

Sustainability Morning

5 November 2020



**Climate
Change**

**Economic
downturn**

Corona



Caverion drives sustainable impact

1

**We deliver sustainable outcomes
for our customers**

2

**Our sustainability targets
are in line with our
strategy and purpose**

3

**We have set clear actions and
KPIs to reach the targets**

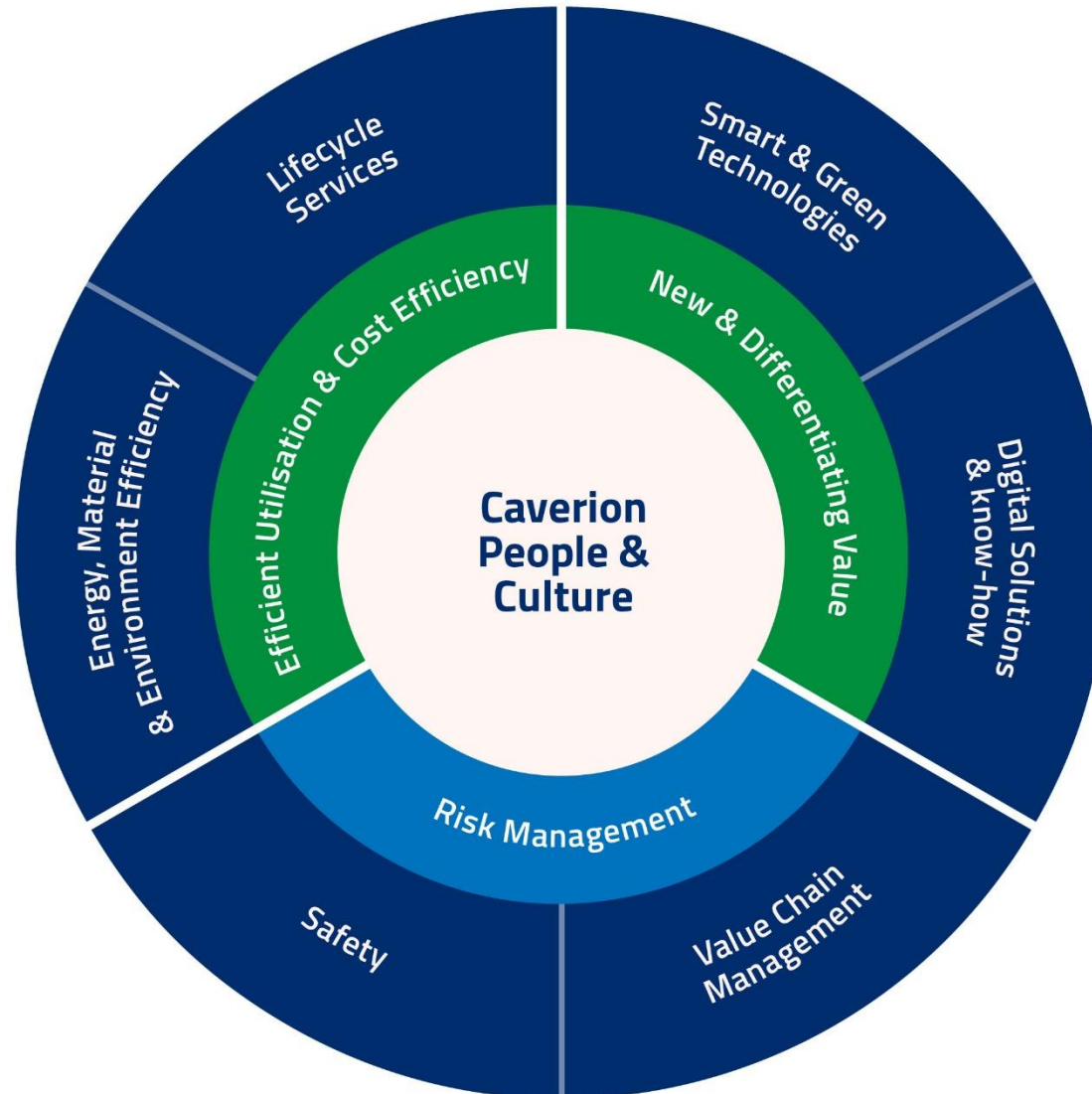


Our purpose:

**Enabling performance
and people's wellbeing
in smart and sustainable
built environments**



We have a comprehensive approach to sustainability



Focus areas:

Our business makes sustainable impact

E

We care for our employees and enable their continuous success

S

We ensure efficient and high-quality implementation of sustainability

G

From actions to impact

2030



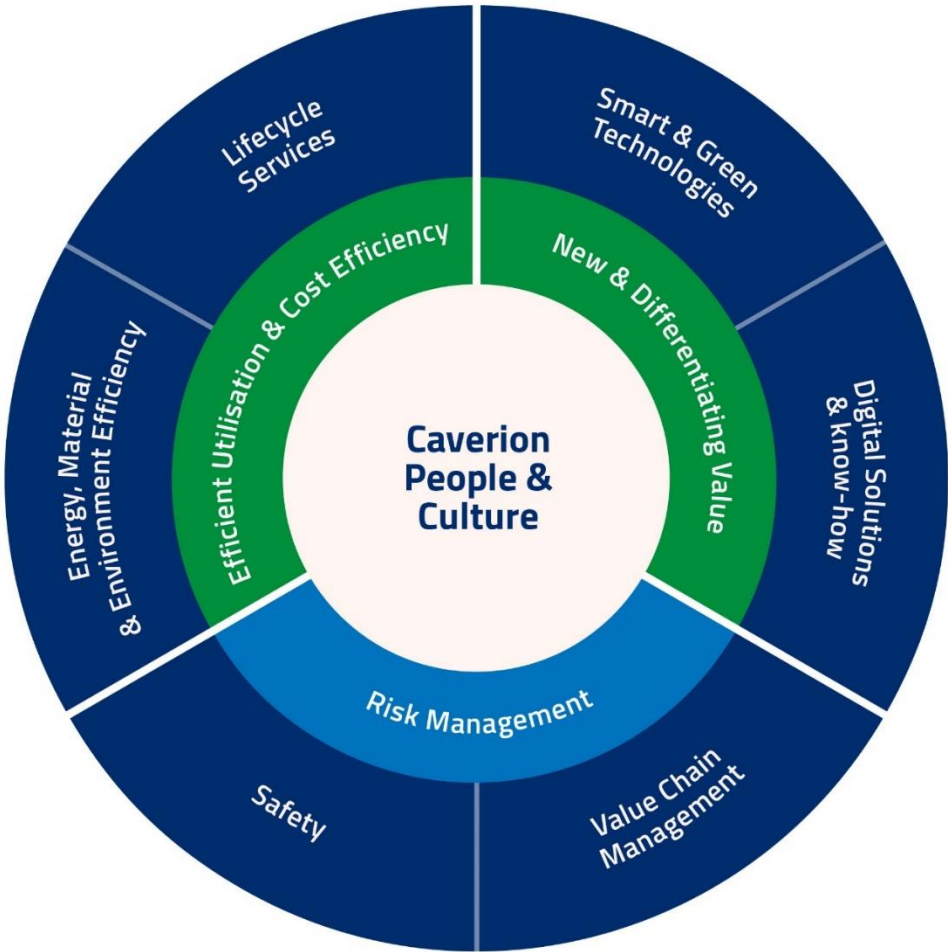
2025 targets and KPIs



Action plan 2021-2025



Defined sustainability focus areas



Focus areas

2019 level 2025 level

Our business makes sustainable impact		
Our carbon footprint is defined and measured	66%	100%
Our offering has a defined carbon handprint	-	100%
Carbon handprint / footprint (Scope 1-2)	>1x	5x

E

We care for our employees		
Accident frequency rate: LTIFR	5.3	<2
Share of female employees %	11%	15%

S

We ensure efficient and high-quality implementation of sustainability		
Supplier Code of Conduct sign-off rate (%)	55%	>90%
% of employees trained in sustainability	50%	100%
% of tenders that include sustainability criteria	0%	100%

G

By 2030...

Caverion
Building Performance

Our positive carbon handprint is **10x** greater than our own carbon footprint



Examples of actions for improving handprint and footprint

Increase carbon handprint (+)

- Accelerate **innovation and development and related advisory services**
- Increase **sustainable solutions'** revenue share
- **Active dialogue** with customers, investors, supply chain, employees
- **Enhance data collection and reporting**

Decrease carbon footprint (-)

- **Train employees**
- **Sustainable service route** planning and vehicle fleet
- Climate neutral **office buildings**
- **Sustainable supply chain management**
- **Circularity and resource efficiency**
- Eco-friendly **work travel and commuting**

Our solutions along the lifecycle create sustainable impact

Direct sustainability impact through:

- > **Lifecycle engagement** via outcome-based contracts, EPC etc
- > **Solution projects with smart tech**, e.g. refrigeration, security, automation; upgrades and modernisations
- > **Advisory services**, e.g. Smart readiness indicator, energy advice, sourcing of subsidies
- > **Digital services**, e.g. remote center, analytics (SmartView)
- > **Financing solutions**, e.g. including leasing solutions

Digital, data-driven, analytics focused integrated solutions



**Traditional project & service
business and technical discipline
expertise**

Stimulus packages and legislation

are in all our countries supporting sustainable investments

Examples:

- > EU EUR 750bn stimulus package
- > EU F-gas regulation
- > EU taxonomy
- > EPBD directive
- > EU green stimulus package
- > Konjunkturpaket Germany
- > Klimatklivet Sweden

Case Sweden: Energy Performance Contracting (Nordanstig, Sweden)

Customer need

- › Further sustainability and reach the UNGC Agenda 2030 goals
- › Ambition: 100 % renewable energy in buildings

Solution

- › Comprehensive analysis of energy usage with holistic sustainability focus
- › Implement measures with savings guarantee

Customer benefit

- › Energy-savings cut maintenance costs and improve the residents' environment
- › Investments financed through savings in energy costs
- › Savings aim for 400 000 €/a and 20% energy usage reduction
- › We help the Nordanstig municipality to reach their UNGC goals



Case Finland: Veho's CO₂ reduction targets for 2025 were reached in 2018

Customer need

- Significant energy savings and 2025 CO₂ emission reduction targets

Solution

- Long-term strategic partnership including property management, energy management, technical maintenance
- Energy savings via modernizations of lighting systems, upgrading and optimization of HVAC systems, optimization of building automation systems

Customer benefit

- **14 400 MWh** saving in energy in the past three years
- **3200 tons / 17%** decrease in CO₂ emissions in the past three years
- **53%** return on investment



Case Norway: Fostering gender equality

- › Making Caverion a more attractive work place for women
 - › **Created** a women's network in 2018
 - › **Requested** suppliers to deliver female and pregnancy work clothes
 - › **Requested** our customers to set up own wardrobes for women
 - › **Highlighted** how the construction industry is a family friendly industry with good working hours and good pay
- › **Launched** an internal awareness campaign #IsItOkay about sexual harassment and inappropriate language
- › **Partnering** with gender equality organisations
- › **Started** measuring ratios for female managers, apprentices and skilled workers
 - › Share of female apprentices has increased to 9% in 2020 (2018: 3%)



Caverion
Building Performance

**We care for our
employees and
enable their
continuous success**

Case Germany: Committing the supply chain to sustainability

- All new suppliers and existing suppliers with growing volumes are required to sign our comprehensive Supplier Code of Conduct (**SCoC**)
- In Caverion Germany an average of 50 SCoCs are added each month
- Critical suppliers receive physical audits at their location
- All of the tools implemented along the Supply Chain Processes significantly raise and ensure supplier sustainability



**We ensure efficient
and high-quality
implementation of
sustainability**

We are committed to UN Global Compact and other initiatives

Current development

- > Commitment to UN Global Compact and UN SDG's in 2020
- > Aligning with EU taxonomy and considering TCFD recommendations
- > Considering KPI's with SASB recommendations for our sector



Annual reporting

- > Complied in the sustainability report
- > EU non-financial reporting
- > Nasdaq ESG Transparency partner



Latest ratings (score)

- > ESG Risk rating: Low risk (4/2020)
- > A (12/2019)
- > C (NP)
- > Governance: 1 (1 Nov. 2020)
- > C (2019)



Summary: committed to ambitious targets with concrete actions

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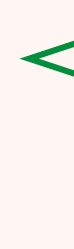
**Our sustainability
focus areas**



**Our business
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**We care for our
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**We ensure efficient
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An isometric illustration of a vibrant city scene. The city features a mix of modern skyscrapers and older buildings, green parks with trees, a winding river with bridges, and various landmarks like a cinema and a supermarket. Several red location pins are scattered throughout the city. A large, stylized circular arrow, colored green and blue, is superimposed over the city, pointing clockwise. The text "Let's hear your questions" is written in a dark blue font across the center of the image, partially overlapping the arrow and the city buildings.

Let's hear your questions

Feedback form: <https://fal.cn/cavsust2020>

