

ESG Questionnaire

June 2021

General Industry

Please list the industry's three biggest sustainability-related challenges

Industry: Daily goods real estate market

Urbanisation, lack of electricity – especially green sustainable electricity and old cooling and freezing facilities in use- especially in smaller stores.

How does the firm compare to industry peers regarding sustainability initiatives? Above, on par, or below?

Above/on par with industry peers.

Is the company a signatory of the UN Global Compact or Science Based Targets, report to the CDP or engage in any other relevant sustainability initiatives?

We report in our annual report on UN Global Compact goals and we report to GRESB.

Environmental

Please list, if any, the firm's climate-related opportunities

We have solar panel plants on 28 of our properties' roofs that save CO2 with 421 ton. Continue to invest in smaller stores to prevent use of long travels to grocery stores by the consumers.

Please list the firm's three primary risks related to climate change

Higher temperature leads to need for more capacity of cooling and freezing which leads to higher consumption of electricity. Higher insurance cost with higher risk for damage with climate change. Extreme weather will increase the need for capex and maintenance.

Does the firm anticipate any climate-related investments?

Not in the short term or mid term.

Does the firm rely on any scarce resources for its operations? If so, what efforts are made to mitigate the risk of those resources becoming even more scarce in the future, e.g. recycling, reusing, substitutes or improved resource efficiency?

No.

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 effected? If yes, is the firm well positioned to handle that risk?

No. We are helping with the transition with our solar panel plants on our roofs.

Please list the firm's (1-2) primary means of making a positive environmental impact or minimising negative environmental impact. (If applicable please list the corresponding most relevant UN Sustainable Development Goals) How are they tracked and communicated?

We are stimulating the tenants' environmental efforts and prioritising tenants with their own environmental ambitions. We cooperate with our tenants to build solar panel plants on our roofs and we encourage that our premises are used for recycling bins etc. We continue to buy and maintain stores in small cities to minimize travels and to contribute to a living local community.

Social

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

No.

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

Yes we contribute to a living local society by buying and maintaining stores in smaller cities. We have also supported our smaller tenants during the Covid-19 pandemic so that they could open their business again after shut down in Finland.

Circular economy: How are purchases and waste managed? Please list the firm's demands on its suppliers, if applicable

We have very small purchases and waste since our tenants themselves are responsible for purchases in the grocery stores and waste management. We buy properties which has the main grocery chains as tenants since they are working very hard with ESG issues.

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

Our main suppliers have to commit to work according to Cibus' code of conduct and all other policies. This is audited quarterly and they have to report any breaches of Cibus policies.

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?	We have a whistle-blower function that is handled by an external independent actor. It is available on Cibus' website www.cibusnordic.com . There has been no ongoing or historical incident regarding breaches to Cibus' code of conduct including bribery. Measures taken is our policy for authorization that includes that no one can purchase or make payments by themselves.
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. It is the largest stock exchange in the Nordics with the largest peers of real estate companies.
Are there independent members on the Board of Directors?	All members are independent.
Please state if and to what extent, the company has transactions with related parties?	There are no transactions with related parties after 30 September 2020.
Is the remuneration of the CEO and other members of the management team in line with industry peers? Which KPIs dictate the remuneration (particularly if sustainability and gender diversity are included)?	In line with peers. The KPI:s has so far been profitability and growth.
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 2 out of 5 members are women. In the management team 1 out of 4 members is a woman.
Is the Head of Sustainability a member of the management team? If not, who does that person report to?	Yes.

Policies and agreements in place

Union agreement	No
Code of Conduct	Yes
Diversity policy	Yes
Anti-corruption policy	Yes