

LOGCAP INVEST ESG STRATEGY AND APPROACH

ESG STRATEGY

We recognize that the real estate and construction industry has a significant environmental footprint through its value chain, and we want to contribute to sustainable development in the industry by smart choices and disciplined approach for sustainability. LogCap's goal is to be a positive contributor to awareness and practice related sustainability in environmental, social and governance matters in the LogCap organization, in the buildings we own and in the wider industry we are part of

We also have a genuine belief that better rental prices are achieved through to lower common costs with less energy consumption, more satisfied and long-term tenants, better financing and higher valuation of the buildings that provide increased returns to the owners with more environmentally friendly buildings

ENVIRONMENT

As owner, we want to contribute to reduced use of energy and emissions as well as increased use of renewable energy. We work with this along two axes:

Operation of LogCap's own organization: Minimize the environmental impact of our daily operations through practical measures

Management and development of our properties: Drive environmentally friendly management and development of our properties

SOCIAL

As a company, LogCap confirm the following:

- We treat people in accordance with recognized international standards
- We respect the UN Convention on Human and Labor Rights and do not contribute to violations of these
- We respect the ILO's eight core conventions, which constitute a minimum of rights that must be respected in working life. They are divided into the 4 categories of prohibition of child labor, freedom of association, prohibition of discrimination and prohibition of forced labor
- As a company, we have zero tolerance for corruption and financial crime in our own businesses and companies they interact with
- As a real estate company, we recognize and will strive to achieve the Norwegian real-estate sector's [Roadmap to 2050](#)

In addition, LogCap will strive to develop good and safe working environment with low sickness absence through an inclusive and present management, offer employees development opportunities related to their wishes for professional development, and have an ambition to be a generous employer that facilitates individual needs in everyday life.

GOVERNANCE

LogCap carry out corporate governance along two axes, [in the operation of our LogCap's organization](#) and [through our ownership and management of our properties](#). In the daily operation we seek to develop a tailor-made operating model adapted to our business based on a high degree of information flow and involvement of employees, and a clear division of roles, mandates, meeting places and processes. Through ownership of our properties, we conduct active ownership management through an appointed Property Manager per property with responsibility for dialogue with tenants, operating organization and owners and other parties. Property Manager lead the development, business management and facility management of the property.

LOCCAP INVEST PRACTICAL APPROACH TO ENVIRONMENT

OPERATION OF LOGCAP'S OWN ORGANIZATION

Promote the use of public transport to work: Rent few parking spaces and have an office address near a good public transport hub

Minimize travel: Extensive use of video and telephone conferences. Social gatherings primary locally, with few flights abroad. LogCap's investment strategy is to buy locally in Stor-Oslo close to its office address which limits emissions from traveling

Minimize prints: Minimize the use of printed documents by building a culture that does not expect prints of decision material for meetings and has digital archiving.

Minimize use of energy consumption in our offices: Have an active dialogue with our own landlord related to active management of ventilation, lighting, etc.

Certification of buildings: Seek to be a tenant in buildings with environmental certification or good environmental labeling

Certification of our operations: Obtaining environmental certification for our business operations

Buy climate quotas to become climate neutral: Have 3rd party analysis for our environmental footprint as an organization as basis for buying climate quotas

Be an active member of Grønn Byggallianse: follow the development of environmentally friendly measures in our industry

Set requirements for key contractors: Make LogCap's key contractors aware of their impact on the environment and climate by receiving information about our guidelines for sustainability and familiarizing themselves with our expectations and encouragement in these.

MANAGEMENT AND DEVELOPMENT OF OUR PROPERTIES

Develop an Environment Strategy for every new building acquired, set up a road map for this work, and identify and implement measures on a running basis. Key measures will typically be related to:

- Improvement of ventilation systems
- Heating zones and use-adjusted heating
- Led based lighting
- Use of energy sources like heat pump air-to-air, ground-to-air and solar
- Isolation of doors, roofs, and walls
- Improve isolation ability of windows
- Waste management

Monitor the environmental impact of LogCap buildings on an ongoing basis. Use statistics for data driven, well-founded environmental choices to reduce environmental impact

Quality-assure energy-labeling of the buildings we own, and adjust energy-labeling if stated energy-labeling is not in accordance with emissions and environmental qualities due to age, development of the property or similar

Think twice before demolishing Demolition of buildings for the construction of new buildings is one of the biggest environmental impacts in our industry. We have therefore familiarized ourselves well with Grønn Byggallianse's "[Think twice before demolishing](#)" advice on carrying out a successful construction projects without demolition. LogCap has adapted its strategy to be an active innovator of existing buildings with an active agenda for improvement.