



SIGNA DEVELOPMENT SELECTION AG  
SUSTAINABILITY REPORT 2021

# ANNEX

GRI CONTENT INDEX

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



# GRI CONTENT INDEX

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 101 GRI 102	Foundation 2016 General disclosures 2016			
ORGANIZATIONAL PROFILE				
GRI 102-1	Name of the organization	SIGNA Development Selection AG (SIGNA Development)		
GRI 102-2	Activities, brands, products, and services	<a href="#">Website</a>		
GRI 102-3	Location of headquarters	Innsbruck, Austria		
GRI 102-4	Location of operations	Austria, Germany, Italy, Luxembourg, Switzerland		
GRI 102-5	Ownership and legal form			P. 5
GRI 102-6	Markets served			P. 6
GRI 102-7	Scale of the organization			P. 5–6, 8
GRI 102-8	Information on employees and other workers			P. 76–79
GRI 102-9	Supply chain			P. 6, 72, 93, 102, 106
GRI 102-10	Significant changes to the organization and its supply chain	In the 2021 fiscal year, there were no significant changes to the organization and its supply chain.		



GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 102-11	Precautionary Principle or approach	SIGNA Development maintains a suitable internal control system (ICS) applicable Group-wide that is tailored to the relevant requirements. The ICS defines material processes and risks and provides the associated decision-making matrices. Process risks are assessed accordingly, and the control activities and information and communication duties in place are exercised by the responsible teams and/or individuals. All process documentation, including risk management and compliance processes, is updated regularly.		
GRI 102-12	External initiatives		1–10	P. 3, 11, 12, 92–93, 115
GRI 102-13	Membership of associations			P. 46–47
STRATEGY				
GRI 102-14	Statement from senior decision-maker		1–10	P. 3
ETHICS AND INTEGRITY				
GRI 102-16	Values, principles, standards, and norms of behavior		1, 2, 10	P. 77, 90, 97, 99–100, 115
GOVERNANCE				
GRI 102-18	Governance structure			P. 19, 104
STAKEHOLDER ENGAGEMENT				
GRI 102-40	List of stakeholder groups			P. 16
GRI 102-41	Collective bargaining agreements	29% of employees at SIGNA Development are covered by collective bargaining agreements.	3	
GRI 102-42	Identifying and selecting stakeholders			P. 16–18
GRI 102-43	Approach to stakeholder engagement			P. 16–18
GRI 102-44	Key topics and concerns raised			P. 16–18

REPORTING PRACTICE				
GRI 102-45	Entities included in the consolidated financial statements	As of December 31, 2021, the basis of consolidation included a total of 208 completely consolidated companies (December 31, 2020: 208 companies), and 32 companies which were accounted for using the equity method (December 31, 2020: 33 companies).		
GRI 102-46	Defining report content and topic Boundaries			P. 14–15, 30
GRI 102-47	List of material topics			P. 15, 17
GRI 102-48	Restatements of information	The report fulfills the requirements of the GRI Standards: Core option.		
GRI 102-49	Changes in reporting	Any adjustment of information or data reported previously is explained in a footnote to the respective disclosure.		
GRI 102-50	Reporting period	The reporting period runs from January 1, 2021 to December 31, 2021.		
GRI 102-51	Date of most recent report	The most recent report was published in June 2021.		
GRI 102-52	Reporting cycle	The report is published annually.		
GRI 102-53	Contact point for questions regarding the report			P. 121
GRI 102-54	Claims of reporting in accordance with the GRI Standards			P. 21, 115
GRI 102-55	GRI content index			Annex, P. 2–12
GRI 102-56	External assurance	The report has not been reviewed/audited by a third party.		
GRI 102	Economic Performance 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 5–7
GRI 201-1	Direct economic value generated and distributed			P. 8

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 202	Market Presence 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 74, 76–78
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	SIGNA Development pays market-rate salaries. Depending on qualifications and experience, compensation reflects performance and exceeds the legal minimum wage.		
GRI 202-2	Proportion of senior management hired from the local community	The following managers have significant leadership responsibilities at SIGNA Development: department heads, team leaders, managers with titles including “Head of”, and project managers with managerial responsibilities. Managers are considered “local” if they work in the same country in which they hold citizenship. At SIGNA Development, 86.7% of managers were hired from the local community (previous year: 90.1%).		
GRI 204	Procurement Practices 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 102
GRI 204-1	Proportion of spending on local suppliers			P. 106
GRI 205	Anti-corruption 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		10	P. 99
GRI 205-1	Operations assessed for risks related to corruption		10	P. 99
GRI 205-2	Communication and training about anti-corruption policies and procedures	100% of governance body members and 100% of employees have been informed of the organization’s policies and procedures and/or have received training.	10	P. 101
GRI 205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in 2021.	10	

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 206	Anti-competitive Behavior 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 99
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal proceedings were pending due to anti-competitive behavior or violations of anti-trust and monopoly law.		
GRI 301	Materials 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		7, 8	P. 41, 47, 67
GRI 301-1	Materials used by weight or volume	The systematic collection of data on materials used is in the process of being set up.	8	
GRI 302	Energy 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		7, 8	P. 113
GRI 302-1	Energy consumption within the organization		8	P. 113
GRI 302-4	Reduction of energy consumption		8,9	P. 35–36, 113
GRI 305	Emissions 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		7, 8	P. 36–37
GRI 305-1	Direct (Scope 1) GHG emissions		8	P. 35
GRI 305-2	Energy indirect (Scope 2) GHG emissions		8	P. 35
GRI 305-5	Reduction of GHG emissions		8, 9	P. 35

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 305	Waste 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		7, 8	P. 41
GRI 306-1	Waste generation and significant waste-related impacts		8	P. 41
GRI 306-2	Management of significant waste-related impacts		7, 8	P. 41
GRI 306-3	Waste generated	Currently, we only collect data on the waste generated by our Long-term Portfolio. Collecting data on waste generated by New Investments is currently not possible.	8	
GRI 307	Environmental Compliance 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 99–101
GRI 307-1	Non-compliance with environmental laws and regulations	No fines or sanctions were imposed on SIGNA Development due to non-compliance with environmental laws or regulations.		
GRI 308	Supplier Environmental Assessment 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 102
GRI 308-1	New suppliers that were screened using environmental criteria	Our business partners are required to comply with the provisions of our Code of Conduct for Business Partners. In addition, we intend to develop and gradually implement supplier screening in the future.		

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 401	Employment 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 74–85
GRI 401-1	New employee hires and employee turnover	The labor turnover rate is 13.6% (previous year: 8.8%).		P. 78–79, 85
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits are provided to all full-time and part-time employees. SIGNA Development employs only very few temporary employees.		
GRI 401-3	Parental leave	All 427 employees are legally entitled to parental leave. 19 people (F:17, M:2) took parental leave during the reporting period. Six people (F:4, M:2) returned to work after their parental leave. Three persons (F:2, M:1) returned to work after the end of her parental leave and is still employed 12 months after returning to work.		
GRI 402	Labor/Management Relations 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 76–77
GRI 402-1	Minimum notice periods regarding operational changes	We inform our employees in a timely manner about operational changes by sending out our Executive Board newsletter.		
GRI 403	Occupational Health and Safety 2018			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 88–89
GRI 403-1	Occupational health and safety management system			P. 88–89
GRI 403-2	Hazard identification, risk assessment, and incident investigation			P. 88–89
GRI 403-3	Occupational health services			P. 88–89



GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety			P. 88–89
GRI 403-5	Worker training on occupational health and safety	100% of new employees receive health and safety training.		P. 75, 82, 88
GRI 403-6	Promotion of worker health	Eight out of 13 of SIGNA’s office sites have ergonomic and height-adjustable seats or standing desks. Sports memberships are subsidized at seven sites. Occupational psychology services are available at six sites.		P. 98–99
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			P. 66–67, 88
GRI 403-8	Workers covered by an occupational health and safety management system	A total of 100% of our employees are covered by our management system (previous year: 97.3%).		
GRI 403-9	Work-related injuries			P. 88
GRI 404	Training and Education 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 80–82
GRI 404-1	Average hours of training per year per employee	The average number of hours of training per employee in 2021 was 2.7 (previous year: 9.8).		
GRI 404-2	Programs for upgrading employee skills and transition assistance programs			P. 80–82
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	In 2021, 100% of employees received a performance review (previous year: 93.3%).		

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 405	Diversity and Equal opportunity 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		6	P. 90–92
GRI 405-1	Diversity of governance bodies and employees		6	P. 90–92
GRI 405-2	Ratio of basic salary and remuneration of women to men	SIGNA Development compensates all employees according to their position and performance regardless of gender.	6	
GRI 406	Non-discrimination 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 90, 100–101
GRI 406-1	Incidents of discrimination and corrective actions taken	There were no incidents of discrimination reported in 2021.		
GRI 407	Freedom of Association and Collective Bargaining 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		3	P. 97, 100
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our business partners are required to comply with the provisions of our Code of Conduct for Business Partners. In addition, we intend to develop and gradually implement supplier screening in the future.	3	
GRI 408	Child Labor 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		5	P. 90
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	SIGNA Development adheres to all legal requirements in effect at our sites and therefore knows of no operations at significant risk for incidents of child labor. Our business partners are required to comply with the provisions of our Code of Conduct for Business Partners. In addition, we intend to develop and gradually implement supplier screening in the future.	5	

GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 409	Forced or Compulsory Labor 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		4	P. 90
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	SIGNA Development adheres to all legal requirements in effect at our sites and therefore knows of no operations at significant risk for incidents of forced or compulsory labor. Our business partners are required to comply with the provisions of our Code of Conduct for Business Partners. In addition, we intend to develop and gradually implement supplier screening in the future.		
GRI 412	Human Rights Assessment 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		1, 2	P. 101, 103
GRI 412-2	Employee training on human rights policies or procedures	All employees are instructed to uphold human rights as part of our values management. In addition, we have included this topic in our compliance training.		
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Our business partners are required to comply with the provisions of our Code of Conduct for Business Partners. This document also specifically addresses upholding human rights.		
GRI 413	Local Communities 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 15, 55–57
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Measures to engage local communities, impact assessments, and/or development programs are implemented at 100% of SIGNA Development buildings.		
GRI 414	Supplier Social Assessment 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 102
GRI 414-1	New suppliers that were screened using social criteria	Our business partners are required to comply with the provisions of our Code of Conduct for Business Partners. In addition, we intend to develop and gradually implement supplier screening in the future.		



GENERAL DISCLOSURES		COMMENT	UN GLOBAL COMPACT	SUSTAINABILITY REPORT
GRI 415	Public Policy 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 100–101
GRI 415-1	Political contributions	As a rule, SIGNA Development is prohibited from donating to political parties. Personal political activities on the part of individual employees may not take place within the Company or have any kind of negative impact on SIGNA.		
GRI 416	Customer Health and Safety 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)			P. 66–67
GRI 416-1	Assessment of the health and safety impacts of product and service categories			P. 66
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no incidents of non-compliance concerning the health and safety impacts of products and services.		
GRI 419	Socioeconomic Compliance 2016			
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)		10	P. 97–98, 103
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	No fines or sanctions were imposed on SIGNA Development due to non-compliance with laws or regulations in the social and economic area.		

# EPRA SBPR SUSTAINABILITY PERFORMANCE MEASURES

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

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

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

Environmental data are presented in three formats:

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

## ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES Portfolio

UNIT		2021	2020	2019
Portfolio data				
Number of assets included	Number	121	115	108
Lettable area of the assets included	m²	2,726,318	2,588,787	1,846,534
Long-term Portfolio	Number	72	71	71
Lettable area of the assets included	m²	1,162,474	1,136,972	666,419
New Investments	Number	49	44	37
Lettable area of the assets included	m²	1,563,844	1,451,815	1,180,115



# ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Portfolio

UNIT		2021	2020	2019	2021 VS. 2020	2021	2020	2021 VS. 2020
Total electricity consumption		Elec-Abs				Elec-LfL		
Total electricity consumption	MWh	37,943	37,951	41,840	0%	n/a	n/a	n/a
For landlord shared services	MWh	1,069	698	41,437	+53%	n/a	n/a	n/a
Proportion of renewable sources	Percent	56%	91%	4%	–	n/a	n/a	–
Number of applicable properties	Number	5	4	49	–	n/a	n/a	–
Coverage of lettable area	Percent	100%	100%	96%	–	n/a	n/a	–
Tenant-obtained electricity	MWh	36,874	37,253	81	–5%	33,971	35,788	–5%
Proportion of renewable sources	Percent	8%	4%	0%	–	3%	2%	–
Number of applicable properties	Number	49	47	1	–	47	47	–
Coverage of lettable area	Percent	92%	91%	1%	–	97%	97%	–
Total district heating & cooling consumption		DH&C-Abs				DH&C-LfL		
Indirect energy consumption from district heating and cooling	MWh	7,299	5,760	5,781	+27%	5,423	5,018	+8%
For landlord shared services	MWh	1,874	743	5,781	+152%	n/a	n/a	n/a
Proportion of energy consumption from district heating and cooling generated on and/or off sitefrom renewable sources	Percent	0%	0%	0%	–	n/a	n/a	–
Number of applicable properties	Number	3	2	13	–	n/a	n/a	–
Coverage of lettable area	Percent	62%	57%	31%	–	n/a	n/a	–
Tenant-obtained district heating and cooling	MWh	5,426	5,018	n/a	+8%	5,422	5,017	+8%
Proportion of energy consumption from district heating and cooling generated on and/or off sitefrom renewable sources	Percent	0%	0%	n/a	–	0%	0%	–





## ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

### Portfolio

	UNIT	2021	2020	2019	2021 VS. 2020	2021	2020	2021 VS. 2020
Number of applicable properties	Number	14	13	n/a	–	13	13	–
Coverage of lettable area	Percent	28%	26%	n/a	–	27%	27%	–
<b>Total fuel consumption</b>		<b>Fuels-Abs</b>				<b>Fuels-LfL</b>		
<b>Total amount of fuels used from direct sources</b>	MWh	<b>26,570</b>	<b>24,240</b>	<b>26,780</b>	<b>+10%</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
For landlord shared services	MWh	1,861	1,711	26,780	+9%	n/a	n/a	n/a
Proportion of renewable sources	Percent	0%	0%	7%	–	n/a	n/a	–
Number of applicable properties	Number	4	2	35	–	n/a	n/a	–
Coverage of lettable area	Percent	87%	43%	60%	–	n/a	n/a	–
Tenant-obtained fuels	MWh	24,709	22,529	n/a	+10%	24,709	22,529	+10%
Proportion of renewable sources	Percent	7%	7%	n/a	–	7%	7%	–
Number of applicable properties	Number	31	32	0	–	29	29	–
Coverage of lettable area	Percent	58%	61%	n/a	–	61%	61%	–
<b>Total energy consumption of portfolio</b>	MWh	<b>71,812</b>	<b>67,952</b>	<b>74,402</b>	<b>+6%</b>	<b>65,084</b>	<b>64,780</b>	<b>0%</b>
<b>Proportion of renewable sources</b>	Percent	<b>7%</b>	<b>5%</b>	<b>5%</b>	<b>–</b>	<b>4%</b>	<b>4%</b>	<b>–</b>
<b>Building energy intensity</b>		<b>Energy-Int</b>						
<b>Total amount of direct and indirect energy used across the portfolio</b>	kWh/m²	<b>63</b>	<b>63</b>	<b>118</b>	<b>0%</b>	<b>63</b>	<b>62</b>	<b>0%</b>
For landlord shared services	kWh/m²	121	91	120	+33%	n/a	n/a	n/a
Tenant-obtained energy	kWh/m²	61	62	n/a	–2%	63	62	0%

# ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Portfolio

		METHOD	UNIT	2021	2020	2019	2021 VS. 2020
Greenhouse gas emissions		GHG-Dir-Abs/GHG-Indir-Abs					
Scope 1			† CO <sub>2</sub> e	341	315	4,867	+8%
Scope 2	location-based		† CO <sub>2</sub> e	483	146	6,816	+232%
	market-based		† CO <sub>2</sub> e	594	157	6,816	+278%
Scope 3	location-based		† CO <sub>2</sub> e	10,386	10,200	12	+2%
	market-based		† CO <sub>2</sub> e	10,414	10,200	12	+2%
Total Scope 1+2	location-based		† CO <sub>2</sub> e	824	461	11,683	+79%
	market-based		† CO <sub>2</sub> e	935	472	11,683	+98%
Total Scope 1+2+3	location-based		† CO <sub>2</sub> e	11,210	10,660	11,694	+5%
	market-based		† CO <sub>2</sub> e	11,349	10,672	11,694	+6%
Greenhouse gas (GHG) emissions intensity from building energy consumption		GHG-Int					
Total amount of GHG emissions generated from energy consumption	location-based		kg CO <sub>2</sub> e/m <sup>2</sup>	10.17	9.97	18.82	+2%

ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Portfolio

	UNIT	2021	2020	2019	2021 VS. 2020	2021	2020	2021 VS. 2020
Total water consumption		Water-Abs			Water-LfL			
Total water consumption	m³	76,397	73,648	91,014	+4%	42,762	54,239	−21%
For landlord shared services	m³	7,207	7,565	73,961	−5%	n/a	n/a	n/a
Number of applicable properties	Number	3	3	52	−	n/a	n/a	−
Coverage of lettable area	Percent	69%	79%	96%	−	n/a	n/a	−
Tenant-obtained water	m³	69,190	66,083	17,053	+5%	42,762	54,239	−21%
Number of applicable properties	Number	55	53	2	−	51	51	−
Coverage of lettable area	Percent	97%	94%	97%	−	99%	99%	−
Building water intensity		Water-Int						
Total amount of water consumption across the portfolio	m³/m²	0.07	0.07	0.14	+1%	0.04	0.05	−21%
For landlord shared services	m³/m²	0.26	0.28	0.12	−5%	n/a	n/a	n/a
Tenant-obtained water	m³/m²	0.06	0.06	0.97	+2%	0.04	0.05	−21%





ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Portfolio

	UNIT	2021	2020	2019	2021 VS. 2020	2021	2020	2021 VS. 2020
Total weight of waste by disposal route		Waste-Abs				Waste-LfL		
Total non-hazardous waste	L,t	1,902,203 / 8,143	1,347,713 / 7,977	1,151,280 / 2,591	+41% / +2%	57 / 6,944	0 / 6,278	+100% / +11%
Recycling	L,t	434,022 / 4,860	301,600 / 5,146	301,600 / 1,559	+44% / -6%	43 / 3,940	0 / 3,831	+100% / +3%
Landfill	L,t	941,150 / 32	849,680 / 0	849,680 / 0	+11% / +2,203%	n/a	n/a	n/a
Composting	L,t	33,437 / 36	0 / 29	0 / 17	+25%	n/a	n/a	n/a
Waste incineration/waste-to-energy	L,t	493,253 / 3,003	196,433 / 2,599	0 / 955	+151% / +16%	n/a / 108	n/a / 132	n/a / -18%
Other	L,t	340 / 212	0 / 201	0 / 61	+100% / +5%	n/a / 24	n/a / 49	n/a / -50%
Number of applicable properties	Number	54	51	45	-	30	30	-
Coverage of lettable area	Percent	95%	91%	88%	-	63%	63%	-
Total hazardous waste	t	75	92	21	-18%	74	92	-19%
Recycling	t	51	54	18	-7%	47	54	-13%
Landfill	t	-	-	-	-	-	-	-
Composting	t	-	-	-	-	-	-	-
Waste incineration/waste-to-energy	t	21	36	3	-40%	16	26	-38%
Other	t	3	2	0	+65%	1	1	+49%
Number of applicable properties	Number	35	31	19	-	34	34	-
Coverage of lettable area	Percent	66%	60%	36%	-	70%	70%	-

# ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Portfolio

		UNIT	2021	2020	2019	2021 VS. 2020
Sustainably certified assets			Cert-Tot			
Number of certificates	Number		-	-	-	-
BREEAM	Number		-	-	-	-
DGNB	Number		-	-	-	-
LEED	Number		1	-	-	-
Wired Score	Number		1	-	-	-
Other/Additional	Number		1	1	1	+0%
Percentage of buildings certified at least once	Percent		3%	1%	1%	-
Number of planned certificates		Number	20			
Animal Aided Design	Number		1			
BREEAM	Number		-			
WELL-Building	Number		7			
LEED	Number		14			
Wired Score	Number		5			
Other/Additional	Number		4			
Percentage of buildings with at least one planned certification	Percent		17%			



ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Office

		UNIT	2021	2020
Office data				
Berlin	Employees m²		88 4,238	103 4,238
Bolzano	Employees m²		11 430	16 132
Düsseldorf	Employees m²		53 1,212	83 1,212
Frankfurt	Employees m²		10 435	n/a n/a
Hamburg	Employees m²		24 1,048	23 1,048
Innsbruck	Employees m²		39 2,030	60 2,030
Luxembourg	Employees m²		13 380	22 430
Munich	Employees m²		44 739	76 739
Vienna	Employees m²		196 5,657	250 4,564
Zurich	Employees m²		17 132	n/a n/a

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





## ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

### Office

	UNIT	2021	2020	2019	2021 VS. 2020
<b>Total fuel consumption</b>					
		<b>Fuels-Abs</b>			
Total amount of fuels used from direct sources	MWh	228	321	45	-29%
Proportion of renewable sources	Percent	0%	0%	0%	-
Number of applicable offices	Number	3	4	3	-
<b>Total energy consumption of portfolio</b>	MWh	<b>7,569</b>	<b>7,590</b>	<b>9,053</b>	<b>-0.3%</b>
<b>Proportion of renewable sources</b>	Percent	<b>47.7%</b>	<b>46.3%</b>	<b>1.3%</b>	<b>3.1%</b>
<b>Building energy intensity</b>					
		<b>Energy-Int</b>			
Per office area	kWh/m²	559	790	1.282	-29%
Per employee	kWh/employee	20,737	14,942	n/a	+39%

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

ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES

Office

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

## SOCIAL SUSTAINABILITY PERFORMANCE MEASURES

	UNIT	2021	2020	2019
<b>Employee gender diversity</b>		<b>Diversity-Emp</b>		
Percentage of male and female employees in the organisation's governance bodies and other significant employee categories <sup>1</sup>	Percentage	female: 26.3 male: 73.7	female: 27.5 male: 72.5	female: 23.9 male: 76.1
<b>Gender pay ratio</b>		<b>Diversity-Pay</b>		
Ratio of the basic salary and/or remuneration of male and female employees in the organisations governance bodies and other significant employee categories		n/a	n/a	n/a
<b>Employee training and development</b>		<b>Emp-Training</b>		
Average hours of training that the organisation's employees have undertaken in the reporting period.	Hours	2.7	9.8	0
<b>Employee performance appraisals</b>		<b>Emp-Dev</b>		
Percentage of total employees who received a regular performance and career development review during the reporting period	Percentage	100	93.3	n/a
<b>New hires and turnover</b>		<b>Emp-Turnover</b>		
Total number and rate of new employee hired	Total number and percentage	number: 93 rate: 21.8	number: 94 rate: 25.2	number: 78 rate: 27.2
Total number and rate of employee turnover		number: 58 rate: 13.6	number: 33 rate: 8.8	number: 40 rate: 13.9

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

<sup>1</sup> excl. Supervisory Board

GOVERNANCE SUSTAINABILITY PERFORMANCE MEASURES

	2021	2020	2019
<b>Composition of the highest governance body</b>	<b>Gov-Board</b>		
Number of executive board members	10	11	10
Number of independent/non-executive board members	4	4	4
Average tenure on the governance body (years)	Management Board: 4.9 Supervisory Board: 4.8	Management Board: 3.9 Supervisory Board: 4.8	Management Board: 3.6 Supervisory Board: 4.5
Number of independent/non-executive board members with competencies relating to environmental and social topics	4	0	0
<b>Process for nominating and selecting the highest governance body</b>	<b>Gov-Selec</b>		
Describe the nomination and selection process for the highest governance body and its members, and the criteria used to guide the nomination and selection process	Sustainability Report, P. 104–106	Sustainability Report, P. 104–106	Sustainability Report, P. 104–106
<b>Process for managing conflicts of interest</b>	<b>Gov-Col</b>		
Describe the processes to ensure that conflicts of interest are avoided and managed in the highest governance body	Sustainability Report, P. 104-106	Sustainability Report, P. 104-106	Sustainability Report, P. 104-106

# TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

RECOMMENDED DISCLOSURES		REFERENCES
GOVERNANCE		
	Describe the board’s oversight of climate-related risks and opportunities	Sustainability Report, P. 109
	Describe management’s role in assessing and managing climate-related risks and opportunities	Sustainability Report, P. 109
STRATEGY		
	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Sustainability Report, P. 109–110
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	Sustainability Report, P. 109–110
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scen	in progress
RISK MANAGEMENT		
	Describe the organization’s processes for identifying and assessing climate- related risks	Sustainability Report, P. 109
	Describe the organization’s processes for managing climate-related risks	in progress
	Describe how processes for identifying, assessing, and managing climate- related risks are integrated into the organization’s overall risk management	in progress
METRICS AND TARGETS		
	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	in progress
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Annex, P. 16
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Sustainability Report, P. 35, 37, 45

