



Sustainability Goals

- *Agenda for sustainable business 2030*

These sustainability guidelines were approved by the Board of Castellum AB (publ) on April 16, 2018

1. Sustainability goals

Overall, Castellum will be the most sustainable company in the European real estate sector and an active contributor 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 short term (per year or until year 2020) and medium or long term (between year 2020 and year 2030).

The planet

How to responsibly, efficiently and effectively reduce the resource utilization and carbon dioxide emissions that give rise to global warming

- Net zero carbon dioxide emissions and 100% non-fossil energy before 2030.
- 15% in energy savings per square metre by 2025 – compared with index year 2015 – and energy-efficiency improvements totalling at least 1.5% annually in the like-for-like¹ portfolio.
- 1% in annual water savings in the like-for-like portfolio.
- 100% of all company vehicles are to be fossil independent by 2020.

Future-proofing

How to create a sustainable real estate portfolio in a changing world

- 50% of our real estate portfolio will be environmentally certified by 2025.
- All new construction and major reconstructions are to be environmentally certified. When these projects concern office and retail premises, they will be certified according to the Miljöbyggnad Gold environmental standard, or higher. If a special investigation warrants it, and Gold standard is impossible, Silver standard can be chosen.
- Ecosystem services will be assessed for new construction and major projects, and the same number, or more, of ecosystem services are to be re-created on site.

Wellbeing

How to promote health, wellbeing and productivity growth

- Castellum will achieve balanced gender distribution for leading positions in all occupational categories. By 2025, the balance of male and female employees will be represented within a range of 40-60%.
- In the longer term, the proportion of employees with diverse cultural backgrounds is to increase in order to reflect the composition of society.
- 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 not exceeding 3%.

Conduct

How to conduct business responsibly toward our society and stakeholders

- Measured on an annual basis, 4% of all employees will consist of apprentices.

¹ Like-for-like is the comparable real estate portfolio, i.e. the comparison is made between buildings that were also held last year; recent projects, acquisitions and sales are excluded from the comparison.

- Entrepreneurs in major projects are to be offered incentives for creating jobs for youth workers or people joining the workforce from long-term unemployment.
- All Castellum employees are to receive further training and follow Castellum's Code of Conduct.

2. Distribution and implementation of updated sustainability goals

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