

ESG QUESTIONNAIRE

General industry

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

1. Responsible investment
2. Prevention of corruption
3. Employees, diversity and inclusion

How does Catella compare to industry peers regarding sustainability initiatives?

Catella is not yet where we wish to be regarding sustainability and the implementation work throughout the Group. Catella has established a task force working on ESG matters. After the analyzing process Catella will start the roll out and implementation process in 2021. Catella is determined to speed up the work with ESG and embrace the ESG orientation through all process, business areas and way of conducting business with partners, suppliers and employees.

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

No, but the Board of Catella has adopted a resolution to become a UNPRI signatory in a Group level and the application work is underway.

Catella's subsidiary IPM Informed Portfolio Management AB is UNPRI signatory. Catella's sustainability strategy and mission are based on principle for responsible investment, where several goals have a direct or indirect impact on several subsidiaries' sustainability strategy.

Environment

Catella's climate-related opportunities are:

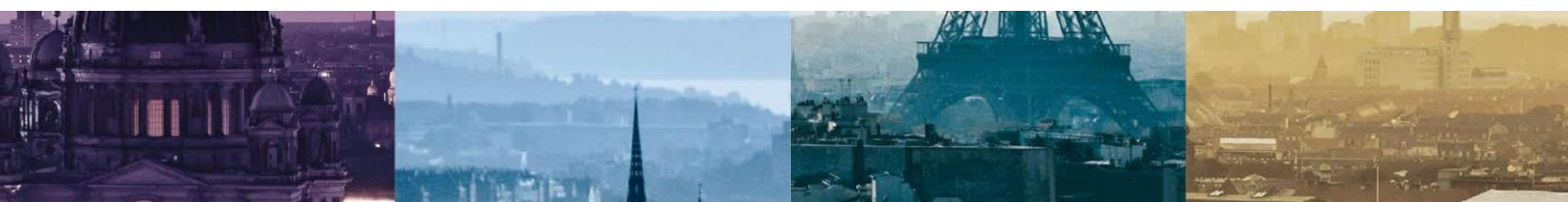
Catella has indirect impact on the environment mainly through assets under management, but also via supplier agreements. Catella can influence and support clients and business partners in managing their impact on the environment.

Travel emission reduction - responsible travel.

Develop and implement a sustainable procurement policy (incl. energy supply).

Energy efficiency - by striving to reduce CO² through compensation schemes to support the industry on a short term in order to invest into a carbon neutral society.

Catella strives to minimise the environmental impact of the business in areas such as the use of natural resources, greenhouse gas emissions,



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raw materials and waste. Direct environmental impact comes mainly from energy consumption in offices, business travel and transport and the use of resources, such as consumption of paper.

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

- 1 **Transformation risks:** not being fully aligned with the Paris agreement or other national / international laws with regards to CO² emissions, taxonomy, pricing, high investments necessary.
- 2 **Direct risks:** e.g. thunderstorms, flooding risk for existing assets under management (building sector).
- 3 **Liability risks:** e.g. claims for compensation related to asset under management in some of the subsidiaries.

Catella's climate-related investments are:

CO² compensation by reducing emission for business travel (car & flight) through an ecclesiastically fund which invest in sustainable project in third world countries. A partnership has been formed with a French company to

build and develop energy positive residential towers.

Does Catella 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?

Most of Catella's asset under management comprises of properties /buildings which rely on fossil resources e.g. gas. If needed the transformation process towards a non-fossil supply chain will be decided on an economic and ecological analysis.

Transition-related risks: Does Catella 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 Catella well positioned to handle that risk?

Opportunities: rising demands in green certified building will enhance and contribute to the investor-apatite within the real-estate industry.

Risks: being not compliant could mean an investor stop or withdrawal for exiting investments, penalty payments etc. Catella is analysing and aware of potential risks and will monitor actions on an annual basis in order to act if necessary.



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

1. Annual group report: start 2022.
2. Communicated via report documents to all in the Catella group and via online web sessions annually.

This is communicated in Catella's ESG report.

Social

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

Catella does not have a history of accidents.

Catella has Group Environmental Policy. Catella is committed to safe work environment and prevention of work-related incidents. Catella has external whistle blow system. Further operational incidents are reported to Compliance and Risk Department respectively.

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

Catella is supporting a kid's football team who are focused on equality within the sport."

Catella has a long tradition in supporting Swedish tennis and currently a number of young talents are supported through a program called Good to Great.

Catella supports different charities on annual basis.

Circular economy: How are purchases and waste managed?

Catella selects suppliers with care and makes sure that all contractors take environmental and ethical responsibility.

Catella seek to ensure that employees understand the importance of incorporating environmental considerations into their daily business activities through raising awareness, encouraging participation and appropriate training in environmental matters.

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

Yes, Catellas Code of Conduct is applying to Catella's suppliers. Catella has a dialogue with its suppliers on regularly basis.



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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?

Several of Catella subsidiaries are fully regulated companies and supervised by the local supervisory authority in the jurisdiction the company in question operates. This means that Catella as a Group, directly or and indirectly, is surrounded by a regulated environment and stives to act in alignment with the requirements set for regulated companies including taking all necessary action to remain sound. Further, Catella works actively to prevent corruption, including bribes from suppliers, and to prevent money laundering and terrorist financing. Catella's regulated operations have adopted the provisions of the supervisory authorities in each country and internal guidelines to prevent money laundering and terrorist financing. Catella has implemented policies, procedures and processes and

has trained its staff in order to detect any irregularities in the day-to-day course of business. In support of these, Catella has implemented a corporate whistleblowing committee that gives all employees a means to anonymously report serious wrongdoing that conflict with Catella's values, business ethics, policies or the law. The purposes of the committee include upholding good ethics and preventing irregularities and corruption within Catella to the benefit of the company's employees, clients, suppliers and owners. No incidences of corruption have been reported during the year.

Catella uses external whistle-blower function, 2Secure and has assigned Group HR as primary contact internally upon receipt of incidents related to whistle-blow.

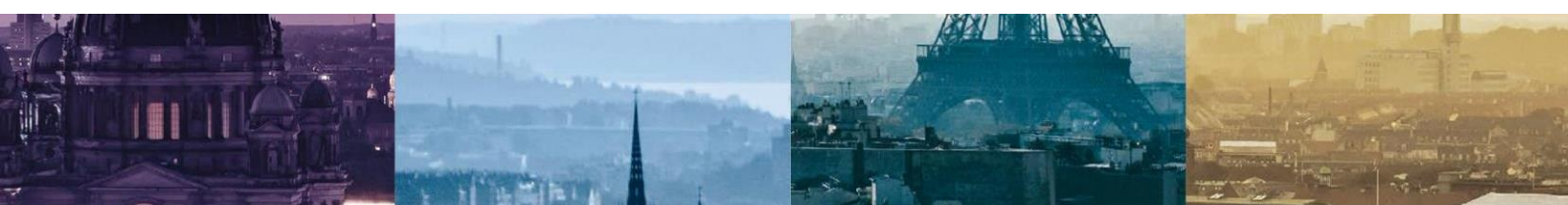
No incidents.

Catella's business tax residence:

Catella AB tax residence is Sweden. The subsidiaries are tax domicile in their respective jurisdiction.

Are there independent members of the Board of Directors?

Yes.



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

Catella's main owner, Claesson & Anderzén Group's subsidiary CA Fastigheter AB has presented an unconditional commitment, without compensation, to invest the requisite capital in Infrahubs Fastighet 2 AB in exchange for shares in the company corresponding to the investment.

Catella holds shares in associated companies Nordic Seeding GmbH and Grand Central Beteiligungs GmbH, whose other owners are the Claesson & Anderzén Group and the management of Catella Project Management GmbH.

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

Yes.

The KPI's for the remuneration are dictated from the result of Catella Group and especially the Property Investment Management business area, future growth of the Group and the establishment of successful leadership within the Group.

Relative split of men/women in Catella:

Board of directors Catella AB:
1 woman and 5 men.

Group Management:
0 women and 2 men.

All employees within the Group:
41 % women and 59 % men.

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

Catella has a taskforce and steering group in which senior management is engaged. The steering group reports to Group CEO.

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

- Union agreement: No for Catella AB
- Code of Conduct: Yes
- Diversity policy: Yes
- Anti-corruption policy: yes, is an integrated part of Code of Conduct

