

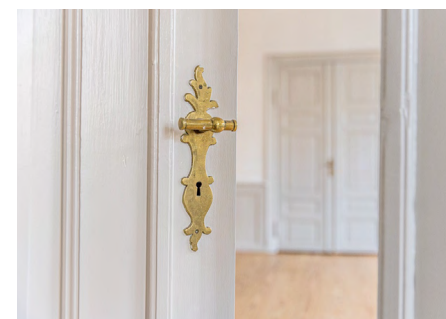
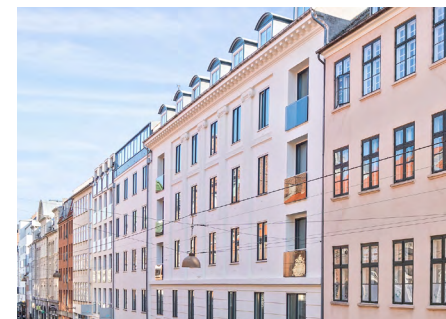
ESG Report 2022



kereby

Content

Introduction	
A message from our CEO, Lars Pærregaard.....	3
A message from our Head of ESG, Jean Ahlefeldt-Laurvig.....	4
ESG Highlights.....	5
ESG Strategy & Implementation	
Strategy Overview.....	6
ESG Targets.....	7
Monitored KPIs.....	8
Engagement & Oversight.....	9
Supporting our Customers, People & Communities	
Tenant Satisfaction & Customer Service.....	10
Employee Health & Wellbeing.....	13
Diversity, Equity & Inclusion.....	14
Community Support.....	15
Case Study: Zøllnerhus.....	16
Protecting our Environment	
Sustainable Buildings.....	17
Climate Action.....	19
Strengthening ESG in our Business	
Ethical Standards.....	21
Reporting & Data Management.....	21
Regulatory Compliance.....	23
Risk Management.....	23
Looking to the Future.....	24
Appendix	
1. Notes to selected KPIs.....	26
2. Limited assurance on selected KPIs in this report.....	28
3. ESG Data Report 2022.....	29



A message from our CEO

At Kereby, we're committed to generating long term value for our stakeholders, including tenants, employees, shareholders and the people of Copenhagen by operating in a sustainable and responsible manner.

Our core values – respect, accountability and professionalism – are central to this mission. They drive our work, support our company culture and define our relationships with all our stakeholders. Even when times are tough – especially when times are tough – they're non-negotiable.

And the past few years have been tough. Our company, our industry and our society as a whole have faced a range of global and local challenges. First COVID-19, then the war in Ukraine, and then the subsequent increases in global energy prices and supply-chain disruption. Most recently, perhaps the greatest challenge has been rising inflation.

The stark spike in energy prices has in some ways, contributed to an increased awareness throughout Danish society about energy consumption. As a result, we've seen a decrease in the overall energy consumption of 4% in average homes across the capital.

From a more personal point of view, I'm also glad to see positive outcomes at Kereby specifically – like the resilience of our staff, who are once again gathered together under one roof. I'm also particularly proud of how, as a relatively young company, Kereby has continued to drive forward its ESG commitments.

We're engaging with more external stakeholders and we're having more strategic, more transparent conversations, and we're finding our voice. Perhaps most importantly, we're making a measurable, material difference.

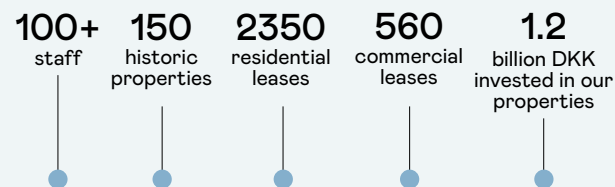
This report serves as an overview of our ESG targets and initiatives, highlighting our progress since last year's report. I'm proud of how far we've come but I'm equally proud of Kereby's commitment to transparency and accountability when it comes to identifying areas where we've fallen short.

This is as it should be. When it comes to ESG, there will never be a moment when we can say 'mission accomplished'. Our targets are designed to require ongoing commitment and continuous improvement.

I know that everybody at Kereby will be as proud as I am of what we've achieved – and equally committed to learning what we can do better, and how we can best do our part to create a better future.

Lars Pærregaard, CEO.

Kereby in numbers



Following the acquisition of 360 North by Blackstone in May 2019, a new management team was put in place and the company was rebranded as Kereby.



Lars Pærregaard,
Kereby's CEO

A message from our Head of ESG

As the Head of ESG at Kereby, I'm incredibly proud to present our second report on our Environmental, Social, and Governance efforts. Kereby recognises that sustainable practices and responsible decision-making are essential components of our company's success and we're deeply committed to making ESG an integral part of our daily work and operations.

In this report, you'll see the results of the progress we've made over the past year, from reducing our energy consumption and carbon emissions to promoting diversity and inclusion in our workforce, as well as fostering community engagement.

I'm particularly proud of the unique working groups we've established, one of them focusing on obtaining EU taxonomy alignment for our buildings under the category 'Adaptation to Climate Change'. Protecting our buildings against climate change and reducing carbon emissions is critical for Kereby and a major component of our ESG strategy. I'm also hugely excited about Kereby's collaboration with the company Recirk on recycling and reusing old home appliances across our portfolio.

Alongside our overall objectives we are setting granular targets that are an important mechanism for driving progress. For these ESG targets

to be truly effective, the internal teams responsible for delivery must be engaged from the outset, which is why we've made sure that every department across the company has been closely involved in setting them.

Kereby believes that transparency and accountability are essential components in our journey to becoming a more sustainable and responsible company. As such, we'll be using this report to update our stakeholders on our progress and hold ourselves accountable in achieving our ESG targets.

I'm excited to continue the move from awareness-building to real, concrete action: carbon reduction on our buildings; improved tenant satisfaction; practical support for local communities; improved health and wellbeing for staff, and a more diverse, equitable, and inclusive workplace.

I'd like to thank my colleagues, tenants, partners, and other stakeholders for their collaboration and support in our ESG efforts. As a company, I believe we have an exciting journey ahead of us, and I very much look forward to continuing that journey with all my colleagues, tenants, partners, and other stakeholders.

Jean Ahlefeldt-Laurvig, Head of ESG.



Jean Ahlefeldt-Laurvig,
Head of ESG at Kereby

Kereby's ESG ambitions

- Listening to our tenants
- Investing in high-quality housing
- Preserving historic housing
- Sustaining employment and supporting diversity
- Protecting our buildings against climate change
- Optimising energy efficiency in our buildings
- Reducing energy consumption in our buildings
- Making a positive impact in our communities

Kereby's core values

Respect ➤ Accountability ➤ Professionalism

Our 2022 ESG Highlights



Supporting our Customers,
People and Communities



Protecting
our Environment



Strengthening
ESG in our Business

29

POINT IMPROVEMENT
IN NET PROMOTER
SCORE (NPS) FROM OUR
RESIDENTS



89%

PARTICIPATION RATE IN
EMPLOYEE INCLUSIVITY
SURVEY



78%

OF OUR PORTFOLIO
RATED EPC BAND C
OR HIGHER



6.4%

REDUCTION IN OPERATIONAL
ENERGY CONSUMPTION
(100% DATA COVERAGE)



22

KPIs VERIFIED THROUGH
THIRD-PARTY DATA
QUALITY ASSURANCE



13/13

KEREBY DEPARTMENTS
ENGAGED TO DEFINE
OUR ESG PERFORMANCE
METRICS AND TARGETS



ESG Strategy & Implementation

We're determined to make a positive impact on our city and the environment by providing properties that are modern, high quality and as sustainable as possible, and also by supporting the local communities around our buildings.

In this section, we will provide a strategic overview of our work so far and our progress towards our goals. We also outline the metrics we've selected to measure performance across our material ESG focus areas. We describe the targets we've established to hold ourselves to account in driving impact within these key focus areas, and we report our 2022 performance against these targets, highlighting the key measures we're implementing to drive progress.

Strategy Overview Our strategy and approach

We conducted workshops with every department across our business so that staff throughout the company can play an important part in shaping our ESG targets. These targets were then structured, reviewed and approved by our Head of ESG and ESG Steering Committee.

Based on that work, we've identified specific internal sub-targets and launched our strategy, setting out our KPIs against which we will measure our progress in the short-to-medium term.



Our ESG team discussing Kereby's ESG targets as part of a planning workshop

We will continue to develop the necessary systems and processes for effectively measuring, monitoring, and reporting on our performance. We'll also be establishing processes for reporting our progress

annually via our ESG report and internally reporting quarterly and monthly for operational monitoring purposes. Moreover, we're exploring new software tools to improve efficiency and facilitate rigorous data analysis.

ESG Targets & Progress

The following two tables summarise our strategic pillars, KPIs, metrics, targets, and monitoring frequency. KPIs that have been audited and for which we have obtained limited assurance from Deloitte for 2022 are indicated in the final column. For the full list of KPIs and further detail, please see Appendix 3.

Performance Targets							
Strategic pillar	KPI	Metric	2022	2025 Target	2030 Target	Monitored	Limited assurance
Supporting our customers, people and communities	Tenant Satisfaction	Net Promoter Score* - All tenants - New tenants	-8 +49	+12 +53	+20 +55	Annually Monthly	Yes
	Employee turnover rate	Leavers (retired, terminated and resigned employees) as percentage of workforce (%)	23.64%	20%	15%	Annually	Yes
Protecting our Environment	Energy consumption	Landlord energy consumption, (relative to 2021 baseline year (%), absolute figures)	-6.4%*	-2%	-5%	Monthly	Yes
	Operational carbon emissions	Reduction in Scope 1+2 GHG emissions relative to 2021 baseline year (%), absolute figures)	-15%**	-30%	-42%	Monthly	Yes
	Energy efficient buildings	Percentage of portfolio, by floor area, that is rated EPC C or above (%)	78%	90%	90%	Monthly	–
Strengthening ESG in our Business	ESG data coverage	Carbon emissions data coverage for Scope 1+2 (Scope 3 materiality assessment pending)	100%	100%	100%	Annually	–

* See Appendix 1

** Kereby acknowledges emissions factors have significant impact on our emissions progress.

We are sharing our assured data in this report; please see page 26 for more information on this statistic.

Monitored KPIs

KPIs We Are Monitoring					
Strategic pillar	Focus Area	Metric	2022	Monitored	Limited assurance
Supporting our customers, people and communities	Gender pay gap	Pay gap between genders (%)	4.63% less male* than female	Annually	Yes
	Employee engagement	Engagement survey participation rate (%)	89%	Annually	Yes
	Customer retention	Lease terminations - Residential - Commercial	Lease terminations 11.3% residential 7.3% commercial	Annually	Yes
	Sick leave	Days/FTE	5.75*	Annually	Yes
	Work incidents*	No. of reported claims No. of approved claims	2 1	Annually	Yes
	Workforce	No. of FTE	105.46	Annually	Yes
	Age diversity in workforce	Employee age by interval: 0 - 30 31 - 50 51+	25 53 33	Annually	Yes
	Gender diversity in workforce	% of underrepresented gender in workforce*	34% female	Annually	Yes
	Gender diversity in Management	% of underrepresented gender in senior management positions (%)*	37% female	Annually	Yes
Protecting our Environment	Water consumption	Reduction in landlord and tenant water consumption 2021 baseline (%)	1.1%* increase	Monthly	Yes
Embedding ESG in our Business	Whistle-blower report	Incidents*	0	Annually	Yes
	Gender diversity in Board of Directors	% of underrepresented gender in board	33% female	Annually	Yes
	Attendance at board meetings	% of board members participating in board meetings in the reported year	83%	Annually	Yes

* See Appendix 1

Engagement & Oversight

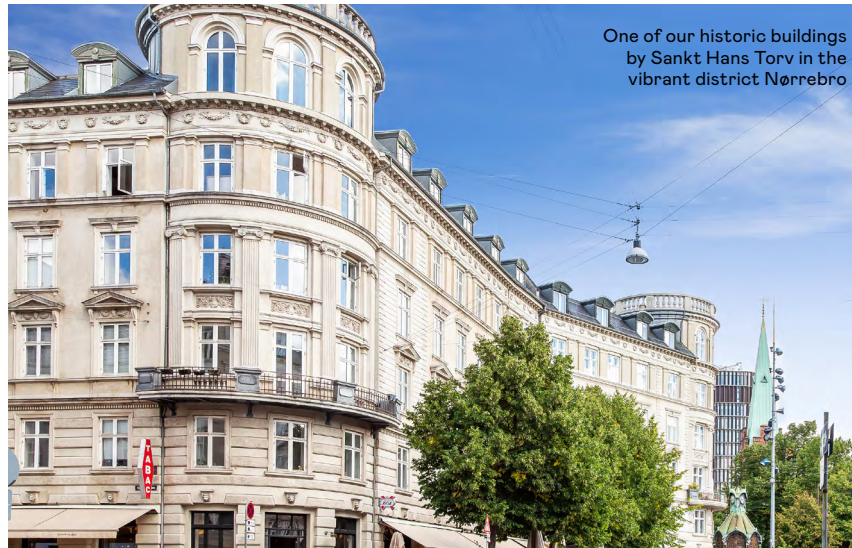
Stakeholder Engagement

Kereby has defined three key stakeholder groups for our business: our tenants, our employees, and the local communities within which we operate.

Our approach and engagement with our stakeholders

Our ESG principles are embedded in our decision-making framework, as shown in the graphic. This helps to ensure that our day-to-day operations always support our broader ESG ambitions. We've also established a Steering Committee and several working groups that oversee our engagement with external stakeholders. These allow us to review our policies and practices continuously to ensure they align with emerging ESG trends.

Our stakeholder-centric approach to business operations is exemplified by new feedback mechanisms for engaging with both our tenants and employees. These include ESG workshops for staff and, for tenants, regular consultations whenever we're conducting larger renovation projects in



One of our historic buildings by Sankt Hans Torv in the vibrant district Nørrebro

the buildings in which they live. We've also instituted annual surveys for both tenants and employees, as well as new communication channels such as our whistle-blower scheme and the digital information screens in our buildings, which allow tenants to express their views, quickly and easily, regarding our work and operations.

Furthermore, we are members of various organisations which focus on environmental issues and community engagement. We also engage regularly with Danish policy makers at both governmental and municipal levels, and with environmental NGOs and legal specialists.



Some of our External Stakeholders



Supporting our Customers, People & Communities

In this section, we'll explain our work on tenant satisfaction and customer service, our employee health and wellbeing initiatives, our progress on diversity, equity and inclusion, and the actions we take to support our communities.

Tenant Satisfaction & Customer Service

Our commitment to provide high quality service for our tenants

Customer satisfaction is an essential component of measuring – and ensuring – the long-term success of any service provider. Kereby is no exception.

Our strategy and approach

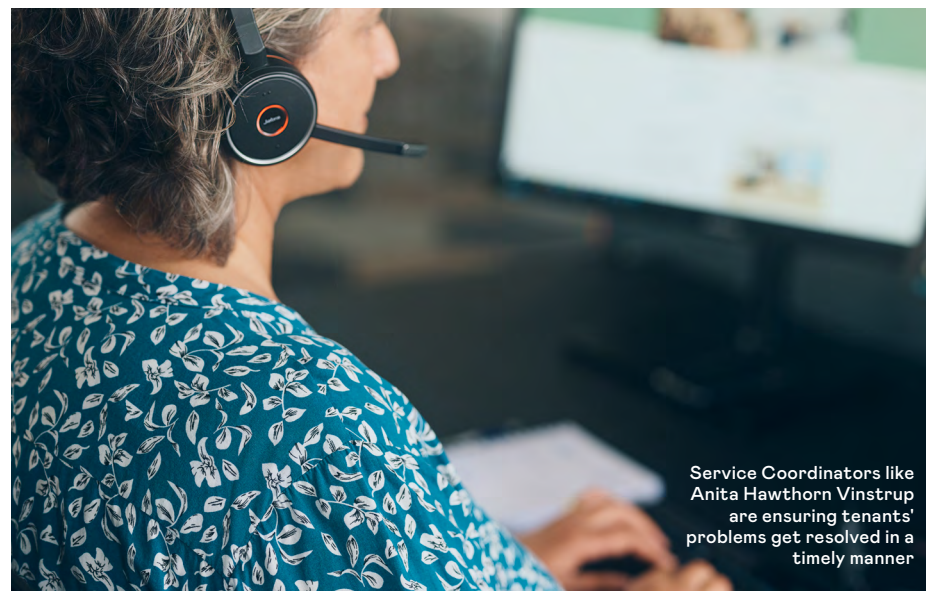
Tenants' needs are always evolving, and we're constantly striving to improve our service level. To ensure that we understand residents' needs, to maintain their trust and to keep them satisfied, we conduct an annual satisfaction survey as well as an action-based survey that gauges the customers' experience from the time they first view the lease to the end of their first month's tenancy. In addition to delivering a high level of

service to our tenants, their wellbeing and comfort is also a high priority at Kereby. We're always looking to deliver meaningful improvements. For example, by replacing old windows, we improve both the energy rating and provide a more comfortable, efficient and economical home for our tenants.

Service management – how we're improving our service

Based on the results and feedback from the surveys we conduct, we're working to improve the overall customer experience by, for example, reducing enquiry waiting time and fixing our tenants' problems more quickly.

To this end, we've implemented a new task and ticket system – TOPdesk – in our Service Center. It helps us handle tenant enquiries and ensure that they're rigorously logged, and then promptly, properly addressed. Thanks to the same survey, we also learned that some of our tenants are missing information on next steps and progress on their enquiries in



Service Coordinators like Anita Hawthorn Vinstrup are ensuring tenants' problems get resolved in a timely manner

relation to minor renovation projects in their apartments. Again, TOPdesk is helping us address this. The feedback on the

new system from both our tenants and from our employees in the Service Center is overwhelmingly positive.

Our Performance Targets				
KPI	Metric	2022	2025 Target	2030 Target
Tenant Satisfaction	Net Promoter Score*			
	- All tenants	-8	+12	+20
	- New tenants	+49	+53	+55

* See Appendix 1

“ I love this new system! It has really improved the workflows in the Service Center. We now have an even better overview of our tenants' inquiries and can therefore provide them with the right service more quickly. Our residents have also already adopted the new system and seem happy about it.”

Anita Hawthorn Vinstrup
Service Coordinator

Supporting our Customers, People & Communities

Our Initiatives for Commercial Tenants

We support our commercial tenants through a range of initiatives. Each year we invite all our commercial tenants to a social media workshop at Kereby's office with one of Denmark's leading social media experts, Benjamin Rud Elberth.

We also help businesses make the best possible impression on their new neighbours, providing gift cards and a welcome bag full of products from our commercial tenants to our residential tenants when they move into their new Kereby apartments.

Tenant Engagement

Based on the results from our 2022 tenant satisfaction survey, we learned that our tenants see Kereby as a very accessible landlord with friendly and welcoming employees.



Benjamin Rud Elberth, one of Denmark's leading experts in social media, runs a workshop for Kereby's commercial tenants

This appreciation is based on several of our initiatives:

- **A new 24-hour service line**

Our in-house Service Centre team is answering tenant calls within, on average, 32-seconds. They register all queries and schedule responses to ensure all issues are promptly resolved.

- **Information screens on all stairwells**

These screens don't just keep tenants up to date with the information they need regarding, for example, how planned renovation works will impact them. Tenants can also use these screens to keep in touch with one another, for example, about an upcoming event. In addition, they can contact Kereby directly and be put in touch with the correct service.

- **Improved tenant communications**

We keep in touch with tenants via letter, email and the information screens to keep them up to date on news relevant to them. We strive to ensure that all our communications are written in clear and accessible language.

- **Ongoing project updates**

Larger renovation projects – such as the construction of a penthouse apartment to an existing Kereby building, for example – often require scaffolding for a significant period of time. Before work starts, we'll always invite either the tenant chairman or all residents to an information meeting.



We are always available to our tenants to support with any queries they may have

At the meeting, Kereby will always be represented by the project, asset management and communications department. The project will be presented and questions from tenants will be answered. We'll follow up with a summary of the meeting that we distribute to all the tenants in the property.

Over the course of the project, we'll keep our tenants informed if the project significantly changes or is delayed. Tenants can send any questions they have about the project to a dedicated Kereby email address.

Moreover, we've also brought together a wide range of sustainability tips and recommendations, which we distributed to all our tenants in April 2023. These help tenants make their properties more healthy, comfortable and sustainable.

To support this, our standard leases include sustainability guidelines such as keeping the temperature between 18 and 21 degrees to avoid mould whilst minimising energy consumption and cost.

Supporting our Customers, People & Communities



Customer satisfaction surveys are instrumental in refining our services and fostering strong tenant relationships. We believe they are of paramount importance in driving our company's growth and strengthening our commitment to ESG values. By consistently prioritising tenant feedback, we ensure that we remain a trusted, responsible, and forward-thinking real estate company.”



Jesper Westphal
Head of Business & Strategy

Tenant satisfaction survey – the results

Our commitment to delivering high-quality service to all our tenants is reflected in our consistently improving customer satisfaction metrics.

Our Net Promoter Score (NPS), a survey driven measure to gauge customer satisfaction, in 2020 was -37, -12 in 2021, and -8 in 2022. It's a significant improvement in only three years, and although there's still plenty of work to do we're proud of our progress so far.

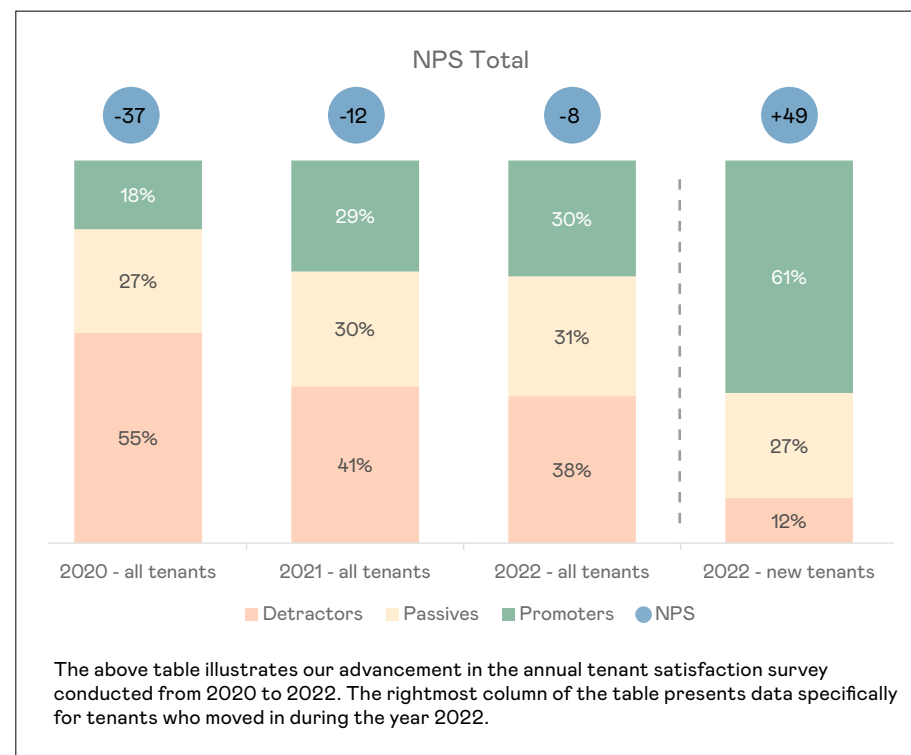
Following both our 2021 and 2022 surveys, we communicated the results and our progress via a letter distributed to all our tenants.

In the surveys we consult our tenants on three major topics:

- The service that they receive from our employees
- The communications they receive from Kereby
- The condition of the property

In relation to the experience of the personal service that tenants receive from Kereby staff, the overwhelming response was that it's easy to get in touch with an employee from Kereby, that we respond quickly to their enquiries and solve their problems, and that the employees at Kereby are friendly and accommodating.

Regarding communication, we learned that our tenants feel that they receive sufficient information from Kereby and that the information is conveyed in easy-to-understand language. Furthermore, tenants told us that they receive



appropriate levels of information about both upcoming and ongoing renovation projects. Based on the results and feedback in relation to the condition of the properties, we can conclude that our properties meet our tenants' expectations and that they are satisfied with both the indoor and outdoor common areas, as well as the level of cleanliness.

Our next steps

There is always room for improvement, and we can always do better. In 2023, we'll be working on improving our customer service experience with new initiatives, such as conducting specific action-based tenant surveys and establishing a dedicated tenant board so that we can work more closely with tenants to improve our service.

Supporting our Customers, People & Communities



Our Operations Manager Jens Bremer is leading by example and advocating for more employees to commute on a bicycle.

Employee Health & Wellbeing Our commitment to promoting our employees' health and wellbeing

Our business would be nothing without our people. We're committed to their wellbeing, and have implemented several initiatives to support our employees' physical and mental health.

Our employees' health and wellbeing is important to Kereby because it increases their productivity, morale and engagement, improves both their physical and mental health, reduces absenteeism and helps us to retain our employees.

In May 2023, we introduced a campaign to encourage colleagues to 'go by bike' – whether that's to and from work, or when travelling to meetings around Copenhagen. We're also encouraging 'walk & talk' meetings.

Our strategy and approach

A supportive workplace culture is crucial to maintaining employee wellbeing. We're always reviewing our policies and practices in this regard, conducting regular satisfaction surveys, running quarterly employee development meetings, and implementing the necessary changes and improvements based on feedback from staff. Through these efforts, we aim to create a working environment that promotes the safety, health and wellbeing of our employees while contributing to our overall business goals.

One of these efforts is our collaboration with the Danish Cyclists' Federation. Together with DCF, we've conducted an assessment campaign to gather baseline data on how staff get to and from the office. Nearly 25% of Kereby staff commute by bike, and we're aiming to increase the numbers over the coming years. We've also been assessed by the DCF, which

has issued us with a bronze rating. This helps us track how we're performing when it comes to helping staff get out into the fresh air on two wheels, and have the best conditions for our staff to bike during, from and to work.

Another effect is our internal Kereby staff association for all employees, which we've set up to improve cultural and social representation and cohesion. The association is led by five employees who organise events such as fishing trips on Øresund and guided tours around Copenhagen. In August 2023, many of our staff will be also participating in the Copenhagen DHL run.

Our next steps

We're proud of our culture and the work we do to ensure that our staff have a healthy, supportive work environment – but there's always more we can do.

In addition to our annual surveys, we'll keep implementing new measures in response to feedback, and we'll look for new ways to promote a healthy work/life balance such as supporting initiatives like DHL run and the Danish Cyclists' Federation campaign.

Our Performance Targets

KPI	Metric	2022	2025 Target	2030 Target
Employee turnover rate	Leavers (retired, terminated and resigned employees) as percentage of workforce (%)	23.64%	20%	15%

“Through a transport survey, we've been able to map our employees' transport habits to, from and during work so that we have data to promote both more sustainable and bicycle-friendly choices. We've also been certified as a bicycle-friendly workplace and have invested in a mini bicycle workshop in our office.”



Jens Bremer
Operations Manager

Supporting our Customers, People & Communities

Diversity, Equity & Inclusion Our commitment to fostering a diverse, equitable, and inclusive workplace

Diversity, equity and inclusion are wide-ranging, nuanced, interrelated concepts. We're always working to understand them better and to develop new policies and initiatives that will improve the overall working environment at Kereby.

Ensuring a diverse and equitable workplace where all Kereby employees feel included and have a strong sense of belonging is essential to enhancing employee wellbeing, and to attracting and retaining talent. With this in mind, we have collaborated with an external partner on developing and conducting an inclusion survey to



Malene Brammer, Kereby's Head of HR, is spearheading our DE&I efforts

give us an informed basis for implementing initiatives to improve inclusivity. In addition to monitoring inclusivity, we will keep a close eye on diversity to ensure balance throughout the company.

We recognise that improved diversity and inclusion isn't just good from a social perspective— it's also essential to our company's ongoing success. We believe a diverse workforce is a stronger, more resilient workforce. Our goal is therefore to foster a culture that celebrates and values diverse perspectives and experiences. This approach not only helps us attract and retain top talent, but it also leads to better decision-making, innovation, and – ultimately – better business results.

Our strategy and approach

We're already at work building a more inclusive workplace by providing training for our employees on a range of issues, including unconscious bias. In 2022, we conducted an inclusivity survey with a third party - Inclusify - for all Kereby employees.

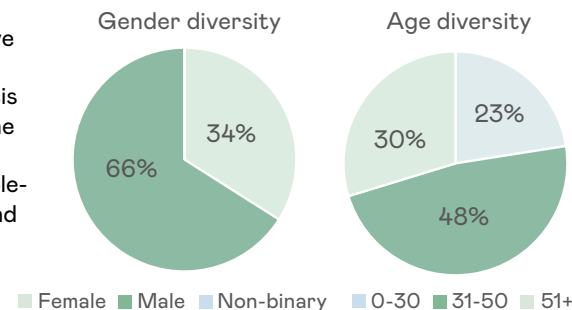
The survey included an initial qualitative survey with internal focus groups. The focus group interviews formed the basis for the quantitative survey of which the employee participation rate was 89%. Through efforts like this, we aim to implement measures on an informed basis and thereby create an environment where everyone feels respected, valued, and empowered to do their best work.

Our next steps

DE&I are vital components of Kereby's ESG strategy. By creating an environment where everyone can thrive, we are not only meeting our social and ethical responsibilities, but we are also setting our company up for long-term success.

With our inclusion survey results as a backdrop we'll be implementing measures to improve inclusivity in the business and track key measures in an annual WPA (workplace assessment).

In addition, to ensure we are making progress on DE&I we will regularly track and monitor key metrics. These include diversity in age and gender across the organisation, within our leadership team, and across salary bands.



“The very best working environment is where all employees, regardless of who they are and what role they fulfil, are recognised and respected for who they are and what they bring to the table. It's important both because happy employees provide a good service to our customers, and also because Kereby is and will always be a responsible company. As part of a diverse workforce with a truly inclusive working environment, employees experience a high degree of wellbeing, commitment and satisfaction. For several years now, we've worked hard to further develop our organisation, and we'll continue this work by focusing on our internal working environment.”



Malene Brammer
Head of HR

Supporting our Customers, People & Communities

Community Support

Our commitment to supporting the communities around our properties

Copenhagen is our home, and we've always taken our responsibilities very seriously when it comes to making a positive impact on the city and on the communities that live and work here. Our commitment to community support is exemplified through our initiatives such as adding new units by converting old roof storage spaces into new, modern rooftop apartments – to date we have invested more than 1.2 billion DKK in the maintenance and improvements of the historic Copenhagen residential buildings. Furthermore, we are supporting local aid organisations, such as Velkommen Hjem, Hellebro and Bydelmødre.

Our strategy and approach

We try to work alongside the local community as much as possible, whether that's collecting garbage in green spaces with volunteer staff and tenants or partnering with non-profit organisations and local authorities.

Kereby is committed to supporting local people who are struggling. We do this by:

- In recent years, we've made donations to local aid organisations and collaborated with Copenhagen Municipality on housing 24 Ukrainians fleeing the war with 5 fully furnished apartments in our portfolio. Some of our commercial tenants donated inventory to the apartments.

- We also work in partnership with the local community group, Velkommen Hjem, an extraordinary organisation dedicated to helping former military personnel transition back into civilian life

and work. So far, every one of Kereby's Velkommen Hjem mentees has found a job.

- We are also pleased to support Bydelmødre, an organisation that helps female migrants living in Denmark, women with disabilities, and women who have experienced trauma, through language tuition and education about Danish society.
- Since 2022, we've also been donating to the aid organisation 5 Schools, which helps children in Syrian refugee camps.

We're also able to create local employment opportunities within our sector, while investing in skills development and education to foster socio-economic growth. This is done through our partnership programme with NEXT.

NEXT is Denmark's largest school within vocational education and training. Over the course of three years, the programme focuses on janitor and property-service skills development, and during the period the student is both having lessons at NEXT and is responsible for his or her own properties. Kereby started our first programme with a student in 2022.

Our next steps

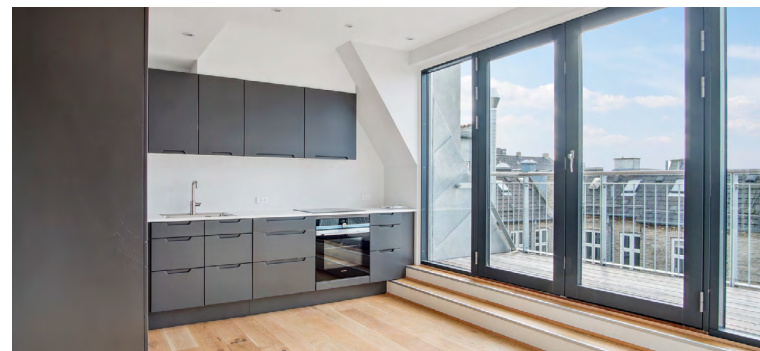
In 2023 and moving forward we'll continue to find new ways of supporting the local communities where ever we operate. This includes collaborating with NGOs and local aid organisations.

New initiatives to support our local communities will be decided in collaboration between the management team and the communications and ESG departments.



From attic space (above) to rooftop apartment (below): A city as vibrant as Copenhagen needs all the housing stock it can get – and maximises our buildings' potential

"Rejsegildet" is a traditional Danish celebration enjoyed by craftsmen, architects and technicians when a building's roof beams have been laid



We collaborate and support:



BYENS
Netværk



Case Study - Zøllnerhus



After nearly a century of service to the citizens of Copenhagen, Zøllnerhus will combine twenty-first-century living with twentieth-century functionalist architecture.

Repair, restore, revitalise Together with the Danish Agency for Culture and Palaces, Kereby is giving Zøllnerhus a new lease of life.

The green shoots of the functionalist movement grew out of the rubble of the First World War. Among functionalism's foundational principles is the idea that architecture should make the world – and people's lives – better in the broadest possible sense. It's an idea that's as relevant today as it was a hundred years ago. That's why, with help from the Danish Agency for Culture and Palaces (SLKS), we've embarked on a multi-year project to renovate Zøllnerhus, a functionalist icon in the heart of the capital.

The challenge

Built between 1934 and 1936 by the architects Charles J. Schou and Erik Kragh, the building's cultural significance led to it being listed in 2007. Renovating historic buildings of national importance is an aesthetic challenge as much as a technical and regulatory one, and an exercise in preserving not just the physical building but also the original intent of its designers.

The solution

Working with experts from the SLKS, we spent almost a year developing a handbook specific to Zøllnerhus. The handbook brings together comprehensive guidelines governing how best to renovate apartments in the building. Recently, we've been putting these principles into practice and now, three months after it began, work on the first Zøllnerhus apartment is complete.

The results

Our aim has been to restore and repair what we can, to replace what we can't, and to use long-lasting materials wherever possible to revitalise the property. The result is a thoroughly modern living space that remains sympathetic to the social and cultural context. For example, the cast terrazzo flooring has been flawlessly restored and polished, while the cork floors have been replaced entirely. The original 1930s joinery presented a particular challenge: the skirting boards and bannisters had to be carefully disassembled and repaired before being

reassembled, and it was no small task to find the right slow-growth timber for the wall panels and table tops. Every detail, like the rosettes in the ceilings, received the same meticulous treatment. In line with our mission to help tenants reduce energy and water consumption, the fittings and household appliances are as advanced as the building is antique and, like the washing column in one of the apartments which has been carefully tucked away so as not to impinge on the apartment's aesthetic – is still highly energy and water efficient.

Looking to the future

SLKS experts have been on hand throughout the renovation process to advise us when we encountered issues that weren't covered in the manual we'd created. Together, we've devised effective, cost-efficient solutions that we'll be employing as the restoration work on 15 further apartments gets under way.

We aim to complete the project by March 2024, when Zøllnerhus will be fit for another hundred years' service to the citizens of Copenhagen.



Flawless flooring: hard-wearing, terrazzo has been made with respect to its original design



The restored apartment's environmental impact is minimised without impinging on the property's aesthetic

Protecting our Environment

The best way we can make a positive environmental impact is by reducing our operational energy consumption and carbon emissions as well as improving the energy efficiency in our properties.

We also need to adapt to the impacts of climate change by making our buildings more resilient and safeguarding the green spaces around them.

We've set short and medium targets for each of the major climate change mitigation impacts listed below including a 42% reduction target on our operational carbon emissions by 2030.

Sustainable Buildings

Our commitment to improving the sustainability of our buildings is central to our ESG strategy.

Our commitment to more sustainable buildings extends beyond environmental compliance. That's why we've set public and internal goals for energy consumption and carbon emission reductions, water usage, waste management and more.

Our strategy and approach

We strive to prioritise more sustainable design, energy efficiency, water conservation and waste reduction in the construction and operation of all our properties. To that end, we aim to be fully aligned with industry-leading standards and the EU's Corporate Sustainability Reporting Directive (CSRD).



Our efforts are reflected in our ESG strategy and internal road maps for making our buildings as resource-efficient as possible for the benefit of our tenants, our employees, and the communities we serve.

Energy efficiency

Improving energy efficiency is not only a means to carbon reduction, it also has clear benefits for our tenants, both economically and comfort wise.

This is being done in four ways: by bringing our buildings' energy labels up to minimum EPC band C; by helping our tenants to reduce their daily energy consumption; by reducing electricity and heating consumption wherever it's within our operational control; and by optimising the performance of our central heating systems. Although unforeseen circumstances in 2022 have contributed to an extraordinary 6.4% reduction in energy consumption, we are confident that we can sustain the reduction and reach our 2030 target.

“ We have conducted a complete screening of all our properties in relation to energy-focused renovation with a view to reducing the total energy consumption of the property and raising the energy label. By mid-2023, we have renovated our properties to an extent where EPC band C has been achieved on 87% of our portfolio, by floor area.”



René Steinbakken d'Hermilly
Senior Director, Head of Projects & Services

Our Performance Targets				
KPI	Metric	2022	2025 Target	2030 Target
Energy consumption	Landlord energy consumption, (relative to 2021 baseline year (% , absolute figures)	-6.4%*	-2%	-5%
Operational carbon emissions	Reduction in Scope 1 + 2 GHG emissions relative to 2021 baseline year (% , absolute figures)	-15%**	-30%	-42%
Energy efficient buildings	Percentage of portfolio, by floor area, that is rated EPC C or above (%)	78%	90%	90%

* See Appendix 1

** Kereby acknowledges emissions factors have significant impact on our emissions progress.

We are sharing our assured data in this report; please see page 26 for more information on this statistic.

Protecting our Environment

Water and waste

In order to reduce unnecessary water consumption at our properties, we have, as a pilot project, started to install smart meters to detect abnormal trends in water usage. This initiative will provide us with the opportunity to identify and fix leakages and inform both our residential and commercial tenants. We're also preparing all new leases for water meter installation and are engaging with our tenants to promote sustainable practices, especially in relation to water consumption.

To manage and reduce waste consumption across both our residential and commercial properties, we will be installing bins with separate disposal sections to promote recycling of waste where possible in new leases, as well as helping our commercial tenants comply with new regulations for waste management. Furthermore, we've formed a partnership with our suppliers White Away and Recirk to reuse or recycle 100% of old home appliances in our apartments.



With all our tenants we've been sharing sustainability tips and recommendations including how to reduce water consumption and handle waste

Did you know...

That bio-waste collected by citizens in the Copenhagen area is made into biogas at a large plant in the city area Køge? This gas is delivered e.g. as city gas for stoves, for vehicles and for heating, thereby replacing part of the previously imported gas from Russia with a more environmentally friendly gas.



Thanks to partnerships with suppliers White Away and Recirk (pictured), we're aiming to reuse or recycle 100% of old home appliances

“ We're very happy about our new collaboration with Recirk! They receive all our old home appliances for recycling and reuse with help from our appliance supplier, White Away. Every component is tagged and tracked, ensuring that we can follow what's happening at every stage of the process.

In our units that have not been recently renovated and where there are old appliances that no longer work, we replace them with recycled machines from Recirk.

In our newly renovated tenancies, we repair new machines to avoid unnecessary replacement.”



Jens Bremer
Operations Manager

Protecting our Environment

Climate Action

Our commitment to reducing our carbon emissions and making our buildings more climate resilient

Reducing global greenhouse gas (GHG) emissions is more urgent than ever.

The Paris Agreement, the international climate treaty adopted by almost 200 parties in 2015 at the UN COP21, represents a global consensus on the need to address climate change and requires signatories to pursue efforts to limit global temperature rise to 1.5°C. Our 42% carbon reduction target for our operational emissions is based on a climate science calculation which is supported by climate scenarios developed by IPCC.

We are equally committed to reducing climate risk for and around our buildings, and to being transparent about our findings and solutions. There is no panacea to solve and mitigate the risks of climate change, but with a willingness to learn from industry standards and workable solutions tried out by our peers and across comparable sectors, we believe we can move the needle.

Our strategy and approach

Last year we reported our 2021 operational carbon emissions (Scope 1+2) using GHG accounting principles and obtained limited assurance by Deloitte. This year we've done the same for 2022 but added

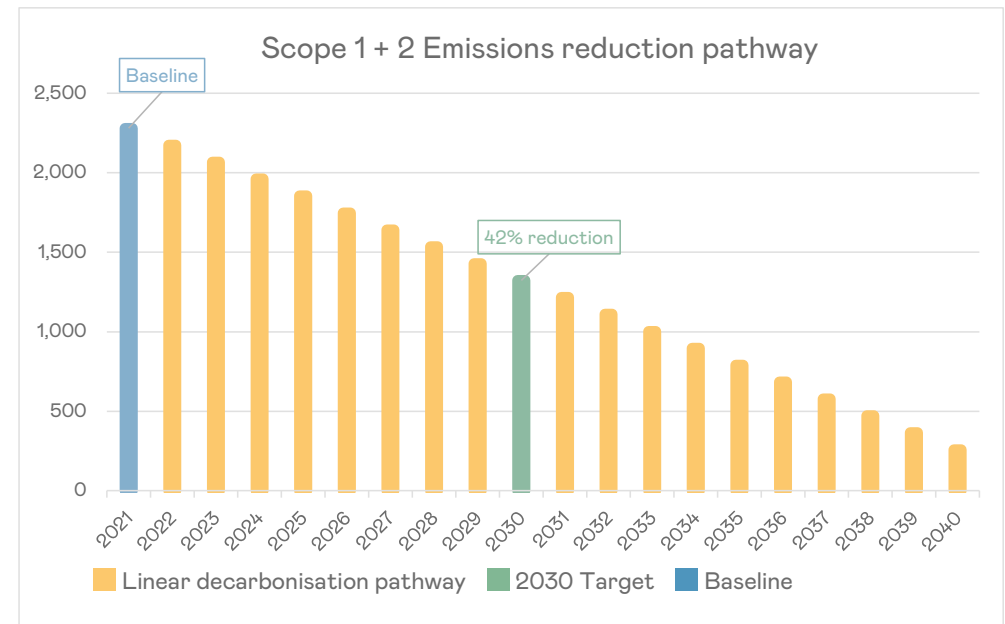
part of our Scope 3 emissions to the limited assurance.

By collecting data on our tenants' waste and electricity, and our air travel, we've been able to report a larger part of our total emissions, and we will continue to work hard to ensure that 2/3 of our Scope 3 emissions are covered, at a minimum.

Improving the EPC ratings of all our properties is a top ESG priority. To that end, our efforts to reduce energy consumption, coupled with the ambitious reduction goals of our energy supplier, give us confidence that we can achieve our target of reducing operational carbon emissions by 42% by 2030. The chart opposite illustrates our decarbonisation pathway to achieving this goal.

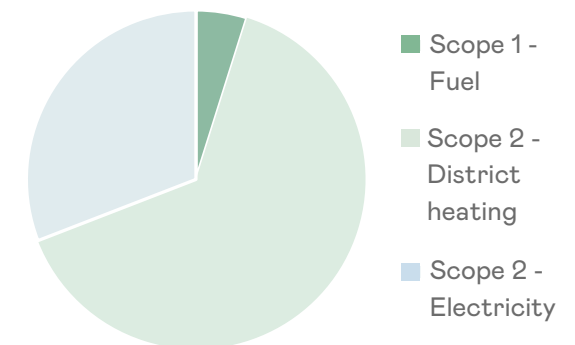
Although changes in tenant behaviour in response to increased energy prices, warmer weather, and a decline in our heating suppliers' emissions have impacted our emissions reduction, we continue to identify further opportunities for efficiency improvements across our properties. In 2022, we reduced our operational energy consumption by 6.4% compared to 2021, our baseline year.

Reducing energy consumption plays a significant role in carbon emissions reduction. However, since most of our buildings'



energy consumption is outside of our operational control, we try to inform our tenants on how to reduce consumption and, of course, make them aware of the associated cost saving opportunities. To this end, we've collated tips and recommendations in a 15-page booklet that we've distributed to every apartment.

Scope 1 + 2 Emissions (Market based)



Protecting our Environment



Kereby's Senior Director and Head of Projects & Services René Steinbakken d'Hermilly is leading the charge when it comes to safeguarding our buildings and minimising their environmental impact

Climate adaptation and safeguarding the natural world

We understand the impact that our buildings have on both the climate and the natural world – and vice versa. That's why, in addition to leveraging our buildings' potential to reduce carbon emissions and promote energy efficiency and reduction, we're implementing several initiatives to better safeguard the buildings and environment around our buildings.

Safeguarding our buildings means we monitor all our properties in order to make them resilient to cloudbursts and flooding. In 2022 we started installing physical barriers, pump wells and drains to protect our buildings, and we're regularly conducting climate risk and vulnerability analyses to further these aims.

We have, alongside one of our tenant organisations and the organisation "Happy

Humans", started to provide training for our janitors and property inspectors to improve conditions for biodiversity in their daily maintenance of Kereby's outdoor spaces. It must be said, however, that there are limitations in our work with improving conditions for biodiversity at our buildings due to most of the courtyards being very small and coated with cement, and therefore very few green areas.

Our next steps

Our estimated Scope 3 carbon impact makes up more than 95% of our total emissions. It's therefore vital to complete our Scope 3 materiality assessment and to have sufficient overview of inventory for us to be able to set a clear target for Scope 3 data coverage, whilst incrementally implementing measures to help reduce emissions both within our value chain and outside of our operational control.

We'll continue to work closely with our utility suppliers in order to minimise energy and water waste, and to extract the maximum value from the consumption data we have.

On completion of our initial, bottom-up analysis of operational electricity consumption, we'll continue to collect, log and review our data, implementing additional initiatives on the back of what we learn.

We'll expand on our collaborations and partnerships. By working with an expanding network of suppliers, tenants' organisations, local and national government, charities and NGOs, we'll be better positioned to help our tenants to reduce energy and water consumption, and to manage waste.

“ In 2022, we conducted a complete screening of all our properties to review which are most exposed to cloudbursts. We immediately started working on the 10 most exposed properties, which we will finish in mid-2023. Our work at the properties includes, among other things, the establishment of backflow prevention in the sewers, the establishment of physical barriers against surface water, the establishment of pump wells, and the establishment of drains at the bottom of the basement passages. We've also drawn up internal and external contingency plans for storms and cloudbursts.”

René Steinbakken d'Hermilly
Senior Director, Head of
Projects & Services

Strengthening ESG in our Business

Our work to embed ESG across Kereby's operations includes a renewed focus on ethical standards, reporting and data management, and regulatory compliance. We're always looking to improve the quality and coverage of our ESG dataset in order to support our business and provide our stakeholders with relevant and transparent reporting of our performance.

Ethical standards

Our commitment to good governance and ethical standards

Kereby is committed to the principles of good corporate governance consistent with ethical standards. The principles emphasise transparency, accountability and independence.

Our strategy and approach

Our comprehensive code of conduct and compliance programme ensures that our employees, partners, suppliers and contractors adhere to responsible business practices in areas such as labour rights, human rights, anti-corruption, and diversity and inclusion.

We have established a whistle-blower scheme to help ensure a safe and equitable environment for employees collaborating with external administrators to oversee this.

Moreover, all Kereby suppliers are required to comply with our code of conduct, which is an integral part of our agreements with all external partners.

Our next steps

Kereby will continue to encourage employees and external stakeholders to speak out and report if they have any concerns about malpractice or other issues contrary to our ethics and policies.

In addition, we will continue to conduct a yearly code of conduct control check on our 20-25 largest suppliers, and a regular background check on our 30 largest suppliers and business partners.

Reporting & Data Management

Our commitment

Data management and reporting plays a crucial role in our ESG strategy, as it enables us to make swift, well-informed, data-driven decisions.



Our ESG Senior Specialist Thomas Østergart discussing GRESB data inputs with the rest of the ESG team

Our Performance Targets				
KPI	Metric	2022	2025 Target	2030 Target
ESG data coverage	Carbon emissions data coverage for Scope 1+2 (Scope 3 materiality assessment pending)	100%	100%	100%

Our strategy and approach

Transparent and accurate reporting is essential for assessing our ESG performance. We collect, analyse, and report relevant ESG metrics related to our properties and operations. We are submitting to widely recognised

benchmark tools such as the Global Real Estate Sustainability Benchmark (GRESB) to provide consistency, comparability, and reliability of our ESG disclosures to stakeholders, including tenants, investors and regulators.

Strengthening ESG in our Business

Data management

We collect data for reporting on emissions and also for reducing them. As mentioned previously, we're in the process of looking at how we can reduce the electricity consumption we are responsible for in the shared spaces across our properties.

While we do what we can to reduce our emissions, we also need our tenants' help. Education campaigns are one of the most important tactics for reducing tenants' carbon emissions, which is why we distributed the information mentioned earlier in this report, with sustainability and energy-saving tips and recommendations.

Our collaborations with organisations like the utility company HOFOR involves, among other things, analysing the data we receive from smart meters at a granular, hourly level. This helps us to identify properties that perform poorly, to find out why, and to develop ways to remedy these flaws. This applies both to the property's heat consumption and to the return-flow temperature, which shows how efficiently our properties use the district heating energy.

Our portfolio benchmark is on par with HOFOR's benchmark, which is approximately 112 kilowatt hours per square metre for condominiums. The new outside temperature adjustments figure, which is set out by HOFOR, has dropped a little, but our properties are roughly at the same level, and that is something we can only know thanks to rigorous, effective data analysis.



Left to right: Kereby's CFO Ole Markussen, CEO Lars Pæregaard, COO Kenneth Ohlendorff

Reporting

In addition to our annual ESG report, Kereby reports to GRESB. 2023 is the second year we've done so. Reporting is a complex, labour-intensive process that requires data inputs from across the entire company. We have therefore created a dedicated working group that is responsible for data collection from the various departments to

ensure adherence to the GRESB method and documentation requirements, and for the simulation of scores.

We also submit carbon accounting in accordance with the GHG principles. In last year's carbon accounting, we had 2 KPIs audited: Scope 1 (combustion of car fuel) and Scope 2 (emissions from

purchased heating and electricity). This year we've added 20 KPIs including additional Environment KPIs as well as Social and Governance, all of which have been obtained limited assurance.

Our next steps

In order to have the best data to manage, report and act on, we will continue to streamline our measuring, monitoring and reporting systems. This includes setting up KPIs and measuring metrics, an annual cycle for reporting, continued collaboration with external partners on water and heating smart meters, the composition of ESG checklists in procurement, and the implementation of ESG KPIs for employee performance.

In 2025 we expect to be subject to compliance with the Corporate Sustainability Reporting Directive (CSRD) which is the EU initiative to improve the quality and comparability of corporate ESG-disclosures and to report to European Sustainability Reporting Standards (ESRS) including the EU taxonomy alignment.

This will demand first-class data management on Kereby's part. Implementation and streamlining of data processes and systems, in addition to the allocation of the necessary resources, are a prerequisite to success in becoming fully ready for the additional reporting requirements. Our two years of voluntary reporting to GRESB and our extensive experience in carbon accounting have prepared us well for this.

Strengthening ESG in our Business

Regulatory Compliance

Our commitment

Our compliance management system includes regular audits, risk assessments, and continuous improvement processes to ensure that our properties and operations remain fully compliant with evolving regulations.

Our strategy and approach

We're determined to maintain and further develop our strong compliance culture. This is why we engage with stakeholders such as policy makers, environmentalists, NGOs and lawyers to support the development of progressive real estate regulations that promote sustainability and drive positive change.

Our next steps

We will continue to improve and increase internal awareness campaigns that cover ESG-related regulations and legislation. We'll also continue to conduct ongoing audits of all Kereby processes and documentation including contractor agreements, service agreements and commercial lease contracts.

Risk management

Our commitment

Risk management is a key feature of responsible ESG governance. We operate in an industry with a wide range of risks ranging from environmental

risks, health and safety concerns, labour practices and supply-chain vulnerability to regulatory and financial risks. When it comes to identifying, assessing and mitigating these risks, we take a proactive approach, addressing them in a timely, effective manner.

Our strategy and approach

Our risk management approach is guided by our overall ESG framework and forms an important part of our broader ESG governance framework. We've established an ESG committee comprising of senior leadership that oversees and manages ESG-related risks and is responsible for ensuring that our business operations align with our ESG objectives.

Some of the risks we must manage are common to a wide range of organisations outside our industry. For example, we conduct an annual GDPR risk assessment report regarding employees and tenants.

We've also implemented a process of risk assessment and monitoring that covers all facets of our specific sector, from development and construction of new leases to property management, up-keep, and tenant engagement. Our risk assessment process involves identifying potential risks and developing a risk contingency plan that outlines the steps we will take to address those risks.

The process covers how to alert relevant persons in Kereby's contingency group if one becomes aware that severe damage, an accident or other significant incident has occurred, or if there's a risk that it will. Serious incidents must be reported whether they relate to Kereby's employees, customers and partners and/or to a property or company being administered by Kereby.

Moreover, we've implemented procedures for reporting ESG-related incidents and concerns, such as safety or environmental issues, that allow us to quickly respond to any potential risks that may arise. This approach ensures that we maintain strong ESG governance practices and protect the interests of our tenants, employees and communities around our buildings.

Our next steps

Kereby will continue to ensure that we maintain strong ESG governance practices and protect the interests of our tenants, employees and communities around our buildings by further developing our current policies and procedures.

EU taxonomy alignment

The EU taxonomy defines four criteria for when an economic activity can be considered sustainable:

1. The economic activity must contribute to one of six environmental objectives:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

2. The economic activity does 'no significant harm' (DNSH) to any of the six environmental objectives

3. The economic activity meets 'minimum safeguards' (such as the UN Guiding Principles on Business and Human Rights) to avoid having a negative social impact

4. The economic activity complies with the technical screening criteria developed by the EU Technical Expert Group

For the eligible activity 7.7 "Acquisition and Ownership of buildings", we are working on reporting alignment with the EU taxonomy by 2024.

Looking to the Future

People often think of ESG as a journey. Insofar as this implies a final destination, we disagree. At Kereby, we think simply in terms of progress – day by day, month by month, year after year after year.

We think in terms of the impact we have and the impact we could have. We think in terms of the partnerships we make and the causes we can support. And while we're pleased to see how far we've come in the last year, we're determined to focus on the future.

In next year's report, we aim to be sharing more good news. More solid data. More evidence of the difference we can make. Specifically, we hope to be reporting on areas of focus that we've identified through our work so far in determining what's worked, what hasn't worked, and what could work if we did things differently.

Given the widespread commitment from staff across the company, we expect to succeed in our mission to create a better future. Whether we do or whether we come up short, we'll be reporting the facts so that all our stakeholders can judge our performance – and our determination – for themselves.



Appendix

Appendix 1

Notes to selected KPIs

Energy Consumption

Landlord Energy Consumption consists of Petrol & Diesel, District Heating (DH) and electricity for landlord-controlled areas. Consumption (in Giga Joule equivalent) has decreased by -6.4% due to warmer weather and tenant heating behaviour due to increased energy prices. This is offset by a higher data coverage in 2022 including assets with higher consumption intensity. Total DH intensity has decreased by -8% from 100 to 92 kWh/sqm. This is in line with the local utility company, HOFOR's benchmark for residential multifamily assets of 93 kWh/sqm (preliminary estimate based on statements from the utility company regarding underlying data points as outside temperature adjustment is currently being updated to newer metrological time series).

Carbon emissions (scope 1 + 2 impact)

The emissions data as shown in the table to the right has been given limited assurance, as per the 2022 assurance statement in appendix 3, and the 2021 GHG Report, which can be found on kereby.dk/en/sustainability. The changes explained below will impact the 2021 baseline emissions figures stated in future versions.

Total decrease -15% in scope 1+2 – in absolute terms, a decrease of 337 TCO₂e of which 297 TCO₂e is due

to emission factors used in the GHG accounts. This is also to some extent driven by lower consumption of DH in our assets. However, the main driver is the market-based emission factor applied: In the 2021 GHG accounts, the HOFOR (market-based) emission factor of 2020 (49.9 kg CO₂e/ MWh) was applied as the 2021 emission factor (34.5 kg CO₂e/MWh) was not yet known by the time of the closing of the accounts. The emission factor applied in the 2022 GHG accounts (43.1 kg CO₂e/MWh - actual 2022 factor) is a deviation of the downward trending HOFOR emission factor which until 2022 was aiming a carbon neutral production in 2025 with the implementation of Carbon Capture & Storage (CCS). In 2022, changes in geopolitical and energy supply situation forced the utility company to make a change in its peak load fuel mix (more oil, less natural gas) thereby increasing the emission factor. It also postponed the 2025 target of carbon neutral DH through CCS without setting a target for when this will be implemented.

Kereby - consumption and CO ₂ e emissions - 2022 calendar year vs baseline 2021								
Scope	Source	Unit	Energy consumption			Emission TCO ₂ e		
			Figure 2022	Figure 2021 (Baseline)	% change from base line	Figure 2022	Figure 2021 (Baseline)	% change from base line
Scope 1 GHG emissions	Combustion of car fuel (diesel)	L	26,103	30,753	-15%	66	77	-15%
	Combustion of car fuel (petrol)	L	13,389	10,874	23%	29	24	21%
	Total Fuel	L	39,492	41,627	-5%	95	101	-6%
	Total Fuel (MWh equivalent)	MWh	381	405	-6%			
Scope 2 GHG emissions	District heating consumption (market based)	MWh	28,968	30,964	-6%	1,249	1,545	-19%
	Electricity consumption (market based)	MWh	1,403	1,482	-5%	600	634	-5%
	Total (market based)	MWh	30,371	32,446	-6%	1,849	2,179	-15%
Scope 1+2 GHG emissions	Total (market based)	MWh	30,752	32,851	-6.4%	1,943	2,280	-15%
Scope 3 GHG emissions	Waste (5)	T	11,007			3,383		
	Air travel (6)	Km	49,473			9		
	Tenants' electricity (11)	MWh	7,817			850		
	Total	TCO₂				4,242		

Water

Water consumption intensity increased by 1.1% from 2021 to 2022. In the same period, the occupied square meters in the portfolio increased by 2.5%-points due to completion of several larger renovation projects. Data coverage for water consumption has been improved from 2021 to 2022. Therefore, the increase in water consumption is not calculated in absolute terms. Instead the 1.1% increase is calculated on a like-for-like basis where only water meters covered in both years are included and compared. Data coverage and real time data for water consumption continues to be one of Kereby's focus areas in 2023 and the years to come in order to further reduce the occupancy adjusted water use intensity.

NPS

Net Promoter Score (NPS) is a measure of customer loyalty and satisfaction. NPS is calculated by asking tenants: "On a scale of 0-10, how likely are you to recommend Kereby to a friend or colleague?"

Tenants responding 0-6 are Detractors, 7-8 are Passives, and 9-10 are Promoters. The NPS is then calculated as the percentage of Promoters minus the percentage of Detractors, resulting in a score between -100 and 100. A higher score indicates greater customer loyalty and satisfaction.

Employee gender pay gap

Our 2022 employee gender pay ratio is to the benefit of female employees in the company. This is due to the nature of work in the departments dominated by male employees. As more women join these departments, the pay gap will move closer to parity.

Sick Leave

The sick days is calculated as the number of total sick leave days for all FTE according to our payroll system Zenenergy divided by the total number of FTE's. Long-term sickness is not included.

Work incidents

Reported working incidents to the Labour market insurance Authority plus approved/recognized as working incidents by the Labour market insurance company. Incidents occurring between the home and workplace is not included.

Gender diversity in workforce

Of our total workforce, 34% are women. Some departments and applicants for open positions herein are dominated by male employees such as Facility Management and Project & Services, a fact we are considering in our recruitment to improve diversity in these departments and bring the company wide gender composition closer to parity. Employees are defined is either male, female, non-binary, other or not stated in the HR system.

Gender diversity in management

Percentage of the underrepresented gender in Management. Management is defined by the members of the Kerebys official Management Group including CEO, CFO, COO and excluding board members. The members of the management group are defined is either male, female, non-binary, other or not stated.

Whistle-blower reports

Kerebys legal advisor informs Kereby annually of the number of incidents that have been reported in the reporting period through the official Whistle-blower hotline. The report included in the scheme are the following:

- Financial crime, e.g. theft, embezzlement, fraud, false misrepresentation, bribery, forgery, extortion and cartel formation
- Violation of the anti-money laundering rules
- Distortion of competition
- Breach of occupational safety rules
- Breach of environmental rules and pollution of the environment
- Discrimination, harassment, violence and coercive control and sexual offences
- Agreements with connected persons, self-contraction and conflicts of interest

Appendix 2

Limited assurance on selected KPIs in this report

Data in this report is internally quality controlled by Kereby and it is generated on the basis of internal financial and operational data as well as external sources.

Appendix 3 the following 12 pages contains in full our “ESG Data report 2022” including the “Independent Auditor’s Assurance Report and Statement” from Deloitte.

Only for the KPIs shown in tables in Appendix 3 have we obtained limited assurance from Deloitte.

Our ESG Data report 2022 is available on our sustainability website: kereby.dk/en/sustainability where also the GHG accounts of 2021 – also referred to as our baseline – can be found.

In our baseline year, 2021, limited assurance was obtained for the following KPIs: Scope 1 emissions, Scope 2 emissions (location and market-based).

Appendix 3

ESG Data Report 2022

Frederiksberg 12-05-2023

[Kereby 2022 ESG KPI overview](#)

Environmental KPIs

	KPI	Measure	2022 Figure
Environment - energy consumption	Diesel & petrol	L	39,492
	District heating	MWh	28,968
	Electricity	MWh	1,403
	Scope 1 Emissions	TCO2e	95
Environment - Emissions	Scope 2 Emissions (market)	TCO2e	1,849
	Scope 2 Emissions (location)	TCO2e	1,717
	Scope 3 Emissions	TCO2e	4,242
	Total emissions (market)	TCO2e	6,185
	Waste	Ton	11,007
Other Environment	Water	Cubic meter	203,000

Social & Governance KPIs

	KPI	Measure	2022 Figure
Social & Governance	Whistleblower reports	Number of submitted reports to third party; legal firm Bech-Bruun	0
	Gender diversity workforce	% of underrepresented gender	34 (women)
	Gender diversity in management	% of underrepresented gender	37 (women)
	Board diversity	% of underrepresented gender	33 (women)
	Customer retention	Churn in %, residential Churn in %, commercial	11.3
			7.3
	Customer satisfaction	NPS all residential tenants NPS all new residential tenants	-8
			+49
	Employee engagement	Inclusion survey participation in %	89
	Attendance at board meetings	Average attendance at board meetings in %	83
	Workforce age intervals	Number of employees ->30 (including) 31->50 (including) 51-> (including)	25
			53
			33
	Full Time Employee (equivalent)	FTE (ATP contribution based)	105.46
	Sick leave days	Average sick days pr. FTE	5.75
Work incidents	Number of working incidents Reported to/approved by the Labour market insurance Authority (Arbejdsmarkedets erhvervsikring)	2 reported 1 approved	
Employee turnover rate	Leavers in %	23.64	
Gender pay gap	Difference in salary and compensation between genders in %	-4.63 (men)	

Base data methodology

Our reporting period is aligned to our financial year, which is set to the calendar year – 1 January to 31 December 2022.

For 2022, our reporting scope / overall data coverage is divided into the following:

- Environmental KPIs covering the following;
 - o Kereby offices (domicile properties – rented or owned)
 - o Main portfolio of rented out properties on a per asset basis
 - o Vehicles leased and used for business operations (Janitors and Clerks)
- Social KPIs
 - o Governance KPIs

Organizational boundaries

We have chosen to define our organization in line with the control approach (operational control – GHG Protocol Corporate Accounting and Reporting Standard (2015) section/paragraph p. 18), where a company accounts for the emissions from operations over which it has operational control. As Kereby ApS is the only man-co in the Danish group, we define all the Danish companies in the group as being under operational control by Kereby ApS.

Our main portfolio consists of rental properties with approx. 80 % residential units and 20 % commercial units (commercial leases typically located on the ground floor in the residential building) with which we have the full operational control in general, except tenants' electricity (electricity in rented space).

Framework

We have chosen to apply the GHG protocol definitions of the various scopes of emission. In addition to this, our reporting is based on the following principles

- o Relevance
- o Completeness
- o Consistency
- o Transparency
- o Accuracy

Scopes

We report our emissions in line with the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (revised version) with emissions reported under the following categories:

- **Scope 1** – Direct emissions (Car fuel and gasoline)
- **Scope 2** – Indirect emissions (market-based and location-based, respectively) (District heating consumption in portfolio, electricity and district heating consumption in domicile properties)
- **Scope 3** – Value chain emissions – select KPI's: waste, air travel, tenants' electricity

For scope 2, we have calculated the emissions by location-based and market-based approach, but to ensure that the CO2 footprint from our own operations is presented as accurately as possible, we have chosen to base our measure on the market-based approach, where we use supplier-specific emission factors for Kereby's district heating and electricity consumption.

In our scope 2, we include our tenants' district heating since we (the landlord) have the control over building-isolation, heating systems and overall heating-span and distribution of our leased-out assets. The tenant is only able to affect the heating of their lease to a certain extent and cannot improve emissions from district heating in a significant way, whereas we have the full authority to introduce and implement operating policies at the properties. We therefore do not consider it essential to have 100% authority to make operational decisions concerning district heating for the purpose of optimising energy consumption and reducing emissions, hence the decision to include tenant's district heating in our scope 2.

For scope 3, we have for 2022 included selected KPIs as materiality assessment and inventory mapping is ongoing in 2023. These include waste (recycling/incineration), air travel and tenants' electricity.

Definition of each indicator - Environment

Scope	Source	Unit
Energy Consumption	Diesel & Petrol	L
	District heating	MWh
	Electricity	MWh
Environment - Scope 1 GHG emissions	Combustion of car fuel (diesel and petrol)	TCO2e
Environment - Scope 2 GHG emissions	District heat consumption	TCO2e
Environment – Scope 2 GHG emissions	Purchased electricity consumption	TCO2e
Environment – Scope 3 GHG emissions	Waste Air travel Tenants' electricity	TCO2e
Environment- Total Emissions (Market)	Scope 1 Scope 2 (Market) Scope 3	TCO2e
Other environment	Waste	Ton
	Water	Cubic meter

For scope 2, we have calculated the emissions by location-based and market-based approach, but to ensure that the CO2 footprint from our own operations is presented as accurately as possible, we have chosen to base our measure on the market-based approach, where we use supplier-specific emission factors for Kereby's district heating and electricity consumption.

In our scope 2, we include our tenants' district heating since we (the landlord) have the control over building-isolation, heating systems and overall heating-span and distribution of our leased-out assets. The tenant is only able to affect the heating of their lease to a certain extent and cannot improve emissions from district heating in a significant way, whereas we have the full authority to introduce and implement operating policies at the properties. We therefore do not consider it essential to have 100% authority to make operational decisions concerning district heating for the purpose of optimising energy consumption and reducing emissions, hence the decision to include tenant's district heating in our scope 2.

For scope 3, we have for 2022 included selected KPIs as materiality assessment and inventory mapping is ongoing in 2023. These include waste (recycling/incineration), air travel and tenants' electricity.

Definition of each indicator - Environment

Scope	Source	Unit
Energy Consumption	Diesel & Petrol District heating Electricity	L MWh MWh
Environment - Scope 1 GHG emissions	Combustion of car fuel (diesel and petrol)	TCO2e
Environment - Scope 2 GHG emissions	District heat consumption	TCO2e
Environment – Scope 2 GHG emissions	Purchased electricity consumption	TCO2e
Environment – Scope 3 GHG emissions	Waste Air travel Tenants' electricity	TCO2e
Environment- Total Emissions (Market)	Scope 1 Scope 2 (Market) Scope 3	TCO2e
Other environment	Waste	Ton
	Water	Cubic meter

Definition of each indicator – Social & Governance

Scope	KPI	Measure
Social	Number of full-time employees (equivalent)	FTE
	Gender diversity in Management	Total Cash compensation
	Gender diversity in the workforce	Head count
	Employee gender pay gap	
	Employee Turnover rate	
	Employee engagement	Participation rate
Customer retention	Customer satisfaction	Lease terminations NPS score, all tenants NPS score, new tenants
	Work incidents	Reported Incidents Approved Incidents
Sick leave		Days
Workforce age intervals		Age interval
Governance	Gender diversity on Board of Directors	Head count
	Attendance on board meetings	Meeting Attendance rate
Governance	Whistle-blower reports	Incidents

Data collection and calculation

Environment – Energy consumption:

Diesel & Petrol:

Combustion of car fuel in company cars as well as cars provided for employees at work and in private. Data for car fuel across the group are collected via vendor reports of fuel purchases during the accounting period. The reports show the complete list of purchased litres. Furthermore, we have ensured that all fuel purchases are registered by providing employees with purchase cards. Car travel fuel consumption is calculated compiling total litres of diesel and petrol respectively purchased in the reporting period.

District heating:

Copenhagen and Frederiksberg municipalities' utility data is collected from the supplier's CRM systems capturing consumption real time data for the reporting period (AMR).

For assets located in areas serviced by other utility companies, the annual consumption statement and final billing covering the reporting period(s) is used and the final statement has not yet been received, the remaining part of the reporting period (typically not exceeding 25% of the reporting period) is estimated based on a per day consumption for the last completed annual consumption statement.

Leased Kereby offices are based on the landlord's heating/service charge invoices. For areas reporting on the relevant consumption data, the rent roll gross leaseable areas used in the groups statutory and management reporting is used, unless the utility supplies heating to third party users through the asset's central heating central in which case a per square meter share of externally supplied energy is excluded.

Electricity:

Electricity for domicile office buildings is gathered using a consumption-based approach, where all invoices received and booked in the accounting period are compiled to calculate the consumption of electricity.

Electricity consumption in common areas and vacant spaces is based on the supplier's CRM systems. These are cross checked to and supplemented by a cost-based approach. This is achieved by extracting all invoiced amounts paid to all electricity providers from all invoice payment systems (direct accounts payable management "UNIK kreditor modul", Direct debit "PBS", and automated payment "BS+").

Environment - Scope 1:

Scope 1 emissions relate to combustion mentioned above under Diesel & Petrol. Car travel emissions are calculated as total litres purchased in the reporting period multiplied by the official 2022 DEFRA conversion factors for Petrol/Diesel (average bio-fuel blend – described by DEFRA).

Environment - Scope 2:

Scope 2 emissions consist of:

District heating

The market-based approach is applied whereby the total consumption is multiplied by a supplier-specific emission factor supplied by HOFOR used for all municipal utilities. In parallel this is supplemented by a location based measure based on an emission factor provided by the National Energy Authority "Energistyrelsen".

Electricity

Emission from electricity is calculated applying the market-based approach, multiplying industry emission factor (RE-DISS Residual European Mix - EP RESIDUAL MIX (European Residual Mix 2020)) to the electricity consumption for the period. In parallel, this is supplemented by a location based measure also based on DEFRA emission factors.

Environment - Scope 3:

Our reported Scope 3 emissions consist of Electricity, Air travel and Waste.

Electricity (13)

Tenants' electricity consumption requires tenants' permission to access the public data base EnergiHub a service provided by EnergiNet. Based on the positive permissions granted by some tenants, the remaining tenants' consumption is estimated on a square meter basis and the emissions are calculated using DEFRA factors.

Air travel (6)

Km travelled incl. stop over is multiplied by DEFRA emission factor air travel. The km travelled is returned from airmilecalculator.com which is provided with start, via and end points of each flight leg. Start, via and end points are retrieved from tickets.

Waste (5)

Waste fraction quantities are retrieved by municipal online waste service and multiplied with emission factors (DEFRA) for incineration or recycling activities.

Other environment - Water:

Water is calculated methodologically in parallel to district heating i.e. utility companies provide data sets.

For assets located in areas serviced by other utility companies, the annual consumption statement(s) and final billing covering the reporting period is used and if the final statement has not yet been received, the remaining part of the reporting period (typically not exceeding 25% of the reporting period) is estimated based on a per day consumption for the last completed annual consumption statement.

Other environment - Waste:

Available volume per fraction is gathered from municipalities' websites and cross checked with real estate tax collections in which payment is included. In case of shared bins with 3rd party buildings, the economical allocation is used to determine the assets share of relevant bins.

SOCIAL

Number of full-time employees (equivalent)

The number of full-time employees (FTE) is based on Kereby's total annual cost of ATP contribution (employer pension scheme) divided by the annual rate for one employee.

Gender diversity in management

Percentage of the underrepresented gender in Management. Management is defined by the members of Kereby's official Management Group. The calculations are including the CEO, CFO and COO and excluding board members and the Management Group are defined as either 'male', 'female', 'non-binary', 'other' or 'not stated' as registered in the HRM system at the end of reporting year.

Gender diversity in the workforce

Gender diversity in the workforce is based on information all employees registered in the HR system at the end of reporting year defined as abovementioned.

Employee gender pay gap

The pay gap (ratio) is based on each employee's annual salary including bonus payments converted to hourly pay. The gender pay ratio is calculated by dividing the underpaid genders average total cash compensation with that of the other genders.

Employee turnover

Employee turnover is defined as the number of leavers (terminated, retired and resigned employees – head count) divided by the average number of employees during the accounting year which gives the turnover rate. The employee turnover calculation is based on information registered in central HRM systems in the reporting year.

Employee engagement

Participation rate of employee survey conducted in the reporting year. Data on employee engagement for 2022 comes from the Inclusion survey. From 2023 participation rate from Workplace assessment (APV) is used.

Work incidents

Reported working incidents to the Labour market insurance Authority + approved/recognized as working incidents by the Labour market insurance company.

Workforce age intervals

The age of all employees by end of year reporting year according to HRM system and categorized as; up to 30 years – from 31-50 years old – from 51years old

Gender diversity on Board of Directors

Gender diversity for the board elected at the Annual General Meeting (AGM) calculated on the balance sheet date.

Sick leave

Number of sick leave days according to our absence registration in our payroll system Zenegy calculated in days. The sick days is calculated as the number of total sick leave days for all FTE according to our payroll system Zenegy divided by total number of FTEs.

Registration of sick days is counted in days and can be registered as either full sick days or partly sick days.

In the latter case, the fractional figure is used.

Customer (Tenant) retention

Reporting is broken down to 2 customer groups: Commercial and Residential.

Tenant retention in % – also known as churn – is defined as:

1 the number of residential tenants moved-out in the reporting period divided by occupied residential units at the beginning of the period. This is done on a month-by-month method to take into account the number of occupied units during the year. Move-out is defined as the end day of the contractual lease period.

2 the number of commercial tenants' square meters contract terminations in the reporting period divided by occupied commercial square meters at the beginning of the period.

Customer satisfaction

Customer satisfaction is defined as the NPS in Kerebys annual customer survey and the aggregated monthly action based surveys of new tenants.

GOVERNANCE**Gender diversity on the Board of Directors**

Is defined as percentage of the underrepresented gender on the Board of Directors for each legal entity in the Danish Group – 9 in total.

Legal entities in the Danish Group:

- 1) Kereby ApS
- 2) Kereby Asset Management
- 3) DK Resi Nørrebrogade 34 Holding ApS
- 4) DK Resi Propco Amagerbrogade 111 ApS
- 5) DK Resi Propco Amagerbrogade ApS
- 6) DK Resi Propco Amagerbrogade Holding 111 ApS
- 7) DK Resi Propco Amagerbrogade Holding ApS
- 8) DK Resi Propco Fredensgade Holding ApS
- 9) DK Resi Propco Nørrebrogade 34 ApS

Attendance at board meetings

Is defined as the number of members of the board in the respective entity participating in the board meeting as per the minutes of that meeting, divided by total members of the board. This is summed/weighted over all held board meetings in the Danish Group in the reporting year.

Whistleblower reports

Kerebys legal advisor informs Kereby annually of the number of incidents that have been reported in the reporting period through the official whistleblower hotline. The reports included in the scheme are the following:

- Financial crime, e.g. theft, embezzlement, fraud, false misrepresentation, bribery, forgery, extortion and cartel formation
- Violation of the anti-money laundering rules
- Distortion of competition
- Breach of occupational safety rules
- Breach of environmental rules and pollution of the environment
- Discrimination, harassment, violence and coercive control and sexual offences
- Agreements with connected persons, self-contracting and conflicts of interest

Statement by the Board of Directors

The Board of Directors has today considered and approved the ESG KPI Overview of Kereby ApS for the financial year 1 January – 31 December 2022.

The ESG KPI Overview has been prepared in accordance with the environmental, social and governance accounting policies.

In our opinion, the ESG KPI Overview gives a true and fair presentation of Kereby's sustainability activities and results of the company's sustainability efforts in the reporting period, as well as a balanced presentation of Kereby ApS' environmental, social and governance performance in accordance with the stated accounting policies.

Frederiksberg, 12 May 2023

Lars Pærregaard

Solveig Diana Hoffmann

Fernando Bautista Blazques

Independent Auditor's Assurance Report



Independent Auditor's Assurance Report
To Management and broader stakeholders of Kereby ApS

Kereby ApS engaged us to provide limited assurance on ESG data for the year ended 31 December 2022, presented in the Kereby 2022 ESG KPI overview table on page 1 and 2 of the ESG data report 2022 of Kereby ApS.

Management's responsibility

Management of Kereby ApS is responsible for designing, implementing, and maintaining internal controls over information relevant to the preparation of the ESG data and information in the ESG data report 2022, ensuring they are free from material misstatement, whether due to fraud or error. Furthermore, Management is responsible for establishing objective accounting policies for the preparation of the ESG data report 2022, for the overall content of the ESG data report 2022, and for measuring and reporting the ESG data in accordance with the accounting policies included on pages 3-9.

Auditor's responsibility

Our responsibility is to express a limited assurance conclusion based on our engagement with Management and in accordance with the agreed scope of work. We have conducted our work in accordance with ISAE 3000 (Revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information and ISAE 3410 Assurance Engagements on Greenhouse Gas Statements and additional requirements under Danish audit regulation, to obtain limited assurance about our conclusion. Greenhouse Gas emissions quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emission factors and the values needed to combine emissions of different gasses.

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the ESG data report 2022 is free from material misstatement, whether due to fraud or error, and prepared, in all material respects, in accordance with the accounting policies;
- forming an independent conclusion, based on the procedures we performed and the evidence we obtained; and
- reporting our conclusion to the Management and broader stakeholders of Kereby ApS.

Deloitte Statsautoriseret Revisionspartnerselskab is subject to International Standard on Quality Control (ISQC) 1 and, accordingly, applies a comprehensive quality control system, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We have complied with the requirements for independence and other ethical requirements of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity,

professional competence and due care, confidentiality and professional behaviour, and ethical requirements applicable in Denmark.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Work performed

We are required to plan and perform our work in order to consider the risk of material misstatement in the ESG data report. To do so, we have:

- conducted interviews with data owners and internal stakeholders to understand the key processes and control activities for measuring, recording and reporting the ESG data related to the ESG data report;
- performed limited substantive testing on a selective basis to check that data has been appropriately measured, recorded, collated and reported;
- performed analysis of data, selected based on risk and materiality;
- made inquiries regarding significant developments in the reported data;
- considered the presentation and disclosure of the ESG data;
- assessed that the process for reporting greenhouse gas emissions data follows the principles of relevance, completeness, consistency, transparency and accuracy outlined in The Greenhouse Gas Protocol Corporate Standard Revised edition (2015) and The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011); and
- evaluated the evidence obtained.

Our conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us not to believe that the ESG data subject to assurance, presented in the ESG KPI overview table on pages 1 and 2 in the ESG data report 2022 of Kereby ApS for the year ended 31 December 2022, have been prepared, in all material respects, in accordance with the accounting policies on pages 3-9.

Copenhagen, 12 May 2023

Deloitte

Statsautoriseret Revisionspartnerselskab

Business Registration No. 33 96 35 56

Lars Andersen
State Authorised Public Accountant
MNE no 34506

Marie Voldby
Lead Reviewer

kereby

Kereby ApS, La Cours Vej 7
2000 Frederiksberg
Tel: +45 39 45 62 00
www.kereby.dk