OroEiendom's ESG strategy

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Two main axes for reduced emissions:

- Operation of OroEiendom'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

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- OroEiendom treat people in accordance with recognized international standards
- OroEiendom respects the UN Convention on Human and Labor Rights and do not contribute to violations of these
- ✓ OroEiendom respects 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 labour, freedom of association, prohibition of discrimination and prohibition of forced labour
- 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

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OroEiendom carries out corporate governance along two axes

- Operating model: 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
- Ownership and management of properties: conduct active ownership management with responsibility for dialogue with tenants, operating organization and owners and other parties.
 Management/property manager lead the development, business management and facility management of the property

Operational effects

✓ Lower common costs
✓ Less energy consumption

✓ Increase tenant satisfaction

Longer WALTs

Financial effects

✓ Higher rents ✓ Improved financing ✓ Higher valuation ✓ Increased returns



Practical day-to-day approach to limit our footprint

OPERATION OF OROEIENDOM'S OWN ORGANIZATION

<u>Promote the use of public transport to work:</u> We rent few parking spaces and have an office address near public transport hubs

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

<u>Minimize prints:</u> Minimize the use of printed documents by building a culture that does not expect prints of decision making materials for meetings and has digital archiving

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

<u>Certification of buildings:</u> Seek to be a tenant in buildings with environmental certification or good environmental labelling

<u>Certification of our operations:</u> Obtaining environmental certification for our business operations

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

<u>Set requirements for key contractors:</u> Make OroEiendom'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 THE 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 OroEiendom's buildings on an ongoing basis. Use statistics for data driven, well-founded environmental choices to reduce environmental impact

Quality-assure energy labelling of the buildings we own, and adjust energy labelling if stated energy labelling 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 from our industry. We have therefore familiarized ourselves well with <u>Grønn Byggallianse's</u> "Think twice before demolishing" advice on carrying out a successful construction projects without demolition. OroEiendom has adapted its strategy to be an active innovator of existing buildings with an active agenda for improvement

