

SUSTAINABILITY APPENDIX

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This material contains supplemental information to sustainability reporting in the annual report in 2018. 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.

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ADDITIONAL DATA AND INFORMATION FOR GRI INDICATORS

GENERAL DISCLOSURES

102-8 EMPLOYEES

102-8

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

	2018		2017	
	No.	As of women	No.	As of women
Totalt number of employees	162	40%	163	40%
Permanent employees	158	40%	156	39%
- As of full-time	151	37%	150	37%
- As of part-time	7	100%	6	100%
Temporary employees	4	50%	7	57%
By business areas (permanent employees)	105	30%	106	31%
Dalarna	18	22%	17	24%
Gävle	12	33%	15	33%
Östersund/Åre	20	30%	18	22%
Luleå	17	29%	14	43%
Umeå/Skellefteå	23	30%	22	27%
Sundsvall	15	33%	17	35%
Retail	-	-	3	67%
Central unit (permanent employees)			50	
Head office	53	60%	50	60%

Comment: Permanent employees divided per business area and head office

102-16 VALUES, PRINCIPLES, STANDARDS, AND NORMS OF BEHAVIOR

Our code of conduct for employees and suppliers are based on the ten principles from the UN Global Compact regarding human rights, labor law, environment and anti-corruption. Other declarations that we support are the UN declaration on Human rights, the ILO's fundamental conventions on human rights at work, the Rio Declaration and the UN Convention against corruption.

The Code of Conduct is adopted by executive management and applies to all employees. The CEO is ultimately responsible for ensuring that the code is followed. The new code of conduct was presented for the first time relating to our kick-off when the entire company was present, the Code of Conduct is a mandatory element in our introduction of new employees.

The Code of Conduct describes how we, through responsible action, create value for all our stakeholders. Under each section of the code includes references to our policies:

- Diös policy gender equality and discrimination policy
- Diös environmental policy
- Diös anti-corruption policy
- Diös gift and representation policy
- Diös communication policy

[Code of conduct](#) and other policies are available on our website www.dios.se/english

102-40, 42, 43, 44 LIST OF STAKEHOLDER GROUPS, IDENTIFYING AND SELECTING, COMMUNICATION APPROACH, KEY TOPICS

Our most important stakeholder groups are tenants, employees, the board, owners, analysts and suppliers, as well as the communities in which we operate. Prior to the development of our sustainability strategy, we supplemented our ongoing stakeholder dialogue with interviews and questionnaires.

How we supplemented the dialogue:

- Telephone interviews with a number of major tenants who already place high demands on our sustainability work. These requirements will most likely be posed by more tenants in the foreseeable.
- Telephone interviews with the analysts who follow us.
- Surveys were sent out to 40 of our largest suppliers, all employees, the entire board and to the analysts who participated in the interviews.
- The annual NKI survey, which is sent out to 20 percent of our tenants, was supplemented with a section on sustainability, in order to capture a broader picture.

Based on the stakeholder dialogue, we have compiled which sustainability issues that are important to our stakeholders, and therefore important for us.

This is a summary of the dialogues we continuously have with various stakeholders, which are the prioritized sustainability issues and how we address them.

STAKEHOLDER ENGAGEMENTS				
	DIALOGUE SPACE	FREQUENCY	PRIORITISED SUSTAINABILITY ISSUES	HOW WE ADDRESS THE AREA
INTERNAL STAKEHOLDERS				
EMPLOYEES	Staff appraisals	2 per year	Long-term sustainable	Good working conditions
	ESI surveys	Yearly	Personal and professional	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	GRI sustainability reporting
	Annual General Meeting	Yearly	Control and reporting	Training and skills
	Ongoing dialogue	Ongoing	Regulatory compliance	Effective risk management
OWNERS	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	Ongoing	Business ethics	Supplier code of conduct
	contracts	Ongoing	Use of resources	Development of procurement requirements
	Ongoing dialogue	Ongoing		
	Own channels*	Ongoing		
SOCIETY	City centre associations	Ongoing	Sustainable urban	Conversion of vacant premises Improve the conditions for companies to find premises in our locations
	Enterprise network	Ongoing	Employment	
	Own channels*	Ongoing	Minimise environmental impact Integration	Work based on sustainability strategy and environmental targets Internships and student collaborations
* dios.se, Facebook, LinkedIn, Instagram				

>>> 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.

● SOCIAL SUSTAINABILITY

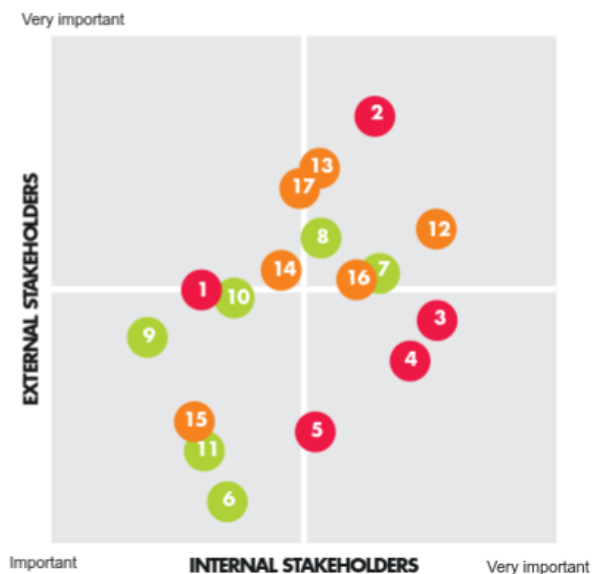
1. Social and environmental requirements for suppliers
2. Occupational health and safety
3. Training and education for employees
4. Diversity and equal opportunities
5. Urban development

● ENVIRONMENTAL SUSTAINABILITY

6. Environmentally certified properties
7. Energy and water consumption
8. Waste and recycling
9. Travel and transport
10. Carbon dioxide emissions
11. Green leases

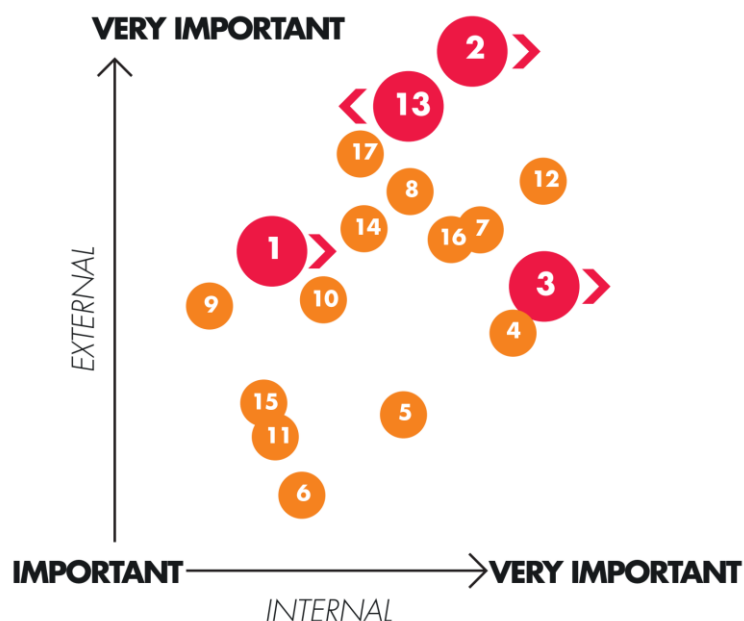
● ECONOMIC SUSTAINABILITY

12. Customer satisfaction
13. Anti-corruption
14. Transparent and fair contracts
15. Returns for shareholders
16. Financial risk management/excellent financial position
17. Tax solidarity



SUPPLEMENTED DIALOGUE, EMPLOYEE SURVEY 2018

During the year, we conducted a survey among our employees to see if their priorities have changed since the last time we asked. We also questioned about their own contribution for a more sustainable business. Based on the questionnaire responses, we see that activities within competence development (3), the work environment (2) and health are together with Supplier requirements (1) those who most employees want to prioritize. An area that has been added is Safer cities, and an area that has been lost is Anti-corruption (13). In general, the employees think that their own contribution is about changing their behaviour, how they travel, make purchases and inspire other employees and tenants.



102-46 REPORT CONTENT AND TOPIC BOUNDARIES

The contents and frames of the sustainability report are described by this section and by the EPRA section.

102-47 MATERIAL TOPICS

In 2016, a materiality analysis was carried out to identify our most important sustainability aspects and to decide which GRI indicators and key figures to include in our report.

A market analysis was made to show the approach of other companies work with these issues, and a supplemented stakeholder dialogue aimed to capture aspects from different perspectives.

Based on the material we received from the materiality analysis, a number of workshops were conducted with executive management and a few other roles in the organization. In the workshops, significant aspects were identified and a number of GRI indicators were prioritized for reporting.

PRIORITY INDICATORS - GRI

ENERGY

302-1, 3	Energy consumption
303-5	Water consumption
305-1, 2, 3, 4	GHG emissions
CRE 1, 2, 3, 4	Intensity energy, water and emissions

ECONOMY OCH SOCIETY

201-1	Economic performance
205-2, 3	Anti-corruption

EMPLOYMENT OCH WORKING CONDITIONS

403-1	Occupational health and safety
404-1, 3	Training and education
405-1	Diversity and equal opportunity
CRE 6	Management system for health and safety

PRODUCT LIABILITY

CRE 8	Sustainability certified buildings
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TOP SPECIFIC STANDARDS

302-1 ENERGYUSE

See [EPRA spreadsheet](#).

CRE 1 ENERGY INTENSITY

See [EPRA spreadsheet](#).

303-5 WATERUSE

See [EPRA spreadsheet](#).

CRE 2 WATER INTENSITY

See [EPRA spreadsheet](#).

305-1-4 GHG EMISSIONS, SCOPE 1, 2, 3

EMISSIONS

Ton CO ₂ -equivalents	2018 (ton CO ₂ -e)	2017 (ton CO ₂ -e)
Scope 1		
Employee and company cars	92	114
Total amount of Scope 1 emissions*	92	114
Scope 2		
Bought energy (abs)	5 512	5 468
Scope 3		
Travels by travel agency	70	71
Other travels**	60	-
Private cars in service**	17	-
Total amount of Scope 3 emissions*	147	71
* Non-comparable figures with previous year.		
** See the assumptions below		

Scope 1

Employee and company cars

Emissions from company and employee cars comes from Volvo Finans and are based on the actual consumption and number of reported mileage in service.

Scope 2

Bought energy

Energy usage includes all energy delivered to the buildings by agreements between Diös and the energy supplier. This means that when the tenants themselves make the agreements with the energy supplier the energy is not included in the statistics.

Energy intensity per square meters rentable area for 2018 are 4,2 kg/sqm, see extended reporting in [EPRA spreadsheet](#).

Scope 3

Business traveling

The emissions from travels booked through a travel agency are provided per trip from the travel agency.

Other traveling

Some travels do not go through our travel agency. Emissions for those travels are calculated from reported number of travels and the adoption that these are flights between Östersund and Stockholm. The amount of emissions for a flight between Östersund and Stockholm are about 0,12 ton CO₂-e according to statistics from our travel agency.

Private cars in service

Emissions from the use of private cars in service are based on personnel reporting mileage during the first half of 2018. The use is assumed to be equivalent for the first and second half of the year. The fuel is assumed to be gasoline for all private cars and the route is multiplied by the emission factor, [2,36 kg CO₂-e/l](#), for gasoline and average consumption for a medium-sized petrol car, [0,71 l/mil](#).

403-1 & 4 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM, PARTICIPATION, CONSULTATION AND COMMUNICATION

We work systematically with the work environment according to the regulations in AFS2001: 1, a work environment group with representatives from all business units and departments at the head office handles the work according to the annual planning and action plan that has been developed. The HR department is responsible for gathering meetings, keeping records, informing, developing and structuring the work. We have a work environment policy that applies to all employees at Diös.

Every year, roundings are carried out at all workplaces with the aim of capturing work environment problems and, based on the report, being able to develop solutions and address problems.

Statistics can be read in EPRA: Social Performance Measures

403-2 HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

Work related incidents

When incidents or work-related accidents occur, it is reported according to established procedures. Incidents and accidents are reported to the HR department, which in turn reports on to the work environment authority and the social insurance office.

The statistics do not account for sickness absence of any mental and physical ill health linked to the work situation. The cause of, for example, stress-related illness can be difficult to determine if the individual himself does not state that it is due to a work situation, therefore measures are put in place for illness, work-related or not. Diös employer offer also entitles all permanent employees to a free healthcare insurance that can be used when needed for contact with healthcare.

403-2

Scope of injuries, work-related diseases, lost days, absence and total number of work-related fatalities by region

	2018	2017	Enhet
Injury rate (IR)	0	1	st
Occupational disease rate (ODR)	-	-	st
Lost day rate (LDR)	0%	0%	
Absence rate (AR)	2,50%	2,80%	
- Women	3,50%	4,90%	
- Men	1,90%	1,30%	

Comment:

404-1 TRAINING HOURS

404-1

Average number of training hours per employee broken down by gender and personnel category

	2018		2017	
	No.	As of women	No.	As of women
Total number of training hours	2 419	788	3 200	546
- of which within Diös Academy	2 280	693	-	-
Training hours/person, Officials	13	13	10	8
Training hours/person, Care takers etc.	23	-	51	-

Comment:

404-3 PERFORMANCE AND DEVELOPMENT REVIEWS

Statistics can be read in EPRA: Social Performance Measures

In 2018, 85% of men and 80% of women responded in our ESI questionnaire that they had development talks during the year.

405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

405-1

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

	2018		2017	
	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	118	52%	116	51%
- Under 30 years	8	88%	6	50%
- 30-50 years	87	54%	89	56%
- Over 50 years	23	30%	21	29%
Care takers etc.	40	5%	40	5%
- Under 30 years	7	14%	7	14%
- 30-50 years	21	5%	22	5%
- Over 50 years	12	0%	11	0%
Total number of employees (permanent employ	158	st	156	st

Comment:

CRE 8 SUSTAINABILITY CERTIFIED BUILDINGS

CRE 8				
City	Property	Certification	Year	Area m2
Åre	Mörviken 2:102	Green Building	2009	7 952
Östersund	Barberaren 7	Miljöbyggnad (silver)	2015	3 534
Sundsvall	Stenstaden 1:14	Green Building	2016	1 561
Borlänge	Intagan 1	Green Building	2016	33 525
Luleå	Humlan 6	Green Building	2017	10 438
Östersund	Åkeriet 11	Green Building	2017	2 693
Gävle	Norr 23:5	Green Building	2017	6 132
Skellefteå	Hjorten 5	Green Building	2017	9 655
Sundsvall	Högom 3:186	Green Building	2018	3 385
Mora	Stranden 19:5	Green Building	2018	3 650
Sundsvall	Bryggeriet 1	BREEAM In-Use (Pass)	2017	11 013
Sundsvall	Skandia 1	BREEAM In-Use (Good)	2017	8 023
Luleå	Kajan 18	Miljöbyggnad (Silver)	2019	8 930
Luleå	Hunden 15	BREEAM In-Use (Very Good)	2018	11 969
Umeå	Hugin 4	BREEAM In-Use (Good)	2018	4 430
Umeå	Saga 3	BREEAM In-Use	2018	4 357
Umeå	Arken 1	BREEAM In-Use	2018	5 622
Östersund	Buntmakaren 3	BREEAM In-Use	2019	2 474
Östersund	Månadsmötet 8	BREEAM In-Use	2019	7 177
Luleå	Porsön 1:423 (Aurorum 6)	BREEAM In-Use	2019	2 212
Luleå	Gösen 7	BREEAM In-Use	2019	2 451
Sundsvall	Normalm 1:24	BREEAM In-Use (Very Good)	2019	13 898
Sundsvall	Badhuset 1	BREEAM In-Use (Good)	2019	9 414
Certified area:				174 495

EPRA

EPRA PERFORMANCE MEASURES

We report on 25 of the 28 EPRA sustainability indicators. Data are presented per the latest guidelines from the EPRA; sBPR.

Since we have not been able to develop an effective method for collecting waste data from all our suppliers we cannot present a complete picture. But during 2018 we have been able to start this process and can therefor present waste data for our malls.

We have chosen not to report the pay gap between the sexes, but instead refer to the salary survey performed annually.

We have chosen to report our local community involvement through examples of local engagement that are carried out annually and specifically for 2018.

EPRA: Index

EPRA-CODE	INDICATOR	GRI STANDARD INDICATOR	REFERENCE
Environmental Sustainability Performance Measures			
Elec-Abs	Total electricity consumption	302-1	EPRA Spreadsheet
Elec-LfL	Like-for-like total electricity consumption	302-1	EPRA Spreadsheet
DH&C-Abs	Total district heating & cooling consumption	302-1	EPRA Spreadsheet
DH&C-LfL	Like-for-like total district heating & cooling consumption	302-1	EPRA Spreadsheet
Fuels-Abs	Total fuel consumption	302-1	EPRA Spreadsheet
Fuels-LfL	Like-for-like total fuel consumption	302-1	EPRA Spreadsheet
Energy-Int	Building energy intensity	CRE1	EPRA Spreadsheet
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	305-1	EPRA Spreadsheet
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	305-2	EPRA Spreadsheet
GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	CRE3	EPRA Spreadsheet
Water-Abs	Total water consumption	303-1	EPRA Spreadsheet
Water-LfL	Like-for-like total water consumption	303-1	EPRA Spreadsheet
Water-Int	Building water intensity	CRE2	EPRA Spreadsheet
Waste-Abs	Total weight of waste by disposal route	306-2	EPRA Spreadsheet
Waste-LfL	Like-for-like total weight of waste by disposal route	306-2	---
Cert-Tor	Type and number of sustainably certified assets	CRE8	EPRA Spreadsheet
Social Performance Measures			
Diversity-Emp	Employee gender diversity	405-1	Page 13, 19
Diversity-Pay	Gender pay ratio	405-2	Page 19
Emp-Training	Employee training and development	404-1	Page 12, 19
Emp-Dev	Employee performance appraisals	404-3	Page 19
Emp-Turnover	New hires and turnover		Page 19
H&S-Emp	Employee health and safety	403-2	Page 12, 19
H&S-Asset	Asset health and safety assessments	416-1	Page 19
H&S-Comp	Asset health and safety compliance	416-2	Page 19
Comty-Eng	Community engagement, impact assessments and development programs	413-1	Page 19
Governance Performance Measures			
Gov-Board	Composition of the highest governance body	102-22	Page 66
Gov-Selec	Process for nominating and selecting the highest governance body	102-24	Page 66
Gov-Col	Process for managing conflicts of interests	102-25	Page 68

EPRA OVERARCHING RECOMMENDATIONS

Compilation of data in the table EPRA Social Performance Measures on page 19 of this Appendix and in [EPRA Spreadsheet](#).

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.

Today we can only present data for waste from our malls. This is one step on the way to develop a strategy for collecting waste data for all our properties and projects 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. Emission data for Scope 1 is provided by Volvo Finans and is calculated based on the amount of purchased fuel.

For emissions, per Scope 3 we report the statistics for traveling by train, airplane, bus, taxi, rental cars and private cars, data is provided by our travel agency Big Travel, SAS and from our employees.

In December 31, 2018, we owned 330 properties of which 300 are built and can be included in the statistics.

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) degree-days 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, Gävle, Sundsvall, Östersund, Umeå/Skellefteå and Luleå.

DISCLOSURES ON OWN OFFICES

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

NARRATIVE ON PERFORMANCE

Detta är vår andra hållbarhetsrapport som följer GRI Standard alternativ Core. Vår första hållbarhetsrapport, 2016, rapporterades enligt GRI G4 alternativ Core.

This is our second sustainability report that follows GRI Standard, alternative Core. Our first sustainability report, 2016, was reported according to GRI G4, alternative Core.

LOCATION OF EPRA SUSTAINABILITY PERFORMANCE IN COMPANIES'

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.

ENVIRONMENTAL SUSTAINABILITY MEASURES

See [EPRA spreadsheet](#).

SOCIAL PERFORMANCE MEASURES

Social & Corporate Governance impacts	EPRA code	Measurement unit	Indicator		Corporate performance			
					2016	2017	2018	% change
Health and safety	H&S-Emp	Per 100,000 hours worked	Injury rate	Direct employees	4,0	1,0	0,0	-100,0%
		Per 100,000 hours worked	Lost day rate	Direct employees	0%	0%	0%	0,0%
		Days per employee	Absentee rate	Direct employees	2,6%	2,8%	2,5%	-10,7%
		Total number	Fatalities	Direct employees	0	0	0	0,0%
Diversity	Diversity-Emp	% of female employees	Diversity Employees	Board of Directors members	40%	40%	40%	0,0%
				Executive Management	20%	20%	33%	66,7%
				Managers		21%	23%	9,1%
				All employees	42%	39%	40%	2,2%
	Diversity-Pay	Ratio (Women/Men)	Gender pay ratio	Board of Directors members	-	-	-	-
				Executive Management	-	-	-	-
				Managers	-	-	-	-
				All employees	-	-	-	-
Employees	Emp-Training	Average hours	Employee training and development	Women	N/D	8	12,5	56,3%
				Men	N/D	N/D	17,2	-
				All employees	17	19	15,3	-19,4%
	Emp-Dev	% of employees	Employee performance appraisals	Women	76%	79%	80%	1,3%
				Men	85%	85%	85%	0,0%
				All employees	80%	81%	83%	2,5%
	Emp-Turnover	Total number and rate	Total employees number	Total number new employees	19	33	30	-9,1%
				Proportion new employees	0,13	0,21	0,19	-10,2%
				Total number of departed employees	21	20	31	55,0%
				Departures - Turnover	14%	13%	20%	53,0%
Communities	Comty-Eng	Percentage of assets	Community engagement, impact assessments and development programs		N/D	N/D	*	-
Corporate Governance	Gov-Board	Total number	Composition of the highest governance body		N/D	11	12	9,1%
			Executive		N/D	5	6	20,0%
			Non executive		N/D	6	6	0,0%
	Gov-Selec	Narrative on process	Process for nominating and selecting the highest governance body		The Nomination Committee also prepared a proposal for electing auditors to the Board of Directors and the Annual General Meeting in accordance with the EU Audit Regulation (537/2014) and issues regarding remuneration to the auditor			
					All members of the Nomination Committee have carefully considered and established that there is no conflict of interest in accepting the duty as a member of the Diös Nomination Committee.			
	Gov-Col	Narrative on process	Process for managing conflicts of interest		N/D			

COMMUNITY ENGAGEMENTS

This is a selection of the community commitment we participate in today.

Internally we have

- a work environment group consisting of employees from all over the organization. The mission of this group is to capture and correct work environment problems. Workplace rounds take place annually.
- a sustainability council to more effectively broaden and disseminate sustainability issues.
- a sports association, Diös IF, whose mission is to initiate health promotion activities and motivate employees to a healthy living. 65 employees are members of the association.

Overall we have chosen to

- relating to the start-up of our new production projects in 2018, we have carried out ecology and storm water studies with the aim of limiting risk taking and finding good solutions from an environmental perspective.
- sponsor the Gnistan Fund, which aims to promote smaller inclusion initiatives by people.
- to be an active partner to [Ung Företagsamhet](#) in all our cities. Ung Företagsamhet works to promote entrepreneurship among high school students.
- work together with the destination companies in our cities to develop the city centres based on, among other things, security and development issues.

In specifik cities we have chosen to

- sponsor Östersunds FK and their efforts to reduce alcohol and drugs among young people.
- together with the cooperative Companion in Luleå to sponsor Yalla bazar, which is an integration project to allow newly arrived testers on entrepreneurship in Sweden.
- sponsoring the Ålidhem Äger network in Umeå. A project that is driven by the study promotion and aims to create meaningful employment, community and security for the residents in the area.
- sponsor the night-walkers in Gävle who, through the presence of adults at the city, will increase social security and reduce the risk of abuse, violence, vandalism and other crime.

EPRA GOVERNANCE PERFORMANCE MEASURES

Diös Fastigheter governance performance measures can be found in the Corporate governance report in the Annual Report 2018, page 65-72.