,194,183<sup>3)</sup></b>	<b>846,905</b>	<b>—<sup>4)</sup></b>

Terms: LTI = Lost Time Injury, LTIFR = Lost Time Injury Frequency Rate, TRIFR = Total Recordable Injury Frequency Rate.

1. Serious injuries with more than 6 months of recovery, excl. fatalities.

2. Castellum's interpretation of GRI's "Work-related ill health".

3. The number of hours worked for suppliers is based on an assumption that 60% comprises labour costs at an hourly price of SEK 500.

4. The key metrics were first measured in 2020.

## Well-being, cont.

The work environment handbook indicates how the responsibility and work environment tasks are allocated. The regional managing directors of the various parts of the operation bear primary responsibility. The regional managing directors delegate work environment tasks to the operations so that one or more managers, supervisors or other employees are tasked with working to prevent risks in the work and to achieve a satisfactory work environment. Employees or employers who are or have been assigned responsibility for work environment tasks must ensure that the knowledge concerning the work is sufficient, which is also defined in Castellum's work environment handbook. The company's local safety officers have an important function in occupational health and safety work, and in cooperating to develop Castellum's work environment. Courses in occupational health and safety are continually held in the operation.

**Risk identification and management**

Identifying and preventing risks to health and safety are the foundation of Castellum's occupational health and safety work. Risks are assessed at different levels and in specific situations. For example, risks are reviewed and a renewed risk assessment is conducted for every part of operations on an annual basis. Risk assessments are also conducted in conjunction with changes (e.g. moving premises, new tools, changes to working methods or prior to hiring a contractor).

Castellum's workplace-related incidents and accidents are handled according to established procedures. If an employee suffers an occupational injury or gets into an accident at work, or if some near-accident occurs at work, the managing director of the operation concerned, the manager concerned and the HR director – as well as the employee – will investigate the causes so that the risk of ill health and accidents can be prevented in the future and, if needed, routines and approaches for minimising risks can be changed.

The regional managing directors of the operation concerned, or alternately the manager concerned, must report the occurrence to the Swedish Work Environment Authority without delay. The regional managing directors of the operation concerned are also responsible

for reporting work-related injuries to Castellum's legal department. The documentation will be used in the systematic health and safety work so as to prevent future accidents.

At Castellum, the safety officers have the right to intervene and stop work that is deemed to be dangerous or could entail a risk of injury or ill-health. In Castellum's projects, near-accidents and accidents must also be reported for the purpose of learning from the experience. Our hired contractors are formally responsible, in their capacity as employers, to investigate and implement measures in conjunction with workplace injuries. It is the task of Castellum as property developer, however, to draw lessons from what took place in order to apply actions in conjunction with planning and designing projects as well as regards overall conditions for the project. Castellum's employees have a great deal of influence over the company's work environment and health initiatives. The safety officers have an important role in this. Influence is exercised through measures such as participation in risk assessments, safety committees, physical fitness groups and more. At Castellum, there are local safety committees that both employer and employee representatives take part in.

**Health Care**

For Castellum, healthy employees who feel good and live healthy lifestyles are important. Lifestyle, and the physical and social environment, are crucial for people's health and wellness both in leisure time and work life.

Castellum makes use of external resources for occupational health services, starting from the fact that expert knowledge is necessary to study and assess the potential physical and mental risks. Occupational health care proposes measures and takes part in implementing them. It is also an important resource when rehabilitation studies are to be conducted and in conjunction with work adaptation measures for individual employees and groups of employees. It may be a question of employees who face challenges in the physical work environment, for example, with unbalanced work. Health checks are conducted throughout the company once per year, and more time is scheduled when needed. The purpose of

occupational health care is to work in a manner that promotes health and is preventive, in accordance with the intent of the Swedish Work Environment Act.

Through their healthcare insurance, all employees have access to several preventive health service such as telephone support and e-health services, which are free of charge to use and are available round the clock. In order to provide every employee with the proper conditions to care for their health, all employees are offered work environment and health check-ups at certain intervals.

To inspire our employees, Castellum has a physical fitness group that continually develops activities that our employees are invited to. Every year, our physical fitness group develops a plan with various physical fitness activities that are carried out around the company. Every employee also has access to a physical fitness subsidy of SEK 5,000 per year.

**Preventive work with suppliers**

Castellum's operations encompass many buildings and large areas of land around the Nordic region. To achieve effective administration and construction, Castellum needs to partner with many different suppliers. Partnership with suppliers is built on such factors as clear requirements and expectations, as well as dialogue and monitoring. By imposing clear requirements in areas such as work environment, we can enable and promote sustainable development for the entire construction and property industry. The Code of Conduct for suppliers, clear requirements in procurement documents, and instructions for suppliers are a few examples of how Castellum takes on these issues.

**Work-related injuries and ill health (GRI 403-9, 403-10)**

During the year, a total of 7 workplace accidents (5) were reported for Castellum's own employees. The most common accidents were crushing injuries, falls and injuries owing to sub-operations. The number of injuries resulting in sick leave (LTI) yields an accident rate of 0.5 (0.5) per 200,000 hours worked, which is considered low. The accident rate is defined as the number of workplace accidents that lead to absence on one or more contractual workdays per 200,000 hours worked.



Sick leave in the company remains low and continues to hold steady at 2.9% (2.0). Our time-reporting system for registering sick leave provides us with the opportunity for early identification of employees who are experiencing work-related ill health. During the year, 13 employees (7) indicated that their absences were a consequence of conditions at work. Those who suffered workplace injuries with absence as a result are here. In addition, there is ill health as consequence of stress. We work continually with health-promoting and preventive activities for the purpose of preventing employees from suffering work-related injuries and ill health. We work in accordance with a structure similar to a “hierarchy of controls” in order to prevent and reduce the risk of injury.

Castellum has established targets for forward-looking occupational health and safety work:

- Short-term sick leave must be under 2%.
- Long-term sick leave must be under 3%.
- Zero workplace injuries and work-related illness among employees and suppliers.
- All managers must have undergone systematic occupational health and safety training for the purpose of possessing the knowledge required for the responsibility they have been delegated.
- Safety committee meetings must be held every three months.
- Psychosocial work environment issues must be followed up annually via questions in temperature measurements, which were introduced during the year. Targets for psychosocial issues will be followed up on in 2021.

Castellum has procedures for recording and investigating work-related illnesses in order to establish the underlying causes and to develop preventive strategies. Among our suppliers, 5 workplace injuries (4) resulting in absence were reported during the year. This yields an accident rate of 0.15 per 200,000 hours worked, which from an industry perspective can be considered low. The accident rate is defined as the number of workplace accidents that lead to absence on one or more workdays per 200,000 hours worked. No fatalities have occurred, which is why we did not divide fatalities according to workplace illness or workplace accidents, nor is any fatality rate reported.

#### Performance and career development review (GRI 404-3, Emp-Dev)

Performance and career development reviews are conducted on a regular basis to set individual goals and identify any needs for competence development. All employees are offered performance and career development reviews. In the course of 2021, 91% (93) of all employees took part in performance and career development reviews, of which 93% (89) were women and 89% (95) were men. Castellum does not break down performance and career development reviews by occupational category, as the company does not have access to this information at the individual level. The information may be developed in the next few years with a Group-wide HR system.

#### Sick leave, employees (GRI 403-10)

	2021			2020		
	Women	Men	Total	Women	Men	Total
Absenteeism, Castellum	3.3%	2.6%	2.9%	2.1%	2.0%	2.0%
Of which short-term sick leave	1.1%	1.1%	1.1%	0.8%	1.0%	0.9%
Of which long-term sick leave (counted after day 15)	2.2%	1.5%	1.8%	1.3%	1.0%	1.1%

#### Performance and career development review (GRI 404-3, Emp-Dev)

	2021			2020		
	Women	Men	Total	Women	Men	Total
Performance and career development reviews conducted (Emp-Dev)	93%	89%	91%	89%	95%	93%

Castellum does not break down performance and career development reviews by occupational category, as the company does not have access to this information. The information may be developed in the next few years with a Group-wide HR system.

## Castellum's agenda for the sustainable city

Key metrics – sustainability	2021	2020	2019	2018	2017	Targets
<b>Resource efficiency</b>						
Total energy use, kWh/sq. m., year	91 <sup>1)</sup>	75	88	97	94	
Total energy use, degree-day corrected, kWh/sq. m., year	92 <sup>2)</sup>	87	95	103	100	Max 89 kWh/sq. m. in 2021, and 80 kWh/sq. m. in 2025 (22% reduction 2025 cf. with 2015)
1. of which actual heating	65	50	60	64	64	
2. of which degree-day corrected heating	66	62	67	70	70	
3. of which electricity and cooling	26	25	28	33	30	
Energy savings per year in the like-for-like portfolio, rolling 12 months, % (degree-day corrected)	0%	-12%	-8%	3%	-6%	-2.5% energy savings/year in the like-for-like portfolio
Energy savings per year in the like-for-like portfolio, rolling 12 months, % (actual energy use)	+13%	-11%	-9%	3%	-7%	
Total water use, m <sup>3</sup> /sq. m., year	0.2	0.3	0.3	0.3	0.3	
Water savings per year in the like-for-like portfolio, rolling 12 months, %	-6%	-13%	-3%	-1%	-4%	1% water conservation/year in the like-for-like portfolio
<b>Fossil-free</b>						
Share of non-fossil energy	95%	95%	96%	95%	95%	100% fossil-free energy by 2030
Fossil fuel-free vehicles, %	100%	100%	86%	62%	34%	100% fossil fuel-free vehicles
No. of charging posts for electric vehicles	674	—	—	—	—	New measurement point, 2021
No. of large solar panels installed	46	39	26	22	16	100 solar cell installations by 2025
<b>Road map to climate neutrality by 2030</b>						
Property management – CO <sub>2</sub> emissions in kg/sq. m., year (market-based) <sup>3)</sup>	1.5	1.0	1.5	1.2	1.7	1.2 kg/sq. m. 2021 and 0 kg/sq. m. 2030
of which Scope 1	0.1	0.1	0.1	0.2	0.3	
of which Scope 2 (market-based)	1.4	0.9	1.4	1.0	1.4	
of which Scope 2 (location-based)	4.3	4.1	8.8	11.3	11	
Project Development – Reduced emissions in project development portfolio (Scope 3), %	-15%	—	—	—	—	New target from 2021. 15% reduction in CO <sub>2</sub> emissions per sq. m. in new production of offices
<b>Sustainability certification</b>						
Sustainability certification, % of sq. m.	48%	39%	36%	33%	29%	50% certified area by 2025
Sustainability certification, number of properties	206	202	164	141	129	
Sustainability certification, % of rental income	61%	52%	47%	43%	39%	
Sustainability certification, % of property value	63%	55%	51%	48%	43%	
<b>ESG benchmarks</b>						
GRESB points (0-100)	95	91	92	92	95	Global Sector Leader 2021, GRESB, received 15 October 2021
DJSI points (0-100)	80	81	79	73	72	Only Nordic property company included in DJSI
CDP mark (A to D-)	A-	A	A-	B	A-	CDP: Highest marks of all Nordic property companies.
<b>Social key metrics</b>						
Sick leave, % (long-term and short-term)	2.9%	2.2%	2.9%	3.8%	2.0%	Max 2% short-term and 3% long-term sick leave
Equality, % women and men	43%/57%	40%/60%	39%/61%	42%/58%	38%/62%	Between 40–60%
Diversity, international background, %	9%	8%	6%	6%	No measurement	20% 2025
Apprentices, % of employees	4%	2%	5%	6%	4%	4% per year

Castellum will be one of the most sustainable property companies in Europe. The company's sustainability agenda, "The sustainable city," is divided into four areas of focus: The Planet, Future-proofing, Well-being and Social responsibility. These areas of focus ensure that operations are conducted responsibly, creating long-term solutions from an economic, ecological and social perspective. Kungsleden, which was acquired in late 2021, has not been included in the company's sustainability reporting or sustainability key metrics. It will be included in 2022.

1. The increase in total energy consumption compared with 2020 is due primarily to the portfolio shift and acquisitions in Finland that took place in 2021, and a colder year compared with 2020 resulting in increased heating.

2. The small increase in the degree-day corrected consumption is due primarily to the portfolio shift and acquisitions in Finland that took place in 2021. Castellum's actual enhancements to energy efficiency in the like-for-like portfolio can be seen further down in the table and totals 0% savings per square metre, rolling 12 months.

3. This list includes all CO<sub>2</sub> emissions from property management (i.e. scopes 1 and 2). Detailed information on Castellum's CO<sub>2</sub> emissions and complete Scope 3 emissions outside of property management can be found on page 179. Total energy consumption is the sum of 1 and 3. Total normalised energy use is the sum of 2 and 3.

# Sustainability index

## GRI Universal Standards 2021 and EPRA Best Practice Recommendations on Sustainability Reporting

GRI Standard	Disclosure	Reference to EPRA disclosure	Page reference	Derogation		Explanation
				Derogation from requirement	Reason	
<b>GENERAL DISCLOSURES</b>						
<b>The organisation and its reporting practices</b>						
GRI 2: General disclosures 2021	2-1	Organisational details	2			
GRI 2: General disclosures 2021	2-2	Entities included in the organisation's sustainability reporting	Inside cover, 168			
GRI 2: General disclosures 2021	2-3	Reporting period, frequency and contact point	168			
GRI 2: General disclosures 2021	2-4	Restatements of information	168			
GRI 2: General disclosures 2021	2-5	External assurance	199			
<b>Activities and workers</b>						
GRI 2: General disclosures 2021	2-6	Activities, value chain and other business relationships	2, 12, 44-72, 168, 175			
GRI 2: General disclosures 2021	2-7	Employees	123, 187-188	Castellum does not report on employees by region.	The majority of Castellum's employees are employed in Sweden. The number of employees in Finland and Denmark is small, and not reported separately. The number of employees in Denmark and Finland is reported in Note 12 on page 124.	Reporting employees by region is not deemed to be something that Castellum can therefore report on.
GRI 2: General disclosures 2021	2-8	Workers who are not employees	187-188, 190-192	Castellum does not report on workers who are not employees.	Castellum does not have any workers who are not employees.	Castellum's own operations are carried out solely with employees. Castellum has a responsibility towards working environments for suppliers who work on the company's properties, and reports on absences and injuries for this group.
<b>Governance</b>						
GRI 2: General disclosures 2021	2-9	Governance structure and composition	Gov-Board (Composition of the highest governance body)	146, 149, 160-161, 172		
GRI 2: General disclosures 2021	2-10	Nomination and selection of the highest governance body	Gov-Select (Nomination and selection of the highest governance body)	148, 188		
GRI 2: General disclosures 2021	2-11	Chair of the highest governance body		160-161		
GRI 2: General disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts		170, 172		
GRI 2: General disclosures 2021	2-13	Delegation of responsibility for managing impacts		172	Castellum's Board of Directors does not approve the materiality analysis. Castellum's Head of Sustainability and Executive Management approve adjustments to the materiality analysis as needed. The Board of Directors, on the other hand, issues the company's sustainability policy.	
GRI 2: General disclosures 2021	2-14	Role of the highest governance body in sustainability reporting		140, 170, 172		
GRI 2: General disclosures 2021	2-15	Conflicts of interest	Gov-Col (Process for managing conflicts of interest)	146, 160-161		
GRI 2: General disclosures 2021	2-16	Communication of critical concerns		31, 172		
GRI 2: General disclosures 2021	2-17	Collective knowledge of the highest governance body		160-161		
GRI 2: General disclosures 2021	2-18	Evaluation of the performance of the highest governance body		149		
GRI 2: General disclosures 2021	2-19	Remuneration policies		151, 153, 158-159, 164-165		

## GRI Universal Standards 2021 and EPRA Best Practice Recommendations on Sustainability Reporting

GRI Standard	Disclosure	Reference to EPRA disclosure	Page reference	Derogation		
				Derogation from requirement	Reason	Explanation
<b>Governance, cont.</b>						
GRI 2: General disclosures 2021	2-20	Process to determine remuneration				
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GRI 2: General disclosures 2021	2-21	Annual total compensation ratio				
				Diversity-Pay (Gender pay ratio)		
			124, 164-165, 189			
<b>Strategy, policies and practices</b>						
GRI 2: General disclosures 2021	2-22	Statement on sustainable development strategy				
			6-7			
GRI 2: General disclosures 2021	2-23	Policy commitments				
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GRI 2: General disclosures 2021	2-24	Embedding policy commitments				
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GRI 2: General disclosures 2021	2-25	Processes to remediate negative impacts				
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GRI 2: General disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns				
			31, 157, 172			
GRI 2: General disclosures 2021	2-27	Compliance with laws and regulations				
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GRI 2: General disclosures 2021	2-28	Membership associations				
			32			
<b>Stakeholder engagement</b>						
GRI 2: General disclosures 2021	2-29	Approach to stakeholder engagement				
			169-170			
GRI 2: General disclosures 2021	2-30	Collective bargaining agreements				
			30			
<b>Material topics</b>						
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GRI 3: Material Topics 2021	3-2	List of material topics				
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GRI 3: Material Topics 2021	3-3	Management of material topics				
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<b>SPECIFIC DISCLOSURES - GRI 200: Economic topics</b>						
<b>GRI 201: Economic Performance 2016</b>						
	201-1	Direct economic value generated and distributed				
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	201-2	Financial implications and other risks and opportunities due to climate change				
			59, 81, 84-86, 198			
	201-3	Defined benefit plan obligations and other retirement plans				
			124-125			
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	205-1	Operations assessed for risks related to corruption				
			26-27			
	205-3	Confirmed incidents of corruption and actions taken				
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<b>GRI 206: Anti-competitive Behavior 2016</b>						
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices				
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<b>GRI 207: Tax 2019</b>						
	207-1	Approach to tax				
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	207-2	Tax governance, control, and risk management				
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	207-3	Stakeholder engagement and management of concerns to tax				
			97-98, 123			
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## GRI Universal Standards 2021 and EPRA Best Practice Recommendations on Sustainability Reporting

GRI Standard	Disclosure	Reference to EPRA disclosure	Page reference	Derogation	
				Derogation from requirement	Reason
<b>SPECIFIC DISCLOSURES - GRI 300: ENVIRONMENTAL TOPICS</b>					
<b>GRI 302: Energy 2016</b>					
302-1	Energy consumption within the organisation	Elec-Abs (Total electricity consumption) DH&C-Abs (Total district heating & cooling consumption) Fuels-Abs (Total fuel consumption)	22-23, 177-178, 193		
302-2	Energy consumption outside of the organisation	Elec-Abs (Total electricity consumption) DH&C-Abs (Total district heating & cooling consumption) Fuels-Abs (Total fuel consumption) Elec-LfL (Like-for-like total electricity consumption) DH&C-LfL (Like-for-like total district heating & cooling consumption) Fuels-LfL (Like-for-like total fuel consumption) Energy-Int (Building energy intensity)	177-178, 193		
302-3	Energy intensity	Energy-Int (Building energy intensity)	177-178		
302-4	Reduction of energy consumption		22		
<b>GRI 303: Water and Effluents 2018</b>					
303-1	Interactions with water as a shared resource	Water-Abs (Total water consumption) Water-LfL (Like-for-like total water consumption)			
303-5	Water consumption	Water-Abs (Total water consumption) Water-LfL (Like-for-like total water consumption) Water-Int (Building water intensity)	24, 182		Castellum's properties are not localised in areas characterised by high or extremely high water shortages or water stress.
<b>GRI 304: Biodiversity 2016</b>					
304-2	Significant impacts of activities, products and services on biodiversity		173		
<b>GRI 305: Emissions 2016</b>					
305-1	Direct (Scope 1) GHG emissions	GHG-Dir-Abs (Total direct greenhouse gas (GHG) emissions) GHG-Dir-LfL (Like-for-like direct greenhouse gas (GHG) emissions) GHG-Int (Greenhouse gas (GHG) emissions intensity from building energy consumption)	22-23, 177-180, 193		
305-2	Energy indirect (Scope 2) GHG emissions	GHG-Indir-Abs (Total indirect greenhouse gas (GHG)) GHG-Indir-LfL (Like-for-like indirect greenhouse gas (GHG) emissions) GHG-Int (Greenhouse gas (GHG) emissions intensity from building energy consumption)	22-23, 177-180, 193		
305-3	Other indirect (Scope 3) GHG emissions		177-180, 193		
305-4	GHG emissions intensity	GHG-Int (Greenhouse gas (GHG) emissions intensity from building energy consumption)	179		
305-5	Reduction of GHG emissions		22, 179-181, 193		
<b>GRI 306: Waste 2020</b>					
306-1	Waste generation and significant waste-related impacts		24		
306-2	Management of significant waste-related impacts		24		
306-3	Waste generated	Waste-Abs (Total weight of waste by disposal route) Waste-LfL (Like-for-like total weight of waste by disposal route)	183		
306-4	Waste diverted from disposal	Waste-Abs (Total weight of waste by disposal route) Waste-LfL (Like-for-like total weight of waste by disposal route)	183		
306-5	Waste directed to disposal	Waste-Abs (Total weight of waste by disposal route) Waste-LfL (Like-for-like total weight of waste by disposal route)	183		
<b>GRI 307: Environmental Compliance 2016</b>					
307-1	Environmental Compliance		31, 59		
<b>GRI 308: Supplier Environmental Assessment 2016</b>					
308-1	New suppliers that were screened using environmental criteria		26-27		

## GRI Universal Standards 2021 and EPRA Best Practice Recommendations on Sustainability Reporting

GRI Standard	Disclosure	Reference to EPRA disclosure	Page reference	Derogation	
				Derogation from requirement	Reason
<b>SPECIFIC DISCLOSURES - GRI 400: Social topics</b>					
<b>GRI 401: Employment 2016</b>					
401-1	New employee hires and employee turnover	Emp-Turnover (Employee turnover and retention)	188		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		29, 189		
401-3	Parental leave		29	Castellum applies Swedish legislation regarding parental leave, and in addition tops up parents' allowances with salary supplements.	Monitoring employees based on their parental leave is not considered relevant.
<b>GRI 403: Occupational Health and Safety 2018</b>					
403-1	Occupational health and safety management system		173, 175		
403-2	Hazard identification, risk assessment, and incident investigation	H&S-Emp (Employee health and safety)	28, 75-77, 82, 173, 190-192		
403-3	Occupational health services		28		
403-4	Worker participation, consultation, and communication on occupational health and safety		190-192		
403-5	Worker training on occupational health and safety		190-192		
403-6	Promotion of worker health		28, 190-192		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		190-192		
403-8	Workers covered by an occupational health and safety management system		190		
403-9	Work-related injuries	H&S-Emp (Employee health and safety)	190-192		
403-10	Work-related ill health	H&S-Emp (Employee health and safety)	190-192		
<b>GRI 404: Training and Education 2016</b>					
404-1	Average hours of training per year per employee	Emp-Training (Training and development)	30, 187		
404-2	Programs for upgrading employee skills and transition assistance programs		30		
404-3	Percentage of employees receiving regular performance and career development reviews	Emp-Dev (Employee performance appraisals)	192		
<b>GRI 405: Diversity and Equal Opportunity 2016</b>					
405-1	Diversity of governance bodies and employees	Diversity-Emp (Employee gender diversity)	188		
405-2	Ratio of basic salary and remuneration of women to men	Diversity-Pay (Gender pay ratio)	189		
<b>GRI 413: Local Communities 2016</b>					
413-1	Operations with local community engagement, impact assessments, and development programs	Comty-Eng (Community engagement, impact assessments and development programs)	30		
413-2	Operations with significant actual and potential negative impacts on local communities		31-32, 175	Castellum's operations do not have any negative social impact on local communities, but instead promote bringing them to life.	
<b>GRI 414: Supplier Social Assessment 2016</b>					
414-1	New suppliers that were screened using social criteria		26-27		
414-2	Negative social impacts in the supply chain and actions taken		26-27, 175		
<b>GRI 416: Customer Health and Safety, 2016</b>					
416-1	Assessment of the health and safety impacts of product and service categories		31		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	H&S Asset (Asset health and safety assessments) H&S-Comp (Asset health and safety compliance)	31		
<b>Company-specific disclosures</b>					
GRI C1	Product responsibility	Cert-Tot (Type and number of sustainably certified assets)	186		

## Reporting according to the Task Force on Climate-Related Financial Disclosures (TCFD)

For the fourth time, Castellum has adapted the company's reporting in accordance with the recommendations in the TCFD framework to describe how we work strategically with climate-related risks and opportunities. The table below describes the scope of the reporting and page references are made for the respective areas. In 2021, Castellum worked further on scenario analyses linked to climate change, which is reported on pages 84–86.

<b>GOVERNANCE</b> Recommended disclosures	<b>STRATEGY</b> Recommended disclosures	<b>RISK MANAGEMENT</b> Recommended disclosures	<b>INDICATORS &amp; GOALS</b> Recommended disclosures
<b>A.</b> The Board's monitoring of climate-related risks and opportunities.  Pages 74–86, 145, 148–150, 172	<b>A.</b> Climate-related risks and opportunities the organisation has identified.  Pages 84–86	<b>A.</b> The organisation's processes for identifying climate-related risks.  Pages 74–86	<b>A.</b> The organisation's indicators for evaluating climate-related risks and opportunities.  Pages 11, 13–15, 20–23, 171
<b>B.</b> Management's role regarding assessing and managing climate-related risks and opportunities.  Pages 20–23, 74–86, 172–175	<b>B.</b> Impact from risks and opportunities on the organisation's operations, strategy and financial planning.  Pages 6, 10–16, 20–23, 172–175	<b>B.</b> The organisation's processes for managing climate-related risks.  Pages 172–175, 184–186, 179	<b>B.</b> Emissions of Scope 1, 2 and 3 under the Greenhouse Gas Protocol.  Pages 179–181, 193
	<b>C.</b> Preparation of the organisation's strategy in consideration of various climate-related scenarios.  Pages 20–23, 84–86	<b>C.</b> Integration of the above processes in the organisation's general risk management.  Pages 74–86	<b>C.</b> Goals for managing climate-related risks and opportunities.  Pages 11, 13–15, 20–23, 171