



SUSTAINABILITY STRATEGY OUR SUSTAINABLE SIGNATURE 2025

STATUS QUO 2022

SIGNA PRIME 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 New Investments | Adhere to green building requirements for New Investments and complete pre-certification | Number/share of certified assets in portfolio as a whole | | ongoing | |
| | | Conduct life cycle analyses on New Investments | | in progress | 2024 ¹ | |
| | Increase number of green building certifications in real estate portfolio | Evaluate post-certification of the real estate portfolio according to green building standards and implement if a positive determination is made | Number/share of certified assets | | ongoing | |
| | Ensure climate neutrality of real estate portfolio | Increase energy efficiency of properties through the use of energy-saving technologies and refurbishment of energy systems | Evaluate alternative energy sources for real estate portfolio and implement if a positive determination is made | Energy consumption (in kWh) | | ongoing |
| | | | | Reduction in metric tons of CO ₂ | | ongoing |
| | | Evaluate use of green power contracts for the real estate portfolio and implement if a positive determination is made | | Percentage of electricity from renewable energy | completed | 2021 |
| | | Evaluate the greening of the real estate portfolio 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 | | Share of smart metering in the portfolio (in %) | in progress | 2025 |

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





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|--|--|--|---|-------------|-------------------|
| ENERGY AND EMISSIONS DURING PLANNING, CONSTRUCTION, AND OPERATION | Sustainably use and manage real estate portfolio | Evaluate green lease components in the New Investments portfolio and implement if a positive determination is made | Share/number of leases with green lease components | completed | 2021/22 |
| | | Include environmental guidelines/green clauses in leases, including an obligation to exchange environmental data | | completed | 2021/22 |
| | Set up systematic environmental and data management | Accelerate expansion of the data collection process using ESG software | | completed | 2021 |
| | | Participate 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 New Investments | Number/share of WELL Building certifications | | ongoing |
| | | Evaluate WELL Building certification for the Long-term Portfolio and implement if a positive determination is made | | in progress | 2023 ² |
| | | Aim for WELL Building certification for SIGNA offices | | planned | 2022/23 |

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

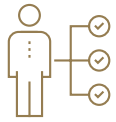
² Implementation postponed to 2023 (previously 2022)





SUSTAINABLE BUILDINGS

| | TARGET | ACTION | KPI | STATUS | TIME HORIZON |
|---|---|---|---|-----------|--------------|
| RECYCLABILITY AND LONGEVITY OF CONSTRUCTION MATERIALS | Build and renovate according to green building standards | Reduce material use by optimizing design | | | ongoing |
| | Build and renovate according to green building standards | 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 real estate portfolio to various modes of transportation | Consider good transportation connections for the real estate portfolio | 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 real estate portfolio | Plan New Investments with parking spaces and charging stations for electric vehicles | Number of parking spaces for electric vehicles (specific) | | ongoing |
| | | Evaluate parking spaces for electric vehicles for the Long-term Portfolio and install charging stations if a positive determination is made | Number of charging stations (specific) | | ongoing |



ATTRACTIVE EMPLOYER

| | TARGET | ACTION | KPI | STATUS | TIME HORIZON | |
|-----------------------|--|--|---|---|----------------------|---------|
| EMPLOYEE SATISFACTION | Maintain and promote employee health | Instruct new employees on occupational health and safety | 100% employee training rate | | ongoing | |
| | | Expand range of training offered on health-related issues such as nutrition, exercise, and handling stress | | completed | 2021 | |
| | Maintain employee satisfaction at a high level | Complete regular personnel development/feedback discussions with employees | Regularly inform employees via in-house communication channels and hold site-related events | 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 |
| | | Guarantee modern office amenities in prime downtown locations | Employee satisfaction index from survey | | | ongoing |
| | | | | | | 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 managers who have received a 360-degree evaluation in the fiscal year | in progress | 2022/23 ² | |

¹ Completion in 2022 (previously 2021)

² Implementation postponed until 2022/23 (previously 2022)





ATTRACTIVE EMPLOYER

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| 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 "Values Management" 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 management positions with women | Determine gender quota for management positions | | completed | 2021 |
| | | Introduce specific programs for mentoring and promoting the talent of women | Share of women in management 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 |

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² Implementation postponed until 2022/23 (previously 2022)





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 | |
| | | Chief Compliance Officer to report regularly to the Group's Management Board and the Supervisory Board on the progress of compliance activities and important compliance matters | | | | ongoing |



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| BUSINESS COMPLIANCE, INCLUDING ANTI-CORRUPTION AND MONEY LAUNDERING PREVENTION | Guarantee business compliance | 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 | |
| | Effectively manage ESG risks | Identify and assess ESG risks in SIGNA portfolio | Integrate ESG further into the risk management activities | Number of violations of ESG requirements and ESG-related laws | completed | 2022 |
| | | | | | completed | 2024 |
| | Sustainably develop real estate portfolio | Implement Group-wide ESG due diligence processes for New Investments | Develop ESG guideline for renovations of properties in the Long-term Portfolio | Number/share of New Investments in conformity with ESG guidelines (target of: 100%) | completed | 2021 |
| | | | | | completed | 2021 |
| | | | | | 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 |

¹ Completion in 2022 (previously 2021)





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| BUSINESS COMPLIANCE, INCLUDING ANTI-CORRUPTION AND MONEY LAUNDERING PREVENTION | 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 busi- ness partners prior to collaboration | | planned | 2025 ¹ | |
| | Dialogue with stakeholders | Evaluate use of a supplier assessment system to determine potential ESG risks | Number of ESG audits at suppliers | planned | 2025 ² | |
| | | Conduct regular internal and external supplier audits | | planned | 2025 ³ | |
| | | 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 | | | | 2023/24 |

¹ Implementation postponed until 2025 (previously 2021)

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| BUSINESS COMPLIANCE, INCLUDING ANTI-CORRUPTION AND MONEY LAUNDERING PREVENTION | Expand ESG reporting | Evaluate and roll out software for ESG data collection | | completed | 2021 |
| | | Expand annual ESG reporting according to GRI Standards and EPRA sBPR | | completed | 2021 |
| | | Commission external audit of annual ESG reporting | | 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 |
| | | Preferred renovation and preservation of historical buildings | Number of renovated buildings in portfolio under preservation orders | | ongoing |
| | Promote local communities | Engage in ESG-relevant pro-bono activities in cities and municipalities | | | ongoing |
| | | Donate to ESG-related projects, programs, and initiatives | Donations | completed | 2022 |
| | | Set up employee volunteering program | | planned | 2023 ¹ |

¹ Implementation postponed until 2023 (previously 2022)

