

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 2 May 2024.

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1. Sustainability goals

Castellum is, and will continue to be, one of the Nordic’s most sustainable property companies and actively contribute to sustainable development. Below are Castellum’s general sustainability goals, which are monitored on an annual basis and communicated externally. These goals are set both in the short term, year by year, and up through 2025. Other goals are set in the medium and long term, between 2025 and 2030 and more long term.

1.1 Future-proofed assets

We will responsibly reduce our impact on the climate and biodiversity while increasing resource efficiency, promoting the circular transition, and developing a sustainable and future-proofed property portfolio in a changing world.

- 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 CO2e per sqm	1,9	1,7	1,5	1,2	1,0	0,7	0,5	0,2	0,0

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

Road map: Project development

Year	2020	2021 – 2022	2023	2024	2025	2026 – 2029	2030
	Begin measure-ments of new construction	15% reduction in emissions from new construction, offices	30% reduction in emissions from new construction. Begin measurements of reconstructions	40% reduction in emissions from new construction	50% lower emissions	<i>60, 70, 80 and 90% reduction in emissions</i>	All projects to be climate neutral

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

¹ For 2021-2024, reduction goals only pertain to new construction. The project’s emissions of carbon dioxide equivalents (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. The first milestone in 2021-2022 only pertained to new production of office buildings with a total investment volume greater than SEK 50 million. As of 2023, climate calculations will be made for all new construction. Climate calculations will also be made for reconstructions and tenant adaptations exceeding 500 square metres and the five largest contributors to our impact on the climate will be replaced. By 2025, reconstructions and tenant adaptations will be included regardless of size. The objectives in italics for 2026-2029 are preliminary, providing an indication of the direction of current knowledge; they can be adjusted and will be decided at a later date.

Road map: Customer journey

År	2023	2024	2025	2026	2027	2028	2029	2030
kg CO2e per sqm	3,9	3,4	3,0	2,6	1,9	1,3	0,8	0,0

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

- 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; in 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.
- 75% of the property portfolio will be sustainability certified by 2030.³
- 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.
- In the long term, none of our properties are to have serious climate risks.

1.2 Sustainable workplaces

We will develop sustainable, attractive, and inclusive workplaces that promote the health and well-being of our employees and customers.

- The green appendix shall always be used for all new tenancy agreements unless special circumstances apply.
- Castellum's engagement index shall be higher than the external benchmark in the long term.
- In 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 All new constructions and larger reconstructions will be sustainability certified. New office and retail premises 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. For projects outside of Sweden BREEAM-SE Excellent or LEED Gold can be chosen instead for offices and retail. For new logistics buildings, Miljöbyggnad level Silver applies. For new certification of existing buildings, LEED O+M level Gold or higher will be selected. For recertification of existing buildings, the goal is LEED O+M Gold or BREEAM In-Use Very Good.

- 10% of Castellum's employees on an annual basis is to consist of interns, whether from educational institutions or from those new to the labour market.

1.3 Sound business

We will conduct our business responsibly towards our society and stakeholders by setting clear requirements for our supply chain.

- In the long term, all large and critical suppliers will be screened for material business and sustainability risks.
- In the long term, work-related accidents and illnesses must be zero for Castellum's employees and suppliers.

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.