

## General industry

The industry's three biggest sustainability-related challenges according to Stendörren are:

1. Energy efficiency
2. Market transition and customer behaviour
3. Social responsibility

How does Stendörren compare to industry peers regarding sustainability initiatives?

Regarding sustainability initiatives, Stendörren is on par with its industry peers.

Is Stendörren a signatory of the UN Global Compact or Science Based Targets, reports to the CDP or engages in any other relevant sustainability initiatives?

Stendörren has not signed Global Compact but supports the principles. The company's sustainability strategy and mission are based on FN:s Sustainability Development Goals, where several goals have a direct or indirect connection to the company's sustainability strategy.

## Environment

Stendörren's climate-related opportunities are:

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

Stendörren's three primary risks related to climate change are:

1. Damage on buildings and areas
2. Changed weather conditions
3. Reputational risk if Stendörren is not proactive

Stendörren's climate-related investments are:

Energy and climate optimizations and investments to decrease energy consumption.

Does Stendörren rely on any scarce resources for its operations? What efforts are made to mitigate the risk of those resources becoming even more scarce in the future?

- Building materials
- Usage of building materials to enable recycling

Transition-related risks: Does Stendörren anticipate any risks or opportunities due to the transition to a carbon-neutral society? Is there any risk of the firm's offer being negatively effected? If yes, is Stendörren well positioned to handle that risk?

Opportunities: Gain new markets, reduce climate impact and new technologies

Risks: Not prepared to meet new demands, both from tenants and society



Stendörren's primary means of making a positive environmental impact or minimising negative environmental impact. How are they tracked and communicated?

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

This is communicated in Stendörren's sustainability report.

## Social

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

Stendörren does not have a history of accidents.

Stendörren has a broad preventive work environment approach with a safety committee and training for all relevant staff. We monitor accidents and incidents regularly and have a reporting procedure in place.

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

No

Circular economy: How are purchases and waste managed?

Stendörren sets high requirements on our suppliers to work strategically with waste management.

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

Stendörren has a Code of Conduct that applies on all suppliers. The Code of Conduct is communicated to all new suppliers. Regular screening of compliance with our Code of Conduct are not made.

## Governance

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

All staff are required to follow our Code of Conduct and is a part of the onboarding process.

Stendörren has a whistle-blower function.

There are no ongoing or historical incidents involving corruption, cartels or any other unethical business conduct.

Stendörren's business tax residence:

Sweden, where Stendörren has its business.



Are there independent members of the Board of Directors?

Yes, the following members are independent of the Board of Directors: Anders Tägt (Chairman), Seth Lieberman, Helena Levander and Andreas Philipson.

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

No ongoing transactions with related parties.

Is the remuneration of the CEO and other members of the management team in line with the industry peers? Which KPIs dictate the remuneration?

The remuneration of the CEO and management in terms of base salary and bonus program is in line with industry peers.

Relative split of men/women in Stendörren:

- Board of directors:  
2 women and 5 men
- Management:  
3 women and 3 men
- All employees:  
21 women and 33 men

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

Stendörren has an external consultant who reports directly to CEO and is not a part of the management team.

Please state whether Stendörren has the following policies or agreements in place:

- Union agreement: Yes
- Code of Conduct: Yes
- Diversity policy: No
- Anti-corruption policy: Yes, part of Stendörren's Code of Conduct

