

Wihlborgs

GRI appendix 2017

Appendix to Wihlborgs Annual Report 2017



GRI APPENDIX 2017

Since 2011, Wihlborgs has been reporting its sustainability work in accordance with the Global Reporting Initiative (GRI). Wihlborgs Annual Report 2017 together with this GRI appendix comprise Wihlborgs Sustainability Report 2017 in accordance with the GRI Standards: Core option. The majority of the sustainability information is disclosed in the Annual Report. This appendix supplements the Annual Report with additional disclosures and primarily

encompasses disclosures that are not included in the Annual Report as well as information pertaining to the impact of material topics, boundaries, governance and evaluation. The GRI Index on pages 126–128 of the Annual Report provides page references for the various disclosures. This information has not been subject to an external review.

General disclosures

Organisational profile

102-8 Information on employees and other workers, by employment type, gender and region.

Metric

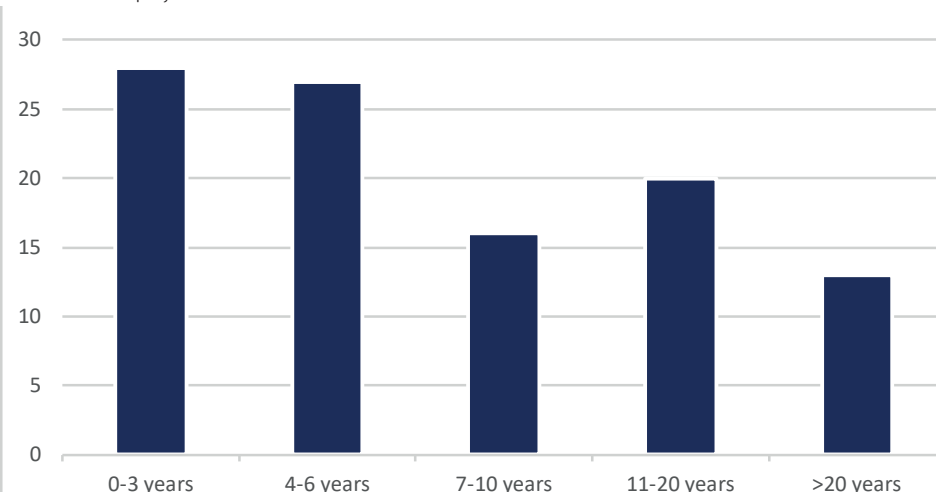
Number of employees at 31 Dec. 2017	156
Number of full-time employees at 31 Dec. 2017	149
Personnel turnover, %	Total 15.5 Sweden 7.6
Average age, years	45
Sick leave, %	1.73
Full-time employees, %	90
Part-time employees, %	10

Employees per region, 31 Dec. 2017

Malmö	59
Helsingborg	28
Lund	17
Copenhagen	52
Total	156

Length of employment, years*

Number of employees



*This information pertains to Wihlborgs employees in Sweden

Gender distribution

	No. of individuals	No. of women	Percentage women
Management			
Board of Directors	7	3	43%
Group Management	5	3	60%
Managers	22	9	41%
Employees			
White-collar employees	91	45	49%
Blue-collar employees	65	7	11%
Total employees	156	52	33%

102-41 Percentage of total employees covered by collective bargaining agreements

All Wihlborgs employees in Sweden are covered by collective agreements. The employees in Denmark, however, are not covered by collective agreements.

102-9 Supply chain

Wihlborgs engages a large number of suppliers for various services, many of whom in turn engage their own subcontractors. These suppliers operate in a wide range of areas. In terms of purchasing volumes, the largest groups are:

- Construction and civil engineering contractors
- Electrical contractors
- Energy
- Ventilation
- Consultants

102-13 Membership of associations, such as industry or other associations, and national or international advocacy organisations

Many of Wihlborgs' employees sit on external boards and forums through which they highlight important issues concerning urban development. We are represented on various boards, including those of Fastighetsägarna Syd, Fastighetsföreningen Lund City, Malmö Citysamverkan, Lund Citysamverkan, Helsingborg Citysamverkan, Medeon, Ideon and Øresundsinstitutet.

In terms of environmental issues, we are active in networks such as the Sweden Green Building Council (SGBC), the environmental think-tank Tankesmedjan Miljö, Klimatsamverkan Skåne, Lund's Climate Alliance, the Swedish Association for Sustainable Business (NMC), Solar Region Skåne and Sustainable Talks in Helsingborg. In 2017, just as in 2016, Wihlborgs took part in the Climate challenge, whereby the Chamber of Commerce and Industry of Southern Sweden produced a report on the business community's efforts to reduce its climate impact.

Corporate Governance

102-18 Governance structure of the organisation, including board committees responsible for decision-making on economic, environmental and social topics

Wihlborgs is a listed company that is subject to rules and regulations on corporate governance. In addition to legislation, the Swedish Corporate Governance Code and stock exchange rules also apply. The business is monitored and supervised by external auditors and Nasdaq Stockholm. More information is available in the full Corporate Governance Report, available at www.wihlborgs.se/en/investor-relations/corporategovernance/corporate-governance-reports/ and on pages 118–125 of the 2017 Annual Report.

The Board and Group Management are responsible for ensuring that work related to the environment, work environment, monitoring of ethical guidelines, social responsibility and sustainable financial development is performed in line with established rules, strategies and goals. This responsibility also includes presenting a sustainability report in accordance with GRI, which also functions as Wihlborgs' Communication on Progress, in accordance with the UN Global Compact principles.

Group Management and the CSR Group

Wihlborgs' CEO has overall responsibility for governing day-to-day operations. The CEO, who is also a Board member, reports directly to Wihlborgs' Board of Directors. Issues pertaining to sustainability are raised on a continuous basis at Group Management meetings. Continuous reporting and follow-up by the Group Management is implemented through presentations by the individuals responsible for various sub-areas, such as the environment, purchasing, HR, communication and finance. The company's CSR Group works with these issues on a cross-functional basis. The CSR Group comprises the Director of HR and CSR, the Environmental Manager, the Procurement Director, the CFO and the Director of Corporate Communications.

Operations in Denmark

Wihlborgs' operations in Denmark have comprised a minor part of the Group's overall operations. Together with the numerous differences in the preconditions in the Danish market, this has previously resulted in these operations being pursued relatively independently, including sustainability efforts. In recent years however, several major acquisitions have considerably increased Wihlborgs' property portfolio in Denmark. Given the substantial increase in the size of the Danish operations, it is natural to coordinate the operations from many perspectives, for example, in terms of sustainability efforts. In 2016, for instance, the purchasing department reviewed its suppliers and, in 2017, an initiative was implemented to establish procedures for the Code of Conduct, ethical guidelines, etc., to enable us to more methodically ensure quality and responsibility among our Danish suppliers. Since 2016, the Danish employees have participated in the annual employee survey carried out together with Great Place to Work. In terms of environmental issues, we have a strategic partnership and a continuous exchange of experience, and the Danish operations will gradually be integrated into Group-wide environmental management and follow-up. In 2018, the Danish operations will participate for the first time in Wihlborgs' customer survey.

Report's scope and boundaries

102-40 List of stakeholder groups engaged by the organisation

102-42 The basis for identifying and selecting stakeholders with whom to engage

102-46 Defining report content and topic Boundaries

102-49 Significant changes from previous reporting periods in the list of material topics and topic Boundaries

Based on stakeholder dialogues and the GRI's main list, Wihlborgs began developing an overall sustainability framework according to the GRI G4 Standards in 2014. A list of first priorities was created as a result, and presented in Wihlborgs Sustainability Report 2014. The GRI's main list comprises several topics pertaining to legal compliance. For Wihlborgs, it stands to reason that we must observe and comply with applicable laws — and on this basis, we resolved that any topics associable with legal compliance are to be prioritised even if we do not set targets or continuously report these items under the GRI. In the event that any laws are violated, we will report such violations.

We have divided the most significant topics into four sustainability areas. This provides a useful overview and a link between the GRI and our operations. The decision as to which areas are to be prioritised was based on interviews with various stakeholder groups. The aim was to find out which topics in each area they felt should be included in our GRI report and which should be presented in another manner. The dialogues comprised interviews with representatives from our various groups of key stakeholders. The following groups were represented: loan providers (1), tenants (4), suppliers (2), business partners (2), investors (1) and the Board of Directors (1). Key stakeholders were selected based on their size and availability as well as long-term relationships. During the interviews, we asked each stakeholder to explain which topics they considered to be the highest priority for Wihlborgs. The results from these interviews were considered along with information from other channels, such as customer satisfaction surveys and employee surveys, as well as the results from previous stakeholder



dialogues. The goal when it comes to prioritising topics has always been to be more stringent in our reporting and communication, and for the measures we take to have a greater impact.

Following the interviews and after reflecting on the opinions gathered regarding our framework, we made some minor adjustments to certain topics. The outcome is reported on the following pages. Naturally, there are additional areas and initiatives of importance. Those that are not reported in accordance with the GRI are disclosed on our website. An external environment and sustainability consultant was engaged for the entire process to obtain external GRI expertise and to ensure the participation of a neutral party at each phase.

By linking the outcome of the stakeholder dialogues with our strategy, a framework comprising four areas was created:

- Sustainable properties
- Responsible business
- Attractive employer
- Commitment to the region and community

Our stakeholders have prioritised a number of topics within these four areas and we have selected appropriate indicators.

In 2016, Wihlborgs' stakeholder dialogue took place in the form of a customer satisfaction survey, among other formats. This survey included a question about whether there are any sustainability topics that Wihlborgs should devote more attention to. The responses to this question showed that stakeholders have a strong sense of commitment and high expectations of Wihlborgs as a landlord when it comes to sustainability issues and focused more on waste sorting, energy efficiency, environmental certification and green leases than in the past.

In 2017, Wihlborgs' CSR Group held workshops to analyse risks and revise the topics we deem most important to our business, both in terms of the risk perspective and the opportunity to positively influence. This has led to us increasing our focus on supplier assessments relating to the environment and human rights. Therefore, from 2017, we also report the following GRI topics *308 Supplier Environmental Assessment* and *414 Supplier Social Assessment*.

This year's Sustainability Report forms part of the Annual Report. For 2017, we have prepared our Sustainability Report in accordance with the GRI Standards: Core option. No external assurance has been provided for the report. In all other respects, the report has the same boundaries and scope as in previous years.

Stakeholder engagement

102-43 Approach to stakeholder engagement by frequency, type of engagement, and stakeholder group

102-44 Key topics and concerns raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns

The table below presents a summary and some examples of stakeholder groups and more formal dialogues conducted on a regular basis with our key stakeholders.

Key stakeholders	Dialogue format	Timing/interval
Tenants	Customer satisfaction surveys	Every second year
	Wihlborgs' Kontaktyta forum	Twice yearly
	Dialogues with responsible property owners/managers	Continuously
	Reconciling green leases	As per the tenant's wishes
Shareholders	Annual General Meeting	Once each year
	Investor meetings	Several times a year
Employees	Career development reviews	Once each year
	Employee survey	Every second year
	Monthly meetings (at each office)	Each month
	Work Environment Committee	Four times per year
Loan providers	Meetings with the respective banks	Several times a year
	Financial reporting/financial hearings	In conjunction with quarterly reports
	Data gathering, surveys and dialogues about Wihlborgs' sustainability management	Several times a year
Suppliers	Procurement process	Ongoing basis for different areas
	Annual review of agreements	Annually
	Review of sustainability work in conjunction with renegotiation/resigning of agreements	Continuously
	Wihlborgs' Kontaktyta forum	Twice yearly
	Follow-up meetings during/after construction projects	Continuously
Community	Citysamverkan in Malmö, Helsingborg and Lund	Several times per year
	Various dialogue forums in conjunction with city planning meetings	When invited by municipalities
	Sustainability initiatives and projects in partnership with the public sector	When invited and as part of various development projects (Triple Helix model)
	Collaborations with universities and other institutes of higher education	Presentation for students and openings for project/degree projects at Wihlborgs
Board of Directors	Board meetings	Six times per year

Selected topics and specific indicators

Responsible business

For Wihlborgs, it is self-evident that our brand should represent sound values. We have a commitment to societal development and actively promote the different components of sustainability. Wihlborgs will operate a business model for growth and will be one of the leading and most profitable property companies on the Nasdaq Stockholm Exchange. Our activities influence the communities in which we operate. The goals linked to our sustainability work must be integrated with the financial targets, as both aspects affect each other.

The business model and financial targets are set by Wihlborgs' Board. Responsibility for the company is allocated between the Board and the CEO in accordance with the Swedish Companies Act, other legislation and regulations, Nasdaq Stockholm's Rule Book for Issuers, the Articles of Association and internal governance instruments, such as the rules of procedure for the Board and instructions to the CEO. Wihlborg's Code of Conduct with accompanying policies and guidelines comprise governing documents for Wihlborgs as well as for our suppliers and contractors.

103-1 Explanation of the material topic and its Boundary

103-2 The management approach and its components

103-3 Evaluation of the management approach

MATERIAL TOPIC	
201 – FINANCIAL PERFORMANCE	<p>Description and Boundaries</p> <p>This topic addresses whether Wihlborgs needs to be profitable for us to be able to implement our strategies and achieve our targets. We have to reach our financial targets to be able to invest in sustainable work methods. But we also have to operate sustainably to achieve these financial targets in the long term. A solid financial base is a prerequisite for Wihlborgs to act as a stable business partner to suppliers and customers alike. This topic encompasses Wihlborgs' financial results which, in turn, impact the company's shareholders and surrounding communities.</p>
	<p>Governance</p> <p>Wihlborgs' overriding financial targets are set and monitored continuously by the Board. Operational property management is organised into four geographic regions with a total of ten property director areas, each of which has set targets for, inter alia, revenue, earnings and net lettings.</p>
	<p>Risks</p> <p>Both external and internal risks exist that can impact Wihlborgs' financial performance. The main risk areas are reduced rental income, increased vacancies, customer dependence, increased interest expense, higher property expenses, changes in the value of properties, risks in projects or new acquisitions, and inadequate access to external funding. These risks are described in more detail in the Administration Report in the 2017 Annual Report, on pages 75–79</p>
	<p>Follow-up</p> <p>201-1 Direct economic value generated and distributed Annual Report and interim reports.</p>

205 – Anti-corruption	<p>Description and Boundaries</p> <p>This topic regards actions to counter corruption and unethical behaviour, the success of which is a prerequisite for a long-term profitable and sustainable business. The topic encompasses Board members and employees at Wihlborgs as well as the employees of suppliers and contractors engaged by Wihlborgs. The Wihlborgs' whistle-blower function can be used by Wihlborgs' employees and people outside the company, such as the employees of contractors/suppliers, who wish to report unethical/illegal behaviour in some regard.</p>
	<p>Governance</p> <p>Wihlborgs' ethical guidelines apply for Board members, employees, suppliers and contractors. A practical guide is also available that clarifies and gives examples of expected everyday behaviour. New suppliers are informed of Wihlborgs' ethical guidelines in conjunction with signing framework agreements, and suppliers undertake to adhere to these and other guidelines in Wihlborgs' Code of Conduct. The UN Global Compact also contains guidelines for this area. Internal authorisation rules ensure that unethical behaviour or undue influence does not arise.</p>
	<p>Risks</p> <p>Risks linked to corruption and business ethics are described in more detail in the Administration Report in the 2017 Annual Report, on pages 75–79.</p>
	<p>Follow-up</p> <p>205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken Evaluation of cases reported via the whistle-blower function.</p>
308 – SUPPLIER ENVIRONMENTAL ASSESSMENT	<p>Description and Boundaries</p> <p>This topic entails that Wihlborgs sets requirements for its suppliers and contractors aimed at minimising the environmental impact of its operations. With this aim, Wihlborgs screens suppliers in terms of, inter alia, environmental impact. Random checks of suppliers who have signed the Code of Conduct provide us with a further control to ensure suppliers comply with Wihlborgs' Code of Conduct. Wihlborgs' own environmental efforts are described in the Sustainable properties section.</p>
	<p>Governance</p> <p>Wihlborgs has a Code of Conduct that all our suppliers in property management are required to read and approve. By signing the Code of Conduct, our suppliers confirm that they have familiarised themselves with our policies and undertake to adhere to them during the period of the agreement. This Code of Conduct includes ethical guidelines, an environmental policy, quality policy, work environment policy and purchasing policy. Suppliers with more than 20 employees should also complete a self-declaration describing their internal management of such areas as environment, quality, work environment and ethics.</p> <p>By showcasing, examining and assessing our suppliers in these four areas, we communicate to our business partners the importance of these issues for our operations. We also ensure the existence of a structure, roles and system for our suppliers to conduct their environmental management, for example. Some procurements also set direct environmental requirements based on the service/product being purchased. The environmental standards we set also have assessment criteria based on how the environmental performance is evaluated in relation to price and function.</p>
	<p>Risks</p> <p>When Wihlborgs engages contractors or other suppliers, these have environmental responsibility for their own operations. However, as a responsible player, Wihlborgs requires them to follow Wihlborgs' Code of Conduct with the aim that our suppliers will follow Wihlborgs and act in a long-term sustainable manner. If Wihlborgs does not set requirements for suppliers, there is a risk of unwanted negative environmental effects and, moreover, a risk of a negative impact on Wihlborgs' reputation and brand through being linked to a supplier that does not act responsibly.</p>
	<p>Follow-up</p> <p>308-1 New suppliers that were screened using social criteria</p> <p>Random checks of suppliers who have signed the Code of Conduct ensure suppliers work in line with Wihlborgs' Code of Conduct.</p>

414 – SUPPLIER SOCIAL ASSESSMENT	<p>Description and Boundaries</p> <p>This topic deals with setting requirements for human rights, a good work environment and high safety levels at the suppliers and contractors engaged by Wihlborgs. Random checks of suppliers who have signed the Code of Conduct provide us with a further control to ensure suppliers comply with Wihlborgs' Code of Conduct with regard, for example, to human rights. This topic is addressed under Attractive employer with regard to Wihlborgs' own employees.</p>
	<p>Governance</p> <p>Wihlborgs has a Code of Conduct that all our suppliers in property management are required to read and approve. By signing the Code of Conduct, our suppliers confirm that they have familiarised themselves with our policies and undertake to adhere to them during the period of the agreement. This Code of Conduct includes ethical guidelines, an environmental policy, quality policy, work environment policy and purchasing policy. Suppliers with more than 20 employees should also complete a self-declaration describing their internal management of such areas as environment, quality, work environment and ethics.</p> <p>By showcasing, examining and assessing our suppliers in these four areas, we communicate to our business partners the importance of these issues for our operations. We also ensure the existence of a structure, roles and system for our suppliers to conduct their work environment management and to work with human rights, for example.</p>
	<p>Risks</p> <p>When Wihlborgs engages contractors or other suppliers, these have work environment responsibility for their own employees. However, as a responsible player, Wihlborgs requires them to follow Wihlborgs' Code of Conduct with the aim that our suppliers will follow Wihlborgs and act in a long-term sustainable manner. If Wihlborgs does not set requirements for suppliers, there is a risk of workplace accidents, which — beyond the tragedy for the person involved — entail a risk of a negative impact on Wihlborgs' reputation and brand through being linked to a supplier that does not act responsibly. The supplier chain also includes a risk of human rights violations in the manufacture of materials and building components/articles. To increase the control of material used in the supplier chain, Wihlborgs tries to influence the choice of material and follows developments in terms of certification and assessment systems for building materials. In 2017, Wihlborgs chose to become a member of Byggarubedömningen.</p>
	<p>Follow-up</p> <p>414-1 New suppliers that were screened using social criteria</p> <p>Random checks of suppliers who have signed the Code of Conduct ensure suppliers work in line with Wihlborgs' Code of Conduct.</p>

ECONOMIC PERFORMANCE**201-1 Direct economic value generated and distributed**

Economic value created and distributed, SEK M	2017	2016	Comments
Direct value created			
Income	2,296	2,035	Our rental income is derived from companies and organisations that are active in our region. Our premises create the conditions for them to pursue and develop their respective operations.
Changes in property values	1,851	2,504	Favourable long-term management of our properties. Investments in and leasing of these, drive value development in the property portfolio.
Changes in derivative values	201	-265	The value of interest-rate hedging is impacted by changes in market interest rates.
Other income	13	29	Includes interest income and shares in earnings.
Total direct value created, SEK M	4,361	4,303	

Economic value created and distributed, SEK M	2017	2016	Comments
Economic value distributed			
Employees	126	108	Includes salaries and social-security expenses to our employees in Malmö, Helsingborg, Lund and Copenhagen.
Loan providers	496	459	Interest expenses to our loan providers, primarily the larger Nordic banks.
Community	777	400	Includes carrying amounts, income taxes, property tax and VAT. In addition to this, Wihlborgs also pays energy taxes and stamp duties.
Suppliers	395	360	To a great extent, Wihlborgs' suppliers are located in the local markets where we operate. In addition to the expenses paid to suppliers, we also invest significant amounts in our properties; in 2017, the total was SEK 1,061 M. Most of these purchases are with local suppliers.
Shareholders	442	403	Dividend to some 24,000 shareholders.
Total value distributed, SEK M	2,235	1,730	

Retained in the business	2,126	2,573
Return on equity, %	20.5	29.3
Target, %	5.9	5.8

ANTI-CORRUPTION**205-2 Communication and training about anti-corruption policies and procedures**

During the year, 11 new employees were trained in business ethics and anti-corruption. In the Swedish operations, all of our employees have received this induction training.

To date, in the Danish operations, 9 percent of our employees (five people) have received the Swedish induction training. Our guide to business ethics has now been translated to Danish and the induction training can be implemented more systematically in Denmark. The aim is for all employees to receive this type of training in Denmark.

308 SUPPLIER ENVIRONMENTAL ASSESSMENT**414 SUPPLIER SOCIAL ASSESSMENT**

When Wihlborgs signs framework agreements with suppliers, they undertake to adhere to Wihlborgs' Code of Conduct. By signing the Code of Conduct, our suppliers confirm that they have familiarised themselves with Wihlborgs' guidelines and policies and that they undertake to comply with those guidelines during the period of the agreement. This includes ethical guidelines, an environmental policy, quality policy, work environment policy and purchasing policy. Suppliers with less than 20 employees only need to sign the Code of Conduct to receive a U risk classification, which means an approved signing of the Code of Conduct. Suppliers with more than 20 employees should also complete a self-declaration describing their internal management of such areas as environment, quality, work environment and ethics. They must also enclose documents that verify their responses. Based on this data, Wihlborgs conducts a risk assessment that rates suppliers on a scale from U, 3, 2, 1 to 1+.

Suppliers with the best performance receive the top rating of 1+. This means that the supplier's management systems for the environment, quality and work environment have been externally certified and the supplier has signed the UN Global Compact. A rating of 1 matches all the requirements for 1+, but the Global Compact has not been formally signed and the supplier could have a management system that has not been externally certified. A rating of 2 means that, at a minimum, the supplier has prepared policies for the environment, quality and the work environment. A rating of 3 means only that the Code of Conduct has been signed. Management systems and policies may be in place, but these have not been completed for all areas in line with Wihlborgs' requirements.

308-1 New suppliers that were screened using environmental criteria

Of the suppliers with whom Wihlborgs signed agreements in 2017, all (100 percent) were evaluated based on environmental criteria (through the Wihlborgs' Code of Conduct and self-declarations). This figure refers to the Swedish operations. At the end of 2017, Wihlborgs implemented its Code of Conduct in the Danish operations and, accordingly, this information will be possible to report from 2018 onwards.

414-1 New suppliers that were screened using social criteria

Of the suppliers with whom Wihlborgs signed agreements in 2017, all (100 percent) were evaluated based on social criteria (through the Wihlborgs' Code of Conduct and self-declarations). This figure refers to the Swedish operations. At the end of 2017, Wihlborgs implemented its Code of Conduct in the Danish operations and, accordingly, this information will be possible to report from 2018 onwards.

Sustainable properties

Work with sustainable properties focuses on three topics: environmentally certified buildings, energy use and climate impact. The work is controlled by the environmental vision, the environmental policy, the Group's environmental goals and environmental programme, as well as the environmental handbook with tangible procedures. The current environmental handbook is based on the environmental management classification in the ISO 14001 standard and the precautionary principle contained in Swedish

environmental legislation.

103-1 Explanation of the material topic and its Boundary

103-2 The management approach and its components

103-3 Evaluation of the management approach

MATERIAL TOPIC	
302 ENERGY	<p>Description and Boundaries</p> <p>The topic describes how energy consumption (energy purchased) is monitored for our properties where Wihlborgs manages agreements with energy suppliers in both Denmark and Sweden. Some tenants in Sweden have their own agreements for electricity for their operations — these are excluded in the statistics. In Denmark, electricity for operations is usually always excluded. The data is based on information provided on an annual basis from our energy suppliers. Consolidated energy statistics are compared and then quality checked against Wihlborgs' own collected data in the energy monitoring system (E4). Some renewable energy is produced locally at selected buildings in Wihlborgs' property portfolio. Our own locally produced electricity is included in the statistics by reducing the need to purchase electricity for the properties concerned. Wihlborgs' Environmental Manager is responsible for optimising, coordinating and following up energy performance together with property directors, project managers and operators by region.</p>
	<p>Governance</p> <p>This topic is controlled through environmental legislation, signature of the UN Global Compact, Wihlborgs' ethical guidelines and our environmental policy. We have set targets in Wihlborgs' environmental programme to reduce energy consumption. Our environmental management system includes monthly energy monitoring procedures that we have prepared for our property management. We are also working to ensure that our energy declarations (legal requirement) are updated and perform energy audits when needed. To be able to reduce our energy consumption in line with the environmental programme, we also implement various initiatives linked to electricity, heating and cooling, to optimise our energy performance. We use Wihlborgs' project-tailored environmental programmes, to ensure that we build in an energy-efficient manner and purchase energy-efficient products for new construction and redevelopments.</p>
	<p>Risks</p> <p>We ensure Wihlborgs' compliance with existing and future energy-related regulatory requirements by working proactively to reduce energy use and by, as far as possible, choosing energy from renewable sources. At the same time, we avoid increased operational costs for new energy and environmental taxes. We also strengthen our capacity to comply with the expectations and demands of investors and tenants in terms of resource efficiency and energy performance.</p> <p>In some cases, by adding locally produced renewable energy, we also reduce buildings' vulnerability, since the electricity supply is not dependent on an external supplier. This area can be developed further when technology evolves and battery storage costs become more favourable.</p>
	<p>Follow-up</p> <p>302-1 Energy consumption within the organisation 302-3 Energy intensity 302-4 Reduction of energy consumption</p>

305 – EMISSIONS	<p>Description and Boundaries</p> <p>This topic describes how Wihlborgs directly or indirectly reduces the climate impact of its operations, and which climate emissions are generated annually by the operations based on defined areas in the Greenhouse Gas Protocol standards. Historically, climate emissions from purchased energy, and emissions from refrigerants and transportation have been the areas with the greatest climate impact. The climate impact of purchased construction materials (production/transport) is not included, nor are the figures for the climate impact from construction waste complete, since waste disposal operators do not provide adequate statistics. Waste from our construction projects is reported primarily in the environmental statistics prepared by our contractors. Wihlborgs' Environmental Manager is responsible for optimising, coordinating and following up energy performance together with property directors, project managers and operators by region.</p>
	<p>Governance</p> <p>This topic is controlled through environmental legislation, signature of the UN Global Compact, Wihlborgs' ethical guidelines and our environmental policy. We have set targets in Wihlborgs' environmental programme to reduce climate impact. Our environmental management system includes procedures to reduce climate impact in the form of procurement requirements for renewable energy. We use Wihlborgs' project-tailored environmental programmes, to ensure that we build with a small climate impact and climate-smart construction for new construction and redevelopments. We have also changed the majority of our service vehicles to vehicles using renewable fuels as well as company cars to models with low carbon emissions. Moreover, since we apply Sweden Green Building Council (SGBC) as the standard for environmental certification, with new version 3.0, Wihlborgs will also calculate and assess climate effects based on different choices of building materials. Wihlborgs has signed the Fossil-free Sweden Initiative 2020.</p>
	<p>Risks (focus Sweden)</p> <p>Wihlborgs prevents climate risks by focusing on renewable forms of energy and fuel. We also ensure that we meet applicable and future regulatory requirements in parallel with avoiding increased costs for new energy and environmental taxes. We also strengthen our capacity to comply with the environmental and climate expectations and demands of investors and tenants.</p> <p>In January 2018, Sweden adopted a new climate policy framework comprising new climate goals, a climate act and a climate policy council. This will most likely increase focus on incentives, regulations and environmental taxes for Swedish enterprise with the aim of Sweden attaining zero net emissions of GHGs by 2045.</p> <p>In the policy documents, we highlight the risks arising from climate change, such as increased precipitation, and how we can climate-proof existing buildings as well as integrate the issue from a technical aspect into our construction projects. Wihlborgs' project-tailored environmental programmes require a climate adaptation risk analysis to be performed and action plans to be prepared and realised.</p>
	<p>Follow-up</p> <p>305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions</p>

CRE 8 – CERTIFIED BUILDINGS	<p>Description and Boundaries</p> <p>This topic describes which buildings in Wihlborgs' property portfolio in Denmark and Sweden are externally certified. Wihlborgs' portfolio also includes properties that are certified under BREEAM (Building Research Establishment Environmental Assessment Method), LEED (Leadership in Energy and Environmental Design) and SGBC. Environmental certification of our buildings means we can conduct quality assurance of the environmental performance, take into consideration health aspects and optimise tenants' indoor climates and work environments. We are also reducing future business risks by focusing on low energy consumption, documenting compliance with the Swedish National Housing Board's BBR requirements and minimising the occurrence of building materials hazardous to the environment and health. SGBC, which is our main standard, requires recurrent verifications to retain certification. Wihlborgs' Environmental Manager is responsible for developing, coordinating and following up environmental certification and acts as Sweden Green Building Council's contact.</p>
	<p>Governance</p> <p>This topic is controlled through environmental legislation, signature of the UN Global Compact, Wihlborgs' ethical guidelines and our environmental policy. We aim to certify all new production in accordance with SGBC Gold, and larger redevelopments and extensions over SEK 5 million should also generally be certified. Wihlborgs has also prepared a project-adapted environmental programme, based on Swedish environmental legislation and internally expanded environmental ambitions, which sets minimum levels for all our construction projects. Environmental certification and its management are also described as part of this programme.</p>
	<p>Risks</p> <p>Environmental certification of our buildings means Wihlborgs can prevent risks arising since certification focuses on low energy consumption, documented compliance with BBR requirements and control of the hazards posed by building materials to the environment and health. We also ensure that we meet applicable and future regulatory requirements in parallel with avoiding increased costs for new energy and environmental taxes. Moreover, we strengthen our capacity to comply with the environmental and climate expectations and demands of investors and tenants.</p>
	<p>Follow-up</p> <p>CRE8 Share of certified buildings</p>

CERTIFIED BUILDINGS

CRE8 Share of certified buildings

Status of environmentally certified buildings at Wihlborgs, 31 December 2017

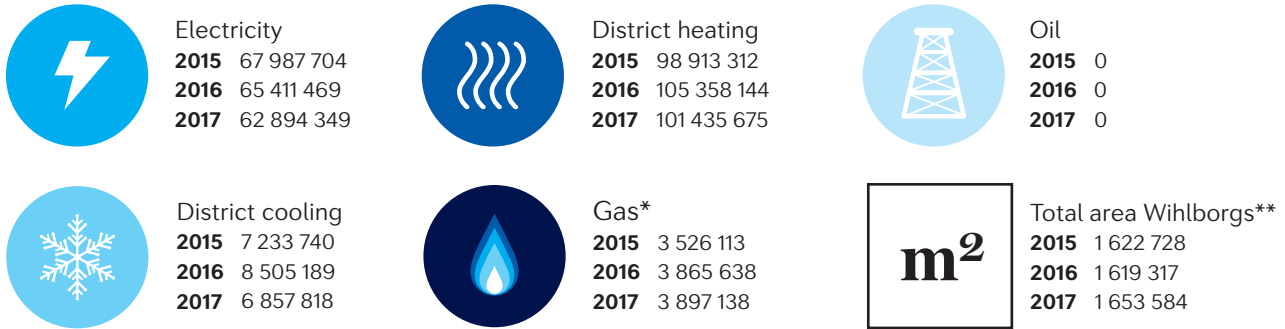
Area	Property	SGBC	LEED	BREEAM	Status
Malmö	Gängtappen 1	SGBC Silver			Certified 2016
Malmö	Gängtappen 2	SGBC Silver			Certified 2013
Malmö	Kranen 8 (Ubåtshallen)	SGBC Silver			Certified 2016
Malmö	Nora 11	SGBC Silver			Certified 2016
Malmö	Skåneland 1	SGBC Silver			Certified 2015
Malmö	Bure 2 (Origo)	SGBC Gold			Ongoing
Malmö	Gimle 1 (Dungen)	SGBC Gold			Ongoing
Malmö	Kranen 9 (existing)	SGBC Silver			Ongoing
Malmö	Kranen 9 (extension)	SGBC Gold			Ongoing
Malmö	Sirius 3	SGBC Gold			Ongoing
Malmö	Uven 9	SGBC Bronze			Ongoing
Lund	Armaturen 4	SGBC Silver			Certified 2015
Lund	Landsdomaren 6	SGBC Silver			Certified 2013
Lund	Landstinget 2	SGBC Silver			Certified 2015
Lund	Syret 3 (Ideon Gateway)	SGBC Gold	LEED Platinum		Certified 2013
Lund	Östra torn 27:12*	SGBC Gold			Certified 2014
Lund	(MAX IV, block E, offices)			BREEAM-SE Outstanding	Certified BREEAM Design Stage in 2015
Lund	Östra torn 27:12*	SGBC Gold			Certified 2015
Lund	(MAX IV, blocks A-D)				
Lund	CMU Flexenheden	SGBC Gold			Ongoing
Lund	Posthornet 1	SGBC Gold			Ongoing
Lund	Diabasen 1	SGBC Gold			Ongoing
Helsingborg	Floretten 4	SGBC Gold			Certified 2014
Helsingborg	Polisen 5 (extension)	SGBC Gold			Certified 2017
Helsingborg	Sadelplatsen 13	SGBC Bronze			Certified 2015
Helsingborg	Terminalen 1 (Knutpunkten)	SGBC Gold			Certified 2015
Helsingborg	Ursula 1 (Prisma)	SGBC Gold			Ongoing

* 50 percent owned by Wihlborgs via the company Fastighets AB ML 4, which is a joint venture between Wihlborgs and Peab.

ENERGY CONSUMPTION

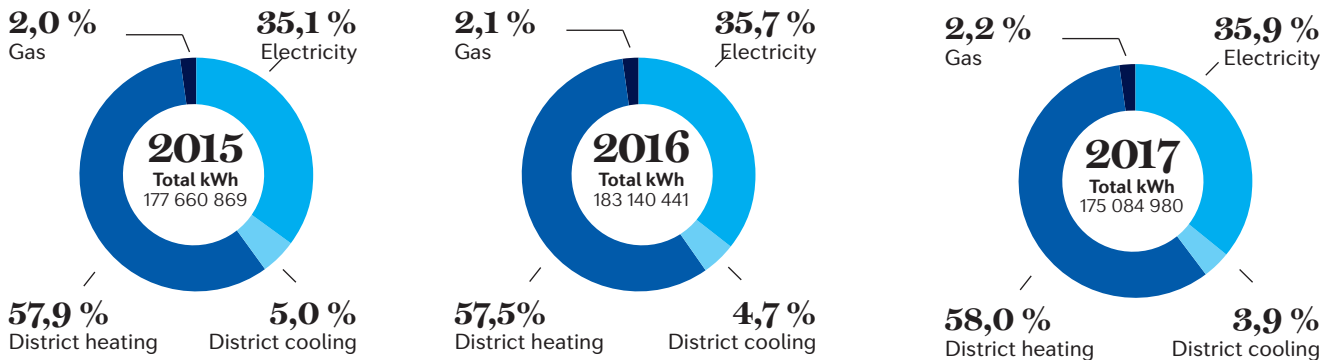
302-1 Energy consumption within the organisation

Total energy consumption, kWh Electricity, heating, cooling, gas, oil (properties)

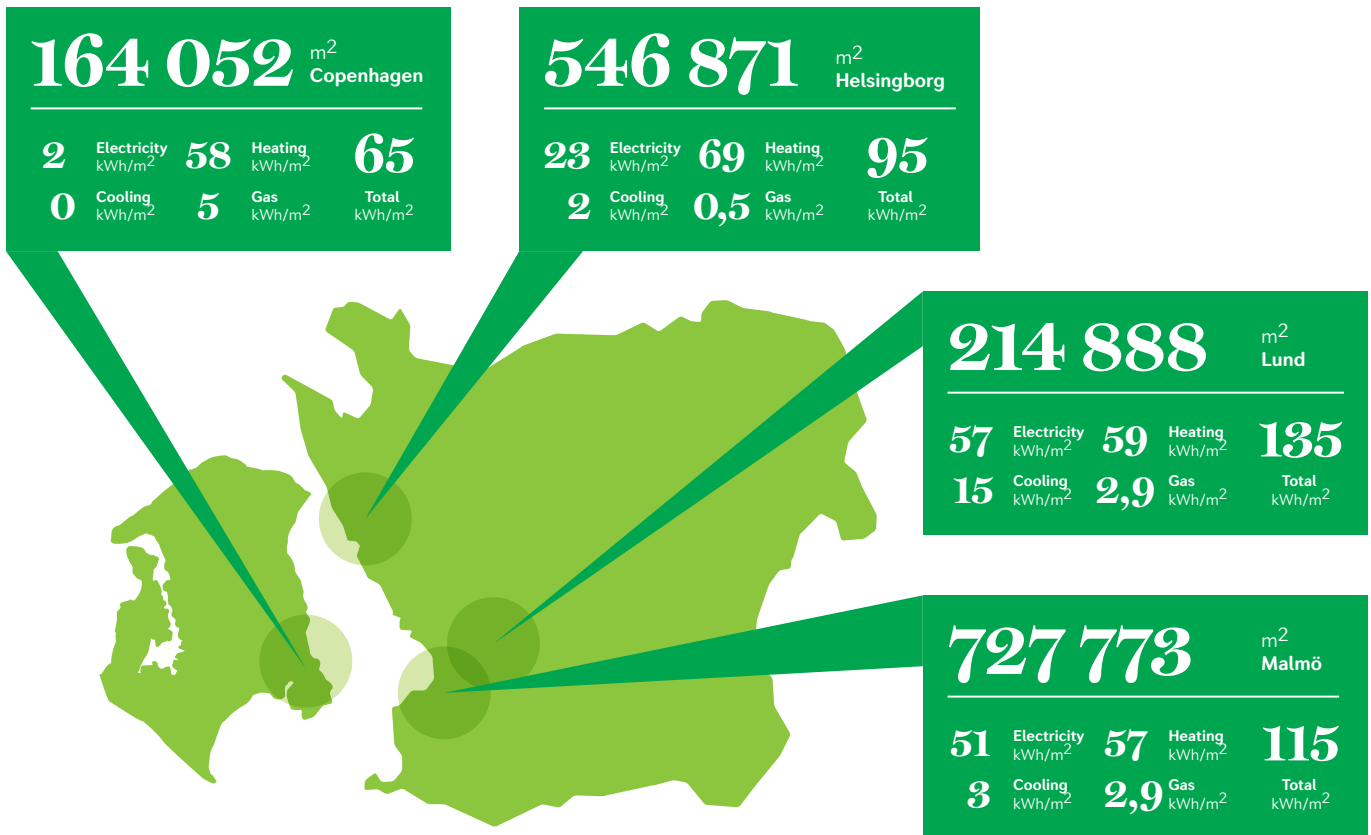


* 29 percent of our gas consumption is renewable biogas (other gas used is fossil natural gas)
 * 413,290 m2 in Denmark is not included because a portion of this area pertains to cold storage and another portion pertains to acquired properties for which energy data has not been quality-assured.

Energy consumption, kWh, percent



302-3 Energy intensity

KWh per region and m² in 2017**Wihlborgs' energy consumption in Sweden allocated over 1,489,532 m²**

Electricity 42 kWh/m² Cooling 5 kWh/m² Heating 62 kWh/m² Gas 2 kWh/m² Total 110 kWh/m²

Wihlborgs' total energy consumption allocated over 1,653,584 m²:

Electricity 38 kWh/m² Cooling 4 kWh/m² Heating 61 kWh/m² Gas 2.4 kWh/m² Total 106 kWh/m²

* 413,290 m² in Denmark is not included because a portion of this area pertains to acquired properties for which energy data has not been quality-assured and another part pertains to cold storage.

EMISSIONS**305-5 Reduction of GHG emissions**

The table below shows the percentage of renewable energy. Read more about our efforts to reduce our climate impact on pages 64–65 of the Annual Report.

E.ON	100	100	100	0
Öresundskraft	100	100	100	100
Kraftringen	100	100	100	100

* Renewable refers to allocated fuel in energy production that is not derived from fossil fuels such as coal, oil or natural gas.

305-1 Direct (Scope 1) GHG emissions**305-2 Energy indirect (Scope 2) GHG emissions****305-3 Other indirect (Scope 3) GHG emissions****Wihlborgs' total CO₂ emissions in tonnes over the past three years****

Year	2017	2016	2015
Scope 1 Tonnes	478	348	441
Scope 2 Tonnes	3,624	5,704	8,010
Scope 3 Tonnes	64	68	63
Total Tonnes	4,166	6,120	8,513

305-4 GHG emissions intensity**Wihlborgs' total CO₂ emissions, kWh/m²****

Area	m ² 2017	kWh/m ² Total	CO ₂ kg/m ² 2017	CO ₂ kg/m ² 2016
Malmö	727,773	115	0.6	5.3
Helsingborg	546,871	95	0.0	1.2
Lund	214,888	135	0.0	0.9
Total in Sweden	1,489,532	110	0.2	3.1
Copenhagen, Denmark	577,342	65	5.5	6.5
Total in Sweden and Denmark	2,066,874	106	1.8	3.5

** For our Danish operations, the figure is based on a standard of 72 percent of Wihlborgs' property portfolio (energy consumption + energy mix based on the average across 20 properties that have actual values for 2017). Fuel consumption in Denmark corresponds to actual values for 2016 plus an increase of 20 percent in the volume of fuel.

Attractive employer

Our vision is to be the best workplace in our industry by 2020. Achieving this means we have to promote a sustainable work environment (the working environment, health and safety), the development of individuals and teams (professional skills development) and inclusion (diversity and equality).

Each year, the Board adopts an HR strategy and the Group Management is tasked with its implementation. Wihlborgs' HR

Department, comprising two people, sets up focus areas and activities linked to the strategy and drives day-to-day work in close collaboration with managers, the CSR Group, the work environment committee and other employees. For guidance, please refer to laws, policies, procedures and guidelines (see below). Managers and the HR Department have responsibility for ensuring compliance with the above. There is an HR Manager in Denmark with responsibility for implementing targets and procedures in the Danish operations. This is done in collaboration with the Director of HR & CSR in Sweden.

103-1 Explanation of the material topic and its Boundary

103-2 The management approach and its components

103-3 Evaluation of the management approach

MATERIAL TOPIC	
403 – OCCUPATIONAL HEALTH AND SAFETY	<p>Description and Boundaries</p> <p>We apply a targeted approach to ensure a good work environment for our employees and, naturally, the approach complies with the rules in place to prevent ill-health and accidents at work. We follow the Swedish Work Environment Act and the rules covering how employees and employers are to work together. We limit such reporting to employees directly employed by Wihlborgs and their work environments, the properties we own, our offices and travel back and forth.</p>
	<p>Governance</p> <p>Work environment efforts are led by the Director of HR & CSR, who formulates targets and frameworks for the area. Operative implementation is carried out by managers in the organisation and by a work environment committee (in Sweden), which applies a systematic work environment management approach. Governing documents for the area include:</p> <ul style="list-style-type: none"> - The Swedish Work Environment Act and AFS provisions (e.g. AFS 2015:4 and AFS 2001:1) - Work environment policy - Policy & action plan to combat discriminatory treatment - Policy & action plan to combat at-risk use and abuse <p>We measure and follow up both the physical and the psychological work environments through health checks, career development reviews and through our annual employee survey.</p> <p>Sub-targets for the area include:</p> <ul style="list-style-type: none"> - the workplace should be perceived as safe by our employees - sick leave levels should be low (under 3 percent) - the majority of employees should use the wellness allowance and participate in the company's wellness allowance initiatives.
	<p>Risks</p> <p>Not working proactively with health/occupational health and safety entails a risk of eroding the company's skills and talents (through sick leave or, in a worst-case scenario, fatalities). This is both costly and unsustainable. Work environment/health and safety-related risks are identified through risk inventories, work environment inspections, career development reviews, employee surveys and periodic health checks. Employees who spend time in and around the properties we own are exposed to occupational risks of a physical nature. These are identified and documented through annual risk inventories and followed up at work environment meetings, at which, decisions are taken on measures and monitoring as well as whether the measures should be implemented at more locations in the operations. Office staff could be exposed to risks inherent in the design of the work environment as well as the risk of stress. These risks are identified and documented via safety inspections and/or through the annual health check conducted by the occupational healthcare provider. We are working with this type of risk assessment from different perspectives through our systematic work environment management efforts.</p>
	<p>Follow-up</p> <p>403-1 Workers representation in formal joint management-worker health and safety committees</p> <p>403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities</p> <p>Employee index</p> <p>Sick leave</p> <p>Work-related accidents</p> <p>Near-accidents</p>

MATERIAL TOPIC	
404 TRAINING AND EDUCATION	<p>Description and Boundaries</p> <p>It is important to ensure the skills supply and the development of employees' talents if we are to deliver good quality to customers and to create opportunities for the organisation/team/individuals to develop. Skills development is about how we leverage new know-how and transform it into new or more well-developed skills. Reporting is limited to our employees even if, in several areas, we work together with other players to develop jointly.</p>
	<p>Governance</p> <p>Securing the skills supply and developing employees' talents in different areas is led by the Group Management. Needs are identified through the company's strategy process and through the annual career development reviews. Goals and plans for the coming year are decided by the Group Management and are implemented by the HR Department. The framework for this work is on the intranet, as are the procedures for when and how career development reviews are conducted. Based on the company's overall goals, objectives are set at regional and Group level in the strategy process, and each manager is responsible for ensuring that their respective employees have the resources and skills required to meet the performance targets. The career development reviews encompass both performance targets and behavioural targets and document what employees need to reach these targets.</p> <p>Sub-targets:</p> <ul style="list-style-type: none"> - Each employee has one career development review per year (Q1) and is also offered a follow-up (Q3). - The majority of the managerial positions are filled with internal candidates.
	<p>Risks</p> <p>Our skills, know-how and ability to meet customers, identify the right deals, and negotiate and deliver the right services in an efficient manner provide us with competitive advantages and if we do not develop these skills, we could jeopardise our market position, our profitability and, in the long term, our very existence. Not working with objectives, expectations, priorities and feedback would also increase the risk of employees leaving Wihlborgs to move to competitors to enjoy more meaningful and challenging work conditions.</p>
	<p>Follow-up</p> <p>404-3 Percentage of employees receiving regular performance and career development reviews Own indicator: Percentage of managerial positions filled by internal candidates</p>
405 – DIVERSITY AND EQUAL OPPORTUNITY	<p>Description and Boundaries</p> <p>We believe that a diversity of perspectives, experience and culture enriches an organisation. We are therefore working on different approaches for inclusion and equal opportunities within the company. We use gender and age to measure diversity but, for the present, have chosen not to measure diversity based on ethnicity. Based on the new General Data Protection Regulation (GDPR) and more stringent privacy protection, we have balanced interests and chosen not to share personal information (social security numbers) to measure diversity.</p>
	<p>Governance</p> <p>We comply with applicable Swedish legislation such as: AFS 2015:4 Organisational and social work environment provisions Wihlborgs also has its own policies on the area: Equal opportunity policy and policy to combat discriminatory treatment.</p> <p>The work is led by the Group Management and the HR Department sets goals and activities.</p> <p>Sub-targets:</p> <ul style="list-style-type: none"> - Equal pay for equal and equivalent work – salary survey - Equal opportunities for development (i.e. gender distribution of managers)
	<p>Risks</p> <p>One-track thinking when recruiting risks generating work groups that become too homogeneous and may result in a lack of creativity and dynamism. Moreover, there is considerable risk that competent candidates could be missed.</p>
	<p>Follow-up</p> <p>405-1 Diversity of governance bodies and employees.</p>

403 OCCUPATIONAL HEALTH AND SAFETY

403-1 Workers representation in formal joint management-worker health and safety committees

All of the employees in Sweden are represented in our work environment committee. The committee comprises representatives for non-salaried and salaried employees and representatives from each of our regions in Sweden. The same now applies for the Danish work environment committee, which has representatives from property management, external environment and restaurant operations.

403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities*

Wihlborgs has a low rate of sick leave. In 2017, the rate was 1.73 percent (1.03) in Sweden, with the corresponding figure for Denmark totalling 2.54 percent (2.52). Long-term absence (60 days or more) represented 31.15 percent (0) of total sick leave. In 2016, we had no near-accidents, one minor work-related accident, no work-related illnesses and no fatalities.

With respect to our project activities, we had no accidents or near-accidents in 2017 and no near-accidents where we were responsible for reporting an injury. In all of the projects we carry out, the contractor bears full responsibility for acting as the construction work environment coordinator (BAS-U), which also entails

* We consider it irrelevant to report details regarding frequency or to break information down by gender/region/employment category.

responsibility for preparing an occupational health and safety plan as well as for training and follow-up.

In 2017, our contractors reported 24 accidents, of which eight resulted in sick leave of one day or more. The most serious accident was a broken bone from stumbling. The majority of the accidents resulted from tripping, slipping or missing one's footing. Some accidents pertained to burn injuries on hands when gloves were not used and smaller cuts from using hand tools.

In addition, 20 near-accidents were reported that did not result in any injury, but pertained to events that could have caused an injury. Even if responsibility for reporting preventive work is incumbent on the contractor, we follow up work environment factors and work continuously to improve preconditions for a good work environment in our projects.

404 TRAINING AND EDUCATION

404-3 Percentage of employees receiving regular performance and career development reviews

98 percent of permanent employees in Sweden had career development reviews in 2017. In Denmark, 100 percent of the employees had career development reviews. The reviews are conducted during the February–April period and only permanent employees are included in the statistics. The reason why some individuals did not have reviews in the spring is that it a managerial change was ongoing at the time. Hourly and temporary employees do not have these documented career development reviews.

405 DIVERSITY AND EQUAL OPPORTUNITY

405-1 Diversity of governance bodies and employees

Age distribution, percent

	men under 30	women under 30	men 30–50	women 30–50	men over 50	women over 50
Management						
Board of Directors	–	–	14.2	42.9	42.9	–
Group Management	–	–	–	60.0	40.0	–
Managers	–	–	22.7	36.4	36.4	4.5
Employees						
White-collar employees	5.5	5.5	20.9	28.5	24.2	15.4
Blue-collar employees	24.6	3.1	21.5	4.6	43.1	3.1
Total employees	13.5	4.5	21.2	18.6	32.0	10.2
Sweden						
White-collar employees	3.9	–	24.7	27.3	27.3	16.8
Blue-collar employees	–	–	29.6	7.4	63.0	–
Employees in Sweden	2.9	–	26.0	22.1	36.5	12.5
Denmark						
White-collar employees	14.4	35.7	–	35.7	7.1	7.1
Blue-collar employees	42.1	5.3	15.8	2.6	28.9	5.3
Employees in Denmark	34.6	13.5	11.5	11.5	23.1	5.8

See page 2 for information about gender distribution.

Commitment to the region and its community

We focus on two topics in this area: local investments and purchasing, and societal commitment. The framework for commitment to regions and communities is established by the Group Management. Day-to-day work in terms of local investments is managed by the Procurement Director and in terms of societal commitment by the Director of HR and CSR, and the sponsoring business developer. Read more under the respective topic below.

MATERIAL TOPIC	
201 – LOCAL PURCHASES	<p>Description and Boundaries</p> <p>This topic pertains to Wihlborgs, as far as possible, prioritising local purchases. By engaging local suppliers, we help the business community grow and develop, thereby creating new business opportunities for Wihlborgs. Another positive effect can also be a reduction in transportation. This topic is limited to Wihlborgs, suppliers to operations in Sweden and society in general. Wihlborgs' definition of a local supplier or contractor is that the company must have an office or operations in the Öresund region, but does not need to have its head office located there.</p>
	<p>Governance</p> <p>The Procurement Director is responsible for ensuring that Wihlborgs prioritises local suppliers in procurements and when signing framework agreements. In 2018, the purchasing policy will be updated with a section on prioritising local suppliers. The Procurement Director reports to Wihlborgs' CEO and reports on an ongoing basis to the Group Management.</p>
	<p>Risks</p> <p>Wihlborgs is a major player and purchases products and services for significant sums. If we do not choose local suppliers, we risk negatively impacting development for business and for enterprises in the region. There is also a risk that the transportation of goods and people will be longer, which could be more expensive and negatively impact the environment.</p>
	<p>Follow-up</p> <p>204-1 Proportion of spending on local suppliers</p>
SOCIETAL COMMITMENT (OWN TOPIC)	<p>Description and Boundaries</p> <p>Socially prosperous cities together with positive and vibrant urban environments are vital in terms of creating healthy and sustainable development for both individuals and companies. Through sponsorship and other types of support, we promote initiatives that are in line with our ambition to help improve job prospects and educational opportunities, and to promote diversity and equality. We also take our own initiatives in these areas. It is also important for the region to have the right preconditions for business start-ups and for entrepreneurs to receive help when setting up dynamic businesses. This topic is limited to Wihlborgs, the partners with which we have collaboration agreements and society in general.</p>
	<p>Governance</p> <p>Wihlborgs' sponsorship policy comprises the governing document for this area. Responsibility rests with the Group Management. The sponsoring business developer drives efforts together with the Director of HR and CSR.</p>
	<p>Risks</p> <p>It is important to set clear requirements for our business partners in terms of ethics, morals and values. Sponsorship partnerships where such requirements are not set risk promoting unsound behaviour or increasing the risk of adverse events that may negatively impact both Wihlborgs and the association/partner concerned.</p> <p>Another aspect is that new generations are setting more stringent requirements on employers in terms of commitment and values. If we do not clearly communicate our values and the kind of initiatives we support and contribute to, Wihlborgs risks becoming less attractive as an employer.</p>
	<p>Follow-up</p> <p>Our own indicator is used to measure this topic: "Share of sponsorship initiatives directly linked to societal commitment/community commitment."</p> <p>Moving forward, Wihlborgs' objective is to develop the measurement of our support and sponsorship to be able to evaluate the positive impact these have on the company and on society.</p>

Key figures and calculations

To ensure the key figures in the Sustainability Report are reliable, procedures for calculating greenhouse gas emissions are compiled below. The calculations are made based on the Greenhouse Gas Protocol (GHG Protocol) reporting standard, and are calculated in line with scopes 1–3.

Calculation and reporting principles governing climate impact

SCOPE 1

Service vehicles and company cars

The climate impact of Wihlborgs' service vehicles in its Swedish operations is calculated based on annual fuel consumption (petrol, diesel, natural gas, ethanol and biogas) in litres or cubic metres reported by the supplier, Autoplan, to Wihlborgs' Personnel Manager. The volume is multiplied by emission factors from the Swedish Transport Administration and the Swedish Petroleum and Biofuel Institute (SPBI). For operations in Denmark, fuel consumption is based on actual figures for 2016, including estimated volume increases of 20 percent for 2017.

Refrigerants

The climate impact of refrigerants (R407C, R410A, R404A, R417A and R22) used by Wihlborgs in Sweden is calculated based on the amount of leakage measured during the year. In 2017, the supplier started to present global warming potential (GWP) translated figures to Wihlborgs, which means that leakage is presented directly in tonnes of CO₂ equivalents and not in kg specific refrigerants as in previous years.

Fuel, Emission factor

Petrol, 2.36 kg CO₂ equiv/litre, SPBI
Ethanol (85%, 50/50 summer/winter) 0.47 kg CO₂ equiv/litre, SPBI
Diesel, 2.53 kg CO₂ equiv/litre, SPBI
Natural gas, 2.58 kg, CO₂ equiv/m³, Swedish Transport Administration
Biogas, 0.51 kg CO₂ equiv/litre, Swedish Transport Administration

SCOPE 2

Energy use

Energy use includes all energy purchased by Wihlborgs and handled within the Group. This means that the purchased energy includes the energy where Wihlborgs is the principal for the property and counterparty with the energy supplier. It also includes all of the energy used in all of Wihlborgs' offices in Malmö, Helsingborg, Lund and Copenhagen. For Copenhagen, 20 properties (164,052 m²) are included with their actual consumption for 2017. Based on the en-

ergy mix and the average consumption for these 20 properties, the remaining portfolio (413,290 m²) is included in the climate estimate based on a standardised value per square metre.

The purchase of energy includes electricity, district heating, fossil gas, district cooling and biogas. The conversion factors used for energy are based on the actual values received from energy companies in Sweden and Denmark. Energy consumption figures for electricity, district heating, fossil gas, district cooling and biogas are multiplied by the conversion factors from each energy supplier.

The environmental values of our chosen forms of energy are based on direct CO₂ emissions linked to the choice of fuel in the production. In Helsingborg, climate compensation is included in the environmental values for district heating gold based on carbon credits (CDM and CER) from Öresundskraft¹. At present, E.ON does not include operating losses of refrigerants as an environmental impact of district cooling.

SCOPE 3

Air travel

Figures for emissions of carbon dioxide from air travel for the Swedish operations are received from Wihlborgs' business travel agency.

Private cars used for business

Emissions from the use of private cars on business are based on employees reporting the number of kilometres driven. The fuel is assumed to be petrol for all private cars used for business. The route is multiplied by the emissions factor for petrol. See the table on the previous page for service vehicles and company cars.

Waste

The climate impact from waste occurs both when transporting waste and when disposing of the various categories of waste. The climate impact of transporting and disposing of waste is calculated based on the total weight multiplied by emissions factors indicated by Suez and Ragnsells, respectively, in Sweden which are the commercial/private companies used by Wihlborgs to handle waste. (Waste handled by public sanitation organisations is not included, since these do not provide statistics for waste collected including climate calculations).

Purchase of energy SCOPE 2 — emission factors

Öresundskraft	g CO ₂ equiv/ kWh	0	–	0	–	0	0
E.ON	g CO ₂ equiv/ kWh	0	–	0	205	0	–
Kraftringen	g CO ₂ equiv/ kWh	0	–	0	–	2.23	0
Denmark	g CO ₂ equiv/ kWh	230	68.0	–	204	–	–

¹ <https://oresundskraft.se/foeretag/produkter-tjanster/fjaerrvaerme/fjaerrvaerme-guld>