

# Sustainability Goals for Castellum



Agenda for the sustainable city

This document constitutes an appendix to the Sustainability Policy of Castellum AB (publ) and was adopted by Board of Directors of Castellum AB (publ) on 29 April 2026.

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# 1. Sustainability goals

Castellum is, and will continue to be, one of the most sustainable property companies and actively contribute to sustainable development. Below are Castellum's general sustainability goals, which are monitored on an annual basis and communicated externally. These goals are set both in the short term, year by year, and up through 2030. Other goals are set in the medium and long term, between 2040 and more long term.

## 1.1 Future-proofed assets

*We will responsibly reduce our impact on the climate and biodiversity while increasing resource efficiency, promoting the circular transition, and developing a sustainable and future-proofed property portfolio in a changing world.*

- Castellum commits to reach net-zero greenhouse gas emissions across the value chain by 2040:
  - Castellum commits to reduce scope 1, 2 and 3 in-use operational GHG emissions of owned and leased buildings, covering downstream leased assets, 46% per m2 of total portfolio area by 2030 and 77.9 % by 2040 from a 2023 base year.
  - Castellum commits to reduce upfront embodied scope 3 GHG emissions of new buildings, covering capital goods, 45.4% per m2 built area by 2030 and 96.6 % by 2040 from a 2023 base year.
  - Castellum commits to reduce scope 3 GHG emissions from purchased goods and services 51.6% per m2 of total portfolio area by 2030 and all other scope 3 GHG emissions 97 % by 2040 from a 2023 base year.
- 2.5% annual energy savings per square meter in the like-for-like<sup>1</sup> portfolio.
- 200 solar PV systems in the "100 on Solar" programme by 2030.
- 75% of the property portfolio will be sustainability certified by 2030.<sup>2</sup>
- Initiatives for increased biodiversity in the property portfolio must be promoted and ecosystem services must be evaluated in larger projects, and increase compared with previously.
- In the long term, none of our properties are to have serious climate risks.

## 1.2 Sustainable workplaces

*We will develop sustainable, attractive, and inclusive workplaces that promote the health and well-being of our employees and customers.*

- Castellum's customer satisfaction (CSI) index shall be higher than the external benchmark in the long term.
- Castellum's engagement index (EEI) shall be higher than the external benchmark in the long term.
- Castellum will promote an inclusive culture where all employees have equal opportunities to contribute, develop and have an impact.

<sup>1</sup> Like-for-like is the comparable asset portfolio as defined by EPRA, meaning that the comparison is made between buildings that were also owned the preceding year. Projects, acquisitions and sales are excluded from the comparison.

<sup>2</sup> All new constructions and larger reconstructions will be sustainability certified. New office and retail premises must be certified under Miljöbyggnad level Gold or higher. If level Gold is not possible according to a special investigation, level Silver can be selected. For projects outside of Sweden BREEAM-SE Excellent or LEED Gold can be chosen instead for offices and retail. For new logistics buildings, Miljöbyggnad level Silver applies. For new certification of existing buildings, LEED O+M level Gold or higher will be selected. For recertification of existing buildings, the goal is LEED O+M Gold or BREEAM In-Use Very Good.

- Castellum shall maintain gender balance (40–60%) across the entire organization, with particular focus on managerial roles, and actively ensure that this balance is sustained over time.
- On an annual basis, Castellum shall offer internship placements equivalent to 10% of the number of employees.

### 1.3 Sound business

*We will conduct our business responsibly towards our society and stakeholders by setting clear requirements for our supply chain.*

- In the long term, all large and critical suppliers will be screened for material business and sustainability risks.
- In the long term, work-related accidents and illnesses must be zero for Castellum's employees and suppliers.

## 2. Distribution and implementation of sustainability goals

All members of Executive Management are responsible for implementing these sustainability goals in their organisations and for monitoring to ensure that business activities are conducted in accordance with these guidelines.