



SUSTAINABILITY STRATEGY OUR SUSTAINABLE SIGNATURE 2025

STATUS QUO 2022

SIGNA DEVELOPMENT SELECTION AG



SUSTAINABLE BUILDINGS

	TARGET	ACTION	KPI	STATUS	TIME HORIZON	
ENERGY AND EMISSIONS DURING PLANNING, CONSTRUCTION, AND OPERATION	Obtain certification according to green building standards for 100% of development projects	Adhere to green building requirements for development projects and complete pre-certifications	Number/share of certified assets in portfolio as a whole	in progress	ongoing	
		Conduct life cycle analyses on development projects		in progress	2024 ¹	
	Ensure climate neutrality of development projects	Increase energy efficiency of properties through the use of energy-saving technologies and refurbishment of energy systems	Energy consumption (in kWh) Reduction in metric tons of CO ₂	in progress	ongoing	
				Evaluate use of alternative energy sources for development projects and implement if a positive determination is made	in progress	ongoing
				Evaluate use of green power contracts for development projects and conclude if a positive determination is made	completed	2021
		Evaluate the greening of development projects and implement if a positive determination is made	Square meters of newly planted green space per year	completed	2022	
				Evaluate state-of-the-art technologies for automated collection of energy consumption data and implement if a positive determination is made	in progress	2025
				Sustainably use and manage development projects	Evaluate green lease components in development projects and implement if a positive determination is made	completed
	Include environmental guidelines/green clauses in leases, including an obligation to exchange environmental data	completed	2021/22			

¹ In 2023, a standardized LCA strategy was created for SIGNA. Implementation postponed to 2024 (previously 2023)





SUSTAINABLE BUILDINGS

	TARGET	ACTION	KPI	STATUS	TIME HORIZON
ENERGY AND EMISSIONS DURING PLANNING, CONSTRUCTION, AND OPERATION	Set up systematic environmental and data management	Accelerate expansion of the data collection process using ESG software		completed	2021
		Evaluate participation in the Science Based Targets initiative		planned	2024 ¹
HEALTH AND SAFETY OF END USERS	Guarantee health and safety of end users	Aim for WELL Building certification for development projects	Number/share		ongoing
		Aim for WELL Building certification for SIGNA offices	WELL Building certifications	in progress	2022/23
RECYCLABILITY AND LONGEVITY OF CONSTRUCTION MATERIALS	Build according to green building standards	Reduce material use by optimizing design			ongoing
		Evaluate sustainable and lower-carbon materials and implement if a positive determination is made			ongoing
	Minimize soil sealing in construction	Give preference to developing already developed spaces			ongoing
SUSTAINABLE MOBILITY	Link development projects to various modes of transportation	Consider good transportation connections for the development projects	Average distance from local public transportation (in km)		ongoing
		Enter into partnerships with ride sharing providers			ongoing
		Enter into partnerships with bike sharing providers		completed	2021/22
	Provide infrastructure for electric transportation in the development projects	Plan development projects with parking spaces and charging stations for electric vehicles	Number of parking spaces for electric vehicles (specific)		
			Number of charging stations (specific)		

¹ Submission of the commitment in 2023 after the reporting date occurs





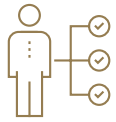
ATTRACTIVE EMPLOYER

	TARGET	ACTION	KPI	STATUS	TIME HORIZON	
EMPLOYEE SATISFACTION	Maintain and promote employee health	Instruct new employees on occupational health and safety			ongoing	
		Expand range of training offered on health-related issues such as nutrition, exercise, and handling stress	100% employee training rate	completed	2021	
	Maintain employee satisfaction at a high level	Complete regular personnel development/feedback discussions with employees	Share of employees for whom personnel development/feedback discussions were held in the fiscal year			ongoing
			Share of employees working under flexible working time/part-time models			ongoing
		Regularly inform employees via in-house communication channels and hold site-related events				ongoing
		Guarantee modern office amenities in prime downtown locations	Develop an employee satisfaction index from surveys			ongoing
		Consider connections to various modes of transportation and easy accessibility of sites with public transportation	Employee turnover rate			ongoing
		Conduct regular employee surveys and develop an employee satisfaction index			completed	2022 ¹
		Introduce 360-degree evaluations for managers	Share of executives who have received a 360-degree evaluation in the fiscal year		planned	2022/23 ²

¹ Completion in 2022 (previously 2021)

² Implementation postponed to 2022/23 (previously 2022)





ATTRACTIVE EMPLOYER

	TARGET	ACTION	KPI	STATUS	TIME HORIZON
TRAINING, CONTINUING EDUCATION, AND KNOWLEDGE MANAGEMENT	Ensure good training for employees	Offer training to employees during work or studies	Number of apprentices and trainees/cooperative education students		ongoing
		Offer in-house and outside employee training as needed	Number of training hours, total and per employee		ongoing
		Run regular training courses for managers			ongoing
		Introduce a SIGNA mentoring program for young future managers	Share of managers participating in training	completed	2022 ¹
DIVERSITY AND EQUAL OPPORTUNITY	Guarantee a work environment free of discrimination	Publish "Managing Values" Code of Conduct and Code of Conduct for Business Partners		completed	2020
		Set up anonymous contact for reporting incidents of discrimination	Number of incidents of discrimination	completed	2020
		Sign on to Diversity Charter initiative (Charta der Vielfalt)		completed	2021
	Fill at least 35% of managerial positions with women	Determine gender quota for managerial positions		completed	2021
		Introduce specific programs for mentoring and promoting the talent of women	Share of women in managerial positions	in progress	2022/23 ²
Maintain rate of employees returning to work after parental leave over 90%	Actively promote parental leave and clearly define the return to work	Rate of employees returning to work after parental leave			ongoing

¹ Completion in 2022 (previously 2021)

² Start of the project in 2022, completion expected in 2023





RESPONSIBLE CORPORATE GOVERNANCE

	TARGET	ACTION	KPI	STATUS	TIME HORIZON	
BUSINESS COMPLIANCE, INCLUDING ANTI-CORRUPTION AND MONEY LAUNDERING PREVENTION	Guarantee business compliance	Certify compliance management system according to ISO 37301		completed	2022	
		Sign UN Global Compact and publish annual progress report			ongoing	
		Conduct training on compliance and business ethics via new e-learning system		completed	2021	
		Develop ESG training and run annually		completed	2021	
		Integrate ESG criteria into guidelines for business trips and mobility		planned	2023	
		Integrate ESG KPIs into variable compensation of management		planned	2025	
		CCO to report regularly to the Group's Management Board and the Supervisory Board on the progress of compliance activities and important compliance matters			ongoing	
		Regularly review compliance management system in-house		Number and scope of conformity audits		ongoing
				Number of compliance violations		ongoing
				Monetary fines in cases of corruption		ongoing



RESPONSIBLE CORPORATE GOVERNANCE

	TARGET	ACTION	KPI	STATUS	TIME HORIZON	
BUSINESS COMPLIANCE, INCLUDING ANTI-CORRUPTION AND MONEY LAUNDERING PREVENTION	Effectively manage ESG risks	Identify and assess ESG risks in development projects	Number of violations of ESG requirements and ESG-related laws	completed	2022	
		Integrate ESG further into the risk management activities		completed	2024	
	Sustainably develop real estate portfolio	Implement Group-wide ESG due diligence processes for development projects	Number/share of development projects in conformity with ESG guidelines (target of 100%)	completed	2021	
		Draft ESG guideline for development projects		completed	2021	
	Maintain high tenant satisfaction	Conduct a tenant satisfaction survey every two years and use results to determine additional measures to increase tenant satisfaction		completed	2022 ¹	
	Structure supply chain management responsibly	Integrate ESG factors into Code of Conduct for Business Partners	Number of business partners who have signed Code of Conduct for Business Partners	completed	2021	
		Introduce whistleblower system for business partners		completed	2020	
		Apply human rights due diligence to supply chain			ongoing	
		Step up ESG screening and ESG risk assessment of business partners prior to collaboration			planned	2025 ²
		Evaluate use of a supplier assessment system to determine potential ESG risks		Number of ESG audits at suppliers	planned	2025 ³
	Conduct regular internal and external supplier audits		planned	2025 ⁴		

¹ Completion in 2022 (previously 2021)

² Implementation postponed until 2025 (previously 2021)

³ Implementation postponed until 2025 (previously 2021)

⁴ Implementation postponed until 2025 (previously 2022)





RESPONSIBLE CORPORATE GOVERNANCE

	TARGET	ACTION	KPI	STATUS	TIME HORIZON
BUSINESS COMPLIANCE, INCLUDING ANTI-CORRUPTION AND MONEY LAUNDERING PREVENTION	Dialogue with stakeholders	Conduct regular real estate-related dialogues and consultations with stakeholders, and stakeholder participation processes	Number of stakeholder dialogues		ongoing
		Standardize existing dialogue platforms with political decision-makers and multipliers at the federal, state, and municipal level		planned	2023/24
	Expand ESG reporting	Evaluate and roll out software for ESG data collection		completed	2021
		Expand annual ESG reporting according to GRI Standards		completed	2021
		Commission annual audit of ESG reports		completed	2023
	Commission external evaluations of ESG performance	Conduct regular external ESG ratings			ongoing
	Institute sustainable financing instruments (for >50% of new financing arrangements)	Establish Green Finance Framework	Volume of sustainable financing	completed	2021
REGIONAL VALUE CREATION	Strengthen regional value creation	Preferred use of local companies and regional products	Share of total volume accounted for by local procurement		ongoing
	Promote local communities	Engage in ESG-relevant pro-bono activities in cities and municipalities	Donations		ongoing
		Donate to ESG-related projects, programs, and initiatives		completed	2022
		Set up employee volunteering program		planned	2023 ¹

¹ Implementation postponed until 2023 (previously 2022)

