

REGINN HF. - ESG report 2019

REFERENCE TABLE

The following report reflects the EGS (Environmental, Social and Corporate Governance) guidelines issued by NASDAQ (ESG reporting guide 2.0).

In each part of the report, reference is made to the Global Reporting Initiative (GRI), UN Global Compact (UNGC), the United Nations' Sustainable Development Goals (SDG), Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD). Calculations for the Company's environmental footprint are based on methodology of the Greenhouse Gas Protocol (GhG).

Scope 1 accounts for direct GhG emissions from a company's operations and vehicles. Scope 2 accounts for indirect GhG emissions relating to purchased electricity consumption and heating and Scope 3 accounts for all other indirect emissions that are a consequence of the activity, products and services, to and from the Company.

Energy consumption, waste and water use are specified for six properties managed by Reginn. These properties are Smáralind, Egilshöll, Höfðatorg, Áslandsskóli and the kindergartens Tjarnarvellir and Hörðuvellir. For other properties, the Company does not handle day-to-day management which instead is handled by the tenants. In total, these properties account for 33.5% of the Company's portfolio by square meter. Information for these properties has been compiled for 2019 and is published here. Other social and governance information apply to the Group as a whole.

Operational Parameters	Unit	2018	2019	Change
Total space for own operation	m ²	126.196	126.196	0%
Total space for own operation	m ³	969.489	969.489	0%

ENVIRONMENTAL

E1 - Greenhouse Gas Emissions	Unit	2018	2019	Change
Scope 1	tCO ₂ e	60,4	66,6	10%
Scope 2 (location-based)	tCO ₂ e	423,7	388,0	-8%
Scope 3	tCO ₂ e	208,4	218,5	5%
Gross operational carbon emission	tCO₂e	692,5	673,1	-3%
Emissions neutralized by carbon offset projects	tCO ₂ e	0	0	0%
Net operational carbon emissions	tCO ₂ e	692,5	673,1	-3%
Total emissions Scope 1 and 2	tCO ₂ e	484,1	454,6	-6%

E1|UNGC: P7|GRI 305-1,305-2,305-3|SASB: General Issue / GHG Emissions|TCFD: Metrics & Targets (Disclosure B)

E2 - Emissions Intensity	Unit	2018	2019	Change
GhG emissions per megawatt-hour consumed	tCO ₂ e/MWh	14,4	15,2	6%
GhG emissions per unit of space (m ²) (scope 1, 2 og 3)	kgCO ₂ e/m ²	5,5	5,3	-3%
GhG emissions per unit of space (m ²) (scope 1 og 2)	kgCO ₂ e/m ²	3,8	3,6	-6%
GhG emissions per unit of space (m ³) (scope 1, 2 og 3)	kgCO ₂ e/m ³	0,7	0,7	0%
GhG emissions per unit of space (m ³) (scope 1 og 2)	kgCO ₂ e/m ³	0,5	0,5	0%

E2|UNGC: P7, P8|GRI 305-4|SDG: 13|SASB: General Issue / GHG Emissions, Energy Management

E3 - Energy Usage	Unit	2018	2019	Change
Total energy consumption	kWh	48.221.256	44.209.723	-8%
Of which energy from fossil fuel	kWh	233.537	257.446	10%
Of which energy from electricity	kWh	20.749.180	19.458.138	-6%
Of which energy from hot water	kWh	27.238.539	24.494.139	-10%

E3|UNGC: P7, P8|GRI 302-1, 302-2|SDG: 12|SASB: General Issue / Energy Management

E4 - Energy Intensity	Unit	2018	2019	Change
Energy per square meter	kWh/m ²	382,0	349,6	-8%
Energy per cubic meter	kWh/m ³	49,7	45,6	-8%

E4|UNGC: P7, P8|GRI 302-3|SDG: 12|SASB: General Issue / Energy Management

E5 - Energy Mix	Unit	2018	2019	Change
Fossil Fuel	%	0,50%	0,60%	20%
Renewable Energy	%	99,5%	99,4%	-0,1%

E5|GRI 302-1|SDG: 7|SASB: General Issue / Energy Management

E6 - Water Usage	Unit	2018	2019	Change
Total water consumption	m ³	757.970	692.558	-9%
Cold water	m ³	288.340	270.246	-6%
Hot water	m ³	469.630	422.313	-10%

E6|GRI: 303-5|SDG: 6|SASB: General Issue / Water & Wastewater Management

E7 - Environmental Operations	Unit	2018	2019
Does your company follow a formal Environmental Policy?	Yes/No	Yes	Yes
Does your company follow specific waste, water, energy, and/or recycling policies?	Yes/No	Yes	Yes
Does your company use a recognized energy management system?	Yes/No	No	No

E7|GRI: 103-2|SASB: General Issue / Waste & Hazardous Materials Management; Water & Wastewater Management

E8 - Climate Oversight / Board	Unit	2018	2019
Does your Board of Directors oversee and/or manage climate-related risk?	Yes/No	Yes	Yes

E8|GRI: 102-19, 102-20, 102-29, 102-30, 102-31|SASB: General Issue / Business Model Resilience, Systematic Risk Management|TCFD: Governance (Disclosure A)

E9 - Climate Oversight / Management	Unit	2018	2019
Does your Senior Management Team oversee and/or manage climate-related risks?	Yes/No	Yes	Yes
E9 GRI: 102-19, 102-20, 102-29, 102-30, 102-31 SASB: General Issue / Business Model Resilience, Systematic Risk Management TCFD: Governance (Disclosure B)			

E10 - Climate Oversight / Management	Unit	2018	2019
Total annual investment in climate-related infrastructure, resilience and product development	ISK	N/A	59m
E10 UNGC: P9 SASB: General Issue / Physical Impacts of Climate Change, Business Model Resilience TCFD: Strategy (Disclosure A)			

Waste Management	Unit	2018	2019	Change
Total waste generated	kg	675.309	603.528	-11%
Of which sorted waste	kg	298.125	238.436	-20%
Of which unsorted waste	kg	377.184	365.092	-3%
Recycled/recovery	kg	279.554	239.475	-14%
Landfill/disposal	kg	395.755	364.053	-8%
Percentage of sorted waste	%	44,10%	39,50%	-10%
Percentage of recycled waste	%	41,30%	39,70%	-4%

Commuting	Unit	2018	2019	Change
Emissions from employee commuting	tCO2e	37,4	37,7	1%
Does your company reimburse eco-friendly commuting?	Yes/No	No	No	

Cars/trucks primary energy source	Unit	2018	2019	Change
Total fuel consumption in litres	litres	23.138	25.498	10%
Petrol	litres	113	34	-70%
Diesel oil	litres	23.024	25.464	11%
Total fuel consumption in kg	kg	19.656	21.669	10%
Petrol	kg	85	25	-70%
Diesel oil	kg	19.571	21.644	11%

Paper Management	Unit	2018	2019	Change
Total amount of printed paper	pages	94.186	77.778	-17%
Duplex	pages	61.634	43.534	-29%

Asset Management	Unit	2018	2019	Change
Number of buildings	no.	6	6	0%
Number of vehicles	no.	15	19	27%
Petrol / Diesel	no.	15	17	13%
Electrical vehicles	no.	2	2	0%

Carbon Taxes	Unit	2018	2019	Change
Carbon tax, gas- and diesel oil	ISK/litre	9,5	10,4	10%
Carbon tax, gasoline	ISK/litre	8,3	9,1	10%
Total Carbon Tax (ESR)	ISK	218.509	265.135	21%

SOCIAL

S1 - CEO Pay Ratio	Unit	2018	2019	Change
CEO Salary & Bonus as a percentage to median FTE Salary	%	554%	503%	-9%
Does your company report this metric in regulatory filings?	Yes/No	Yes	Yes	
S1 UNGC: P6 GRI 102-38				

S2 - Gender Pay Ratio	Unit	2018	2019
Median total compensation for men (X) to median total compensation for women	%	N/A	87,7%
Outcome of equal pay certification	%	1,6%	1,6%
S2 UNGC: P6 GRI: 405-2 SASB: General Issue / Employee Engagement, Diversity & Inclusion			

S3 - Employee Turnover	Unit	2018	2019
Year-over-year change for full-time employees	%	N/A	14%
Year-over-year change for part-time employees	%	N/A	45%
S3 UNGC: P6 GRI: 401-1b SDG: 12 SASB: General Issue / Labor Practices			

S4 - Gender Diversity	Unit	2018	2019	Change
Enterprise Headcount	no.	59	61	3,4%
Percentage of women in enterprise	%	36%	36%	0,0%
Entry- and Mid-level Positions	no.	49	52	6,1%
Percentage of women in entry- and mid-level position	%	N/A	36%	
Senior- and Executive-level Positions	no.	10	9	-10,0%
Percentage of women in senior- and executive-level positions	%	42%	44%	4,8%
S4 UNGC: P6 GRI: 102-8, 405-1 SASB: General Issue / Employee Engagement, Diversity & Inclusion				

S5 - Temporary Worker Ratio	Unit	2018	2019
Full-time positions	%	N/A	0%
Total enterprise headcount held by part-time employees	%	N/A	18%
S5 GRI: 102-8 UNGC: P6			

S6 - Non-Discrimination	Unit	2018	2019
Does your company follow a sexual harassment and/or non-discriminatory policy?	Yes/No	Yes	Yes
S6 UNGC: P6 GRI: 103-2 SASB: General Issue / Employee Engagement, Diversity & Inclusion			

S7 - Injury Rate	Unit	2018	2019	Change
Total number of injuries and fatalities, relative to the total workforce	%	1,7%	3,3%	93%
<i>S7 GRI: 403-9 SDG: 3 SASB: General Issue / Employee Health & Safety</i>				

S8 - Global Health & Safety	Unit	2018	2019	Change
Does your Company publish and follow an occupational health and/or global health & safety policy?	Yes/No	Yes	Yes	
Average number of sick days per employee	no.	4,4	4,97	13%
<i>S8 GRI: 103-2 SDG: 3 SASB: General Issue / Employee Health & Safety</i>				

S9 - Child & Forced Labor	Unit	2018	2019	
Does your company follow a child labor policy?	Yes/No	Yes	Yes	
Does your company follow a forced labor policy?	Yes/No	Yes	Yes	
If yes, do your child and/or forced labor policy cover suppliers and vendors?	Yes/No	Yes	Yes	
<i>S9 UNGC: P4, P5 GRI: 103-2 SDG: 8 SASB: General Issue / Labor Practices</i>				

S10 - Human Rights	Unit	2018	2019	
Does your company publish and follow a human rights policy?	Yes/No	Yes	Yes	
If yes, does your human rights policy cover suppliers and vendors?	Yes/No	Yes	Yes	
<i>S10 GRI: 103-2 UNGC: P1, P2 SDG: 4, 10, 16 SASB: General Issue / Human Rights & Community Relations</i>				

GOVERNANCE

G1 - Board Diversity	Unit	2018	2019	Change
Total board seats occupied by women (as compared to men)	%	60%	60%	0%
Committee chairs occupied by women (as compared to men)	%	67%	67%	0%
<i>G1 GRI 405-1 SDG: 10 SASB: General Issue / Employee Engagement, Diversity & Inclusion</i>				

G2 - Board Independence	Unit	2018	2019	Change
Does the company prohibit CEO from serving as board chair?	Yes/No	Yes	Yes	
Total board seats occupied by independents	no.	5	5	0%
<i>G2 GRI: 102-23, 102-22</i>				

G3 - Incentivized Pay	Unit	2018	2019	
Are executives formally incentivized to perform on sustainability	Yes/No	No	No	
<i>G3 GRI: 102-35</i>				

G4 - Collective Bargaining	Unit	2018	2019	Change
Percentage of employees covered by collective bargaining agreements	%	100%	100%	0%
<i>G4 UNGC: P3 SDG: 8 GRI: 102-41 SASB: General Issue / Labor Practices</i>				

G5 - Supplier Code of Conduct	Unit	2018	2019	Change
Are your vendors or suppliers required to follow a Code of Conduct	Yes/No	Yes	Yes	
If yes, what percentage of your suppliers have formally certified their compliance with the code	%	0%	0%	0%
<i>G5 UNGC: P2, P3, P4, P8 GRI: 102-16, 103-2 SASB: General Issue / Supply Chain Management</i>				

G6 - Ethics & Anti-Corruption	Unit	2018	2019	
Does your company follow an Ethics and/or Anti-Corruption policy?	Yes/No	Yes	Yes	
If yes, what percentage of your workforce has formally certified its compliance with the policy?	%	100%	100%	
<i>G6 UNGC: P10 SDG: 16 GRI: 102-16, 103-2</i>				

G7 - Data Privacy	Unit	2018	2019	
Does your company follow a Data Privacy policy?	Yes/No	Yes	Yes	
Has your company taken steps to comply with GDPR rules?	Yes/No	Yes	Yes	
<i>G7 GRI: 418 Customer Privacy 2016 SASB: General Issue / Customer Privacy, Data Security</i>				

G8 - ESG Reporting	Unit	2018	2019	
Does your company publish a sustainability report?	Yes/No	Yes	Yes	
Is sustainability data included in your regulatory filings?	Yes/No	Yes	Yes	
<i>G8 UNGC: P8</i>				

G9 - Disclosure Practices	Unit	2018	2019	
Does your company provide sustainability data to sustainability reporting frameworks?	Yes/No	Yes	Yes	
Does your company focus on specific UN Sustainable Development Goals (SDGs)?	Yes/No	Yes	Yes	
Does your company set targets and report progress on the UN SDGs?	Yes/No	Yes	Yes	
<i>G9 UNGC: P8</i>				

G10 - External Assurance	Unit	2018	2019	
Are your sustainability disclosures assured or validated by a third party?	Yes/No	No	No	
<i>G10 UNGC: P8 GRI: 102-56</i>				