

SUSTAINABILITY GOVERNANCE

	Financial sustainability	Ecological sustainability	Social sustainability
GRI Standards area	GRI 201: Economic performance GRI 207: Tax	GRI 302: Energy GRI 303: Water and Effluents GRI 305: Emissions GRI 306: Waste GRI 307: Environmental Compliance GRI 308: Supplier Environmental Assessment C1: Product responsibility	GRI 205: Anti-corruption GRI 401: Employment GRI 403: Occupational Health and Safety GRI 404 Training and Education GRI 405: Diversity and Equal Opportunity GRI 413: Local Communities GRI 414: Supplier Social Assessment GRI 416: Customer Health and Safety
Why is this topic important for us?	Delivering on long-term sustainability, financial results and paying tax is a condition for the continued performance of the operation.	By making efficient use of resources and observing the precautionary principle, we can reduce our impact. This also means ensuring compliance and responsibility when developing our properties.	The wellness and development of our employees, and offering them a safe work environment is key to the company continuing to develop in a positive direction. In addition to our employees, it is important that the operation is conducted responsibly with a high degree of ethics and a strong moral compass in relation to our other stakeholders.
Responsibility and impact along the value chain	Meeting customer needs is our responsibility. We primarily develop properties together with our customers, but other stakeholder groups are also included in these procedures. Together with our customers, we contribute to the impact that occurs in conjunction with construction, purchasing, property management and development.	Making efficient use of resources in our operation while putting demands on suppliers and collaborating with customers is our responsibility. Together with our suppliers and our customers, we contribute to the impact that occurs in conjunction with construction, purchasing, property management and development.	We have a formal responsibility towards our employees, and endeavour to have a goal-oriented organisation where everyone feels involved. We are responsible for placing clear requirements on suppliers, and they have a great responsibility for complying with these. We have a direct impact on our employee's workday in conjunction with construction, property management and purchasing, but we are also responsible for our properties being safe for their users and the local community.
Limitations in reporting	The sustainability data that is reported applies to Castellum as a Group. There are no limitations in the reporting.	The sustainability data that is reported applies to Castellum as a Group. We focus on our own operation, from planning to implementation and administration. We also report carbon emissions from both upstream and downstream in the value chain. Any missing data is indicated in the respective tables.	Reporting occurs primarily for employees with supplementary disclosures from suppliers where available. We do not report information about customers and users. Any missing data is indicated in the respective tables.
How we work	We develop our properties, taking into account current and future needs in dialogue with customers and other stakeholders.	by ensuring efficient use of materials and natural resources, as well as efficient use of premises. Read more in the chapters "The Planet" and "Future-proofing".	By clearly structuring requirements and expectations of our employees and suppliers. Read more in the chapters "Well-being" and "Social Responsibility".
We intend to achieve the following:	The goal is to achieve workplaces that create value for us and for our customers.	The goal is to reduce our climate impact, achieving climate neutrality by 2030.	We intend to create a healthy, risk-free and inspiring workplace where people feel committed and motivated, with a high degree of business ethics and a sense of responsibility.
Policies	<ul style="list-style-type: none"> Sustainability Policy Accounting manual Financial policy Sustainability Policy Tax policy Other procedures 	<ul style="list-style-type: none"> Sustainability Policy Guidelines for sustainability goals Code of Conduct Code of Conduct for suppliers Guidelines for sustainable vehicles and travel Other procedures 	<ul style="list-style-type: none"> Sustainability Policy Guidelines for sustainability goals Health and safety manual, and work environment policy Code of Conduct Code of Conduct for suppliers HR manual and Manager manual Internal control procedures Other procedures
Commitments beyond Swedish law and guidelines	<ul style="list-style-type: none"> Supports the UN Global Compact 	<ul style="list-style-type: none"> Science Based Targets initiative Fossil Free Sweden Certification of buildings Supports the UN Global Compact 	<ul style="list-style-type: none"> Supports the UN Global Compact
Targets	<ul style="list-style-type: none"> Growth in income from property management Net investments Low financial risk Customer satisfaction index (CSI) 	<ul style="list-style-type: none"> Climate neutrality 2030 Energy efficiency Proportion of certified buildings 100% renewable energy Fossil fuel-free vehicles 	<ul style="list-style-type: none"> Low sick leave Diversity and Equal Opportunity High employee satisfaction index
Special procedures, projects, programmes and initiatives		<ul style="list-style-type: none"> Environmental management system Method for climate calculations. E-learning in sustainability 	<ul style="list-style-type: none"> Whistleblower function E-learning in Code of Conduct and diversity
Evaluation of management	<ul style="list-style-type: none"> Analysis of Customer Satisfaction Index (CSI). Policies are evaluated annually and adopted by the Board. 	<ul style="list-style-type: none"> Monitoring of resource use and greenhouse gas emissions. Resource use, environmental management systems and product responsibility are monitored as part of management's annual review. Policies are evaluated annually and adopted by the Board. 	<ul style="list-style-type: none"> Monitoring of internal control. Monitoring of cases in the whistleblower function on the Audit and Finance Committee. Monitoring of diversity and equality, local communities, health and safety; evaluation of suppliers regarding social criteria in conjunction with management's annual review. Policies are evaluated annually and adopted by the Board.

Read more about the allocation of responsibility and control mechanisms in the Corporate Governance Report on pages 96–121. Read more about the targets and outcomes on pages 52–61. All of Castellum's properties and units are included.