

# CA Fastigheter AB ESG Questionnaire – 21 Questions

March 2024

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Picture: Klippan 3, Jönköping



# ESG Questionnaire (1/10)

## General Industry

Please list the industry's three biggest sustainability (ESG)-related challenges and briefly describe the process for identifying these challenges

- Climate risks (read more in Environmental section)
- Geopolitical risks
  - Geopolitical risks can affect international relations, trade, security, and economic conditions. Growing political concerns about the current political climate may result in hesitancy and caution both within the organization and among tenants
  - Another growing geopolitical risk is cyberattacks posing a significant threat to individual organizations and national security. These attacks can undoubtedly cause damage to the firm and its properties
- Creating circular and non-toxic material flows and waste management (read more in Environmental section)

An external analysis has enabled the thorough identification of these challenges, along with anticipation of upcoming regulations

Have you conducted any preliminary assessments of your company in relation to the EU Taxonomy?

If so, what was the outcome?

No, but CA Fastigheter adheres to the Ten principles of the United Nations Global Compact on human rights, labour rights, environment, and anti-corruption. The firm's commitment to decent working conditions is rooted in the firm's strategy and values

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Picture: Brf. Strato, Stockholm

# ESG Questionnaire (2/10)

## Environment (1/3)

Please list the firm's three primary risks related to climate change and if any, the firm's climate related opportunities

- Climate-related risks
  - 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
  - Increased costs due to stricter regulations and rules
- Climate-related opportunities
  - Increased portfolio of environment certified buildings and green eligible assets
  - Investments in energy savings measures (electricity, heating, ventilation, lighting, and windows)
  - Environmental requirements on suppliers in the procurement process

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

Does the firm anticipate any climate-related investments, and if so to what extent?

CA Fastigheter continuously implements preventive measures to ensure effective management of the properties. CA Fastigheter anticipates for instance:

- Investments to improve the energy efficiency, for example the company invests in the use of district heating, solar panels, geothermal heating, and LED lights
- Other climate-related investments which include, for example, insulation of attics and window replacements

Environmental investigations and investments we must do to achieve the environmental targets are always included in our projects

# ESG Questionnaire (3/10)

## Environment (2/3)

### Circular economy:

How are purchases and waste managed?

If the firm rely on any scarce resources, please describe what efforts are made to mitigate the risk of those resources becoming scarcer in the future, e.g. recycling, reusing substitutes or improved resource efficiency?

In terms of waste management, CA Fastigheter offers the tenants the opportunity to separate their waste into various waste fractions. Furthermore, the firm is not relying on any scarce resources. The requirements for the firm's partners are established in the Code of Conduct for suppliers and the goal is for all suppliers to sign the Code of Conduct before procurement. Additionally, we competitively tender all procurements where possible

### Transition-related risks:

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 affected?

If yes, how has the firm positioned itself to handle that risk?

The firm shall work towards achieving a carbon neutral society together with our tenants and to meet the requirement from our stakeholders

- Transition-related risks
  - One risk in connection with this is if we are unable to meet relevant stakeholder demands. To mitigate this, we will ensure compliance with reporting requirements set by legislation and customer preferences
  - We also perceive a long-term risk if our real estate is not carbon neutral, this could lead to tenants' loss and an increase in vacancy rate. To mitigate this we, among other things, make investments to improve the sustainability of our properties
- Transition-related opportunities
  - The opportunity is satisfied tenants who wish to remain in our properties

# ESG Questionnaire (4/10)

## Environment (3/3)

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

No, we have not set at a specific goal to become carbon neutral. CA Fastigheter aims to prioritize areas where we have the greatest opportunity to make a positive impact on the environment

Please list the firm's (1-2) primary means of making a positive environmental impact or minimising negative environmental impact.  
Please list the corresponding most relevant UN Sustainable Development Goals.  
What proportion of sales can be directly linked to selected UN SDGs?

Some of CA Fastigheter's focus areas are renewable energy and energy efficiency improvements. The energy goals are linked to UN Sustainable Development Goal No. 7 Affordable and clean energy

CA Fastigheter also refers to the following UN SDG's (read more in Social section):

- No. 3 Good health and well-being
- No. 8 Decent work and economic growth
- No. 12 Responsible consumption and production
- No. 16 Peace, justice, and strong institutions

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Picture: Gasverket, Stockholm

# ESG Questionnaire (5/10)

## Social (1/2)

Does the firm have a history of accidents? If so, how have these been managed?

Are there any preventive measures, such as policies?

Safety is integrated in our business and the safety of CA Fastigheter's employees comes first. Safety policies, routines, and instructions assist the employees in making the right decisions. Moreover, CA Fastigheter has a Code of Conduct as well as a whistleblower function

In the past, the firm has not encountered any major accidents. However, should serious incidents occur, the firm has implemented a crisis management plan

If applicable, please state your targets for gender and cultural equality and indicate the relative split of men/women at every level of the firm

The firm has not set a target for this goal. However, the firm work for equality and diversity at every level of the firm. This means, among other things, that no discrimination or any other offensive special treatment may occur in relation to anyone at CA Fastigheter who is employed, seeks employment, practices, or otherwise performs at CA Fastigheter. The firm has zero tolerance for all forms of harassment and offers equal opportunities regardless of the skin, gender, age, nationality, religion, ethnicity, disability, or other distinguishing characteristics. Additional information can be found in CA Fastigheter's Sustainability Report on [cafastigheter.se](http://cafastigheter.se)

- Board of Directors: 50 % women
- Management team: 40 % women
- Among all employees: 33 % women

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

CA Fastigheter is supporting Barncancerfonden, Bröstcancerfonden, Mustaschkampen, and a number of local sports clubs

# ESG Questionnaire (6/10)

## Social (2/2)

How often does the firm conduct audits of its suppliers, and how often do you discover incidents not compliant with your code of conduct?

Business partners and suppliers shall apply CA Fastigheter's Code of Conduct for suppliers. Our primary suppliers have signed the Code of Conduct and have been classified based on sustainability risks, with continuous follow-up

Please list the firm's (1-2) primary means of making a positive social impact or minimising negative social impact.

Please list the corresponding most relevant UN Sustainable Development Goals.

What proportion of sales can be directly linked to selected UN SDGs?

For CA Fastigheter social sustainability is about taking care of our employees, making sure they feel good and have good working conditions. But it is also about giving employees opportunities to develop and grow. The corresponding UN SDG's are:

- No. 3 Good health and well-being
- No. 8 Decent work and economic growth

CA Fastigheter furthermore sets sustainability requirements when procuring goods and services from suppliers and business partners. The firm has an Anticorruption policy and maintains zero tolerance towards corruption and bribery. The corresponding UN SDG's are:

- No. 12 Responsible consumption and production
- No. 16 Peace, justice, and strong institutions

The firm shall meet the requirements as stipulated by laws and agreements

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Picture: Kvirkelhusen, Lomma



# ESG Questionnaire (7/10)

## Governance (1/3)

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

Are there any ongoing or historical incidents involving corruption, cartels or any other unethical business conduct?

Have any preventive measures been taken?

Employees who may encounter situations involving corruption receive continuous education in anticorruption. There is a whistleblower function with a policy outlining how to act and how to report. CA Fastigheter has no historical incidents related to corruption

Please state the firm's business tax residence and explain why that specific tax residence was chosen

CA Fastigheter's tax residence is Sweden, where most of the business are conducted. CA also pays taxes in Germany, Spain, and Estonia relating to the business conducted there

How many independent members sits on the Board of Directors?

The following two, out of six, board members are independent:

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

# ESG Questionnaire (8/10)

## Governance (2/3)

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

The firm's transactions with related parties during 2023 has been receivables. No transactions regarding purchases or sales of services or properties have occurred. For further reading please refer to the annual report 2023 and note 36 "Transaktioner med närtstående"

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

CA Fastigheter has no KPIs dictating the remuneration to management. Individual salary setting for members of the management team is aligned with and assessed against financial and sustainability goals. Furthermore, CA Fastigheter does an annual salary survey and the remuneration is in line with industry peers. Remuneration for the CEO is approved by the Chairman of the Board

Describe the company's process for monitoring and reporting ESG issues and performance to senior management/the Board.

Please confirm what KPIs are monitored (if any) and how frequently reporting is undertaken

CA Fastigheter's ESG targets are monitored in the internal reporting semi-annually. ESG related issues and performance are reported to the Board annually and the sustainability manager is a member of the management team

The sustainability targets include:

- Energy consumption
- Carbon dioxide emission
- Compliance with green bond framework

For more details, please refer to our sustainability report published at [cafastigheter.se](https://cafastigheter.se)

# ESG Questionnaire (9/10)

## Governance (3/3)

Have you signed a Union agreement?

Yes, CA Fastigheter has the following union agreements in place:

- Almega Service Associations (Tjänsteförbunden) and Unionen
- Employer Agreement Real Estate between Almega Service Associations and the Association of Real Estate Employees (Fastighetsanställdas Förbund)
- Painting Companies in Sweden (Måleriföretagen i Sverige) and Swedish Painters' Association (Svenska Målareförbundet)

What policies do you have in place?

CA Fastigheter has the following policies in place:

- Code of conduct for employees
- Suppliers Code of Conduct
- Sustainability policy
- Anti-Corruption Policy
- Information security policy
- Working environment policy
- Diversity policy

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Picture: Medea, Borås

# ESG Questionnaire (10/10)



## Principle Adverse Impact

Revenue (SEKm)	1,147
GHG emissions Scope 1, 2, and 3 (tCO <sub>2</sub> -e)	1: 21   2: 1,779   3: Not completed
Share of non- renewable energy consumption	Not available
Share of non-renewable energy production	Not available
Energy consumption in GWh	48.16
Tonnes of emissions to water	Not available
Tonnes of hazardous waste and radioactive waste generated	0
Unadjusted gender pay gap	0
Board gender diversity	F-ratio: 50%

Fossil fuel operations	No
Sites/operations located in or near to biodiversity-sensitive areas where activities negatively affect those areas	No
Science Based Target	No
Reports to CDP	No
UN Global Compact Signatory	No, but CA Fastigheter adheres to the Ten Principles of the United Nations Global Compact
Involved in the manufacture or selling of controversial weapons	No
Whistle blower policy	Yes
Supplier code of conduct	Yes

# Want to know more?

Additional information can be found in CA Fastigheter's Sustainability Report as well as in CA Fastigheter's Annual Report and Quarterly Reports on [cafastigheter.se](http://cafastigheter.se)

Picture: CA Fastigheters office, Kalmar

