



28 October 2022

Statement of Continued Support

I am pleased to confirm that Intea Fastigheter AB (publ) ("Intea") reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Environment, Human Rights, Labour, and Anti-Corruption. In this annual Communication on Progress, we shortly summarize our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. See our Annual Report (2021) for the detailed sustainability report in line with the COP.

In addition to the laws, regulations, and rules applicable to Intea's operations, Intea has adopted several internal policies and guidance documents, for example in relation to environmental and sustainability issues, code of conduct, health and safety, anti-corruption and whistleblowing.

We are committed to the principles part of the strategy, culture, and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Mr. Henrik Lindekrantz

CEO



Environment

Evaluation, policy and goals

Overall environmental goal for Intea is to reduced carbon emissions to promote a good environment and reduced energy consumption. This is in part described in our Integrated Quality and Environmental Management System (according to ISO 9001 and ISO 14001) and the company Code of Conduct. We have also posted our company mapping to the UN Sustainable Development Goals.

Intea has decided that sustainability is an issue that should be considered in all decisions made in the company. This means conscious choices in favour of sustainability, even if this sometimes means higher costs. We have pushed the building manager to install solar panels, switch to electric car and invest in charging stations in the parking area. All newly constructed buildings are to be environmentally certified under one of the current environmental certification schemes. Majority of the amount of the company's management cars has been upgraded to fully electric cars.

Working closely with our tenants is important to us. By improving together, we can create good work environments and improve the well-being of the people who occupy our buildings. The same applies to the potential for reducing the carbon footprint. Frequent dialogue, collaboration, and continuous improvement work where we improve energy efficiency, implement smart solutions, and motivate people to take individual responsibility to reduce both their energy consumption and their waste, all contributes to reducing the carbon footprint.

Intea has identified a strategy that will gradually replace the current linear economy by moving to a circular economy, in order to achieve the set targets, as well as the benefits and results for more sustainable construction of our properties.

Implementation

Intea has a division dedicated to environmental and sustainability services. Our sustainability specialists help to drive and implement our goals in this area. In addition, we perform annual reports on environmental issues CO₂-footprinting according to the Greenhouse Gas Protocol standard (GHG). Today, Scope 1 and Scope 2, which include direct emissions from company cars and indirect emissions from purchased energy, are covered.

The development of accounting methods for projects was produced by the sustainability department. The project managers are responsible for completing this before the end of the financial year. The project team has done a great work in implementation of climate-calculation and start a process of LCA and LCC in relationship to the traditional cost analysis as a broader decision basis for each project. To fulfill our Code of Conduct, we aim to place environmental demands on our suppliers and have high environmental requirements for the goods and services we purchase.



Measurement of outcomes

As part of our environmental and sustainability goals and transparency, Intea certifies all newly constructed buildings according to: BREEAM, LEED and/or Miljöbyggnad.

When signing new leases with new tenants, we always include a sustainability cooperation agreement, according to our sustainability goals. All electricity that the company is consuming is renewable. Adding up, we also work on reducing our carbon footprint from longer business trips by choosing more environmentally friendly alternatives.

Human Rights

Evaluation, policy and goals

Intea adheres to Swedish legislation. Our Integrated Quality and Environmental Management System (according to ISO 9001 and ISO 14001), and Code of Conduct, are guidelines for how we at Intea supervise our business in an ethical, social and sustainable manner. Our overall goal for human rights is to maintain our record of no formal complaints or legal breaches in this area.

Currently there is no specific goal placed on our suppliers, but we hope to integrate this into our Human Rights goals within the next several years.

Implementation

We have ensured that all our employees are provided with all our company policies, guidelines and the Intea employee handbook. If concerns are raised, then we promptly investigate and take the necessary action. Our Code of Conduct are posted on our company website. We have an open-door policy to capture complaints but also have frequent administrative meeting where suggestions and/or injustices can be openly communicated. Our organization is still quite small and there is very little hierarchy and therefore all communication is open and welcomed directly to our CEO.

Measurement of outcomes

The Intea Code of Conduct was distributed to all employees. During this past reporting period, no formal complaints or legal issues related to Human Rights was received.

Labour

Evaluation, policy and goals

Intea fully supports and adheres to the strict laws in Sweden regarding freedom and labour practices. We put strong focus and attention on open dialogue to identify and resolve issues before they become problems. Our employee handbook covers policies concerning our employee rights, discrimination, equality, and compensation and responsibilities. Our CEO has ensured that the company's policies on health and other insurance as well as pension coverage is aligned with and better than branch standard. An action taken during the year was to create better bonds among our employees with activities and events (e.g., volunteering).

Our work environment is a critical part of our business, and we are always seeking to improve and make changes as desired by the employees. Intea provides compensation for wellness costs, free



breakfast and fruits, access to work mobile telephone for private use and ergonomic equipment (height adjustable desks, stand-up mats, ergonomic chairs).

It is important for Intea to reduce stress within everyday life, for that matter, we have a flexible and are open-minded regarding work from home to achieve work-life balance for our employees. We strive to have a good gender, background, and age balance within our organization, with a focus on and importance to value competence and how our employees fit in our organization. It is important to us that all employees feel that they have a say in our overall development. We are convinced that a culture that understands learning as a natural aspect of everyday life and where everyone has a say will create optimal conditions for an open and inclusive workplace.

Implementation

We have provided all our company policies, guidelines and the Intea employee handbook to everyone within our organization. We have also ensured that all our employees are provided with training opportunities as requested. If concerns are raised, then we promptly investigate and take the necessary action. We have an open-door policy to capture injustices. Our organization is still quite small and there is very little hierarchy and consequently all communication is open and welcomed directly to our CEO or COO.

Measurement of outcomes

The employee handbook was updated in December 2019 and distributed to all employees. In accordance with the General Data Protection Regulation, we measure gender equality, sick of leave and workplace accidents among our, total 45 (2021), employees.

Anti-Corruption

Evaluation, policy and goals

Sweden signed the UN Convention against Corruption on December 9, 2003 and ratified our commitment on September 25, 2017. Intea has a policy on Anti-Corruption, which is yearly distributed to all employees. The policy was updated in May 2022. In addition, Intea's Code of Conduct and company employee handbook are guidelines for how we supervise our business in an ethical, social and sustainable manner in accordance with the UN convention.

Implementation

We implement policies related to corruption in all our process, business cases and relationships to tenants and relevant shareholders. Intea has a very strict policy on Anti-Corruption, as this is one of the companies most important guidelines. Any reported corruption will be dealt with in accordance with company policy and external authorities.

Measurement of outcomes

During this past reporting period, Intea had no known corruption issues. The employee survey showed no signs of being exposed to or involved with bribery.