

SUSTAINABILITY APPENDIX 2016

Diös



SUSTAINABILITY APPENDIX - CONTAINING EPRA INDICATORS AND ADDITIONAL GRI MATERIAL

This material contains supplemental information to sustainability reporting in the annual report in 2016.

Diös Sustainability Reporting follows the guidelines of the Global Reporting Initiative (GRI G4), level Core and GRI's industry-specific extensions for the construction and property sector. Sustainability Reporting are made each year in the annual report and in the sustainability appendix. The Sustainability Report 2016 was our first report.

This appendix contains data reported under EPRA (European Public Real Estate Association) latest recommendations; Best Practices Recommendations on Sustainability Reporting, sBPR.

EPRA PERFORMANCE MEASURES

We report on 17 of the 18 EPRA sustainability indicators. Data are presented according to the latest guidelines from the EPRA; sBPR.

We are not able to present data for waste because we have not any reliable method to collect data from all the vendors and process in our statistical system.

EPRA OVERARCHING RECOMMENDATIONS

Compilation of data in the table on pages 2-3 of this Appendix.

ORGANISATIONAL BOUNDARIES

Our sustainability reporting is restricted to properties where we have control in accordance with the principles of the Greenhouse Gas Protocol. This distinction provides us with good conditions to be able to report the data that we can directly influence. Properties where tenants have control over the agreement for t.ex. electricity, heat and water are thus excluded. We have not access to measurement data and therefore no ability to report the data reliably.

COVERAGE

The number of properties that are included in the indicators are mentioned next to each indicator in the table.

Even though we have access to reliable data for most of our properties, we are working continuously to automate the retrieval of data from our energy and water meters and facilitate access to more comprehensive statistics. Access to data per hour and faster access to the statistics simplifies our work with the operating efficiency.

The proportion of possible properties to report in absolute terms excludes properties sold but includes the acquired properties. Sold properties are removed from our follow-up system in connection with the sale. In order to get better comparisons between years in the cases we have acquired real estate during the year, the reported data even for previous years on these properties are included.

Today we cannot present data for waste because we have not yet a developed approach to collect data from all suppliers, and then manage this in our statistical system.

The areas used to calculate the intensity of the energy, water and emissions is rentable area adjusted by 1.15 to get Atemp.

For emissions according to Scope 1 we only report the statistics for service vehicles and company cars, since we do not use the fuel for building management in the current stock.

Data for electricity, heating, cooling, water and carbon dioxide is provided by the suppliers, emission data for Scope 1 is provided by Volvo Finans and is calculated based on the amount of purchased fuel and for Scope 3, data is provided by our travel agency Big Travel.

In December 31 2016 we owned 285 buildings.

ESTIMATION OF LANDLORD-OBTAINED UTILITY CONSUMPTION

All reported data is measured and assured, no data are approximated.

THIRD PARTY ASSURANCE

Our sustainability report is not audited by third part.

BOUNDARIES - REPORTING ON LANDLORD AND TENANT CONSUMPTION

Vi rapporterar endast statistik för el, värme, kyla och vatten där vi har kontroll över avtalet. Data för hyresgästernas egen elanvändning rapporteras inte eftersom vi inte har tillgång till den statistiken.

We only report data for electricity, heating, cooling and water in properties where we have control over the agreement. Data for tenant used energy is not reported since we do not have access to such data.

NORMALISATION

We use the SMHI (Swedish Meteorological and Hydrological Institute) degreedays for the normalization of energy used for heating.

ANALYSIS - SEGMENTAL ANALYSIS (BY PROPERTY TYPE, GEOGRAPHY)

We report data divided by property type offices, industrial/warehouse, retail, housing and other in line with the company's financial statements. We also report the geographical distribution, in accordance with how the organization is divided and in line with the financial reporting. The geographical distribution is divided; Dalarna, Gävleborg, Västernorrland, Jämtland, Västerbotten and Norrbotten. Disclosure on own offices

Our own offices are included in the statistics but are not reported separately.

NARRATIVE ON PERFORMANCE

This is our first sustainability report that follows GRI G4 core.

LOCATION OF EPRA SUSTAINABILITY PERFORMANCE IN COMPANIES' REPORTS

This appendix is a supplement to the annual report and is available on our website under the heading Financial.

REPORTING PERIOD

Our reporting relates to calendar year i.e. 1 January to 31 december.

Energy				Absolute measures (Abs)		Like-for-like (LfL) by property type																		GRI G4 (CRESSD) indicator	
EPRA Code	Units of Measure	Indicator		Diös Fastigheter		Offices			Industrial/Warehouse			Retail			Residential			Other			Diös Fastigheter Total				
				2015	2016	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change		
Elec-Abs Elec-LfL	MWh	Electricity	Total landlord-obtained electricity	80 255	80 799	32 878	32 991	0%	11 020	10 880	-1%	22 696	23 333	3%	3 578	3 635	2%	9 055	9 156	1%	79 227	79 996	1%	G4-EN3	
			<i>of applicable properties</i>	<i>Electricity disclosure</i>	262 of 285	258 of 285	255 of 285																		
DH&C-Abs DH&C-LfL	MWh	District heating & cooling	Total landlord-obtained heating and cooling	115 173	124 828	47 540	50 572	6%	17 566	18 547	6%	22 988	27 196	18%	14 002	14 913	7%	13 077	13 600	4%	115 173	124 828	8%	G4-EN3	
			<i>of applicable properties</i>	<i>District heating & cooling disclosure coverage</i>	262 of 285	262 of 285	261 of 285																		
Fuels-Abs Fuels-LfL	MWh	Electricity	Total landlord-obtained fuels	0	0	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%		
			<i>of applicable properties</i>	<i>Fuels disclosure coverage</i>	285 of 285	285 of 285	285 of 285																		
	MWh	Energy	Total energy use	195 428	205 627	80 418	83 563	4%	28 586	29 428	3%	45 684	50 530	11%	17 580	18 547	6%	22 132	22 756	3%	194 400	204 824	5%	G4-EN3	
			Total energy use (Degree day corrected)	209 649	209 099	85 758	85 141	-1%	30 193	29 907	-1%	48 183	49 076	2%	18 802	18 807	0%	23 496	23 209	-1%	206 432	206 140	0%		
Energy-Int	kWh/sqm	Energy intensity	Energy building intensity	166	169	138	137	-1%	126	126	0%	157	159	1%	157	156	-1%	171	165	-3%	144	144	0%	CRE1	

Greenhouse Gas Emissions				Absolute measures (Abs)		Like-for-like (LfL) by property type																		GRI G4 (CRESSD) indicator
EPRA Code	Units of Measure	Indicator		Diös Fastigheter		Offices			Industrial/Warehouse			Retail			Residential			Other			Diös Fastigheter Total			
				2015	2016	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	
GHG-Dir-Abs GHG-Dir-LfL	Tonnes CO2-e	Direct	Scope 1	99	97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	G4-EN15
GHG-Indir-Abs GHG-Indir-LfL		Indirect	Scope 2	4 853	4 762	2 033	2 024	0%	895	854	-5%	990	968	-2%	428	418	-2%	504	493	-2%	4 851	4 756	-2%	G4-EN16
		Other indirect	Scope 3	46	39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GHG-Int	Kg CO2e/sqm	GHG intensity	GHG intensity	3,71	3,62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,39	3,33	-2%	CRE3

*Scope 1 and 3 presents emissions from cars and traveling and are there for not relevant for segmentation.

Water				Absolute measures (Abs)		Like-for-like (LfL) by property type																		GRI G4 (CRESSD) indicator	
EPRA Code	Units of Measure	Indicator		Diös Fastigheter		Offices			Industrial/Warehouse			Retail			Residential			Other			Diös Fastigheter Total				
				2015	2016	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change		
Water-Abs Water-LfL	m3	Municipal water		535 652	538 550	177 191	178 138	1%	55 030	52 978	-4%	119 628	119 289	0%	119 112	119 115	0%	60 758	60 758	0%	528 832	530 279	0%	G4-EN8	
Water-Int	m3/sqm	Building water intensity		0,41	0,41	0,32	0,33	0%	0,22	0,21	-3%	0,44	0,43	-1%	1,13	1,12	-1%	0,47	0,46	-2%	0,35	0,35	0%	CRE2	
			<i>of applicable properties</i>	<i>Water disclosure coverage</i>	275 of 285	274 of 285	270 of 285																		

Energy			Absolute measures (Abs)																					Like-for-like (Lfl) by geography									GRI G4 (CRESSD) indicator
EPRA Code	Units of Measure	Indicator	Diös Fastigheter		Dalarna			Gävleborg			Västernorrland			Jämtland			Västerbotten			Norrbotten			Diös Fastigheter Total										
			2015	2016	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change								
Elec-Abs Elec-LfL	MWh	Electricity	Total landlord-obtained electricity	80 255	80 799	18 213	17 823	-2%	11 137	11 099	0%	12 363	12 720	3%	16 738	17 368	4%	11 184	11 143	0%	9 591	9 843	3%	79 227	79 996	1%	G4-EN3						
<i>of applicable properties</i>			<i>Electricity disclosure</i>	262 of 285	258 of 285																												
DH&C-Abs DH&C-LfL	MWh	District heating & cooling	Total landlord-obtained heating and cooling	115 173	124 828	23 218	24 635	6%	16 139	17 043	6%	10 655	10 821	2%	33 731	38 370	14%	22 006	22 904	4%	9 424	11 055	17%	115 173	124 828	8%	G4-EN3						
<i>of applicable properties</i>			<i>District heating & cooling disclosure coverage</i>	262 of 285	262 of 285																												
Fuels-Abs Fuels-LfL	MWh	Electricity	Total landlord-obtained fuels	0	0	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0%	0%	0%	0	0	0%							
<i>of applicable properties</i>			<i>Fuels disclosure coverage</i>	285 of 285	285 of 285																												
	MWh	Energy	Total energy use	195 428	205 627	41 431	42 458	2%	27 276	28 142	3%	23 018	23 541	2%	50 470	55 739	10%	33 190	34 047	3%	19 016	20 898	10%	194 400	204 824	5%	G4-EN3						
			Total energy use (Degree day corrected)	209 649	209 099	44 017	43 433	-1%	28 749	28 587	-1%	24 442	24 175	-1%	52 969	53 732	1%	36 001	34 971	-3%	20 254	21 242	5%	206 432	206 140	0%							
Energy-Int	kWh/sqm	Energy intensity	Energy building intens	166	169	146	144	-1%	126	125	-1%	124	124	0%	160	162	1%	152	148	-3%	148	155	5%	144	144	0%	CRE1						

Greenhouse Gas Emissions				Absolute measures (Abs)																					Like-for-like (Lfl) by geography									GRI G4 (CRESSD) indicator
EPRA Code	Units of Measure	Indicator	Indicator	Diös Fastigheter		Dalarna			Gävleborg			Västernorrland			Jämtland			Västerbotten			Norrbotten			Diös Fastigheter Total										
				2015	2016	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change								
GHG-Dir-Abs GHG-Dir-LfL		Direct	Scope 1	99	97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	G4-EN15							
GHG-Indir-Abs GHG-Indir-LfL	Tonnes CO2-e	Indirect	Scope 2	4 853	4 762	960	967	1%	149	145	-3%	1 063	1 008	-5%	1 200	1 203	0%	1 308	1 251	-4%	170	182	7%	4 851	4 756	-2%	G4-EN16							
			Other indirect	Scope 3	46	39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-								
GHG-Int	Kg CO2e/sqm	GHG intensity	GHG intensity	3,96	3,96	3,19	3,21	1%	0,652	0,635	-3%	5,41	5,17	-4%	3,62	3,63	0%	5,54	5,29	-4%	1,24	1,33	7%	3,39	3,33	-2%	CRE3							

*Scope 1 and 3 presents emissions from cars and traveling and are there for not relevant for segmentation.

Water			Absolute measures (Abs)																					Like-for-like (Lfl) by geography									GRI G4 (CRESSD) indicator
EPRA Code	Units of Measure	Indicator	Indicator	Diös Fastigheter		Dalarna			Gävleborg			Västernorrland			Jämtland			Västerbotten			Norrbotten			Diös Fastigheter Total									
				2015	2016	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change	2015	2016	% change							
Water-Abs Water-LfL	m3	Municipal water		535 652	538 550	100 122	96 974	-3%	89 774	86 596	-4%	64 368	66 140	3%	164 504	162 839	-1%	68 912	85 331	24%	41 151	32 398	-21%	528 832	530 279	0%	G4-EN8						
Water-Int	m3/sqm	Building water intensity		0,41	0,41	0,33	0,32	-3%	0,32	0,31	-4%	0,30	0,31	4%	0,49	0,49	-1%	0,29	0,36	24%	30%	24%	-21%	0,35	0,35	0%	CRE2						
<i>of applicable properties</i>			<i>Water disclosure coverage</i>	275 of 285	274 of 285																												

Sustainability Certified buildings		Diös Fastigheter							GRI G4 (CRESSD) indicator
EPRA Code	Indicator	Miljöbyggnad		EU GreenBuilding		Total sustainability			
		2015	2016	2015	2016	2015	2016	% change	
Cert-tot	Number of certified asset	1	1	1	3	2	4	100%	CRE8
	Certified area (sqm)	3 534	3 534	7 952	43 038	11 486	46 572	305%	
	Certified area, share of total portfolio (%)	0,3%	0,3%	0,6%	3,2%	0,9%	3,5%	305%	

ADDITIONAL DATA AND INFORMATION FOR GRI INDICATORS
STANDARD INDICATORS

G4-10

Total workforce by employment type, contract and region decomposed by gender

Information as of 31 December.

	2015		2016	
	No.	As of women	No.	As of women
Total number of employees	152	41%	154	42%
Permanent employees	148	40%	148	41%
- As of full-time	145	40%	142	39%
- As of part-time	3	33%	6	67%
Temporary employees	3	67%	6	67%
By business areas				
Dalarna	20	35%	17	35%
Gävleborg	15	40%	14	36%
Jämtland	23	26%	21	24%
Norrbottn	10	40%	11	45%
Västerbotten	16	13%	18	17%
Västernorrland	21	33%	19	42%
HQ	47	64%	54	59%
Source/comments/assumptions				

SPECIFIC STANDARD INDICATORS

Health and safety, G4 – LA6

No deaths have occurred. On the occurrence of incidents or work-related accidents they are reported according to established procedures. Incidents and accidents are reported to the HR department, who in turn reports on to the Swedish work environment authority and the social insurance office.

The data does not account for the absence of any mental and physical health problems linked to the work situation. Stress related sickness can be difficult to determine if the individual does not express it depends on the working situation therefor in case of diseases, work-related or not, we take action if necessary. Dios employers offer also entitles all permanent employees to a free health insurance that can be used if contact with health care is necessary.

Education and evaluation, G4 – LA11

G4-LA11

Percentage of employees receiving regular assessment and monitoring of performance and career development

	2015	2016
Percentage of Employees	84%	80%
-Women	76%	85%
-Men	89%	76%

Source/comments/assumptions

The statistics come from the NMI survey where this is included as a question.

G4-LA12

Composition of Board of Directors and other staff divided into categories of personnel, sex and age group

	2015		2016	
	No.	As of women	No.	As of women
Board members	5	40%	5	40%
- Under 30 years	0	0%	0	0%
- 30-50 years	1	0%	1	0%
- Over 50 years	4	50%	4	50%
Officials	105	57%	115	54%
- Under 30 years	9	89%	6	67%
- 30-50 years	73	63%	50	60%
- Over 50 years	23	26%	6	27%
Care takers etc.	47	4%	39	5%
- Under 30 years	2	25%	1	20%
- 30-50 years	0	0%	1	5%
- Over 50 years	0	0%	0	0%

Source/comments/assumptions