

Documents:		Version:	Page:
Guidelines – Castellum’s sustainability goals		1.5	1 (3)
Latest version:	Document owner:	Approved by:	Writer:
2021-07-14	CEO/President	The Board	17 Jan, 2017



Castellum’s sustainability goals

- *Agenda for the sustainable business 2030*

These sustainability guidelines were approved by the Board of Castellum AB (publ) on July 14 2021.

Documents:		Version:	Page:
Guidelines – Castellum’s sustainability goals		1.5	2 (3)
Latest version:	Document owner:	Approved by:	Writer:
2021-07-14	CEO/President	The Board	17 Jan, 2017

1. Sustainability goals

Castellum’s overriding objective is to be one of the most sustainable property companies in Europe and to actively contribute to sustainable development. Castellum’s overall sustainability goals are accounted for below. The goals are monitored annually and communicated externally. Goals are set both for the short term (per year or until year 2025) and the medium or long term (between year 2025 and year 2030).

The planet

How we will responsibly and efficiently reduce resource use and carbon emissions that cause global warming

Net-zero carbon emissions 2030 according to the road maps listed below.

Road map property management

Year	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
kg CO2e per sq. m.	1.3	1.2	1.1	0.9	0.8	0.7	0.5	0.4	0.3	0.1	0.0

Key figures refer to kilograms of carbon dioxide emissions per square meter for the total property portfolio.

Road map project development

Year	2020	2021 - 2023	2024 - 2026	2027 - 2029	2030
Start measuring projects		At least 15% reduced carbon dioxide emissions from projects	At least 30% reduced carbon dioxide emissions from projects	At least 60% reduced carbon dioxide emissions from projects	All projects must be climate neutral

Key figures refer to savings in kilograms of carbon dioxide emissions per square meter for the project development portfolio¹.

- 100% non-fossil energy 2030.
- 22% in energy savings per square meter by 2025, compared with the 2015 index and energy savings of at least 2.5% yearly in the like-for-like² portfolio.
- In 2025, 75% of Castellum's properties will have an energy performance lower than 100 kWh/m², year and in the long term, all properties will have an energy performance lower than 50 kWh/m², year.
- 1% water conservation per year in the like-for-like portfolio.
- All vehicles to be non-fossil fuel powered.

¹ The first milestone refers to new production of office buildings with a total investment volume greater than SEK 50 million. The project's carbon dioxide emissions (kg CO2e per sqm) for A1-A5 (materials, production, transport) are calculated and compared with calculated carbon dioxide emissions for a reference building (Reference value). The reference value is unique for each project and is produced according to the method SGBC developed for NollCO2 or based on the accepted method for the National Board of Housing, Building and Planning's climate calculations. The italicized objectives for the period 2023-2026 and 2027-2029 are *preliminary* and give an indication of direction with current knowledge and can be adjusted and will be decided at a later date.

² Like-for-like is the comparable property portfolio according to EPRA definition, i.e. the comparison is made between buildings that were also owned last year; recent projects, acquisitions and sales are excluded from the comparison.

Documents:		Version:	Page:
Guidelines – Castellum’s sustainability goals		1.5	3 (3)
Latest version:	Document owner:	Approved by:	Writer:
2021-07-14	CEO/President	The Board	17 Jan, 2017

Future-proofing

How we create a sustainable property portfolio in a changing world

- 50% of the property portfolio will be environmentally certified by 2025.
- All new constructions and larger reconstructions will be environmentally certified. If these are office and retail projects, they must be certified to the Miljöbyggnad, level Gold environmental standard, or higher. If a special investigation warrants it, and Gold standard is impossible, the Silver standard can be chosen.³ For logistics buildings, Miljöbyggnad, level Silver, applies.
- Recycling will be used in all projects. By 2030, recycling and renewable materials will be significant elements in all projects.
- Eco-system services will be evaluated for new construction and major projects, and at least as many eco-system services — or more — will be recreated on site.

Well-being

How we promote health, wellness and productivity

- In the long term, Castellum will achieve a balanced gender distribution for leading positions and across the company’s occupational categories, which means that the balance of male and female employees will be represented within a span of 40–60% by 2025.
- By 2025, 20% of Castellum’s employees are to have international backgrounds to more closely reflect the society in which Castellum operates.
- 40% of all newly hired employees and managers must have an international background.
- At Castellum we strive to create a healthy, pleasant and safe working environment with short-term sick leave not exceeding 2% and long-term sick leave shall not exceeding 3%.

Conduct

We will conduct business in a responsible manner in relation to society as well as to our stakeholders

- In the long-term, work-related accidents and illnesses must be zero for Castellum’s employees and for our suppliers.
- 4% of all employees annually must be apprentices.
- Job opportunities will be created for young people and the long-term unemployed in all major projects.
- All Castellum’s employees are to be trained in and comply with Castellum’s Code of Conduct.

³ Instead of Miljöbyggnad level Gold, BREEAM Excellent, or higher, must be selected for any office and retail projects outside of Sweden.

Documents:		Version:	Page:
Guidelines – Castellum’s sustainability goals		1.5	4 (3)
Latest version:	Document owner:	Approved by:	Writer:
2021-07-14	CEO/President	The Board	17 Jan, 2017

2. Distribution and implementation of updated sustainability goals

All members of the Executive Management Group are responsible for implementing the sustainability goals in their respective organizations. This includes monitoring to ensure that business activities are conducted accordingly.