



MOBIMO

**EPRA Sustainability Best Practice  
Recommendations Report 2019**

# 1. Overarching recommendations

## Introduction

As EPRA members, we have chosen to report our environmental and social data in accordance with the EPRA Sustainability Best Practice Recommendations (sBPR). Our reporting response has been split into two sections:

- › Overarching recommendations,
- › Sustainability performance measures.

## Overarching recommendations

### Organisational boundaries

The portfolio of Mobimo Holding AG (equivalent to a Gross Asset Value (GAV) of CHF 3,298 million) consists of investment properties (79% by GAV) and development properties (21% by GAV). We report on all properties in our investment portfolio for which we have operational control.

### Coverage

The Table “Portfolio” represents the scope of our 2020 EPRA submission and includes the total standing investments portfolio (100%) of the investible entity (commercial and residential). In total this covers 99 assets.

Development projects, as well as underdeveloped or vacant land or other owned cash or non-real estate assets are excluded.

### Estimation of landlord-obtained utility consumption

All data for the assets which are included in the organisational boundary are based on invoices received for the reporting period (since 2013) covering electricity, district heating, cooling, energy consumption from fuel and water.

Scope 1 and 2 GHG emissions are calculated based on energy consumption by type of energy (fuels, gas, district heating, etc.) which in turn are based on invoices. No data is estimated.

### Boundaries – Reporting on landlord and tenant consumption

The consumption reported includes only utilities which we purchase as landlords. Tenant obtained data (i.e. from bills which the tenant receives directly) are excluded.

Waste data (incineration, recycling, PET, paper and cardboard) are collected and reported only for our owned offices. Waste data are neither directly available nor reported for the standing investment properties. Every building in Switzerland is connected to the country's highly sophisticated public waste system. This developed waste separation system optimises usage and waste disposal. Its usage is managed directly by the tenants (incl. invoices).

### Analysis – Normalisation

We have calculated intensity indicators for heating, cooling and electricity based on the energy consumption per investment property measured and billed for the accounting period. The energy consumption for heating is recorded over several reporting years (since 2013), for plausibility testing and control. The number of heating days/year is considered, analysed and normalized if necessary. The total energy use from heating, cooling and electricity is then divided by the total floor area (including tenant areas) to calculate the intensity rate. The energy-consuming space for each property is calculated based on the plans in accordance with Swiss Society of Engineers and Architects (SIA) guidelines (since 2018: SIA 416/1). Emission factors were adjusted in 2018.

The basis used for the calculation of CO<sub>2</sub> emissions are the heating system, type of energy, the respective emission factors, and the consumption in kWh. For this reporting year, two factors must be considered:

- › The energy consumption for electricity and heating (MWh) was checked for all periods reported. For 2018, the figures were adjusted accordingly as the method of calculation has been made more precise.
- › Energy consumption and emissions were further reduced in 2018. In 2019, the previous positive trend towards reducing energy and emission intensity was interrupted. This was mainly due to the purchase of an investment portfolio with natural gas heating during the reporting period.

Water consumption corresponds to the consumption per investment property, measured and billed for the accounting period. The intensity is calculated by the total water consumption divided by the total floor area.

Health and safety performance measures are calculated using the following formula:

- › Absentee rate: Total absentee rate relative to total target hours/full-time employees.

#### **Analysis – Segmental analysis (by property type, geography)**

Segmental analysis is defined by the property classification used in our financial reporting (see our Annual Report, p. 108) which organises our investment portfolio into commercial and residential properties. Segmental analysis by geography is not relevant for our portfolio given that our assets are all located in the same climatic zone.

#### **Disclosure on own offices**

Utilities consumption which we are responsible for at our own offices are reported separately. Please see EPRA Table “EPRA Performance measures” on page 5.

#### **Narrative on performance**

For a full narrative on our performance in 2019, please see the following sections of our Sustainability Report 2019:

- › Energy, water and waste: Environment (pages 17 – 20),
- › Employee training and development: Employees (pages 31 – 34),
- › Community engagement: Society (pages 25 – 30),
- › Own offices, environmental indicators: Environment (page 19).

The report is available to download here:  
[www.mobimo.ch/en](http://www.mobimo.ch/en) > About us > Sustainability

Information of our governance procedures and Board of Directors can be found in the Corporate Governance Report of our Annual Report 2019 which is available to download here:  
[www.mobimo.ch/en](http://www.mobimo.ch/en) > Investors > Reporting

#### **Location of EPRA sustainability performance measures**

EPRA sustainability performance measures for our portfolio, own offices and corporate operations can be found in the tables on pages 3 – 7 of this report.

#### **Third party assurance**

Energy and GHG emissions data are independently assured by EY. The assurance statement can be found on pages 44 – 45 of our Sustainability Report 2019. The report is available to download here: [www.mobimo.ch/en](http://www.mobimo.ch/en) > About us > Sustainability

#### **Materiality**

Regarding sustainability, Mobimo Holding AG reports in accordance with GRI (since 2011/12), CDP (since 2012), GRESB (since 2013) and EPRA (since 2017) and integrates annually internal and external stakeholders for the determination and evaluation of the material aspects. Three criteria are applied to determine materiality: the strategic relevance of the individual theme, the possibility of exercisable influence, and the aspects’ effects within and outside the organisation. At this time, all important KPIs that have been identified as material according to the results of our materiality review are reported. The full list of material issues can be found on pages 7 – 9 of our Sustainability Report 2019.

## 2. Sustainability performance measures

### EPRA environmental performance measures (portfolio)

Indicator	EPRA	Unit of measure	Portfolio total					Commercial					Residential				
			Absolute		Like-for-like		% change	Absolute		Like-for-like		% change	Absolute		Like-for-like		% change
			2018	2019	2018	2019		2018	2019	2018	2019		2018	2019	2018	2019	
Electricity consumption for landlord controlled areas	Elec-Abs, Elec-LfL	MWh	25,533	31,236	25,533	31,236	22.3	21,307	24,305	21,307	24,305	14.1	4,226	6,931	4,226	6,931	64.0
Proportion of electricity consumption from renewable sources		%	43.1	45.7	43.1	45.7		50.1	52.7	50.1	52.7		25.2	31.3	25.2	31.3	
Energy consumption from landlord obtained district heating and cooling	DH&C-Abs, DH&C-LfL	MWh	17,462	18,759	17,462	18,759	7.4	13,983	14,410	13,983	14,410	3.1	3,479	4,349	3,479	4,349	25.0
Proportion of district heating & cooling from renewable sources		%	29.4	27.5	29.4	27.5		32.9	31.2	32.9	31.2		20.8	19.6	20.8	19.6	
Energy consumption from landlord obtained fuels	Fuels-Abs, Fuels-LfL	MWh	16,278	18,333	16,278	18,333	12.6	7,237	7,434	7,237	7,434	2.7	9,041	10,899	9,041	10,899	20.6
Proportion of fuels from renewable sources		%	27.5	26.8	27.5	26.8		17.0	16.1	17.0	16.1		54.0	49.1	54.0	49.1	
Building energy intensity	Energy-Int	kWh/m <sup>2</sup>	120	152	120	152	26.7	122	163	122	163	33.6	115	133	115	133	15.7
Direct Scope 1 GHG emissions (total)	GHG-Dir-Abs	tCO <sub>2</sub>	3,313	3,819	3,313	3,819	15.3	1,563	1,549	1,563	1,549	-1.0	1,750	2,270	1,750	2,270	29.7
Total Scope 2 indirect GHG emission (location based)	GHG-In-dir-Abs	tCO <sub>2</sub>	6,621	4,959	6,621	4,959	-25.1	5,435	3,640	5,435	3,640	-33.0	1,187	1,319	1,187	1,319	11.1
Total Scope 2 indirect GHG emission (market based)		tCO <sub>2</sub>	6,372	7,432	6,372	7,432	16.6	5,262	5,822	5,262	5,822	10.6	1,110	1,610	1,110	1,610	45.0
Building GHG emissions intensity	GHG-Int	kgCO <sub>2</sub> /m <sup>2</sup>	20	25	20	25	25.0	20	26	20	26	30.0	20	23	20	23	15.0
Total water consumption	Water-Abs, Water-LfL	m <sup>3</sup>	321,476	341,195	321,476	341,195	6.1	157,236	166,431	157,236	166,431	5.8	164,240	174,764	164,240	174,764	6.4
Building water consumption intensity	Water-Int	m <sup>3</sup> /m <sup>2</sup>	0.651	0.758	0.651	0.758	16.4	0.451	0.588	0.451	0.588	30.4	1.128	1.048	1.128	1.048	-7.1
Weight of waste by disposal route (total)	Waste-Abs	tonnes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Waste-LfL	% recycled	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		% sent to landfill	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Indicator	EPRA	Unit of measure	Investment portfolio	Development portfolio
Type and number of assets certified	Cert-Tot	% of portfolio certified OR number of certified assets	2019: 25% are Minergie-certified (2018: 23%)	2019 (and before): 100% Minergie-certified

### Data qualifying notes

#### Waste Abs & Waste-Lfl

Waste data are neither directly available nor reported for our investment properties. For this reason, we have reported waste as not applicable (N/A). Every building in Switzerland is connected to the country's highly sophisticated public waste system. This developed waste separation system optimises usage and waste disposal. Its usage is managed directly by the tenants (incl. invoices). We support tenants by providing facilities and systems to, for example, segregate waste according to type, for example compostable materials, recycling, refuse, PET, etc. For more information, see pages 17 – 20 of our Sustainability Report 2019.

#### Cert-Tot

Minergie is a Swiss certification label protected and supported by the Swiss Confederation, the Cantons and the Economy. Minergie-certified buildings are mainly characterised by very low energy consumption (high energy-efficiency) and the highest possible share of renewable energies. For more information, see [www.minergie.ch](http://www.minergie.ch).

Minergie-certification is the minimum-standard required for all development properties. For other used labels (for example DGNB, 2000 Watt) see pages 5 and 22 of our Sustainability Report 2019.

## EPRA environmental performance measures (own office and headquarters)

Indicator	EPRA	Unit of measure	Absolute		Like-for-like		
			2018	2019	2018	2019	% change
Electricity consumption	Elec-Abs, Elec-LfL	kWh	232,500	251,389	232,500	251,389	8.1%
Proportion of electricity consumption from renewable sources		%	100	100	100	100	
Energy consumption from district heating and cooling	DH&C-Abs, DH&C-LfL	kWh	315,278	300,278	315,278	300,278	-4.8%
Proportion of district heating & cooling from renewable sources		%	100	100	100	100	
Energy consumption from fuel	Fuels-Abs, Fuels-LfL	kWh	0	0	0	0	0.0%
Proportion of fuels from renewable sources		%	0	0	0	0	0.0%
Building energy intensity	Energy-Int	kWh/m <sup>2</sup>	171	172	171	172	0.6%
Direct Scope 1 GHG emissions (total)	GHG-Dir-Abs	kgCO <sub>2</sub>	0	0	0	0	0.0%
Total Scope 2 indirect GHG emission (location based)	GHG-Indir-Abs	kgCO <sub>2</sub>	84,358	76,511	84,358	76,511	-9.3%
Total Scope 2 indirect GHG emission (market based)		kgCO <sub>2</sub>	81,619	82,198	81,619	82,198	0.7%
Building GHG emissions intensity	GHG-Int	kgCO <sub>2</sub> /m <sup>2</sup>	25.44	25.62	25.44	25.62	0.7%
Total water consumption	Water-Abs, Water-LfL	m <sup>3</sup>	1,087	1,259	1,087	1,259	15.8%
Building water consumption intensity	Water-Int	m <sup>3</sup> /m <sup>2</sup>	0.339	0.392	0.339	0.392	15.6%
Weight of waste by disposal route (total)	Waste-Abs, Waste-LfL	kg	21,882	17,821	21,882	17,821	-18.6%
		Recycled	12,148	8,628	12,148	8,628	-29.0%
		Sent to incineration	9,734	9,193	9,734	9,193	-5.6%

Indicator	Status 2019
Type and number of assets certified, own offices	The main office in Küssnacht is Minergie-certified 75% (in m <sup>2</sup> ) of the own offices are Minergie-certified

### Data qualifying notes

#### Cert-Tot

Minergie is a Swiss certification label protected and supported by the Swiss Confederation, the Cantons and the Economy. Minergie-certified buildings are mainly characterised by very low energy consumption (high energy-efficiency) and the highest possible share of renewable energies. For more information, see [www.minergie.ch](http://www.minergie.ch).

### EPRA social and governance performance measures (portfolio and corporate)

Indicator	EPRA	Unit of measure	Scope	2018	2019
Employee diversity	Diversity-Emp	Number of male/female (Board)	Corporate operations	7/0	6/1
		Number of male/female (Executive Board)		6/0	6/0
		Number of male/female (middle management)		17/6	11/5
		Number of male/female (Employees)		82/88	85/92
Employee training and development	Emp-Training	Average hours per employee	Corporate operations	7	19
	Emp-Dev	% of total workforce with performance appraisals	Corporate operations	100%	100%
	Emp-Turnover	Total number of new hires	Corporate operations	49	34
		Rate		29%	19%
		Total number of leavers		36	25
Rate	21%	14%			
Health and safety	H&S-Emp	Occupational accident rate (in %)	Corporate operations	0%	0%
		Lost day rate		0%	0%
		Absentee rate (in % relative to total target hours)		2.2%	2.9%
		Fatalities (total number)		0	0
	H&S-Asset	% of assets undergoing health & safety assessments	Portfolio	100%	100%
	H&S-Comp	Total number of incidents of non-compliance from health & safety assessments	Portfolio	0	0
Communities	Comty-Eng	% of assets with community engagement initiatives	Portfolio	100%	100%

Indicator	EPRA	Unit of measure	Scope	2018	2019
Governance	Gov-Board	Total number of Executive members	Corporate operations	0	0
		Total number of Independent members		7	7
		Average tenure in years		9.9	6
		Total number with competencies relating to environmental and social topics		7 of 7	7 of 7
	Gov-Select	Description	Corporate operations	The process is defined and requires that: <ul style="list-style-type: none"> <li>› Nominations are prepared in consultation with internal and external stakeholders (advice, suggestions, recommendations);</li> <li>› The candidates meet certain criteria: diversity, regional representation from German-speaking and French-speaking Switzerland, representation from the merger company (Lausanne), sector and branch representation, real estate expertise, good business and political contacts, and independence. There is currently a lack of women (criterion not met);</li> <li>› Members of the highest governance body are elected annually (including re-election) by the shareholders' meeting.</li> </ul> For more information, see page 26f. of the Annual Report 2019.	
	Gov-Col	Description	Corporate operations	All members of the Board are non-executive members pursuant to the Swiss Code of Best Practice for Corporate Governance. None of the members of the Board of Directors have any significant business relationships with Mobimo Holding AG or with a Mobimo Group company. Full details of Board memberships are disclosed in our Annual Report 2019.	

### Data qualifying notes

#### Diversity-Pay

Mobimo observes the requirement to carry out an equal pay analysis, also in accordance with the Swiss Gender Equality Act (GEA, amended on 14 December 2018). In the salary analysis carried out in 2019/20, no gender bias could be identified according to the Federal Office for Gender Equality (FOGE), based on their specific software (Logib).

#### H&S-Asset

Clearly defined quality management for development properties is implemented on building sites and in services, with an emphasis on health and safety aspects for the future users and the building site operators. Health and safety checks are carried out on products and services at all stages of the process (purchase, development and construction, moving in, use and operation,

waste disposal). In addition to the standard requirements laid down by the federal government, cantons, Suva, SIA, police, fire service, etc., measures also comply with internal regulations. For more information, see pages 28 and 32 of our Sustainability Report 2019.

#### Comty-Eng:

The figure relates to the Development portfolio only. For more information on our approach to community engagement, see pages 25 – 27 of our Sustainability Report 2019.

#### Gov-Board

Board profiles and competencies can be found on page 26f. of our Annual Report 2019.



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