

ESG Questionnaire



General industry

Questions	Answers	
Please list the industry's three biggest sustainability (ESG)-related challenges and briefly describe the process for identifying these challenges	Challenge #1	Climate change mitigation related to the significant emission rates of the industry, in property management as well as related to refurbishments and construction of new buildings.
	Challenge #2	Methods for sustainable and climate resilient urban development in order to meet the long term increasing needs while simultaneously reducing footprint.
	Challenge #3	Increasing social sustainability and securing sustainability factors in the supply chain.
Have you conducted any preliminary assessments of your company in relation to the EU Taxonomy? If so, what was the outcome?	Initial assessments have been made. As part of the preparations, Corem's Green Finance Framework has also been updated in order to align with the demands for energy efficiency set out in the taxonomy. As per YE2023, 21 per cent of Corem's properties were green according to Corem's Green Finance Framework.	

Environment

Questions	Answers			
Please list the firm's three primary risks related to climate change and if any, the firm's climate-related opportunities	Risk #1	Extreme weather conditions, such as heavy snowfall, rain, or winds causing damages to properties.		
	Risk #2	Increased costs due to increased energy consumption in for example cold or hot weather, or related to damages caused.		
	Risk #3	Increased cost and availability of resources or services needed in order to comply with changing regulations.		
	Climate-related opportunities	Opportunities include Corem's proven know-how in energy efficiency, methods for climate smart project development, closeness to tenants as well as contractors which enables improvements within scope 3, as well as an increasingly green share of assets potentially creating an opportunity to attract green capital.		
Does the firm anticipate any climate-related investments, and if so to what extent?	Corem continually invests in clean energy and energy efficiency. Corem works according to a set energy strategy including a variety of climate related measures; in its own property management as well as in cooperation with tenants. This includes energy saving equipment, AI-assisted optimisation, charging stations for cars, increasing the amount of solar panels, and environmental certification of buildings.			
Circular Economy: how are purchases and waste managed? If the firm rely on any scarce resources, please describe what efforts are made to mitigate the risk of those resources becoming scarcer in the future, e.g. recycling, reusing substitutes or improved resource efficiency?	The majority of Corem's resource and waste handling lies in scope 3. For suppliers Corem define requirements on handling of waste in its Code of Conduct for suppliers. Corem has internal guidelines on waste management and recommendations for environmentally sound purchases, or best option available. Within project activities, which is the major share, handling and the focus on reuse and recycling of material is defined in Corem's Environmental guidelines for projects. The aim of the guidelines is to always minimise waste and maximise circularity. Sustainable refurbishment and tenant customisations is an important area in implementing more circular flows. Corem has a wide and dedicated internal project developing methods for reducing climate impact of project activities, and are also partner to CCBuild as well as part of Klimatarena Stockholm, working to accelerate methods within the industry.			
Transition-related risks (for example changed customer preferences or legislation): Do you anticipate any risks or opportunities due to the transition to a carbon-neutral society? Is there any risk of the firm's offer being negatively affected? If yes, how has the firm positioned itself to handle that risk?	Corem anticipates certain transition risks and opportunities, and assess the opportunities to exceed the risks. One example is potentially higher costs for energy due to market regulations or increased demand for fossil free energy, which will affect the business with higher operating costs. Corem is in a good position to handle this risk, being one of the commercial real estate companies with the lowest energy consumption per sqm already today, and a well established know how and method for further increasing energy efficiency.			
Have you set a target to become carbon neutral? If so, how have you defined carbon neutrality?	Yes, Corem has set a target to become carbon neutral by 2035, regarding the whole value chain.			
Please list the firm's (1-2) primary means of making a positive environmental impact or minimising negative environmental impact. Please list the corresponding most relevant UN Sustainable Development Goals. What proportion of sales can be directly linked to selected UN SDGs?	Mean #1	Target to reach climate neutral business operations by reducing energy and resources used in operations and building activities.	Corresponding SDG	Our most relevant SDG's are 7, 11, 12, 13 and 17, and mean #1 strives to achieve this.
	Mean #2	Use of fossil free energy and increase production of renewable energy.	Corresponding SDG	Our most relevant SDG's are 7, 11, 12, 13 and 17, and mean #2 strives to achieve this.
	Proportion of sales directly linked to selected UN SDGs	The share of income related to green contracts with tenants was 15% as per YE2023, while the share of the property value corresponding to Corem's certified or energy efficient buildings was 34%.		

Social

Questions	Answers	
Does the firm have a history of accidents? If so, how have these been managed? Are there any preventive measures, such as policies?	Corem does not have a history of severe accidents, and has extensive and methodical preventive work in order to make sure employees and entrepreneurs work in a safe environment. This is also specified in Corem's policy on work environment, guidelines for health and safety and Corem's company wide organisation for systematic work environment.	
If applicable, please state your targets for gender and cultural equality and indicate the relative split of men/women at every level of the firm, particularly the Board of Directors and management team	Corem has a long history of even gender distribution and high equality, with several years of being listed on Allbright's yearly diversity report of listed companies. As per YE2023, gender split in percent amounted to: Total: women 48% and men 52% Company management: women 43% and men 57% Board of directors: women 28% and men 72%	

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Does the company conduct any other community engagement activities aside from those directly connected to the business?	Corem supports several non-governmental organisations with financial contributions every year. This is done centrally as well as locally in the cities where Corem is present. Main central sponsorships during 2023 were Stadsmissionen, Giving People and BRIS. Besides social support of organisations, organisations promoting health and sports opportunities for children and youth as well as building competence and supporting work experience or local business development is prioritized.			
How often does the firm conduct audits of its suppliers, and how often do you discover incidents not compliant with your code of conduct?	Corem is planning for a renewed wider audit of its suppliers during 2024, but already conducts audits in the case of suspicion of non-compliance. Corem is part of the industry collaboration FIHL, where a tool has been developed aiming to make assessments and classifications uniform and possible to share. The development of this tool was a priority during 2023, instead of making individual audits, in order to enable a better effect during 2024 when the tool can be used.			
Please list the firm's (1-2) primary means of making a positive social impact or minimising negative social impact. Please list the corresponding most relevant UN Sustainable Development Goals. What proportion of sales can be directly linked to selected UN SDGs?	Mean #1	Fair working conditions	Corresponding SDG	Primarily SDG's 8, 12
	Mean #2	Health and safety	Corresponding SDG	Primarily SDG's 3, 8
	Proportion of sales directly linked to selected UN SDGs	As we assess this on company level, all of Corem's revenues are deemed to be linked to the above SDG's.		

Governance

Questions	Answers
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 receive training on business ethics, Corem's code of conduct and anti-corruption. This is part of Corem's Introduction programme as well as recurring for all staff. Corem has an external whistle-blower function, available to staff, as well as anyone outside the company. It can be used anonymously and any reports received are investigated by an external party. There is no history of incidents involving corruption and no ongoing reports.
Please state the firm's business tax residence (i.e. where the firm pays tax) and explain why that specific tax residence was chosen	Sweden. Sweden is the country where the majority of its operations, and the head office is based.
How many independent members sits on the Board of Directors?	The Board of Directors has 7 members in total where 4 are independent in all aspects. - Patrik Essehorn and Rutger Arnhult are dependent in relation to the company and its management as well as in relation to the company's largest shareholders. - Christina Tillman is independent in relation to the company and its management, and dependent in relation to the company's largest shareholders. - Katarina Klingspor, Fredrik Rapp, Christian Roos and Magnus Ugglå are independent in both aspects.
Please state if and to what extent, the company has transactions with related parties	Transactions with related parties are reported in each interim report, and also governed by a policy on transactions with related parties which states that all such transactions must be made at marked prices and terms. For the year 2023, transactions with related parties were: Wästbygg is an associated company of M2-Gruppen, which is controlled by Rutger Arnhult. Transactions with Wästbygg amounted during the year to SEK 44 million (57). Corem also has an agreement for letting from M2-Gruppen, with an annual contract value of SEK 1 million, up until and including 2023. In addition, the Corem Group has purchased legal services from Walthon Advokater during the year, in which the Chairman of the Group Patrik Essehorn is a shareholder, for an amount of SEK 17 million (13).
Which KPIs dictate the remuneration to management (are sustainability and diversity goals included)?	Sustainability related targets are an integral part of Corem's business targets, and as such, also part of targets which affect remuneration. For the year 2023, energy efficiency has been the primary KPI included, and this target also been part of the allocation made to the profit-sharing foundation for employees.
Describe the company's process for monitoring and reporting ESG issues and performance to senior management/the Board. In your response please confirm what KPIs are monitored (if any) and how frequently reporting is undertaken	Corem's sustainability efforts follows a set annual process, which is synchronised with all business planning and evaluation. Q1: Plans for the year are initiated, parallell with reporting of the previous year. Reported data is revised by third party, whereafter management and board executives performs additional review and discussion on performance. Q2: Mid year follow up of efforts year to date. Q3: Yearly strategy review. Market factors, proposed strategy and long term targets and priorities proposed and decided upon by the board, and short term goals decided on by management. Q4: Sustainability targets and activities are implemented in budget and business plan. Risk review is performed within management and decided upon by the board.
Have you signed a Union agreement?	Yes.

ESG Questionnaire



PAI (numeric)

Questions	Answers
Revenue (EUR)	638 MEUR
Greenhouse gas emissions; Scope 1, Scope 2, Scope 3	For complete reporting, see Corem's Sustainability report for 2023. Summarised emissions are: Scope 1: 473 Scope 2: 4 081 Scope 3: 34 211 Total emissions scope 1-3: 67 276 Climate compensation: -5 691 Total emissions scope 1-3 after compensation: 61 586 Emission intensity scope 1-2, per sqm: 1,9 chilogram CO2 Emission intensity scope 1-3, per sqm: 27,7 chilogram CO2
Share of non-renewable energy consumption	6%
Share of non-renewable energy production	0%
Energy consumption in GWh	209,7
Tonnes of emissions to water	0
Tonnes of hazardous waste and radioactive waste generated	0
Unadjusted gender pay gap	Not reported due to limited number of employees
Board gender diversity	Women 28% / Men 72%

PAI (yes/no)

Questions	Answers
Fossil fuel operations	No
Sites/operations located in or near to biodiversity-sensitive areas where activities negatively affect those areas	No
Science Based Target	Yes
Reports to CDP	No
UN Global Compact Signatory	Yes
Involved in the manufacture or selling of controversial weapons	No
Whistle blower policy	Yes
Supplier code of conduct	Yes