



# Sustainability Report

# Some decisions are more important than others

Catena's decisions regarding sustainability are important, but they are also decisions that are easy to make. By making sustainable choices, we secure our business for the long term.

A responsible company that continuously develops its operations, is a competitive and attractive company. Catena operates in a context that has a significant impact on the environment and society. Combined, our tenants' production and transport operations, construction processes, choice of materials, business activities and energy use account for comparatively large emissions. In addition, issues concerning land and land use are a constant issue for all property companies. When it comes to logistics properties, location is crucial, every kilometre that can be saved for our tenants is of great importance for the environment, and proximity to important infrastructure and major population centres is pivotal. Finally, efficient and sustainable logistics properties are critical to safeguarding a well-functioning society. Sustainable solutions demand a balance between all of society's needs and how we meet them, as well as how we can take the environment and biodiversity into account. Our facilities must not only be able to handle cargo and goods, they are also workplaces where we seek to create conditions that are as favourable as possible for those who work there to feel well and to thrive. Naturally, the same strict requirements apply to our own workplace.

## New, aggressive sustainability targets ahead

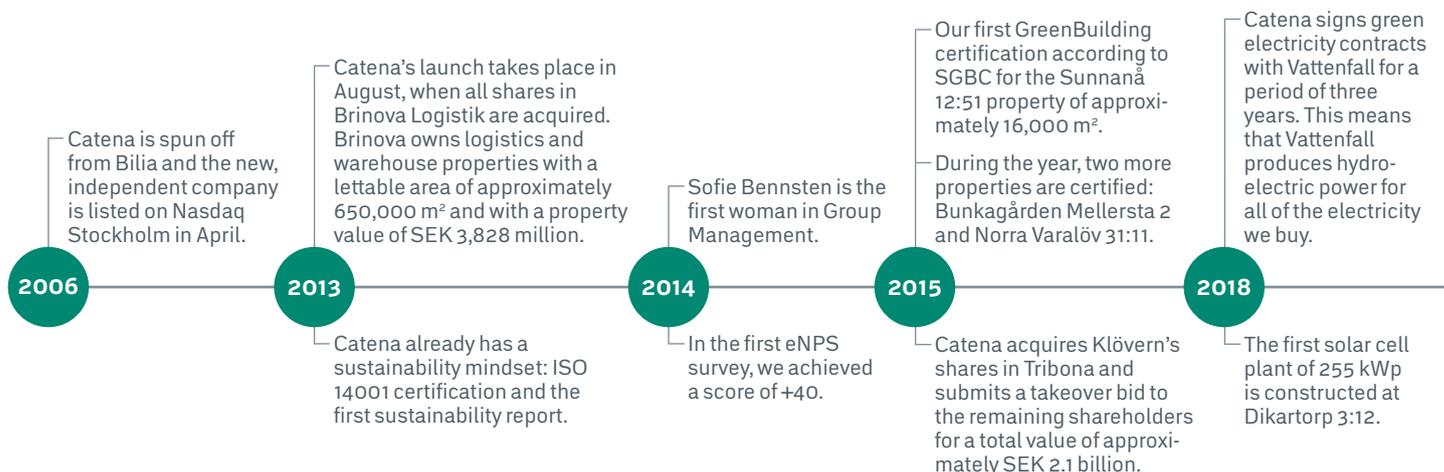
Our sustainability work is governed by the precautionary principle, which requires us to work actively to mitigate our negative impact on the environment and on other people. This means that we must act to prevent as much inconvenience as possible for the environment or for the health of others and to counteract negative effects. Accordingly, each decision that can lead towards a more sustainable logistics network is of the utmost importance and will have

considerable influence. Catena sets its ambitions high and we are a social partner that makes a difference with our choices and with our commitment. With well-thought-out strategies and a long-term approach, environmental, social and economic values alike benefit. Setting the bar too low will only reflect badly on us, on the logistics network and on society in general.

In 2021, we decided to further fine-tune our sustainability targets. The business plan for 2022 sets out our objectives:

- Net-zero greenhouse gas emissions by 2030
- The entire portfolio must be net-positive in terms of biodiversity by 2030
- 100 percent of the Group's lettable area must be environmentally certified by 2030
- Certified as a Great Place to Work with the ambition of achieving a Trust Index of 85 percent by 2025
- Exert a positive influence on our business partners and our environment by participating in societal development

In this Annual Report, we report on targets that guided us in 2021. The results are also very important for our new targets and much of what we do today represents important progress towards the more overarching targets applicable as of 2022. The new targets will require extensive efforts and we are not fully aware of the approach in certain areas. Rather than letting this impede our ambitions – it is, instead, an important part of the process ahead of us and a way for us to take responsibility over time.





**19** properties  
with photovoltaic systems



**15%** m<sup>2</sup>  
certified area



**+54**  
eNPS



**88%**  
GPTW – TrustIndex



2019

Catena signs the Global Compact and supports Agenda 2030.

We start reporting in accordance with TCFD's recommendations.

2020

The first environmental certification in accordance with Miljöbyggnad Silver, Planterhuset 3.

Awarded to Most-improved and sBPR Silver by EPRA.  
Science Based Target initiative, approved targets for Scopes 1 and 2.

2021

Climate risk analysis is conducted using MSCI's VaR tool (Value at Risk).  
Certification for newly constructed buildings with BREEAM-SE begins.  
The first existing property is certified in accordance with Miljöbyggnad iDrift.  
Another woman, Malin Nissen, joins the management team, which now has a 50/50 gender balance.

The first solar cell plant of 500 kWp is installed at the Broby 57:5 property.  
Awarded sBPR Silver by EPRA.  
A green framework is set up and the first green bonds are issued.  
Catena achieves 88 percent in the Great Place to Work Trust Index.

2022

Long-term targets are adopted that will apply from 1 January 2022 and until 2030.

- Net-zero greenhouse gas emissions by 2030
- The entire portfolio must be net-positive in terms of biodiversity by 2030
- Of the Group's lettable area, 100 percent must be environmentally certified by 2030

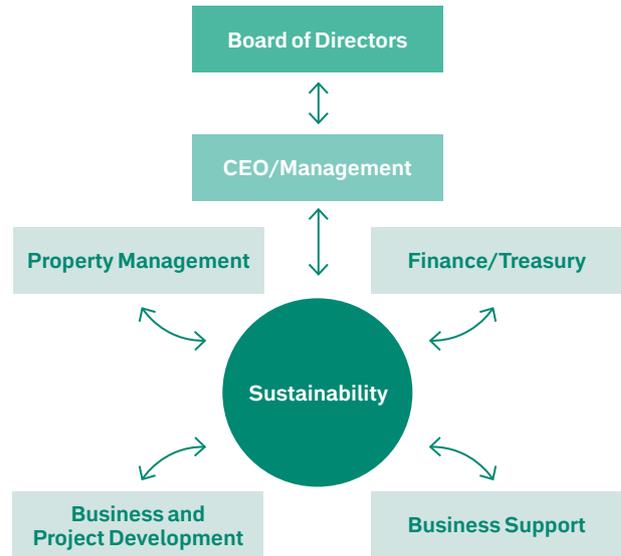
- Certified as a Great Place to Work with the ambition of achieving a Trust Index of 85 percent by 2025
- Exert a positive influence on our business partners and our environment by participating in societal development

# Sustainability governance

Sustainability forms a natural part of our operations and is managed through our internal environmental management system that comprises shared policies and guidelines, measurable targets and direct action plans. The fact that Catena works according to the precautionary principle is integrated into our Sustainability Policy and into the processes and procedures that drive our follow-up work in connection with our measurable targets. Catena's internal environmental management work is certified in accordance with ISO 14001.

Cooperation between different departments internally ensures that Catena lives up to its social and environmental demands. All employees receive compulsory basic training in Catena's sustainability work as part of the onboarding process. During the year, all employees are involved in current issues by, for example, taking part in digital breakfast courses and personnel meetings. The sustainability team reports to the Head of Business Support and also maintains an ongoing dialogue with Group Management. Catena's management team makes strategic decisions regarding current economic, social and environmental issues. Catena's Board of Directors bears the ultimate responsibility.

Each year, Catena reviews risks in the area of sustainability. Data are submitted to the Board, which is ultimately responsible for the company's risk review.



Plantehuset 3, Logistics Position  
Tostarp in Helsingborg.



### Catena's most important issues in sustainability

In 2021, Catena carried out an update of the materiality analysis. The update has been conducted internally with the help of external reports that have given guidance and broadened our perspective, such as the IPCC's climate report presented in 2021. The update shows that issues concerning biodiversity, taxation and climate have become even more central to our operations and are therefore identified as new material issues. See table below.



Our focus areas	Material issues	Identified GRI standards	SDGs	Restrictions
<b>Social development and the future</b>	<ul style="list-style-type: none"> <li>12. Commitment in local communities / Sustainable city development</li> <li>13. Logistics flows with minimal environmental impact</li> <li>15. Collaborates with customers for a sustainable development</li> <li>16. Tax</li> </ul>	103, 201, 203, 207	9, 17, 11	The value chain
<b>Sustainable properties</b>	<ul style="list-style-type: none"> <li>1. Greenhouse gas emissions</li> <li>2. Energy efficiency and renewable energy</li> <li>3. Physical climate adaptation</li> <li>4. Waste and recycling</li> <li>5. Environmental impact and pollution</li> <li>6. Biological diversity</li> </ul>	103, 302, 303, 304, 305, 306, 307, 308, CRE Product Liability	7, 9, 13	The value chain
<b>Responsible business</b>	<ul style="list-style-type: none"> <li>7. Health and safety at work</li> <li>8. Diversity and inclusion, non-discrimination</li> <li>9. Equal development opportunities</li> <li>10. Human rights</li> <li>11. Compliance with Supplier Code of Conduct</li> <li>14. Bribes and anti-corruption</li> </ul>	103, 205, 401, 403, 404, 405, 406	5, 16, 8	Our offices and construction sites where we are the customers

# Membership and framework

In addition to its own procedures and policies, Catena works on the basis of international frameworks and certification programmes and is a member of various organisations. We do this to ensure the quality of our operations and for our customers and stakeholders to be able to feel secure with what we deliver.

## eNPS (Employee Net Promoter Score)

One of Catena's sustainability targets is to reach an Employee Net Promoter Score of 40, (eNPS score), the scale extends from -100 to 100. Values above 0 are usually considered positive, values of 10–30 are normally described as good, and a score or more than 50 as outstanding.

## EPRA

The European Public Real Estate Association (EPRA) is an interest organisation that has established a standard for valuing property companies on equal terms. The organisation supports and promotes a transition towards sustainable construction with the help of sustainability best practice recommendations (sBPR). Catena has been included in the EPRA index since 2017, and in 2021 Catena received the EPRA sBPR Silver award.

## EU taxonomy

In 2021, Catena's work with the EU taxonomy intensified. Through in-house training, cross-functional teams have been established to build up internal structures to meet future requirements. As all parts of the organisation are affected, all employees have attended an internal introductory course. The EU taxonomy includes certain accounting requirements. In the autumn of 2021, Catena worked to establish procedures to enable accounting in accordance with the taxonomy as of 1 January 2022.

## Global Compact

Since 2019, we have been following the Global Compact's ten principles, meaning that we as a company support and respect human rights, labour law and the environment, and that we work with anti-corruption and receive training in this area. The principles are found in governing documents including the Sustainability Policy and the Supplier Code of Conduct.

## Great Place to Work

Great Place to Work is an international standard for workplace assessment, in which employees share their personal experience of their workplace through a thorough examination of the workplace culture. In 2021, Catena began its work within the standard by conducting its first survey.

## GRI

Catena reports in accordance with the GRI (Global Reporting Initiative). In our materiality analysis, we have reviewed all of the GRI standards of relevance to our value chain. We report on the areas where our operations have the greatest impact. The report for 2021 adheres to the GRI standards, Core level.

## ISO 14001

Our internal environmental management work complies with ISO 14001. The environmental management system involves third-party verification of the procedures, policies and processes that are in place and address environmental issues.

Every year we carry out an internal and external audit in accordance with ISO 14001, and the results are used to drive our work forward. Every three years, a recertification is performed to demonstrate that the procedures and processes comply with our internal environmental management system.

## SBTi

Since 2020, Catena applies a target for greenhouse gas emissions that has been approved by the Science Based Target initiative (SBTi). The target entails Catena reducing its emissions in Scopes 1 and 2 by 50 percent by 2030 compared with 2018 to ensure that we are in line with the Paris Agreement's target to limit warming to 1.5 degrees. Although we are keeping within the limit, we want to do more and have, in preparation for 2022, adjusted the target, including our Scope 3, which will be net zero for greenhouse gas emissions by 2030. Read more on page 67.

## SDGs

The Global Goals (Sustainable Development Goals) have been developed by the UN and form part of Agenda 2030 for sustainable development. Catena's priority goals for sustainable development are 5 – Gender equality (5.5), 7 – Sustainable energy for all (7.2, 7.3), 8 – Decent working conditions and economic growth (8.8), 9 – Sustainable industry, innovation and infrastructure (9.4), 11 – Sustainable cities and communities (11.6), 13 – Combating climate change (13.1), 16 – Peaceful and inclusive societies (16.5), and 17 – Implementation and global partnership (17.17).

## SGBC

The Sweden GreenBuilding Council (SGBC) is Sweden's leading member organisation for sustainable community construction. We conduct our certifications through SGBC.

## TCFD

The Task Force on Climate Related Disclosure (TCFD) is an voluntary framework for reporting climate-related financial risks. Catena follows TCFD's recommendations on climate risk reporting in order to navigate towards a CO<sub>2</sub>-efficient economy. By working with climate-related risks, both physical and transitional risks, Catena sees opportunities to make informed decisions, manage future regulations and become more competitive, (read more under climate control on pages 65 and 79).

NetOnNet

📍 Backa 23:2, Göteborg

🌿 Savings of 4,070 kg CO<sub>2</sub>e per year



## New heating system saves energy

During the autumn, we installed a new heating system in the Backa 23:2 property, which is located in Gothenburg. The new heat plant consists of two heat pumps that collect energy from the outside air. The heat pumps are located on the roof above the technology room and deliver energy to the heating system and the domestic hot water and they are dimensioned to meet approximately 95 percent of the energy needs in the property. As a complement to the heat pumps, an electric boiler is also

installed. It will produce the remaining approximately 5 percent of the heat demand. The total energy savings for heating are estimated at 110,000 kWh per year. Converted with the Swedish electricity mix's emission factor 0.037 kg CO<sub>2</sub>e/kWh, meaning a saving of 4,070 kg CO<sub>2</sub>e/year. In 2022, we will continue our work to also investigate opportunities to streamline the operation of the ventilation in the property.

# Societal development and the future

Sustainability targets 2021	Outcomes and activities 2021	SDGs, Agenda 2030
Exert a positive influence on our business partners and our environment by strengthening our brand and being involved in societal development.	<p>Participation in conferences such as A Sustainable Tomorrow and Business Arena, etc.</p> <p>Membership in networks and research projects such as LFM30, Arenastaden, HITS and EcoComp.</p> <p>Our own event, LogistikTrender 2021 was held online.</p>	<p><b>Goal 9: Sustainable industry, innovation and infrastructure</b>  <b>Target: 9.4</b> Upgrade all industries and infrastructure for increased sustainability.</p> <p><b>Goal 17: Partnerships for the goals</b>  <b>Target: 17.17</b> Encourage effective partnerships.</p> <p><b>Targets 13: Fighting climate change</b>  <b>Target: 13.1</b> Protect biodiversity and natural habitats.</p> <p><b>Targets 11: Sustainable cities and communities</b>  <b>Target: 11.6</b> Reduce the environmental impact of cities</p>

## Catena's role in society

As a logistics property owner, Catena operates in a cross-industry context that extends from properties to the construction and logistics sectors. These are areas of operations that are crucial to modern society while the impacting on the environment is considerable. By developing more sustainable solutions, Catena is able to exert a positive influence over both business partners and the environment.

## Catena welcomes the EU taxonomy

The EU taxonomy helps to steer capital and investment to foster sustainable societal development. Although Catena is not initially covered by the reporting requirement, we have worked proactively in 2021 with the EU taxonomy as a guide for external stakeholders. In the table below, we present a preliminary account of how Catena's operations agree with the EU taxonomy. We identify that 100 percent of Catena's operations qualify in the seven activities detailed by the taxonomy within the construction and property sectors, hence Catena's operations are therefore 100 percent "eligible". Our principal activities are

EU taxonomy	2021, SEKm	Eligible, %	Not eligible, %
Sales <sup>1)</sup>	1,387.4	100	0
Investments <sup>2)</sup>	2,455.8	100	0
Costs <sup>3)</sup>	85.1	100	0

<sup>1)</sup> Sales refer to total rental income in the income statement.

<sup>2)</sup> Investments (Capex) refer to capitalised expenses that increase the value of our properties, including conversions/extensions, acquisitions and new construction.

<sup>3)</sup> Costs (Opex) refer to direct expenses for the maintenance, repair and maintenance of properties.

new construction, property ownership and acquisitions. In the construction and property industry, we see that the focus is primarily on energy efficiency. We look forward to monitoring developments and hope that, in the long run, the life cycle perspective can have even more space within the taxonomy.

## Location, transport and logistics

Location is key, both for Catena's existing properties and for our new construction projects and acquisitions. Properties that were previously located on the outskirts of urban centres gradually become part of the urban landscape and we adjust and adapt older properties to new needs and areas of operations. At the same time, new logistics positions are emerging alongside key transport routes and other infrastructure. As a property owner, we want to take responsibility for sustainable urban development. A successful strategy in creating a sustainable logistics network entails offering logistics locations that streamline current and future cargo flows. Terminals located near major cities, adjacent to major motorways and rail routes ensure efficient transport routes and flexibility in choosing the mode of transport. Properties near metropolitan regions allow logistics operations close to urban centres to be optimised, as goods can be reloaded without passing the city centre. In addition, intelligent inner-urban logistics are necessary to facilitate fast and short-distance transports of fast-moving consumer goods to retailers or directly to consumers.

## Cooperation and knowledge

Commitment to networks and regular meetings with municipal management teams, partner organisations and interest groups allow Catena to offer the company's view of society's logistics challenges while we also learn and

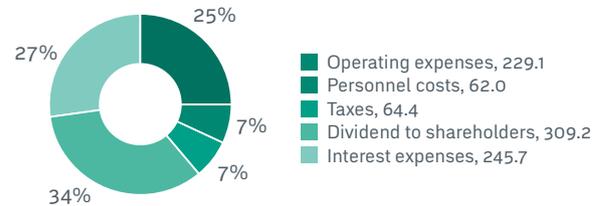
gain new perspectives. Among other things, Catena is a partner in the company Urban Services, which operates in Arenastaden, and is participating in the research project “HITS”, which is sponsored by Vinnova. Both projects focus on creating more efficient, coordinated and sustainable solutions for the “last mile” – the final mile in making urban deliveries. We are also involved in LFM30, a local initiative in Malmö to create a geographical game plan to accelerate the construction sector’s climate transition and implementation of Agenda 2030, and we have aligned our sustainability targets with the City of Helsingborg by signing the Helsingborg Climate Agreement. We are also participating in and supporting research projects, such as the EcoComp project.

Being ambitious in sustainability helps us adapt quickly, we play an important role in society and seek to work for a resource-efficient construction sector with more climate-neutral solutions. Collaborative partnerships give us opportunities both to engage and to be inspired by others, as well as sharing good examples from our activities. We see partnerships, collaboration and coordination as self-evident in advancing the process of realignment.

#### Generating value for the Company’s stakeholders

Sustainable logistics entails considerable opportunities to provide long-term effects on society, in terms of environmental, social and economic parameters. A strong brand in sustainable logistics generates value for the Company’s shareholders and opens up opportunities for green financing.

#### Created and distributed economic value, SEK M



The diagram shows how Catena’s income in 2021 was distributed among various stakeholder groups. The total value generated amounted to SEK 910.4 million.

Catena maintains an ongoing dialogue with its key stakeholders to ensure that we also focus on the right things in our sustainability efforts. One way to quantify the company’s direct impact on our stakeholders is to assume how our income has been distributed to different stakeholder groups – employees, suppliers, and society through tax payments.

Tax was identified as a new area of significance in 2021. Aggressive tax planning can hurt Catena’s brand and relationships with stakeholders. For this reason, we should not base our actions on planning of that nature. Catena’s operations involve several areas that are taxed. Changes in legislation may affect Catena’s tax situation. Catena must act ethically, legally and professionally in its tax administration. The Tax Policy is established by the company’s

### Logistics Trends 2022

Helsingborg, Clarion Hotel and Congress SeaU

5 May

## An opportunity to be inspired and to learn

Tomorrow’s logistics properties will look different than those of today. That is why our continuous external surveillance forms a self-evident part of our development work. It is equally obvious to us that cooperation and sensitivity lead to the best solutions. As a knowledge leader, we want to share and generate a dialogue about the sustainable future of all.

For ten years, we have hosted the LogistikTrender discussion forum share new knowledge and inspiration. In 2021, we celebrated our anniversary with a glittering, digital party where we took the logistics perspective beyond time and space, with everything from second-optimisation to space technology and AI.

**LogistikTrender** LogistikTrender 2022, 5 May on the theme “Choice of path”

→ Keep an eye on [www.catenafastigheter.se/logistiktrender](http://www.catenafastigheter.se/logistiktrender).



Board of Directors and ultimately it is the CEO who is responsible for ensuring that the Tax Policy is followed. The Tax Policy is available in its entirety on Catena's website. Put briefly, it states that:

- Catena shall strive to ensure that the correct tax is paid in the countries in which Catena operates.
- Catena stays abreast of and monitors amendments, new laws and cases to be able to handle tax in accordance with current laws.
- Catena does not acquire businesses to obtain tax benefits. Acquisitions comply with legal and regulatory requirements.
- Catena must operate ethically, legally and professionally in its views on taxation and not engage in aggressive tax planning.

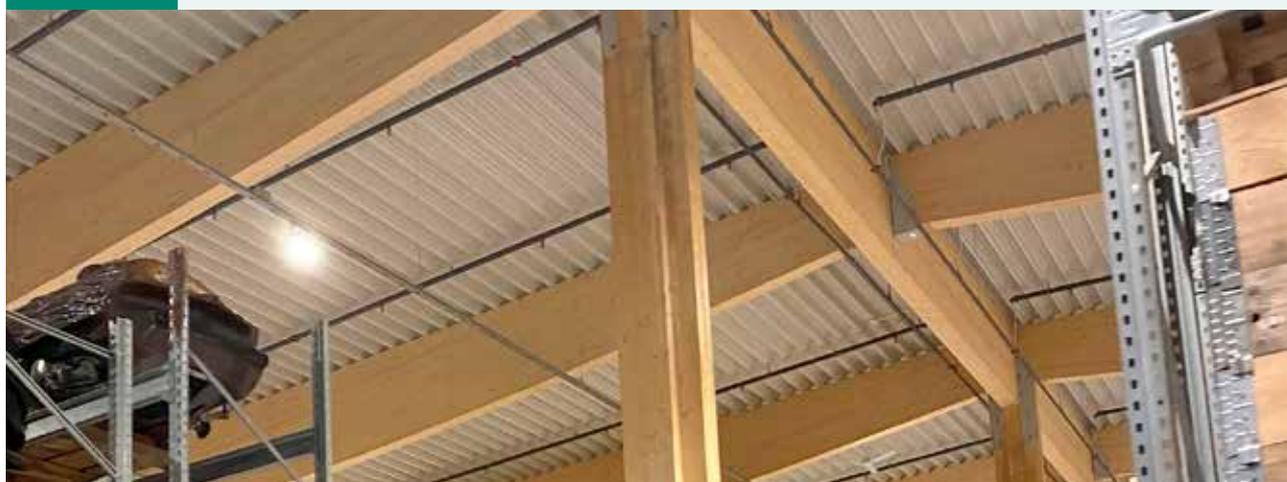
Catena's operations can give rise to different types of taxation, including income tax, property tax, VAT, stamp duty, energy tax, social security contributions and payroll tax.

Summary of tax paid, SEKm		
	2021	2020
Income tax	26.9	38.9
Property tax	37.5	35.0
VAT	80.2	36.8
Stamp duty	3.4	0.0
Energy tax	32.8	30.9
Social security contributions and payroll tax	13.9	12.7
<b>Total tax paid</b>	<b>161.9</b>	<b>123.4</b>

Tax – breakdown by country		
2021, SEKm	Sweden	Denmark
No. of employees	47	-
Assets excluding cash and cash equivalents	23,724.8	1,146.7
<b>Income</b>		
Of which revenue from sales to third parties	1,287.6	99.8
Of which income from intra-group transactions with other jurisdictions	2.5	-
Profit before tax	3,150.4	216.1
Tax paid	-19.3	-7.6
Deferred tax	-612.5	-35.3
<b>Profit for the year</b>	<b>2,518.6</b>	<b>173.2</b>

Liseberg

📍 Björöd 1:208, Municipality of Härryda



## The choice of material is of great importance

Catena is constantly assessing opportunities for alternative choices of materials. In Catena's Björöd 1:208 property, which is located in the Municipality of Härryda, the frame is built of glulam. Wood construction provides environmental benefits in that the processing of wood is relatively energy-efficient and the energy consumption during the construction process is lower

than in traditional construction. The current property is rented by Catena to the Liseberg amusement park.

"From an environmental and sustainability perspective, this solution is very interesting," says Jonas Arvidsson who is Catena's Regional Manager in Gothenburg.

# Sustainable properties

Sustainability targets 2021	Outcomes and activities 2021	SDGs, Agenda 2030
<p>Of the total space at the Group's facilities, 50 percent is certified, according to the Miljöbyggnad Silver level or equivalent as of 2025.</p> <p>All free-standing new buildings should include a photovoltaic facility adapted to the conditions of the property and the tenant.</p> <p>Fossil-free energy by 2030 (applies to energy that Catena purchases/generates).</p> <p>Reduce energy consumption for normal-year adjusted heating by 15 percent in kWh/m<sup>2</sup> and for electricity by 10 percent in kWh/m<sup>2</sup> by 2025 compared with 2017.</p> <p>By 2030, Catena will reduce its emissions in Scope 1 and Scope 2 by 50 percent compared with 2018, while setting ambitious targets for Scope 3.</p>	<p>A total of 15 percent of Catena's portfolio is certified, meaning that 9 percent of our property portfolio was certified in 2021.</p> <p>Six new photovoltaic cell facilities were installed in 2021 with an estimated annual output of 1,800 kWp.</p> <p>91 percent of Catena's energy is fossil-free.</p> <p>Normal year-adjusted heat decreased by 5 percent and electricity by 4 percent in 2021 compared with 2017.</p> <p>The reduction in greenhouse gas emissions (market-based) in Scopes 1 and 2 is 36 percent compared with 2018.</p>	<p><b>Goal 7: Sustainable energy for all</b></p> <p> <b>Target: 7.2</b> Increase the share of renewable energy in the world.</p> <p> <b>Target: 7.3</b> Double the increase in energy efficiency.</p> <p><b>Goal 9: Sustainable sector, innovation and infrastructure</b></p> <p> <b>Target: 9.4</b> Upgrade all industries and infrastructure for increased sustainability.</p>

## By understanding climate risks, we act wisely

In the spring of 2021, all employees were involved in a total of six workshops to identify and evaluate climate-related risks and opportunities that Catena's business faces in accordance with TCFD's recommendations. The analysis was based on two of the IPCC's climate scenarios: SSP5-8.5 and SSP1-2.6 – both with a time horizon to the year 2050. Based on identified risks and opportunities, Catena has developed a number of concrete activities and routines to steer towards a more resilient organisation. Three overarching measures were immediately initiated:

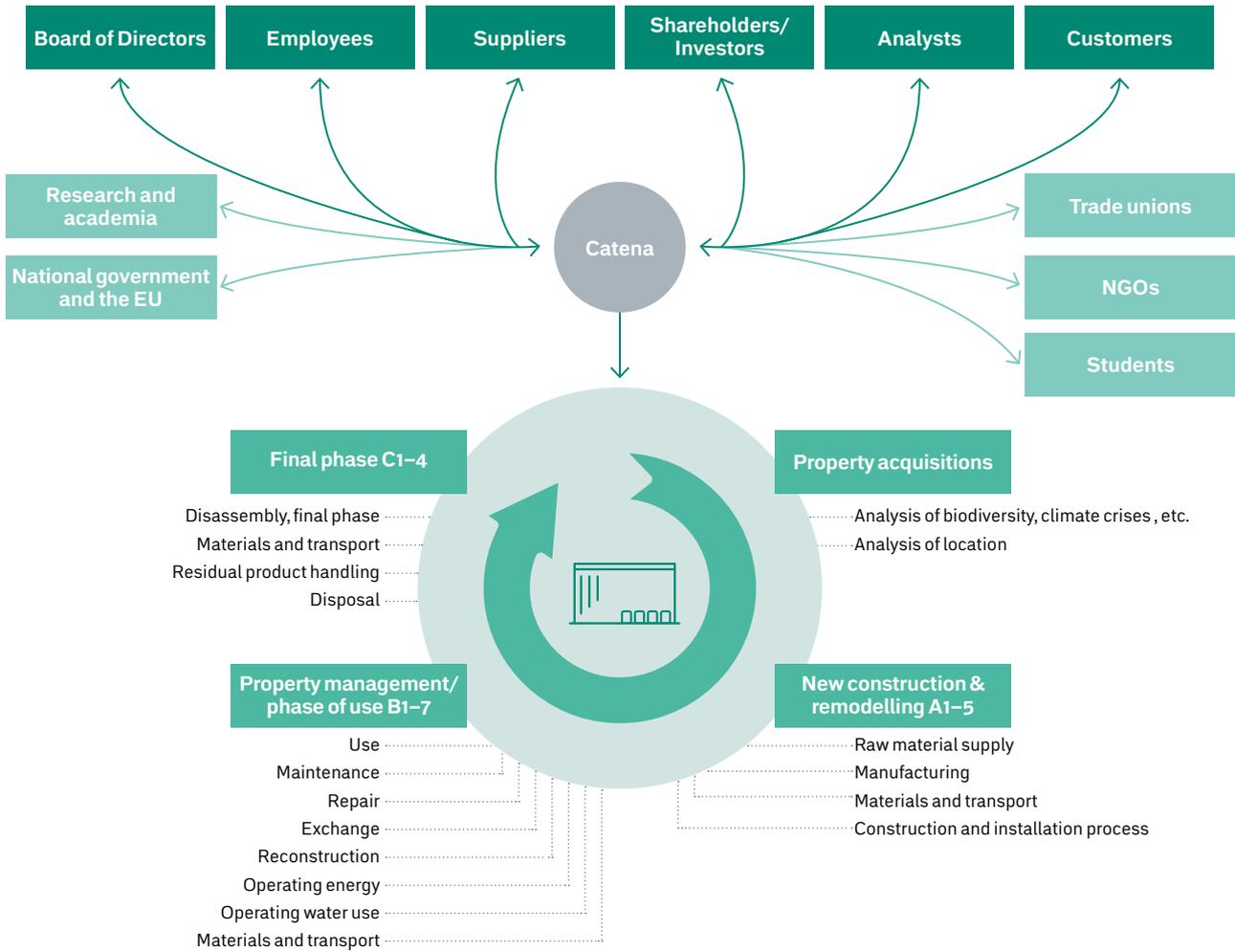
- **"Catena's sustainability program"** is an internal control document that is used in all major projects. The sustainability program contains requirements that ensure that identified sustainability aspects, materials, ecology, energy, waste, transport and water are taken into account.
- **Inventory of Catena's existing holdings** through a survey based on climate risk areas – the survey then results in updated maintenance plans that take even greater account of climate change.
- **Updated sustainability goals** in the business plan for 2022.

→ Read more about our work with TCFD at [www.catenafastigheter.se](http://www.catenafastigheter.se)

A prerequisite for achieving our climate goal of net-zero greenhouse gases by 2030 and to work together towards the EU net-zero goal for 2050 is to work actively and strategically with energy efficiency to reduce energy consumption per m<sup>2</sup>. To deepen our knowledge of how our properties withstand both physical climate risks and transitional risks, Catena's property portfolio was analysed using the MSCI Real Estate tool Climate-Value-at-Risk® (Climate-VaR). By using global data the properties were analysed at property level against specific data, such as location, area, building type, market value, energy use and CO<sub>2</sub> emissions per property. The properties' energy use was analysed based on the climate target of a maximum of 1.5 degrees heating. As the basis for the analysis, all properties in Catena's portfolio as of 30 September 2021 were included (125 properties including land). 93 percent of the portfolio's value represents properties in Sweden and 7 percent properties in Denmark. Among other things, the tool shows how increased temperatures in Scandinavia can affect the properties directly or indirectly. Adjustment risks are in turn about meeting regulations regarding energy use. The Climate-VaR analysis shows that a few properties are exposed to physical risks.

The focus going forward is on reducing total energy use as Catena's updated sustainability goals include climate-neutral properties by 2030. With the focus set on what the IPCC presents as the 1.5-degree target, an annual reduction in our total energy use of at least 11 percent over the next eight years is required.

### Catena's operational model



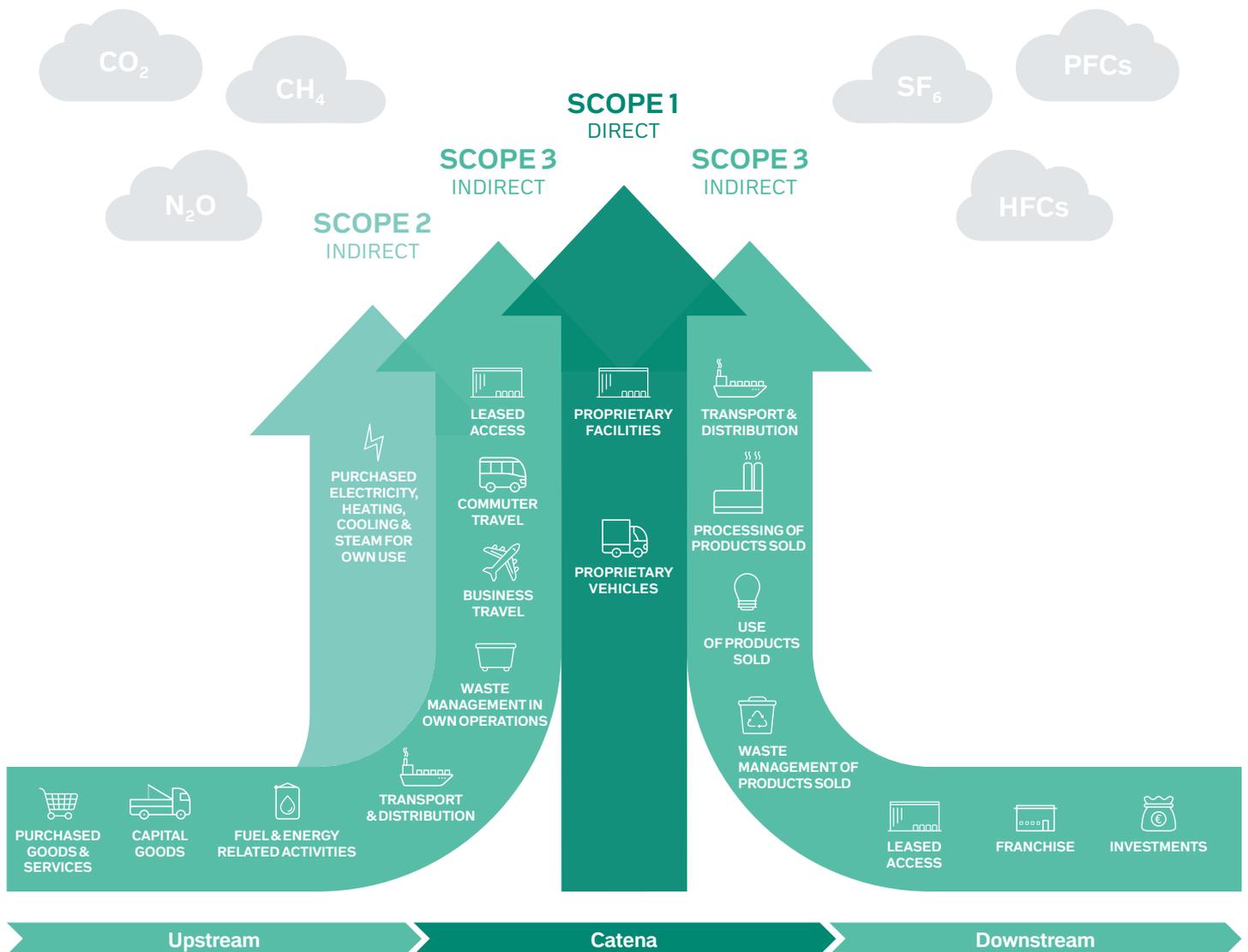
#### Energy use

Our operational model illustrates the breadth and highlights activities in a building's life cycle that utilise resources and reflect the context in which Catena operates, that we both influence and are influenced by our surroundings. Thus, the operational model is a complement to the business model on page 18 and connects to our strategic horizon.

The largest climate impact of a building already erected is energy use. Catena is actively working on energy efficiency projects and has been reducing energy turn consumption per m<sup>2</sup> by 12 percent since 2017, this figure includes both business electricity and property electricity. By 2030, 100 percent of Catena's energy will be fossil-free. Although the target focuses primarily on energy purchased by Catena, the Company is also working to identify fossil-free solutions for energy purchased by customers. Today, Catena's energy is 91- percent fossil-free. With the help of

green electricity agreements, we ensure that all electricity purchased for the properties in Sweden is renewable. The remaining fossil energy (9 percent) derives from the electricity consumed at one of Catena's properties in Denmark and two buildings that are heated with natural gas. District heating also contains a small amount of fossil fuels. At the same time, Catena is developing and strengthening its collaboration with tenants, providing increased knowledge and additional opportunities for influence in terms of their purchased energy sources. For a building to be environmentally certified, one of the requirements is that the tenants purchase renewable energy.

Our roof surfaces give us great opportunities to install solar panels that can contribute renewable energy to our customers. This benefits both their energy consumption and our opportunities to achieve the goal of being climate neutral by 2030.



We work according to GHG Protocol's definitions where the Scope is defined as follows;

- Scope 1** – Direct emissions from self-controlled sources.
- Scope 2** – Indirect emissions from grid-borne energy use.
- Scope 3** – Other indirect emissions over which the organisation has no direct control but which occur due to its activities.

During the year, Catena constructed three new buildings, on two of which photovoltaic systems were installed, with another four being installed and put into operation during the year. In total, Catena's 19 solar cell systems have an estimated peak power of approximately 6,400 kWp. In 2021, the production of all of Catena's solar cells covered two percent of the year's total energy use.

**Greenhouse gas emissions**

In 2020, Catena set a climate goal in line with the Paris Agreement approved by the Science Based Target initia-

tive. The goal is a reduction of greenhouse gas emissions within Scopes 1 and 2 by 50 percent by 2030 compared with 2018. In 2021, Catena has reviewed this goal and raised the bar with an updated sustainability target to reach net-zero greenhouse gas emissions by 2030. Emissions throughout the value chain are included in Catena's net-zero target, including our indirect emissions in Scope 3. Since our sustainability work is governed and guided by the precautionary principle, precautionary measures and the best possible technology must be used. Working actively with the climate issue and to reduce our green-

houses' gas emissions is a central part of our sustainability work.

Net-zero greenhouse gas emissions in 2030 means that we will have no emissions and that we will primarily take responsibility and avoid emissions and secondly compensate for our emissions. We will not work with compensation in the near future as our focus is to reduce our emissions. We also do not see the market for climate compensation as fully developed yet.

For many years, Catena has worked actively to reduce emissions in Scopes 1 and 2 and they have already decreased by 36 percent compared with 2018. With the help of energy efficiency projects and other activities, Catena continues to work towards the target.

The majority of Catena's emissions come from indirect emissions in Scope 3, where around 90 percent of our total emissions occur, about 55–75 percent occur in construction projects, which depends of course on how much we build per year. We are aware of our negative impact on the world around us and have therefore chosen to set the target for net-zero greenhouse gas emissions at 2030. The goal is supported by a number of strategies – among other things, we calculated various carbon dioxide budgets for each type of construction project. Our carbon dioxide budget has the same system limit as that used in National Board of Housing, Building and Planning's forthcoming legal requirements for climate declarations. We see the carbon dioxide budget as an important tool for creating transparency in the construction and property industry and a strategic means of working with reduced environmental impact in the construction phase, where we also have the largest emissions. For new construction, the carbon dioxide budget is 285 kg CO<sub>2</sub>e/m<sup>2</sup>, for refrigeration and freezer facilities 300 kg CO<sub>2</sub>e/m<sup>2</sup> and for extensions 230 kg CO<sub>2</sub>e/m<sup>2</sup>. Life cycle analyses and CO<sub>2</sub> budgets guide us in the work of finding more ways to reduce our emissions, this is one of our major focus areas for 2022.

Every year, Catena's greenhouse gas emissions are calculated according to the Greenhouse Gas Protocol (GHG Protocol). For the first time, emissions from construction projects are also included in the accounts, see page 68. Greenhouse gas emissions from construction projects are calculated using templates based on climate calculations made at two of our projects in 2021 – a newly constructed cold storage unit and an extension to a warehouse.

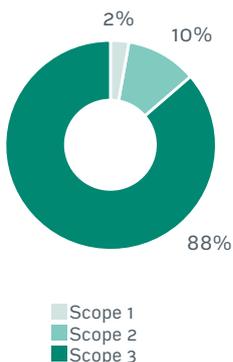
The calculations are based on emissions from the construction phase, including material production, transport, waste and energy use (A1–A5). Climate calculations are based on the National Board of Housing, Building and Planning's guidelines on climate declarations and are thus limited to materials from frames, foundations, climate shells and interior walls, which means that installations, interior surfaces and furnishings, as well as work outside buildings (paving, parking lots, etc.) is lacking. All projects completed in 2021 are included in the calculations for Scope 3, also for the base year 2018, completed projects are included, these emissions are also therefore calculated using templates.

### Ecology and land

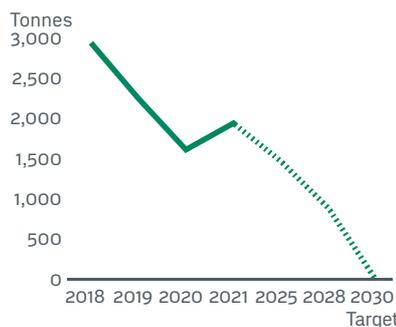
By 2030, our property portfolio will be net positive for biodiversity in accordance with our new sustainability targets, which apply as of 1 January 2022.

Biodiversity means that a large species richness (both animals and plants) with a large genetic variation is preserved. Biological diversity is a prerequisite for all life on earth, there is no doubt that we and others must work more actively with the issue. Our goal of net positive biodiversity on our properties aims to leave the natural environment in a measurably better condition than it was before. The goal poses major challenges for us at the same time as we identify this area as very important as biodiversity together with the climate issue is crucial for the future.

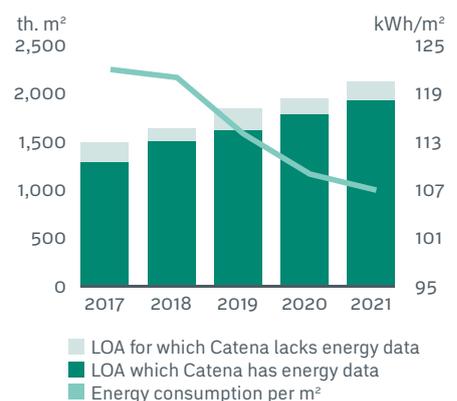
Distribution of greenhouse gas emissions per Scope 2021



Catena's greenhouse gas emissions (Scope 1+2, market-based), tons CO<sub>2</sub>e

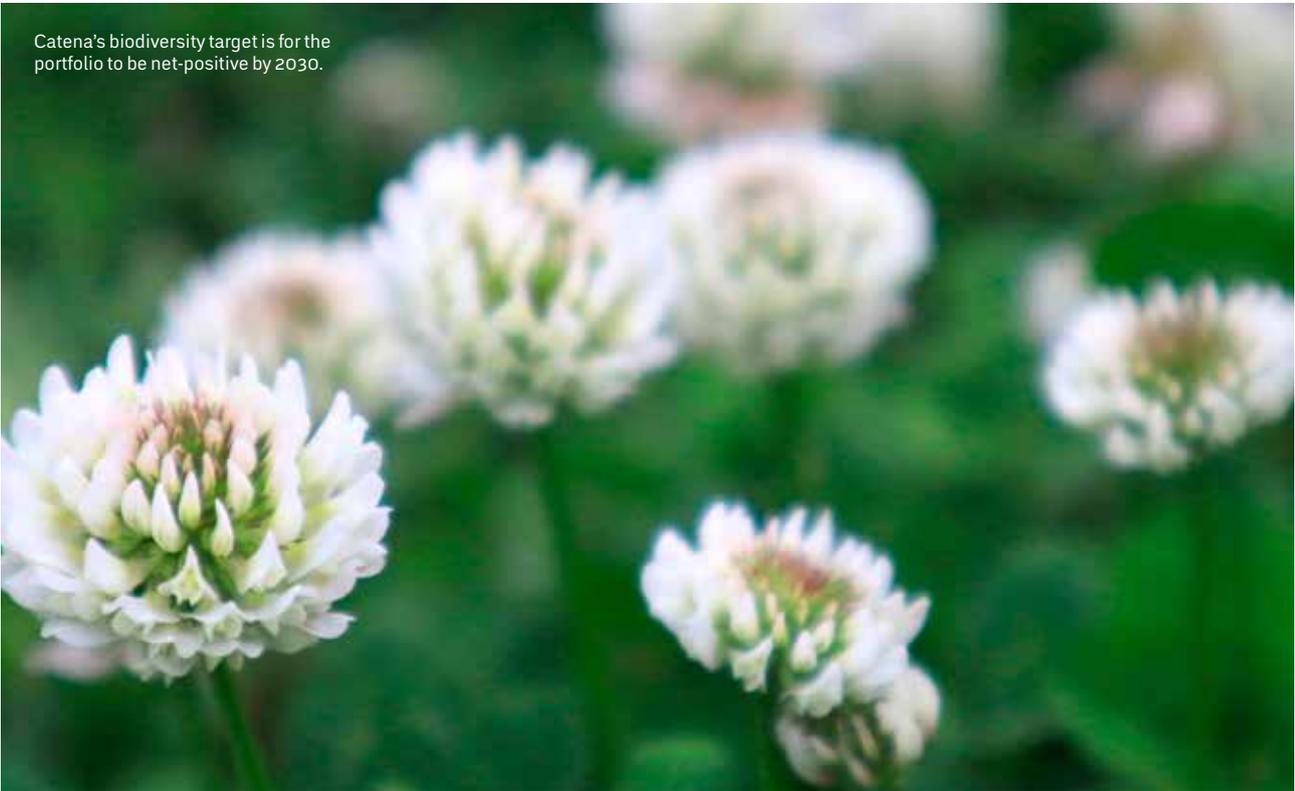


Energy intensity



Emission source in accordance with the GHG Protocol reporting categories	Data source	Source	Emission factor	Tons CO <sub>2</sub> e 2021	Tons CO <sub>2</sub> e base year 2018	Share in %	Covered by our net-zero target
<b>Scope 1</b>							
Natural gas	Vitec	The Swedish Environmental Protection Agency	0.205 kg CO <sub>2</sub> e/kWh	168	1,195	1	Yes
Refrigerant leakage	Refrigerant reports with a one-year lag	Refrigerant reports		67	257	0	Yes
Company car	AutoPlan	Swedish Energy Agency, miljofordon.se		164	165	1	Yes
		-petrol car	2.65 kg CO <sub>2</sub> e/litre				
		-diesel car	2.98 kg CO <sub>2</sub> e/litre				
		-environmental chargeable hybrid	0.05 kg CO <sub>2</sub> e/litre				
<b>Scope 2</b>							
District heating	Vitec	Refrigerant reports (in some cases with a one-year lag)		1,381	1,163	6	Yes
Electricity (location-based)	Vitec	IVL Swedish Environmental Research Institute/Swedish National Board of Housing, Building and Planning	0.037 kg CO <sub>2</sub> e/kWh	852	895	4	Yes
Electricity (market-based)	Vitec	Vattenfall's emission factors for green electricity agreement	0.00002 kg CO <sub>2</sub> e/kWh	0	0	0	Yes
<b>Scope 3</b>							
1 Purchased goods and services	Missing data						Yes
2 Capital goods	Internal project follow-up system	Catena's estimated values for -new construction -extension	311 kg CO <sub>2</sub> e/m <sup>2</sup> 224 kg CO <sub>2</sub> e/m <sup>2</sup>	12,292	13,661	55	Yes
3 Fuel and energy-related activities	Missing data						Yes
4 Upstream transport and distribution	Transport in connection with construction projects is included in 2, capital goods						Yes
5 Waste generated from operations	Waste in connection with construction projects is included in 2, capital goods						Yes
6 Business trips	Invoices, chart of accounts, etc	Swedish Transport Agency -petrol car	0.122 kg CO <sub>2</sub> e/km	6	46	0	Yes
		GHG Protocol -domestic air travel	0.171 kg CO <sub>2</sub> e/km				
		NTM -train	0.004 kg CO <sub>2</sub> e/km				
7 Employee commuting	Employee survey	Swedish Transport Agency -petrol car	0,122 kg CO <sub>2</sub> e/km	39	42	0	Yes
		-diesel car	0,134 kg CO <sub>2</sub> e/km				
		-environmental chargeable hybrid	0,041 kg CO <sub>2</sub> e/km				
		NTM -moped/MC	0,092 kg CO <sub>2</sub> e/km				
		-bus	0,085 kg CO <sub>2</sub> e/km				
		-train	0,004 kg CO <sub>2</sub> e/km				
8 Upstream leased assets							n/a
9 Downstream transport and distribution							n/a
10 Processing of products sold							n/a
11 Use of products sold	Missing data						Yes
12 Final processing of products sold	Missing data						Yes
13 Downstream leased assets				7,253	6,601	33	Yes
14 Franchises							n/a
15 Investments	Missing data						
<b>TOTAL</b>	<b>(location-based)</b>			<b>22,223</b>	<b>24,025</b>	<b>100</b>	

Catena's biodiversity target is for the portfolio to be net-positive by 2030.



Our work with biodiversity follows the principle of the harm mitigation hierarchy, we want to preserve, minimise damage, restore and ultimately compensate.

When new logistics hubs are built, previously undeveloped “raw” land or agricultural land is used in close proximity to major transport routes. These locations constitute attractive logistics locations that ensure short and efficient transport flows. At the same time, there is a problem with establishing oneself in these areas as they can also contain natural values that should be preserved to protect biodiversity. Furthermore, it is important when developing new land to examine how it can best be used to contribute to a sustainable society. In 2021, we have therefore begun work to create an updated buying and selling routine that ensures we consider these aspects even before buying land. We will prioritise strategic areas with lower natural values, as well as areas that the municipality indicates as future areas of activity in its overview plans. The working method ensures that we take greater account of the various interests involved in matters of land use.

Regardless of where we establish new logistics properties, natural values are taken into account in project development, which we have stated in concrete terms in “Catena’s Sustainability Program” where strict requirements have been introduced as to how we should work with ecology in all projects. Catena follows the development of

various initiatives on how to measure biological diversity. Our ambition in 2022 is to continue working on a strategy to quantify natural values to be able to ensure a net-zero impact in new projects. We also see great opportunities to improve the biodiversity of our existing properties. Older properties have not infrequently been built without regard to natural values and we can achieve net positivity through various efforts. Various pilot projects are planned in 2022 where, for example, grass areas are transformed into species-rich meadows, insect hotels, birdhouses, dead wood is added and trees are planted.

An important part of the work is about building knowledge internally and externally. We want to develop our offer and our working methods and part of that work is about developing our relationships with construction contractors and our tenants to increase the understanding of why biodiversity is important. Working more actively with the issues and striving to turn a negative impact into a positive one is undoubtedly challenging. We still do not have all the answers as to how we will work with biodiversity and we have a lot left to learn.

In 2022, Catena has joined as a partner in the Vinnova-sponsored compensation project EcoComp. EcoComp aims to create a Swedish trading platform for organic compensation. Other actors involved in the project are, among others, RISE, Calluna, the School of Business, Eco-

nomics and Law at Gothenburg University and the Swedish Standards Institute. Catena hopes to be able to use this type of tool in the future, while the work currently involves contributing to the development of a broader and better palette of future solutions.

### Water

The water used in our properties is municipal water and, through our follow-up system, Vitec, we have an opportunity to monitor water consumption. We currently have measuring points on 82 percent of the properties. We are working continuously with our tenants to share data to enable this type of documentation and follow-up.

Another important aspect regarding water in properties is our storm-water management and our storm-water delay. As with climate change and the occurrence of more extreme precipitation, storm water management is becoming increasingly important. Today, we mainly work with storm water ponds and ditches, although we are also examining other methods. Water is clearly a key issue in the use of land. Our goal of net-positive biodiversity includes, of course, areas with standing water (ponds and ditches), where it is important to create pleasant environments for the species that occur naturally in the area.

### Waste and recycling

Waste is an important issue, both in projects and in the operation of Catena's properties.

In most of our properties, our tenants take responsibility for waste management. In the other, Catena is responsible for the waste. In the properties where we are also responsible for waste management, this involves all fractions.

In projects where Catena is the client, we are also ultimately responsible for the waste generated and that forms part of our overall goal of reaching net-zero greenhouse gases by 2030.

The data available on the amount of waste that Catena handled in 2021 is reported in accordance with EPRA's Recommendations on page 84.

### Material

Careful selection of materials is important to ensure healthy and safe premises with a low environmental impact and affect the buildings' maintenance needs and energy performance during operation. To safeguard a low environmental impact and to avoid hazardous substances in new construction a digital logbook is always compiled via the Byggarubedömningen building product assessment service, where contractors document built-in products. Selected materials must be approved by the system before being used in our properties. The system ensures that Catena complies with the Environmental Code's precautionary principle, meaning that Catena must prevent both conceivable and possible harm and inconvenience to human health or the environment.

A large part of our emissions occur in connection with construction projects. The materials accounting for around 90 percent of new construction and that we see as having the greatest environmental impact are: steel and sheet metal products, concrete and insulation. Catena strives to take responsibility for the entire life of the property, from raw materials to the end of the life cycle. In that way, we have a circular approach to our use of land and property. In "Catena's sustainability program" we set a limit value for greenhouse gas emissions per m<sup>2</sup> in larger projects. To achieve this, we need to find further new alternatives in terms of material selection. Striving for more resource-efficient construction and utilisation of resources in the property industry requires realignment. The re-use of resources is central and can help us transition towards a more circular society. Leaving linear resource utilisation in favour of circular resource flows is also an environmental target in the EU taxonomy.

We want to explore, discover and be involved in the development of new materials. A focus for 2022 is to establish a materials guide for sustainable building materials.

### Environmental certifications

Catena uses environmental certifications as tools. Quality assurance of buildings by a third party offers a way of ensuring superior sustainability performance. According to Catena's sustainability goals, 50 percent of the portfolio must be certified by 2025, and the entire portfolio must be environmentally certified by 2030. For existing properties, we work with the Miljöbyggnad iDrift and BREEAM In-Use standards, and for new construction we work with BREEAM-SE Very Good and Miljöbyggnad Silver.

The Miljöbyggnad certification ensures that buildings consume energy efficiently in operation and offer a pleasant and healthy indoor environment, at the same time as the certification also imposes demands for more environmentally friendly materials, such as FSC-labeled wood. BREEAM-SE is more comprehensive and includes, in addition to energy, materials and the indoor environment, requirements for land and ecology, governance and management, waste, water, transport and contamination. BREEAM-SE will be applied at Catena's major new projects, such as at Logistics Position Sunnanå, Stockholm Syd and Logistics Position Landvetter.

By 2021, there will be nine buildings with a total area of 190,550 m<sup>2</sup> certified in accordance with Miljöbyggnad Silver.

The certification process is in progress for another ten buildings and this is expected to be completed in 2022. Three properties are being certified for BREEAM-SE, with certification expected to be completed in 2023. A total 309,969 m<sup>2</sup> of space has been certified, corresponding to 15 percent of Catena's lettable area.

# Responsible business

Sustainability targets 2021	Outcomes and activities 2021	SDGs, Agenda 2030
<p>Achieve an eNPS figure of at least 40 in the annual employee survey.</p> <p>Increase gender equality and diversity in all occupational groups by 2025 to better reflect the composition of society.</p> <p>All employees shall be afforded equal opportunities for development and should consider their work environment to be safe and stimulating.</p>	<p>The 2021 eNPS landed at +54.</p> <p>The gender equality aspect is included in all recruitments.</p> <p>Generous attitude towards employees' wishes regarding training in all parts of the organisation.</p> <p>Code of Conduct adopted in the third quarter of 2021. All employees were trained in the Code in the fourth quarter of 2021. The Code of Conduct includes guidelines for anti-corruption.</p> <p>New guidelines for travel and meetings within Catena developed.</p> <p>Great Place to Work; workshop, certification, further work.</p> <p>Update of job descriptions for all roles within Catena.</p> <p>CPR training for all employees was conducted in the fourth quarter.</p> <p>Car policy with a clear environmental focus implemented.</p> <p>New management team, 50/50 women and men.</p>	<p><b>Goal 5: Gender equality</b> <b>Target: 5.5</b> Ensure full participation for women in leadership and decision making.</p> <p><b>Goal 8: Decent work and economic growth</b> <b>Target: 8.8</b> Protect workers' rights and promote a safe and secure work environment for all.</p> <p><b>Targets 16: Peaceful and inclusive societies</b> <b>Target: 16.5</b> Fight corruption and bribery.</p>

There is a strong urge within Catena to conduct responsible business at all levels. The position as a leader in logistics properties is attributable largely to the capacity existing throughout the organisation and our capacity to be at our customers' side to develop in parallel with them. As our starting point, we always apply our shared values and our Code of Conduct – these guide us in how to act in everyday life, and how to interact with customers, suppliers and other stakeholders. We all have a shared responsibility to act ethically in our day-to-day lives and to run the business responsibly and sustainably at all levels.

Catena's most important resource in achieving the overarching objectives is the Company's employees. In relation to its sales and assets, Catena has few employees, making each individual all the more important for the operations. When we who work at Catena thrive, we foster conditions for better understanding the needs of our customers, generating business and attracting and retaining new employees.

## Core Values

Working together towards, and achieving, Catena's targets for business and sustainability, all employees apply a shared set of fundamental values. The values contribute substantially to our success, with the strategic objective of being an attractive and responsible employer that is able to retain, as well as attract, employees.

→ Read more about our values on page 35.

## Employees

We work continuously at Catena to be a sustainable employer. Our goal is to offer a workplace that is stimulating for all employees and allows them to develop. No one should have to suffer from ill health or be injured at work. As a Catena employee, it should be possible for you to maintain a balance between your work and your private life. The employees' view of the Company as a sustainable employer is followed up in several different ways – through annual employee surveys, via the occupational health care with recurring health examinations, annual employee interviews and more.

Catena annually measures the company's attractiveness as an employer with the help of eNPS, employee net promoter score. The question asked for measuring eNPS is "How likely are you to recommend your employer to others?". Our most recent survey, which was conducted in November 2021, was answered by 98 percent of the employees. Our target of +40 was achieved by a good margin as our eNPS for 2021 ended up at 54, a result that clearly shows that Catena is a company for which most of its employees are active ambassadors, who are thriving and proud to work at Catena. We are pleased that, during the corona pandemic, we managed to raise our eNPS, which reached 48 in 2020. Catena's eNPS is high in both national and international comparisons. The same survey also shows that our employees are strongly committed to Catena's sustainability work.



Training hours			
	2021	2020	2019
Average for all employees	10	24	17
Women	15	24	17
Men	9	23	17
Management	18	12	19
Other Employees	9	24	16

The table above shows the average number of training hours per employee.

Absence			
	2021	2020	2019
Sick-leave total, %	1.6	2.2	0.8
Women, %	2.2	2.5	1.5
Men, %	1.3	2.0	0.5
Parental leave total, %	1.5	3.0	2.1
Women, %	2.3	5.3	3.3
Men, %	1.0	1.7	1.6
<b>Total absence</b>	<b>3.1</b>	<b>5.2</b>	<b>2.9</b>

The table shows sick-leave as a proportion of the planned number of working hours. No work-related fatalities, injuries, accidents or illnesses were reported.

Work-related accidents and accident frequency					
	2021		2020		
	Number	Frequency	Number	Frequency	
Work-related accidents	0	0	0	0	Accident statistics include in-house personnel only. During the year, Catena did not have any externally contracted personnel. The calculations are based on a total of 96,720 working hours. Accident frequency is reported per 200,000 working hours.
Number of serious work-related accidents	0	0	0	0	
Number of work-related accidents resulting in deaths	0	0	0	0	
Number of days of work-related absence	0	0	0	0	
	0	0	0	0	

#### Great Place to Work

We want to feel secure that we are doing what we can so that Catena's employees are aware that we offer a very good workplace. Accordingly, in 2021, we started a collaboration with Great Place to Work.

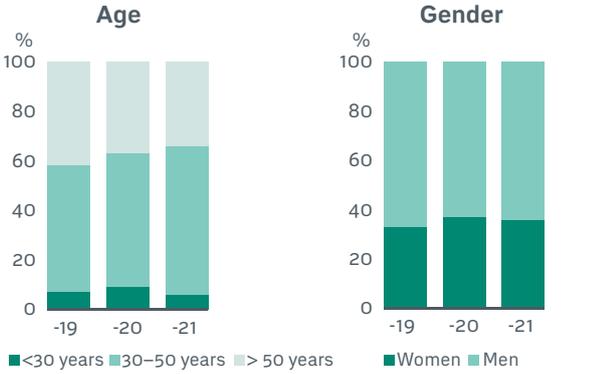
Great Place to Work is an independent consulting company, operating in over 90 countries, which annually assesses more than 10,000 organisations with the same methodology.

During the year, the Trust Index employee survey was conducted. 100 percent of Catena's employees chose to respond to the survey. The result shows how we who work at Catena perceive our workplace and our management. The survey also gives us a clear picture of what our employees appreciate about Catena and what areas for improvement we have. We can also compare ourselves with other companies and see how we relate to the industry average.

To be certified as a Great Place to Work, a Trust Index of 70 percent is required. We are happy and proud to have achieved a Trust Index of 88 percent already on our first attempt, confirming that we are perceived as an excellent workplace. We are now working on the areas where we see the clearest need for development and change.

Apart from the pride we feel in Catena as a Great Place to Work, the certification is also valuable when we want to attract new colleagues to the company.

**Employee distribution 2021**



The diagram shows the percentage of employees in various age categories.

The diagram shows the percentage of women and men among Catena's employees.

**Gender salary ratio**

	2021	2020
Board of Directors, %	84	85
Management, %	68	75
Other employees, %	68	71

The salary relationship between men and women on the Board of Directors and in Group management is significantly affected by the fact that the Chairman of the Board and the CEO are men. For other employees, the average is affected by the fact that the female employees are younger and do not hold senior positions.

*Equal development opportunities in a safe and developing work environment*

Continuous skills development is crucial for Catena's employees to continue understanding and being able to resolve our customers' current and future expectations and needs, and for each employee to feel that Catena is a long-term sustainable employer that invests in its employees. Through annual employee interviews that are conducted with all employees, training plans are produced. Accordingly, extensive opportunities exist for employees to choose between practical training sessions, courses and seminars, etc. in which they may participate on the Company's account.

Central and prioritised areas of training are aspects of property management, finance, environmental issues and law. In 2021, Catena conducted training in cardiopulmonary resuscitation for all employees. Everyone has also been trained in the company's Code of Conduct. To ensure that Catena's sustainability work is integrated into all parts of the operations, all new employees undergo sustainabil-

ity training and all employees are given opportunities on an ongoing basis, to participate in development work and information initiatives on various areas within sustainability, such as TCFD and the EU taxonomy.

Some cornerstones in Catena's efforts to facilitate security and health for its employees are collective agreements encompassing all employees, Great Place to Work, which through workshops promotes efforts with work environment indicators, and the Company's work environment handbook, which lays the foundation for all employees' rights and opportunities for an ergonomic workplace and being able to choose what aids are needed to facilitate their work. Occupational health care is also offered, including regular health checks. A recurring theme at both physical and digital staff meetings is the importance of a good work environment. Between such meetings, information about the work environment is disseminated via the intranet.

A major responsibility for a healthy work environment lies with Catena's senior management team and managers with HR responsibilities. To identify risks and problems at an early stage, management and managers follow up on the work environment on an ongoing basis. In cases of, or where there is a risk of, insecure working situations, discussions are held with the manager responsible, with the CEO or the HR Manager. Decisions regarding the need for action and implementation of measures are taken together. Since 2019, Catena also maintains a whistle-blower programme, subject to the utmost secrecy, to enable anonymous reporting of misconduct.

Catena's Work Environment Policy sets the framework for systematic work environment efforts. This year's work environment review shows that we are succeeding well with our work environment efforts, as the number of identified risks is few and of a less serious nature.

To set the tone from the outset for how important a favourable work environment is for Catena, all new employees undergo training in the work environment and in our work environment handbook. Where needed or asked for, there is also the opportunity for supplementary training in this area. For the administrative organisation, a clear training plan is in place regarding what work environment training is required for each role. Temporary personnel also receive the same training – although Catena did not bring in any such personnel in 2021.

*Gender equality and diversity*

At Catena, everyone shall enjoy the same opportunities regardless of ethnicity, religion or other beliefs, disability, sexual orientation, gender identity or expression, age or social origin. On recruitment, in connection with promotion and on an ongoing basis, expertise, experience and personal characteristics are evaluated.

Catena works long-term for an even distribution between men and women in the organisation and aims

Great Place to Work



## Proud of our workplace



We want to know what our strengths are as an employer and where we can improve further. In 2021, we therefore began a collaboration with Great Place to Work, which annually conducts the world's largest workplace study. Part of the work is to carry out an employee survey that results in a Trust Index. We are happy that all employees participated and that we, already on the first try,

reached our goal of being certified as a Great Place to Work. Our Trust Index for 2021 ended up at 88 percent and as many as 89 percent think that Catena is a very good workplace overall, worth comparing with the industry average in Sweden, which is 82 percent.

This provides good conditions to continue working with the areas where we perceive development potential and to nurture those areas where we are strong.

to work actively to increase gender equality and diversity within the Company. Catena's HR manager is responsible for working towards the long-term objective in all recruitment processes and in connection with internal promotion. As Catena's personnel turnover is low, conditions are generated for a more even distribution within the Company primarily through growth. To ensure that there are no unreasonable wage discrepancies based on gender, we conduct an annual wage survey. The survey is supplemented if necessary with an action plan.

### Responsibility at all levels

The basis of Catena's business concept is to be sustainable and, through cooperation, to develop and manage for the long-term, efficient logistics facilities and we have a clearly-stated growth target. At the same time, we are

well aware that we operate in an industry that unequivocally has a major impact on society and the environment. There is a strong drive within Catena to advance the development of a more sustainable logistics network, in all respects, and to take long-term responsibility for the environment and society.

### Suppliers

At Catena, we use external suppliers for property management and for remodelling and new construction. This means that a substantial part of sustainability management is conducted in partnership with suppliers and partners. To secure a consensus, we work actively with supplier assessment as part of our internal environmental management system, ISO 14001. Suppliers performing work at Catena's properties and where Catena expects to

purchase services for more than 250 thousand SEK annually shall be approved in accordance with our Supplier Code of Conduct. Supplier approval includes the supplier being notified of our Sustainability Policy and our Supplier Code of Conduct, and their signing, and thus approving, both the general and specific requirements listed in the Supplier Code of Conduct. Companies with more than 20 employees also fill in a self-declaration including additional questions that must be answered.

We work with 166 approved suppliers. Another 30 are expected to be approved in the first quarter of 2022. After that, the work with our suppliers will continue, aided by regional and project managers, we will map our suppliers and subcontractors and down to product level. Our focus is to create 100 percent supplier approval among our suppliers to ensure compliance with our sustainability requirements and to facilitate strategic work with our suppliers in the future. Increased insight into our supplier corps increases our opportunities to choose suppliers with less negative impact on both people and the environment. A prerequisite for approval is our suppliers' transparency in the areas in which they operate.

#### *Code of Conduct*

A Code of Conduct was been adopted in 2021 – a policy that supports Catena's employees with guidelines regarding anti-corruption, representation and gifts. The Code of Conduct sets out clear guidelines on how we should act as Catena employees, in collaboration with one another, with our customers, with society and with other stakeholders. Superior ethics, a high degree of integrity and sound business ethics are the starting points. Our Code of Conduct helps us to integrate the company's values with how we are expected to behave and act in our daily work. In the autumn of 2021, all employees attended an internal training event at which we reviewed the Code of Conduct and its guidelines regarding anti-corruption, representation and gifts. All employees will continue to receive an annual training in the Code, which is also a natural element in the introduction of new employees.

Together with Catena's sustainability policy, personnel handbook and work environment handbook, the Code clarifies how employees should act on the basis of good

judgement and not put themselves or others in a position that violates our policy or anti-corruption laws.

No cases of corruption were addressed by the company in 2021. Nor has Catena had to deal with or be involved in any fines or significant lawsuits.

→ Read more about external and internal guidelines in the Corporate Governance Report on pages 137–142.

#### *Whistle-blowing*

People both inside and outside the organisation should feel safe in reporting irregularities that could seriously harm the business or our employees.

To make it easier for those who want to provide information about misconduct contrary to current legislation, ethics, morals, or Catena's policies, we have a whistle-blower service. Catena's whistle-blower programme makes it possible for employees and partners alike to report shortcomings that contravene applicable legislation, ethics, morals or Catena's policies.

By means of the whistle-blower service, employees and partners can provide information while being guaranteed complete anonymity. All reports are received anonymously and investigated by an external actor. Given that we have not had any reports since the introduction of our system, we are also self-critical and will work actively in 2022 to disseminate information about the function.

#### **Sponsorships**

Through sponsoring, we seek to achieve values or benefits for all parties involved. We see our commitment as part of our social engagement and total market communication, this must be done professionally and we make demands on the activities we sponsor.

Catena currently sponsors several different initiatives, organisations and activities. One of our more extensive sponsorship collaborations is our support of the Rögle BK hockey team. At Catena, we are very happy to follow and be a part of the club's development. In addition to entertaining SHL hockey, Rögle conducts a broad range of activities that mean a lot to children and young people. In addition, Rögle contributes to positive and sustainable societal development, particularly with its green-white sustainability initiative in which the club aims to take the leader jersey in Sweden when it comes to active sustainability work.

# Sustainability notes

Catena's Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, Core level. The Sustainability Report, which also constitutes the Statutory Sustainability Report, comprises pages 18–35, 55–90, 131–135, 139–142 and 144 and has been reviewed by the Company's auditors.

The Sustainability Report applies to Catena AB and all of its wholly-owned subsidiaries for the 2021 calendar year. The Sustainability notes detail how the Company has chosen the areas on which the Sustainability Report should focus and how stakeholders' priorities are met, as well as providing additional information on governance in priority

areas. Catena also reports in accordance with EPRA's Sustainability Best Practice Recommendations (sBPR), meaning that Catena discloses certain supplementary tables and charts, as well as the sources of the data, assumptions and conversion factors used in the accounts. An EPRA index is also included in the accounts.

The Nattskiftet 11 property in the Västberga industrial area, Stockholm. The property has been modernised in recent years – an example of how logistics properties are developed and can have new functions as flows and purchasing patterns change.



## Materiality analysis

Catena's sustainability report is aimed foremost at primary stakeholders – employees, suppliers, customers and shareholders. The report is also aimed at anyone interested in Catena's sustainability work, such as investors, industry colleagues and other companies, researchers and students.

Our materiality analysis has also taken into account areas within the GRI standards of relevance in our value chain and we provide information in accordance with these. Which means that identification and reporting according to GRI standards designed the sustainability report.

To listen to our stakeholders and to act from the outside based on their views and expectations is a starting point for Catena's sustainability work. The dialogue with stakeholders forms the basis of daily operations and is at the same time an important tool for the long-term strategy. The latest in-depth stakeholder analysis was conducted in the spring of 2020 when we conducted interviews with all identified stakeholders – shareholders, analysts, customers, community actors, suppliers and employees.

Stakeholder group	Why are these stakeholders prioritised?	Opportunities for dialogue	Key issues
Shareholders, investors, analysts	Catena's operations serve to generate returns for shareholders and are compared with the market and with competitors.	<ul style="list-style-type: none"> <li>• Annual General Meeting</li> <li>• Ongoing meetings and telephone contacts</li> <li>• Interim reports</li> <li>• Meetings with shareholders and analysts</li> <li>• Capital Markets Day in Båstad</li> <li>• Website</li> <li>• Our own event, LogistikTrender</li> </ul>	<ul style="list-style-type: none"> <li>• Business model, objectives and strategy</li> <li>• Financing</li> <li>• Growth</li> <li>• ESG issues</li> <li>• Share liquidity</li> <li>• Publication of information</li> </ul>
Customers	To attract tenants, Catena needs to understand its customers' needs and wishes and to put them into practice.	<ul style="list-style-type: none"> <li>• Reinforced active management organisation that maintains regular contact with tenants</li> <li>• Website</li> <li>• Our own event, LogistikTrender</li> </ul>	<ul style="list-style-type: none"> <li>• Stable and flexible partner</li> <li>• Accessibility</li> <li>• Cost-efficient and environmentally effective premises</li> <li>• Access to multiple modes of transport</li> <li>• Include environmental issues in the construction process</li> <li>• Technical efficiency</li> </ul>
Social actors	Catena's buildings have an impact on the community, while society is able to influence how Catena designs its buildings.	<ul style="list-style-type: none"> <li>• Ongoing contacts with public sector decision makers to improve logistics locally, regionally and nationally</li> <li>• Collaboration with organisations or associations promoting sustainable community development and sponsorship of initiatives</li> <li>• Our own event, LogistikTrender</li> <li>• Website</li> </ul>	<ul style="list-style-type: none"> <li>• Goods supply and agile logistics</li> <li>• Reduced traffic intensity in urban centres</li> <li>• Low impact on the environment and climate</li> <li>• Long-term view</li> <li>• Efficient land use</li> </ul>
Suppliers	Suppliers perform work in accordance with the wishes of Catena and its tenants.	<ul style="list-style-type: none"> <li>• Regular in-person meetings with suppliers</li> <li>• Our own event, LogistikTrender</li> <li>• Website</li> </ul>	<ul style="list-style-type: none"> <li>• Stable partner</li> <li>• Long-term perspective and clarity</li> <li>• Valuation of sustainability aspects in procurement</li> </ul>
Employees	Catena's employees also serve as ambassadors for the Company and, for the best results, should be committed to their work.	<ul style="list-style-type: none"> <li>• Regular contacts</li> <li>• At least one annual performance interview and salary review</li> <li>• Annual personnel conference to educate and motivate</li> <li>• Internal workshops</li> <li>• Intranet</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunities for training and skills development</li> <li>• Clear career paths</li> <li>• Salary and benefits</li> <li>• Balance between work and leisure</li> <li>• Diversity and equality</li> </ul>

As the area of sustainability is constantly evolving globally, nationally and locally, Catena deems it necessary to review the company's significant areas annually. In 2021, Catena updated significant areas based on the stakeholder dialogues in 2020, ongoing external monitoring, internal climate risk workshops (see page 79 on TCFD) and employee dialogues and training. The result is that the

areas identified in 2020 have been clarified and broken down into more specific areas. In addition, new areas were added in 2021 – biodiversity, taxation and climate adaptation. They were not identified as most significant before but have become more important.

→ Read more about our materiality analysis and our most important areas on page 59.

## Reporting in accordance with the Task Force on Climate-Related Financial Disclosures (TCFD)

The effects of global climate change are becoming increasingly clear and Catena's business is affected. TCFD is a framework established to identify a company's climate-related financial risks and opportunities. Catena has chosen to report according to the framework in order to better manage the risks and opportunities that come with a changing climate. The work was initiated in 2019 and has since continued. In 2021, we published the results of our work with TCFD in its entirety on our website. Furthermore, we turned to MSCI to gain a more concrete view and to

take a closer look at our properties using global data (read more about this on page 65). The framework takes into account physical conditions in weather and climate but also the adjustment required to limit carbon dioxide emissions, both direct and indirect, to keep us below 1.5 degrees warming. Page 65 describes Catena's process for identifying risks and opportunities and proposals for measures to address them. The table below describes the scope and refers to the relevant pages for explanations.

Governance	Strategy	Risk management	Indicators and targets
A) The Board of Directors' monitoring of climate-related risks and opportunities, see pages 58, 77, 131–135.	A) Climate-related risks and opportunities identified by Catena and their impact, see pages 131–135.	A) Catena's processes for identifying climate-related risks, see page 65.	A) Catena's indicators for assessing climate-related risks and opportunities, see pages 80–85.
B) Role of management in assessing and managing climate-related risks and opportunities, see pages 58, 77, 131–135.	B) Impact of risks and opportunities on the organisation's operations, strategy and financial planning, see pages 131–135.	B) Catena's processes for managing climate-related risks, see pages 58 and 65.	B) Scope 1, 2 and 3 emissions in accordance with the Greenhouse Gas Protocol, see table on page 69.
	C) Contingencies in Catena's strategy for various climate-related scenarios, see pages 133–134.	C) Integration of the above processes into the organisation's general risk management, see pages 58, 131–135.	C) Targets for management of climate-related risks, see Catena's sustainability targets on Page 57.



### EPRA sBPR: Performance measures

Catena reports the Company's sustainability indicators based on EPRA's latest recommendations: Best Practices Recommendations on Sustainability Reporting, sBPR, third edition from September 2017. Catena reports sustainability ratios for all 28 of EPRA's sBPR Performance Measures.

#### EPRA's Recommendations

EPRA (European Public Real Estate Association) promotes, develops and represents the European property sector. The organisation has developed recommendations in the area of sustainability, so-called sustainability best practice recommendations (sBPR), comprising indicators of energy, greenhouse gas emissions, water, waste and social and management indicators. As an EPRA member, Catena considers the recommendations and uses the indicators to illustrate the development of its sustainability work in the form of comparable figures. For the key performance indicators presented in the 2020 Annual Report, EPRA awarded Catena with the EPRA Silver award.

#### Organisational boundaries

Catena reports key performance indicators in accordance with the Greenhouse Gas Protocol's operational/financial controls, that is to say, the data reported refers to all of Catena's wholly owned subsidiaries. For Catena, there is no difference between operational and financial control. Catena is a partner in a company but lacks consumption data for that company, which is therefore not relevant for EPRA accounting and is not, for that reason, included in the figure for total lettable area (LOA). This means that all of the properties presented on pages 45–47 are included. The total LOA for 2021 is 2,125,916 m<sup>2</sup>.

#### Reporting

Catena works actively to gain access to relevant measurement data on all its properties. This is important in reporting correct and relevant data and in engendering favourable conditions for favourable and efficient technical management. Today, Catena has access to data for 90 percent of the portfolio, depending on the key performance indicators concerned. The lettable area (LOA) and its share of Catena's total included in the measure for each indicator is stated together with the relevant key performance indicators in the EPRA tables. For key performance indicators in comparable holdings, Catena has included properties that were in the portfolio since 2020 or earlier, where there is measurement data for all of 2020 and 2021 and where the size of the total lettable area has not changed between 1 January 2020 and 31 December 2021.

#### Estimate of the landlord's consumption

Reported data are measured, statistically significant and are not estimated. Only data for Catena's head office at Vångagärdet 20 is estimated as Catena does not have sub-meters in the office area, which is part of a larger building. To obtain consumption figures, Catena has used the relevant indicator for the entire property (25,960 m<sup>2</sup>), divided by the total area and then multiplied by the office area (995 m<sup>2</sup>). The use of the office space is also included in the figures reported for the total.

### Third party review

Catena's Sustainability Report in accordance with the GRI Standards has been reviewed by PwC in accordance with ISAE 3000. The EPRA index on page 81 highlights the indicators that have been reviewed by auditors. See the Assurance Report on page 90.

#### Delimitation – reporting of landlord and tenant's consumption

Catena reports statistics for electricity, heating, water and waste where Catena is responsible for the contract with the provider. For energy, the actual consumption that is underestimated and re-invoiced to the tenant is also reported separately. Catena also reports consumption where the tenant is responsible for electricity, heating and water, because Catena seeks to influence not only its own consumption, but also seeks to help tenants streamline their use. It is only with regard to waste that Catena has no statistics on its customers' use.

#### Normalisation

Catena calculates intensity key performance indicators by dividing by the total lettable area of the buildings). Catena applies SMHI (Swedish Meteorological and Hydrological Institute) degree days in normalising energy used for heating.

#### Segment analysis (geography, building type, etc.)

Catena's property holdings comprise logistics properties and a few office buildings. As the proportion of offices is low and are often located within logistics properties, Catena has not divided the figures between different types of buildings. Nor are the figures distributed geographically as Catena's properties are subject to similar geographical conditions. Geographical distribution between Sweden and Denmark could be interesting as Catena acquired five Danish properties in 2021 and now has a total of nine there. However, we currently lack consumption data from most of the Danish properties, which makes the division irrelevant at present.

#### Reporting for the Company's own offices

Catena reports the environmental indicators for its head office, where about half of Catena's employees work. For the remaining offices, there are no precise figures and reasonable estimates cannot be made as they are smaller units.

#### Location of EPRA Sustainability Performance data in the report

See Catena's EPRA index on page 81.

#### Explanations of outcomes

Explanations of the outcomes of the various indicators are presented in the notes beneath each table on pages 82–85. Further disclosures and activities are detailed on pages 65–76.

#### Reporting period

The reporting for each year presented in the EPRA table pertains to the calendar year (1 January to 31 December).

#### Materiality

Catena's materiality analysis is reported on pages 59 and 78.

## EPRA index

EPRA code	Indicator	GRI Standards	Page reference	Reviewed by an auditor
<b>Environmental indicators</b>				
Elec-Abs	Total electricity consumption	302-1	82	X
Elec-Lf	Like-for-like total electricity consumption	302-1	82	X
DH&C-Abs	Total district heating & cooling consumption	302-1	82	X
DH&C-LfL	Like-for-like total district heating & cooling consumption	302-1	82	X
Fuel-Abs	Total fuel consumption	302-1	82	X
Fuels-LfL	Like-for-like total fuel consumption	302-1	82	X
Energy-Int	Building energy intensity	CRE1	83	X
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	305-1	83	X
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	305-2	83	X
GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	CRE3	83	X
Water-Abs	Total water consumption	303-1	83	X
Water-LfL	Like-for-like total water consumption	303-1	83	X
Water-int	Building water intensity	CRE2	83	X
Waste-Abs	Total weight of waste by disposal route	306-2	84	X
Waste-LfL	Like-for-like total weight of waste by disposal route	306-2	84	X
Cert-Tot	Type and number of sustainably certified assets	CRE8	83-84	X
<b>Social indicators</b>				
Diversity-Emp	Employee gender diversity	405-1	85	X
Diversity-Pay	Gender pay ratio	405-2	74	X
Emp-Trining	Training and development	404-1	73	X
Emp-Dev	Employee performance appraisals	404-3	74	X
Emp. Turnover	New hires and turnover	401-1	85	X
H&S-EMP	Employee health and safety	403-2	73	X
H&S-Asset	Asset health and safety assessment	416-1	85	X
H&S-Comp	Asset health and safety compliance	416-2	85	X
Comty-Eng	Community engagement, impact assessments and development programmes	413-1	85	X
<b>Governance</b>				
Gov-Board	Composition of the highest governance body	102-22	144	X
Gov-Select	Nominating and selecting the highest governance body	102-24	139	X
Gov-Col	Process for managing conflicts of interest	102-25	139-142, 144	X

Since there is no accepted translation of the EPRA indicators, we have chosen to use the English ones.

## Environmental indicators, EPRA

### Electricity consumption

EPRA code	Unit		Total		Comparable portfolios			
			2021	2020	2017 (base year)	2021	2020	Change, %
Elec-	mWh	Purchased by landlord	55,280	50,057	40,249	49,571	47,662	4
Abs		<i>of which, metered to tenant</i>	32,263	31,595	N/D	30,439	29,864	2
Elec-Lfl		Purchased by tenant	84,040	82,750	63,870	67,781	66,607	2
		Self-produced by landlord	1,917	1,063	-	840	508	65
		Self-produced by tenant	1,232	1,072	-	1,023	1,072	-5
		<b>Total electricity use</b>	<b>142,469</b>	<b>134,942</b>	<b>104,119</b>	<b>119,216</b>	<b>115,848</b>	<b>3</b>
%		<i>Proportion renewable</i>	40	40	N/D	42	42	
<b>kWh/m<sup>2</sup></b>		<b>Intensity</b>	<b>76</b>	<b>76</b>	<b>79</b>	<b>73</b>	<b>71</b>	<b>3</b>
m <sup>2</sup>		LOA (average)	1,877,066	1,766,253	1,322,819	1,642,584	1,642,584	
%		Proportion of total LOA (31 Dec)	88	91	80	77	84	

The table shows electricity consumption at Catena's wholly-owned properties, broken down between purchased sources and sources generated in-house. All reported energy generated in-house originates from local photovoltaic facilities and has been consumed within Catena's properties. For electricity purchased by tenants, Catena has limited information on the origin of the electricity. Intensity for electricity has increased in 2021 due to various reasons, partly because some tenants have had an increased production in 2021 and that properties have been switched from district heating to electric heating and that we have acquired properties in 2021. We have received historical consumption data on electricity at certain properties and thus revised the data for 2020 compared with the previous year's report.

### District heating consumption

EPRA code	Unit		Total		Comparable portfolios			
			2021	2020	2017 (base year)	2021	2020	Change, %
DH&C-	mWh	Purchased by landlord	34,918	35,495	27,430	33,326	33,866	0
Abs		<i>of which, metered to tenant</i>	12,645	14,525	N/D	12,645	12,517	1
DH&C-Lfl		Purchased by tenant	27,382	22,416	18,575	24,176	24,731	-2
		<b>Total district heating use</b>	<b>62,300</b>	<b>57,911</b>	<b>46,187</b>	<b>57,502</b>	<b>58,116</b>	<b>-1</b>
%		<i>Proportion renewable</i>	95	95	N/D	97	97	
<b>kWh/m<sup>2</sup></b>		<b>Intensity</b>	<b>44</b>	<b>44</b>	<b>42</b>	<b>41</b>	<b>41</b>	<b>-1</b>
m <sup>2</sup>		LOA (average)	1,415,902	1,313,028	1,103,467	1,401,242	1,401,242	
%		Proportion of total LOA (31 Dec)	67	67	66	72	76	

The table shows the consumption of district heating at Catena's properties. The figures are normal-year-adjusted in accordance with SMHI's degree days. Catena does not use district cooling in its properties.

### Fuel consumption

EPRA code	Unit		Total		Comparable portfolios			
			2021	2020	2017 (base year)	2021	2020	Change, %
Fuels-	mWh	Purchased by landlord	1,446	985	6,241	1,446	787	84
Abs		<i>of which, metered to tenant</i>	625	659	N/D	625	484	29
Fuels-Lfl		Purchased by tenant	259	70	301	62	11	473
		<b>Total fuel consumption</b>	<b>1,705</b>	<b>1,055</b>	<b>6,542</b>	<b>1,507</b>	<b>797</b>	<b>89</b>
%		<i>Proportion renewable</i>	-	-	-	-	-	
<b>kWh/m<sup>2</sup></b>		<b>Intensity</b>	<b>15</b>	<b>10</b>	<b>57</b>	<b>14</b>	<b>8</b>	<b>89</b>
m <sup>2</sup>		LOA (average)	114,239	108,222	115,458	105,539	105,539	
%		Proportion of total LOA (31 Dec)	5	6	7	5	6	

The table shows fuel consumption at Catena's properties. The figures are normal-year-adjusted in accordance with SMHI's degree days. Heating with natural gas increased in 2021 compared with 2020, mainly due to a tenant changing operations within their areas, requiring additional heating compared with previously.

### Total energy use

EPRA code	Unit		Total		Comparable portfolios			
			2021	2020	2017 (base year)	2021	2020	Change, %
Energy-Int	mWh	Purchased/generated by landlord	93,561	87,601	73,920	85,183	83,342	3
		<i>of which, metered to tenant</i>	45,533	46,779	N/D	44,733	42,865	4
		Purchased/generated by tenant	112,913	106,307	82,928	93,042	92,420	1
		<b>Total energy use</b>	<b>206,474</b>	<b>193,908</b>	<b>156,848</b>	<b>178,225</b>	<b>174,762</b>	<b>2</b>
	kWh/m <sup>2</sup>	<b>Intensity</b>	<b>108</b>	<b>109</b>	<b>122</b>	<b>116</b>	<b>114</b>	<b>2</b>
	m <sup>2</sup>	LOA (average)	1,908,258	1,783,882	1,281,546	1,534,062	1,534,062	
	%	Proportion of total LOA (31 Dec)	90	92	77	72	79	

The table shows the energy intensity at Catena's properties. We have received historical consumption data and therefore revised the figures for 2020.

### Greenhouse gas emissions

EPRA code	Unit	Scope	Emission source	2021	2020	2018 (base year)	Change 2021-2018, %
GHG-Dir-Abs	tonnes CO <sub>2</sub> e	Scope 1	Natural gas	168	67	1,195	-86
		Scope 2	Electricity (market-based)	0	0	0	0
GHG-Indir-Abs			Electricity (location-based)	852	683	895	-5
GHG-Int			District heating	1,381	1,201	1,163	19
		<b>Total, Scope 1+2 (market-based)</b>		<b>1,550</b>	<b>1,268</b>	<b>2,358</b>	<b>-34</b>
		<b>Total Scope 1+2 (location-based)</b>		<b>2,401</b>	<b>1,951</b>	<b>3,253</b>	<b>-26</b>
	kg CO <sub>2</sub> e/m <sup>2</sup>	<b>GHG intensity (Scope 1+2, market-based)</b>		<b>0.81</b>	<b>0.71</b>	<b>1.57</b>	<b>-48</b>
	kg CO <sub>2</sub> e/m <sup>2</sup>	<b>GHG intensity (Scope 1+2, location-based)</b>		<b>1.26</b>	<b>1.09</b>	<b>2.16</b>	<b>-42</b>
	m <sup>2</sup>	LOA (average)		1,908,258	1,783,882	1,505,297	
	%	Proportion of total LOA (31 Dec)		90	92	84	

The table shows Scope 1 and 2 greenhouse gas emissions and the intensity that arises in connection with the properties' energy consumption. For EPRA's sBPR, emissions for Scopes 1 and 2 must only be reported on the basis of the buildings' energy consumption. Total emissions are reported on page 69, where conversion factors are also found. The intensity has increased compared to 2020, which is partly due to the fact that we have acquired properties in Denmark, which is calculated with a higher emissions factor.

### Water consumption

EPRA code	Unit		Total			Comparable portfolios		
			2021	2020	2019	2021	2020	Change, %
Water-Abs	m <sup>3</sup>	Purchased by landlord	154,887	119,271	136,526	145,636	89,346	30
Water-LfL		Purchased by tenant	129,489	104,221	103,961	99,791	102,062	1
Water-int		<b>Total water use</b>	<b>284,376</b>	<b>223,492</b>	<b>240,487</b>	<b>245,428</b>	<b>191,408</b>	<b>16</b>
		<b>Intensity</b>	<b>162</b>	<b>141</b>	<b>152</b>	<b>160</b>	<b>152</b>	<b>16</b>
	m <sup>2</sup>	LOA (average)	1,753,243	1,581,180	1,586,399	1,529,919	1,256,883	
	%	Proportion of total LOA (31 Dec)	82	81	86	72	65	

The table shows water consumption at Catena's properties. All water consumption is purchased via municipal water suppliers.

### Mandatory environmental certification

EPRA code	Unit	Environmental certification system and level	Totally certified	EPC A						
				B	C	D	E	F	G	
Cert-Tot	m <sup>2</sup>	Energy Declaration (EPC)	1,339,059	455,322	219,196	299,241	225,498	69,026	56,641	14,135
	% of total area		63	21	10	14	11	3	3	1

Energy declarations must be made for properties that have been in operation for more than a year. Energy declarations are in the process of being updated for our other properties and will be reported next year.

### Voluntary environmental certification

EPRA code	Unit	Environmental certification system and level	2021	2020	2019
Cert-Tot	m <sup>2</sup>	Certified in accordance with GreenBuilding	176,485	149,562	149,562
	% of total area		8	8	8
	m <sup>2</sup>	Certified in accordance with Miljöbyggnad Silver	310,557	120,500	0
	% of total area		15	6	0
	m <sup>2</sup>		<b>372,853</b>	<b>270,062</b>	<b>149,562</b>
	% of total area	<b>Total certified</b>	18	14	8
		Number of buildings	19	13	7

The table shows the number of buildings that are environmentally certified, as well as the certified area. Some properties are certified with both Miljöbyggnad Silver and Green-Building and, to avoid counting certain values twice, the area is only counted once in the total certified area and number of buildings.

### Waste

EPRA code	Unit		Total		Comparable portfolios			
			2021	2020	2018 (base year)	2021	2020	Change, %
Waste-Abs	tonnes	<b>Hazardous waste</b>	<b>26</b>	<b>41</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>-40</b>
Waste-Lfl	tonnes	<i>of which to other/ unknown treatment method</i>	26	41	1	3	5	
	%		100	100	100	100	100	
	tonnes	<b>Non-hazardous</b>	<b>221</b>	<b>565</b>	<b>248</b>	<b>67</b>	<b>72</b>	<b>-7</b>
	tonnes	<i>of which, for incineration</i>	124	147	23	21	19	11
	%		56	26	9	31	26	
	tonnes	<i>of which, for recycling</i>	34	126	114	26	30	-13
	%		15	22	46	39	42	
	tonnes	<i>of which, for landfill</i>	11	20	11	5	15	-67
	%		5	4	4	7	21	
	tonnes	<i>of which, for composting</i>	19	16	6	0	0	135
	%		9	3	2	1	0	
	tonnes	<i>of which to other/ unknown treatment method</i>	33	255	124	15	8	88
	%		15	45	50	22	11	
	tonnes	<b>Total waste</b>	<b>247</b>	<b>606</b>	<b>249</b>	<b>70</b>	<b>77</b>	<b>-9</b>
		LOA (average)	306,548	652,742	481,556	280,858	280,858	
		Proportion of total LOA (31 Dec)	14	34	27	14	15	

The table shows quantities of waste at Catena's properties where Catena engages waste-treatment companies and where these companies deliver, in turn, treated weight quantities to Catena. Few waste companies have statistics available and the data is therefore considered limited. For 2021, we report for fewer properties than in 2020 due to the fact that we have not had access to reliable data.

### Catena's headquarters

EPRA code	Unit		2021	2020	2019	Change 2021-2020, %
Elec-Abs, Lfl	mWh	Total electricity use	27	15	23	74
DH&C-Abs, Lfl		Total district heating use	83	39	16	114
Fuel-Abs, Lfl		Total fuel consumption	0	-	48	
Energy-Int	kWh/m <sup>2</sup>	Intensity	110	84	136	31
GHG-Dir-Abs	tonnes CO <sub>2</sub>	Scope 1	0	-	9	-
GHG-Indir-Abs		Scope 2	6	3	1	71
GHG-Int	kg CO <sub>2</sub> e/m <sup>2</sup>	Intensity	6	5	14	11
Water-Abs, Lfl	m <sup>3</sup>	Total water use	198	135	187	47
Water-Int	l/m <sup>2</sup>	Intensity	199	209	290	-5
Waste- ABS, Lfl	tonnes	Total (non-hazardous, for recycling and incineration)	19	19	49	0
	m <sup>2</sup>	LOA	995	645	645	

The table shows consumption at Catena's head office. All values are estimated. Consumption increased in May 2021, when we expanded the office space by an additional floor. In addition, more tenants moved into the building, which increased the building's energy use. Although district heating is normal year adjusted, January – May was significantly colder compared to 2020, which required a lot of energy.

## Social indicators

Social sustainability at Catena's properties				
EPRA-code	Indicator	2021	2020	2019
H&S-Asset	Proportion of properties where health and safety assessment has been performed, %	100	100	100
H&S-Comp	Occasions when health and safety deficiencies have been observed at Catena properties	0	0	0
Comty-Eng	Proportion of properties where community projects have been implemented, %	0	0	0

At least one health and safety round is performed annually in each property No major deficiencies have arisen. We have not conducted any community projects.

Personnel turnover							
EPRA code		2021		2020		2019	
		Number	Of whom, women	Number	Of whom, women	Number	Of which women
Emp. Turnover	New employees	5	2	8	4	6	5
	Share of total number of employees at year-end, %	11		17		14	
	Employees who left	4	2	5	1	4	1
	Share of total number of employees at year-end, %	9		11		9	

Labour force							
	Total number of employees (count)	2021		2020		2019	
		Number	Of whom, women	Number	Of whom, women	Number	Of whom, women
	No. of employees	47	17	46	17	43	14
	Employees on permanent contracts	47	17	46	17	42	13
	Of which, full time	47	17	46	17	42	13
	Of whom, part-time	0	0	0	0	0	0
	Employees on temporary contracts	0	0	0	0	0	0

The table shows the total number of employees and the number of women at Catena, divided into different types of employment. During the year, Catena did not make use of any contracted temporary personnel, nor were there any seasonal variations in the number of employees. All data is obtained from HR administration.

Staff composition							
EPRA code		2021		2020		2019	
		Number	% women	Number	% women	Number	% women
Diversity Emp	Board of Directors	7	43	7	43	7	43
	Under 30 years	0	0	0	0	0	0
	30–50 years	1	100	1	100	2	100
	Over 50 years	6	33	6	33	5	20
Management	Management	4	50	3	33	7	14
	Under 30 years	0	0	0	0	0	0
	30–50 years	2	0	1	0	3	33
	Over 50 years	2	100	2	50	4	0
Other Employees	Other Employees	43	35	43	37	36	36
	Under 30 years	3	66	4	100	4	100
	30–50 years	27	44	22	36	19	32
	Over 50 years	13	8	17	24	13	23

The table shows the composition of the Company by gender and age category.

## GRI

The GRI (Global Reporting Initiative) helps companies around the world understand and communicate their impacts on critical sustainability issues, such as climate change, human rights, governance and social well-being. Catena's Sustainability Report for 2021 adheres to the GRI standards 2016, Core level, but with two exceptions. GRI 403 Health and safety, and GRI 303 Water and waste water are reported according to the 2018 standard and GRI 207 Tax according to the 2019 standard. The GRI reporting is

based on the areas that have been identified as important to the Company by means of stakeholder dialogues and external monitoring.

### GRI index

The following table lists references to the GRI disclosures and indicators reported by Catena within the Company's reporting.

GRI Standards	Description	Page reference/ Comment
<b>GENERAL STANDARD DISCLOSURES</b>		
<b>ORGANISATIONAL PROFILE (2016)</b>		
102-1	Name of the organisation	159
102-2	Key brands, products and services	4-9
102-3	The organisation's headquarters	159
102-4	Countries with operations	5
102-5	Ownership structure and corporate format	138
102-6	Markets	15-19, 23
102-7	Size of the organisation	5, 42-47, 85
102-8	Labour force	85
102-9	Supply chain	66, 75-76
102-10	Significant changes in the organisation and its supply chain	9, 48-49
102-11	Application of the precautionary principle	56
102-12	External initiatives	60
102-13	Membership	60, 62-63
<b>STRATEGY AND ANALYSIS (2016)</b>		
102-14	Statement by senior decision maker	10-11
<b>ETHICS AND INTEGRITY (2016)</b>		
102-16	Values, principles, standards and codes of conduct	35, 76
<b>GOVERNANCE (2016)</b>		
102-18	Governance structure	34, 58
<b>STAKEHOLDER COMMITMENT (2016)</b>		
102-40	Stakeholder groups	78
102-41	Proportion of labour force covered by collective agreements	74
102-42	Identification and selection of stakeholder groups	78
102-43	Approach to communication with stakeholders	78
102-44	Issues raised by stakeholders and the handling of these	78

GRI Standards	Description	Page reference/ Comment
<b>ACCOUNTING PROFILE (2016)</b>		
102-45	Entities included in the report	77
102-46	Process for defining the contents of the report	58, 78
102-47	Identified material areas	59, 78
102-48	Revised information	59
102-49	Significant changes	59
102-50	Reporting period	77
102-51	Date of latest report	24 March 2021
102-52	Reporting cycle	Annually
102-53	Contact details for questions regarding the report and its contents	89
102-54	Statement that the report complies with the GRI Standards	60, 77
102-55	GRI index	86-87
102-56	External assurance	90
<b>SUBSTANCE-SPECIFIC DISCLOSURES</b>		
<b>GRI 201: ECONOMIC PERFORMANCE (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
201-1	Generated and distributed financial value	63
<b>GRI 203: INDIRECT FINANCIAL IMPACT (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
203-2	Significant indirect financial impact	63-64
<b>GRI 205: ANTI-CORRUPTION (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
205-2	Communication and training in anti-corruption policies and guidelines	72, 76
205-3	Number of corruption cases	No cases, see also page 76

GRI Standards	Description	Page reference/ Comment
<b>GRI 207: TAX (2019)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
207-1	The Company's attitude towards taxation	63-64
207-2	Tax management, control framework, risk management	63-64
207-3	Stakeholder dialogue and management of tax matters	63-64
207-4	Country-by-country reporting	64
<b>GRI 302: ENERGY (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
302-1	The organisation's energy consumption	66-67, 82-83
<b>GRI 303: WATER AND OUTLET WATER (2018)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
303-1	Water as a scarce resource	65, 71, 83-84
<b>GRI 304: BIOLOGICAL DIVERSITY (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
304-2	Ecosystems	68, 70
<b>GRI 305: EMISSIONS (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
305-1	Direct GHG emissions (Scope 1)	65-69, 83, 88
305-2	Indirect GHG emissions (Scope 2)	65-69, 83, 88
305-3	Other indirect GHG emissions (Scope 3)	65-69, 88
<b>GRI 306: WASTE (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
306-2	Total weight of waste, by type and handling method	84
<b>GRI 307: ENVIRONMENTAL COMPLIANCE (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
307-1	Violation of environmental legislation	76
<b>GRI 308: SUPPLIER ASSESSMENT VIS-À-VIS THE ENVIRONMENT (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
308-1	New suppliers assessed based on environmental criteria *	75-76, 88

GRI Standards	Description	Page reference/ Comment
<b>GRI 401: EMPLOYMENT AND WORKING CONDITIONS (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
401-1	Personnel turnover	85, region or age distribution not reported due to few employees.
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
403-1	Management system for occupational health and safety	58
403-7	Preventive measures in health and safety directly linked to business relationships	72-74
403-9	Work-related injuries	73
<b>GRI 404: EDUCATION (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
404-1	Training for employees	73
404-3	Development interviews	72-74
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
405-1	Composition of the Company	85
405-2	Wage discrepancy between the sexes	74
<b>GRI 406: NON-DISCRIMINATION (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
406-1	Number of cases of discrimination	No cases
<b>CRE: PRODUCT RESPONSIBILITY (2016)</b>		
103-1, 103-2, 103-3	Sustainability governance	58
CRE1	Energy intensity in buildings	82-83
CRE2	Water intensity in buildings	83
CRE3	Emissions of greenhouse gases from buildings	83
CRE8	Sustainability certifications for new construction, remodelling and extensions	71, 83-84

\* Not fully reported according to GRI Standards.

### Boundaries

All of the sustainability aspects Catena has deemed to be significant in various ways have an impact on the Company's operations and employees. Catena strives for comparability in historical data. Some of Catena's sustainability aspects may also have an impact outside the Company's legal framework, such as at customers and suppliers. The table below presents Catena's sustainability aspects and what relevant impact the Company considers they can have outside Catena's legal frameworks.

### Background data and complementary indicators

In this section, Catena presents the methods, assumptions and conversion factors used to prepare the Company's EPRA key performance indicators and GRI indicators. Supplemental information is also presented.

#### *Supplier evaluation*

The Company is evaluating appropriate indicators to measure and follow up suppliers' performance in a relevant and cost-effective manner. Catena currently measures none of the GRI indicators for the disclosure of supplier evaluation of the environmental impact, despite this having been identified as material.

#### *Energy use and greenhouse gas emissions*

Catena reports energy use for 91 percent of the total lettable area – the remaining 9 percent is not included in the figures because Catena lacks access to tenants' meter readings. To ease understanding, Catena presents all energy consumption in mWh or kWh. To convert energy consumption from mWh to GJ, the conversion factor 3.6 is used. Catena measures and monitors greenhouse gas emissions annually in accordance with the Greenhouse Gas Protocol (GHG Protocol). Catena has measured and reported greenhouse gas emissions divided into Scope 1 and 2 and parts of Scope 3 since 2018. Accordingly, 2018 represents Catena's base year for the calculations and the Company's target follow-up. In 2021, Catena will, for the first time, include emissions from construction projects. These are not reported for previous years no valid data are available. The emissions figures have been produced by means of climate calculations for two properties conducted in accordance with the National Board of Housing, Building and Planning's regulations on climate declarations. These calculations have since been used as templates for new construction and extension projects. For new construction, 311 kg CO<sub>2</sub>e/m<sup>2</sup> applies and for extensions the figure is 224 kg CO<sub>2</sub>e/m<sup>2</sup>. Renovation and remodelling are not included due to a lack of data regarding these. Information on usage and conversion factors for the remaining emissions sources is obtained from sources in accordance with the table on page 68. The conversion factors are reviewed and updated once a year in connection with the preparation of the Sustainability Report. As far as possible, Catena uses conversion factors that include all relevant greenhouse gases, that is CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>. The Company does not perform its own conversions from other greenhouse gases to CO<sub>2</sub>e

and therefore has no overall value for Global Warming Potential (GWP). Combustion of renewable fuels, just like fossil fuels, gives rise to greenhouse gas emissions. The conversion factors relating to the use of renewable fuels consist of the part of the fuel that is fossil, for example, the approximately 15 percent of E85 fuel that consists of petroleum. Catena does not report renewable fuels as they represent a very small share of Catena's emissions and are therefore considered irrelevant.

#### *Governance, health and safety*

Catena's management system for health and safety applies to all employees and is based on identified risks and overarching legal requirements. Health and safety issues are dealt with on an ongoing basis at management meetings, personnel conferences and through contact with the occupational health service. Although the management team is responsible for the annual follow-up of work environment matters, all employees are able to submit cases or, if they so wish, to participate in management meetings when specific agenda items are addressed. Information regarding Catena's policies and manuals is available to all employees via Catena's internal IT platform. The Work Environment Policy contains instructions and forms for the reporting of incidents and accidents and for how these are to be investigated. From time to time, an appointed group shall ensure that no employees are subject to reprisals. There is a total ban on reprisals against anyone who raises deviations in the workplace. Incidents are followed up by the management team and a health and safety officer if one has been appointed. The position of health and safety officer is currently vacant and all incidents must therefore be reported to the CEO.

An annual review of the work environment is conducted in the form of safety rounds at each department and regional office. Catena also conducts an annual risk assessment, with action plans and follow-up of the systematic work environment efforts being prepared. Based on annual checks, assessments are made regarding what needs to be changed in the work environment.

#### *Occupational health*

Catena has signed an agreement on occupational health-care for all locations where Catena's employees are posted. Health checks and specific interviews on preventive measures are conducted with all employees every two years to identify, minimise and eliminate health risks. The health checks are performed by an external and independent occupational health care provider.

Employees may also contact the occupational health service directly when the need arises. This should first be approved by the manager responsible or HR.

Catena offers all employees an annual wellness subsidy. Involvement in various events is encouraged as employees can participate in various health runs and other events together. All employees also have the opportunity to take out private health insurance, a benefit that is voluntary for the employee and taxable.



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## Property management



## We are close at hand for the tenant

Regardless of whether it is about discussing future expansion plans or daily management and care, we always work closely with the tenants to ensure that the property meets the needs that exist and functions satisfactorily in everyday life.

“Such a simple thing as recurring maintenance of green

spaces may seem like a detail but is of great importance to the experience for both employees and visitors,” says Christopher Asklund, property technician at Catena.

By being present and available, it will be easier for the customer to contact us to discuss further development.

## Auditor's Combined Assurance Report on the Sustainability Report and statement on the statutory sustainability report

To the annual general meeting of Catena AB (publ), corporate identity number 556294-1715.

### Introduction

We have been engaged by the Board of company Catena AB (publ) to undertake an examination of Catena AB's (publ) Sustainability Report for 2021. The company has defined the scope of its sustainability report on page 77, which also constitutes the statutory sustainability report. Within the scope of the engagement, and this statement, the section Catena welcomes the EU taxonomy on page 62 has not been included.

### Responsibilities of the Board and Management

The Board of Directors and Group Management are responsible for the preparation of the Sustainability Report, including the statutory sustainability report, in accordance with the applicable criteria and the Annual Accounts Act. The criteria are described on page 77 of the Sustainability Report, and consists of the GRI Sustainability Reporting Standards which are applicable to the Sustainability Report, as well as the accounting and calculation principles that Catena AB (publ) has developed. This responsibility also includes the internal control which is deemed necessary to establish a sustainability report that does not contain material misstatement, whether due to fraud or error.

### Responsibilities of the auditor

Our responsibility is to express a conclusion on the Sustainability Report based on the procedures we have performed, and to provide a statement on the statutory sustainability report. Our assignment is limited to the historical information that is presented and thus does not include future-oriented information.

We conducted our engagement in accordance with ISAE3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*. The engagement includes a limited assurance engagement on the complete Sustainability Report and audit of certain information as specified below. The objective of an audit is to obtain reasonable assurance that the information is free of material misstatements. A reasonable assurance engagement includes examining, on a test basis, evidence supporting the quantitative and qualitative information in the Sustainability Report. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability Report, and applying analytical and other limited assurance procedures. We have conducted our examination regarding the statutory sustainability report in accordance with FAR's recommendation RevR 12, *the Auditor's Opinion on the Statutory Sustainability Report*. A limited assurance engagement

and an examination according to RevR 12 have a different focus and a considerably smaller scope compared to the focus and scope of an audit in accordance with International Standards on Auditing and other generally accepted auditing standards in Sweden.

The audit firm applies ISQC 1 (International Standard on Quality Control) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We are independent in relation to Catena AB (publ) according to generally accepted auditing standards in Sweden and have fulfilled our professional ethics responsibility according to these requirements.

The procedures performed in a limited assurance engagement and an examination according to RevR 12 do not allow us to obtain such assurance that we become aware of all significant matters that could have been identified if an audit was performed.

The stated conclusion based on a limited assurance and an examination in accordance with RevR 12, therefore, does not have the security that the conclusion of our reasonable assurance procedures.

Our procedures are based on the criteria defined by the Board of Directors and the Group Management as described above. We consider these criteria suitable for the preparation of the Sustainability Report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusions below.

### Conclusion

Based on the limited assurance procedures we have performed, nothing has come to our attention that causes us to believe that the Sustainability Report is not prepared, in all material respects, in accordance with the criteria defined by the Board of Directors and Group Management.

In our opinion the information in the Sustainability Report which has been subject to our reasonable assurance procedures have, in all material respects, been prepared in accordance with the criteria defined by the Board of Directors and Group Management.

A Statutory Sustainability Report has been prepared.

Malmö, 18 March 2022  
PricewaterhouseCoopers AB

Mats Åkerlund  
Authorized Public Accountant

Daniel Johansson Stattin  
Specialist member of FAR