



Sustainability goals for Castellum

Agenda for sustainable business 2030

This document constitutes an appendix to the Sustainability Policy of Castellum AB (publ) and was adopted by Board of Directors of Castellum AB (publ) on 15 June 2022.

Document:
Sustainability goals for Castellum,
appendix to Castellum AB's Sustainability policy

Version:
1.5

0 (5)

Latest revision:
15 June 2022

Document owner:
President/CEO

Adopted by:
The Board of Directors

Issued:
17 Jan 2017



Table of contents

1. Sustainability goals.....	2
2. Distribution and implementation of sustainability goals.....	4

Document:
Sustainability goals for Castellum,
appendix to Castellum AB's Sustainability policy

Version:
1.5

1 (5)

Latest revision:
15 June 2022

Document owner:
President/CEO

Adopted by:
The Board of Directors

Issued:
17 Jan 2017

1. Sustainability goals

Castellum's overall objective is to be one of the most sustainable property companies in Europe and an active promoter of sustainable development. Below are Castellum's general sustainability goals, which are monitored on an annual basis and communicated externally. These goals are set both over the short term, year by year, and up through 2025. Other goals are set over the medium and long term, between 2025 and 2030.

The Planet

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

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

Road map: Property management

Year	2022	2023	2024	2025	2026	2027	2028	2029	2030
kg CO ₂ e per square metre	1.9	1.7	1.5	1.2	1.0	0.7	0.5	0.2	0.0

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

Road map: Project development

Year 2020	2021, 2023	2024, 2026	2027, 2029	2030
Begin project measurement	Minimum 15% reduction in carbon emissions from projects	<i>Minimum 30% reduction in carbon emissions from projects</i>	<i>Minimum 60% reduction in carbon emissions from projects</i>	All projects to be climate neutral

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

¹ The first milestone pertains to new construction of office buildings with a total investment volume greater than SEK 50 million. The project's carbon dioxide emissions (kg CO₂e per sq. m.) for A1-A5 (material, production, transportation) are calculated and compared with estimated carbon dioxide emissions for a reference building (Reference value). The reference value is unique for each project and is produced using the SGBC method, which was developed for NollCO₂, or based on the accepted method for the National Board of Housing, Building and Planning's climate calculations. The objectives in italics for 2024–2026 and 2027–2029 are *preliminary*, providing an indication of the direction of current knowledge; they can be adjusted and will be decided at a later date.

- 100% non-fossil energy by 2030.
- 11% energy savings per square metre by 2025 compared with the index year of 2021, and energy savings of at least 2.5% per year in the like-for-like² portfolio.
- By 2025, 70% of Castellum's properties will have an energy performance lower than 100 kWh/m² per year; over the long term, all properties will have an energy performance lower than 50 kWh/m² per year.
- 1% water conservation per year in the like-for-like portfolio.
- 100% of all vehicles to be non-fossil fuel powered.

Future-Proofing

How we will create a sustainable asset 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 under Miljöbyggnad level Gold or higher. If level Gold is not possible according to a special investigation, level Silver can be selected.³ For logistics buildings, Miljöbyggnad level Silver applies.
- Re-use must be employed in all projects, and by 2030 re-use and renewable materials must be a significant element in all projects.
- Ecosystem services must be evaluated in larger projects, and increase compared with previously.

Well-being

How we will promote health, wellness and productivity

- Over the long term, Castellum will achieve a balanced gender distribution for leading positions and across the company's occupational categories, meaning that men and women will be represented within a span of 40–60% by 2025.
- By 2025, 20% of Castellum's employees are to have an international background in order to more closely reflect the communities in which Castellum operates.
- Recruitment must be steered toward selecting the most suitable candidates based on competence, and not on prejudices or an individual's origins. Accordingly, the proportion of anonymised recruitments must increase, with the goal of increasing diversity among the final candidates.
- At Castellum, we will endeavour to create a positive, safe and comfortable environment where short-term sick leave will not exceed 2% and long-term sick leave will not exceed 3%.

² Like-for-like is the comparable asset portfolio as defined by EPRA, meaning that the comparison is made between buildings that were also owned the preceding year. Projects, acquisitions and sales are excluded from the comparison.

³ In projects outside Sweden, BREEAM Excellent or higher will be selected instead of Miljöbyggnad level Gold if the project relates to office or retail premises.

Social responsibility

How we will conduct business in a responsible manner in relation to the community as well as to our stakeholders

- Over the long term, work-related accidents and illnesses must be zero for Castellum's employees and 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 of Castellum's employees will be trained in and comply with the company's Code of Conduct.

2. Distribution and implementation of sustainability goals

All members of Executive Management and administrative management are responsible for implementing these sustainability goals in their organisations and for monitoring to ensure that business activities are conducted in accordance with these guidelines.