



ESG QUESTIONNAIRE

The industry’s three biggest sustainability-related challenges according to Företagsparken and briefly describe the process for identifying these challenges:

1. Energy efficiency – regarding existing as well as new buildings
2. Reduction of carbon footprint
3. Climate change impacts – flooding, fires, increased rainfall, heat waves, etc.

Challenges identified as part of management’s work with its business plan.

Does Företagsparken have Science Based Targets, reports to the CDP or engages in any other relevant sustainability initiatives?

1. Science Based Targets: No
2. CDP: No
3. Other: Member of Sweden Green Building Council

Quantifiable sustainability targets will be communicated during 2022

Have you conducted any preliminary assessments of your company in relation to the EU Taxonomy? If so, what was the outcome?

No

Environment

List Företagsparken’s three primary risks related to climate change and list, if any, Företagsparken’s climate-related opportunities:

Risks

1. Damage on buildings and areas due to extreme weather conditions

2. Market and legal regulations which lead to increased costs and/or increased investments due to climate change
3. Reputational risk if Företagsparken is not proactive

Opportunities

1. Climate efficient buildings and services to our tenants
2. Efficient use of materials
3. Energy efficiency – lower costs

Does Företagsparken have climate-related investments?

Energy and climate optimizations and investments to decrease energy consumption.

In acquired properties always replacing all heating systems based on fossil fuels (e.g. oil) to geothermal heating or other heating systems.

Installing solar cells for electricity production.

Circular economy: How are purchases and waste managed? Does Företagsparken rely on any scarce resources for its operations? What efforts are made to mitigate the risk of those resources becoming even more scarce in the future?

Limited purchases and waste (mainly handled by the tenants). However, in project development it is a key focus area. Företagsparken does not rely on any scarce resources.

Transition-related risks: Does Företagsparken 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 affected? If yes, is Företagsparken well positioned to handle that risk?



Opportunities

Tenants focusing more on such transition leading investments in properties with favourable new rental agreements

Risks

Same as above but with a market development where real estate companies have to absorb such investments

Disclose Scope 1, 2 & 3 GHG emissions. If not available, do you have a time plan for when to start reporting?

Företagsparken commits to disclose Scope 1 & 2 emission in the year end report for 2022 at the latest

Have you set a target to become climate neutral? If so, how have you defined carbon neutrality?

No

Please list Företagsparken’s primary means of making a positive environmental impact or minimising negative environmental impact. Also, list the corresponding UN SDGs. What proportion of sales can be directly linked to selected UN SDGs?

1. Decreasing energy consumption
2. Use of green and renewable energy

Quantifiable targets will be communicated during 2022

Social

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

No history of accidents.

A broad preventive work environment approach and accidents and incidents are

monitored regularly under a reporting procedure in place.

If applicable, state Företagsparken’s targets for gender and cultural equality and indicate the relevant split of men/women at every level of the firm, particularly the Board of Directors and management team.

No specific targets.

Board: 7 men, 1 woman.

Management: 4 men, 1 woman.

Does Företagsparken conduct any community engagement activities aside from those directly connected to the business?

No

How often does Företagsparken conduct audits of its suppliers? How often do you discover incidents not compliant with your code of conduct?

Företagsparken has a code of conduct that applies on all suppliers and is communicated to all new suppliers. There is no regular screening of compliance with our code of conduct.

Governance

Do all staff members receive continuing education on anti-corruption? 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?

All staff are required to follow our code of conduct which is a part of the onboarding process. Företagsparken does not have a whistle-blower function. There are no ongoing or historical incidents involving corruption, cartels or any other unethical business conduct.



Företagsparken's business tax residence is:

Sweden

Are there independent members of the Board of Directors?

Yes – chairman Leif Östling (former CEO of Scania), Magdalena Schmidt (lawyer Ramberg Advokater) and Claes Kockum (real estate investor).

Please state if and to what extent, Företagsparken has transactions with related parties:

Property management services from Nordic PM (Företagsparken's shareholder Fastator owns 55% of Nordic PM).

Which KPIs dictate the remuneration to management (are sustainability and diversity goals included)?

Fixed salaries.

Describe Företagsparken's process for monitoring and reporting ESG issues and performance to senior management/the Board. Confirm what KPIs are monitored (if any) and how frequently reporting is undertaken:

Part of CEOs overall report to the Board.
No specific KPIs.

Have you signed Union agreement?

- Union agreement: No