



Oscar Properties

ESG Questionnaire

General industry

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

- Climate impact throughout the life cycle of buildings
- Resource efficiency
- Pollution prevention and control
- Market transition and customer behaviour

Comparison to industry peers

Oscar Properties consider itself to be on par with peers with regards to sustainability initiatives and long-term commitments. Oscar Properties focuses on material sustainability aspects such as energy efficiency, sustainable energy, waste management and conducting business in a responsible manner.

Signatory to UN Global Compact etc

Oscar Properties are not a signatory of the UN Global Compact, however, note that we support the principles.

Environment

Oscar Properties' climate-related opportunities include:

- Energy efficient buildings
- Sustainable sourcing of building materials
- Circular economy - minimising waste and pollution related to construction of new buildings and refurbishment and tenant customizations

Oscar Properties primary risks related to climate-change include:

- Physical impacts on buildings and areas due to climate change
- Transformation risks by not being fully aligned with climate-related regulations
- Supply chain disruptions

Climate related investments

Oscar Properties invests in reduced energy consumption in owned properties/buildings.



Scarce resources

Oscar Properties' does not rely on scarce resources, but we constantly oversee the use of resources to become more efficient and self-reliant.

Transition related risks

Opportunities: as customer preferences are changing Oscar Properties strive to focus on resource efficient properties and to contribute to a sustainable urban development with particular attention on design, architecture, and an understanding of how people want to live and work.

Risks: The shift to more sustainable building materials and design solutions are developing at a rapid pace, Oscar Properties are aware that these new solutions might not be as successful as planned due to limited testing and experience.

UN Sustainable Development Goals

The primary means of making a positive environmental impact are the following:

- Oscar Properties improves the energy efficiency in its properties through effective insulation and energy-efficient ventilation systems
- Oscar Properties' ambition is to certify their properties according to LEED, BREEAM and Miljöbyggnad. Environmental certification of properties is part of the work towards *High Performance Buildings*, where sustainability issues are integrated naturally, from planning to operation

Social

History of accidents

Oscar Properties does not have a history of accidents.

Community engagement

Oscar Properties contributed to the construction of a girls' school in India. Deogarh Secondary High School for girls, which was inaugurated in 2018.

Waste management and circular economy

Requirements related to waste are integrated in the environmental certification process.

Oscar Properties integrate environmental and social considerations into the procurement process to secure efficient and effective use of natural resources.



Sustainable supply chain

The Code of Conduct applies to all suppliers and suppliers are audited on a regularly basis. The suppliers are audited at the time right before they are contracted.

Governance

Training on anti-corruption

Ethical business practices and anti-corruption are issues high on the agenda in Oscar Properties. In our Code of Conduct we clearly state that we must respect human rights, be a responsible employer and not accept any form of bribery or corruption. Anti-corruption training is conducted on a continuous basis.

Oscar Properties has a policy for whistle-blowing in place, which includes an external whistle-blower function.

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

Tax residence

Oscar Properties pays tax in Sweden, where the company conducts its business.

Board of Directors

Ulf Nilsson, Therese Agerberth and Peter Norman are independent in relation to the company and group management as well as to major shareholders in the company.

Transactions with related parties

Oscar Properties does not have any transactions of significance with related parties beyond the usual transactions between group companies and joint ventures.

Guidelines for remuneration

The remuneration of the CEO and other members of the management team is in line with Oscar Properties industry peers. The Board proposes, and the Annual General Meeting decides upon, the principles for remuneration and other terms of employment for the CEO and other senior executives.

Please indicate the relative split of men/women at every level of the firm, particularly the Board of Directors and management team.

Board of Directors (December 2020): 1 woman, 3 men

Management (December 2020): 1 woman, 2 men

All employees (December 2020): 13 women; 7 men



Sustainability

The Head of Sustainability is not part of the executive management at Oscar Properties. Head of Sustainability reports to the CFO, who is part of the executive management

Policies or agreements in place:

- Code of conduct: **Yes**
- Code of conduct for suppliers: **Yes**
- Diversity policy: **Yes**
- Anti-corruption policy: **Yes**