

Catella Group Sustainability Policy

I. Introduction

This Catella Group Sustainability Policy (the “**Policy**”) applies to all subsidiaries and affiliated companies of Catella AB (the “**Catella Group**”). This Policy is prepared by the Group Management and approved by the board of directors of Catella AB. Deviations from this Policy may only be made if prescribed by local laws and regulations. Wherever local regulations or applicable regulatory requirements are stricter than the requirements set out in this Policy, the stricter standard shall be applied. Any deviation shall be reported to the Head of ESG.

I.1. Objective

Catella Group strives to be the sustainable link between property and finance. Furthermore, we consider responsibility to be at the core of our business, and an integral part of our strategy, values and culture.

We aim to conduct our business as responsibly as possible from an environmental, social and governance perspective. Importantly, we want to conduct ourselves in a transparent and accountable manner both internally and externally.

The ambition of Catella’s sustainability strategy and activities is to minimize its climate impact and carbon footprint as well as driving positive change and impact for our stakeholders, such as our employees, investors, owners, clients, partners as well as the society we are part of. We apply the dual materiality perspective which takes into consideration how Catella impacts and is impacted by the society and the environment it acts within.

Catella Group consists of several entities divided into three business segments, Investment Management, Principal Investments and Corporate Finance. Within these we offer a variety of products and services that take sustainability into consideration and align with our ESG strategy. Our products and services range from direct investments into assets, to asset management, financial products such as funds as well as advisory services.

We drive a balanced ESG strategy, which gives equal focus to the areas environment: evolving our products for a better environment, social: strengthening our employees and local communities, and finally governance: growing and integrating sustainability into our business offering.

Good governance, compliance, and risk management are an integral part of a transparent and sustainable approach, as well as being the foundation of good business ethics. Our Code of Conduct governs the group policy framework and defines our responsibilities and how we work.

We follow several international declarations, conventions, standards, and guidelines. These include the United Nations' Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Principles on Responsible Investments (UNPRI), the OCED Guidelines for Multinational Enterprises, the UN Global Compact and the Fundamental Conventions of the International Labor Organization (ILO). Respecting the principles concerning fundamental rights at work in the eight ILO conventions as set out in the Declaration on Fundamental Principles and Rights at Work. This includes (a) freedom of association and the effective recognition of the right to collective bargaining (ib) the elimination of all forms of forced or compulsory labour; (c) the effective abolition of child labour; (d) the elimination of discrimination in respect of employment and occupation; and (e) a safe and healthy working environment.

Where Catella is proven to have caused or contributed adverse impacts on individuals, workers, and communities we commit to remediation through legitimate processes as considered appropriate.

2. Roles and Responsibilities

Catella AB's Board of Directors has overall responsibility for the Group's sustainability strategy. The Head of ESG is the owner of this Group Policy and is responsible for the overall execution of sustainability, its continuous risk evaluation and opportunities within Catella Group.

3. ESG at Catella – The sustainable link between property and finance

Catella's ESG strategy strives to minimize its negative and at the same time maximize its positive impact. It is built on a dual materiality analysis, reflects risks and opportunities as well as addressing relevant frameworks and standards, ensuring comprehensive ESG management.

Environment - At Catella, we have the goal to reduce our climate impact on property development and asset management. Additionally, we consider the environmental impact of properties through our transaction advisory. Therefore, we continue to *evolve our products for a better environment* and reduce, adapt and decrease our environmental impact.

Our goals are:

- **Reduce** our climate impact and increase the energy efficiency of our property portfolio
- **Adapt** our property portfolio to a changing climate
- **Decrease** our environmental footprint, minimizing waste, water consumption and biodiversity loss

Social – Our employees are our greatest resource; we have the obligation to ensure the well being of our colleagues as well as their development. Additionally, being the part of the real estate industry also means that we need to be knowledgeable about the countries and societies we operate in. Therefore, *strengthening our employees and local communities* are vital social responsibilities for our business to thrive.

Our goals are:

- **Ensure** an inclusive, diverse and gender-equal workplace
- **Secure** a good work-life balance and promote employee well-being
- **Support** our employees' professional development within the organisation

- **Support** the local communities where we operate

Governance - Most importantly, we continue to build our group and the products we offer based on environmental, social and governance aspects and thus grow *and integrate sustainability into our business offering* and processes.

Our goals are:

- **Ensure** the integration of ESG perspectives in property management, conversion and transactions
- **Counteract** corruption and protect customer privacy
- **Ensure** a sustainable supply chain

4. References

Catella Group Code of Conduct

Catella Group Human Resources Policy

Catella Group Diversity and Equality Policy

Catella Group Anti-Bribery and Corruption Policy

Catella Group Whistleblowing Policy

Catella Group Anti-Money Laundering (AML) and Counter Terrorist Financing (CTF) Policy

Contact person(s):

Head of ESG

Revisions

DATE: VERSION, CHANGES MADE AND NAME OF PERSON WHO MADE THEM

2022-08-18 Version 1.0, Created policy, Christin Hertzberg, Head of ESG (christin.hertzberg@catella.se)

2023-05-10 Version 1.0, New policy template, Christin Hertzberg, Head of ESG (christin.hertzberg@catella.se)
