



Diös



SUSTAINABILITY APPENDIX 2017

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SUSTAINABILITY APPENDIX – ADDITIONAL GRI-MATERIAL AND EPRA-INDICATORS

This material contains supplemental information to sustainability reporting in the annual report in 2017.

Diös Sustainability Reporting follows the guidelines of the Global Reporting Initiative (GRI Standard), 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.

1. EPRA PERFORMANCE MEASURES

We report on 24 of the 28 EPRA sustainability indicators. Data are presented per 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. We have chosen not to report the diversity-pay ratio, we perform a pay survey yearly and will see for next year how to report it according to EPRA. Our local community engagement can we not report in numbers (see our engagement in our cities in the Annual report).

2. EPRA OVERARCHING RECOMMENDATIONS

Compilation of data in the table on pages 10-13 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 e.g. 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. 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, same area as used in the economic report.

For emissions, per 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 2017 we owned 311 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

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

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 Standard, alternative Core. The sustainability report for 2016 was reported according to GRI G4, alternative 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 reports*.

REPORTING PERIOD

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

GRI: ADDITIONAL DATA AND INFORMATION

3. GENERAL DISCLOSURES

ORGANIZATIONAL PROFILE 102-8 INFORMATION ON EMPLOYEES AND OTHER WORKERS

102-8

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

	2017		2016	
	No.	As of women	No.	As of women
Totalt number of employees	163	40%	154	42%
Permanent employees	156	39%	148	41%
- As of full-time	150	37%	142	39%
- As of part-time	6	100%	6	67%
Temporary employees	7	57%	6	67%
By business areas (permanent employees)	106		98	
Dalarna	17	24%	16	35%
Gävleborg	15	33%	14	36%
Jämtland	18	22%	20	24%
Norrbottn	14	43%	11	45%
Västerbotten	22	27%	18	17%
Västernorrland	17	35%	19	42%
Retail	3	67%	-	-
Central unit (permanent employees)	50		50	
Head office	50	60%	50	59%

Comment: Permanent employees divided per business area and head office

STAKEHOLDER ENGAGEMENT 102-42 IDENTIFYING AND SELECTING STAKEHOLDER GROUPS, 102-44 KEY TOPICS AND CONCERNS RAISED

Our most important stakeholder groups are employees, the Board, shareholders, tenants, analysts and suppliers, as well as the communities in which we operate. Prior to developing our sustainability strategy, we supplemented our ongoing stakeholder dialogue with interviews and questionnaire surveys. The more detailed stakeholder dialogue was conducted as follows:

- Telephone interviews with several key tenants who already set stringent requirements for our sustainability work. It is very likely that these requirements will be introduced by more parties in the foreseeable future.
- Telephone interviews with the analysts who monitor our business.
- In-depth interviews with a random selection of our employees.
- A questionnaire was sent out to our 40 largest suppliers, all our employees, the entire Boards and the analysts who took part in the interviews.
- The annual CSI survey, which was sent out to approx. 20 percent of our tenants, had an extra section on sustainability to find out the views of more tenants.

Considering this more detailed stakeholder dialogue, we have produced a summary of which sustainability issues are important to our stakeholders so we know what we need to actively focus on. One of the views that was confirmed was that customer satisfaction is an important issue for both internal and external stakeholders. Customer relations is something we are working actively to improve.

»»» RESULTS OF THE MAIN QUESTIONNAIRE AND CUSTOMER SATISFACTION SURVEY

In the questionnaire, the stakeholders were asked to rate 17 different aspects on a scale between 1 and 6. All of these aspects were rated 4 or higher.



STAKEHOLDER ENGAGEMENT 102-40 LIST OF STAKEHOLDER GROUPS, 102-43 APPROACH TO STAKEHOLDER ENGAGEMENT

Below is a summary of the dialogues what we had with various stakeholders on the prioritised sustainability issues and how we address these issues.

	DIALOGUE SPACE	FREQUENCY	PRIORITISED SUSTAINABILITY ISSUES	HOW WE ARE ADDRESSING THE AREA
INTERNAL STAKEHOLDERS				
EMPLOYEES	Staff appraisals	2 per year	Long-term sustainable business model	Good working conditions
	ESI surveys	Yearly	Personal and professional development	Diös IF
	Kick-off	Yearly	Working environment	Working environment checks
	Intranet	Ongoing	Increasing energy efficiency	Health benefits Development review Code of conduct and core values
BOARD OF DIRECTORS	Board meetings	Monthly	Long-term sustainable business model	GRI sustainability reporting
	Annual General Meeting	Yearly	Control and reporting	Training and skills
	Ongoing dialogue	Ongoing	Regulatory compliance	Effective risk management
OWNER	Financial statements	Quarterly	Sustainable business model	Stable and long-term total yield
	Roadshows	Ongoing	Efficient use of resources	Corporate governance
	Quarterly presentations	Quarterly		Growth
	Annual General Meeting	Yearly		Effective risk management
EXTERNAL STAKEHOLDERS				
TENANTS	Ongoing dialogue	Ongoing	Increasing energy efficacy	Energy projects
	CSI surveys	Yearly	Health and safety	Ongoing review
	Fault reports	Ongoing	Business ethics	Project development
	Own channels*	Ongoing		Code of conducts and core values
ANALYSTS	Financial statements	Quarterly	Economic profitability	Clear communication of information
	Quarterly presentations	Quarterly	Long-term strategic decisions	Stable and long-term total yield
	Annual General Meeting	Yearly	Transparency	Effective risk management
	Capital market days	Yearly		
	Own channels*	Ongoing		
SUPPLIERS	Procurement of contracts	Ongoing	Business ethics	Supplier code of conduct
	Ongoing dialogue	Ongoing	Use of resources	Development of procurement requirements
	Own channels*			
SOCIETY	City centre associations	Ongoing	Sustainable urban development	Conversion of vacant premises
	Enterprise network	Ongoing	Employment	Improve the conditions for companies to find premises in our locations
	Own channels*	Ongoing	Minimise environmental impact Integration	Work based on sustainability strategy and environmental targets Internships and student collaborations Sponsorship, UF

* dios.se, Facebook, LinkedIn, Instagram

REPORTING PRACTICE 102-47 LIST OF MATERIAL TOPICS

Year 2016, we concluded a stakeholder dialogue to identify our most significant sustainability aspects and decided which GRI indicators and measuring points should be reported. This was done by analysing how other companies in the market work and by having a more in-depth dialogue with our stakeholders to figure out what the key aspects are from their perspective.

PRIORITY INDICATORS			
ENERGY		EMPLOYMENT AND WORKING CONDITIONS	
302-1,3	Energy consumption	403-1, 3	Occupational health and safety
303-1	Water consumption	404-1, 3	Training and education
305-1, 2, 3, 4	GHG emissions	405–1	Diversity and equal opportunity
CRE 1, 2, 3, 4	Intensity energy, water and emissions	CRE 6	Management system for health and safety
ECONOMY AND SOCIETY		PRODUCT LIABILITY	
201-1	Economic performance	CRE 8	Sustainability certified buildings
205-2, 3	Anti-corruption		

4. TOP-SPECIFIC STANDARDS

HEALTH AND SAFETY 403-2 ABSCENCE

The data is in the table EPRA: Social Measurements p. 12

On the occurrence of incidents or work-related accidents they are reported per 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 act 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.

TRAINING AND EDUCATION 404-3 EVALUATION

The data is in the table EPRA: Social Measurements p. 12

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

DIVERSITY AND EQUAL OPPORTUNITY 405-1 DIVERSTIY OF GOVERNANCE BODIES AND EMPLOYEES

405-1

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

	2017		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	116	51%	115	54%
- Under 30 years	6	50%	9	67%
- 30-50 years	89	56%	84	60%
- Over 50 years	21	29%	22	27%
Care takers etc.	40	5%	39	5%
- Under 30 years	7	14%	5	20%
- 30-50 years	22	5%	21	5%
- Over 50 years	11	0%	16	0%
Total number of employees	156		154	

Comment: Permanent employees (In 2016 we used total number of employees and not only permanent)

5. EPRA: ENVIRONMENTAL SUSTAINABILITY MEASURES

Energy				Total portfolio					Performance by asset type (LfL)														GRI Standard Indicator	
EPRA Code	Units of measures	Indicator		Absoute performance (Abs)		Diös Fastigheter Total			Offices			Industrial/Warehouse			Retail			Residential			Other			
				2016	2017	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017		% change
Elec-Abs, Elec - LfL	MWh	Electricity	Total landlord-obtained electricity	80 799	95 040	99 026	95 040	-4%	44 287	42 310	-4%	11 448	11 437	0%	27 699	26 078	-6%	4 587	4 425	-4%	11 005	10 790	-2%	GRI 302-1
			Proportion of landlord obtained electricity from renewable sources	100%	100%	100%			100%			100%			100%			100%						
District heating and cooling		Total landlord-obtained district heating and cooling	124 828	141 736	143 410	141 470	-1%	64 655	62 837	-3%	18 208	18 584	2%	29 250	29 566	1%	15 888	15 833	0%	15 409	14 649	-5%		
		Proportion of landlord obtained district heating and cooling from renewable sources	99%	97%	-																			
DH&C-Abs, DH&C-LfL		Fuels	Total landlord-obtained fuels	0	0	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	
			Proportion of landlord obtained fuels from renewable sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Fuels-Abs, Fuels-LfL	MWh	Energy	Total energy use	205 627	236 776	242 436	236 510	-2%	108 942	105 147	-3%	29 656	30 021	1%	56 949	55 644	-2%	20 475	20 259	-1%	26 414	25 439	0%	CRE 1
			Total energy use (Degree day corrected)	209 099	242 387	246 666	242 119	-2%	111 050	107 812	-3%	30 172	30 759	2%	57 728	56 852	-2%	20 773	20 734	0%	26 942	25 962	-4%	
Energy-Int	kWh/sqm	Energy intensity	Energy building intensity (Degree day corrected)	169	167	170	167	-2%	163	159	-2%	143	146	2%	190	185	-3%	182	181	0%	197	190	-4%	
Nº of applicable properties			Energy and associated GHG disclosure coverage	285 of 285	287 of 313	-																		
%			Proportion of energy and associated GHG estimated	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

Greenhouse gas emissions				Total portfolio					Performance by asset type (LfL)														GRI Standard Indicator	
EPRA Code	Units of measures	Indicator		Absoute performance (Abs)		Diös Fastigheter Total			Offices			Industrial/Warehouse			Retail			Residential			Other			
				2016	2017	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017		% change
GHG-Dir-Abs GHG-Dir-LfL	Tonnes CO2e	Direct	Scope 1*	97	114	97	114	18%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	GRI 305-1	
GHG-Indir-Abs GHG-Indir-LfL		Indirect	Scope 2	4 762	5 823	5 819	5 806	0%	2 719	2 735	1%	708	735	4%	1 120	1 108	-1%	803	749	-7%	470	478	2%	GRI 305-2
		Indirect	Scope 3*	39	71	39	71	82%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	GRI 305-3
GHG-Int	kg CO2e /sqm	GHG emissions intensity	Scope 1 and 2 emissions	3,62	4,09	3,33	4,09	23%	3,98	4,02	1%	3,36	3,49	4%	3,68	3,60	-2%	7,02	6,55	-7%	3,44	3,50	2%	GRI 305-4

Water			Total portfolio					Performance by asset type (LfL)														GRI Standard Indicator	
EPRA Code	Units of measures	Indicator	Absoute performance (Abs)		Diös Fastigheter Total			Offices			Industrial/Warehouse			Retail			Residential			Other			
			2016	2017	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017		% change
Water-Abs Water-LfL	m³	Municipal water	538 550	618 901	620 646	615 822	-1%	230 683	235 491	2%	55 155	49 533	-10%	145 435	142 729	-2%	119 813	115 064	-4%	69 560	73 004	5%	GRI 303-1
Water-Int	m³/sqm	Building water intensity	0,41	0,43	0,43	0,42	-1%	0,34	0,35	3%	0,26	0,23	-10%	0,48	0,46	-3%	1,05	1,01	-4%	0,51	0,54	5%	CRE 2
Nº of applicable properties			274 of 285	287 of 313	-																		

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

Energy				Total portfolio					Performance by geography (LfL)															GRI Standard Indicator			
EPRA Code	Units of measures	Indicator		Absoute performance (Abs)		Diös Fastigheter Total			Dalarna			Gävleborg			Västernorrland			Jämtland			Västerbotten				Norrbotten		
				2016	2017	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change		2016	2017	% change
Elec-Abs, Elec - LfL	MWh	Electricity	Total landlord-obtained electricity	80 799	95 040	99 026	95 040	-4%	17 823	17 298	-3%	10 412	9 915	-5%	15 709	14 872	-5%	17 377	17 163	-1%	17 078	16 610	-3%	20 627	19 182	-7%	GRI 302-1
			Proportion of landlord obtained electricity from renewable sources	100%	100%	100%			100%			100%			100%			100%			100%						
District heating and cooling		Total landlord-obtained district heating and cooling	124 828	141 736	143 410	141 470	-1%	24 645	24 749	0%	15 909	15 760	-1%	14 554	15 110	4%	36 314	36 291	0%	29 265	26 784	-8%	22 723	22 775	0%		
		Proportion of landlord obtained district heating and cooling from renewable sources	99%	97%	97%			-	97%			-	99%			-	99%			-	97%			-	93%		
DH&C-Abs, DH&C-LfL		Fuels	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%	
			Proportion of landlord obtained fuels from renewable sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	MWh	Energy	Total energy use	205 627	236 776	242 436	236 510	-2%	42 468	42 047	-1%	26 321	25 675	-2%	30 263	29 983	-1%	53 690	53 454	0%	46 343	43 394	-6%	43 350	41 957	-3%	CRE 1
			Total energy use (Degree day corrected)	209 099	242 387	246 666	242 119	-2%	43 442	43 159	-1%	26 806	26 483	-1%	31 069	31 077	0%	53 789	53 997	0%	47 530	44 451	-6%	44 030	42 952	-2%	
Energy-Int	kWh/sqm	Energy intensity	Energy building intensity (Degree day corrected)	169	167	170	167	-2%	165	164	-1%	136	134	-1%	145	145	0%	186	187	0%	179	167	-6%	200	195	-2%	
N° of applicable properties			Energy and associated GHG disclosure coverage	285 of 285	287 of 313	98%		-	98%		-	100%		-	99%		-	99%		-	98%		-	96%		-	
%			Proportion of energy and associated GHG estimated	0	0	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-	

Greenhouse gas emissions				Total portfolio					Performance by geography (LfL)															GRI Standard Indicator			
EPRA Code	Units of measures	Indicator		Absoute performance (Abs)		Diös Fastigheter Total			Dalarna			Gävleborg			Västernorrland			Jämtland			Västerbotten				Norrbotten		
				2016	2017	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change		2016	2017	% change
GHG-Dir-Abs GHG-Dir-LfL	Tonnes CO2e	Direct	Scope 1*	97	114	97	114	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	GRI 305-1	
GHG-Indir-Abs GHG-Indir-LfL		Indirect	Scope 2	4 762	5 823	5 819	5 806	0%	1 023	1 033	1%	410	430	5%	1 411	1 360	-4%	1 138	1 141	0%	1 211	1 203	-1%	627	639	2%	GRI 305-2
		Indirect	Scope 3*	39	71	39	71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	GRI 305-3
GHG-Int	kg CO2e /sqm	GHG emissions intensity	Scope 1 and 2 emissions	3,62	4,09	3,33	4,09	23%	3,88	3,92	1%	2,08	2,18	5%	6,59	6,35	-4%	3,94	3,96	0%	4,55	4,52	-1%	2,85	2,91	2%	GRI 305-4

Water			Total portfolio							Performance by geography (LfL)															GRI Standard Indicator	
EPRA Code	Units of measures	Indicator	Absoute performance (Abs)		Diös Fastigheter Total			Dalarna			Gävleborg			Västernorrland			Jämtland			Västerbotten			Norrbotten			
			2016	2017	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017		% change
Water-Abs Water-LfL	m³	Municipal water	538 550	618 901	620 646	615 822	-1%	96 974	103 101	6%	78 135	70 618	-10%	82 888	82 669	0%	165 158	158 787	-4%	91 177	92 902	2%	106 314	107 745		1%
Water-Int	m³/sqm	Building water intensity	0,41	0,43	0,43	0,42	-1%	0,37	0,39	6%	0,40	0,36	-10%	0,39	0,39	0%	0,57	0,55	-4%	0,34	0,35	2%	0,48	0,49	1%	CRE 2
Nº of applicable properties			274 of 285	287 of 313	-																					

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

Sustainability certified buildings					Total portfolio							GRI Standard Indicator
EPRA Code	Units of measures	Indicator	Miljöbyggnad		EU Green Building		BREEAM In-Use		Total sustainability certified assets			
			2016	2017	2016	2017	2016	2017	2016	2017	% change	
Cert-tot	Total number	Number of certified assets	1	2	3	10	0	2	4	16	300%	CRE 8
		Certified area (sqm)	3 534	12 464	43 038	94 407	0	19 036	46 572	125 907	170%	
	%	Certified area, share of total portfolio %	0,3%	0,8%	3,2%	6,1%	0,0%	1,2%	3,4%	8,1%	136%	

6. EPRA: SOCIAL PERFORMANCE MEASURES

Social Performance Measures				Corporate Performance						GRI Standard indicator
EPRA Code	Units of measure	Indicator		Total number of employees		Male employees		Female employees		
				2016	2017	2016	2017	2016	2017	
Diversity-Emp	Total number, %	Total employees, Employee ratio	Board of Directors	5	5	3	3	2	2	GRI 405-1
						60%	60%	40%	40%	
			Group Management	5	5	4	4	1	1	
						80%	80%	20%	20%	
			Officials	115	116	53	57	62	59	
						46%	49%	54%	51%	
Care takers etc.	39	40	37	38	2	2				
			95%	95%	5%	5%				
Emp-Dev	Total number, %	Total employees, Employee ratio	Direct employees	80%	81%	85%	85%	76%	79%	GRI 404-3
Employee hires			19	33	10	26	9	9	GRI 401-1	
			12%	20%	11%	26%	14%	15%		
Employee turnover			21	20	12	12	9	6		
	13%	12%	13%	12%	14%	10%				
H&S-Emp	Total number	Injury rate (IR)*	Direct employees	4	1	-	-	-	-	GRI 403-2
	%	Occupational disease rate (ODR)*		-	-	-	-	-	-	
		Lost day rate (LDR)		0%	0%	0%	0%	0%	0%	
		Absentee rate (AR)		2,6%	2,8%	1,7%	1,3%	3,0%	4,9%	
	Total number	Fatalities		0	0	0	0	0	0	

*See p.9 for comments about injury rate and occupational disease rate

Training and development						GRI Standard indicator
EPRA Code	Units of measure	Indicator		2016*	2017	
Emp-Training	Total number	Total employees	Direct employees	2 580	3 200	GRI 404-1
	Average number of hours		Direct employees	17	19	
			Female employees	-	8	
			Officials	-	9,6	
			Care takers etc.	-	50,6	

*Breakdown by category of staff and gender was not made in 2016

Asset health and safety						GRI Standard indicator
EPRA Code	Units of measure	Indicator		2016	2017	
H&S-Asset	%	% of assets		100%	100%	GRI 416-1
H&S-Comp	Total number	Number of incidents		0	0	GRI 416-2

7. EPRA: GOVERNANCE PERFORMANCE MEASURES

Diös Fastigheter governance performance measures can be found in the Corporate governance report (Annual Report 2017)

EPRA CODE		
Gov-Board	p. 97	(GRI 102-22)
Gov-Selec	p. 93-94	(GRI 102-24)
Gov-Col	p. 94	(GRI 102-25)

8. EPRA sBPR INDEX

EPRA-code	Indicator	GRI Standard Indicator	Reference
Environmental Sustainability Performance Measures			
Elec-Abs	Total electricity consumption	302-1	p. 10-11
Elev-LfL	Like-for-like total electricity consumption	302-1	p. 10-11
DH&C-Abs	Total district heating & cooling consumption	302-1	p. 10-11
DH&C-LfL	Like-for-like total district heating & cooling consumption	302-1	p. 10-11
Fuels-Abs	Total fuel consumption	302-1	p. 10-11
Fuels-LfL	Like-for-like total fuel consumption	302-1	p. 10-11
Energy-Int	Building energy intensity	CRE1	p. 10-11
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	305-1	p. 10-11
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	305-2	p. 10-11
GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	CRE3	p. 10-11
Water-Abs	Total water consumption	303-1	p. 10-11
Water-LfL	Like-for-like total water consumption	303-1	p. 10-11
Water-Int	Building water intensity	CRE2	p. 10-11
Cert-Tor	Type and number of sustainably certified assets	CRE8	p. 11
Social Performance Measures			
Diversity-Emp	Employee gender diversity	405-1	p. 6
Diversity-Pay	Gender pay ratio	405-2	p. 6
Emp-Training	Employee training and development	404-1	p. 6
Emp-Dev	Employee performance appraisals	404-3	p. 6
Emp-Turnover	New hires and turnover	404-1	p. 6
H&S-Emp	Employee health and safety	403-2	p. 6
H&S-Asset	Asset health and safety assessments	416-1	p. 6
H&S-Comp	Asset health and safety compliance	416-2	p. 6
Governance Performance Measures			
Gov-Board	Composition of the highest governance body	102-22	p. 13, ÅR p.97
Gov-Selec	Process for nominating and selecting the highest governance body	102-24	p. 13, ÅR p.93-94
Gov-Col	Process for managing conflicts of interests	102-25	p. 13, ÅR p.94