

von Gerkan, Marg
and Partners
Architects

Communication on Progress
Sustainability Report



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Editorial

The work of gmp focuses on the overall longevity of architecture. This encompasses global challenges and issues like urbanization, digitization, and mobility, as well as sustainable building and the renovation of existing buildings. Sustainability is an integral and intrinsic value of our planning that is expressed in the quality of our designs.

As an architectural firm with offices on two continents, we faced special challenges over the past year. We've learned a great deal during this period – for example, that in-person dialog is an essential part of the communication of values and goals in planning. At the same time, however, new communication channels have emerged during the crisis that will continue to enrich our ways of working in the future and will help us to keep our business travel to a minimum and gradually develop a climate roadmap.

With this report, we are affirming our ongoing and unconditional support for the UN Global Compact and are renewing our commitment to this initiative and its principles. This steady progress would be impossible without our most important mainstays – our employees. Working together in an atmosphere of trust, solidarity, and ingenuity, we have managed to forge new paths during this exceptional year.



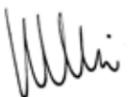
NIKOLAUS GOETZE



HUBERT NIENHOFF



STEPHAN SCHÜTZ



WU WEI



Sustainable Building – Across Borders

Upgrading Existing Buildings Also Means Preserving
Our Homeland

In the age of digitization, buildings are the longest-lasting assets of our society. They're constantly influencing us, whether consciously or unconsciously. That's why architecture that takes into account global challenges like sustainable building and the renovation of existing buildings has to be directly future-driven.

If we want to achieve our climate goals, we have to retain and carefully refurbish existing buildings wherever possible. Considering and using existing building materials is crucial. We can convert the "gray energy" that was expended to produce an existing building to "gold energy" by restoring the building's former worth. The shell alone – but also many of the materials present – is too valuable to simply throw it away. Thanks to careful refurbishment, it can take on new splendor.

Building redevelopment protects both the climate and our homeland. These are central to our cities and communities. When office and commercial buildings are structurally vacant, it's experienced as a loss and a threat. Characterless commercial buildings and single-family dwellings have often had a negative

impact on flourishing municipalities and landscapes. The only way to counter the trivialization of construction is with high-quality architecture and civil engineering, meaning building culture. gmp is making a substantial contribution in this area, as this Sustainability Report demonstrates.

gmp's building culture expertise and many years of experience extend far beyond national boundaries. Many projects have proceeded from international competitions. The list of prizes is long and sets the standards for high-quality building culture in both Germany and elsewhere. The eleven projects by gmp architects that are protected by landmark status, including Hamburg's Hanseviertel and the Berlin-Tegel Airport, bear witness to the high quality and longevity of our previous buildings. With this UN Global Compact report, gmp becomes one of the first architectural firms in Germany to reflect on the company's sustainability and portfolio and set ambitious goals that have us excited about the future.



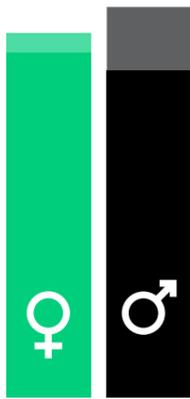
Reiner Nagel
Chairman of the Board
Bundesstiftung
Baukultur

2020 in Facts and Figures

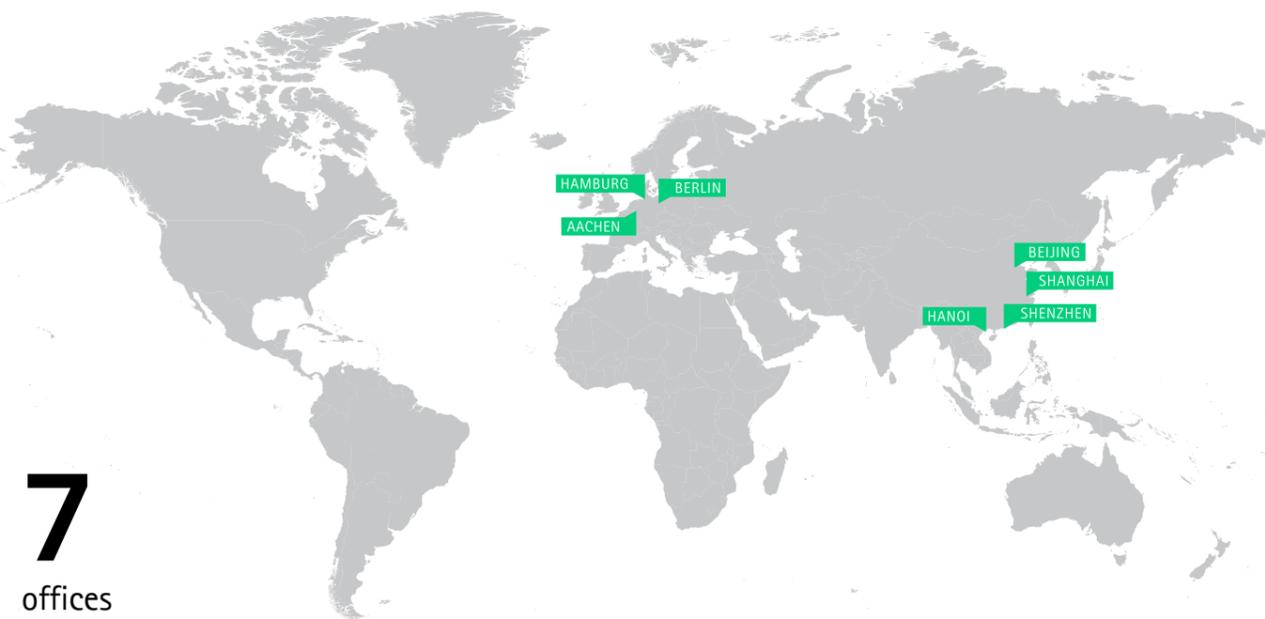
537

employees

14 female managers out of 260 female employees



44 male managers out of 277 male employees



7

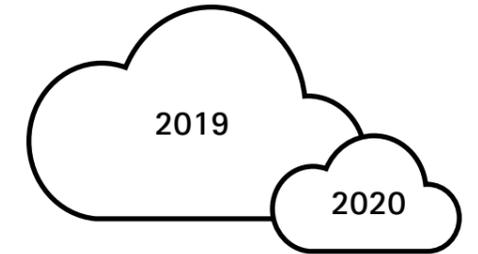
offices



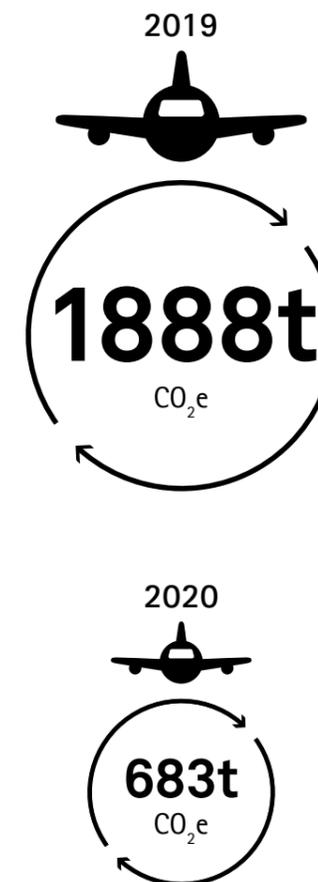
Our employees come from 42 countries

Business travel / CO₂ footprint

61%

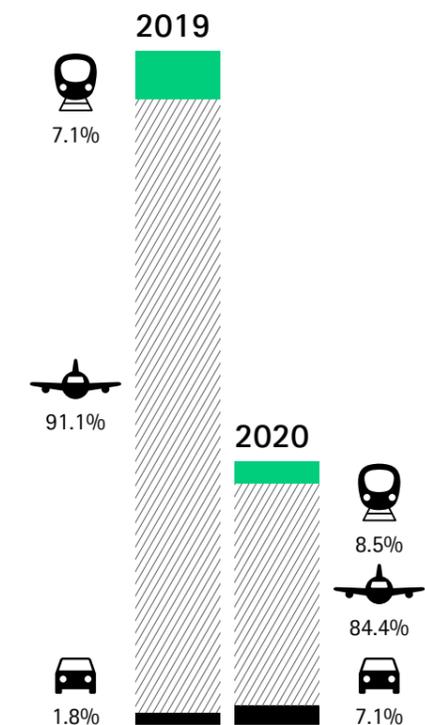


fewer CO₂ emissions from business travel via rail, air, and road during the 2020 pandemic year than in the previous year: 2072t CO₂e in 2019 compared to 809t CO₂e in 2020.



CO₂ emissions from air travel were reduced by about 1/3, mainly due to a reduction in long-distance flights.

Comparison of travel modalities – rail, air, road



Since 2020, we use Planetly (carbon management) to calculate our carbon footprints. The pandemic made it more difficult to record all our emissions. The overall footprint for 2020 will be published in the next report.

Systematically Unique

Isarphilharmonie, Munich, Germany

During a planned refurbishment of Munich's Gasteig, Europe's largest cultural center needed new accommodations with a new, acoustically sophisticated concert hall for the Munich Philharmonic Orchestra. The former, industrial-style premises of the Sendling public utilities company were identified as a suitable location. There, a listed transformer building (Hall E) was refurbished and combined with a new building for the concert hall consisting of wood elements. The new building is made up of two structurally separate systems. Inside an outer steel structure with a plain facade system (Nüssli Group), the concert hall consists of a slot-in system of solid wood elements like a "building within a building." This allows it to be assembled on site at the same time as the load-bearing steel structure. This economical and resource-saving construction is quick to erect and relatively easy to dismantle and reconstruct elsewhere.

Negotiation procedure 2018 – 1st prize | Client Gasteig München GmbH | GFA concert hall 6,700 m² | Completion 2021



Creativity in Times of Crisis

The COVID-19 pandemic brought about a sudden change in all areas of life, including working life at gmp. How did our employees handle this transformation? What were the consequences of the pandemic outbreak for the different disciplines and at the different offices? How permanent are the changes to workflows and routines? We surveyed our employees and asked several of them to relate their personal experiences.



TEAM SURVEY

An online survey was sent to all gmp employees at the three German offices in May 2021 to determine how colleagues dealt with communication

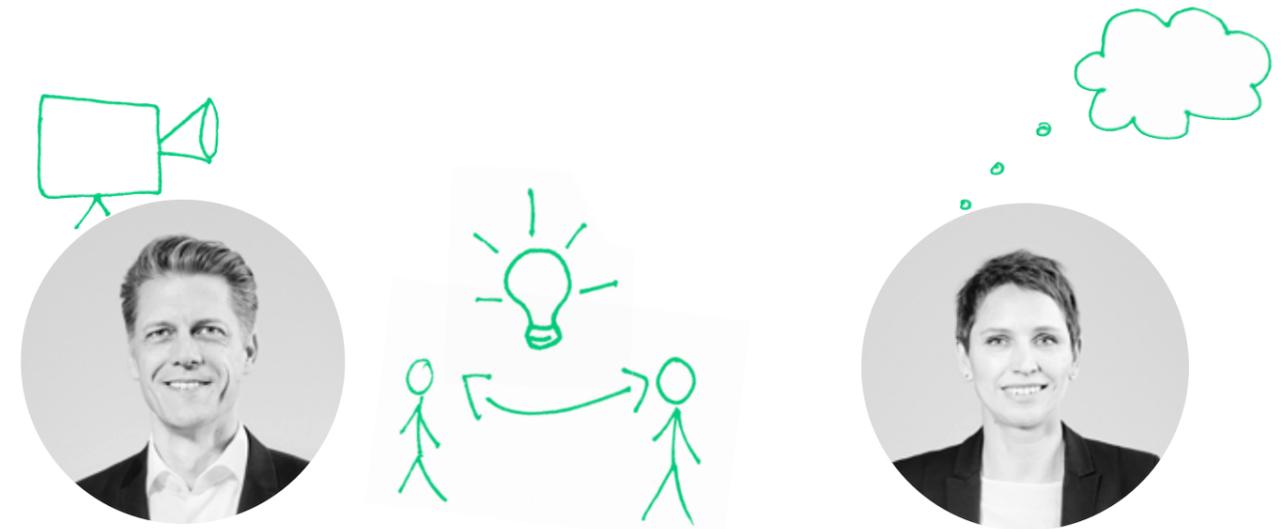
and measures relating to COVID-19. Because the infection situation in China was different at the time, the Chinese offices were not surveyed. Around

50 percent of German employees participated in the survey.

Communication about COVID and the measures introduced were helpful and appropriate



The COVID protective measures were helpful and appropriate



COVID-19 MANAGEMENT BY IT

The gmp offices in China already began preparing to work from home in early February 2020. IT rushed to coordinate and combine various existing solutions that could also be implemented on a large scale as events escalated at the start of the pandemic. Naturally, not everything went smoothly, but the interim results of COVID-19 management in China were positive. IT benefited from the fact that its long-established and experienced team was accustomed to crises and had already aligned its workflows and communication structures in preparation for such situations, with the result that they were able to function efficiently.

to achieve even more." Johannes Hillebrand also praised the willingness of the entire gmp team to help themselves by watch training videos before asking for help from IT.

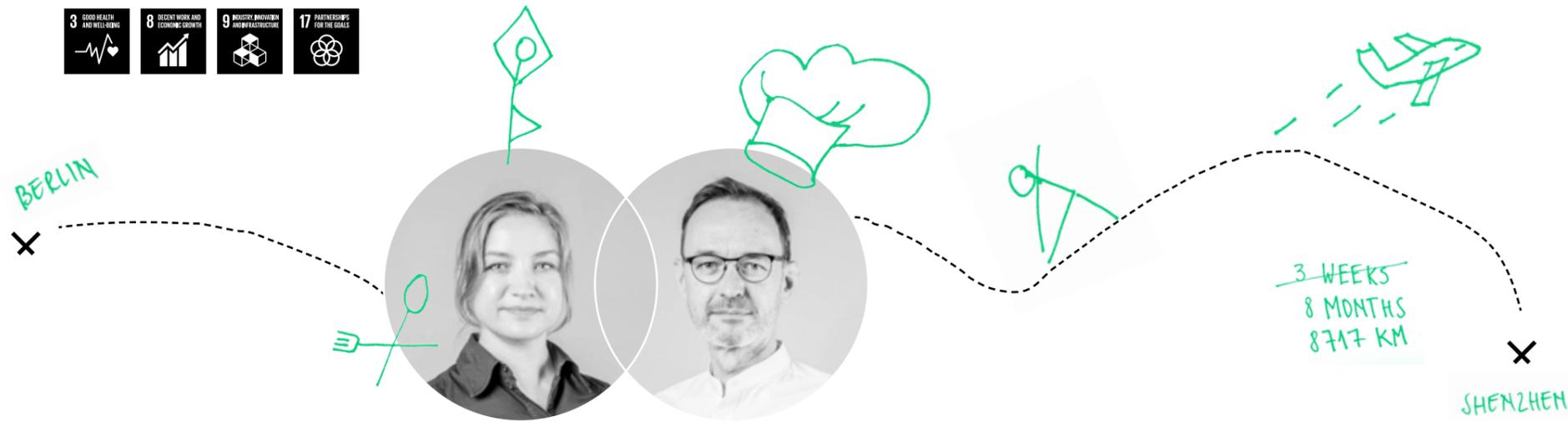
Kai Egbert
Head of IT, Hamburg

Based on experiences in China, IT was also prepared for the lockdown in Germany starting in mid-March 2020. The necessary hardware and software were ordered early on, with the result that gmp was barely affected by the subsequent supply chain bottlenecks and extreme price increases. The conversion to Office 365 and MS Teams that was already initiated before the pandemic also made it easier to switch to home offices in Germany. However, Kai Egbert, Head of IT at gmp, believes that solidarity within the gmp team was a key factor in the smooth transition. "The fact that all our employees were super cooperative made our lives much easier," he said. "Suddenly, our way of working was completely transformed and everyone helped, everyone pulled together. This feeling motivated us

"11:11 AM"

Before the pandemic, a bell rang every Tuesday morning at 11:11 in the Berlin office to summon all employees to the kitchen. Each week, there was another 11-minute presentation on a project. When we all began working from home in March 2020, and after a brief hiatus, we took advantage of the opportunity to keep this tradition and our sense of community alive via MS Teams. The good thing about the digital version of 11:11 AM is that colleagues from all gmp offices can listen in or give presentations. We also record the presentations and make them universally available via MS Stream. In 2020, we created an archive of nearly 40 presentations that have been viewed over 5,000 times, either live or streamed.

Nadja Stachowski
Head of Business Development, Berlin



BETWEEN TWO CONTINENTS

In early February 2020, public life in China shut down. Restaurants closed, districts were blocked off and could only be entered by residents. People's temperatures were taken at entrances. At that time, Burkhard Pick and I had decided that we would go back to Europe for two or three weeks – thinking that that was how long it would take to get the situation under control.

When we were ready to book our return flights at the end of March, China had closed its borders to all foreigners and our visas were suddenly invalid. We were stranded in Berlin.

The worst part was the months of not knowing when and under what circumstances we would be able to return to the center of our lives in Shenzhen.

For us, "creativity in a crisis" meant establishing a routine for an unknown period of time while also being ready to return to China at the drop of a hat. gmp's Berlin office welcomed us in our "exile." We were incorporated into colleagues' projects and had a lot of fun sharing in their successes.

In the beginning, we were almost the only ones in the office wearing masks – to protect others. We didn't mind because wearing masks is more common in China, either because people come into contact with a lot of strangers, want to protect themselves against the smog, or are getting over a cold. When businesses in Germany closed, we were relocated to home offices and, like many others, we became creative,

professional-level chefs. The high points of our days were trips to the supermarket and riding our bikes.

At that time, China had the situation largely under control. Life there had practically returned to normal, thanks to measures like closing off entire cities, strict contact limitations, lockdowns, and closures of office buildings – which also affected the gmp office in Shenzhen – and thanks to the discipline of the population. By the end of September, we were able to apply for new entrance visas for China and, after a few cancelled flights, actually make the journey. Our 14-day quarantine began as soon as we boarded the airplane. The cabin crew was outfitted with hazmat suits and masks. Instead of in-flight service, all we were given was a plastic bag containing dry snacks and a little water.

After taking a PCR test at the airport, we were able to retrieve our luggage and were bussed to a nearby hotel where we were locked away for 14 days. This loss

of freedom was a strange experience that called for even more creativity. Long before we entered quarantine, we were already extremely nervous, especially because of our uncertainties about daily functions like acquiring food, room cleaning, whether we could smoke, etc. We also weren't sure whether we would be allowed to share a room or whether we would later regret it. The prospect of having to spend two weeks together in a locked room without any possibility of escaping one another's company was rather daunting.

Our solution was to deliberately structure our day and institute an organized routine that included exercise and a hotel office as well as a fixed schedule of work and breaks.

Following the daily visit to take our temperatures in the morning and an instant coffee in the room, we opened our hotel/home office.

In Berlin, we'd already started working on a competition near the Guangzhou airport and now had an excellent view of the airport grounds from our window. Watching airplanes take off and land intensified our feeling of being imprisoned.

We were able to order our lunch directly from the hotel using an app. An online delivery service supplied us with interesting bread, unusual cheese, and dubious wine. Fortunately, we occasionally received care packages from our friends in Shenzhen.

In the afternoon, someone came to take our temperatures a second time. Now

and then, we also had videoconferences with our Berlin colleagues.

When quarantine was over, the first thing we did was to go to our favorite restaurant. It seemed strange not having to fill out the attendance paperwork that's common in Germany. Stranger still – and even a little unpleasant and unsettling – was when our friends greeted us with hugs – without masks.

Having gone through this experience, we're now even less fond of overcrowded spaces and large gatherings than we were before.

On the other hand, being stuck for nine months "in limbo" also gave us an opportunity to see our family, friends, and colleagues and live through this experience together.

Monika Kwiatkowski & Burkhard Pick
Architecture, Shenzhen

THE ALTER WALL TEAM

OBJECT MONITORING

The first visible sign of the pandemic on our building site was a scaffolder from Italy who consistently wore a mask due to the high number of cases in his own country. This caught the attention of others at the site. At that time, masks were in short supply, but an electrician gave us FFP2 masks. Some companies also had protective masks for working in hazardous areas in their warehouses. Thanks to the thoughtfulness of everyone involved, we were able to keep working at our usual speed and sometimes even surpass it.

Sandra Brosterhaus
Construction Management, Hamburg



PROJECT MANAGEMENT

Our workflows were digitized from one day to the next, which completely changed them. Whereas before we sketched together or tested our ideas on the model, we now did our drawings at home and sent them via smartphone. Commenting on and coordinating plans was now exclusively digital. In the beginning, everything was new and unfamiliar but over time a certain routine was established. Many of these digital changes have now become part of our normal working day. To summarize: Project processing has also worked amazingly well from a home office.

Nevertheless, there's no way to fully digitize the conversations via the "office grapevine."

Andreas Wehnacht
Architecture, Hamburg



PROJECT ARCHITECTURE

Our morning meetings brought our team closer together. In sometimes long video calls, we sketched and assembled plans and details, almost as though we were sitting at an actual table. We supported our colleagues at the building site via MS Teams. Sandra and I often dealt with building site issues this way even before the pandemic. After the restrictions were imposed, an actual site visit suddenly felt like a big and exciting adventure.

Jan Junglaus
Sustainable Design, Hamburg





DEALING WITH THE PANDEMIC AT THE BERLIN OFFICE

FIRST WARNING SIGNS

It was in mid-January 2020, just before the Chinese New Year, that reports of a "novel coronavirus" in the Hubei Province became more and more frequent. This is traditionally the time when many of our Chinese colleagues at the German offices return home and visit their families. When the Chinese government severely restricted travel just before the holidays and locked down Hubei, we worried about those who were currently visiting China.

HOW CAN YOU PROTECT COLLEAGUES AT THE OFFICE?

We contacted our travelers before they left China, exchanged information, and offered support. We all wanted them to return to safety as soon as possible and to welcome them back on board, but at the same time we had to protect ourselves against possible infection. We all agreed that those returning should always wear medical mouth/nose protection in the office for 14 days, which was then assumed to be the incubation period. However, there were already bottlenecks in the supply of OP masks in China. Because of the high demand in the regions directly affected, our colleagues were no longer able to obtain masks on site, but masks were still readily available in Germany at the time. We quickly sent them care packages containing over a thousand masks. We'd had experience with something like this before. During the 2002 SARS

crisis, we'd sent our colleagues trunks full of Tamiflu.

PATIENT NO. 1

In the weeks that followed, the number of infections in Germany was also slowly rising. Personal hygiene products, masks, and medical equipment became scarce and the first super-spreader events occurred at ski resorts in the Alps. At the beginning of March, we also had our first colleague become infected following his ski vacation. Thankfully, his infection was immediately detected so that he never came into the office but immediately entered quarantine. Fortunately, he fully recovered. The atmosphere in the office was one of extreme caution. We practiced comprehensive hygienic measures and social distancing but for the most part continued to work in the offices, while also preparing for a partial shift to home offices and drawing up emergency plans in case of a serious outbreak. The outbreak supposedly came on March 14 and caused an immediate transition to all remote working. Thanks to our preparations and highly effective IT department, we were able to set it all up within a very short time. The reason for the mad scramble was a colleague whose test results from the public health department arrived after a long delay. We didn't learn until much later that she wasn't even infected.

RETURN TO A NEW NORMAL

Once we received the all-clear, we gradually returned to in-person operation with a maximum capacity of 50 percent, while always keeping an eye on the latest scientific findings. When OP masks became scarce in Germany, colleagues at our China offices returned our favor and sent us large quantities. Later, for our own protection, the office also provided us with FFP2 masks and introduced a mask mandate for anyone stepping away from their own desk. Once it was discovered that the virus was transmitted via airborne aerosols,

we began monitoring air quality in the office and ventilating on an hourly basis. We will also offer all employees the chance to be vaccinated by our in-house physician as soon as the vaccine is available.

SUMMARY

The most important element of our very positive overall results in preventing infections was the cooperation among our well-informed colleagues. We discussed all measures openly, appointed coordinators that employees could consult (also confidentially), and made all the latest verifiable information available.

Johannes Erdmann
Architecture, Berlin



May 5, 2020, Shanghai Office, roof terrace

Gardens of the World

Asian Infrastructure Investment Bank, Beijing, China

With 103 member countries, the Asian Infrastructure Investment Bank (AIIB) is the first multilateral development bank with a head office in China. It moved into its new headquarters in Beijing in 2020. The symmetrically designed building is composed of stacked and meandering volumes. All the office spaces are grouped around nine courtyards, with the center forming an 80-meter-high atrium. The result is a continuum of open areas and vistas that merge into one another. This complex, open interior landscape strengthens the transparency of AIIB and the "sense of unity" of its over 100 member nations. The naturally lit inner courtyards serve as shared, informal meeting zones, while the open sky decks with their differently themed greenery represent the "gardens of the world." Three of the courtyards have been laid out in accordance with traditional Chinese garden design. Native trees from other Asian member states were also planted. The project has already received the national 3-star certificate as well as LEED Platinum certification.

Competition 2015 – 1st prize | Client Asian Infrastructure Investment Bank | GFA 389,972 m² | Building height 83 m | Construction period 2016–2019 | Certifications LEED Platinum, Chinese 3-Star



Chinese-German Cultural Exchange

In 1998, gmp won the competition for the German School in Beijing. That was the beginning of gmp's successful involvement in China, which has now lasted more than 20 years. Today there are three gmp offices in China that are responsible for about a third of all our projects. Wei Wu, a gmp partner, became involved early on and is familiar with both worlds.

KRISTINA LOOCK: You've become a sort of a bridge builder between the offices, in part because you studied at ETH Zurich and speak excellent German. How did that come about?

WU WEI: That was in 1993, a year after I finished my Bachelor's degree in China. Like my father, I decided to study in Zurich. I was the first Chinese architecture student ever to attend ETH. That's probably why they admitted me so quickly. I travelled to Switzerland in 1994 without knowing a word of German, with my father as my sponsor.

KRISTINA LOOCK: gmp allowed its offices in China to grow rather slowly and organically, and many German employees were sent there to work permanently. How do the other international architectural firms in China do it?

WU WEI: It differs a lot. As far as I know, gmp was the first international firm to have so many German employees on site. In 2002, there were just five architects. Since then, the team has continued to grow. I believe gmp is the frontrunner when it comes to the number of international employees.

KRISTINA LOOCK: I think it's really impressive that so many Chinese employees are working at the German offices and have been for a long time. I think this bridge building goes a long way toward fostering excellent cooperation and a feeling of community.

WU WEI: Yes, for Chinese employees, their experience in Germany is

truly unique. They also participate in German competitions and projects. This cultural exchange, these experiences, are extremely valuable for the architects currently working for us in Hamburg and Berlin. And if they ever return to China, the experience is incredibly important. And also the other way around, the experience of German or European architects in China is extremely useful for their careers. A lot can be learned in just two or three years that can also be applied in Germany and other countries.

NADJA STACHOWSKI: Have sustainability requirements in China changed in the past few years? How high are clients' expectations today in terms of durability, energy, resource-saving materials, etc.?

WU WEI: Yes, the standards have become much higher in recent years. Certifications have also become more important, like the China Green Building stars that many gmp buildings have also earned. More and more, clients are asking us to use timber, but there's currently a shortage of wood in China. We can't build all our buildings out of timber.

KRISTINA LOOCK: Would you say that gmp's contribution to sustainability in China is mainly the quality of our planning?

WU WEI: gmp delivers very high quality, which is partly based on the timelessness of our designs and partly on architectural quality. It also has to do with our range of services. gmp supports its projects from beginning to end, and it shows.

KRISTINA LOOCK: I'd like to talk to you about sustainability in the urban space. For some projects, gmp has strongly advocated for creating spatial and programmatic references in the urban context that the client didn't necessarily specify.

WU WEI: I believe gmp does that in almost every public project. If you think about the Tianjin opera house, the Chongqing opera house, and the Qingdao opera house, or the Guangxi Culture & Art Center, gmp not only designed iconic buildings but also created public spaces. In Tianjin, we introduced a very large, 200-meter-long public square along the water with stairs and a music fountain. We imagined people taking walks there in the evening with their families, sitting on the steps and talking, enjoying the waterscape. We turned the platform in the entrance area into a public space where retired women can dance – something that's very popular in China – without disturbing children's or students' lessons, as so often happens.



Wei Wu, gmp Partner

"This cultural exchange, these experiences, are extremely valuable for the architects currently working for us in Hamburg and Berlin."

KRISTINA LOOCK: Besides competitions, gmp has also won numerous architectural prizes and awards in China. In 2019, Meinhard von Gerkan was awarded the Liang Sicheng Prize by the Architectural Society of China for his lifetime achievements. Magdalene Weiss received the Magnolia Award for her work in Shanghai. What has been the significance of these honors?

WU WEI: The Liang Sicheng Prize is the highest distinction awarded to architects in China for their lifetime achievements. Mr. von Gerkan is the first non-Chinese recipient. He won the prize because he's a famous architect who has built a lot in China and is also very well respected there.

The Magnolia Award is presented to foreigners who have lived in Shanghai for a long time and have made significant contributions to the city. Before Magdalene Weiss, there was only one other winner from the architectural sector, Arthur Gensler, who is no longer living. Many of our buildings in Shanghai are extremely well-known, such as the Shanghai Oriental Sports Center, the Poly Plaza ensemble, the South Bund waterfront promenade, and the Lujiazui Riverfront Center. They all make a positive contribution to Shanghai's development as a livable city. >



FILM 20 YEARS IN CHINA
<https://vimeo.com/380517177/986c98ca1c>

We also designed a very beautiful forecourt in Chongqing overlooking the river with a broad staircase leading down to the water. gmp's own philosophy is to automatically think about the urban contribution of public projects like these. This is true of all cultural projects and also typical of our office buildings, larger building ensembles, and railway stations. There again, we're always thinking about urban spaces and designing them to a human scale. European architects do that instinctively.



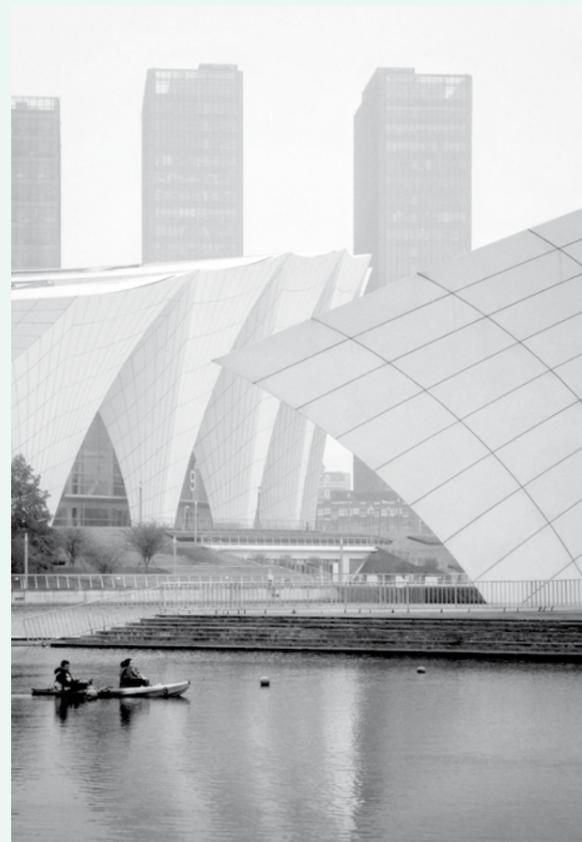
South Bund Waterfront, Shanghai, China | Photo: Fanny Hoffmann-Loss, Architecture, gmp Shanghai

NADJA STACHOWSKI: What do you think gmp's future prospects are in China?

WU WEI: Despite the pandemic, we not only achieved record turnover in China in 2020, but we also took part in twice as many architectural competitions as in the previous year. That's an incredible achievement, not just for gmp in China, but for all of gmp in China and Germany. But the pandemic has also left its mark. Some Chinese clients miss the personal contact with German employees who are currently unable to enter the country. I think gmp's recipe for success in China is that we always retain control of the planning of our projects. There's a bond between the international offices that's based on gmp's corporate culture. A person has to know gmp and has to have worked for gmp. We have to find new ways to perpetuate this international cultural exchange.

The two Heads of Business Development, Kristina Loock and Nadja Stachowski, interviewed Wu Wei via videoconference during the pandemic.

"gmp's own philosophy is to automatically think about the urban contribution of public projects like these."



Shanghai Oriental Sports Center, Shanghai, China | Photo: Tan Ling, Architecture, gmp Shanghai

**THROUGH OUR OWN EYES
EMPLOYEES PHOTOGRAPH gmp BUILDINGS**

gmp has been active in China for over 20 years. In honor of this anniversary, employees at the gmp offices in Beijing, Shanghai, and Shenzhen were invited to submit their own impressions of the projects we've built in the form of photographs. The photos attest to the gmp team's fascination with the spaces created and how people have brought them to life.

The photos shown on pages 20 to 23 are just a small sample from the campaign.



Qingdao Grand Theater, Qingdao, China | Photo: Ling Li, Director, gmp Beijing



Guangxi Culture & Art Center, Nanning, China | Photo: Wei Lin, Architecture, gmp Beijing

Heading for New Shores

South Bund Waterfront, Shanghai, China

The 2.2 km waterfront along the Huangpu River has been transformed into an attractive recreational space on the water. Up until just a few years ago, this area was still occupied by deserted port facilities, municipal dumps, and industrial buildings that blocked access to the river from Shanghai's old city center. Now with the "South Bund," it has not only become a recreational space for residents of the 25 million-person metropolis, but also provides direct pathways between the old city and the river. The wave-like promenade between the water and city offers changing views of the river, skyline, and historic city and creates diverse spaces for sunken green islands by the water as well as raised plant islands with trees and benches on the side of the flood protection wall. Three ferry stations integrated in the promenade provide public transportation service to the eastern part of the city.

Competition 2011 – 1st prize | Client Shanghai Bund Investment Group |
GFA 36,300 m² | Completion 2018



New Means, New Ways

Positive Gains from the Crisis: the Optimization of Videoconferencing

Even before the pandemic, gmp was responding to the change in work environments by transitioning to mobile working and cloud-based solutions. COVID-19 only served to accelerate this process – and the use of another means of communication, the videoconference. Although all the conference rooms were already "videoconference-ready," the number of such rooms was increased by about 50 percent when the pandemic took hold. Gradually, all the conference rooms were acoustically optimized and, as far as possible, equipped with the same continuously optimized VC systems consisting of a camera, lights, table microphones, and speakers. The German offices now have mobile equipment with additional cameras, light sources, wireless microphones, and video mixer panels so that they can also attractively stage presentations using multiple actors and physical models. Despite the loss of in-person contact, this made it possible to stay in touch with planners and clients across offices and continents.

GOALS

By 2025, international business flights will be significantly reduced (compared to 2019 fiscal year). We're attempting to gradually reduce our domestic business flights by 50 percent by 2025. Also by 2025, we will offset the CO₂ emissions of all flights.

We want to make the use of carbon-neutral transportation more attractive for our employees commuting to work. We want 60 percent employee work commutes to be carbon-neutral.

IN PRACTICE

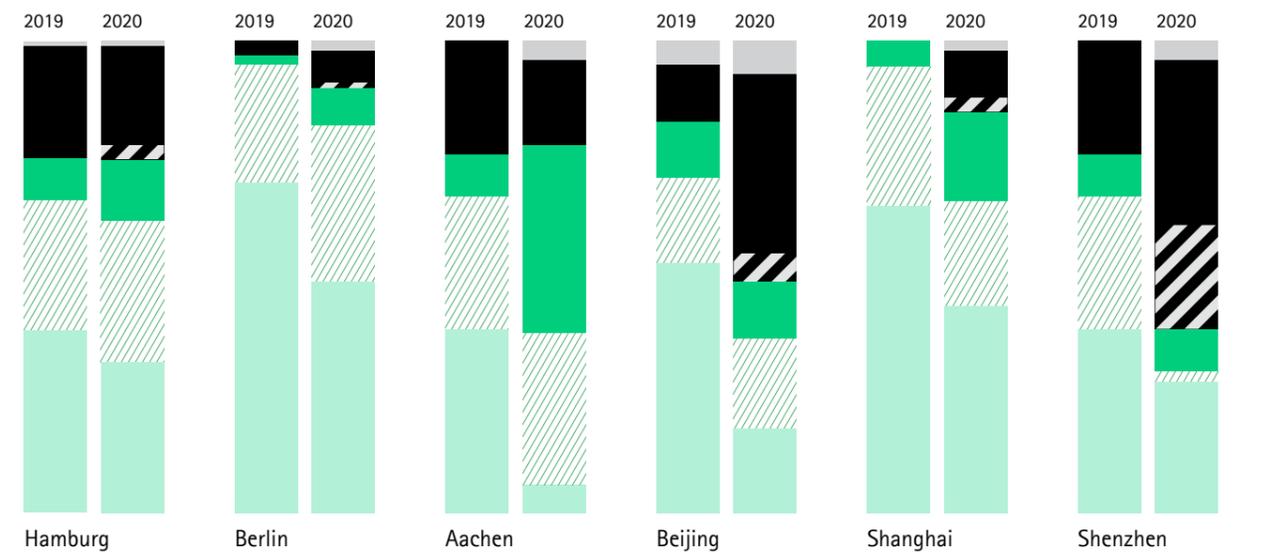
gmp is developing uniform rules for international and domestic flights. In the future, carbon budgets will be established for business travel.

Over the short term, gmp is introducing a mobility budget for employees in Germany. We will subsidize either public transportation passes or the leasing of bicycles.

Mobility Survey



MEANS OF TRANSPORTATION



The coronavirus pandemic not only came close to shutting down all our business travel but also changed our ways of commuting between home and office. Whereas all the offices had many colleagues working from home, we're now gradually returning to the office. Many employees have switched from public transportation to bicycles and

cars or walk to work. For years, gmp has provided financial support for public transportation passes. In view of these results, we're also planning on supporting cyclists with our mobility budget and improving the office infrastructure for cyclists. Our main focus is on providing secure parking spaces, showers, and repair kits at all the offices.

- Misc.
- Car
- Electric car
- On foot
- Bicycle
- Public transport

PARTICIPATION



In 2019, team participation in the survey was 66 percent

In 2020, team participation in the survey was 64 percent



Resources & Well-being

A Conscious Approach to Everyday Working Life at gmp



CAFETERIA REGIONAL FOODS

We looked at the pandemic lockdown as an opportunity for making changes to our spaces. gmp's Rainvilleterrasse office in Hamburg was renovated in 2020. The former restaurant with its professional kitchen, bar, and outdoor south terrace overlooking the Elbe River was converted to an employee cafeteria. In addition to providing food, this location now also serves as a meeting place for colleagues from the two Hamburg offices. Working with our chef, we developed a gastronomical concept for the cafeteria that prioritizes high quality using regional and seasonal products as well as a balanced and varied menu.

For our daily supply of fruits and vegetables that we make available to all employees at reception, we also rely on regional and seasonal produce that we purchase from regional distributors.

GOALS: Reduce greenhouse gas emissions through short transportation distances. Promote well-being through catering, healthy nutrition, and time-out options.

IN PRACTICE: Create more locations with a modern office culture in order to promote employee interaction, solidarity, information exchange, and creativity.



DRINKING WATER FROM THE TAP

In 2020, we further reduced our purchases of mineral water in returnable bottles and also installed a tap water filtration system in our Hamburg offices in order to reduce greenhouse gas emissions. This has resulted not only in cost savings of almost 11,500 euros, but also in a reduced carbon footprint of 2 tons instead of the 5 tons of the previous year.

GOAL: Permanently and consistently reduce our carbon footprint by switching to tap water.

IN PRACTICE: The purchase of returnable bottles will be minimized at all our offices.



CONSUMPTION OF OFFICE SUPPLIES AND PAPER

Due to the increase in employees working from home and the associated transition to digital media, much less paper and toner were consumed in 2020. We also prioritized the purchase of environmentally friendly paper (FSC & Ecolabel).

GOALS: Our goal for 2021 is to further reduce our paper consumption to at least below the 2019 level.

IN PRACTICE: In the future, we want to reduce our paper consumption in general and increase employee awareness through a campaign of "think before you print." We will introduce print release stations and reuse misprints as notepaper.



Freshly prepared lunch from our own cafeteria at Rainvilleterrasse, gmp Hamburg

green dialogue

We consider **designing in dialogue**, which means engaging with all the conditions impacting a project, to be a core principle of our design process. It is the responsibility of architects to structure and guide the dialog relating to the complex and competing values of traditional project goals – costs, deadlines, and quality. Sustainability is an integral, core value of the quality of our planning.

gmp's **green dialogue** makes the topic of sustainability easily accessible to all project participants. It describes the basic aspects of sustainable planning systematically and independently of conventional certification systems and in this way makes them universally applicable. **green dialogue** provides a structure for the focused examination, planning, and implementation of aspects of sustainability in all planning projects at gmp.

At the start of the project and in collaboration with all project participants, the most important topic areas of sustainable planning are examined and

evaluated as they relate to the specific project. In this way, sustainability goals are already agreed and defined from the outset and are integrated into the planning process as a matter of course during project execution. At the end of each planning phase, a standard evaluation is carried out as part of quality control (target/actual comparison).

Because these milestones are systematically embedded in our planning steps, sustainability remains a manifest project goal in the minds of all project participants, making it possible to formulate, monitor, and implement tailored solutions. Sustainability specialists

and auditors from gmp are available to the planning teams for consultation throughout the duration of the project and, if desired, can also carry out certification based on standard sustainability systems (DGNB, LEED, BNB, WELL, etc.).

The **green dialogue** format serves as a guideline for in-house and external organization and communication and ensures greater transparency – optimal consulting – with the goal of developing environmentally friendly projects. At the same time, the **green dialogue** system provides for the continuing education of employees in

the area of sustainability, which in turn establishes a broad knowledge base.

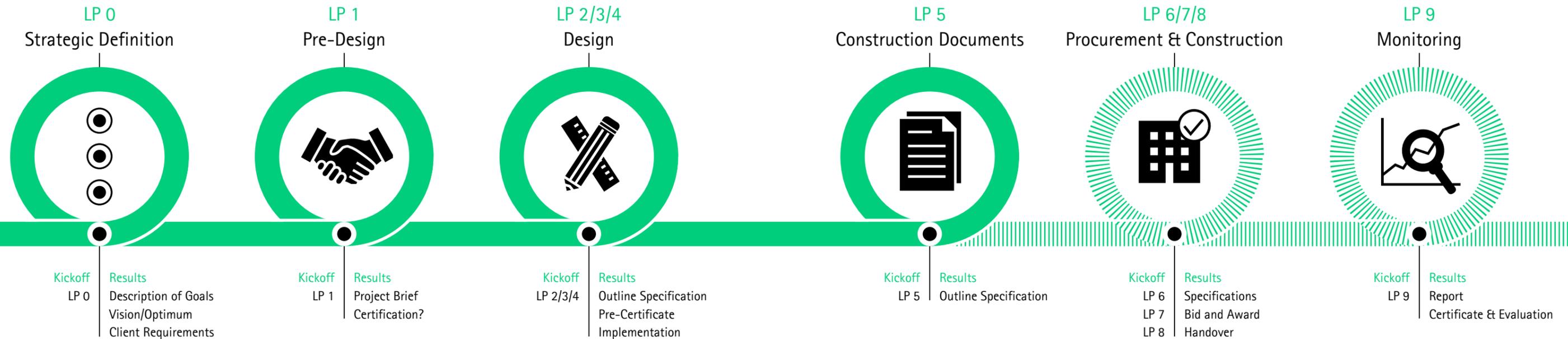
green table
The **green table** lunch training format developed in 2014 was changed to a cross-location videoconference in 2019. Once a month, interested employees attend a presentation by an in-house or external specialist. These meetings promote knowledge transfer and provide a platform for discussing sustainability strategies in planning.

GOALS
Sustainability is a quality criterion of our planning in all projects. Our employ-

ees will effectively and systematically implement these values in planning.

IN PRACTICE
green dialogue, gmp's quality management (QM) system, will be further professionalized. Specific planning structures and tools are being developed for this purpose. In the future, all projects will undergo a basic analysis based on **green dialogue**. In negotiations, we will then inform our clients about the potential for sustainable planning and convince them of its importance. This goal will be supported by in-house and external training sessions for our teams as well as in-house working groups.

Three **green table** training programs were conducted in 2020. A total of 142 employees participated in live events and another 136 employees watched videos of the events afterwards.



Old Shell, New Heart

Alter Wall, Hamburg, Germany



The listed street of Alter Wall 2-32 occupies a prime location in the old city center next to Hamburg's city hall. A lively ambience once prevailed here, and the goal of its restoration and refurbishment was to reestablish this atmosphere. With that in mind, the ensemble was redesigned while preserving its historic substance and the formerly isolated urban space was reconnected.

Alter Wall is now a traffic-calmed boulevard. The new Bucerius Arcades have opened up a pathway through the building ensemble itself and a new pedestrian bridge provides access to neighboring Alsterfleet, resulting in an attractive cross-connection to the city center. A new underground parking garage beneath the buildings keeps Alter Wall free from parked cars. The protected facades were restored and modified in such a way that retail stores and restaurants are now accessible at ground level. The previously small and dark courtyards were merged to form one large, light-flooded space. At the heart of the ensemble, new museum and event spaces were created for the Bucerius Foundation. The fully protected building at the end of the row opposite the Rathausmarkt was carefully refurbished and redesigned as the flagship store.

Competition 2013 – 1st prize | Client Art Invest Real Estate Funds GmbH & Co. KG | GFA 47,625 m² | Construction time 2014–2020 | Certification LEED Platinum (Building 10-32), WIRED SCORE Gold



Campus Art and Nature – Gut Nantesbuch

aac Academy for Architectural Culture

DESIGNS FOR A CAMPUS ART AND NATURE – GUT NANTESBUCH

The fall 2020 workshop of the aac led by Volkwin Marg and Nikolaus Goetze dealt with the interplay between art and nature. New places of activity for artists and art lovers are to be created in Nantesbuch, in the midst of the Bavarian foothills to the Alps, and the existing agricultural use is to be expanded. A campus is being established here that will make it possible to understand and experience the special relationship between art and nature. The Nantesbuch Foundation is engaged in ecological landscape conservation in the region and has already created a venue for a diverse cultural and educational program with the construction of the "Long House" on Gut Karpsee.

The aac's fall 2020 workshop addressed the further structural development of the region. The idea was to place suitable work and activity spaces for artists as well as exhibition rooms in the direct vicinity of agriculturally used warehouses and stables. Rooms for symposia, seminars, and events were also needed.

The special challenges of this workshop were both the interaction between the architecture and regional conditions and the immediate neighborhood. The intersecting and, at first glance, contradictory requirements of visitor-oriented facilities and agricultural work processes had to be taken into account. Working in four-person teams, the 16 participants developed their designs under close supervision in the aac studios, located in the former nautical

school at Rainvilleterrasse in Hamburg. The collaboration kicked off with an excursion of several days to visit the impressive landscape at the planning site. The results were presented to the broader public in the form of an exhibition and a publication.

aac ACADEMY FOR ARCHITECTURAL CULTURE

With research studies and intensive courses held throughout the year, the aac Academy for Architectural Culture is dedicated to finding solutions to relevant architectural issues and further educating young architects from different cultures.

The aac carries out the mission of the gmp Foundation, which is to support the education of students and graduates as well as research in the field of architecture and landscape design at home and abroad. The gmp Foundation was established by gmp in 2007 and is based in Hamburg.

In workshops lasting several weeks, the internationally oriented Academy teaches architectural design and offers experience as a means of passing insights and skills down through the generations.

In internationally diverse groups, the participants also examine future solutions to current architectural problems in order to determine their appropriateness in different cultures. The teaching sessions reflect gmp's philosophy, experience, and implementation of architecture in the social context and provide insights into how to handle projects on the international stage.



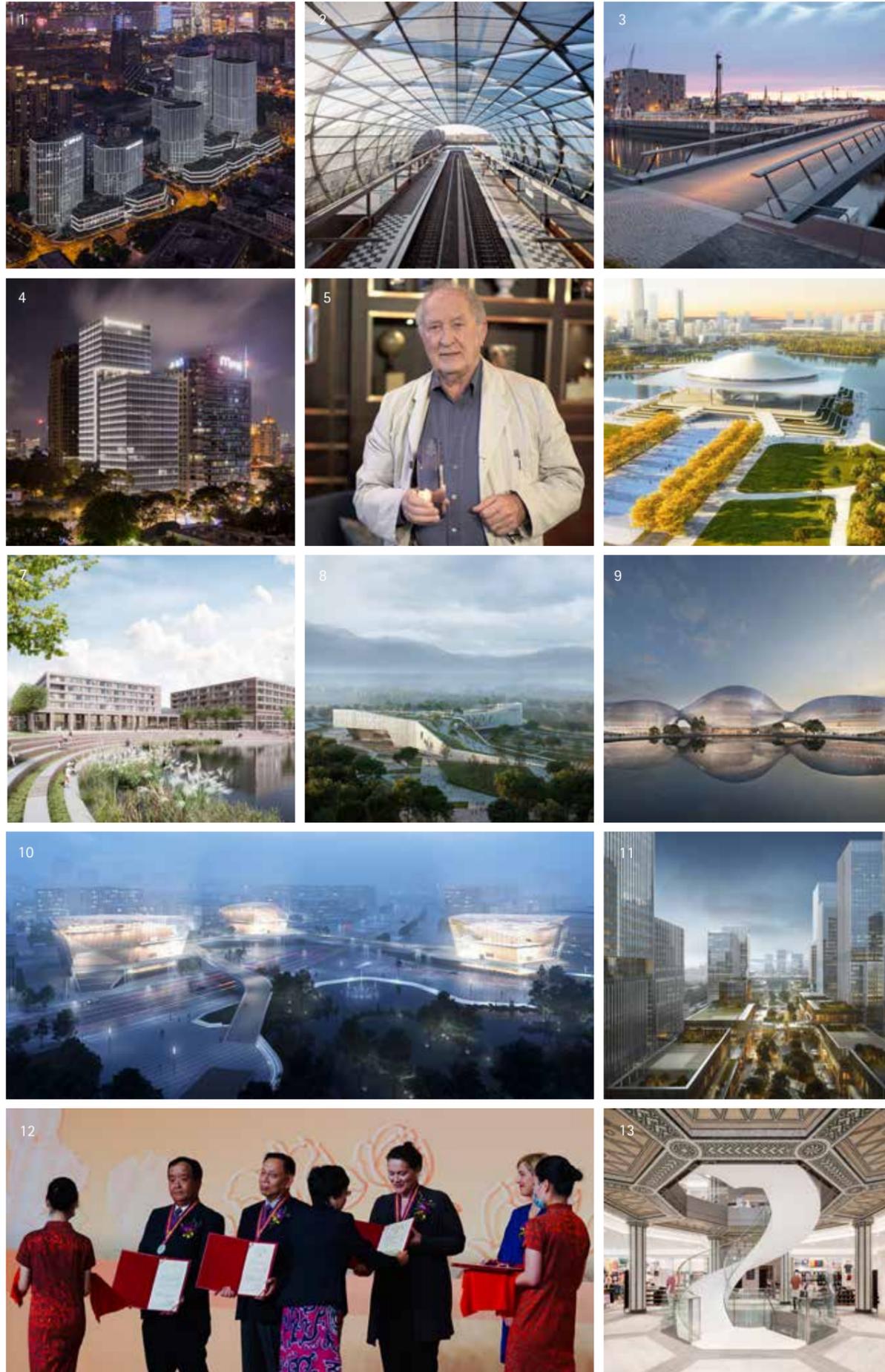
Enno N. Maass
Managing Director
aac Academy for
Architectural Culture



Workshop results of the four groups



Excursion to Gut Nantesbuch



Building Culture

The awards, competitions, and declarations as historic monuments in 2020 attest to gmp's sense of responsibility for high-quality building culture on both the national and international level – from cultural buildings, universities, and hospitals to office buildings, sports facilities, bridges, and railway stations.

PRIZES

- › Poly Greenland Plaza **(1)**, Shanghai, China
CTBUH Awards
- › Elbbrücken Underground and Railway Stations **(2)**, Hamburg, Germany
Deutscher Ingenieurbaupreis BDA Hamburg Architecture Prize
- › Brücke Baakenhafen Mitte **(3)**, Hamburg, Germany
Deutscher Lichtdesign-Preis
- › Deutsches Haus **(4)**, Ho Chi Minh City, Vietnam
Vietnam Green Architecture Award
- › Eurocampus – German Campus Shanghai Yangpu, China
Energy Efficiency Awards – East China
- › Lifetime achievements of gmp founding partner Volkwin Marg **(5)**
Hamburg Citizen of the Year
- › Commitment to the Hanseatic City of Hamburg by gmp founding partner Volkwin Marg
Bürgermeister-Stolten Medal
- › Contribution to Shanghai's development by Associate Partner Magdalene Weiss **(12)**
Shanghai Magnolia Award
- › At Alter Wall 2-32 **(13)**, Hamburg, Germany
Staircase of the Year, Spatial Concepts Category

LISTED AS HISTORIC MONUMENT

- › European Patent Office, Munich, Germany

CERTIFICATIONS

- › Alter Wall, Hamburg, Germany
LEED Platinum (Building 10-32) WIRED SCORE Gold

WINNING COMPETITION ENTRIES

- › Conference Center – Binhu International Science Exchange Center **(6)**, Hefei, China
- › Georgsheil Medical Center **(7)**, Georgsheil, Germany
- › Yellow River National Museum **(8)**, Zhengzhou, China
- › Qingpu Performing Arts Center **(9)**, Shanghai, China
- › International Scientific Innovation Center – Zhejiang University **(10)**, Hangzhou, China
- › Nanjing Financial City III **(11)**, Nanjing, China
- › China Resources Hubei Urban Renewal Integrated Planning Area – Plot A9, Shenzhen, China
- › Entenwerder Pedestrian and Cycle Bridge, Hamburg, Germany
- › Lightywood – Schlossinsel Harburg, Hamburg, Germany
- › Bellevue Palace – Refurbishment of the Office of the Federal President, Berlin, Germany
- › Kaisen Campus, Bremen, Germany
- › Glashütte School Campus, Norderstedt, Germany

- › Nanchang Eastern Railway Station, Nanchang, China
- › Extension and New Building for Norddeutscher Rundfunk (NDR), Hamburg, Germany
- › Riensförde Educational Campus, Stade, Germany
- › Xilang Integrated Transportation Hub, Guangzhou, China
- › Urban Living Room Project, Huairou Science City, Beijing, China
- › New Wilhelm Busch School, Leipzig, Germany
- › The Broadway Project, Beijing, China
- › China UnionPay, Huangshan, Shanghai, China

The 10 Principles of the United Nations Global Compact

Source of text: UN Global Compact



HUMAN RIGHTS

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.



LABOR STANDARDS

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labor;
5. the effective abolition of child labor; and
6. the elimination of discrimination in respect of employment and occupation.



ENVIRONMENT & CLIMATE

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and



ANTI-CORRUPTION

9. encourage the development and diffusion of environmentally friendly technologies.
10. Businesses should work against corruption in all its forms, including extortion and bribery.



Compliance: Our goal for the future is to make gmp's Code of Conduct the mandatory basis for our cooperation with contractual partners on both the national and international level.

- ✔ Establish a compliance working group

- ✚ Update our Code of Conduct to reflect the UN Global Compact values

- Continuously update the Code of Conduct and publish it on the gmp website and on the Intranet

- New contracts will reference the Code of Conduct

- Achieve transparency over the number and type of contracts into which the Code of Conduct is embedded

- Achieve transparency over mechanisms for dealing with violations of the Code of Conduct

- Achieve transparency over fines and audits



Diversity: Our goal is to guarantee equal opportunity regardless of gender or identity.

- ✔ Annual report on diversity throughout the entire company and in management (by gender, age) ■■■ (p. 6)

- ✔ Annual report on the countries of origin/nationalities of employees ■■■ (p. 6)

- ✚ Equal opportunity must be reflected in a balanced ratio between male and female employees at the managerial level. With this in mind, our goal is to define target values for the percentage of women on specific management levels by 2030

- ✚ We also want to define target values for the inclusion of more persons with disabilities by 2030

- To improve the framework conditions for promotion within the company, we will be offering a mentoring program starting in 2022

- ✚ We intend to make even better use of annual employee performance reviews in order to evaluate the performance of each member of the company and support them in establishing goals for personal training and development

- ✔ Each year, employees will respond to surveys on the issues of equality, work, environment, development opportunities, leadership, and corporate culture and the results will be integrated into the UN Global Compact Annual Report ■■■ (p. 10)

- ✚ Events that deal with "unconscious bias" are also being planned

- ✔ The holidays of different cultures and nationalities will be celebrated throughout the company



High-quality consulting: Our goal is to optimize our consulting performance as architects. Sustainability is an integral aspect of the quality of our planning.

- ✔ Development of green dialogue as a system-independent quality management system for sustainable planning ■■■ (p. 30)

- ✔ A sustainable planning working group develops resources and workflows on an ongoing basis in order to further improve green dialogue

- Integration of green dialogue in the planning of new projects

- ✔ Starting in fall 2020, gmp will offer monthly, cross-location training sessions on sustainable planning – green table ■■■ (p. 31)

- ✚ Systematic, professional qualification of employees in the area of sustainable planning

- ✔ Annual report on building culture (project awards, company awards), certified projects (LEED, DGNB, WELL, etc.), and projects processed using the gmp QM system (green dialogue) ■■■ (p. 37)



Carbon emissions: Our goal is to steadily reduce climate-related emissions so as to become a climate-neutral company. The careful handling of resources will become standard practice in our company.

- ✔ Annual calculation of carbon footprint ■■■ (p. 7)

- Development of a climate protection roadmap that defines emission reduction targets for 2025 and 2030

- Remaining emissions will be offset through donations and investment in climate protection projects

- ✔ Support for our employees' mobility through subsidized public transportation passes

- Expansion of mobility subsidy to include the purchase or leasing of a new bicycle

- ✚ Changing rooms with shower rooms will be installed at all offices, making longer commutes by bicycle more appealing

MOBILITY

- ✔ Each year, we carefully review our mobility behavior and plan a continuous reduction in carbon emissions associated with business trips and work commutes ■■■ (p. 26)

- Development of a Mobility Code of Conduct with rules and responsibilities for climate-friendly business travel that is binding for all employees

- Recording of domestic business travel via road and rail as of 2025 so that we will be able to calculate carbon emissions more transparently and objectively

RESOURCES

- ✔ Regular performance of energy audits at the German offices

- Regular performance of energy audits at the gmp offices outside Germany

- ✔ Reduce purchase of mineral water in returnable bottles at the German offices by 60 percent ■■■ (p. 28)

- ✔ Paper and toner consumption in 2020 reduced by converting to digital media ■■■ (p. 28)

- Light fixtures in all our offices are gradually being converted to LED lighting

- ✚ Introduce waste sorting and recycling at all our offices

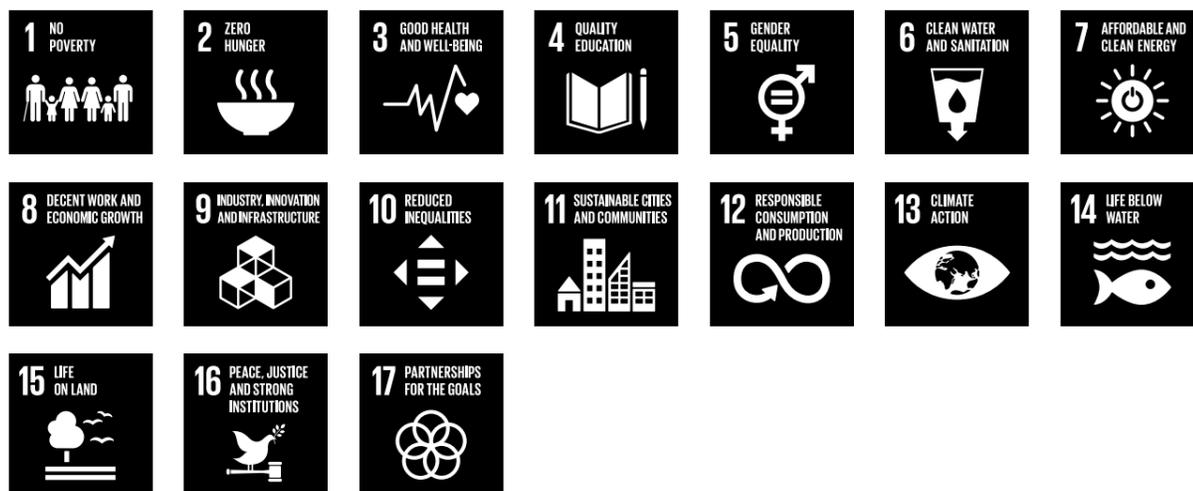
COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

17 Sustainable Development Goals of the United Nations (UN)



gmp ANNUAL REPORT 2020
This annual report covers the fiscal year from January 1 to December 31, 2020, of the planning office of gmp Architekten, which comprises gmp International GmbH, gmp Generalplanungsgesellschaft mbH, and their subsidiaries. Whenever indicators, figures, or processes do not fall within this period, this is duly noted. The report is based on the criteria of the United Nations Global Compact and contains information on responsible leadership in the areas of human rights, labor, environment & climate, and anti-corruption. The annual report both represents our commitment to the Global

Compact and its 10 principles and serves as our annual progress report – “Communication on Progress.” It will be published on the UN Global Compact website (www.unglobalcompact.org) and the gmp website (www.gmp.de).

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We would like to thank all our colleagues who contributed to the implementation of gmp's Sustainability Report 2020.

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