



CA FASTIGHETER AB

Est. 1912

ESG- QUESTIONNAIRE

MAY 2021

General Industry

1. Please list the industry's three biggest sustainability-related challenges

- Reduce Greenhouse gas emissions in the building- and renovation process, operational phase of the building and transports.
- Energy efficiency and customer behaviour.
- Creating circular and non-toxic material flows and waste management.

2. How does the firm compare to industry peers regarding sustainability initiatives? Above, on par, or below?

CA Fastigheter ("CA") has in many years worked with sustainable development, as a long-term value firm and how we built and managed our buildings. We consider ourselves to be on par with peers when it comes to long- term sustainability commitments

3. Is the company a signatory of the UN Global Compact or Science Based Targets, report to the CDP or engage in any other relevant sustainability initiatives?

- Member of Swedish Green Building Council (SBGC)
- Our sustainability goals have the base in UN Sustainable development Goals (Agenda 2030) and we follow UN Global Compact's guidelines

4. Please list, if any, the firm's climate-related opportunities

Sustainability is a part of the CA's strategy and leads to satisfied and committed employees, attractive properties and long-term values.

- Miljöbyggnad Silver - we have the ambition to certify all new properties according to Miljöbyggnad Silver and existing's buildings according to Miljöbyggnad i Drift. Certifications increase the attraction of customers and financiers.
- Energy efficiencies lead to reduced environmental impact and lower energy costs.
- Meet customers' increased sustainability requirements.
- CA is an attractive employer and will continue to be so in the future.

5. Please list the firm's three primary risks related to climate change

- Extreme weather such as sky falls, heavy snow and higher water level can lead to difficulties when it comes to financing and insurance of properties in specific areas.
- Energy supply and capacity of renewable energy.
- Limited fresh water resources.

6. Does the firm anticipate any climate-related investments?

- Investments to certify properties and certify CA according to ISO 14001:2015.
- Investments to improve the energy efficiency, for example install Kabona system.
- Environmental investigations and investments we must do to achieve the environment targets are always included in the projects.

7. Does the firm rely on any scarce resources for its operations?

CA does not rely on any scarce resources.

8. Transition-related risks (for example changed customer preferences or legislation): Do you anticipate any risks or opportunities due to the transition to a carbon neutral society? Is there any risk of the firm's offer being negatively effected? If yes, is the firm well positioned to handle that risk?

- CA has recently decided to certify new properties according to Miljöbyggnad Silver and even certify our existing buildings according to Miljöbyggnad I Drift. Certifications are one way to meet our customers' requirements on resource efficiency, materials without dangerous chemicals and indoor environment.

- Opportunities related to resource efficiency and renewable energy and using new technologies.

We are constantly working to evaluate risks and opportunities and are well positioned to handle them.

9. Please list the firm's (1-2) primary means of making a positive environmental impact or minimizing negative environmental impact. (If applicable please list the corresponding most relevant UN Sustainable Development Goals) How are they tracked and communicated?

A part of CA's sustainability strategy is formed by the 2030 Agenda for sustainable development and its 17 SDGs. The most relevant goals and where we have the greatest impact are 3, 5, 7, 8, 12

More details on how we contribute to these goals is described in our sustainability strategy and will be reported in our sustainability report.

Social

10. Does the firm have a history of accidents? If so, how have these been managed? Are there any preventive measures, such as policies?

- CA does not have a history of accidents and we have a preventive work. Our employees shall feel that they work in a secure and safe working environment. All employees are offered an annual health examination.
- There is a working environment policy established in the company.

11. Does the company conduct any other community engagement activities aside from those directly connected to the

- CA supports for example BRIS, Cancerfonden and different local sport clubs.

12. Circular economy: How are purchases and waste managed? Please list the firm's demands on its suppliers, if applicable

- CA is in process of putting demands on suppliers through the specifications of the Miljöbyggnad Silver- and ISO certification.
- We follow EU's waste hierarchy and have dialogs with the tenants about waste management.

13. Are there any goals, policies, or codes of conduct applicable to the firm's suppliers? How often does the firm conduct audits of its suppliers?

- Under 2021, a Code of Conduct for subcontractors will be written. Our main suppliers will be risk classified based on sustainability risks and will be followed up continuously.

14. Do all staff members receive continuing education on anticorruption? Is there an external whistle-blower function? Are there any ongoing or historical incidents involving corruption, cartels or any other unethical business conduct? Have any preventive measures been taken?

- CA has no ongoing or historical incidents
- CA has an external whistle-blower function which can be reached from the website www.cafastigheter.se
- CA has a Code of Conduct for employees. During the first half of 2021 this will be communicated to all employees, the Code of Conduct provides guidelines for the organization's work.

15. Please state the firm's business tax residence (i.e. where the firm pays tax) and explain why that specific tax residence was chosen

In Sweden, where most of the business are conducted. CA also pays taxes in Germany and Estonia relating to the business conducted there.

16. Are there independent members on the Board of Directors?

Two out of five board members are independent:

- Anders Ek, board member
- Julia Mejegård, board member

17. Please state if and to what extent, the company has transactions with related parties?

Refer to the annual report 2020.

18. Is the remuneration of the CEO and other members of the management team in line with industry peers? Which KPIs dictate the remuneration (particularly if sustainability and gender diversity are included)?

- Yes, the remuneration is in line with the branch-level. Remuneration for CEO is approved by the Chairman of the Board.
- CA does an annual salary survey

19. Please indicate the relative split of men/women at every level of the firm, particularly the Board of Directors and management team

Gender balance in 2020, men/ women

- All employees 51/37
- Management team 3/3
- Board 3/2

20. Is the Head of Sustainability a member of the management team? If not, who does that person report to?

Yes, the head of sustainability is a member of the management team and reports to the CEO.

21. Policies and agreements in place

- Union agreement
 - Almega Tjänsteförbunden och Unionen
 - Arbetsgivaravtalet "Fastigheter" mellan Almega Tjänsteförbunden och Fastighetsanställdas Förbund
 - Måleriföretagen i Sverige och Svenska Målareförbundet
- Code of Conduct
- Sustainability policy
- Diversity policy
- Working environment policy
- Anti-corruption policy is included in CA's Code of Conduct