



GLOBUS

SIGNA PRIME SELECTION AG
SUSTAINABILITY REPORT 2021

ANNEX

GRI CONTENT INDEX

EPRA SBPR SUSTAINABILITY PERFORMANCE MEASURES
TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

GRI CONTENT INDEX

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 101 GRI 102	Foundation 2016 General disclosures 2016			
ORGANIZATIONAL PROFILE				
GRI 102-1	Name of the organization	SIGNA Prime Selection AG (SIGNA Prime)		
GRI 102-2	Activities, brands, products, and services	Website		
GRI 102-3	Location of headquarters	Innsbruck, Austria		
GRI 102-4	Location of operations	Austria, Germany, Italy, Luxembourg, Switzerland		
GRI 102-5	Ownership and legal form			P. 5
GRI 102-6	Markets served			P. 6
GRI 102-7	Scale of the organization			P. 5–6, 9
GRI 102-8	Information on employees and other workers			P. 86–89
GRI 102-9	Supply chain			P. 6, 82, 102, 111, 115
GRI 102-10	Significant changes to the organization and its supply chain	In the 2021 fiscal year, there were no significant changes to the organization and its supply chain.		



GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 102-11	Precautionary Principle or approach	SIGNA Prime maintains a suitable internal control system (ICS) applicable Group-wide that is tailored to the relevant requirements. The ICS defines material processes and risks and provides the associated decision-making matrices. Process risks are assessed accordingly, and the control activities and information and communication duties in place are exercised by the responsible teams and/or individuals. All process documentation, including risk management and compliance processes, is updated regularly.		
GRI 102-12	External initiatives		1–10	P. 3, 11, 12, 102, 112, 124
GRI 102-13	Membership of associations			P. 51–52
STRATEGY				
GRI 102-14	Statement from senior decision-maker		1–10	P. 3
ETHICS AND INTEGRITY				
GRI 102-16	Values, principles, standards, and norms of behavior		1, 2, 10	P. 87, 100, 106, 108–109, 124
GOVERNANCE				
GRI 102-18	Governance structure			P. 22, 113
STAKEHOLDER ENGAGEMENT				
GRI 102-40	List of stakeholder groups			P. 16
GRI 102-41	Collective bargaining agreements	8% of employees at SIGNA Prime are covered by collective bargaining agreements.	3	
GRI 102-42	Identifying and selecting stakeholders			P. 16–18
GRI 102-43	Approach to stakeholder engagement			P. 16–21
GRI 102-44	Key topics and concerns raised			P. 16–21

REPORTING PRACTICE

GRI 102-45	Entities included in the consolidated financial statements	As of December 31, 2021, the basis of consolidation included a total of 261 completely consolidated companies (December 31, 2020: 249 companies), and 42 companies which were accounted for using the equity method (December 31, 2020: 43 companies).		
GRI 102-46	Defining report content and topic Boundaries			P. 14–15, 33
GRI 102-47	List of material topics			P. 15, 17
GRI 102-48	Restatements of information	The report fulfills the requirements of the GRI Standards: Core option.		
GRI 102-49	Changes in reporting	Any adjustment of information or data reported previously is explained in a footnote to the respective disclosure.		
GRI 102-50	Reporting period	The reporting period runs from January 1, 2021 to December 31, 2021.		
GRI 102-51	Date of most recent report	The most recent report was published in June 2021.		
GRI 102-52	Reporting cycle	The report is published annually.		
GRI 102-53	Contact point for questions regarding the report			P. 130
GRI 102-54	Claims of reporting in accordance with the GRI Standards			P. 24, 124
GRI 102-55	GRI content index			Annex, P. 2–12
GRI 102-56	External assurance	The report has not been reviewed/audited by a third party.		
GRI 102	Economic Performance 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 5–8
GRI 201-1	Direct economic value generated and distributed			P. 9

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 202	Market Presence 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 84, 86–88
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	SIGNA Prime pays market-rate salaries. Depending on qualifications and experience, compensation reflects performance and exceeds the legal minimum wage.		
GRI 202-2	Proportion of senior management hired from the local community	The following managers have significant leadership responsibilities at SIGNA Prime: department heads, team leaders, managers with titles including “Head of”, and project managers with managerial responsibilities. Managers are considered “local” if they work in the same country in which they hold citizenship. At SIGNA Prime, 79.3% of managers were hired from the local community (previous year: 86.5%).		
GRI 204	Procurement Practices 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 111
GRI 204-1	Proportion of spending on local suppliers			P. 115
GRI 205	Anti-corruption 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		10	P. 108
GRI 205-1	Operations assessed for risks related to corruption		10	P. 108
GRI 205-2	Communication and training about anti-corruption policies and procedures	100% of governance body members and 100% of employees have been informed of the organization’s policies and procedures and/or have received training.	10	P. 110
GRI 205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in 2021.	10	

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 206	Anti-competitive Behavior 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 108
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal proceedings were pending due to anti-competitive behavior or violations of anti-trust and monopoly law.		
GRI 301	Materials 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		7, 8	P. 46, 48, 52, 80
GRI 301-1	Materials used by weight or volume	The systematic collection of data on materials used is in the process of being set up.	8	
GRI 302	Energy 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		7, 8	P. 122
GRI 302-1	Energy consumption within the organization		8	P. 122
GRI 302-4	Reduction of energy consumption		8, 9	P. 35–36, 122
GRI 305	Emissions 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		7, 8	P. 41–42
GRI 305-1	Direct (Scope 1) GHG emissions		8	P. 35
GRI 305-2	Energy indirect (Scope 2) GHG emissions		8	P. 35
GRI 305-5	Reduction of GHG emissions		8, 9	P. 35–36

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 305	Waste 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		7, 8	P. 48
GRI 306-1	Waste generation and significant waste-related impacts		8	P. 48
GRI 306-2	Management of significant waste-related impacts		7, 8	P. 48
GRI 306-3	Waste generated	Currently, we only collect data on the waste generated by our Long-term Portfolio. Collecting data on waste generated by New Investments is currently not possible.	8	
GRI 307	Environmental Compliance 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 108–110
GRI 307-1	Non-compliance with environmental laws and regulations	No fines or sanctions were imposed on SIGNA Prime due to non-compliance with environmental laws or regulations.		
GRI 308	Supplier Environmental Assessment 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 111
GRI 308-1	New suppliers that were screened using environmental criteria	Our business partners are required to comply with the provisions of our Code of Conduct for Business Partners. In addition, we intend to develop and gradually implement supplier screening in the future.		

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 401	Employment 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 84–95
GRI 401-1	New employee hires and employee turnover	The labor turnover rate is 19.4% (previous year: 11.8%).		P. 88–89, 95
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits are provided to all full-time and part-time employees. SIGNA Prime employs only very few temporary employees.		
GRI 401-3	Parental leave	All 341 employees are legally entitled to parental leave. 20 people (F:17, M:3) took parental leave during the reporting period. Six people (F:4, M:2) returned to work after their parental leave. One person (female) returned to work after the end of her parental leave and is still employed 12 months after returning to work.		
GRI 402	Labor/Management Relations 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 86–87
GRI 402-1	Minimum notice periods regarding operational changes	We inform our employees in a timely manner about operational changes by sending out our Executive Board newsletter.		
GRI 403	Occupational Health and Safety 2018			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 98–99
GRI 403-1	Occupational health and safety management system			P. 98–99
GRI 403-2	Hazard identification, risk assessment, and incident investigation			P. 98–99
GRI 403-3	Occupational health services			P. 98–99

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety			P. 98–99
GRI 403-5	Worker training on occupational health and safety	100% of new employees receive health and safety training.		P. 85, 92, 98
GRI 403-6	Promotion of worker health	Eight out of 13 of SIGNA’s office sites have ergonomic and height-adjustable seats or standing desks. Sports memberships are subsidized at seven sites. Occupational psychology services are available at six sites.		P. 98–99
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			P. 79–80, 98
GRI 403-8	Workers covered by an occupational health and safety management system	A total of 100% of our employees are covered by our management system (previous year: 97.8%).		
GRI 403-9	Work-related injuries			P. 98
GRI 404	Training and Education 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 90–92
GRI 404-1	Average hours of training per year per employee	The average number of hours of training per employee in 2021 was 2.6 (previous year: 5.8).		
GRI 404-2	Programs for upgrading employee skills and transition assistance programs			P. 90–92
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	In 2021, 100% of employees received a performance review (previous year: 91%).		

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 405	Diversity and Equal opportunity 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		6	P. 100–102
GRI 405-1	Diversity of governance bodies and employees		6	P. 100–102
GRI 405-2	Ratio of basic salary and remuneration of women to men	SIGNA Prime compensates all employees according to their position and performance regardless of gender.	6	
GRI 406	Non-discrimination 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 100, 109–110
GRI 406-1	Incidents of discrimination and corrective actions taken	There were no incidents of discrimination reported in 2021.		
GRI 407	Freedom of Association and Collective Bargaining 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		3	P. 106, 109
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our business partners are required to comply with the provisions of our Code of Conduct for Business Partners. In addition, we intend to develop and gradually implement supplier screening in the future.	3	
GRI 408	Child Labor 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		5	P. 100
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	SIGNA Prime adheres to all legal requirements in effect at our sites and therefore knows of no operations at significant risk for incidents of child labor. Our business partners are required to comply with the provisions of our Code of Conduct for Business Partners. In addition, we intend to develop and gradually implement supplier screening in the future.	5	

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 409	Forced or Compulsory Labor 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		4	P. 100
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	SIGNA Prime adheres to all legal requirements in effect at our sites and therefore knows of no operations at significant risk for incidents of forced or compulsory labor. Our business partners are required to comply with the provisions of our Code of Conduct for Business Partners. In addition, we intend to develop and gradually implement supplier screening in the future.		
GRI 412	Human Rights Assessment 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		1, 2	P. 110, 112
GRI 412-2	Employee training on human rights policies or procedures	All employees are instructed to uphold human rights as part of our values management. In addition, we have included this topic in our compliance training.		
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Our business partners are required to comply with the provisions of our Code of Conduct for Business Partners. This document also specifically addresses upholding human rights.		
GRI 413	Local Communities 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 15, 63, 65
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Measures to engage local communities, impact assessments, and/or development programs are implemented at 100% of SIGNA Prime buildings.		
GRI 414	Supplier Social Assessment 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 111
GRI 414-1	New suppliers that were screened using social criteria	Our business partners are required to comply with the provisions of our Code of Conduct for Business Partners. In addition, we intend to develop and gradually implement supplier screening in the future.		

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 415	Public Policy 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 109–110
GRI 415-1	Political contributions	As a rule, SIGNA Prime is prohibited from donating to political parties. Personal political activities on the part of individual employees may not take place within the Company or have any kind of negative impact on SIGNA.		
GRI 416	Customer Health and Safety 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 79–81
GRI 416-1	Assessment of the health and safety impacts of product and service categories			P. 79
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no incidents of non-compliance concerning the health and safety impacts of products and services.		
GRI 419	Socioeconomic Compliance 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		10	P. 106–107, 112
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	No fines or sanctions were imposed on SIGNA Prime due to non-compliance with laws or regulations in the social and economic area.		

EPRA SBPR SUSTAINABILITY PERFORMANCE MEASURES

Our reporting in 2021 follows the third edition of the European Public Real Estate Association Sustainability Best Practice Recommendations (EPRA sBPR) for the first time.

The environment-related KPIs are presented separately for the SIGNA Prime portfolio and our operational consumption.

Our data collection methods are described in the section titled [Data Collection](#).

Environmental data are presented in three formats:

- Absolute figures (Abs) mean all available portfolio data in the respective fiscal year.
- Like-for-like figures (Lfl) are data only from buildings that have been in the SIGNA Prime portfolio for two full years (2021 and 2020).
- Intensities (Int) describe relative data, i.e. consumption in relation to an appropriate denominator, such as square meters of lettable area or office space.

ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES Portfolio

	UNIT	2021	2020	2019
Portfolio data				
Number of assets included	Number	68	82	73
Lettable area of the assets included	m ²	4,609,871	1,967,337	2,125,570
Long-term Portfolio	Number	33	31	24
Lettable area of the assets included	m ²	772,046	682,842	565,152
New Investments	Number	22	18	16
Lettable area of the assets included	m ²	898,197	820,522	882,217
Trading Portfolio	Number	13	33	33
Lettable area of the assets included	m ²	2,939,628	463,974	717,598



ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Portfolio

	UNIT	2021	2020	2019	2021 VS. 2020	2021	2020	2021 VS. 2020
Total electricity consumption		Elec-Abs			Elec-LfL			
Total electricity consumption	MWh	86,254	96,588	111,662	-33%	n/a	n/a	n/a
For landlord shared services	MWh	32,841	11,185	13,083	+194%	4,037	4,067	-1%
Proportion of renewable sources	Percent	56%	78%	80%	-	100%	100%	-
Number of applicable properties	Number	16	14	14	-	5	5	-
Coverage of lettable area	Percent	98%	67%	97%	-	97%	97%	-
Tenant-obtained electricity	MWh	53,413	85,403	98,579	-37%	38,540	43,972	-12%
Proportion of renewable sources	Percent	19%	0%	0%	-	0%	0%	-
Number of applicable properties	Number	22	38	37	-	12	12	-
Coverage of lettable area	Percent	14%	53%	68%	-	61%	61%	-
Total district heating & cooling consumption		DH&C-Abs			DH&C-LfL			
Indirect energy consumption from district heating and cooling	MWh	69,897	41,521	47,685	+68%	20,139	16,817	+20%
For landlord shared services	MWh	48,448	21,039	22,825	+130%	7,399	7,526	-2%
Proportion of energy consumption from district heating and cooling generated on and/or off site from renewable sources	Percent	8%	13%	8%	-	0%	0%	-
Number of applicable properties	Number	14	13	13	-	5	5	-
Coverage of lettable area	Percent	88%	60%	82%	-	63%	63%	-
Tenant-obtained district heating and cooling	MWh	21,448	20,482	24,860	+5%	12,741	9,292	+37%
Proportion of energy consumption from district heating and cooling generated on and/or off site from renewable sources	Percent	9%	0%	0%	-	0%	0%	-



ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Portfolio

	UNIT	2021	2020	2019	2021 VS. 2020	2021	2020	2021 VS. 2020
Number of applicable properties	Number	16	22	22	-	9	9	-
Coverage of lettable area	Percent	10%	35%	42%		43%	43%	-
Total fuel consumption		Fuels-Abs			Fuels-LfL			
Total amount of fuels used from direct sources	MWh	8,368	14,673	15,946	-43%	n/a	n/a	n/a
For landlord shared services	MWh	2,042	1,757	1,884	+16%	n/a	n/a	n/a
Proportion of renewable sources	Percent	0%	0%	0%	-	n/a	n/a	-
Number of applicable properties	Number	10	12	12	-	3	3	-
Coverage of lettable area	Percent	57%	66%	95%	-	n/a	n/a	-
Tenant-obtained fuels	MWh	6,326	12,916	14,062	-51%	3,143	3,265	-4%
Proportion of renewable sources	Percent	9%	0%	0%	-	n/a	n/a	-
Number of applicable properties	Number	14	14	14	-	2	2	-
Coverage of lettable area	Percent	6%	15%	23%	-	11%	11%	-
Total energy consumption of portfolio	MWh	164,519	152,782	175,293	+8%	65,859	68,733	-4%
Proportion of renewable sources	Percent	20%	8%	7%	-	6%	5%	-
Building energy intensity		Energy-Int						
Total amount of direct and indirect energy used across the portfolio	kWh/m ²	180	195	167	-8%	155	162	-4%
For landlord shared services	kWh/m ²	249	172	183	+45%	221	224	-1%
Tenant-obtained energy	kWh/m ²	140	203	163	-31%	146	161	-9%

ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Portfolio

	METHOD	UNIT	2021	2020	2019	2021 VS. 2020
Greenhouse gas emissions		GHG-Dir-Abs/GHG-Indir-Abs				
Scope 1		t CO ₂ e	374	323	346	+16%
Scope 2	location-based	t CO ₂ e	12,601	3,874	4,450	+225%
	market-based	t CO ₂ e	16,006	4,114	4,857	+289%
Scope 3	location-based	t CO ₂ e	20,377	36,143	41,775	-44%
	market-based	t CO ₂ e	31,143	55,816	66,941	-44%
Total Scope 1+2	location-based	t CO ₂ e	12,975	4,197	4,796	+209%
	market-based	t CO ₂ e	16,380	4,437	5,203	+269%
Total Scope 1+2+3	location-based	t CO ₂ e	33,353	40,341	46,572	-17%
	market-based	t CO ₂ e	47,524	60,253	72,144	-21%
Greenhouse gas (GHG) emissions intensity from building energy consumption		GHG-Int				
Total amount of GHG emissions generated from energy consumption	location-based	kg CO ₂ e/m ²	41.75	23.94	24.04	+74%



ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Portfolio

	UNIT	2021	2020	2019	2021 VS. 2020	2021	2020	2021 VS. 2020
Total water consumption		Water-Abs			Water-LfL			
Total water consumption	m ³	117,891	78,037	88,986	+51%	30,307	38,625	-22%
For landlord shared services	m ³	88,682	76,018	86,580	+17%	30,307	38,625	-22%
Number of applicable properties	Number	14	14	14	-	6	6	-
Coverage of lettable area	Percent	88%	66%	96%	-	100%	100%	-
Tenant-obtained water	m ³	29,209	2,019	2,406	+1,347%	n/a	n/a	n/a
Number of applicable properties	Number	7	1	1	-	n/a	n/a	-
Coverage of lettable area	Percent	9%	15%	17%	-	n/a	n/a	-
Building water intensity		Water-Int						
Total amount of water consumption across the portfolio	m ³ /m ²	0.30	0.39	0.43	-23%	0.57	0.72	-22%
For landlord shared services	m ³ /m ²	0.30	0.39	0.43	-24%	0.57	0.72	-22%
Tenant-obtained water	m ³ /m ²	0.32	0.45	0.53	-29%	n/a	n/a	n/a

ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Portfolio

	UNIT	2021	2020	2019	2021 VS. 2020	2021	2020	2021 VS. 2020
Total weight of waste by disposal route		Waste-Abs			Waste-LfL			
Total non-hazardous waste	l,t	11,921,507 / 2,449	11,821,610 / 69,931	10,561,550 / 88,545	+1% / -96%	n/a / 301	n/a / 490	n/a / -39%
Recycling	l,t	6,152,386 / 1,199	5,551,310 / 14,677	4,926,510 / 8,288	+11% / -92%	n/a / 271	n/a / 462	n/a / -41%
Landfill	l,t	653,835 / 26	788,080 / 52,026	820,080 / 80,026	-17% / -100%	n/a	n/a	n/a
Composting	l,t	2,798,567 / 0	3,189,764 / 158	2,507,940 / 77	-12% / -100%	n/a	n/a	n/a
Waste incineration/waste-to-energy	l,t	2,140,119 / 286	2,279,976 / 679	2,294,540 / 0	-6% / -58%	n/a	n/a	n/a
Other	l,t	176,600 / 939	12,480 / 2,391	12,480 / 154	+1,315% / -61%	n/a	n/a	n/a
Number of applicable properties	Number	32	50	23	-	2	2	-
Coverage of lettable area	Percent	18%	68%	30%	-	10%	10%	-
Total hazardous waste	t	2,056 / 18	530 / 59	0 / 23	+288% / -70%	n/a / 4	n/a / 1	n/a / +222%
Recycling	t	0 / 13	0 / 54	0 / 23	0% / -75%	n/a / 2	n/a / 1	n/a / +103%
Landfill	t	326 / 0	0 / 0	0 / 0	+100% / 0%	n/a	n/a	n/a
Composting	t	0 / 0	0 / 0	0 / 0	0% / 0%	n/a	n/a	n/a
Waste incineration/waste-to-energy	t	1,627 / 2	530 / 3	0 / 0	+215% / -14%	n/a / 1	n/a / 0	n/a / +610%
Other	t	58 / 2	0 / 2	0 / 0	+100% / -15%	n/a / 0	n/a	n/a
Number of applicable properties	Number	10	30	16	-	5	5	-
Coverage of lettable area	Percent	7%	33%	23%	-	21%	21%	-

ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Portfolio

	UNIT	2021	2020	2019	2021 VS. 2020
Sustainably certified assets			Cert-Tot		
Number of certificates	Number	6	5	5	+20%
BREEAM	Number	2	2	2	0%
DGNB	Number	1	1	1	0%
LEED	Number	2	0	0	+100%
Wired Score	Number	0	0	0	0%
Other/Additional	Number	3	3	3	0%
Percentage of buildings certified at least once	Percent	13%	10.9%	10.9%	2.1%
Number of planned certificates	Number	25			
Animal Aided Design	Number	1			
BREEAM	Number	1			
WELL-Building	Number	9			
LEED	Number	22			
Wired Score	Number	9			
Other/Additional	Number	4			
Percentage of buildings with at least one planned certification	Percent	37%			

ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Office

	UNIT	2021	2020
Office data			
Berlin	Employees m ²	88 4,238	103 4,238
Bolzano	Employees m ²	11 430	16 132
Düsseldorf	Employees m ²	53 1,212	83 1,212
Frankfurt	Employees m ²	10 435	n/a n/a
Hamburg	Employees m ²	24 1,048	23 1,048
Innsbruck	Employees m ²	39 2,030	60 2,030
Luxembourg	Employees m ²	13 380	22 430
Munich	Employees m ²	44 739	76 739
Vienna	Employees m ²	196 5,657	250 4,564
Zurich	Employees m ²	17 132	n/a n/a

	UNIT	2021	2020	2019	2021 VS. 2020
Total electricity consumption					
Elec-Abs					
Total electricity consumption	MWh	3,402	3,174	4,052	+7%
Proportion of renewable sources	Percent	99.8%	99.1%	3.5%	-
Number of applicable offices	Number	8	6	5	-
Total district heating & cooling consumption					
DH&C-Abs					
Indirect energy consumption from district heating and cooling	MWh	3,939	4,095	4,956	-4%
Proportion of renewable sources	Percent	5.5%	8.9%	0.2%	-
Number of applicable offices	Number	7	8	5	-

ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Office

	UNIT	2021	2020	2019	2021 VS. 2020
Total fuel consumption		Fuels-Abs			
Total amount of fuels used from direct sources	MWh	228	321	45	-29%
Proportion of renewable sources	Percent	0%	0%	0%	-
Number of applicable offices	Number	3	4	3	-
Total energy consumption for offices	MWh	7,569	7,590	9,053	-0.3%
Proportion of renewable sources	Percent	47.7%	46.3%	1.3%	3.1%
Building energy intensity		Energy-Int			
Per office area	kWh/m ²	559	790	1,282	-29%
Per employee	kWh/employee	20,737	14,942	n/a	+39%

	UNIT	2021	2020	2019	2021 VS. 2020
Transport and business trips					
Number of company cars (on lease)	Number	72	27	21	+167%
of which e-vehicles	Number	16	0	0	+100%
Number of applicable offices	Number	9	5	5	-
Fuel consumption for rental cars	l	13,762	0	0	+100%
Number of applicable offices	Number	4	1	1	-
Fuel consumption for commuter transport	l	44,664	47,664	1,742	-7%
Number of applicable offices	Number	5	5	2	-
Total kilometers flown	km	384	178	325	+116%
Number of short-haul flights	Number	2	0	0	+100%
Number of medium-haul flights	Number	6	0	0	+100%
Number of long-haul flights	Number	527,215	78,621	159,736	+571%
Number of applicable offices	Number	8	3	2	-

ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Office

	UNIT	2021	2020	2019	2021 VS. 2020
Total weight of waste by disposal route		Waste-Abs			
Total non-hazardous waste	l	431,051	600,621	411,040	-28%
Recycling	l	38,500	116,106	10,306	-67%
Landfill	l	2,600	15,000	0	-83%
Composting	l	22,000	32,000	0	-31%
Waste incineration/ waste-to-energy	l	10,240	71,768	47,008	-86%
Other	l	357,711	365,747	353,726	-2%
Number of applicable properties	Number	7	7	5	-
Paper consumption					
Total paper consumption	t	10	5	7	+102%
of which recycled/ certified paper	t	0	1	0	-100%
Number of applicable offices	Number	6	5	4	-

SOCIAL SUSTAINABILITY PERFORMANCE MEASURES

	UNIT	2021	2020	2019
Employee gender diversity		Diversity-Emp		
Percentage of male and female employees in the organisation's governance bodies and other significant employee categories ¹	Percentage	female: 23.7 male: 76.3	female: 25.5 male: 74.5	female: 23.5 male: 76.5
Gender pay ratio		Diversity-Pay		
Ratio of the basic salary and/or remuneration of male and female employees in the organisations governance bodies and other significant employee categories		n/a	n/a	n/a
Employee training and development		Emp-Training		
Average hours of training that the organisation's employees have undertaken in the reporting period.	Hours	2.6	5.7	1.3
Employee performance appraisals		Emp-Dev		
Percentage of total employees who received a regular performance and career development review during the reporting period	Percentage	100	90.1	n/a
New hires and turnover		Emp-Turnover		
Total number and rate of new employee hired	Total number and percentage	number: 120 rate: 35.2	number: 84 rate: 30.9	number: 78 rate: 39.4
Total number and rate of employee turnover		number: 66 rate: 19.4	number: 32 rate: 11.8	number: 33 rate: 16.7

	UNIT	2021	2020	2019
Employee health and safety		H&S-Emp		
Injury Rate (IR)	Rate	0	0	0
Work-related fatalities for all direct employees	Number	0	0	0
Asset health and safety assessments		H&S-Asset		
Percentage of assets for which health and safety impacts are assessed or reviewed for compliance or improvement	Percentage	0	0	0
Asset health and safety compliance		H&S-Comp		
Any incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of assets assessed during the reporting period	Number	0	0	0
Community engagement, impact assessments and development programs		Comty-Eng		
Percentage of assets that have implemented local community engagement, impact assessments and/or development programmes	Percentage	100	100	100

¹ excl. Supervisory Board

GOVERNANCE SUSTAINABILITY PERFORMANCE MEASURES

	2021	2020	2019
Composition of the highest governance body			
Gov-Board			
Number of executive board members	14	15	14
Number of independent/non-executive board members	10	10	10
Average tenure on the governance body (years)	Management Board: 5.27 Supervisory Board: 4.95	Management Board: 3.96 Supervisory Board: 4.81	Management Board: 3.66 Supervisory Board: 4.56
Number of independent/non-executive board members with competencies relating to environmental and social topics	10	0	0
Process for nominating and selecting the highest governance body			
Gov-Selec			
Describe the nomination and selection process for the highest governance body and its members, and the criteria used to guide the nomination and selection process	Sustainability Report, P. 113–115	Sustainability Report, P. 113–115	Sustainability Report, P. 113–115
Process for managing conflicts of interest			
Gov-Col			
Describe the processes to ensure that conflicts of interest are avoided and managed in the highest governance body	Sustainability Report, P. 113–115	Sustainability Report, P. 113–115	Sustainability Report, P. 113–115

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

	RECOMMENDED DISCLOSURES	REFERENCES
GOVERNANCE		
	Describe the board’s oversight of climate-related risks and opportunities	Sustainability Report, P. 118
	Describe management’s role in assessing and managing climate-related risks and opportunities	Sustainability Report, P. 118
STRATEGY		
	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Sustainability Report, P. 118–119
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	Sustainability Report, P. 118–119
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scen	in progress
RISK MANAGEMENT		
	Describe the organization’s processes for identifying and assessing climate- related risks	Sustainability Report, P. 118
	Describe the organization’s processes for managing climate-related risks	in progress
	Describe how processes for identifying, assessing, and managing climate- related risks are integrated into the organization’s overall risk management	in progress
METRICS AND TARGETS		
	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	in progress
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Annex, P. 16
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Sustainability Report, P. 37, 41, 42

