

ESG Questionnaire

March 2022

General Industry

Please list the industry's three biggest sustainability (ESG)-related challenges and briefly describe the process for identifying these challenges

Industry: Daily goods real estate market

1. Extreme weather. This could damage our properties and make it impossible to insure the properties in the future.
2. Lack of electricity- especially green sustainable electricity.
3. Old cooling and freezing facilities in use- especially in smaller stores.

Cibus discusses risks on every management meeting and have a risk workshop with the board annually.

Does the company have a Science Based Target, report to the CDP or engage in any similar sustainability initiatives?

Cibus does not have any Science Based Target set yet but we are working together with Gaia to document our carbon footprint and set goals to reach to be CO2 neutral by 2030. We report in our annual report 2021 on UN Global Compact goals and EPRA Sustainability Measures. We also report to GRESB.

Have you conducted any preliminary assessments of your company in relation to the EU Taxonomy? If so, what was the outcome?

The company is not covered under the Non-Financial Reporting Directive since the company has less than 250 employees. Hence, we do not report on the basis of the green taxonomy for year 2021 and have not made any preliminary assessment.

Environmental (1/2)

Please list the firm's three primary risks related to climate change and if any, the firm's climate-related opportunities

1. Higher temperatures in the Nordics: will result in an increased need for cooling and freezing for the grocery stores in our property portfolio, leading to higher energy consumption and higher costs. Cibus is well positioned to address this risk by continuously working to improve the energy performance of our portfolio and increase the share of buildings with environmental certifications. We also promote renewable energy solutions in our properties, for example, we have installed solar panels on 39 of our properties – saving about 690 tonnes of CO2 emissions.

2. Physical climate risks: such as extreme climate events, may imply higher insurance costs and costs associated with property damage in those cases the damage is not covered by insurance. Changed weather conditions is also associated with increased costs for maintenance and increased investment needs to improve the resilience of buildings against climate change.

3. Transport-related emissions: Cibus' real estate investments help to protect the local community so that people can do their errands close from home and without unnecessary transport. By investing in smaller stores and by establishing ourselves close to residential areas, with good access to public transport and bicycle lanes – even in smaller towns - accessibility is improved for end consumers while also reducing the need for transport.

Does the firm anticipate any climate-related investments, and if so to what extent?

Nothing that we need to do. We do have thoughts about building solar panel plants on some more of our roofs.

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?

Cibus does not rely on any scarce resources. Cibus buys already built properties. Our tenants, the best-in-class grocery chains, do the purchases and waste management for their businesses. They are taking recycling and waste management very seriously and all have targets to reduce their environmental footprint.

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?

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

Environmental (2/2)

Please disclose your Scope 1, 2 & 3 GHG emissions. If not available, do you have a time plan for when to start reporting?

They are disclosed in our annual reports. The annual report for 2021 has been made public on the 10th March.

Have you set a target to become carbon neutral? If so, how have you defined carbon neutrality?

Yes by 2030 on Scope 1 & 2.

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?

We cooperate with our tenants to build solar panel plants on our roofs. 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.

Our most relevant UN Sustainable Development Goals are 5,7,11,12,13 and 16 and they are described in our annual report.

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.

If applicable, please state your targets for gender and cultural equality and indicate the relevant split of men/women at every level of the firm, particularly the Board of Directors and management team

Board of directors 40% women.

Management team 25% women.

Employees 29% women.

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 in Finland during the Covid-19 pandemic so that they could open their business again after shut down.

How often does the firm conduct audits of its suppliers, and how often do you discover incidents not compliant with your code of conduct?

Our main suppliers must 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

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| 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 where persons anonymously can report any suspicion regarding corruption or bribery. This 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. |
| How many independent members sits 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 except the share option programs for the companies employees. |
| Which KPIs dictate the remuneration to management (are sustainability and diversity goals included)? | The KPI:s for 2021 was regarding profitability and growth. The KPI:s for 2022 do involve ESG targets. |
| 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 | ESG issues are a standing topic and discussed on every senior management meeting. There is a management meeting every month and minutes are made. The board discuss ESG issues several times per year on ordinary board meetings and during the strategy meetings with management. ESG is a topic when it comes to both the management and boards risk assessment which is done at least once a year. |
| Have you signed a Union agreement? | No. |