



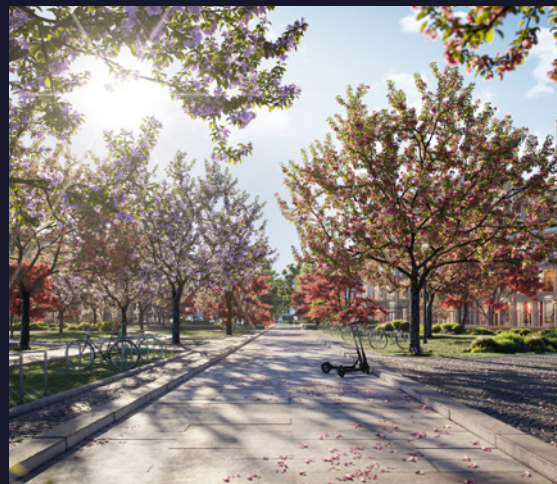
RESPONSIBLE BUILDINGS

SUSTAINABILITY REPORT 2021
SIGNA PRIME SELECTION AG

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Dear Partners and Stakeholders,

Climate change will be one of the strongest drivers of social, political, and economic developments over the next few decades. As one of Europe's leading real estate companies, SIGNA Prime plays an important role in working against global warming by implementing targeted measures. Today, people spend around 85% of their life indoors.¹ For this reason, the sustainable development of places for daily living, working and meeting others is particularly important to us. The motto of this year's sustainability report, "Responsible Buildings" expresses this sentiment.

The implementation of "**Our sustainable SIGNature 2025**" Sustainability Strategy has enabled us to successfully embed responsible conduct in our company: SIGNA Prime is synonymous with extraordinarily high standards in the development of forward-looking, low-emission buildings, and the implementation of holistic concepts to sustain downtown locations as social hubs. Here, we think in terms of generations, and exhaust the entire range of possibilities in order to achieve buildings of the highest quality for our stakeholders.

We set up the ESG Council in 2021 to make sure that we achieve our sustainability goals. This council holds quarterly meetings in which we evaluate ongoing results and define future long-term measures. In the course of delivering our ambitious sustainability program, we reached further important milestones last year, such as the introduction of green leases, the implementation of sustainability criteria in our due diligence processes, and the publication of the Green Finance Framework. We will continue resolutely along this path.

We also positioned ourselves more strongly as an employer in the reporting period, and further expanded our commitment to diversity and equality at SIGNA. Our corporate culture promotes and calls for **equal opportunities without caveats**. Hence, we have joined recognized initiatives, such as the Diversity Charter, and endorsed the Women's Empowerment Principles.

However, our actions as a company not only impact our employees, but also downtown locations, and in turn, society. For this reason, we have once again systematically involved all stakeholder groups in the planning processes for our projects in the reporting period through information-giving sessions and forums. This allows their ideas, suggestions, and desires to be incorporated into the design. However, is not just the involvement of the municipalities, cities, and residents that

is close to our heart: We were also keen to know how our stakeholders perceive our commitment to sustainability.

The results of the **stakeholder survey** conducted at the end of 2021 show that we are on the right track. The majority of respondents said they perceived our commitment to sustainability to be significantly stronger than that of other companies in the industry. We see this finding as an incentive, and we will continue to work conscientiously to embed sustainability firmly into our company, and fulfill our responsibility.

The raising of capital is also becoming more sustainable. Our **Green Finance Framework** governs the use of proceeds from green financing. In the past year, we issued our first green promissory note with a volume of €150m, and a green profit participation certificate of €100m. We will expand the proportion of green financing further going forward.

This year, we will step up our efforts to make our portfolio even more sustainable. We will continue to increase the energy efficiency of our real estate portfolio and exploit savings potential, including by using low-emission materials and innovative approaches in the planning, construction and operating phases. As well as expanding our gathering of environmental data, we have produced a sustainability guide for

our development projects, which brings together our knowledge of sustainable construction that has been gained from many years of experience.

We want to play our part in achieving the goals of the Paris Agreement. The basis for this is the development of a comprehensive carbon footprint and the foundations for a decarbonization strategy for our portfolio by 2050. This project will be our main focus in the 2022 fiscal year. Our aim is to avoid CO₂ emissions from our construction activities as far as possible, and to reduce emissions that are unavoidable at present. In the case of emissions that we are unable to prevent or reduce despite rigorous efforts, we want to develop approaches that create sustainable added value.

You can find out more about our progress towards a sustainable future, the goals we have set, and ongoing measures in this "Responsible Buildings" Sustainability Report. We hope you find it an interesting read.

Sincerely,

The SIGNA Prime Selection AG
Management Board

Timo Herzberg
Manuel Pirolt

Tobias Sauerbier
Claus Stadler

¹ WHO (2013): Combined or multiple exposure to health stressors in indoor built environments

01



ABOUT SIGNA PRIME





OUR BUSINESS MODEL

SIGNA Prime Selection AG is part of the SIGNA Group of Companies, which is a group of privately managed, independent entities operating in different sectors. The focus is on real estate and retail.

SIGNA Real Estate comprises four independent groups and individual companies. These include SIGNA Prime Selection AG, SIGNA Development Selection AG, SIGNA RFR US Selection AG, and SIGNA Luxury Hotels. Within each business area, we develop a comprehensive portfolio of extraordinary real estate projects and innovative concepts. The geographical focus is on Germany, Austria, Switzerland, and economically stable urban areas in Northern Italy.

SIGNA Prime Selection AG's portfolio consists of exclusive properties in prime downtown locations in large cities and metropolitan areas in Germany, Austria, Switzerland, and Northern Italy. We focus primarily

on maintaining and preserving for future generations our unique buildings with a gross asset value (GAV) of €18.8b (as of December 31, 2021).

Our Long-term Portfolio currently comprises 33 properties, including icons such as the KaDeWe luxury department store and UPPER WEST in Berlin, the Goldenes Quartier and Postsparkasse in Vienna, and Oberpollinger in Munich.

SIGNA Prime's value chain spans all stages of property development and holding, from acquisition, through conceptual design, planning, and construction to marketing. Particularly in the case of the historic properties in our Long-term Portfolio, the focus is on conversion, renovation, and modernization in compliance with the requirements for heritage buildings. Where possible in specific cases, we adhere to the criteria for green buildings.

The long-term horizon, our firm belief in the importance of central, crisis-resistant downtown districts, and our passion for real estate form the foundation of our actions.

We believe that downtown locations will always play an outsized role in major metropolitan areas: as a center for services, retail businesses, work, education, residential living, tourism, and culture as well as a central meeting point.

A key component in SIGNA Prime’s successful history is our close exchange with stakeholders built on mutual trust. As a partner to cities, our top priorities are preserving unique buildings for the coming generations and contributing to urban development for the benefit of society. We concentrate not only on individual properties but rethink concepts such as urban development, sustainability, multi-use buildings, networking, and mobility. We work for livable cities – for us all.

MAP OF SIGNA PRIME
PROPERTY LOCATIONS



OUR VALUE CHAIN

ACQUISITION OF PROPERTIES IN PRIME LOCATIONS

With potential
for optimization

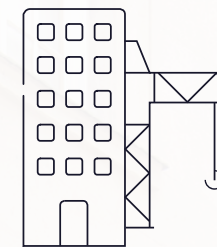
Long-term Portfolio



Generating stable,
long-term rental
income, with
sustainable market
value increase

With development and
redevelopment potential

New Investments



Realizing value
growth potential
through property
development

Case-by-case
divestments

Completion

Long-term financing and cash-flow optimization

Sustainable increase in stakeholder value

Long-term Portfolio

Sustainable conversion, renovation and long-term preservation of iconic buildings

At the core of our business model and our lasting stability is our Long-term Portfolio. Our properties, which are used almost exclusively for commercial purposes, are located in the most central high footfall areas of the economically most attractive cities in German-speaking Europe. These exclusive properties include the Berlin-based luxury department store KaDeWe, the new UPPER WEST office tower on Berlin's famous Kurfürstendamm Boulevard, the architectural landmark of the Postsparkasse in Vienna as well as other high-end downtown real estate in major cities such as Berlin, Hamburg, Munich, Vienna, and Zürich. SIGNA Prime thinks in terms of generations when managing the Long-term Portfolio. Doing business sustainably is the prerequisite for making this long-term vision a reality.

New Investments

Realizing the potential for creating value for properties and portfolios

We expand our Long-term Portfolio by developing and redeveloping properties ourselves. This includes acquiring individual properties or entire property portfolios in major city centers, provided their excellent location makes them suitable for the Long-term Portfolio and the projects offer adequate potential for value creation. Our diversified pipeline of development and property optimization projects will be completed over the next few years. As a rule, we subsequently add the property to our Long-term Portfolio. We are always mindful in our projects of economic efficiency and environmental acceptability throughout the life cycle, from the planning phase to the operating phase. SIGNA Prime is currently working on the EU Taxonomy-compliant project to construct the ↗ [Elbtower](#), which will be tallest building in northern Germany, the → [MYND](#) high-rise in Alexanderplatz, Berlin, and is revitalizing the historic ↗ [Alte Akademie](#) in Munich's pedestrian zone. Additional projects are located in Berlin, Frankfurt, Stuttgart, Vienna, Basel, and Bolzano.

Trading Portfolio

Disposal of individual properties

In cases where we acquire non-strategic properties when buying real estate portfolios, we actively work to resell these. These buildings are part of our Trading Portfolio.

Composition of gross asset value¹

56%
LONG-TERM PORTFOLIO

39%
NEW INVESTMENTS

1%
TRADING PORTFOLIO

¹ according to market values as of December 31, 2021

770,000

m² lettable area + 900,000 m² planned lettable area

18.8

billion euros
gross asset value

730

million euros
net profit (+36%)

65

extraordinary properties

11.3

Low risk. SIGNA Prime
ranks among the top 3% of companies worldwide
in Sustainalytics' ESG rating

341

employees

SIGNA Prime does business at twelve locations in Austria, Germany,
Switzerland, Northern Italy, and Luxembourg

18

years WALT
in the Long-term Portfolio (weighted
average remaining lease term)

02



SUSTAINABILITY MANAGEMENT



Around $\frac{1}{3}$ of global emissions are generated in the real estate sector – during construction and when buildings are in use.¹

As a real estate investment company, we carry an enormous responsibility toward people and the environment. We aim to create sustainable buildings, and thus places to live, work, and experience that provide answers to sustainability issues. We will only achieve the climate transition together with our stakeholders. We accept the role we must play in this task and are fully committed to making changes wherever we can.

We have summarized our goals and actions in our Sustainability Strategy “Our sustainable SIGNature 2025”. SIGNA Prime is committed to the United Nations Sustainable Development Goals, and, as a member of the UN Global Compact, we document our progress annually in this Report.

¹ IEA/UNEP 2021 Global Status Report for Buildings and Construction, page 6



ESG Risk Rating:

11.3 (low)

In our first sustainability rating, SIGNA Prime ranked 45th worldwide out of 953 real estate companies evaluated by Sustainalytics. This puts us in the top 3% worldwide¹.

 [Company ESG Risk Rating](#)



¹ Reference date: February 25, 2021

Member of the UN Global Compact and respACT

As a member of the UN Global Compact, we adhere to the general principle of sustainable development. We are committed to implementing the ten universal principles of the UN Global Compact in the areas of human rights, labor standards, environment, climate, and fighting corruption.

Since 2021, we have also been a member of the Austrian Business Council for Sustainable Development, respACT. These platforms comprise numerous companies that are committed to creating a responsible business community in Austria.



respACT

Our business is built on the principles of creating lasting value and preserving extraordinary buildings for the long term. Real estate that is developed and managed sustainably not only protects the environment but also generates above-average returns for our shareholders over the long term. It is therefore vital for us to pursue a model of sustainable development. Environmental,

social, and societal factors play as important a role as economic considerations in our business decisions and processes.

Sustainable development requires consideration of the entire economic cycle, including financing. This is the reason we support the EU Green Deal and the orienting

of capital towards a more sustainable economy. In line with this policy initiative, our financing is sustainably oriented, and we use green finance instruments. The resulting proceeds go exclusively to sustainable projects. Our performance is regularly reviewed through external ratings.





« WE WANT TO MAKE A SUSTAINABLE CONTRIBUTION TO LIVABLE DOWNTOWN LOCATIONS WITH HOLISTIC, MODERN AND SOPHISTICATED CONCEPTS. *We are fulfilling our responsibility to reduce CO₂ emissions from our building projects as far as possible. We achieve this through targeted and long-term measures.* »

TIMO HERZBERG Chief Executive Officer

OUR MATERIAL TOPICS

For several years now, SIGNA Prime has been incorporating sustainability issues into our business model. That means that we take sustainable development principles into account in all of our projects.

With the help of a systematic materiality analysis, we determined our report content and the KPIs we needed to calculate in 2019. We used benchmarks, peer group reports, and employee surveys to analyze whether these issues were relevant to SIGNA Prime's various stakeholders, such as investors, tenants, government agencies, and employees. The results were subjected to further internal and external evaluation in the reporting period. The existing material topics were confirmed as significant and identified as core topics for SIGNA Prime for the 2021 reporting period. We will update the materiality analysis in 2022. This will form part of our preparations for the approaching national implementation of the Corporate Sustainability Reporting Directive (CSRD).

65%

OF OUR STAKEHOLDERS BELIEVE THAT OUR BUSINESS OPERATIONS HAVE A STRONG OR MODERATE IMPACT ON COMMUNITY INVOLVEMENT.¹

SIGNA



¹ Stakeholder Survey 2021

NEW ACTION AREA "STRONG COMMUNITIES"

As the owner and developer of buildings that define cityscapes, we are part of society. The properties we renovate or new properties in which we invest have a material impact on cityscapes and a sustainable impact on the environment and many people’s lives. We are well aware of the responsibility this entails. The results of our Stakeholder Survey 2021 also show: Our stakeholders attach great importance to the topic of “Social commitment.”

In order to place the topic of communities on an equal footing with our previous three action areas, we created the new action area → Strong Communities in the first quarter of 2022. Along with “Social commitment”, the material topics “Regional value creation” and “Health and safety of end users” have been assigned to the new action area “Strong Communities.” As part of our expansion of the action areas, we have also changed “Corporate Governance and Compliance” to → Responsible Corporate Governance. We will recategorize the ESG strategy program actions accordingly in the course of 2022.

The material topics for SIGNA Prime can be summarized in four strategic action areas:

Our action areas





STAKEHOLDER DIALOGUE

Ongoing, systematic communication with our internal and external stakeholders is an important element when it comes to determining the future focus of our corporate activities and our ESG strategy.

For SIGNA Prime, dialogue in a spirit of partnership represents a key success factor for our operations. That's why we go above and beyond the usual standards when involving our stakeholders and is how we reach a consensus on our projects and buildings that satisfies all stakeholders. We can only achieve this

consensus through a transparent and regular dialogue characterized by mutual trust.

Our stakeholder groups include cities and municipalities, business partners and customers, the financial community and investors, employees and applicants, and the media. We use various communication channels for dialogue, from (online) conferences through to social media platforms. In exchanges with our stakeholders, we take on board their interests and expectations of SIGNA Prime.

Our stakeholders

We reach these over the following channels:

CITIES AND MUNICIPALITIES

- / Events
- / Citizen involvement
- / Personal discussions
- / Construction site walk-throughs
- / Print and online publications
- / Social media
- / PR

BUSINESS PARTNERS/CUSTOMERS

- / Personal communication
- / Events and meetings
- / Print and online publications
- / Surveys on tenant satisfaction
- / PR
- / Social media
- / Participation in indices

(POTENTIAL) EMPLOYEES

- / ESG presentation
- / In-house media
- / Surveys
- / Social media
- / Training courses
- / Events

FINANCIAL COMMUNITY/ INVESTORS

- / Investor events
- / Conference calls
- / Image brochures and booklets
- / ESG reporting
- / PR
- / Website
- / Social media
- / Events

MEDIA REPRESENTATIVES

- / Personal discussions
- / PR
- / Online publications
- / Events



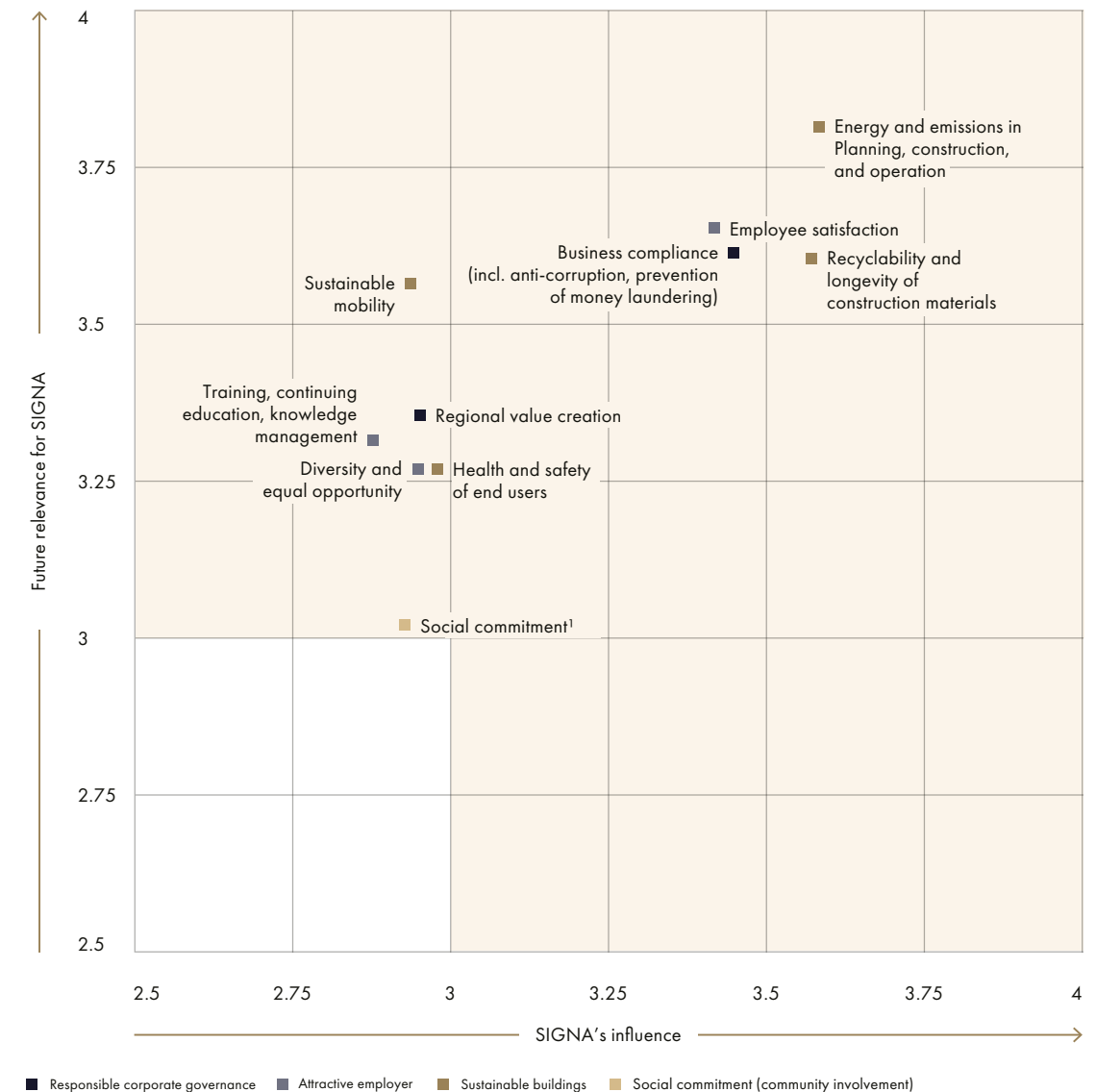
Stakeholder
survey conducted on
ESG topics

STAKEHOLDER SURVEY 2021

In the reporting period, we used an online survey and individual interviews to find out how our stakeholders view our sustainability activities. Stakeholders from all relevant stakeholder groups took part in the survey that had a high response rate of over 50%. Key future issues for our stakeholders are: *Climate strategy, CO₂ emissions, diversity, and corporate governance*.

Most of the stakeholders who were interviewed stated that they perceive our commitment to be significantly stronger than that of other companies in the industry. The majority of stakeholders consulted cited the impact of our business activities on future cityscapes and the character of downtown locations as particularly relevant. This goes hand in hand with the promotion of historical building structures, preservation of sites of historic interest, and building culture. For this reason, they see dialogue with policymakers, municipalities, associations, citizens, and other local communities as essential.

Materiality matrix from stakeholders' perspective

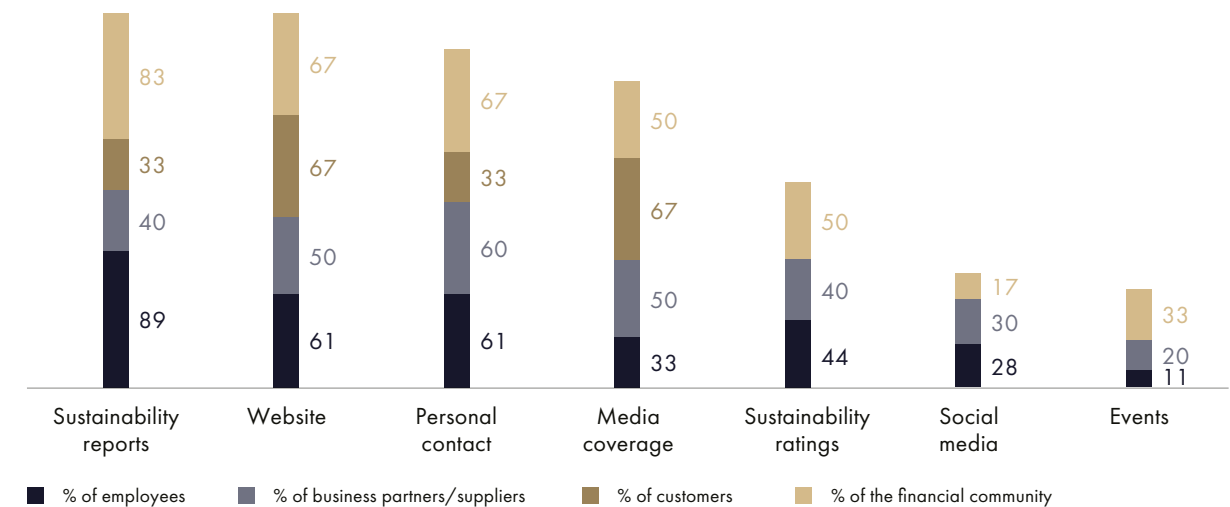


¹ The future relevance of community involvement was classified based on the qualitative survey.

The Stakeholder Survey 2021 confirmed our materiality analysis. An update of the material topics is scheduled for 2022.



Information channels used most by our stakeholders in relation to our sustainability activities (figures in %¹)



¹ Multiple answers were possible.

Our stakeholders value personal contact and around 65% of respondents find the ESG information we provide to be comprehensive. In addition to personal contact, they make use of our Sustainability Report and our website. However, around 70% of our stakeholders would like to receive even more frequent information about sustainability at SIGNA.

Extensive dialogue along the life cycle

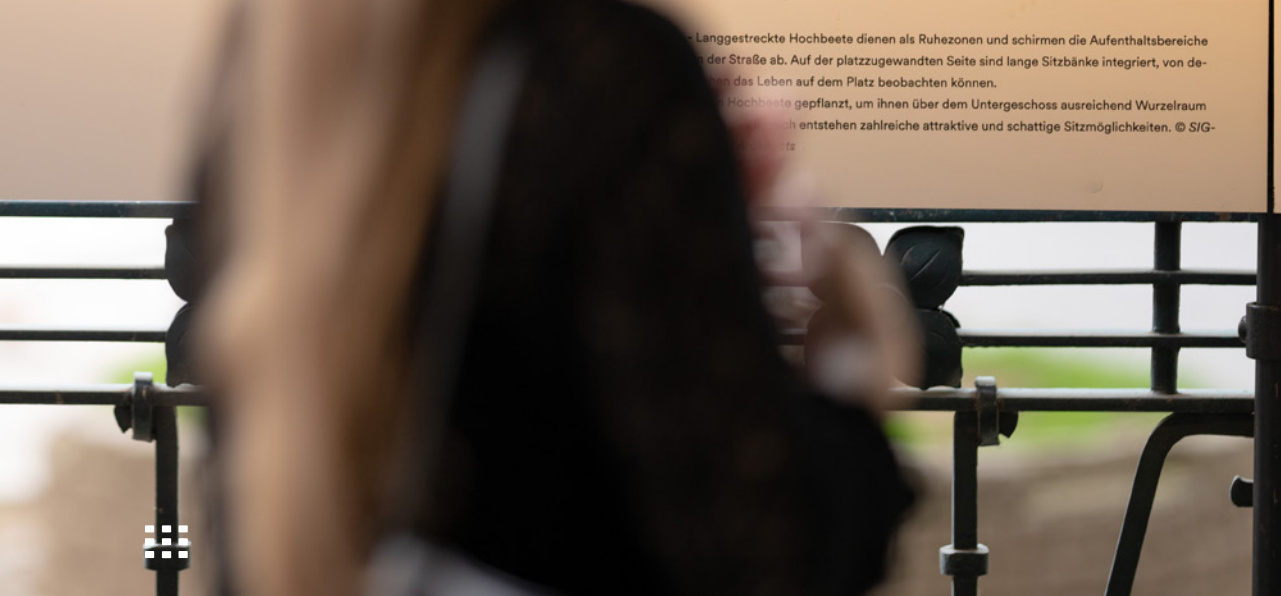
The *municipalities* in which our properties are located and their *neighbors* play a particular role in this stakeholder dialogue. This is why we include them in the process starting with the planning phase. Each of our construction projects has independent stakeholder representatives who act as direct contacts for our stakeholders. For more information, see the [→ Strong Communities](#) section.

Among our important stakeholders are our *business partners and customers*, such as construction companies. We raise their awareness and provide them with information in our Code of Conduct for Business Partners to ensure that they deal appropriately with social and environmental risks, environmentally hazardous materials, and waste. For more information, see the [→ Sustainable Buildings](#) section.

Our (potential) *employees* employees are also a high priority for us. They usually live in the areas where our

projects are located. Above all, however, our employees plan and coordinate our services and are responsible for ensuring that everything runs to the satisfaction of our stakeholders. More information on our employees can be found in the [→ Attractive Employer](#) section.

We have considerable social responsibility with our real estate (projects). High standards of business and values plus compliance guidelines represent the cornerstones of our actions. How we ensure this is described in the [→ Responsible Corporate Governance](#) section.



CARSCH-HAUS

STAKEHOLDER INVOLVEMENT IN THE DEVELOPMENT OF HEINRICH- HEINE-PLATZ



PLANNED
PLATINUM



PLANNED
GOLD



PLANNED
GOLD

Heinrich-Heine-Platz, which is located between Königsallee and Altstadt, adjoins our Carsch-Haus property in Düsseldorf. In December 2020, the city council approved plans to redesign the square. Linked to this was a mandate to review the following aspects: traffic concept, green spaces, quality of stay and safety, especially at night. Numerous city residents were involved in the planning process.

City residents make known their wishes for Heinrich-Heine-Platz

The input of city residents on what they would like to see in terms of the design of Heinrich-Heine-Platz was listened to and considered. The local Traffic Management Department provided information about the

ongoing process, and was also available to answer questions via email. In addition, the wishes and suggestions of Düsseldorf residents were included as part of workshops.

The outcomes of the consultation process show that residents would like to see the square used for concerts, restaurant businesses, carnival, an open air cinema or an ice rink in winter, for example. Traffic routing on Heinrich-Heine-Allee and Heinrich-Heine-Platz was also an important element. There was a desire for pedestrian access via both Heinrich-Heine-Allee and Heinrich-Heine-Platz to be more spacious and clearer, and for cycle paths to be repurposed as separate, well-marked cycle lanes.



WALTHERPARK

POLL AS STARTING POINT FOR THE NEW GATEWAY TO BOLZANO CITY CENTER



PLANNED
GOLD



PLANNED

The area around the former bus station is the gateway to the historic old town of Bolzano in South Tyrol, Italy. It has become less and less attractive in recent years. As early as 2013, SIGNA raised the idea of redeveloping the entire area and, shortly afterwards, presented a comprehensive plan to redesign and repurpose this part of the South Tyrolean capital.

The city planners' plans for the project include a redesigned layout, new traffic routes and infrastructure, a hotel, numerous apartments, offices, eateries, social facilities, spaces for young people as well as an attractive city-center department store, in order to provide a crucial incentive for the introspective city of Bolzano, and South Tyrol in general. Extensive



From right: René Benko and Niki Lauda talking to local residents

construction work is now evident on the site between Bahnhofsallee, Perathoner-, Südtiroler- and Garibaldistraße. This is where the WaltherPark, the new gateway to the city center, will be built by 2024.

Modern architecture and innovative technology

The development, which will consolidate Bolzano's position as a showcase city in Italy, is the largest private investment ever made in South Tyrol. An area that had been left to decay for decades is now being actively redesigned. The city center will be completely redeveloped – visually, through David Chipperfield's architecture, and logistically, through a new mobility concept that includes new cycle and pedestrian routes

around the current construction site as well as revitalized and traffic calmed streets. The centerpiece will be a new tunnel that will open up Südtiroler Strasse and the city center car parks to vehicle traffic.

A solution was proposed for cooling the complex of buildings that is both economical and environmentally sustainable: using water from the River Eisack, which flows through downtown Bolzano and will supply the WaltherPark's cooling pumps. Both LEED Gold and KlimaHaus certification are being sought for the project.

Broad-based information campaign

A few challenges needed to be faced in the run up to starting construction, particularly with regard to stakeholder dialogue. The outcome continues to be positive today as a result of overcoming these challenges. The residents of Bolzano were able to vote as part of a general population survey on whether or not they were in favor of the repurposing and upgrading of their city. As part of this poll, which was held at the end of March/beginning of April 2016, two-thirds of voters indicated that they were in favor of SIGNA being responsible for this construction project.

One factor contributing to the successful outcome was an awareness campaign in Bolzano professionally organized by SIGNA. All media channels were pro-



Project presentation in the SIGNA Showroom Bolzano, Palais Menz

vided with information relevant to their respective target group. Classic campaign appearances, such as with SIGNA founder, René Benko, and Austrian Formula 1 legend Niki Lauda (†), were also part of the broad-based initiative to win public support for the project. These efforts have paid off: A total of more than 34,000 of around 93,000 eligible voters cast their vote, which is an exceptionally high figure for a voluntary poll.

SIGNA attaches great importance to being available as a reliable contact during all phases of a project. One way to learn about WaltherPark and engage in

dialogue was to visit an information stand in Palais Menz, which was right next to the construction site and was available to the general public until the end of 2019. Interested parties were able to find all information about the park development here and keep abreast of what was going on. In addition, local residents are kept up to date on the current status of the construction work, and the associated temporary disruptions, through various printed publications. Information on relevant next construction phases is also shared via a newsletter that is sent out to business people and companies in the area every two weeks.



17 EMPLOYEES ENSURE THAT OUR SUSTAINABILITY STRATEGY IS COMMUNICATED AND IMPLEMENTED WITHIN THE COMPANY.

ORGANIZATIONAL INTEGRATION

We have been incorporating sustainability principles into the development of our company for several years now, both in individual projects and as an employer.

SIGNA Prime has a comprehensive sustainability management system with clearly defined roles, responsibilities, and auditing processes. We are confident that the integration of sustainability aspects into our business workflows is a major factor in our business success and stakeholder satisfaction. The latter is crucial: Without our partnerships with investors, tenants, business partners, and municipalities, we would be unable to effectively prioritize new challenges and opportunities, and successfully align our Company with sustainability principles.

We consider sustainability to be the responsibility of the entire Company. SIGNA Prime's Management Board is generally responsible for this, decides strategy and goals, and integrates sustainability into the business strategy. Support is provided by the ESG Council, which determines and approves operational measures and responsibilities. This is comprised of the Management Board along with representatives from the operational

workstreams and the Supervisory Board. An ESG Council meeting was held every quarter for the first time in the reporting period.

The development and delivery of the ESG Sustainability Strategy is the responsibility of the ESG Strategy & Sustainable Finance department. It has defined the actions alongside the strategy and the KPIs for measuring the success of the Sustainability Strategy and formalized its integration into financing processes. We additionally made a point of emphasizing the topic of sustainability in five operational ESG workstreams in order to embed our ESG strategy deeply into our business operations. This enables us to promote transformation in all areas of our Company's activities:

Sustainable Buildings (asset management, project development, transactions), Attractive Employer, Corporate Governance and Compliance, Public Relations, and Sustainable Finance: In these committees, we plan and implement measures and report on department- and segment-specific topics so that the necessary information is guaranteed to flow through all business areas.

MONITORING

SUPERVISORY BOARD

MANAGEMENT BOARD¹

Timo Herzberg

STRATEGY AND CONTROLLING

ESG COUNCIL

HEAD OF ESG STRATEGY & SUSTAINABLE FINANCE

IMPLEMENTATION

OPERATIONAL ESG WORKSTREAMS

- / SUSTAINABLE BUILDINGS
 - Existing Buildings
 - Project Development
 - Transactions
- / ATTRACTIVE EMPLOYER
- / CORPORATE GOVERNANCE AND COMPLIANCE
- / PUBLIC RELATIONS
- / SUSTAINABLE FINANCE

¹ In stepping down from the Management Board, Christoph Stadlhuber handed over responsibility for monitoring sustainability to Timo Herzberg, CEO SIGNA Prime, in 2021. Christoph Stadlhuber acts as the interface to the Supervisory Board as part of his new role.

SUSTAINABILITY STRATEGY

Our Sustainability Strategy “Our sustainable SIGNature” defines targets and actions until 2025 as well as KPIs and time horizons for our ESG commitment.

In the reporting period, we systematically pursued our Sustainability Strategy and implemented operational measures with the specialist departments in our three action areas → [Sustainable Buildings](#), → [Attractive Employer](#) and → [Responsible Corporate Governance](#). Out of a total of 73 actions in our program, we have already implemented 45.

The systematic implementation of our Sustainability Strategy will be monitored by the ESG Council, which was set up in the reporting period, with assistance from the Management Board.

The biggest impact that we at SIGNA Prime have on the environment is in terms of our buildings. Here we were able to reach key milestones: from the first re-certifications of our existing buildings in accordance with green building standards, the conversion of our power supply to green electricity, and the implementation of internal sustainable construction guidelines for our development projects through to the development and first-time introduction of green clauses into commercial lease agreements.

As an employer, taking responsibility is at the heart of everything we do: We provide our employees with regular compliance training to ensure compliance measures are adhered to. We are also committed to diversity and equality at SIGNA. We signed the Diversity Charter and have appointed diversity officers who are firmly committed to this issue.

➔ [Our sustainable SIGNature 2025](#)

STATUS OF OUR ESG GOALS THROUGH 2025





« OUR ENVIRONMENTAL, SOCIAL AND ECONOMIC ACTIVITIES ARE DEEPLY EMBEDDED IN THE DNA OF OUR CORE BUSINESS AND INCREASINGLY FORM THE BASIS FOR INVESTMENT AND PURCHASING DECISIONS. *SIGNA's ESG strategy serves as a guideline for our actions and is regularly reviewed and adapted in line with current developments.* »

NATALIE WIERZBICKI Head of ESG Strategy & Sustainable Finance

As part of our sustainability activities, we expanded our internal and external reporting and have fulfilled the requirements of the GRI's Core option since fiscal year 2020. You can find an overview of the reported GRI disclosures in the [GRI index](#) in the annex. We intend to keep supplementing our reporting to meet growing transparency requirements.

In the interests of better measurement of our sustainability performance, we expanded the calculation of emissions from our portfolio as well as our operational emissions. We used a software program for this purpose that allows us to systematically record and analyze the most important data on our properties.

The current status of our ESG strategy can be found in the following sections. A detailed overview of our [Sustainability Strategy](#) can be found in the Sustainability section of our website.

Our priorities for 2022



EU TAXONOMY

Conformity check of our properties and projects



SIGNA CLIMATE STRATEGY: ROAD TO NET ZERO CARBON

Development of a science-based carbon footprint based on science-based targets



CLIMATE AND SUSTAINABILITY RISKS

Risk assessment and management of climate risks in the business model



EXPAND ENVIRONMENTAL DATA

Derive the data needed from regulatory requirements and consistent improvement of data quality

Issue of green financing instruments with a volume of €250m

As the first of several planned issues, SIGNA Prime issued a green promissory note with a volume of €150m in the fall of 2021. In addition, an institutional investor that has been involved in SIGNA Prime since its foundation subscribed to our first green profit participation certificate with a maturity of 20 years and a volume of €100m. SIGNA Prime's new financing, including extensions, amounted to around €2.8bn in 2021; around 9% of new financing was financed through green finance products.

9%

OF NEW FINANCING IN 2021
ARE GREEN FINANCING
INSTRUMENTS

SUSTAINABLE FINANCE

As part of our extensive sustainability activities, we support the EU's action plan on sustainable growth to **accelerate the transition of the EU economy to a greener and more resilient circular economy.**

In line with the EU Taxonomy Regulation, which came into force in July 2020, SIGNA Prime promotes the reorientation of capital flows toward sustainable investments and makes a contribution itself.

To this end, we developed a [!\[\]\(003082e50e3009141f59bd5df831749f_img.jpg\) Green Finance Framework](#) that was published in May 2021. This framework is used to raise funds for sustainable investments and means that SIGNA Prime can issue various green financing instruments, including green bonds, green private placements, and green (syndicated) loans.

The Green Finance Framework was subjected to an external review and a second opinion from the rating agency Sustainalytics. The criteria for eligible green projects are based on current EU taxonomy guidelines (Technical Experts Group) and make a positive contribution to the targets "Affordable and Clean Energy" (7), "Sustainable Cities and Communities" (11) and "Climate Action" (13) of the Sustainable Development Goals (SDGs).

Our medium-term goal is to use sustainable financing instruments for at least 50% of new financing. SIGNA Prime issued two green financing instruments in 2021, a green promissory note, and a green profit participation certificate.

SIGNA Prime will publish annual allocation and impact reports on green financing. Moreover, an external audit will ensure compliance with the investment criteria and the validity of the environmental data reported.

7 AFFORDABLE AND
CLEAN ENERGY



11 SUSTAINABLE CITIES
AND COMMUNITIES



13 CLIMATE
ACTION



« WITH A CLEAR COMMITMENT TO
SUSTAINABILITY AND OUR EXCELLENT
ESG RATING, *we aim to cover 50% of our
new financing through green instruments
in the medium term.* »

MANUEL PIROLT Chief Financial Officer



03



SUSTAINABLE BUILDINGS



En route to a climate-neutral building stock, direct CO₂ emissions from buildings must fall by more than 50% by 2030.¹

The real estate industry therefore has considerable potential for cutting emissions and consumption, and a responsibility to contribute to the sustainable development of society. Our green buildings make a crucial contribution to reducing CO₂ and we aim to achieve climate neutrality for our real estate portfolio. In pursuit of this aim, we consider the entire life cycle beginning with project development.

Our holistic approach means we can positively influence the climate efficiency of real estate in a variety of ways. We are switching our electricity contracts to electricity from renewable sources and are using state-of-the-art technologies to increase the energy efficiency of our portfolio. We are also making increasing use of recyclable and low-emission materials when renovating properties in our Long-term Portfolio, and for New Investments.

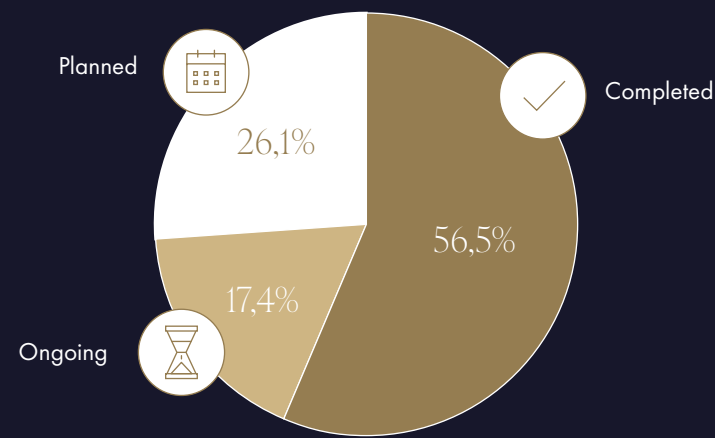
¹ Federal Institute for Research on Building, Urban Affairs and Spatial Development (BBSR), May 2021. The figures relate to German building stock. Reference year 1990



ESG STRATEGY STATUS

In order to achieve our mission to be an environmentally-conscious company, SIGNA has set itself ten goals in this **action area with 23** related measures. Sustainable construction methods, for instance, will become a strategic driver in terms of sustainability.

OUR GOALS THROUGH 2025



OVERVIEW OF MEASURES IN 2021

✓

Completed

- / Internal manual and guidelines introduced for [☞ sustainable development projects](#) and renovations
- / Green lease clauses introduced into new commercial lease agreements, including the requirement to share environmental data
- / [☞ Handbook of Recommended Practices](#) for sustainable use of properties produced for tenants
- / Audit and initial implementation of post-certifications for buildings in the Long-term Portfolio
- / Review of all electricity contracts in the Long-term Portfolio and switch to green electricity at the earliest possible date

⌚

Ongoing

- / Pilot phase of smart metering for first buildings in the Long-term Portfolio
- / Evaluation of planting opportunities in the Long-term Portfolio
- / Conducting of life cycle analyses for New Investments

📅

Planned

- / Evaluation of partnerships with bicycle sharing providers for the Long-term Portfolio, and pursuit of such partnerships in the event of a positive assessment

For more information, please see our [☞ Sustainability Strategy](#).

SUSTAINABLE REAL ESTATE INDUSTRY

The Paris Agreement sets out the global plan of action to limit global warming to well below 2 degrees Celsius above preindustrial levels.

As a consequence, the European Union (EU) has set itself the goal with the European Green Deal of reducing EU greenhouse gas emissions by at least 55% (compared to 1990 levels) by 2030. The aim is to make Europe climate-neutral by 2050. The “Fit for 55” package is seen as groundbreaking for the European real estate industry. Against this background, we actively assume responsibility for climate and environmental protection as a leading real estate company and as a partner to cities and municipalities.

CO₂ reduction targets

AUSTRIA

Austria is one of the countries in Europe playing a pioneering role in the energy transition. Climate neutrality is set to be achieved by 2040. To achieve this ambitious goal, Austria is implementing a number of regulatory measures. One main focus area is decarbonization of the buildings sector. The aim is to cut around three million tons of CO₂e in the buildings sector (compared to 2016) in a socially and economically responsible manner by 2030.¹

GERMANY

Due to high energy consumption and heavy dependence on fossil fuels such as oil and gas, real estate is key to achieving a more sustainable energy supply. Germany plans to reduce emissions by 65% by 2030 and to be climate-neutral by 2045. Building digitization and the circular economy are set to be boosted in the course of decarbonizing buildings, including by introducing a digital building resource passport.²

SWITZERLAND

Switzerland's bottom line is to be in position where no more greenhouse gases are emitted by 2050. This net zero target was adopted by the Swiss Federal Council in 2019. On January 27, 2021, it adopted the corresponding “Switzerland's Long-term Climate Strategy”. The strategy sets out the guidelines for climate policy up to 2050 and defines strategic goals for the various sectors. It ties in with the measures and goals of the amended CO₂ Act. It will lead to a 50% reduction in greenhouse gases by 2030 and put Switzerland on track to achieving the 2050 climate goal.³

ITALY

Italy is following the European plan to reduce emissions by 45% from 1990 levels by 2030. This means it lags behind the European average. However, the Italian building sector is strongly influenced by the energy transition. A “solar requirement” applies to new buildings and/or basic building renovation projects. The aim is to increase the percentage of renewable energies in total consumption to at least 40% by 2030 – a doubling of current capacity.⁴

¹ Austrian Federal Ministry for Sustainability and Tourism: Long-term Strategy 2050 – Austria

² Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection, May 2021

³ Swiss Confederation: Switzerland's Long-Term Climate Strategy, January 2021

⁴ Ministry of Economic Development: Integrated National Energy and Climate Plan, December 2019

VALUE FOR GENERATIONS TO COME

Climate change will be the strongest driver of all social, political and economic developments in the coming decades. Societies around the world are facing the challenge of adapting their lifestyle and prosperity models to climate change. At SIGNA Prime, we think in terms of generations to come and operate right in the heart of these changes.

As a consequence, we are optimizing our long-term environmental footprint through systematic sustainability management. Constructing and renovating properties in accordance with green building standards and managing existing buildings and new developments as efficiently as possible in the regional capitals of Austria and the urban centers of Germany, Northern Italy, and Switzerland are front and center for SIGNA Prime. Although a significant proportion of the environmental effects result from the demand for electricity and heating during the properties' usage phase, it is in the design phase, in particular, that the greatest impact is had on the properties' environmental footprint. We therefore focus specifically on a holistic approach to

environmental and social effects along their life cycle. In addition, we continually step up our sustainability activities to further reduce the environmental footprint of our properties.

Our role in integrated urban development is an important one thanks to our Long-term Portfolio and Project Development Portfolio, which comprise trophy assets in class A downtown locations. Their lasting success requires the participation and approval of all stakeholders involved, so we first identify the relevant stakeholder groups for each individual project. Then, we systematically and transparently involve them in the process from the early stages through to project completion (see → [Stakeholder Dialogue](#) in the "Sustainability Management" section and the → [Strong Communities](#) section).

Cities are beginning to adapt to climate change. Our project developments make a significant contribution to implementing adaptation strategies, and can influence these considerably. We create spaces for living and working, settings for experiences and transit spaces that must accommodate climate change. We take responsibility for doing our part to combat climate change in



our projects. In line with our mission of creating value for generations to come, we view all of our properties from a long-term perspective and pursue future-proof concepts for their users.

We want our buildings to fully meet the needs of our stakeholders in future generations, so we analyze changes occurring in city centers and intelligently adapt the uses of our properties. This enables us to lock in satisfied tenants for the long term as well as enabling flexible changes in the way buildings are used as an answer

to structural change in city centers. That often means creating a mixed-use property with retail on the lower floors, for example, and office, residential, or hotel tenants on the upper floors. When repositioning buildings in the Long-term Portfolio as well as New Investments, we always pay attention to using space efficiently. We are able to draw on extensive experience in the implementation of mixed-use concepts here. In addition, we make areas available to the general public where we are committed to preserving biodiversity, by planting roof gardens, for example.

Properties included in 2021¹



68
properties²

are owned by SIGNA Prime,
33 of which are held in the
Long-term Portfolio
22 in New Investments
13 in the Trading Portfolio



Qualitative
reporting

100% collected data
(+33% vs. 2020)



Quantitative
reporting

100% collected data³
(+254% vs. 2020)

Data management software

In 2021, we introduced a software system for collecting quantitative and qualitative environmental data. The software enabled us to record and evaluate all SIGNA Prime buildings for the first time.

This increased the volume of quantitative data collected by 254% compared with the previous year, facilitated the overall survey, and expanded the key figures in accordance with GRI and EPRA.

Expansion of the software is an ongoing process, the constant improvement of which helps to expand the database. All data points available to us to date are recorded as part of the reporting process.

Expansion of data collection
process using ESG software
completed



¹ Details on data collection principles are provided in [About this Report](#).
² Including properties sold during the year
³ Long-term Portfolio and Trading Portfolio

Organization and processes

Three operational ESG project teams are responsible for implementing sustainable building measures: Asset Management, Project Development, and Transactions. These are coordinated by the ESG Strategy & Sustainable Finance department. Our project teams are interdisciplinary in accordance with the topic of the measures so that all employees can contribute their specific knowledge. This distribution of responsibilities enables us to effectively achieve our goals and take steps to ensure the sustainability of the Long-term Portfolio and New Investments.

We report regularly on progress in our ESG Council meetings and therefore directly to the Management Board. Our project reports include quarterly updates on the status of our sustainability goals.

We continually raise awareness of the sustainability of our buildings among our employees. For instance, they receive training courses, are instructed on best practice via the intranet and regularly briefed at management events.



WERNER SOBEK Architect and Engineer



Knowledge management

The well-respected architect and engineer Werner Sobek gave a talk on “Cutting emissions and the construction industry of tomorrow” as part of an in-house event.



FUTURE-PROOF PROPERTIES IN THE LONG-TERM PORTFOLIO



Our business is built on the principles of creating lasting value and preserving extraordinary buildings for the long term. Historical buildings, often under heritage protection, that define cityscapes, comprise a large portion of our portfolio.

Consequently, we carry great responsibility for their operation and preservation. Our focus in the case of properties in our Long-term Portfolio is efficient management and increasing energy efficiency. We will be introducing a large number of defined individual measures over the next few years in order to improve the decar-

bonization pathway of individual properties. To further reduce carbon emissions, the number of buildings in the Long-term Portfolio with green electricity contracts was increased by 12% in 2021. Green electricity is supplied to 51.5% of buildings in the Long-term Portfolio (2020: 38.7%). When revitalizing our Long-term Portfolio of historical buildings and those under heritage protection, we always pay attention to the connection between the historical significance of the property and state-of-the-art sustainability standards. Our team analyzes the opportunities and limits of revitalizing these buildings in an environmentally friendly way and investigates measures together with our stakeholders.

« IT'S ESPECIALLY IMPORTANT TO ME THAT THE BUILDING STRUCTURES ARE RETAINED. THAT WAY, SIGNA CONTRIBUTES TO THE GOAL OF PRESERVING OUR GLOBAL CULTURAL HERITAGE. *Plus, climate-friendly, green recreational spaces benefit residential downtown locations.* »

STAKEHOLDER COMMENT

ENERGY AND EMISSIONS

Buildings play a significant role in the use of natural resources, the consumption of energy, and the emission of greenhouse gases such as carbon dioxide (CO₂).

The energy consumption of our Long-term Portfolio totaled 164,519 MWh in fiscal year 2021 (2020: 152,783 MWh). On a like-for-like basis (comparison of exclusive fluctuations in the portfolio), a reduction of 4.2% was achieved from 2020 to 2021.

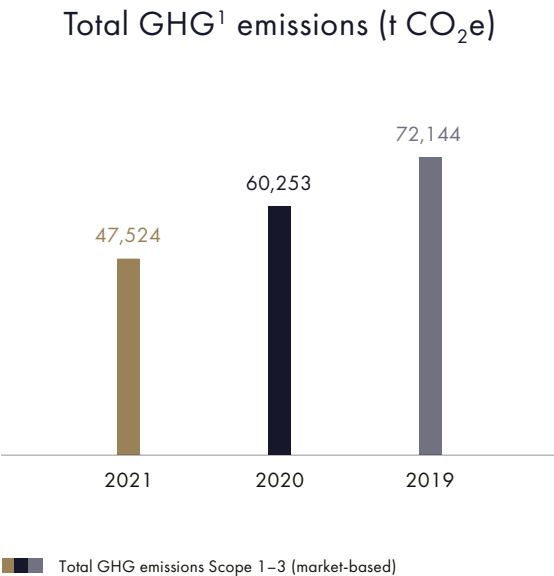
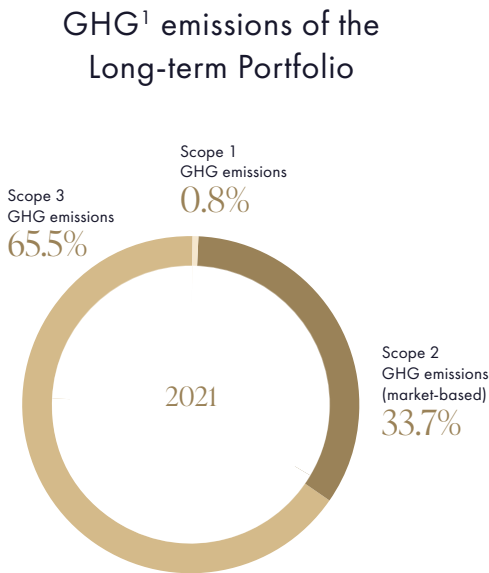
In order to boost energy efficiency during operation, we install energy-saving technologies, such as heat recovery systems, heat pumps, efficiency pumps, and LED lighting. We continually evaluate the possibility of

using alternative energy sources and, if the results are positive, implement these.

Switch to green power

The power supplied to our buildings in the Long-term Portfolio will be gradually switched to power from renewable energy sources. With this in mind, we evaluated our portfolio in 2021 and converted the first existing contracts to green electricity. In Germany, 12 buildings are already supplied with electricity from renewable energy sources. Most of our properties in Austria are also already supplied with green electricity. As of year-end 2021, 17 of our 33 properties in the Long-term Portfolio were supplied with green electricity.

Review all electricity contracts in the Long-term Portfolio and switch to green electricity at the earliest possible date



¹ Greenhouse gases (GHG)

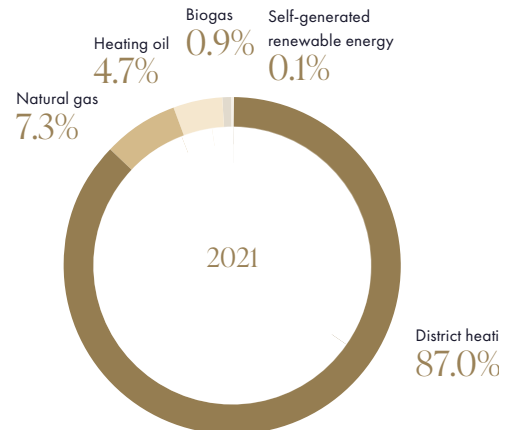




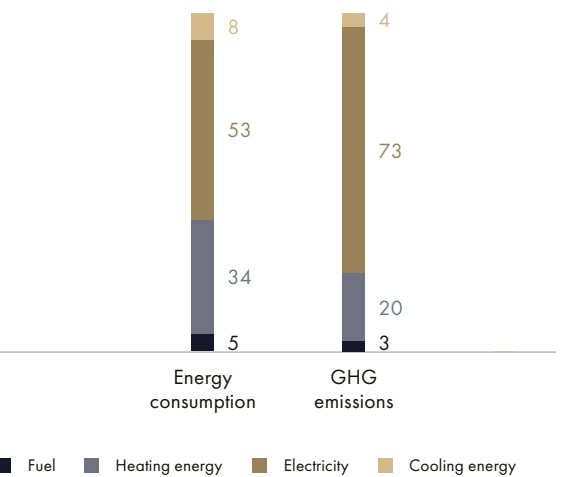
Use of district cooling and district heating in Vienna

Our properties in Austria are among the largest purchasers of district cooling in Vienna. More than 30 megawatts of a total capacity of 160 megawatts are attributable to projects developed by SIGNA Prime. Seven properties have already been converted or are currently undergoing conversion, including the Kunstforum Renngasse and Tuchlauben, or in future, Mariahilfer Straße 10–18. By using district cooling, SIGNA Prime cuts around 50% CO₂ and 70% energy compared to conventional air conditioning. SIGNA Prime is also one of the largest customers in the environmentally friendly district heating space, especially in the commercial sector.

Heat generation sources



Distribution of energy types and GHG emissions (in %)





Green Lease Handbook of Recommended Practices

In 2021, we produced a Green Lease Handbook of Recommended Practices which we began using in early 2022. This handbook is designed to show our tenants the areas in which we at SIGNA pay attention to sustainable management. In order to achieve the common goal of climate neutrality, we make specific recommendations to our tenants for informed use of their properties. This means energy/emissions, waste, cleaning, mobility and renovation work/fixtures and fittings can be used to make an important contribution to achieving the goals of the European Green Deal.

Green lease clauses for new commercial leases for New Investments evaluated and introduced



03 SUSTAINABLE BUILDINGS

Green leases – Leases geared to sustainability

Our goal is to make the operation of our properties fit for the future. This is often the responsibility of our tenants in the case of our existing properties. For this reason, we introduced leases geared to sustainability, “Green Leases” into our portfolio in 2021. As part of these contracts, we enter into agreements with our tenants to use

the properties in a sustainable, resource-conserving and ecological manner. Extensive dialogue will be required for this, especially for tenants in our Long-term Portfolio buildings, as tenant needs, the particular characteristics of the property, and certification requirements are carefully balanced for each property, and reporting will have to be established. Green lease clauses are now an integral part of all new commercial leases.

KAUFHAUS TYROL

EFFICIENT USE OF ENVIRONMENTALLY FRIENDLY ENERGY



CONTINUOUS
RECERTIFICATION

Very few projects embody the combination of tradition and contemporary as much as the [Kaufhaus Tyrol](#) in Innsbruck. Tyrol's first large department store can look back on a long and eventful history. SIGNA acquired the property steeped in tradition in 2004 and in collaboration with English architect David Chipperfield ushered in a new era for the building complex. Today, the Kaufhaus Tyrol, located right in the center of the pedestrian precinct around Maria-Theresien-Straße, offers a modern shopping experience over an area of around 33,000 m² in the heart of Innsbruck.

BUILDING COOLING WITH GROUND WATER AND HEAT PUMPS

The new Kaufhaus Tyrol was also designed to set standards in terms of environmental protection, and by introducing an innovative system for efficient energy use, SIGNA has set new standards for sustainability in downtown Innsbruck. It is the first shopping mall to be fitted with a concrete core heating/cooling system, which allows the building structure to be used for thermal energy storage. The stored energy is released for heating



« BY USING HYDRO POWER FROM THE NEARBY RIVER INN, WE CUT 5,000 TONS OF CO₂ ANNUALLY, WHICH IS EQUIVALENT TO THE EMISSIONS OF AROUND 3,500 CARS. *We are proud to make a contribution to environmental protection through this innovative system.* »

SEBASTIAN SCHNEEMANN Center Manager, Kaufhaus Tyrol

or cooling as required. The building's entire cooling and heating system is managed using groundwater from the River Inn and heat pumps. Annual carbon emissions will be reduced by around 5,000 tons. The low energy consumption means that significant reductions can also be made in terms of operating costs.

The building concept received the "Prime Property Award" for its optimal combination of economic success and environmental and socio-cultural sustainability.

We also pay attention during operation to the ongoing implementation of measures to reduce emissions and optimize energy efficiency.

Center management works continuously on energy-saving measures and the reduction of emissions arising from the operation of the building. We source 100% of our electricity from renewable sources and, in 2021, we converted the public areas to LED lighting.

As part of the SIGNA Prime certification strategy, Kaufhaus Tyrol is currently in the post-certification process with BREEAM – a final result is expected in 2022.

5,000

TONS OF CARBON EMISSIONS
CUT EACH YEAR



OUR NEW INVESTMENTS

SIGNA Prime's long-term investment approach also requires a holistic view of the project life cycle for our New Investments. Time and again, our projects are at the center of urban planning discussions, which usually have a positive effect on how they are perceived, and their value creation. Consequently, we pay special attention to the planning phase.

At the forefront here is low-emission development, reducing environmental impact and managing new developments as efficiently as possible. Our goal is to make the energy consumption and emissions of our New Investments so economical that they meet not only current but also future requirements for energy efficiency and economic value.

At Carsch-Haus in Düsseldorf, we use district heating, a significant percentage of which is obtained from cogeneration. The main energy source for the planned Elbtower in Hamburg will be a wastewater heat recovery system supplemented with waste heat from a nearby industrial plant (see also ↗ [Sustainability Report 2020](#)).

Contribution to SDGs in project development



Build a resilient infrastructure, promote inclusive and sustainable industrialization, and support innovation.



The general goal is to make cities inclusive, safe, resilient, and sustainable. Specifically, this includes:

- / Sustainable use of available space
- / Safe, affordable and sustainable mobility in urban and rural areas
- / Reducing the environmental impact of cities
- / Secure essential services, and digital connection of rural communities
- / Affordable housing for all



Sustainable Development Goal 13 calls for immediate action to address climate change and its impacts.



Carbon footprint during a building's life cycle

(greenhouse gas emissions as a share of a building's total emissions) ¹



¹ Sources: BBSR Online Publication No. 17/2020, Fig. 3, and DGNB publications

Consideration of the entire life cycle

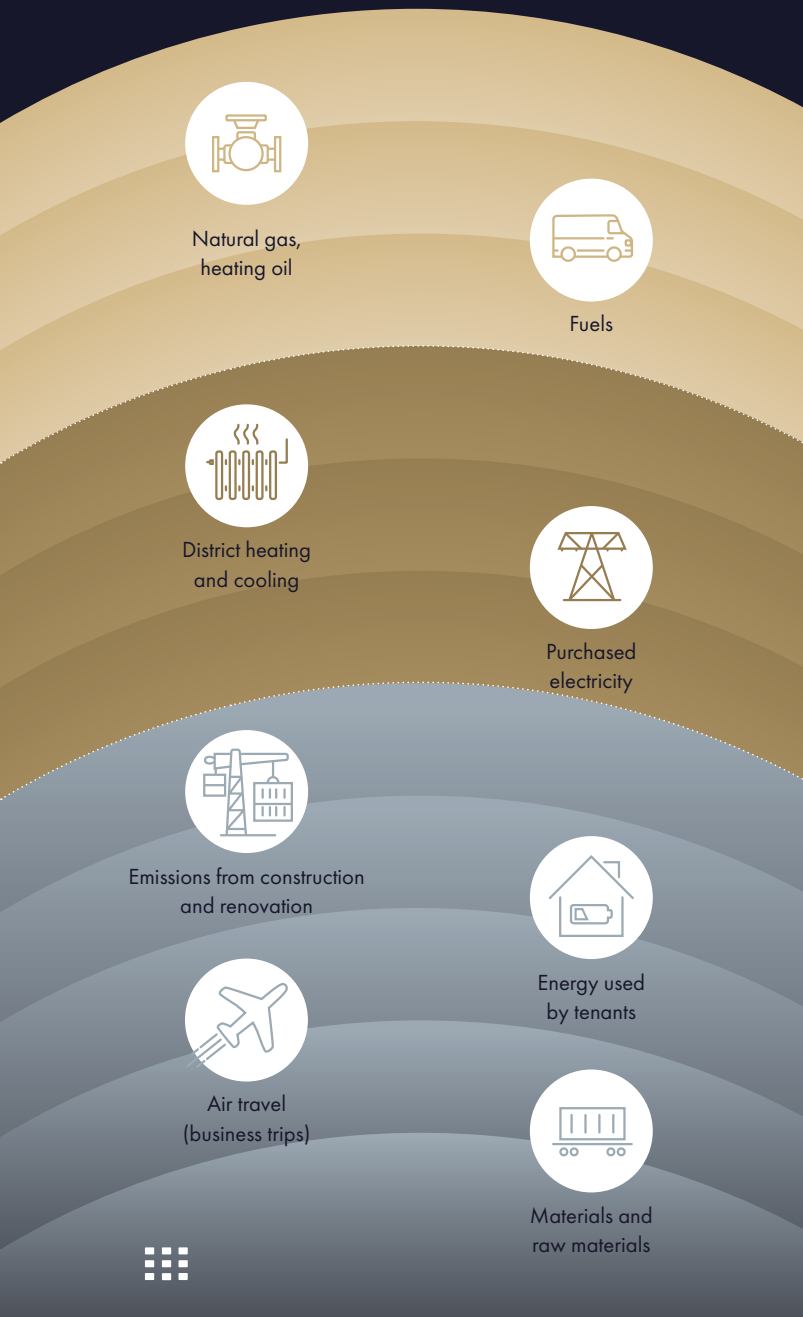
Greenhouse gases are emitted throughout the entire life cycle of a building – three-quarters of the total during the use phase. For this reason, our goal is to reduce the energy needs of our buildings and its users as much as possible, to optimize supply systems, and to use renewable energy. The first life cycle analyses were carried out in 2021 – for our sustainable development projects at [Mariahilfer Straße 10–18](#) in Vienna, and at [Hermannplatz](#) in Berlin.

As climate neutrality is not achievable during the construction phase of a building, we strive for carbon neutral operation for our New Investments wherever possible. We achieve this by using renewable energies, such as geothermal energy, district heating and cooling, solar power systems, and certified green electricity.

In order to guarantee future security and value in the long term, the aim is to achieve high quality of use, and at the same time a climate-neutral footprint. Based on these two objectives, the planning process serves to determine the most cost-effective approach for the relevant project.

The introduction of data collection software in the 2021 reporting year will allow us to systematically record consumption so that efficiency measures can be subsequently put in place in a targeted manner.

Scope emissions in our value chain



SCOPE 1

Direct emissions

SCOPE 2

Indirect emissions from purchased energy

SCOPE 3

Indirect emissions in the value chain

CIRCULAR ECONOMY ALONG THE VALUE CHAIN

We have two action areas in the development and expansion of the circular economy: construction in existing buildings, and new buildings.

Due to our strategic orientation and focus on city center locations, most of our projects involve existing buildings. We see our existing building stock as a huge opportunity in terms of sustainability. Each project involves an examination of the possibility of renovating the existing building structure. We weigh all the functional, technical, environmental, economic, and design aspects.

Where we build from scratch, it is important for us to become better in our construction of new buildings. This means healthier, low-emission, and energy-efficient construction making it possible to significantly reduce emissions from ongoing operations.

These four approaches are important when it comes to constructing new buildings:


- / New, but circular
- / New, but fair
- / New, but very low-emission
- / New, but with more wood

The aim is to ensure low energy demand and an efficient, sustainable, and economical supply strategy that includes the goal of delivering a climate-neutral building.

The process of sustainable project planning toward climate neutrality requires a series of measures on multiple levels. These include optimizing urban development to accommodate the use of daylight and solar energy as part of the planning. To maximize energy efficiency, energy supply concepts are considered in the early stages of integral planning. The aim is to keep operational energy requirements as low as possible, or to make them climate-neutral.

HERMANNPLATZ

INNOVATIVE FLAGSHIP PROJECT – REDESIGN WITHOUT DEMOLITION

The former  Karstadt building located on Hermannplatz is a building complex steeped in tradition in a prime city-center location in Berlin. The signature cubic volume of the department store, which was built in 1929 and was the largest in Europe at the time, served as the starting point for SIGNA's development concept. The concept aspires to preserve the building's historical charm and significantly reduce its carbon footprint. Following an in-depth examination of the existing fabric of the building, it has been possible to preserve the existing shell in the redesign of the project and thus avoid demolition. The existing building will be gutted and the reinforced concrete shell renovated.



PLANNED
GOLD



70%

CO₂ SAVINGS COMPARED
WITH DEMOLITION
AND CONVENTIONAL
REINFORCED CONCRETE
NEW CONSTRUCTION





« I THINK IT'S COMMENDABLE THAT THE DEVELOPER DECIDED TO PRESERVE THE 1970S SHELL. *This is how leading-edge integrated planning works. We have to make things possible and also adopt an environmental and sustainable approach to our construction work.* »

PETRA KAHLFELDT Director of Urban Development, Berlin



EXCELLENT CO₂e FOOTPRINT DUE TO PRESERVATION OF THE EXISTING BUILDING STRUCTURE

A highlight of this project is the building extension which has an innovative timber construction. Compared to demolition and building a new conventional reinforced concrete structure, up to 70% CO₂e emissions can be saved in the construction phase alone. Moreover, the construction site's noisy phase will be reduced by around a year. Furthermore, timber construction is faster and less

noisy than traditional reinforced concrete construction due to a high degree of prefabrication. The volume of traffic from heavy goods trucks will be reduced by 60% due to the lower logistics effort. This will also significantly reduce the restrictions and inconveniences for local residents caused by construction noise, pollution, and traffic. The Karstadt on Hermannplatz project is an international flagship project that will shape the way existing buildings are treated, and will be groundbreaking in terms of urban development.

Karstadt on Hermannplatz

1

Facade fragment (1929)

Renovation and modernization in compliance with the requirements for heritage buildings

Usage: 100% for the benefit of the general public. A new day-care center on the roof with a local funding provider, spaces for social needs, art and culture

Architect: Philipp Schäfer (1929), renovation by David Chipperfield



2

Karstadt building

Redesign without demolition, in keeping with the historical department store

Usage: GALERIA department store, offices, a public roof terrace

Architect: David Chipperfield Architects



3

Residential

The old building will be renovated and extended. Creation of 5,000 m² of affordable housing for degewo

Architect: FAR frohn&rojas Berlin



REUSE WINDOWS
CONCRETE SUPPORTS

WOODEN
STRUCTURE

CONCRETE
MAINTENANCE

4

Commercial spaces

Preservation and raising the height of the parking garage, maximum reuse of existing building elements, and creation of flexible spaces for offices, retail, restaurants, culture, and the neighborhood

Architect: Lendager Group





Jury meeting Reuse challenge
Karstadt on Hermannplatz
with project team and
Director of Urban Development
Petra Kahlfeldt

REUSE CHALLENGE

In addition to preserving the shell and raising the height using wood, we set ourselves the goal of reusing material from the existing buildings and the parking garage. Under the guiding principle “Form follows availability”, a reuse challenge was launched with nine internationally renowned planning agencies.

Ideas and incentives for innovative reuse and the intelligent use of building components and materials form part of the discussion here. allowing us to establish aesthetically and architecturally high-quality solutions.

The topics of sustainability, reuse, recycling, and urban mining are particularly important.

Using existing material, a wide variety of solutions were developed by the planning agencies for the new courtyard development, and presented to the panel which included Director of Urban Development, Petra Kahlfeldt. Lendager Group from Copenhagen captivated through a distinct architecture and extraordinary spatial qualities with an outstanding life cycle assessment and intelligent use of re-used materials and components. Lendager’s concept provides for holistic reuse and recycling of building materials and components in the industrial yards of the future.



OUR APPROACH TO
LOW-EMISSION
DEVELOPMENT PROJECTS

The global demand for energy and the associated emissions demonstrate very impressively the importance of our sector. This is why every one of our projects is meticulously planned and executed with environmental sustainability in mind.

The features of each individual building are very different and so our sustainability goals are also tailored to each building. A key factor here is the use of building materials. An important buzzword within the industry is "resource transition". This is about reducing the consumption of resources in order to avoid carbon emissions and protect natural/green spaces. At SIGNA, we want to see the resource transition through and contribute to the

development and expansion of the circular economy. We pay attention in our projects to reducing our use of resources in order to avoid carbon emissions, increase the use of "better" building materials, and protect the health of users.

Guide to sustainable development projects

Each one of our employees plays a role in ensuring that along with commercial interests, environmental and social aspects are also systematically integrated into our corporate activities. In 2021, we produced an in-house guide to sustainable project development. This constitutes a framework and is binding for all SIGNA employees.

It is important to us in this process that our employees should and must still have freedom within project development in order to be able to respond to local conditions and bring their individual creativity to the table. We have defined seven strategic action areas in our guide which serve as precepts for our employees. In order to keep our employees abreast of the latest information, the guide will be reviewed and expanded annually.



RECYCLABILITY
AND LONGEVITY OF CON-
STRUCTION MATERIALS

The manufacture of construction materials generates one-fifth of the emissions in a building’s life cycle. This is why we strive to streamline or reduce the use of materials and aim to use as many lower-carbon construction components and materials as possible. We firmly believe that in project development, the issue of reusing existing resources should always be asked at the outset. We need to minimize the input of gray energy in the initial phase of a building’s life cycle and use resources responsibly. We pay close attention to the construction materials we use in constructing and renovating properties according to green building standards. This includes decreasing the quantity of materials used by optimizing designs, because considerable carbon emissions result above all from the production of steel and concrete. Before we renovate buildings or work on New Investments, we first investigate how much of the existing structure we can reuse or integrate into the new structure. To the extent it is technically and practically feasible, this is the most effective way to recycle. In the case of new buildings, we

do not build anything that cannot be recycled. As a rule, we adhere to the German Circular Economy Act and the Austrian Waste Management Act in all of our projects.

Moreover, as early as the planning phase, we take care to use environmentally friendly and durable construction materials. We choose flooring, sealants, paints, and coatings with the lowest levels of VOC (volatile organic compound) emissions possible. This guarantees particularly high-quality interior air quality later in the use phase. Subsequent recyclability plays an important role in the use of concrete and steel products, and when wood is used, we take care to source sustainable products that are Forest Stewardship Council (FSC) certified.



Our overarching objectives

- / We would like to maximize the continued use of existing buildings.
- / We would like to maximize the recycling rate.
- / We would like our construction activities to be very low-emission.
- / We would like to use more wood in our construction activities.
- / We would like to plan and build according to the cradle-to-cradle approach.



USE EXISTING
BUILDING STRUCTURES



PRIORITIZE ENVIRONMENTALLY FRIENDLY
CONSTRUCTION MATERIALS



RECYCLE
CONCRETE AND STEEL



USE FSC-CERTIFIED WOOD
WHEREVER POSSIBLE



MYND

STATE-OF-THE ART, LOW-EMISSION CONSTRUCTION AT ALEXANDERPLATZ



PLANNED
PLATINUM



PLANNED
GOLD



PLANNED
PLATINUM

The MYND high-rise building at Alexanderplatz, Berlin with office space covering an area of 32,000 m² is considered a prime example of state-of-the-art environmentally friendly construction:

The MYND combines

- / construction methods that conserve resources,
- / the use of ecological construction materials,
- / a cautious approach to emissions in planning and construction,
- / low energy consumption in the course of operation with
- / state-of-the-art building design.

The aim is to deliver a building that is as climate-neutral as possible in operation and has a high standard of user comfort. The path in pursuit of this aim leads via the following cornerstones: sustainability certifications, reduction of energy demand, efficient energy generation and use, and user comfort elements.

The MYND was SIGNA Prime's first project to have its EU taxonomy compliance confirmed by an independent engineering firm.



« AT THE MYND, THE LOW-EMISSION APPROACH TO CONSTRUCTION COMBINED WITH DISPLACEMENT VENTILATION ENSURES EXCELLENT AIR QUALITY. *Protecting people from harmful environmental influences is one of the central goals.* »

JAN KLEIHUES Partner and CEO, Kleihues + Kleihues

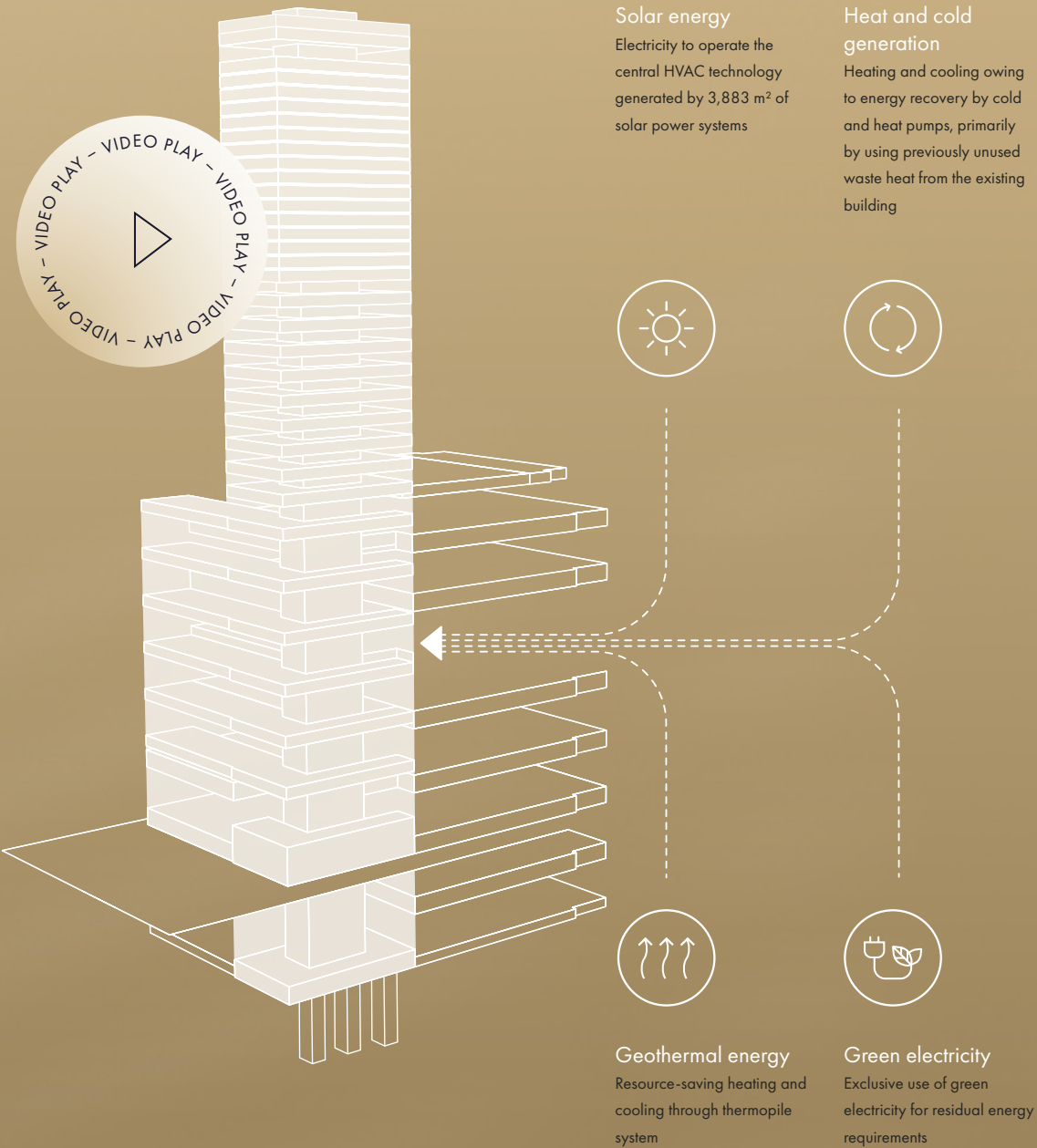
BEST-IN-CLASS SUSTAINABILITY CERTIFICATIONS

SIGNA is seeking LEED Platinum certification for the project. LEED stands for “Leadership in Energy and Environmental Design” and assesses eight topic areas. SIGNA sets standards for “Green Buildings” in seven categories with the MYND project at Alexanderplatz. These include position and traffic, location, water efficiency, energy and atmosphere, materials and raw materials used as well as interior quality and comfort. Building on this certification, plans are for the MYND to obtain a → WELL Building Standard Gold certificate – an award that illustrates the positive impact on the comfort, health, and well-being of users. Furthermore, SIGNA is pursuing → WiredScore Platinum certification for the new build project for the building’s advanced digital connectivity.

GRAY ENERGY CUT DUE TO HIGHLY EFFICIENT LOAD-BEARING SYSTEM

In addition to the effective use of a joint energy supply concept arising from the mixed department store and office use, the project also incorporates holistic planning in a sustainability context.

A particular highlight is the MYND’s highly efficient load-bearing system. It is designed to achieve significant reductions in terms of building materials (up to 30%) through alternative ceiling constructions (vaulted ceilings and hollow concrete floors). The reduction of gray energy makes a significant contribution to sustainability, as not only scarce raw materials can be reduced here, but the supply chains are also shortened accordingly.



GREEN BUILDING CERTIFICATIONS

For green certification purposes, we have our buildings assessed according to an extensive point system in all phases of their life cycle.

This is primarily done according to international certifications such as LEED or BREEAM. In some cases, our properties are also certified to well-known national standards such as DGNB (GSBC) and ÖGNI.

The following properties in our Long-term Portfolio meet the highest sustainability standards: the UPPER WEST office tower located on Kurfürstendamm in Berlin (LEED Platinum, DGNB Gold), the UpperZeil shopping mall in downtown Frankfurt (LEED Gold), the neoclassical Am Hof building in the center of Vienna renovated for the Hotel Park Hyatt Vienna (BREEAM Very Good), and the Tuchlauben office and retail building originally built in 1909 (BREEAM Good).

In this context, we concentrate in particular on revitalizing our Long-term Portfolio of historic structures, such

as the → [Goldenen Quartier](#) in Vienna. A customized concept is required for every single property under heritage protection for this purpose that melds the historical importance of the property with state-of-the-art sustainability standards. Accordingly, our team analyzes the opportunities and limits of revitalizing such buildings and determines the possibilities along with our stakeholders.

Consistent post-certification of existing buildings

To further optimize the green footprint of our Long-term Portfolio, we have all our portfolio properties audited and post-certified where possible. The post-certification process began last year. The analysis of our existing buildings in Germany has already been completed and the first post-certifications have been granted for our trophy assets UPPER WEST (LEED Platinum) and UpperZeil (LEED Gold). The overall audit of our real estate portfolio has been expanded to include our properties in Austria and Switzerland. In Austria, for instance, the post-certification process for the → [Kaufhaus Tyrol](#) has already been initiated.

Pre-certifications for our New Investments

Green building standards are paramount in the low-emission development and renovation of our projects. Reducing environmental impact and managing new developments as efficiently as possible is part of this. Our extensive planning phase includes the early development of project-based energy concepts for the technical systems in our buildings. To document these efforts externally, we have set ourselves the goal of subjecting all new buildings to international green building pre-certification.



Audit and initial implementation of post-certifications

100%

OF OUR NEW INVESTMENTS
ARE SET TO BE CERTIFIED AS
GREEN BUILDINGS.



Certifications used



Leadership in Energy and Environmental Design (LEED) is a green building classification system used worldwide. This voluntary certification program assesses buildings according to an extensive point system throughout all phases of their life cycles in the following categories: sustainable construction sites, water efficiency, energy, atmosphere of the inside spaces, materials and resources, air quality in buildings, innovation, and the design process.

LEED certification can be obtained at four levels: Certified, Silver, Gold, or Platinum.



The Building Research Establishment Environmental Assessment Methodology (BREEAM) is a system used worldwide to assess the sustainability of buildings according to criteria including environmental and sociocultural aspects. It was developed in the United Kingdom and comprises separate systems for evaluating existing buildings, modernization, new construction, and urban districts, as well as customized systems.

The levels range from Acceptable, Pass, and Good to Very Good, Excellent, and Outstanding.



The Deutsche Gesellschaft für Nachhaltiges Bauen – DGNB e. V. – (German Sustainable Building Council, “GSBC”) aims to develop and promote sustainable planning, construction, and use of real estate. Its quality label is available at the Bronze (only for existing buildings), Silver, Gold, and Platinum levels. The GSBC method assesses the environmental, economic, sociocultural, technical, and process quality of properties over their entire life cycle along with the quality of their location, a parameter not included in the overall assessment, however. Certification is awarded regardless of the property’s status, i.e., existing/renovated building, new construction, building in use, or urban area.

The certificate can be adapted to country-specific conditions (e.g., ÖGNI).



The Österreichische Gesellschaft für Nachhaltige Immobilienwirtschaft, “ÖGNI” (Austrian Sustainable Building Council) promotes sustainability in the construction and real estate industries in Austria. An ÖGNI-certified building – known as a Blue Building – adheres to sustainability criteria throughout the entire life cycle of the property, including environmental, economic, and sociocultural factors, process quality, technical quality, and location. This quality label is available in Silver, Gold, and Platinum.

SIGNA is one of 125 founding members of ÖGNI.



WiredScore is a global standard for digital connectivity in buildings. As an evaluation system for commercial properties, WiredScore helps owners understand, improve, and communicate the digital infrastructure of their buildings. The certification criteria cover five key aspects of a building’s digital connectivity: reliability, future viability, mobile coverage, choice of internet providers, and user experience.

The evaluation is based on a point system (credits) and is set against “best-in-class” references.

SUSTAINABLE MOBILITY CONCEPTS

After decades of the focus being on cars, cities are now setting new trends at a rapid pace and calling for a transition to more sustainable mobility and transportation. The goal is to ensure a better quality of life and better quality of stay, whilst at the same time ensuring convenient and fast-moving mobility.

Sustainable buildings play an important role here, since a holistic view of the buildings' usage concept includes sustainable mobility concepts. In addition to links to local public transport, the availability of all-weather bicycle parking facilities, parking spaces for electric vehicles in underground garages, or appropriate charging infrastructure are also integral elements of sustainable mobility. To support the transition to e-mobility, we collaborate with electric car manufacturers and car sharing providers.

When conducting an end-to-end evaluation of the usage concept for our New Investments, we pay attention to the accessibility of existing or planned transport systems.

For example, our ➡ Hermannplatz project in Berlin offers a mobility hub with numerous innovative transportation options such as car and bike sharing, drop-off zones, a cycle workshop, delivery services, and much more. For GALERIA in Kassel, we provided a TESLA Supercharger fast-charging station and car sharing so that customers and employees have the choice of sustainable mobility. In addition, VEOMO's mobility software provides a real-time overview of all available mobility options, including the public transport network, via a monitor inside the building.

Our ➡ Carsch-Haus project on Heinrich-Heine-Platz, an intersection on one of the busiest streets in downtown Düsseldorf, is due to be redesigned for all road users, but notably for the benefit of pedestrians and cyclists. The concept includes a new cycle lane along the old curve of the car lane to Kasernenstraße. This will be accompanied by around 1,000 new bicycle rack spaces at the subway exits and in front of the buildings. In addition to the integration of bike sharing systems at the emerging traffic island, additional self-service stations, e-bike charging stations and boxes are also possible. The existing underground parking garage will

be modernized by SIGNA and charging stations for e-cars and a car sharing service will be provided. The total requirement for cars is 1,186 parking spaces. Based on the mobility concept and the particularly central location, it is possible to achieve a 30% reduction in the parking space requirement.

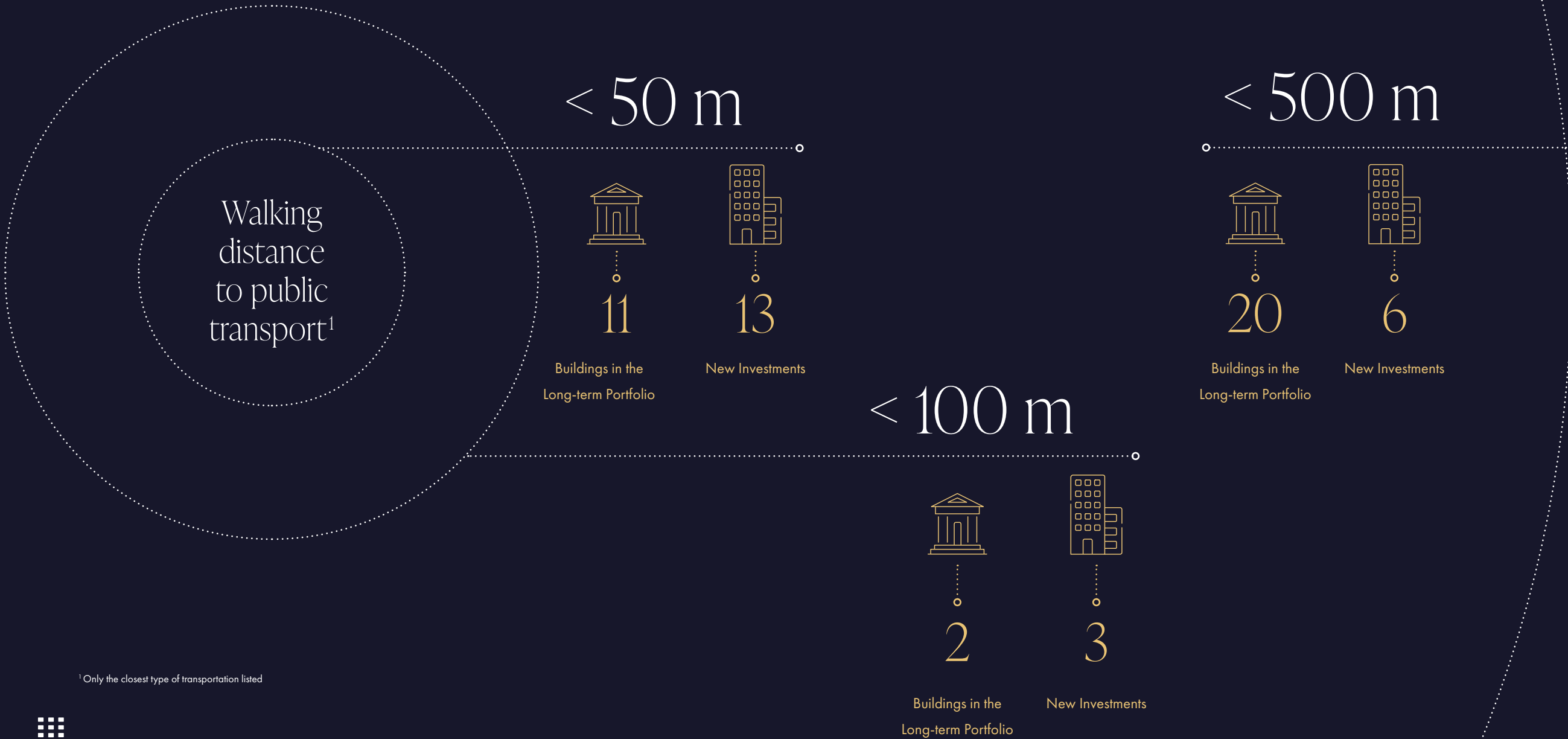


03 SUSTAINABLE BUILDINGS

89 m

AVERAGE DISTANCE FROM
OUR BUILDINGS TO THE
NEAREST PUBLIC
TRANSPORT SERVICE

Proximity of our buildings to public transport systems



SIGNIFICANT CONTRIBUTION TO THE TRANSITION TO MORE SUSTAINABLE TRANSPORTATION IN THE BAVARIAN CAPITAL



« BASED ON WELL-THOUGHT-OUT SUSTAINABILITY AND MOBILITY CONCEPTS, WE WANT TO *give a boost not only to the district around the station, but also to urban development over a wider area.* »



DANIEL SCHREYER Managing Director and Executive Board Member, Hendricks & Schwartz GmbH

Munich is a city in flux. In order to ensure that a high quality of life is sustained in the future, we need to gear our city centers to the high demands of tomorrow today, and rethink them – especially with regard to the transition to more sustainable transportation. With the development on Schützenstraße we are creating an innovative location with a state-of-the-art mobility concept in the district around the station. The redesign of the area between Munich's central station and Karlsplatz (Stachus) is an important element of the regional capital's mobility plan for environmentally friendly, sustainable and space-saving transportation.

Today, the building complex comprises an outdated extension and the historical Hermann Tietz department store. The development project includes both the renovation of the imposing department store building on Bahnhofplatz in compliance with the requirements for heritage buildings, and a new development for the area to the east. Usage mix, sustainability, mobility and climate protection form the basis for a state-of-the-art and socially responsible design that is considerate of its surroundings.



PLANNED:

GOLD
(Existing)

PLATINUM
(New construction)



Focus on user experience

An important part of the project is the ongoing dialogue with Munich's urban community, residents, and professionals as well as recognized experts. The development of the mobility concept is guided by the closely linked premises of a transition to more sustainable transportation and user experience. Five action areas make up the new forward-looking mobility offering: Walking, cycling, mobility services, automotive and logistics. These action areas also fit in with existing mobility offerings in the immediate area.

Action areas of the mobility offering at Munich Central Station



MOBILITYSERVICES

We want to give every user access to the right service. In doing so, we would like to include space for sharing services as well as various employee incentives.



AUTOMOTIVE

The required number of parking spaces for motorized personal transport will also be offered in our area in the future. This will be consistently geared to future requirements and include sharing and e-mobility.



BICYCLE

We would like to complement the service offered by the central station hub with appropriate offerings for cyclists. These include diverse solutions from infrastructure through to complementary services.



WALKING

We want to achieve a quality of stay, and quality in terms of walking in and around the building that works well for all visitors. We would like to link walking routes to target specific needs.



LOGISTICS

The Karstadt building is currently serviced by heavy logistics traffic and will continue to be going forward. We consider it our responsibility to propose innovative solutions here as well.

PROTECTION OF BIODIVERSITY

An important action area in sustainable real estate business is the protection of biodiversity. Developing areas of land inevitably leads to interference with fauna and flora.

The direct consequences of construction activities include the restriction of animal habitats and space for animals to move around, higher air temperatures in urban areas, and less new groundwater formation. Consequently, we aim to reduce the sealing of areas of land and to protect biodiversity in our projects.

Our most important contribution to the protection of biodiversity lies in the fact that SIGNA Prime is not involved in the development of greenfield commercial properties.

Supporting biodiversity in cities

Each of our development projects and existing buildings are subjected to an analysis to see how we can make a positive contribution to biodiversity and offer animals and plants space to flourish. To increase biodiversity, we work with planning concepts that are designed to support animals. This approach to planning means that the needs of selected species are considered throughout the life cycle. Animals need conditions that are specific to the relevant species, such as areas for drinking and bathing, appropriate food sources, and nesting and breeding opportunities in order to become permanently established. Our buildings therefore include vegetation and habitat structures, dead wood, nesting boxes, as well as biodiverse herb layers, and other bases for feeding different species. We intend to further expand our commitment to supporting diversity in city-center locations.



« BEES BENEFIT FROM THE CITY AS A SPACE IN WHICH TO LIVE BECAUSE UNLIKE IN RURAL AREAS THERE ARE NO SINGLE CROP CULTIVATIONS *and no large-scale use of pesticides. The diverse choice of flowers boosts the bees' immune system.* »

PAUL HARTMANN Head of Business to Business, Stadtbienen

Bees on the city's roofs

New tenants moved into our Kaufhaus Tyrol building in Innsbruck and UPPER WEST in Berlin in 2021: bees.

Four bee colonies were introduced at the Kaufhaus Tyrol in collaboration with the regional beekeeping association. The honey produced by the bees will be sold from 2022 and the money raised will be donated. In partnership with *Stadtbienen*, the UPPER WEST building is also home to two bee colonies with around 30,000 bees in residence on the roof of the block building.

Further projects in which we support not only bees, but also local biodiversity, are set to be expanded to other locations in the future.



Wood from our own forest

We think in terms of generations to come, also when it comes to our corporate social responsibility with regard to climate change.

As part of our long-term investment strategy and our commitment to sustainability, we acquired a 1,280 hectare forest in Styria in southern Austria in 2020. An in-house team of foresters and experts looks after the professional care and management of the forest and woodland areas because an actively managed forest absorbs more CO₂ than an unmanaged forest. Active

forest management therefore also means active climate protection.

The forest allows us to pursue the goal of securing long-term access to wood as an ecological building material and incorporate it into raw materials procurement for the SIGNA Group’s construction activities in the long term. Further property acquisitions are planned in order to reduce the company’s overall risk depending on macroeconomic commodity developments, and to ensure long-term financial planning. In addition, we are contributing here to the development of climate resilient forests, sustainable forest management, protection of carbon sinks, and biodiversity.

We are working on increasing the number of green spaces in our portfolio and are currently planning green roof spaces on 11 buildings covering an area of 35,358 m².

Green spaces in the portfolio¹



¹ Green spaces cover a total area of around 89,000 m², equivalent to 12.5 soccer fields.





MAHÜ 10–18

PUBLIC PARK OVERLOOKING THE ROOFTOPS OF VIENNA



PLANNED
GOLD



PLANNED
GOLD

Planning that supports animals

Our MAHÜ 10–18 project combines modern architecture with ecology and landscape planning. One of our goals is to create a new habitat for wild animals. We promote this development in a targeted manner through a specific planning approach.

At the MAHÜ 10–18 building complex, new green spaces offering a high quality of stay for both people and animals will therefore be created in an area of around 3,000 m². These spaces will be on different levels from street level to the roof of the department store and hotel building.



Around 2,000 m² of roof space with an integrated solar power system are the sole preserve of untamed nature. The biodiverse green roof is located around 30 meters above street level. The extensively planted roofscape is divided into two areas. An area accessible to the public – the roof park – is dedicated to visitors, and the second area above the roof of the department store is dedicated to biodiversity for wild plants and animals. The newly created green space is intended to become a place where biodiversity comes together. To make this possible on the roof, the conditions will be created for various wildlife to settle there. It will be home to the Russian bear moth as well as the scarce swallowtail butterfly, for instance. Furthermore, a new habitat will be created for sand bees and red-tailed bumblebees.



Green oasis in the heart of the city

Around 3,000 m² of green space will be created in total – more than twice as much as there was before. This includes the combination of solar power and roof planting. Around 50 new trees will be planted, which is as many as there usually are in almost ¼ of a hectare of natural forest, including large trees up to 6 meters high, which will be out in all their glory and unleashing their direct effect on the climate. The combined foliage will cover an area of around 2 hectares – as much as

approx. 2.5 soccer fields. In addition to species that are appropriate to the site and domestic species, various vegetation and habitat structures will also be created on the building.

The extensive open areas will be planted with varieties of dryland grasses, such as feather grass, pasqueflower, and yellow scabious. There will be bushy areas with heat-loving woody plants from the Vienna Basin, such as dwarf Russian almond, whitebeam, and downy oak.

Fringe communities will form along the edges of the bushy areas. Thermophilic species such as the greater anemone, whorled sage, wood germander, and bloody cranesbill will grow on the side exposed to the sun. Varieties such as eupatorium, soap-wort and wood scabious will thrive in the shady areas of the fringe.

Valuable contribution to climate protection

The “wild” roof will have a cooling effect due to its planting, thereby reducing the urban heat island effect. At the hottest time of the day, around 3 p.m., parts of the area immediately surrounding the building will be cooled by up to 0.4 degrees Celsius (air temperature at ground level) due to the thermal waste air flow. MAHÜ 10–18 therefore makes an active and positive contribution to the urban climate. The green infrastructures act like sponges and can store 33% more rainwater than before. Or in other words, a total of more than 2,500 m³ of water – as much as around 14,000 filled bathtubs. At MAHÜ 10–18, it will also be possible to store three times more CO₂ than before on typical hot day.

Compared to the existing structure, which has now been demolished, the redesign of MAHÜ 10–18 will reduce land sealing by around 25%.



approx.
3,000 m²
of new green spaces

(+100% compared to previously), with around
1,000 m² of public park area on the roof

50

new trees,

as many as there usually are on
around ¼ hectare of natural forest

approx.

2 ha
of foliage

= 2.5 soccer fields

up to

0.4°C

reduction in ambient temperature

on a typical hot day compared to previously



25%
less sealed area
compared to previously

5

species of birds and bees

will be able to find a new home here

3 times more
CO₂ storage

on a hot day compared to previously due to
vegetation and soil

33%

more rainwater storage

than previously – equivalent to 14,072 bathtubs

04



NEW ACTION AREA

STRONG COMMUNITIES



People spend > 85% of their life indoors.¹

We consider ourselves a partner for cities. Our holistic concepts mean that together we can generate impetus in city centers and in doing so boost regional value creation in a sustainable way.

We see our task as being to create long-term added value for all stakeholders in the city center locations

where we own existing buildings or develop new ones: Finding the right mix of living and working spaces, cultural offerings, restaurants, stores, and services at the respective location is paramount for us. The aspirations and ideas of our stakeholders represent valuable input and we incorporate these into our projects wherever possible.

¹ WHO (2013): Combined or multiple exposure to health stressors in indoor built environments





As one of Europe's largest real estate companies, SIGNA Real Estate plays a key role in defining cityscapes in numerous major metropolitan areas and urban centers across Germany, Austria, and Switzerland. With this role comes great responsibility not only towards our employees, partners and investors, but also towards all the people who use our properties, and the environment. Our intention is always the same: to deliver high-quality, well-considered, long-lasting projects in order to preserve and increase the attractiveness of cities. We spend a great deal of time in pursuit of this aim carrying out in-depth analyses, entering into close dialogue with all the parties involved, and adopting a consistent approach to our project work.

Cityscape design

We believe in the future of city centers and have made it our goal to make a sustainable contribution through our projects and to be actively involved in shaping these locations. In our view, city centers are and will remain places where it all happens, both in structural and in social terms. Our projects, which are situated in attractive central locations, play a key role in defining the cityscape. We exercise the responsibility this brings with the utmost care.

In the case of existing properties in our Long-term Portfolio, which are located in urban centers, our main concern is careful revitalization and renovation of unique buildings in accordance with the highest standards.

When we develop projects in city center locations, one of our concerns is to make part of the area accessible to the public wherever possible, thereby giving living space back to the people. Our intensive dialogue with the local communities allows us to obtain an exact picture of the needs and demands on the location that is due to be redesigned, and to incorporate these into our planning.

The thinking we do and the action we take in the course of our projects generally go beyond the walls of our property and also include redesigns and planting of adjacent meeting areas or solutions for sustainable mobility that also indirectly benefit affected neighbors.

« WE ASPIRE TO CITY CENTER AREAS WHERE PEOPLE LIVE. THE CLIMATE ASPECT IS THEREFORE IMPORTANT *along with more green spaces, sustainable construction, and the preservation of cultural monuments.* »

STAKEHOLDER COMMENT



Discussions at the exhibition of the architectural competition, Bahnhofplatz square, Munich

DEVELOPING COMMUNITY TOGETHER



We are the owners of the → [Karstadt am Hermannplatz](#) building complex. We believe in the future of Karstadt on Hermannplatz and have therefore developed a vision to secure this location for Karstadt in the long run.

We first presented our vision for the Karstadt on Hermannplatz building project to the public around three years ago. Since then, we have introduced our project concept to the various bodies in Berlin and have spoken to many people.

COORDINATED MIXED USE COMPLEX

The development concept provides for balanced mixed use. Commercial and office space will be created on the floors above the department store. There are also plans for a public roof terrace with restaurants, and spaces for arts and culture.

The historical fragment will be renovated in compliance with the requirements for heritage buildings and 100% of the space will be available for uses that benefit the general public, such as for local initiatives and associations, for social and educational services, and for families and children. This space with a total usable area of 3,600m² will be offered at affordable rents.

SIGNA CEO Timo Herzberg
with the Governing Mayor of Berlin,
Franziska Giffey



DEVELOPING TOGETHER

The [Not Without You](#) initiative is a targeted drive by the project team to involve the public at large in order to report transparently to the local neighborhood and include it in a consultation process: engaging via social media, during consultation hours at HERMANNBOX or directly on site at the cycle route. All this has helped us gain important insights, which we have incorporated into our revised project concept.

The recently opened [Café Pala](#) invites visitors to enjoy the informal atmosphere in the inner courtyard. The café has become a venue for people to meet and share ideas on how to improve the local neighborhood. The aim is to make the neighborhood a place worth living in and to

include everyone, even those without purchasing power. Homeless people, for instance, can enjoy a cup of coffee on the house. A wide variety of events are also planned: book readings, plant workshops, concerts, and a small farmers market.

CHILDREN'S VOICES ON HERMANNPLATZ

We have partnered with children's daycare center operator "Sprache Verbindet IB" in Neukölln with a view to including a daycare center in the plans. The shared aim is to create a daycare center for up to 100 children. This will be our contribution to reducing the acute shortage of daycare places in Berlin.

AFFORDABLE HOUSING FOR THE LONG TERM

We also want our project to be a response to the acute needs of the growing city and incorporate housing. Including a renovation and modernization of the existing housing in the old building on Hasenheide, a total of 3,000 to 5,000m² of living space is due to be created. SIGNA signed a memorandum of understanding in relation to this with municipal housing association, degwo, in September 2020. The two companies are working closely together on the design of the apartments. The shared aim is to plan and deliver affordable rental apartments and alternative housing concepts.



« THIS JOINT PROJECT WILL ALLOW US TO CREATE A PLACE FOR PEOPLE IN THE NEIGHBORHOOD TO MEET *to help shape our children's development. All families will be able to get involved and it has an eye to the future.* »

Tayfun Akbas Managing Director, Sprache Verbindet IB gGmbH



Dialogue from the outset

We develop large-scale projects that affect the lives of many people in a variety of ways. In each of our developments we are embedded in a network of stakeholders who bring different expectations, perspectives, and aspirations to the table. We obtain this input, which is invaluable to us, from a wide variety of dialogue formats and merge it with our own ideas on urban planning and building culture to create the best possible practicable designs.

A large part of our success is due to the fact that, regardless of whether we are undertaking a cautious transformation, a major rebuild or a complete redesign, we involve our stakeholders right from the planning phase and maintain an intensive dialogue with them. We see ourselves as a mediator and facilitator in the communication process with our stakeholders, and as a reliable contact from before the start of the project right through to after the construction work has been completed.

Our preferred partnerships with regional and local companies mean our projects help create value in the local area. By taking this approach, buildings are created for generations to come that recognize, cross over and strengthen social structures. It is important for us here to work with cities and communities to create places that are vibrant, consider the fundamentals of coexistence, and promote an inclusive society. In this way, we develop stable concepts for the future and make our contribution to society.

In addition, we rely on state-of-the-art mobility concepts and excellent links to public transport. Here, the focus is on people, and construction and use that are compatible with the environment. → [Sustainable Buildings](#)

Social interaction under the headings “Social commitment”, “Health and safety of end users” and “Regional value creation” prompted us to focus our efforts in this area in the reporting year and establish the new action area “Strong Communities”.



FOR 100%
OF OUR PROJECTS

WE INVOLVE AND INFORM THE NEIGHBORS
AND LOCAL RESIDENTS AFFECTED BEFORE,
DURING, AND AFTER DELIVERY.



GOLDENES QUARTIER


VIENNA CITY CENTER GETS A NEW LEASE OF LIFE

Following a comprehensive, but challenging general renovation over a total period of five years, the Goldenes Quartier, a district that combines versatility, aesthetics and quality of life in a single destination, was completed in 2015.

This area steeped in history in the heart of Vienna is now home to premium label brands offering a shopping experience in an exclusive atmosphere. Stylish restaurants bring a taste of Italy directly to the old city center. Exclusive apartments offer a panoramic view of the whole city. A former bank building has been transformed into a timelessly elegant luxury hotel. Tasteful office space is also available at one of the best addresses in the city. This development of an entire area of downtown Vienna is regarded worldwide as a reference project – and as a magnet for tourists.

COMPREHENSIVE
TRANSFORMATION

The Goldenes Quartier with Tuchlauben as its focal point, is, as Forbes magazine calls it, “Vienna’s new tourism highlight”. Anyone walking through the streets today has little idea how much planning, coordination and renovation work was involved in creating this venue in the center of Vienna.

« THE  PARK HYATT IN VIENNA IS A GOOD EXAMPLE. *The sensitive renovation of the grand salon took the wind right out of the critics’ sails.* »

STAKEHOLDER COMMENT

Seitzergasse prior to its 2008 renovation



Seitzergasse in 2018





Comparison of Tuchlauben 3–7: 2008 vs. 2019



The iconic project began in 2008 with two historical, centrally located former bank headquarters and a vision to carefully transform the buildings under heritage protection and a five-star hotel into a premium district in the style of the iconic Place Vendôme in Paris. The plans also included a completely new pedestrian zone intended to anchor the entire district. This pedestrian zone has manifested the high quality of the project beyond the bounds of the building complex and accentuated the historical heritage.

Six years later the development was completed with the opening of the Park Hyatt Vienna hotel. During the period in between, there were many hours of coordination and dialogue with numerous stakeholders to transform the block of houses in Tuchlauben and Am Hof built in three different eras, the oldest part dating from the 17th century, into a new point of attraction for the city.

Here, as in many other projects, SIGNA went above and beyond its legal and building obligations to make the whole area more attractive. The “Tuchlauben” and “Am Hof” buildings, which have been BREEAM certified since 2015, were rebuilt completely, and the facades restored to their former glory in accordance with heritage protection regulations. The urban district development expedites the application of the highest sustainability standards and planning of energy-saving renovation measures, which have always been an integral part of SIGNA’s way of working. The surrounding Bognergasse as well as Seitzergasse have been redesignated as a pedestrian zone – a plan that has been under discussion since the 1970s and has now become a reality with SIGNA.



SUSTAINABLE PARTNERSHIPS

Stakeholder dialogue was critical in the implementation phase: During the entire phase from purchase thorough to completion, intensive discussions were held with the city, the authorities, the Office for the Preservation of Historical Monuments, and with planners. Trusting and sustainable partnerships were established with all dialogue groups through comprehensive communication, which is extremely important for a development of this magnitude. These partnerships are still ongoing even after the completion of the project and still have an impact today. The long-standing relations have also strengthened the climate of mutual exchange, which serves as a basis for further joint ongoing improvements to the district.

LONG-TERM ADDED VALUE FOR VIENNA’S RESIDENTS AND DOMESTIC AND FOREIGN VISITORS

A great deal of effort and expense has been invested in developing the whole downtown area into a place that invites people who frequent it to take a stroll, shop and dine, and where they can enjoy unique architecture – for the residents of Vienna, and for domestic and international visitors in equal measure.

The opening of the Park Hyatt Vienna hotel attracted a new international clientèle that makes intensive use of all that the surrounding area has to offer. The hotel’s occupancy figures have continued to increase since it opened. Overall, the redesign is a major factor in the

economic stability of the location: The district including the hotel, offices, restaurants and stores currently provides jobs for over 500 people.

A space has been created for networking and social contact that is a unifying element within the area as a whole, and has ultimately expanded the well-known Golden U, which includes Kärntner Straße, Graben and Kohlmarkt, in a sustainable way.



« WHEN IT COMES TO RESTAURANTS AND CUISINE, FOR ME IT’S ABOUT CREATING A DESTINATION. *The new pedestrian zone constructed in 2016 supports this concept. Added value has been created for the entire neighborhood.* »

PETER FRIESE Restaurant owner, Schwarzes Kameel, Bar Campari



SOCIAL COMMITMENT



Inauguration of the Otto Wagner exhibition at the MAK, Vienna, in collaboration with SIGNA

In addition to basic human needs such as protection and safety, buildings also fulfill social and societal needs. Our responsibility as an owner and developer of building stock therefore goes way beyond renovating properties or creating new ones from scratch.

We see it as our duty as a company to the people who use our buildings now or in the future, as well as to neighborhoods in the immediate vicinity, to reflect and integrate community values and attitudes as fully as possible. Our major goal here is to make a sustainable contribution to livable cities and strong communities.

As part of its social responsibility, SIGNA Prime offers support through donations or sponsorship, in particular to charitable projects that are deemed deserving of support in accordance with internal guidelines. We have established a process for donations and sponsorship for this purpose. No donations may be made or sponsorship agreements entered into outside of this process. Donations to political parties, in particular, are expressly forbidden. In the 2021 fiscal year, SIGNA Prime allocated around €560,000 for donations and sponsorship.

Spaces for art and culture

Many of our properties are historical buildings in central locations. Spaces for art and culture are also finding their way into our buildings, such as on the first floor and basement of our Renngasse property in Vienna, which house exhibition spaces of the “Bank Austria Kunstforum” contemporary museum. The architecturally iconic Austrian Postal Savings Bank [Postsparkasse](#) building in Vienna has had various uses and seen various partnerships in the field of culture and the arts. We are also a member of the [WerkStadtForum](#) initiative launched by the city of Berlin, the City Berlin working group, the Berlin Chamber of Commerce, and

the Deutscher Werkbund Berlin e.V. In this project, representatives of the urban community, clubs and associations, administration and politics, citizens, and various stakeholders of City West in Berlin are committed to a new genre of urban development: New cultural formats are set to turn urban development in City West in Berlin into an artistic experience. From spring 2022, science and the arts, lab work and everyday life, inquisitiveness, ingenuity, creativity, conception, and curiosity will come together at the temporary cultural venue [POP KUDAMM](#) where urban development is artistically interpreted and can be experienced creatively. We are making our property on Ku’damm available for this.

The WAGNER:WERK museum in the Postsparkasse building





Research and innovation

Many challenges in today's society, culture, politics, and economy can be linked to the issue of what life will look like in cities in the future. The majority of the population lives in cities or urban areas. Such increasing urbanization processes place complex demands on urban structures and future new planning. We take part in discussions about the city of the future and support relevant initiatives.

A good example of an extensive stakeholder dialogue is the Shaping Our Urban Phuture (S.O.U.P.) project at the Hauptwache in Frankfurt. This project involves the design, discussion and development of urban life in the future: S.O.U.P. creates an interdisciplinary field combining science, research, politics, architecture, design, culture, art, and Zeitgeist, and tackles current and existential questions asked by cities and their inhabitants.

Hot meals for those in need and the homeless

Winter – certainly the most difficult time of year for residents who are in crisis. The ongoing pandemic in particular has exacerbated the situation of people in need. Together with aid organizations such as Caritas Munich and the Saint Catherine Protestant Church in Frankfurt, we have begun offering somewhere warm for people in need and the homeless to come during the day. Here they are given meals and donations in the form of basic foodstuffs, for example. In January, we made the former sports arena building at the Frankfurt Hauptwache property available for this purpose at no charge. In Munich, from November 2021, as part of the [Münchner Korbinian-Küche](#) campaign, we again made areas available at our Bahnhofplatz property.

Viable hygiene and workflow concepts meant we could make the aid efforts as efficient and smooth as possible not only for those in need, but also in the interests of all neighbors and local residents. The aid project is scheduled to continue until spring 2022.



« THANKS TO THE LARGE SPACES MADE AVAILABLE TO US DIRECTLY OPPOSITE OUR CHURCH, WE CAN, IN SPITE OF THE CURRENT HYGIENE AND SOCIAL DISTANCING REQUIREMENTS *offer a warm place for people to stay, rest, have something to eat and spend time with others.* »

DR. OLAF LEWERENZ Pastor, Parish Church of Saint Catherine

Guest contribution reporting on a field trip to inspect earth and foundation work organized by the University of Natural Resources and Life Sciences, Vienna



Project manager Ingrid Hebenstreit gives students an insight into the construction methods used for MAHÜ 10–18.

As part of the “Field trip to inspect earth and foundation work” lecture given by Dr. Preindl, students had the opportunity to participate in an inspection of the MAHÜ 10–18 construction site on January 20, 2022. During a short introduction ahead of the inspection visit, representatives from SIGNA and PORR presented the project and its special features and gave us an impression of everyday life on the construction site.

The focus of the inspection was the special civil engineering work and the logistics at the site. Due to the central location and the associated limited options for access as well as the large number of deliveries, there are major logistical challenges for all trade contractors.

These special circumstances result in short-term changes to the construction process, which occur more frequently than in other construction projects. The professional handling of such challenges by the project management team as well as the trades carrying out the work is crucial in terms of the smooth running of the construction site.

This competence is one of the most important qualifications that can only be taught to a limited extent in a lecture theater. Therefore, it is especially important and extremely interesting for students to leave the university campus and go on a site visit like this one.

Particularly exciting for us environmental engineers was the foundation work using jet grouting (high-pressure soil cementation) and the securing of the foundation pit wall with triangular panel support.

I would like to take this opportunity to thank SIGNA and the site contractors for allowing us to visit the site and gain an insight into the developer’s planning and factors that need to be considered.

DANIEL LANDSTETTER

Student at the Institute of Geotechnical Engineering at the University of Natural Resources and Life Sciences, Vienna – Environmental Engineering major





MAHÜ 10-18

STAIRCASE FINANCES A SOCIAL PROJECT



PLANNED
GOLD



PLANNED
GOLD



Intensive work has been underway on the MAHÜ 10-18 project in Vienna since spring 2021. A unique building complex, consisting of a trendsetting, long-standing department store and a modern lifestyle hotel, a new destination for locals and visitors from around the world, is growing at the address of the former Leiner furniture store.

The demolition work on three elements that were built in different years and covered a total usable area of 58,000 m² took five months in all and generated broad interest from neighbors and local residents, passers-by and business people. A main feature of the former Leiner building was the famous staircase. The railings measuring over 300 linear meters and adorned with ornamental features reminiscent of the Art Nouveau style were not considered worthy of preservation by the Office for the Preservation of Historical Monuments, but were nevertheless a special feature for many. The staircase was originally built in 1895 and the initial basic work on the railings and stairwell was undertaken in the years following this. In order to preserve the railings in a serviceable



« THE HILFSWERK NEIGHBORHOOD CENTERS ARE A PLACE TO COME TOGETHER AND NO ONE IS EXCLUDED. *The donation will be used to make this concept a reality in bricks and mortar. A basic prerequisite for equal opportunities and self-determination.* »

KARIN PRANIESS-KASTNER Director, Wiener Hilfswerk



From left: Michael Eibensteiner (Head of Department, Hilfswerk neighborhood centers), Sylvia Pirchegger, Christoph Stadlhuber (Managing Director SIGNA Holding), Jutta Rentmeister (Head of Mariahilf neighborhood center)

condition, they had to be dismantled professionally by specialized craftsmen section by section during the demolition work.

PROCEEDS DONATED TO A GOOD CAUSE

In the spirit of sustainability, SIGNA decided in spring 2021 not to dispose of the staircase and railings. Instead, the individual sections were to be repurposed following a public sale and the proceeds donated to a good cause. aurena.at, an auction platform with which we had partnered on a previous occasion, was selected as partner for this charity campaign. Following a detailed

evaluation of various potential charities to which the sum raised could be given, Wiener Hilfswerk, an organization active in various social areas, was selected as the beneficiary. It was known from various discussions that a barrier-free redesign of "neighborhood centers" was at the planning stage – a project that combines SIGNA's social responsibility with its expertise and main activity in the real estate and construction industry.

In a very short space of time due to the upcoming construction work, a total of 320 linear meters of cast-iron elements were auctioned on aurena.at. Many bidders were attracted to the special flair, unique character, and

high quality of the staircase: 200 parties in total were interested in the railings, ten of which were successful. The sections were collected and reconstructed by their new owners.

BARRIER-FREE DESIGN OF SELECTED FACILITIES

The charity auction made exactly €121,068 which was donated to the Wiener Hilfswerk. This made SIGNA the largest single donor in the charity's history and its donation will help to fund an important project in the capital's districts: the neighborhood centers. These are places for exchange and networking and a communica-

tion hub for many city residents. They are an important point of reference in the city and provide a livable space for interaction as well as the opportunity to help shape a vibrant neighborhood. A goal that SIGNA also pursues with its multifaceted activities and district developments as well as various stakeholder dialogues.

Renovation work has now begun at the ten Wiener Hilfswerk facilities to make them barrier-free, starting with entrance doors and wheelchair ramps, and ranging through to sanitary facilities. Completion of the Mariahilf neighborhood center is scheduled for the end of summer 2022.

HEALTH AND SAFETY OF END USERS

The safety, physical health, and well-being of property users is a top priority for us.

Every day, our buildings accommodate employees, visitors, tenants, suppliers, and service providers. To prevent potential health and safety risks, we conduct detailed due diligence ahead of every major acquisition. Given the fact that a person spends most of their life inside a building, the quality of the materials used to construct that building is extremely important. We are therefore guided by the principle of using the highest possible quality, recyclable and long-lasting resources in the construction and refurbishment of our buildings.

PLANNING○ CONSTRUCTION○ USE



- / What potential health and safety risks could arise?
- / Coordinating early on with facility managers and/or project managers
- / Avoiding dangers and trouble spots
- / Informing tenants and neighbors about construction activity and schedules



- / Actively avoiding conflicts and unfavorable situations for affected parties caused by construction sites
- / Ensuring compliance with applicable standards on construction sites by employing health and safety coordinators



- / Working out optimized processes in advance
- / Avoiding changes during operation



WELL Building certificate

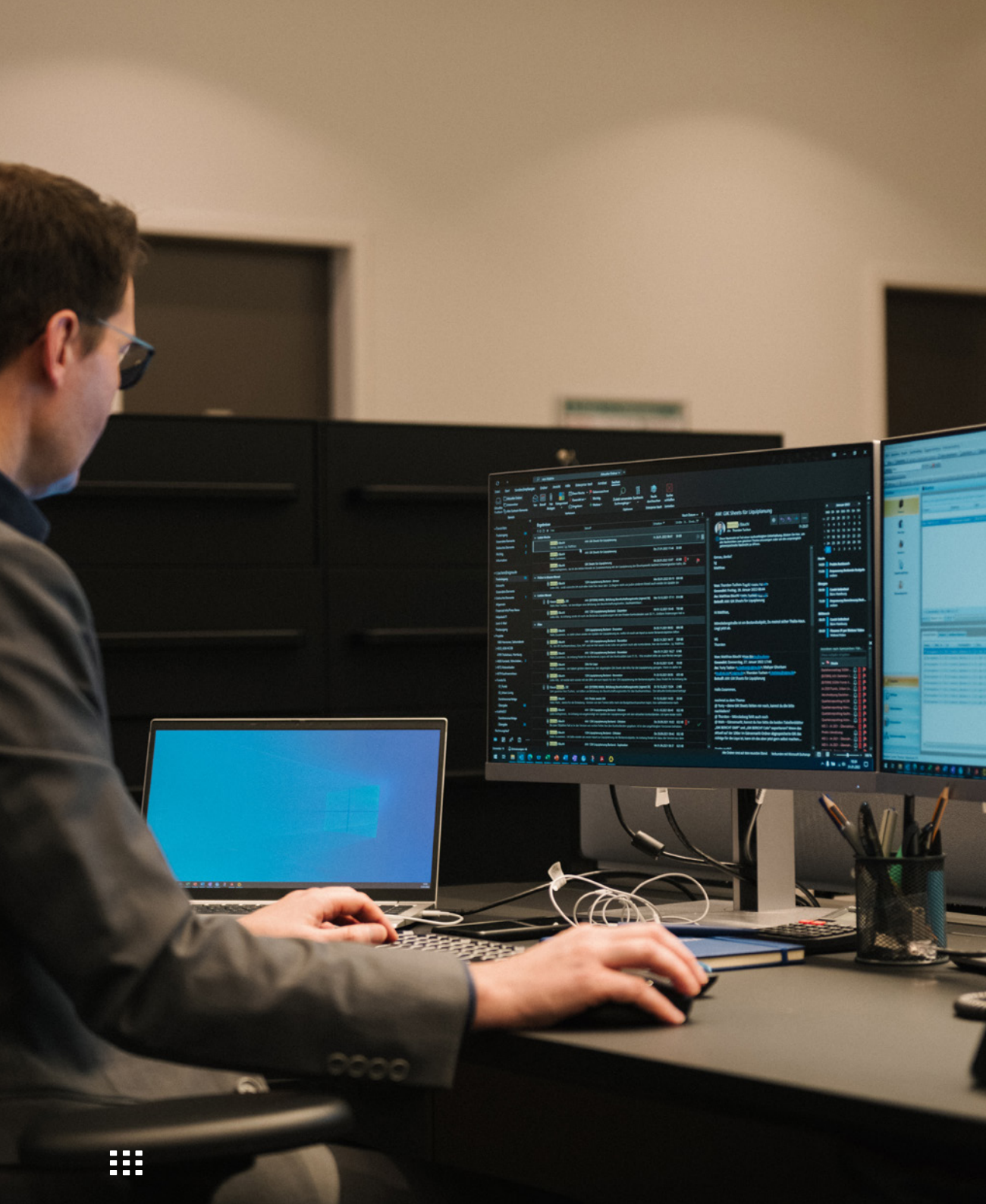
Buildings with a design that has a positive impact on the comfort, health and well-being of their users are certified with a  [WELL Building certificate](#) from the International WELL Building Institute (IWBI). Different aspects are considered as part of the certification process:

- / Indoor air
- / Water quality
- / Nourishment
- / Visual comfort
- / Movement
- / Thermal comfort
- / Space and building acoustics
- / Low-emission and resource saving construction materials
- / Satisfaction, equilibrium
- / Community
- / Innovative approaches



In our development projects, we regularly provide neighbors and local residents with relevant information throughout the course of the project. In addition, we organize all activities on and around the construction site within our sphere of influence in such a way that residents are affected as little as possible by traffic and noise. We maintain this dialogue throughout the project.

We are also in regular contact with our tenants in the buildings in our Long-term portfolio. We want to know how satisfied they are and to work out the areas where we need to improve. With this in mind, we began working with an external service provider in the reporting year to design a digital tenant survey, which was carried out in the first quarter of 2022. This survey will continue to be conducted on a regular basis.



Identify danger points at an early stage

In the course of a development project, we give affected tenants and direct neighbors advance notice of its construction activities and schedules. Facility managers and project managers are also involved at an early stage. This enables processes to run smoothly at the properties and avoids possible dangers or public spaces in which people may feel threatened or very uncomfortable. In the event of a conflict of interests, such as unavoidable construction noise, we seek solutions in dialogue with neighbors, in order to minimize the negative impact.

Legal safety checks

We adhere strictly to the stringent safety regulations in Austria, Germany, Italy, and Switzerland, for example with regard to fire prevention or the disposal of harmful substances. We deploy health and safety coordinators on our construction sites to ensure that the companies and service providers we engage comply with the applicable standards.

Property security over and above legal obligations

In order to guarantee the safety of properties, we comply with our legal obligations and fulfill numerous duties relating to inspection, control and monitoring. In addition, it is our priority to ensure hazard-free use of our buildings.

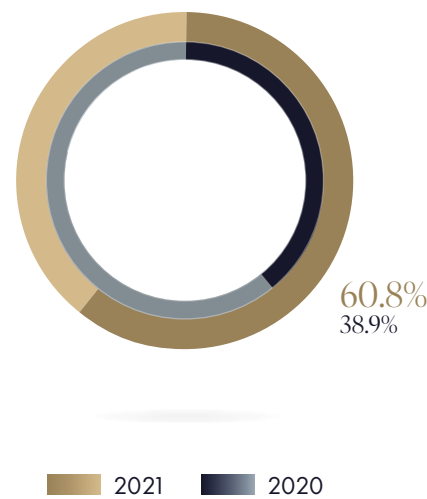
We also carry out annual audits in Austria in accordance with the voluntary Austrian standards for residential buildings (ÖNORM B 1300) and for non-residential buildings (ÖNORM B 1301). These standards are recommendations for various property safety checks. In 2021 we audited all buildings in Austria in accordance with ÖNORM B 1301. Properties for which we fulfill our audit obligations through regular inspections (weekly or monthly) by Facility Management are excluded from these audits.

In the reporting year, there were no violations related to the effects of our activities on health or safety during construction that led to a fine or a warning or that constituted a breach of other voluntary safety codes of practice.

REGIONAL VALUE CREATION

For SIGNA Prime, sustainability also means ensuring that the regions in which we do business also benefit from our activities. We create and retain jobs, we are a client to local companies and help shape cityscapes. In the urban planning context, we consider ourselves to be conservators and restorers of architectural icons.

Spending with local suppliers



We make sure that buildings with a history retain their historical uniqueness and at the same time can be further developed in accordance with contemporary usage requirements – examples are the Alsterhaus in Hamburg, and KaDeWe in Berlin.

Our work has a far-reaching impact in every place we operate. Our building projects create added value beyond the walls of our buildings for the entire surrounding area, and revitalize the local economy. Jobs are created throughout the course of our building projects and new ones are created within projects once they have been completed. In addition, there are other partners from the construction industry, such as suppliers, producers, etc. who work with us and benefit from this partnership.

Local partner with local market knowledge

A historic building that often holds an important place for the residents of a location should be converted or renovated by local companies wherever possible. Regional value creation is an important priority for

us, not only because this lowers emissions caused by transportation, but also because it secures jobs. Local suppliers and service providers generally know the market best and have experience; they know all of the local requirements, potential hurdles, and possible solutions. This is necessary specifically due to our real estate projects' size and central location in downtown areas. We therefore maintain a varied and broadly diversified supply chain for our conversion and renovation work, ranging from multinational construction companies, through service providers, to small workshops and suppliers. For these projects, we also rely on our many years of experience. We tender all construction services individually and not through a general contractor.

Over the next few years, we will raise our suppliers' awareness of responsible treatment of people and the environment, for example through audits and the use of a supplier evaluation system. We set out regulations in this respect in our Supplier Code of Conduct. Read more about this in the → [Responsible Corporate Governance](#) section.



05



SIGNA

ATTRACTIVE EMPLOYER

People spend around $\frac{1}{3}$ of their day at work.¹

We want to be an attractive employer our employees are happy to identify with and work with in the long term on our shared success. Our employees are what make our sustainable business success possible. Thanks to their skills and enthusiasm, we can complete extraordinary real estate projects and meet our ambitious growth targets. This is why we take our role as an employer very seriously.

Our corporate culture puts people front and center. We value and expressly encourage entrepreneurship in thought and action, personal responsibility and initiative, and creative drive among our employees. Employee satisfaction, training, continuing professional development, knowledge management, diversity, and equal opportunity are right at the top of our agenda. This is because we believe that diversity and team spirit are essential for successful growth. Our consistent and systematic HR activities enable us to reach and retain the right professionals and young talent.

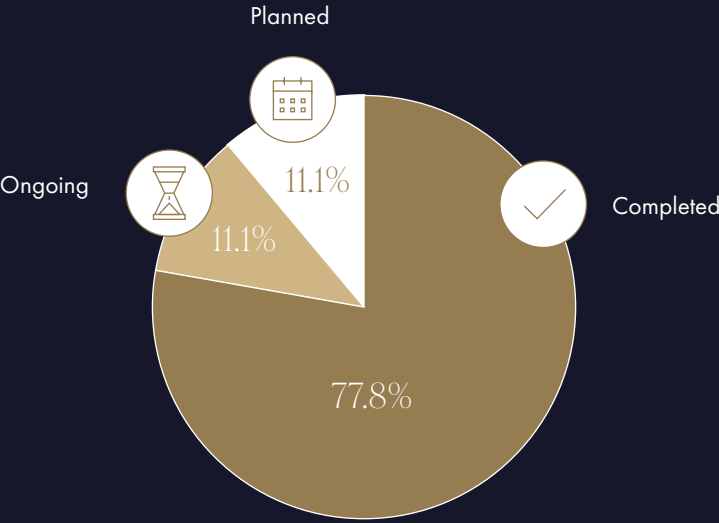
¹ Estimate, based on eight hours work in a 24-hour period



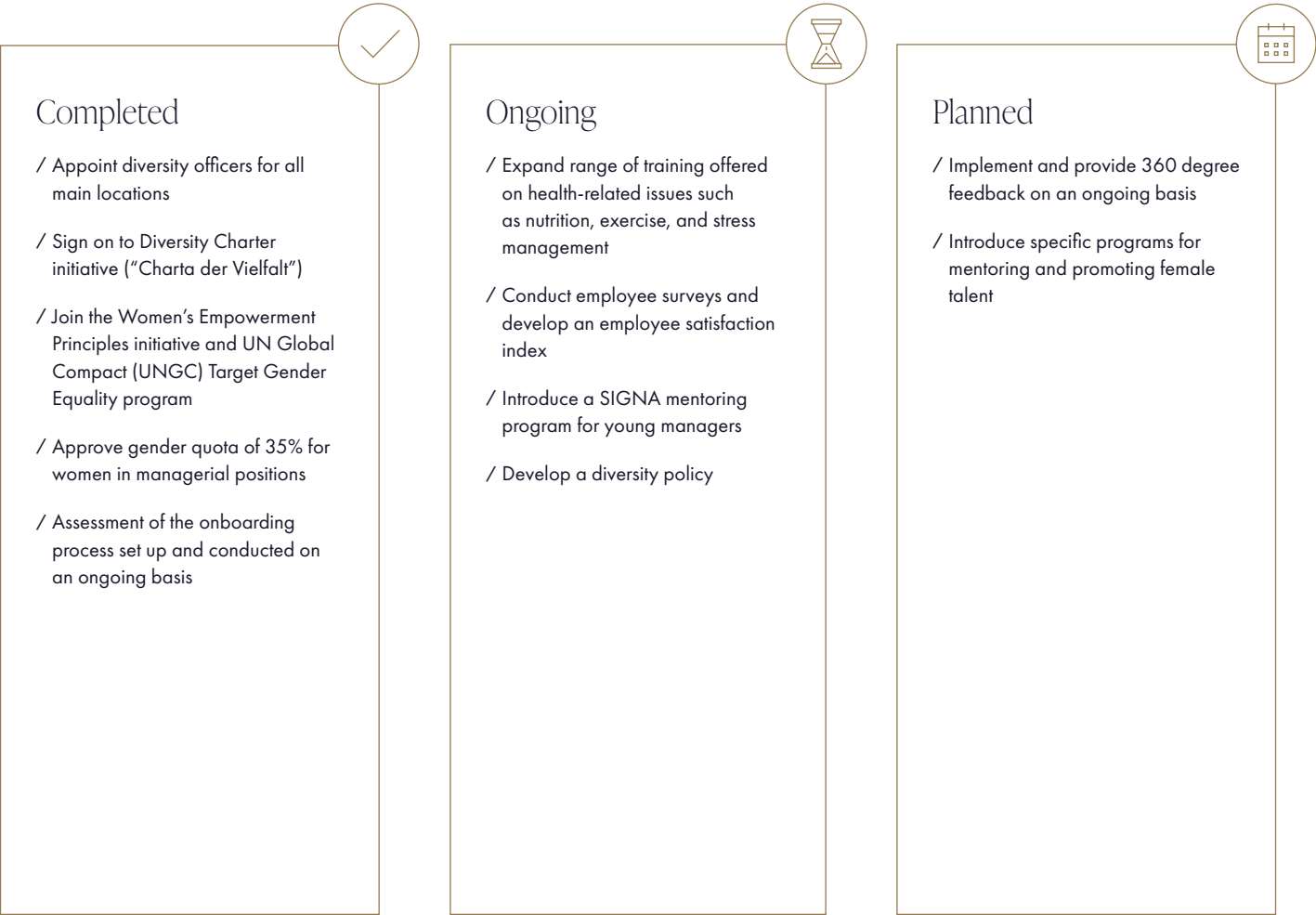
ESG STRATEGY STATUS

In order to achieve our mission to be an “attractive employer”, SIGNA has set itself **six goals in this action area with 18 related measures**. HR will therefore become a strategic driver in terms of sustainability, thereby taking an active role in shaping a sustainable corporate culture.

OUR GOALS THROUGH 2025



OVERVIEW OF MEASURES IN 2021



For more information, please see our [Sustainability Strategy](#).

HR ACTIVITIES

The Human Resources department is tasked with all HR activities at SIGNA Prime. The department is divided into HR Operations and HR Controlling and reports directly to SIGNA Prime's Management Board.

Modern HR work is dedicated to all activities that are important to our employees. HR policy and concepts for HR strategy are initiated and progressive HR activities developed, managed, and implemented in the HR department. Due to our rapid growth, we work on minimizing centralized responsibilities and distributing programs locally.

After we presented our employer brand [🔗 Leave your SIGNAture](#) to all employees of the SIGNA Group of Companies at the end of 2019, we put the initial steps into action in 2020, including public job advertisements, employee videos and a new career site. Since 2021, we have also offered our employees in Germany a company pension plan through a direct insurance company.



We would like to identify talented applicants as early as possible. We use targeted employer branding to attract more suitable candidates and to improve the efficiency of our recruiting process. To this end, we attended the careers fair organized by the International Real Estate Business School (IREBS) in Germany in 2021. This allowed us to communicate directly and meet interested candidates for the first time. We also introduced a digital recruiting tool in the reporting year, enabling a more professional approach to the application process.

Our recruiting experience shows how important a clear commitment to sustainability is for applicants. An ESG strategy that takes into account an employer's specific goal is sometimes a key criterion when deciding whether or not to apply for a vacancy.

For us, embedding ESG goals into the activities undertaken by managers and employees is important in order to make sustainability both visible in the overall organization and to make employees part of it in the long term.



« TO INCREASE TRANSPARENCY, WE HAVE FURTHER EXPANDED THE SCOPE OF OUR HR DATA, *and at the same time integrated data management into our IT systems.* »

ADRIJANA WUCHERER Head of HR Controlling

Leave your SIGNature – Our driving values



GameChanger

- / Visionary thinking
- / Broad creative scope
- / Considerable freedom to make decisions
- / High level of responsibility
- / Personal efficacy



TeamPlayer

- / Motivated people
- / Strong cohesion
- / Worthwhile commitment
- / Ongoing support
- / Culture of informality

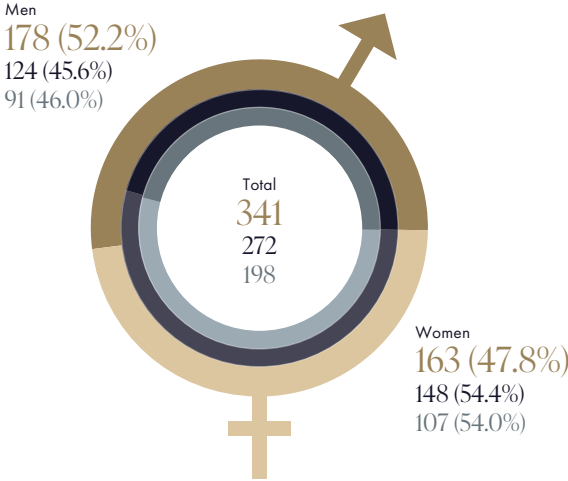


MatchWinner

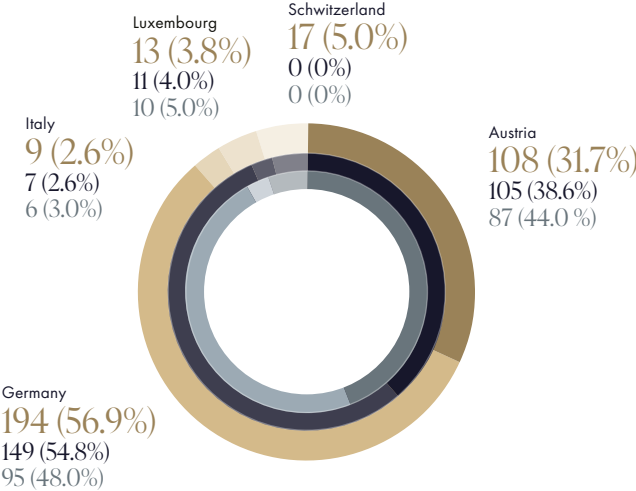
- / Unique success story
- / Outstanding work
- / High level of assertiveness
- / Strong resources
- / Personal touch

Employee figures

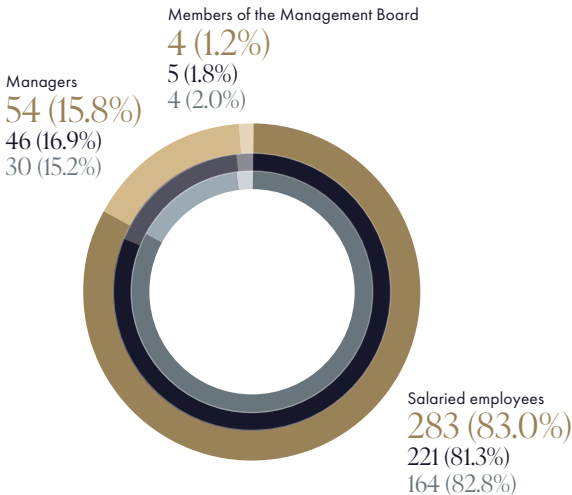
By gender



By region



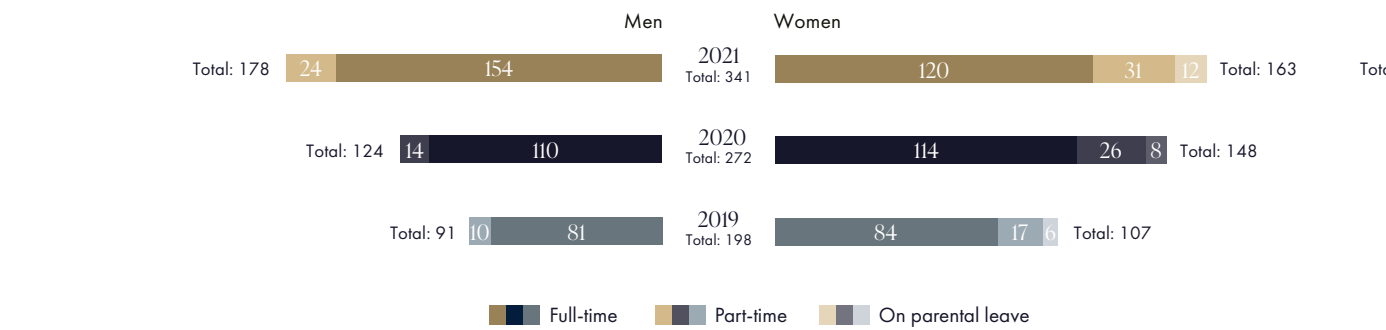
By employee category



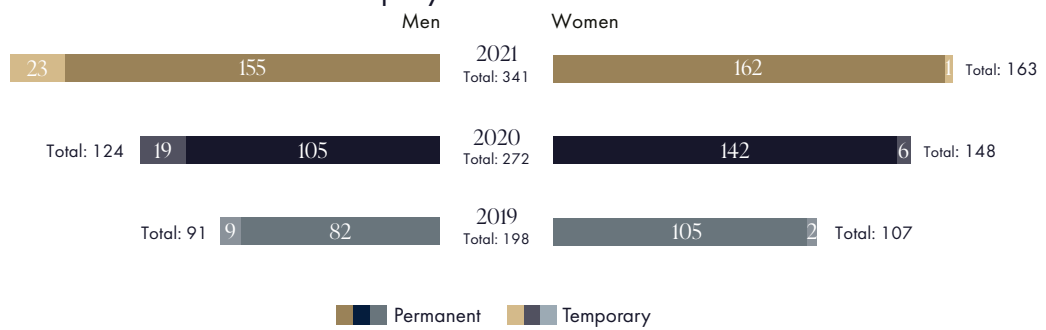
2021 2020 2019

Employees by ...

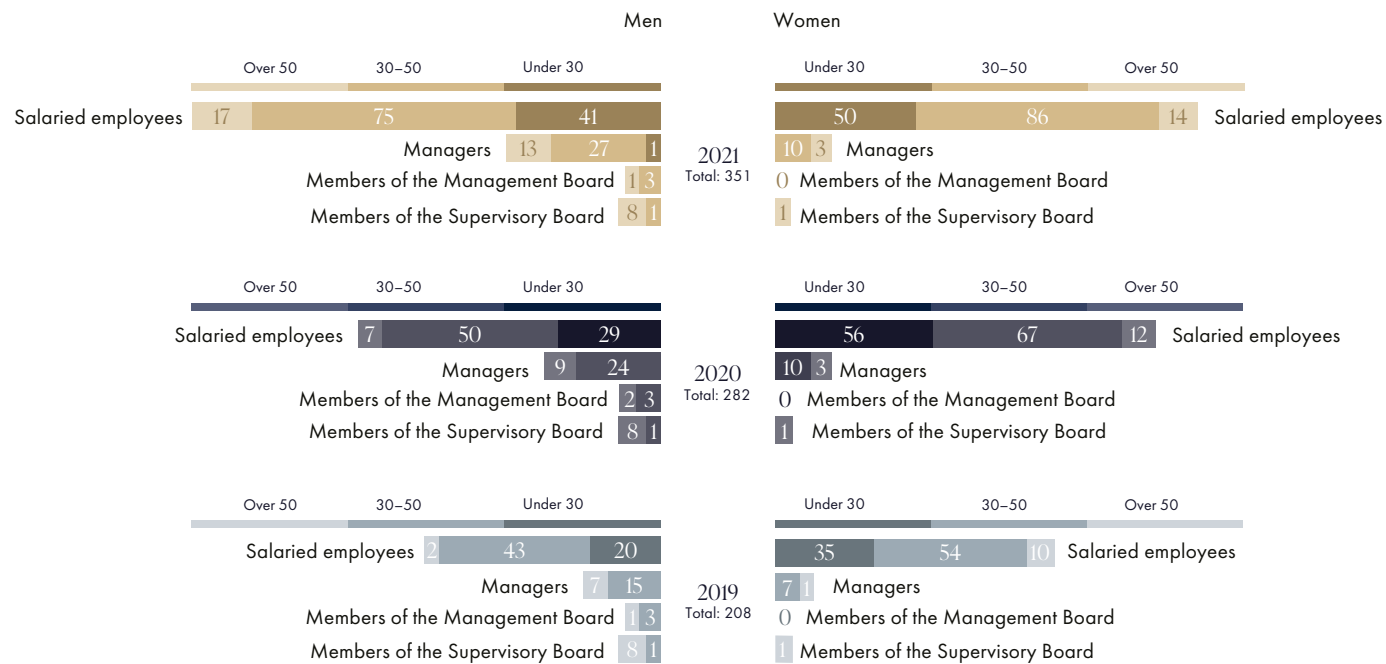
Employment type



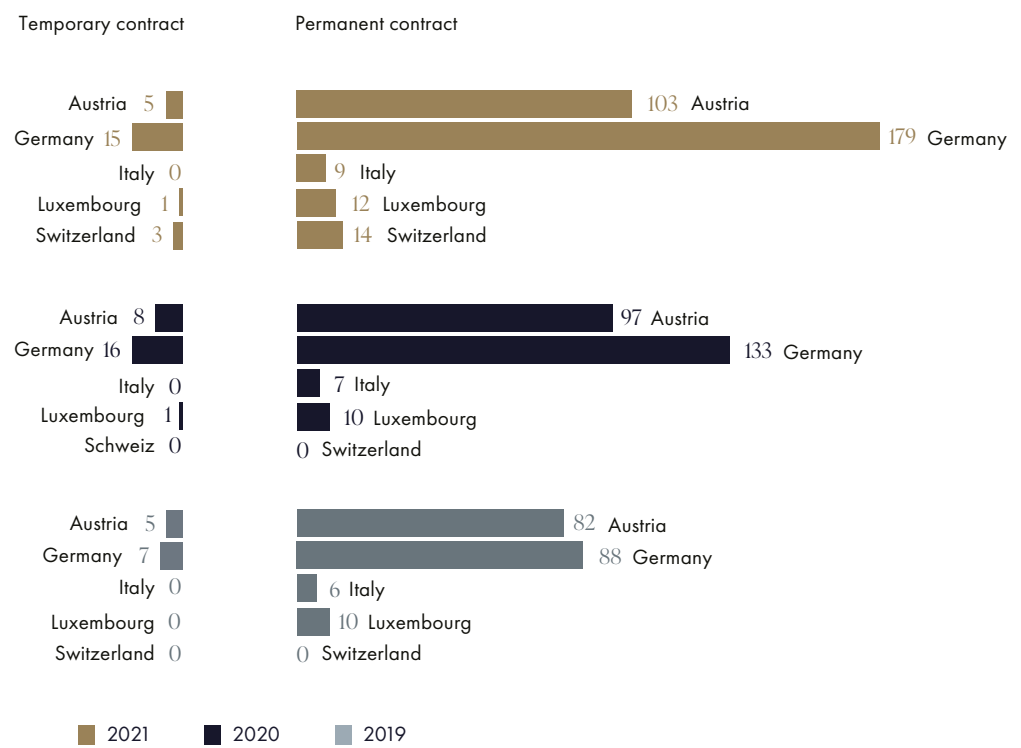
Employment contract



Age structure¹



Employment relationship per region



¹ Previous years' absolute figures and percentages differ from the data in the 2020 Sustainability Report as the Supervisory Board members are also included for the first time.



KNOWLEDGE MANAGEMENT

The focused advancement of our entire team is the prerequisite for our success. When we deploy the right employees at the right location and assign them the right responsibilities, we secure our Company's competitiveness in the long run.

One way we do this is to offer specific training and continuing professional development. But it is also an integral part of our day-to-day work, because we also understand learning to be learning by doing, combined with feedback and reviews.

Structured onboarding of new hires

From the very beginning, we ensure that our employees quickly find their bearings, get to know their colleagues, and can quickly apply their skills. Because we are growing rapidly, an integrated onboarding process is especially important. All employees receive a welcome pack, including a company brochure, location-specific FAQs, organizational charts, and contact information. They must also complete a personalized training period.

In the initial weeks, new hires also have regular meetings with their direct contacts in the departments and HR representatives. Since 2021, we have provided our new hires at some main locations with a buddy to act as their mentor. The aim is to onboard and integrate new employees as quickly as possible and help them build a network. The two-month program includes regular coordination and networking meetings. We incorporate training into the onboarding process on an ongoing basis. This includes sessions on relevant IT systems and the SIGNA corporate culture.

In order to continually optimize the onboarding process, we ask our new hires about their experiences of starting work at SIGNA. Since September 2021, this survey has been carried out using a digital questionnaire, which is sent out to all new employees about a month after they join the company. Initial survey results show that integration at SIGNA is already perceived as being very structured. The survey also helped us to identify other areas that can be optimized and to improve initial issues such as collaboration with other departments.



We have evaluated our onboarding process.





We are going to introduce a mentoring program for young managers.



Focus on developing and applying talents

Our personnel development team actively identifies and encourages our young managers and young talent.

Formal appraisals take place between employees and line managers at least once a year to define individual development goals and training measures, and to prepare and train high-potential employees for more senior duties. In the long term, this enables us to fill management and specialist positions primarily with equally

qualified employees from within the Company's own ranks. SIGNA is on a growth trajectory, which means that there are many vacancies to fill. To manage this growth, existing resources will be needed internally and additional positions filled by external applicants.

SIGNA's steady growth and the constantly expanding range of tasks will create a large number of new positions to be filled. Where possible, these positions will be filled internally by experienced, established employees from the Group. Nevertheless, the Group is constantly on the lookout for suitable, highly qualified applicants to fill the additional positions.

Half-yearly feedback discussions also take place. In the reporting period, all employees had their performance and career path assessed. In 2021, we decided to introduce 360 feedback meetings for our managers. These will be rolled out for the first time in 2022.

Systematic training and continuing professional development

Offering systematic training and continuing professional development enables us to support our employees in performing their duties as well as possible currently and in the future. For this reason, we provide training on the knowledge they need and the required skill sets, including social and leadership competence, at regular intervals at internal and external events. In 2021, training

courses were held both online and in-person, where hygiene measures were observed.

Even after the pandemic is over, we plan to increase the number of online training sessions as part of our digital transformation initiative for HR processes. In the long term, we also intend to evaluate learning outcomes and skill development online. The pandemic has confirmed the significance of our digital transformation initiative, which has undoubtedly been accelerated by general necessity.

VACANT POSITIONS FILLED BY INTERNAL CANDIDATES¹

	2021
Vacant positions during the year	126
Filled by internal candidates	3
Of which salaried employees	2
Of which managers	0
Of which Management Board members	1
Of which Supervisory Board members	0
Percentage	2.38%

¹ Data was collected for the first time in 2021, therefore no comparison with previous years can be presented.

It is our managers' duty to determine the required competencies that must be acquired based on the strategic corporate goals and the needs of their business areas. They support the individual talents and development goals of employees. HR provides a wide range of training options and tools to expand their skills, competencies, and qualifications as well. In 2021, we began training our managers in Germany through a special training program designed to equip them to perform their tasks well. Plans are in place to roll out this management training to other locations. In line with our Sustainability Strategy, we are also planning to introduce an internal mentoring program with various target groups and formats where participants can benefit from the experiences of successful mentees.

Where it makes sense to do so, we contribute to continuing education costs for part-time studies alongside work, or we arrange for employees to take time off for education in accordance with legal requirements. This allows us, for instance, to use training content obtained from a partnership with the IREBS University of Regensburg. We can also help our employees attend long-term training courses, such as the real estate programs at the Technical University of Vienna and Danube University Krems. In Austria, we also transmit knowledge – in the form of mentorships and lectures at universities.



Our training and continuing professional development activities in 2021

In 2021, we offered the following online training courses by video and in-person in compliance with current safety measures in place due to the COVID-19 pandemic:

- | | |
|---|---|
| / Time management & resilience | / Training sessions on the topic of health, such as nutrition, ergonomics, first aid, etc. |
| / Presentation techniques | / Training sessions on digital HR modules in SAP |
| / Rhetoric & communication skills (two sessions) | / IT training (Excel, InDesign, PowerPoint, Word, job-specific tools, etc.) |
| / Rhetoric & conflict management (focus on assistants) | / IT security training, Compliance training |
| / Basic negotiation skills | / Training sessions on how to work efficiently from a home office, including information on our IT infrastructure, such as how to use WebEx or access systems, as well as topics like managing employees remotely |
| / Language courses (English, Italian) | / Moreover, certain employees also receive customized training on subjects such as project development, tax issues, and finance |
| / Health and safety at work training for all employees (annual rotation) | |
| / Various training sessions on project development, such as building project management | |

EMPLOYEE SATISFACTION

Only satisfied employees can help us continue to successfully grow on a lasting and sustainable basis. Satisfaction stems primarily from team spirit. By organizing special team-building events and experiences, we lay the foundation for a long-term, emotional connection between the employee and the Company. In the exceptional years marked by the COVID-19 pandemic, this was accomplished in a number of ways.

Regular personnel development and feedback meetings promote satisfaction at work and with SIGNA Prime as an employer, as does providing employees with routine information through in-house communication channels. Our managers and the HR department are always available to answer employees' questions.

The turnover of our salaried employees was 19.4% in 2021 (previous year: 11.8%). This shows that SIGNA Prime succeeds in finding and retaining employees who share the Group's values.

It is important to us to retain employees for the long term and enable them to develop their talents. For this reason, we have set ourselves the goal of conducting regular employee surveys in 2022. These surveys did not happen in the reporting year due to the pandemic.

Hybrid working

The safety of our employees is of paramount importance to us. To protect our employees against COVID-19, we provided them with the appropriate equipment at the beginning of the pandemic in 2020. This meant they could work from home, particularly during lockdowns. We had already installed and introduced video tools such as screens and video conferencing software in all branch offices as part of our digitalization initiative. This allowed us to create hybrid working formats for our employees. We worked closely with our IT experts and the HR department to achieve this.



It became apparent in the reporting year that working from home during the lockdowns functioned very well. Our comprehensive hygiene protocol and all safety measures also allowed us to maintain office operations during the reporting year. Consequently, we were able to provide a quiet environment for employees who were unable to work from home due to their personal circumstances. We still consider face-to-face interactions, including informal ones, to be essential in the long term; our centrally located, spacious offices featuring ergonomic equipment are created as places for people to meet.

Variable working time models

For many of our employees, flexible working hours contribute to their quality of life and are essential in enabling them to give their full commitment to their jobs. Employees can choose when to start and end their workday by individual arrangement with their line manager and team.

By allowing individual arrangements, we wanted the parents among our staff to be able to find a good work-life balance, although schools and daycare centers were closed temporarily due to COVID-19. We are



We will conduct an employee satisfaction survey at SIGNA.

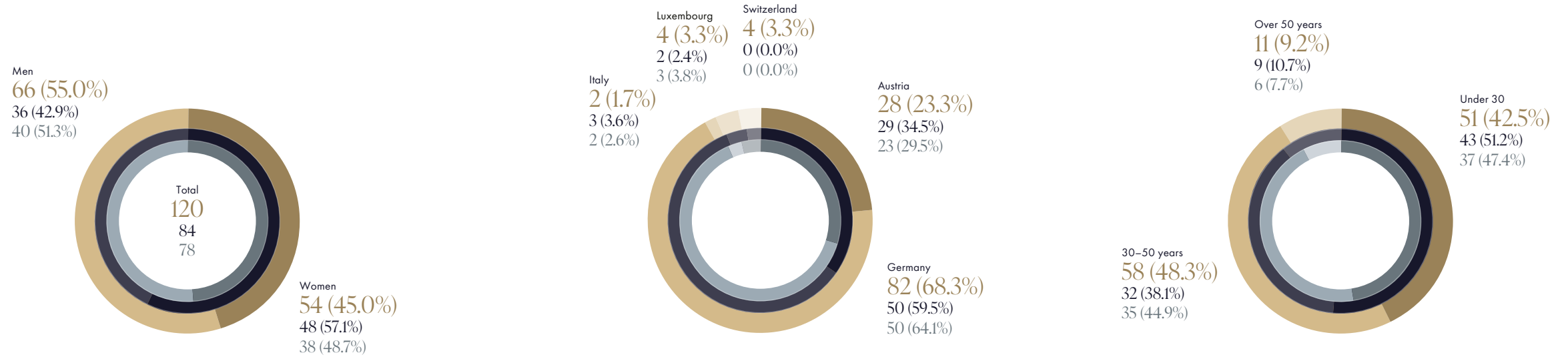
confident that performance and motivation will increase if there is a good balance between work life and leisure time. This is why we offer parents flexible working hours and part-time models. We also provide parental leave. This option was taken up by both mothers and fathers during the reporting year.

Growing together

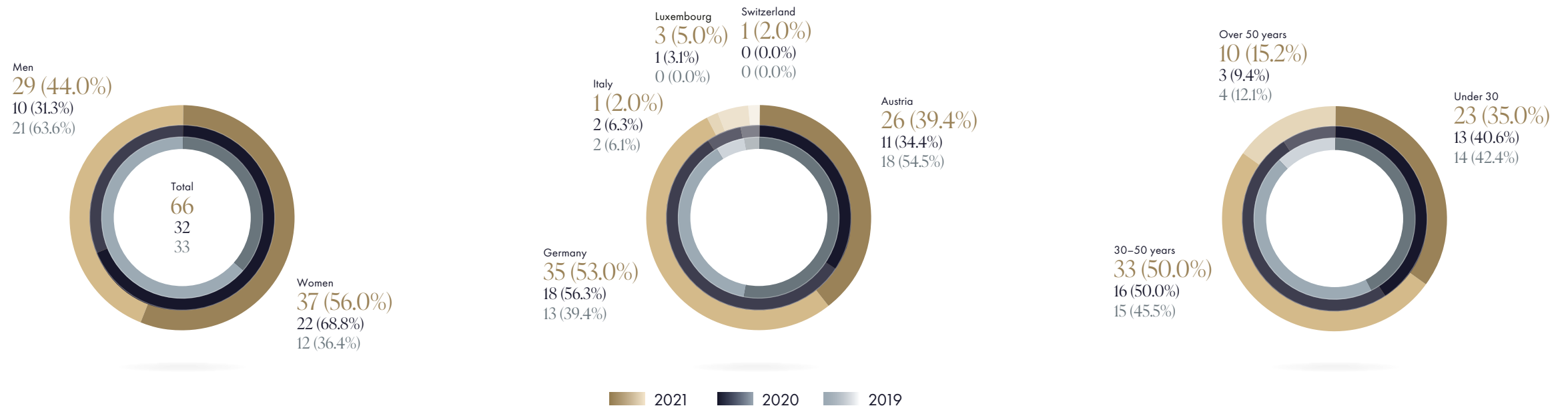
We offer our workforce the option of acquiring employee shares to enable them to participate in the success of our Company and to make them co-owners.



New hires by gender, country, and age



Employee departures by gender, country, and age





Future-oriented mobility

Climate protection in companies has many facets – one of which is our daily commute. We aim to provide our employees with alternative mobility solutions aside from cars, and to promote sustainable mobility behavior. In doing so, we aim to act in a future-oriented and needs-based manner.

Where this is necessary and viable, we offer our employees subsidized tickets for the train or other forms of public transportation. For employees who have a company car, we decided in the reporting year to expand our fleet exclusively with hybrid or electric vehicles from 2021.

In 2021, we also purchased four e-bikes as pool bikes for each of our locations in Berlin, Düsseldorf, Frankfurt, Hamburg, Munich, and Stuttgart. All employees can use these to attend building sites or business appointments, for example. In Berlin and Vienna, we are currently also assessing partnerships with providers of modern mobility concepts, such as the loan of e-bikes or e-scooters. Furthermore, since 2021, we have been offering our employees in Germany the option to lease e-bikes, also for personal use, in partnership with an online bicycle dealer. They are offered exclusive terms and conditions via their gross salary and a subsidy from SIGNA of €25 per month.

ENVIRONMENTALLY FRIENDLY ON THE MOVE «SIGNA MOBILITY 360»

« SIGNA DEMONSTRATES INITIATIVE WITH THIS PROJECT, MAKING A STEP TOWARDS *sustainable employee mobility* and consequently *a valuable contribution to the transport transition.* »

FABIAN MAIER ÖBB 360



05 ATTRACTIVE EMPLOYER



At our location in Vienna we launched an innovative employee mobility project in collaboration with ÖBB, Austria's largest mobility provider. The joint "SIGNA Mobility 360" pilot project was initiated as part of the "ÖBB 360" program. An app developed by ÖBB allows employees to book and pay for transport such as e-scooters and e-bikes, as well as train and public transport tickets for business trips. The app can also be used to make personal bookings. The wegfinder app also provides an overview of all possible routes and calculates the fastest route in each case. Digitized billing occurs automatically via the app between SIGNA and ÖBB, relieving users of all the red tape involved in billing.

The reduction in CO₂ emissions will be calculated over the six-month trial period, compared against car emissions, and summarized in a report. In order to gain essential insights for future project planning, there will be ongoing evaluation with feedback on the mobility behavior of the participants during the pilot project.

A similar project will be launched in Germany in 2022. In partnership with the mobility app RYDES, employees are given the option to book all business trips over a period of two months via the app. The app makes booking easier, as all mobility options such as travel by rail, bike, taxi, air, and car sharing are available via a central channel. Billing is monthly and requires no further action by the employee. Each route traveled is analyzed individually in terms of its carbon footprint. The CO₂ emitted as a result of the distance traveled is offset through sustainable projects. If the trial is successful, we will introduce the app at all our locations in Germany.



HEALTH AND SAFETY OF OUR EMPLOYEES

The health and safety of our employees at work are our top priority, because they are at the root of satisfaction and productivity. We focus here on promoting awareness of a healthy lifestyle and preventive health measures.

The HR department is responsible for this, and in turn reports directly to the Management Board. We always instruct new employees on occupational health and

safety. In the 2021 fiscal year, we offered training courses on health-related topics such as nutrition, exercise, managing stress, and resilience. These courses included information provided in conjunction with the occupational health service on COVID-19, and first aid courses, as well as examinations such as eye and hearing tests, and coordination training. At some main locations, we are planning health weeks in 2022, with specific themes and presentations, for example, on health issues in everyday office life.

OCCUPATIONAL HEALTH AND SAFETY

	2021	2020	2019
Work-related injuries	1	0	0
Injuries with serious consequences	0	0	0
Fatal injuries	0	0	0
Work-related illnesses	0	0	0
Fatal illnesses	0	0	0

We are expanding the range of training offered on health-related issues such as nutrition, exercise, and stress management





Our measures for managing COVID-19

- / COVID-19 testing of all employees at all locations to ensure maximum safety; distribution of masks, sanitizers, etc.
- / Free antigen and PCR tests
- / Coordination and organization of vaccination appointments for employees
- / Comprehensive hygiene protocols at all locations
- / Opening of own COVID-19 testing site in conjunction with Park Hyatt Vienna hotel

Safety measures during the COVID-19 pandemic

The health of our employees and their families is very important. This was especially the case during the COVID-19 pandemic. During this time, we pursued active COVID-19 management strategies in the reporting year and introduced operational hygiene protocols at our main locations. As an employer, we were the point of contact for registering COVID-19 infections and provided internal contact tracing under data protection regulations when illness occurred. In addition, we kept our employees constantly informed about current legal regulations via MS Teams, central emails, location-specific mailings, and the intranet.

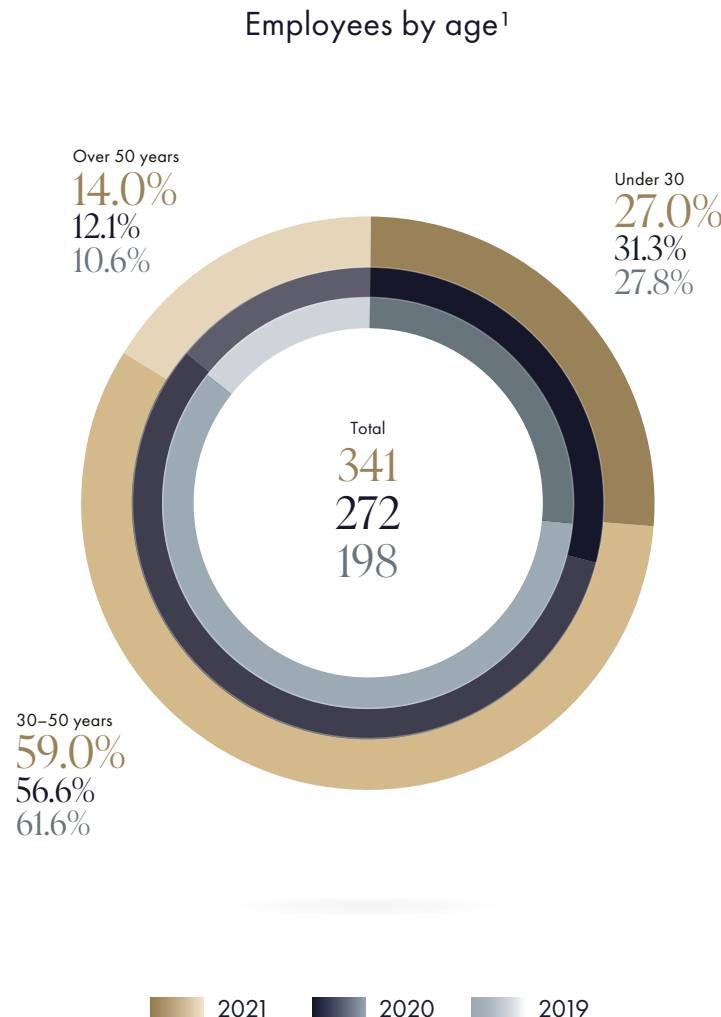
We also made free antigen test kits and PCR tests available to our employees across the board, including through our occupational health service, directly at our office locations. In Vienna, for example, we opened our own testing site at our Am Hof building in conjunction with the Park Hyatt Vienna hotel. Our HR departments provided support with coordinating and organizing COVID vaccination appointments to ensure the best possible care for our employees. This offer was taken up by many in our workforce.

Preventing accidents at work

We strictly comply with occupational safety laws. This means that we regularly evaluate workplace hazards to prevent accidents of any kind at work. To this end, we appoint safety officers, fire protection officers, and first aid workers. The individuals appointed to these positions receive regular training. Due to the nature of our Company's business activities, there are only a few work-related hazards, and therefore few accidents.

Data concerning accidents that nonetheless occur is collected and analyzed. During the 2021 fiscal year, no work-related accidents occurred that had serious consequences. We provide occupational health services at our main locations. This includes the option of accessing mental health services. Over time, we will expand the services offered and make them available at all locations.

DIVERSITY AND EQUAL OPPORTUNITY



¹ Previous years' figures differ from the data in the 2020 Sustainability Report as the Supervisory Board members are also included for the first time.

Heterogeneity, diversity, and equal opportunity contribute to the success of our Company and reflect the stakeholder groups we interact with daily. For this reason, they are essential components of our HR strategy, both in the recruiting process and in employee reviews and personnel development. Since 2021, this topic has been the responsibility of two diversity officers.

⑦ Code of Conduct sets out clear anti-discrimination regulations, guidelines for conduct, values, and standards. Employees can report any violations directly to the Chief Compliance Officer or anonymously.

At SIGNA Prime, diversity is reflected in the different personalities who come together as equals – regardless of gender, age, nationality or religion. We foster an open corporate culture of diversity, respect, and fairness. Diverse backgrounds, perspectives, and competencies are important to us, as we put together the best teams for our mandate – affording equal opportunity. Every employee is unique, enriches SIGNA Prime with their individual strengths and skills, and works hand in hand

We have signed the «Diversity Charter».

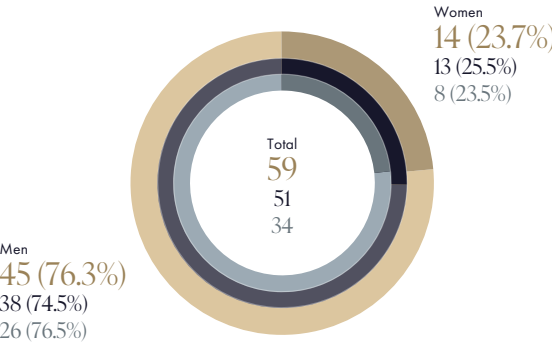
in an inclusive team. This is also exemplified at management level. In the reporting year, all managers received training on anti-discrimination and diversity as well as other compliance-related topics.

In an environment free of discrimination, all are given the same opportunities and equal appreciation – that goes for long-standing employees, newcomers to the workplace, and applicants.

SIGNA Prime is open to people from a wide range of national, ethnic, religious, and personal backgrounds. We also welcome people of different ages, sexual

orientations and people with disabilities. We are committed to equal opportunity in the workplace and promote employees across all hierarchical levels. In this context, we also strive to achieve a balanced gender ratio. The percentage of women at the Company is approximately 50% and almost one in four managerial positions are held by women. The number of managers increased by eight during the reporting year. One of these positions was filled by a woman. We consider it our responsibility to put in place all necessary conditions for a gender-neutral and performance-oriented work environment. In our ESG strategy, we have set the goal of achieving a gender quota of 35% for women in managerial positions.

Managers by gender
(including Management Board)¹



¹ Data has been adjusted and deviates accordingly from the data in the 2020 Sustainability Report.

✓ Gender quota of 35% by 2025 defined for women in managerial positions



We support our employees in taking on leadership roles through a mentoring program and focus on promoting talent. It goes without saying that we provide equal opportunities for all employees. We intend for the Company's diversity to reflect that of our stakeholders.

We have been a member of the global [UN Women's Empowerment Principles](#) initiative since August 2021. By joining this initiative, we have committed to integrating the seven principles on equality for women into our Company's working practices.

The Sustainable Development Goals (SDGs) and their corresponding targets can be linked to each of the seven principles. These include several gender-specific targets under SDG 1 (No Poverty), SDG 5 (Gender Equality), and SDG 8 (Decent Work and Economic Growth).

In the reporting year, we also joined the UNGC's accelerator program titled Target Gender Equality. By joining the German [Diversity Charter](#) initiative, we are signaling our stance on promoting diversity and inclusion.

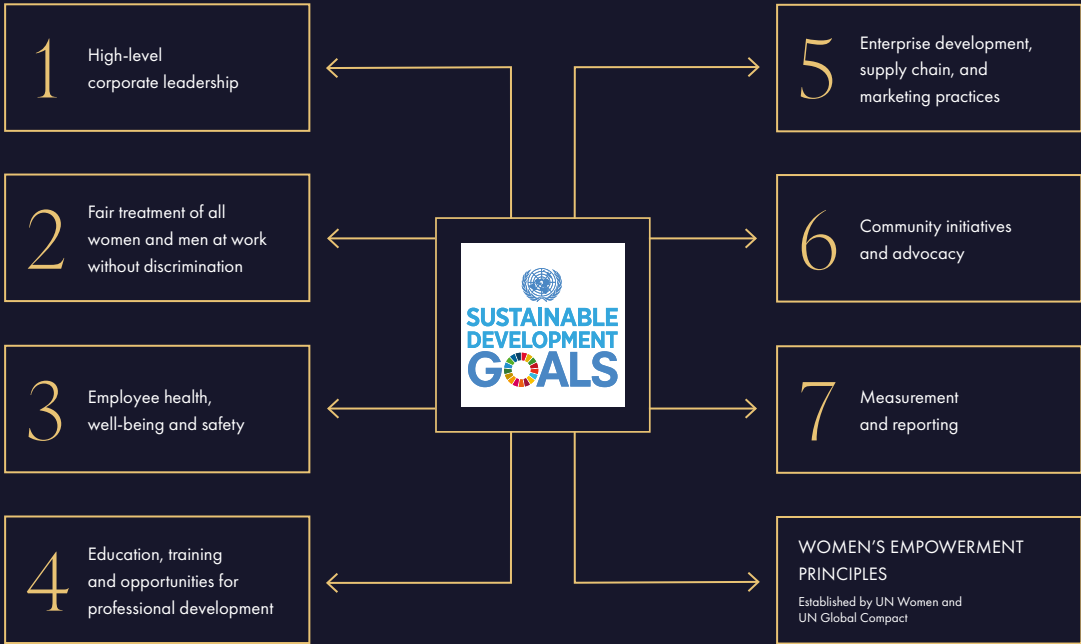
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We have signed the «Women's Empowerment Principles».



UN Women's Empowerment Principles

The [Women's Empowerment Principles \(WEPs\)](#)¹ include seven principles for empowering women in business. The Women's Empowerment Principles (WEPs), a joint initiative of UN Women and UN Global Compact, were developed in 2010 based on international labor and human rights standards. These principles are an important tool for implementing the gender equality aspects of Agenda 2030 and the United Nations Sustainable Development Goals. By joining the WEP community, we signal our commitment to this agenda to foster business practices that empower women.



0.5 ATTRACTIVE EMPLOYER

¹ Equality Means Business: Gender Specific Sustainable Development Goals and Targets, United Nations Entity for Gender Equality and the Empowerment of Women, 2021

06



RESPONSIBLE CORPORATE GOVERNANCE

Green buildings already account for 23% of commercial real estate transaction volume in Germany.¹

Sustainability has become a central issue in the real estate industry. Experts believe there will continue to be a noticeable rise in demand for green buildings. And sustainable buildings usually also have an advantage when it comes to financing – “greeniums” reduce interest charges and will have a long-term impact on real estate market values.

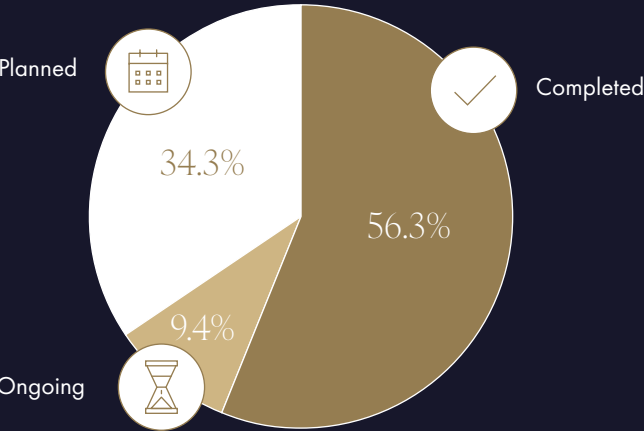
¹ Deutsche Hypo study titled “Green Buildings – Sustainable Investments in Commercial Real Estate”, May 2021



ESG STRATEGY STATUS

In order to fulfill its role as a responsible company, SIGNA has set itself **11 goals in this action area with 32 related measures**. Responsible corporate governance will therefore become a strategic driver in terms of sustainability.

OUR GOALS THROUGH 2025



OVERVIEW OF MEASURES IN 2021

✓

Completed

- / Training delivered on compliance and business ethics via new e-learning system
- / ISO 37301 certification of the Compliance Management System
- / Internal ESG training sessions developed and delivered
- / Group-wide ESG due diligence processes implemented for New Investments
- / ESG software for data collection introduced
- / Green Finance Framework established (including second-party opinion from ESG rating agency Sustainalytics)
→ [Sustainable Finance](#)

⌚

Ongoing

- / Carry out tenant satisfaction survey and use it to derive additional measures for increasing tenant satisfaction
→ [Strong Communities](#)
- / Expand annual ESG reporting according to GRI standards

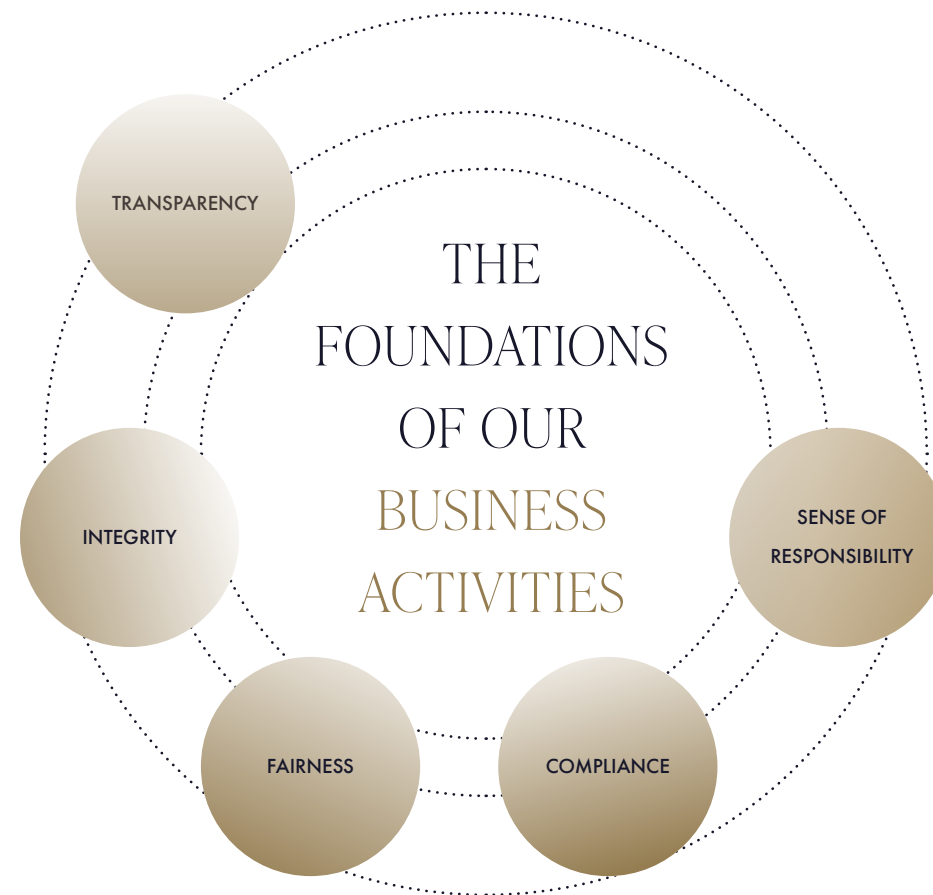
📅

Planned

- / Step up ESG screening and ESG risk assessment of business partners prior to collaboration
- / Evaluate supplier evaluation system to determine potential ESG risks
- / Incorporate ESG criteria into guidelines for business trips and mobility
- / Set up employee volunteering program

For more information, please see our [Sustainability Strategy](#).

OUR CORPORATE VALUES



As a real estate investment company, we sustainably transform buildings. But our actions and the decisions made by everyone who works for us leave lasting

impressions on our counterparts. Our basic values and rules of conduct outline the impression that SIGNA Prime wishes to leave.

Managing values to maintain trust

We have defined values management for our Company. This serves to maintain and further deepen the trust placed in us. Its values and basic principles form the foundation of our guidelines and operating procedures. All employees, managers, and board members are required to adhere to these rules. They are the pillars of our lasting success story and an indispensable compass in interactions with each other. With our [🔗 Code of Conduct](#), we undertake to conduct ourselves ethically and with integrity, to comply with internationally recognized social standards, and to take environmental and social aspects into account in day-to-day operations.

Our [🔗 Code of Conduct for Business Partners](#) includes our expectations and requirements for business partners to follow basic ethical principles and do business sustainably.



Highest standards and values

As one of the leading real estate investment companies in Europe, we carry responsibility. Our compliance guidelines and governance structures are line with the best practices of listed companies. Our ethical and performance-driven values and our dialogue founded on trust – in addition to our premium portfolio – have contributed substantially to our success story.

It is our ambition to create significant added value for our clients, generate an attractive return for our investors, be a preferred employer to our employees, and act as a constructive partner to the cities where our properties are located. This requires the highest standards of compliance, fairness, integrity, and transparency, and it is how we define responsible corporate governance.

BUSINESS COMPLIANCE

Compliance is a key element of SIGNA Prime's corporate culture that is firmly embedded in our day-to-day activities.

In the real estate industry, ethical integrity and lawful conduct are a basic condition for participation in public tender processes for construction projects. This standard of conduct is the only way to ensure cooperation with all stakeholder groups on a basis of trust, from city government to construction companies and users or neighbors.

The core elements of our understanding of compliance are protecting trust in the Company, preventing reputational risks, and specifying mandatory guidelines for employees. We achieve compliance with rules and standards by creating an open and trusting work environment and therefore efficient management with clearly defined roles and responsibilities.

The compliance management system (CMS) implemented in the SIGNA Group of Companies also covers SIGNA Prime. The CMS provides a systematic way to deal with compliance risks and stipulates clear process steps for monitoring and further development measures. A data protection officer is tasked with monitoring and

verifying compliance with data protection regulations and developing strategies for the protection of personal data.

Compliance with legal requirements and internal guidelines is reviewed regularly by the Chief Compliance Officer (CCO) of the companies operating under the SIGNA name with the assistance of SIGNA Prime's Compliance Officer. The results are reported annually in detail to the Supervisory Board.

In his role, the CCO is not bound by instructions from the Management Board. He is directly supported by a SIGNA Prime compliance officer who is responsible for implementation of the CMS as a point of contact for employees' questions and for documentation of compliance-related reports and also cooperates with an independent external ombudsman. On the Management Board, the CEO is responsible for compliance with the CMS. Any conflicts of interest and their neutralization are taken into account in the CMS.

The auditor reviews the CMS at least every two years. In addition, the CMS of SIGNA Holding was certified in accordance with the international compliance standard ISO 37301 in the current year.



Performed ISO 37301 certification of the Compliance Management System at SIGNA Holding





Guidelines published on sustainability, environment and energy, as well as health and safety

ZERO TOLERANCE

We do not tolerate corruption, unreported employment, bribery, or money laundering, and have taken steps to prevent these.

SIGNA Prime also follows a zero-tolerance policy regarding compliance violations of all kinds. Employees are obliged to immediately report any violations of applicable law, the Code of Conduct, internal guidelines, or a potential conflict of interests to their line manager, the compliance officer, or the CCO. SIGNA Prime also has an independent external ombudsman whom employees can contact anonymously (signa_ombudsstelle@vivacis.de). Reports of any misconduct are investigated without exception and impartially; no employee needs to fear sanctions, attempts at intimidation, or reprisals. Rather, we want to encourage our employees to stand up for their convictions and address any irregularities openly.

SIGNA Prime policies

In order to ensure successful compliance in day-to-day business, the compliance organization guarantees ethical, lawful conduct at all levels of the Company. This includes numerous policies in addition to our Code of Conduct.

- / [Code of Conduct](#)
- / [Code of Conduct for Business Partners](#)
- / Anti-corruption Policy
- / Anti-trust and Competition Law Policy
- / Donation and Sponsorship Policy
- / Public Relations and Social Media Policy
- / Policy on Handling Inside and Other Confidential Information
- / Know Your Customer (KYC) Verification and Money Laundering Prevention Policy
- / Anti-discrimination Policy
- / Whistleblowing Policy
- / [Sustainability Policy](#)
- / [Environment and Energy](#)
- / [Health and Safety](#)
- / Overview of compliance contacts



Particular care is taken when dealing with officeholders and when accepting and giving gifts or receiving and extending invitations. We intentionally prohibit sponsorships and donations to political parties to avoid corruption risks and donate only to organizations involved in social issues.

All employees must confirm in writing that they have received the welcome pack upon starting work at SIGNA, and agree to comply with the rules it contains. The rules are also available on the intranet at all times.

No incidents of corruption were uncovered in 2021. No legal proceedings were pending due to anti-competitive conduct or to violations of anti-trust and monopoly laws.

Provision was made for the further development of the relevant ISO standards for compliance management systems and quality management systems through the completed CMS certifications to ISO 37301 and the Bozen GmbH real estate projects to ISO 9001.

Mandatory compliance training

We systematically train employees so that they are familiar with our Code. All employees at SIGNA Prime without exception are required to complete our online compliance training.

In addition, we have developed an e-learning course dealing with specific details of our business model. New SIGNA Prime employees must complete this compli-

ance training, which also includes the topics of business ethics and human rights, within the first six weeks after they begin work at the Company. All new employees sign the Code of Conduct as part of this. All existing employees have signed the Code of Conduct. An annual compliance refresher course is provided for them.

The compliance training is expanded and updated regularly. In 2021, for example, we added the topics of anti-corruption, antitrust and competition law, donations and sponsorship, anti-discrimination, and sustainability. Data security training was also provided for all employees in the reporting year.

Our e-learning courses have been expanded to include in-person or video training sessions. Additional events for compliance officers and managers were held at the end of 2021 – an annual refresher course will be offered going forward. The 2021 program was also expanded to include in-depth focus training on Know Your Customer (KYC) Verification and Anti-Money Laundering (AML) Prevention.



Internal training delivered on compliance, business ethics, and ESG via new e-learning system



100%

OF OUR EMPLOYEES RECEIVED TRAINING ON COMPLIANCE AND PASSED THE ASSOCIATED KNOWLEDGE TEST.



INTENSIVE SUPPLY CHAIN MANAGEMENT

We are aware that a significant part of our environmental and social responsibility arises from processes that are upstream or downstream of our construction activities – and are therefore beyond our control. Our performance is therefore dependent to a considerable extent on our suppliers and business partners. Our goal is to ensure that their actions meet our high standards for sustainability. To this end, we have raised awareness among our suppliers and business partners by including sustainability issues in our Code of Conduct for Business Partners. We have also set up a whistleblower system for them to report compliance violations (📧 signa_ombudsstelle@vivacis.de).

80%

OF OUR BUSINESS PARTNERS
CONSIDER SUSTAINABILITY TO
BE VERY IMPORTANT IN THE
REAL ESTATE INDUSTRY.¹

¹ Stakeholder Survey 2021



We have set a goal for the next few years of raising awareness further among our suppliers, for instance through audits, and by implementing a supplier evaluation system.

Of particular importance is the implementation in SIGNA Prime of the local construction work coordination laws. The objective here is to reduce accident risk and high stress on construction workers by systematically coordinating safety measures with the measures stipulated by the Act. Compliance with the Act requires us to take steps such as developing an occupational health and safety plan for all construction sites that covers all of the workers of the various subcontractors on site. We appoint coordinators for all of our construction sites who are in turn monitored by an external construction site regulator.



GOVERNANCE AND RISK MANAGEMENT

Good and transparent corporate governance ensures responsible management and control of the Company with a focus on value creation. The corporate governance architecture at SIGNA Prime exceeds mere compliance with all applicable regulatory requirements, laws, and internal standards. We adhere to the highest international standards for listed companies.



Membership of
UN Global Compact and
the Austrian Business
Council for Sustainable
Development, respACT

Adherence to national and international standards

We voluntarily undertake to comply with the requirements of the Corporate Governance Code for the German real estate industry and INREV (European Association for Investors in Non-Listed Real Estate Vehicles). We also voluntarily commit to upholding the extensive set of rules set down in the Austrian Code of Corporate Governance, "ACCG" (Österreichischer Corporate Governance Kodex, "ÖCGK"). Moreover, we support the UN Global Compact, the world's largest and most important responsible corporate governance initiative. We became a signatory to the United Nations alliance and have committed to making sustainable development our mission. Since 2021, we have also been a member of the Austrian Business Council for Sustainable Development, respACT. These platforms comprise numerous companies that are committed to creating a responsible business community in Austria.

Business success, climate action, integrity, and social responsibility are values that SIGNA Prime has put into practice for many years. We are committed to implementing the ten universal principles of the UN Global Compact in the areas of human rights, labor standards, environment, climate, and fighting corruption.

SIGNA Prime Selection AG and its subsidiaries comply with the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the Universal Declaration on Human Rights in connection with the acquisition or possession of property.



respACT

INREV

Österreichischer Arbeitskreis für Corporate Governance



TWO-TIER MANAGEMENT STRUCTURE

As an Austrian stock corporation, SIGNA Prime Selection AG has a two-tier management system with a Management Board and a Supervisory Board. These boards are characterized by a strict separation of personnel between the Management Board as the management body and the Supervisory Board as the monitoring body, and each board is vested with independent powers. The Management Board and the Supervisory Board work closely together in a spirit of trust in managing and overseeing the Company in its best interests.

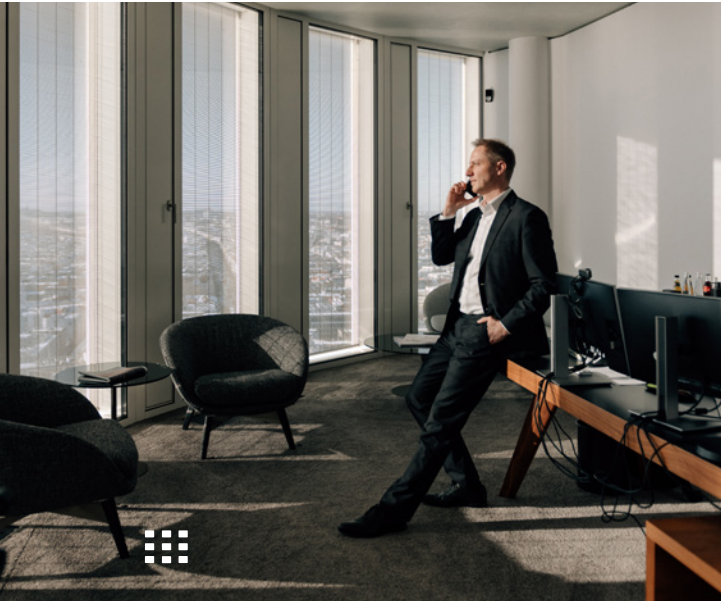
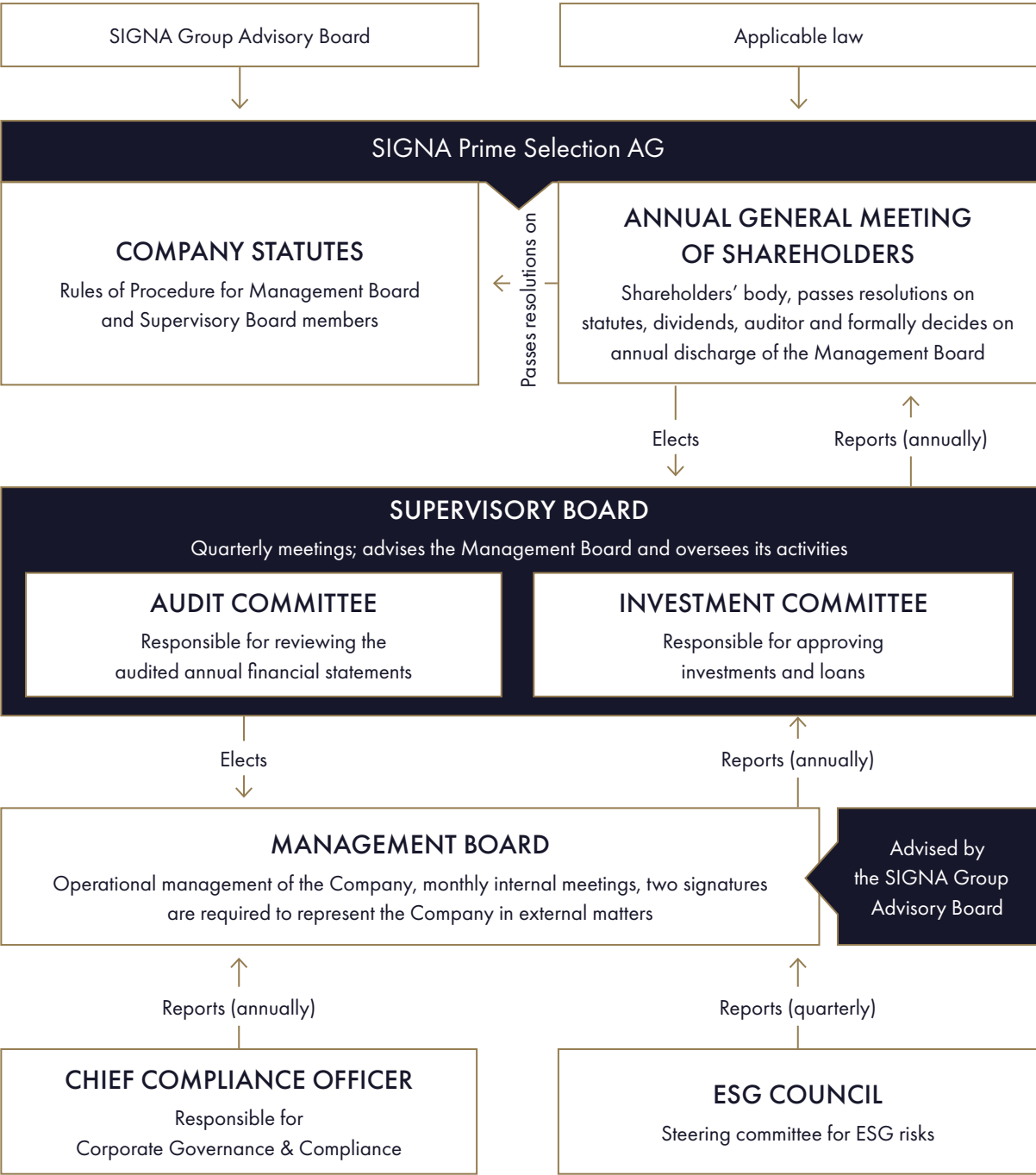
The powers of the Management Board and the Supervisory Board and their cooperation are derived from law, the Company’s statutes, and rules of procedure. Transactions requiring approval as well as the

Management Board’s information and reporting obligations, which are defined in the above, include all subsidiary companies.

The principle of “equal opportunities for equal qualifications” applies to appointments to the Management and Supervisory Boards regardless of gender, age, nationality, religion, or other diversity criteria. At SIGNA Prime, diversity at all levels of management is regarded as an ideal prerequisite for innovation, functioning control systems and thus economic success. When increasing positions or filling vacant ones, care is taken to ensure that existing expertise and competencies are complemented in a meaningful way.

The *Management Board* carries overall responsibility for achieving the Company’s goals. Based on the approved allocation of duties, operational agendas are discussed and agreed at regular Management Board meetings. The Management Board reports regularly, but no more than quarterly, to the Supervisory Board, on the course of business and the Company’s situation. The Management Board of SIGNA Prime currently has four members.

The task of the *Supervisory Board* is to oversee the Management Board thereby representing the interests of the shareholders. The Supervisory Board held four meetings in the fiscal year 2021 at which it discussed and reached decisions on matters of fundamental importance to the Company. The Supervisory Board of SIGNA Prime currently has ten members.





Supervisory Board committees

The Supervisory Board also discharges its duties through two expert committees:

- / The Investment Committee (five members) essentially deals with matters relating to pending property acquisitions, property disposals, and related financing issues.
- / The Audit Committee (three members) is concerned particularly with oversight of the accounting process and the effectiveness of the internal control system, auditing and overseeing the audit of the annual financial statements and consolidated financial statements, reviewing the proposal for the appropriation of profit, and preparing the Supervisory Board's proposal for the selection of auditor.

REPORTING AND AUDIT

SIGNA Prime prepares consolidated and individual financial statements in accordance with International Financial Reporting Standards (IFRS). These statements are currently audited by the auditing firm KPMG. The properties are valued annually by external international appraisers.

PROCUREMENT PRACTICES

	2021	2020
Total		
Percentage from local suppliers	78.8%	76.6%
Percentage of spending with local suppliers	60.8%	38.9%
Austria		
Percentage from local suppliers	75.3%	76.0%
Percentage of spending with local suppliers	66.2%	67.8%
Luxembourg		
Percentage from local suppliers	16.6%	23.5%
Percentage of spending with local suppliers	2.4%	1.3%
Germany¹		
Percentage from local suppliers	93.0%	94.6%
Percentage of spending with local suppliers	85.3%	87.8%
Italy		
Percentage from local suppliers	82.3%	80.7%
Percentage of spending with local suppliers	89.5%	85.4%

¹ SAP database system; most companies only managed in SAP since July 2020 or since 2021

CUSTOMER HEALTH AND SAFETY

	2021	2020	2019
Percentage of significant assets where impact on health and safety has been assessed as having room for improvement	0	0	0
Total number of violations of regulations and/or voluntary rules of conduct in connection with the impact of products and services on health and safety during the reporting period	0	0	0
Violations of regulations that resulted in a fine or sanction	0	0	0
Violations of regulations that resulted in a formal warning	0	0	0
Violations of voluntary rules of conduct	0	0	0

BOARDS AND GOVERNING BODIES¹

	2021	2020	2019
Composition of the highest governing body and its boards	14	15	14
Number of Management Board members	4	5	4
Number of independent Supervisory Board members	10	10	10
Average tenure on governing body in years (Management Board)	5.27	3.96	3.66
Average tenure on governing body in years (Supervisory Board)	4.95	4.81	4.56

¹ Boards and governing bodies defined in accordance with GRI Universal Standard 2: General Disclosures 2021

OUR PERCEPTION OF TAX LAW

SIGNA Prime Selection AG and its subsidiaries (together “SIGNA Prime”) operate in Austria, Germany, Italy, Switzerland, and Luxembourg.

SIGNA Prime is also aware of its social responsibility in terms of its financial contribution to the community and is a strong advocate of this. At the same time, SIGNA Prime also has a responsibility to its shareholders and other stakeholders to limit the burden of taxes and duties to the level required by law.

In order to achieve all of these goals, we take a conservative fiscal approach, which is reflected in the following facts:

- / Best training and qualifications as well as many years of experience on the part of the competent people (both internally, and at our consulting companies)
- / Ensuring uniform, high standards of quality in all processes by training the competent people, and standardized workflows (checklists, policies, work instructions)
- / Commissioning of leading tax consulting firms in all relevant countries

- / Tax returns carefully prepared by reputable external consultants as well as a final review by the SIGNA tax department
- / Carrying out of integrated process controls (for example, second set of eyes principle, occasional and random checking of facts and circumstances)
- / Avoidance of tax arrears to the tax authorities through careful accounting and provision of sufficient liquidity for Group companies
- / Reconciliation of tax issues with the tax authorities in cases where an authority might have a different opinion on a matter
- / Disclosure of facts and circumstances to the tax authorities where an authority’s assessment is unclear, or we have a justified difference of opinion
- / Preparation for and adherence to tax deadlines
- / Preparation and introduction of an internal tax control system

The following aspects, which are particularly relevant to tax structuring issues for real estate companies, make it clear that SIGNA Prime pursues a very conservative approach to tax.

- / In view of total equity and liabilities and the size of the Group, tax audits by the Austrian tax authorities are completed largely without (material) findings.
- / No SIGNA Prime company is domiciled in a low-tax country.
- / The depreciation period corresponds to the life cycle of the respective property and is therefore significantly longer in some cases than the depreciation period possible under Austrian tax law.
- / Prudent approach to immediate depreciation and capitalization of building maintenance costs.



It is extremely important for the Management Board of SIGNA Prime that the tax strategy (which also covers tax compliance) is in line with the clear goal of minimizing tax risks for the Group.

As a multinational group, we have subsidiaries in various countries. All these vehicles are necessary for our operating activities in these countries. SIGNA Prime does not use vehicles in low tax countries ("tax havens"). Tax evasion and tax fraud are unacceptable and will not be tolerated.

We are committed to a transparent policy of compliance and disclosure with regard to the financial authorities and strive to maintain professional relationships with these authorities and to act as a trusted partner.

MANAGEMENT OF THE TAX DEPARTMENT, CONTROL AND RISK MANAGEMENT

The Management Board of SIGNA Prime Selection AG is responsible for the Group's business strategy and thus also for our tax strategy as an essential element of the overall strategy.

The Chief Financial Officer (CFO) of SIGNA Prime Selection AG is regularly informed by the Head of Tax about all important tax matters and their current and future impact on the Group's financial figures. SIGNA Prime Selection AG's CFO regularly informs the Supervisory Board of SIGNA Prime Selection AG about the most important tax issues and the assessment of tax risks.

SIGNA Prime is currently introducing an internal tax control system that will be used to centrally manage and monitor tax risks. The Head of Tax regularly informs the CFO (also on an ad hoc basis, if required) about the status of risk assessments and the implementation of measures or controls designed to limit risks. Well-known tax consulting firms are responsible for day-to-day tax

matters, and these are overseen and monitored by the Group Tax Department. This department also acts as the tax department for Austria, Germany, Luxembourg, Switzerland, and Italy and coordinates any existing foreign tax departments of the Group.

SIGNA Prime's tax expense in 2021 was €160.8m. €146.7m of this figure related to deferred taxes and €14.1m to current taxes.

Cooperation with tax authorities

SIGNA Prime attaches great importance to transparent communication with the tax authorities that is founded on trust and follows clear processes in this respect. We strive to file all tax returns and other required documents correctly, in full and on time. We regularly obtain assurance regarding our tax position and call on internal or external experts to review and check the validity of this position.



RISK MANAGEMENT

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. The Management Board is responsible for risk management; sustainability issues are the responsibility of the CEO.

We apply the principle of materiality to identify important issues, risks and opportunities within our business model.

ESG risks

Internal experts and external stakeholders have assessed the Company’s various sustainability topics. We will update our materiality analysis in 2022 as part of a comprehensive ESG risk assessment. This will also take place in light of the impact of the COVID-19 pandemic and the emergence of new legislation that includes specific environmental goals, such as the EU Taxonomy Regulation.

We have set up an ESG Council to identify, monitor and assess these risks. This process includes a careful analysis of the market and the opportunities associated with the properties held in the portfolio. The ESG Council decides on appropriate steps to mitigate risks as part of the ESG strategy. The responsible senior managers on the ESG Council are tasked with analyzing and taking these steps.

The Head of ESG Strategy & Sustainable Finance is responsible for the ongoing monitoring of climate-related issues and delivers the Company’s sustainability program. She reports directly to the CEO and regularly informs the Management Board and the ESG Council about the delivery of our ESG strategy.

In the 2022 fiscal year, we will evaluate sustainability risks for SIGNA Prime and systematically monitor these risks going forward. As things stand, there are no material issues that require reporting. Transitory and physical climate risks are related to legal risks, such as the ability to apportion the CO₂ levy and the modernization and maintenance of properties, as a result of dry cracks in buildings due to climate change, for example.



Potential sustainability risks

- / Adverse structuring of the CO₂ tax
- / Non-compliance with emission reduction targets
- / Impact of critical situations or disasters, such as floods, earthquakes, and extreme weather events
- / Non-compliance with changing building regulations
- / Non-compliance with working conditions regulated by law, such as minimum wage and safety standards as well as human rights in the supply chain
- / Non-compliance with legal regulations on occupational health and safety and occupational health and safety management
- / Violations of the SIGNA Code of Conduct and compliance policies



Climate risks

As a real estate company, we are fundamentally exposed to climate risks. Climate change impacts downtown locations as well as buildings and projects.

Physical risks for the real estate portfolio exist primarily due to the increase in extreme weather events, such as storms, hail, and flooding caused by climate change. These risks are countered by measures including appropriate insurance cover and the targeted modernization, renovation and maintenance of properties in the portfolio that are particularly exposed.

Transitory risks are related to legal risks, such as the legal obligation to increase the energy efficiency of buildings, or the ability to apportion CO₂ pricing. We counteract these risks through measures such as building in accordance with international green building standards or continuously monitoring energy consumption.

We are taking on the challenge of reducing our carbon footprint across the entire value chain, from the areas under our control through to those controlled

by our tenants, as well as in upstream processes. We are confident that we can turn the effective management of climate risks into a competitive advantage
→ [Sustainable Buildings](#).

Market-related risks are primarily due to the changing behavior of tenants as a result of climate change. More and more tenants are demanding flexible office, retail and residential space that is also energy-efficient and certified to green building standards. If SIGNA Prime fails to meet this growing demand, it may result in a lack of attractiveness of its rental space and to a reduction in rental potential. Preventive measures are taken to counter these risks by building in accordance with international green building standards, offering assistance for energy-efficient operation of rental space, and systematically modernizing buildings.

There is a potential risk with SIGNA Prime's business operations that activities will be triggered or there will be consequences resulting in a violation of human rights. This could be the case, for example, in the manufacture of products and services, or through substandard working conditions on construction sites. These risks are countered by strict adherence to national laws, an efficient compliance organization, a commitment to the UN Global Compact, and high ethical standards.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Recognizing and assessing sustainability risks is becoming increasingly important for investors and analysts. This trend is reflected in the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), which are used to map the direct and indirect financial impact on the Company as a result of climate change.

In the 2022 fiscal year, we plan to establish systematic management of climate risks and to implement a climate strategy. This will also be used to progressively meet the requirements of the TCFD. As a basis for this, ESG data software was set up in 2021 in order to generate robust data for strategy development. → [Sustainability Management](#) and → [Sustainable Buildings](#)

This year's reporting already includes some information in the TCFD recommended core areas of corporate governance, strategy, and risk management, as well as KPIs and goals. The table in the → [About this Report](#) section refers to the relevant content.



ESG due diligence at SIGNA Prime



✓

Group-wide
ESG due diligence
processes implemented
for acquisitions

ESG criteria in the due diligence process

Properties, projects or pieces of land undergo a detailed due diligence process prior to their acquisition. This includes a stringent review according to ESG criteria, as only properties that are strong in terms of sustainability will secure attractive returns for us and our investors over the long term. In the 2021 reporting year, we drew up a list of criteria, created a corresponding checklist and incorporated this into our acquisition process. From the 2022 fiscal year, our acquisitions will be assessed against specific sustainability criteria that cover all areas of our ESG strategy.



PROTECTION OF THE ENVIRONMENT IN OPERATIONS

We pay attention to protection of the environment not only in our portfolio, but in our offices as well. Whilst the impact here is small compared to our properties and projects, we do not want to disregard it completely.

As a non-manufacturing company, our greatest lever for environmental and climate protection in our operations is our energy consumption. The crucial elements here are energy procurement itself and, where possible, the associated switch to electricity from renewable energy sources.

SIGNA Real Estate has a total of twelve office locations in Germany, Austria, Luxembourg, Italy, and Switzerland, which we as SIGNA Prime use together with our sister company, SIGNA Development. Energy, water and paper are consumed at these locations, and the consumption of energy and materials is controlled partly by the behavior of each individual employee. Protection of the environment in operations is organized decentrally at the respective locations.



First-time recording of emissions in operations

For 2021, we conducted a comprehensive survey of our operational consumption for the first time.

ENERGY AND EMISSIONS

Two factors are particularly relevant for reducing energy and emissions at our locations: the purchase of renewable electricity, and employee mobility (→ Attractive Employer). We already supply 99.8% of our offices with green electricity and intend to expand this in the medium term. In terms of company vehicles, we promote the use of e-vehicles, and where possible our employees avoid air travel. We updated our company vehicle policy in 2021, and since then only hybrid and e-vehicles have been added to our fleet.

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PAPER CONSUMPTION

The more intensive use of digital communication has enabled us to reduce the amount of paper required at our locations over the past few years. Where we still use paper, this is mainly recycled paper.

WATER

At our sites, we draw water from the municipal and city water supply. Wastewater is roughly equivalent to water consumption, flows into the municipal drainage network and is treated in conventional ways. Our offices are located in modern buildings using innovative and water-saving technologies.

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ABOUT THIS REPORT



FRAMEWORKS

The present report is SIGNA Prime's third sustainability report. It was prepared in alignment with the Global Reporting Initiative Standards, an internationally recognized reporting framework. This applies to our materiality analysis, the description of our management approaches, and the underlying breakdown into general and specific disclosures.



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.

We also adhered to generally accepted reporting principles: preciseness, balance, clarity, comparability, reliability, and timeliness. This report was prepared in accordance with the GRI Standards: Core option. The GRI Content Index is presented on the pages that follow. The report additionally serves as a progress report in the context of our membership in the UN Global Compact. The Ten Principles are assigned to various standards and disclosures in the GRI Content Index.

The reporting period is the fiscal year from January 1, 2021, to December 31, 2021. We will report on our progress annually. The editorial deadline for this report was June 30, 2022. As a rule, the disclosures relate to all of SIGNA Prime's business areas.

For reasons of better readability and reading flow, gender-specific designations have not been taken into account.

The forward-looking statements made here are based on internal assessments of future developments that are subject to uncertainty and not under the control of SIGNA Prime. The report was prepared in German and English, but in cases of discrepancy, the German version is binding.












In this Sustainability Report, we report for the first time on the risks of climate change for our business model, thereby complying with the requirements of the Task Force on Climate-Related Financial Disclosures (TCFD).







In addition, our reporting follows the European Public Real Estate Association Sustainability Best Practice Recommendations (EPRA sBPR) for the first time.

The indices (GRI, EPRA, sBPR, TCFD) are published in the separate [Annex](#).

MATERIAL TOPICS AND THEIR DEFINITION

The material topics for SIGNA Prime were determined using a materiality analysis (see [→ Sustainability Management](#)), which followed the principles of GRI reporting. The following table defines the material topics in accordance with GRI 103-1 and the associated GRI Standards.

Effects within/outside of the organization			
MATERIAL TOPIC	RELEVANCE INTERNAL	RELEVANCE EXTERNAL	GRI STANDARD
SUSTAINABLE BUILDINGS			
Energy and emissions during planning, construction, and operation			GRI 302 2016 – Energy GRI 305 2016 – Emissions
Recyclability and longevity of construction materials			GRI 301 2016 – Materials GRI 306 2020 – Waste
Sustainable mobility			→ Page 53
STRONG COMMUNITIES			
Health and safety of end users			GRI 416 2016 – Customer health and safety
Social commitment			→ Page 62
Regional value creation			GRI 202 2016 – Market presence GRI 204 2016 – Procurement practices

MATERIAL TOPIC	RELEVANCE INTERNAL	RELEVANCE EXTERNAL	GRI STANDARD
ATTRACTIVE EMPLOYER			
Employee satisfaction			GRI 401 2016 – Employment GRI 402 2016 – Labor/management relations GRI 403 2018 – Occupational health and safety GRI 407 2016 – Freedom of association and collective bargaining
Training, continuing education, and knowledge management			GRI 404 2016 – Training and education
Diversity and equal opportunity			GRI 405 2016 – Diversity and equal opportunity GRI 406 2016 – Non-discrimination
CORPORATE GOVERNANCE AND COMPLIANCE			
Business compliance, including anti-corruption and money laundering prevention			GRI 205 2016 – Anti-corruption GRI 206 2016 – Anti-competitive behavior GRI 207 2019 – Tax GRI 307 2016 – Environmental compliance GRI 308 2016 – Supplier environmental assessment GRI 408 2016 – Child labor GRI 409 2016 – Forced or compulsory labor GRI 412 2016 – Human rights assessment GRI 414 2016 – Supplier social assessment GRI 415 2016 – Public policy GRI 419 2016 – Socioeconomic compliance

DATA COLLECTION

We are continuing to set up quantitative sustainability reporting at SIGNA Prime. We have developed an in-house software package which will enable us to systematically collect data and consumption information both in our Long-term Portfolio and in development projects. We continue to work on obtaining comprehensive data in order to increase comparability and transparency in our reporting in the long term.



The data published in this sustainability report was collected and processed with the greatest care. However, discrepancies cannot be ruled out entirely.

The time horizon for the published data is the period from January 1, 2021, to December 31, 2021. Where necessary, data was extrapolated. Rounding of amounts and percentages can result in deviations from the actual totals.

SUSTAINABLE BUILDINGS

The introduction of our ESG software will allow all portfolio and operational consumption data to be collected and processed. However, in practice, the collection of environment-related KPIs still presents a challenge, and is an ongoing process.

For reasons of transparency, we endeavor to report all available KPIs, even if these are not exhaustive. We do not make any estimates in order to fill gaps in the data. We are unable to check or verify the consumption data reported by our tenants.

The quantitative disclosures on consumption relate to data from the *Long-term Portfolio* and *Trading Portfolio* segments and include properties that were part of the portfolio in 2021. Purchases or sales made during the year are included in the evaluation of data on a pro rata basis.

As part of this year's sustainability reporting, we have greatly expanded the coverage of the portfolio, and also collected data on *operational consumption* for the first time. For this reason, the data deviates from the 2020 Sustainability Report.

We are reporting on water consumption and selected Scope 3 emissions for the first time this year:

- / Category 3.6: Business travel
- / Category 3.7: Employee commuting
- / Category 3.13: Downstream leased assets

Our *New Investment projects* are included in all KPIs with the exception of consumption data.

To further increase transparency, we are currently working on a comprehensive calculation of SIGNA’s carbon footprint.

Scope 2 emissions are calculated using the market-based approach. We use emissions factors from our electricity contracts for this purpose where available. In addition, we also disclose our emissions using the location-based approach, taking into account the energy mix of the respective site.

ATTRACTIVE EMPLOYER

The data on our workforce is collected Group-wide. In addition to permanent employees, we include trainees and interns. SIGNA Prime’s headcount includes the fully consolidated investees, as well as the employees of SIGNA Real Estate Management (REM), who are responsible for the development and administrative activities of the individual development projects.

In cases where activities by employees cannot be clearly assigned to a company, the generalist functions are reported in the headcount disclosures and can result in double-counting in other groups belonging to the SIGNA Group of Companies.

We applied this methodology for the first time in 2020 and retroactively adjusted the 2019 data for purposes of comparability. This results in deviations from the published employee data in the 2019 Sustainability Report. The disclosures relate to the reporting date of December 31, 2021.

RESPONSIBLE CORPORATE GOVERNANCE

The personal data in this area is collected Group-wide. We have been collecting data outside the company, such as in the supply chain, since the 2020 reporting period and are constantly expanding this.





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Disclaimer

This report was prepared and the data checked with the greatest possible care. Rounding, transmission, typesetting, or printing errors can nevertheless not be ruled out.

The report contains assumptions and forecasts made on the basis of all of the information available at the time of preparation. If the estimates on which the forecasts are based prove to be incorrect, the actual results may deviate from those currently expected. Automated calculation software may cause apparent errors in calculation due to rounding for commercial purposes.

For reasons of better readability and reading flow, gender-specific designations have not been taken into account.

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