

2023

Content

Initial Situation & Goals	4
Foreword	5
About this report	6
Internal organisation	7
Material topics	7
Sustainability goals	8
UN Sustainable Development Goals	11
Society	12
HIAG as an employer	14
Supply chain	19
User satisfaction and cost structure	19
Urban planning standards and location development	20
Social commitment	20

Environment	22
Challenge	24
Reduction path for the yielding portfolio	24
Consumption data	25
Energy	26
Greenhouse gas emissions	30
Mobility	33
Construction and resource use	34
Biodiversity	35
Governance	36
Sustainability as a central element of the business segments	38
Innovation	40
ESG risk management	40
Transparency and fair competition	46
Sustainability assessments	47
Membership of associations and stakeholder groups	48

Green Financing	49
Instruments for green and sustainable financing	51
Appendix	52
Notes on the collection of consumption and emissions data for the investment property portfolio	53
GRI Content Index	56
AMAS key figures for the HIAG portfolio	59

"Collaboration creates added value."

The 2023 Sustainability Report documents HIAG's sustainability efforts. The report not only presents the achievements made, but also emphasises the partnerships behind them. For HIAG, these partnerships are central to creating ecological, economic and social added value.

The leitmotif of this year's Sustainability Report, "Collaboration creates added value.", is therefore by no means chosen at random. Rather, it reflects HIAG's fundamental conviction that interacting with the various stakeholder groups is crucial to long-term business success.

"With the transformation of the Kunzareal in Unterwindisch, HIAG has put a valuable part of the canton's history to new use. Thanks to the careful revitalisation of the site, the industrial history of the Kunzareal can be carried forward."

Heiko Dobler, Deputy Monument Conservator, Canton of Aargau

"Professional and trusting collaboration with our partners and investors is important to us. By transforming old industrial sites into new residential neighbourhoods, we are doing much more than setting new priorities. Sites such as GLEIS SÜD are predestined for sustainable and lively urban development, with a signalling effect that extends beyond the region."

Stephan Burgunder, Mayor of Pratteln

"As a tenant, we appreciate the targeted and partnership-based dialogue with HIAG. The lack of red tape and the direct dialogue are very important to us."

Stéphane Gorjux, Director Suisse romande, Hewlett Packard Enterprise

"We greatly appreciate the transparent, partnership-based cooperation with HIAG. Their strong commitment to our region supports economic development outside the major metropolitan areas."

André Meier, Client Partner Key Account Management Corporate Clients, Aargauische Kantonalbank

"Minergie was very pleased with HIAG's interest and active cooperation in the development of the new Minergie-Areal label. Together with HIAG, we were able to test the new label on the "Wydeneck" development project in Dornach (SO). This cooperation between the various players is crucial to successfully mastering the challenges facing the property sector."

Stefanie Steiner, Project Manager International & Site, Minergie Association



Initial Situation & Goals

Foreword	5
About this report	6
Internal organisation	7
Material topics	7
Sustainability goals	8
Current goals	9
Goals achieved in 2023	10
UN Sustainable Development Goals	11

Dear reader,

HIAG fulfils its responsibility in all relevant areas of sustainability, and faces up to the corresponding challenges. We use targeted measures to create ecological, economic and social added value along our value chain. We work efficiently and in the interests of our shareholders. This requires an intensive dialogue with our stakeholders, efficient processes, a focus on the key issues and pragmatic implementation.



Highlights from the 2023 financial year

The 2023 financial year was characterised by numerous highlights in terms of sustainability: our new syndicated credit line (which is linked to sustainability criteria), the pilot certification of our Wydeneck site in Dornach (SO) with the new Minergie-Areal label, and the implementation of the "sustainable property management" package of measures. The latter includes our new green lease agreements, which we use for both residential and commercial tenants, and comprehensive tenant surveys. These are all projects that are based on collaboration, and which breathe life into our efforts to achieve quality and create added value.

Innovations in sustainability reporting

Given the increased expectations of transparency, we have come to the conclusion that it makes sense to separate sustainability reporting from the Annual Report, which also underscores the importance of our sustainability work. The external audit of individual key figures, which was carried out for the first time for this edition, and the implementation of the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) reflect the growing importance of sustainability reporting.

Outlook and upcoming challenges

Despite all the progress that has been made, one thing is clear for HIAG: sustainability is not a fixed goal that can be achieved and then finalised, but rather a continuous process. As part of the real estate industry, we face major challenges. We need to reduce our greenhouse gas emissions and waste volumes, for example, and meet the changing needs of our tenants and other stakeholder groups. HIAG is well equipped to successfully deal with these tasks. Let's tackle these challenges together.

We hope you enjoy reading this report, and we look forward to working with you in the future.

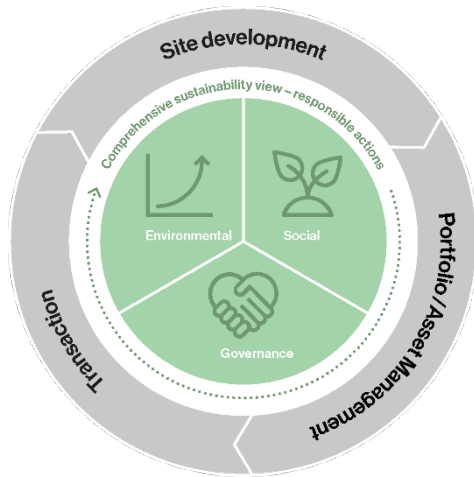
Dr Felix Grisard
President of the Board of Directors

Dr Jvo Grundler
General Counsel and member of the Board of Directors

Initial Situation & Goals

1 About this report

This year's Sustainability Report is being published as a stand-alone document for the first time. This is intended to provide more space for the topic. As a reliable and conscientious company, HIAG has set itself the goal of creating economic, environmental and social value throughout the entire value chain. This concept of sustainability is taken into account in all of HIAG's business processes, and the entire organisation is held accountable in this respect. In its annual Sustainability Report, HIAG reports on the work it has done and provides information on the degree to which the current sustainability goals have been achieved. It is intended to reflect a holistic view of the concept of sustainability.



HIAG is committed to the United Nations Sustainable Development Goals (SDGs). The SDGs shape HIAG's sustainability strategy and reporting with their comprehensive view of sustainability (please refer to page 11).

GRI 2-1

HIAG Immobilien Holding AG, which has its registered office in Basel (Switzerland), is a real estate company listed on SIX Swiss Exchange. HIAG Immobilien Holding AG operates exclusively in Switzerland.

GRI 2-2

Sustainability reporting covers all of HIAG's strategic business units (please refer to the consolidated financial statements in the 2023 Annual Report), with the exception of the recycling business of Jaeger et Bosshard SA; this is due to the different fields of activity, its marginal contribution to HIAG's business results and the fact that its operational management is outsourced to Thommen AG.

As at 31 December 2023, one associated company existed (HIAG Solar AG, share: 49%). Unless expressly stated, the joint venture HIAG Solar AG is not included in this report.

GRI 2-5

The 2023 Sustainability Report has been prepared in accordance with GRI Standards, which means that it is based on systematically collated sustainability indicators. For the first time, selected key figures in this Sustainability Report were subjected to an independent external audit. The audited key figures are labelled accordingly. The audit report can be found on page 56. The Audit Committee of HIAG Immobilien Holding AG is responsible for conducting external audits (please refer to the Corporate Governance section of the 2023 Annual Report).

GRI 2-4

The main changes in the current report compared to the 2022 report relate to the external audit mentioned above and its format as a separate document. Internal quality controls during the preparation of this report revealed inaccuracies in the collection of consumption data for a condominium. In the case of the property in question, the external management reported the consumption data for 2021 and 2022 for the entire building and not just the portion owned by HIAG. This error, which is limited to one property, has only a minor impact on the aggregated data for 2021 and 2022.

GRI 2-3

Based on the principles of the GRI Standards, the information in this report is limited to topics that are material to HIAG. Unless otherwise stated, the data in this Sustainability Report refer to financial year 2023 (1 January to 31 December). Sustainability reporting is carried out annually to coincide with the publication of the Annual Report (Management Report, Corporate Governance Report, Compensation Report, Consolidated Financial Statements and Annual Financial Statements).

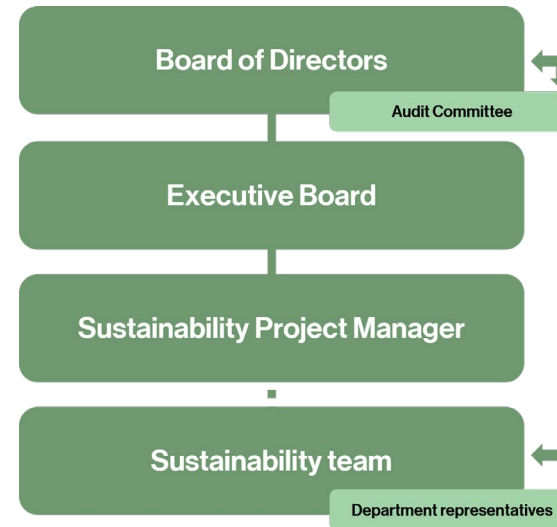
2 Internal organisation

GRI 2-12; GRI 2-13; GRI 2-14

HIAG's sustainability activities are based on the sustainability strategy first adopted by the Board of Directors in 2021. This is part of HIAG's corporate strategy. The Board of Directors bears overall responsibility for all economic, ecological and social matters, including this Sustainability Report. A corresponding responsibility also applies to the material topics that have been defined. The Board of Directors has commissioned the Executive Board with the implementation of the sustainability strategy. The Executive Board is assisted in this respect by an internal Sustainability Project Manager who works closely with our cross-divisional sustainability team. The involvement of the specialist departments and the additional support of internal and external sustainability specialists ensure that the various sustainability activities have a practical focus.

Necessary adjustments to the sustainability strategy are reviewed each year on the basis of internal and external feedback. In the 2023 financial year, HIAG's risk management was comprehensively revised and merged with its ESG risk management (please refer to page 40). The Board of Directors is informed about the status of the implementation of the sustainability strategy by the Executive Board at the quarterly meetings.

HIAG's sustainability organisation:



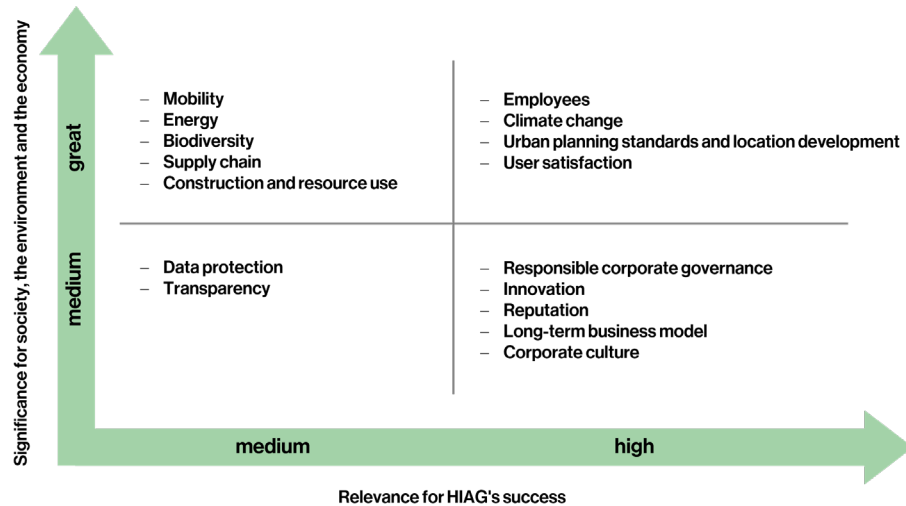
3 Material topics

GRI 3-1; GRI 3-2; GRI 2-25

This report is based on the list of material topics. The topics were reviewed on the basis of the 2022 sustainability reporting. No changes have been made.

The list is based on the principle of indirect stakeholder involvement. It was drawn up for the first time in 2020 in partnership with external sustainability experts. This was based on a wealth of internal experience from personal discussions with tenants, discussions in trade media and other publications. Internal and external feedback has contributed to further refinements in past years.

Presentation of material topics from the 2023 materiality assessment (double materiality):



GRI 2-29

HIAG's stakeholders include all individuals and organisations that are directly or indirectly affected by HIAG's business activities. Naturally, the perspectives and requirements differ depending on the stakeholders (see table). HIAG maintains an intensive and personal dialogue with all the stakeholders listed here. The resulting collaboration is intended to strengthen HIAG's efficiency, productivity and management capability in the long term.

Key stakeholders and their concerns in 2023:

Stakeholders:	Material topics:
Residents and tenants	User satisfaction, data protection, mobility, construction and resource use, urban planning standards and location development, energy
Employees	Corporate culture (including opportunities for progression), reputation
Business partners	Responsible management, transparency, reputation, innovation
Shareholders and other investors	Long-term business model (including economic performance), responsible management, transparency, innovation
Authorities	Urban planning standards and location development, energy, mobility, climate change, construction methods and use of resources, transparency
Organisations and associations	<ul style="list-style-type: none"> Economic development Social partners Nature and monument protection organisations
	<ul style="list-style-type: none"> Urban planning standards and location development Supply chain, employees Climate change, biodiversity Construction methods and use of resources, urban planning standards and location development

4 Sustainability goals

GRI 2-25

HIAG creates concrete added value using sustainability goals developed in accordance with the SMART¹ concept. We regularly assess the level of achievement for the various different goals and communicate it as part of our Sustainability Report. New goals are evaluated annually. Four goals were met in financial year 2023 (see page 10). These were replaced by two new goals (see page 9).

The implementation of the sustainability agenda and its target achievement is a key element of the compensation paid to the Executive Board (CEO, CFO, Head of Portfolio and Transactions and Head of Development and Realisation; please refer to the Compensation Report in the 2023 Annual Report). There are also other employees (Sustainability Project Manager, Energy and Sustainability Project Developer, Head of Property Management, Head of HR, Communication Manager). There are also non-monetary incentives such as regular internal interim reports and reduction paths specifically broken down for the individual asset managers for the competitive reduction of greenhouse gases. This year, as part of the annual employee appraisal (see page 17), employees were once again asked to set themselves a personal sustainability goal for 2023 that is aligned with HIAG's strategy.

¹ Specific Measurable Achievable Reasonable Time-Bound

4.1 Current goals

General

NEW: Goal 2023.1

By 2030, at least 30% of the properties in the yielding portfolio will have a sustainability certificate, based on the property valuations in the Annual Report.

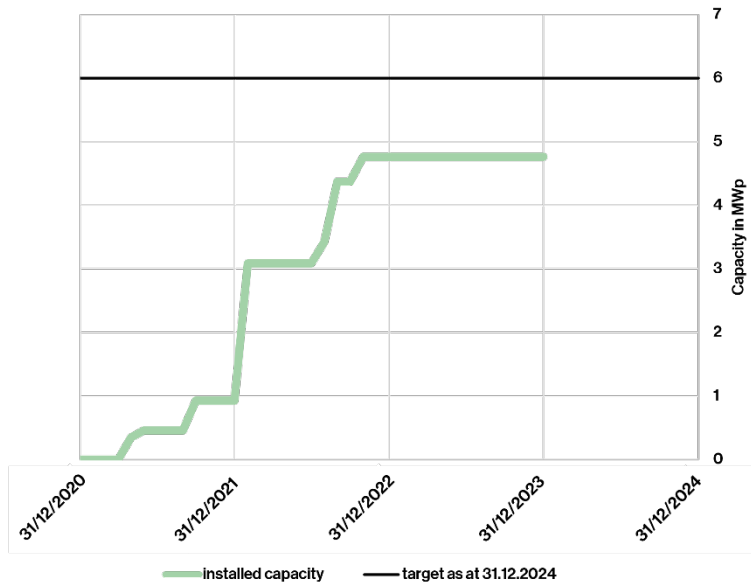
Environment

Goal 2021.4

Six-fold increase in the plant capacity of HIAG Solar, the joint venture with our technology partner aventron, from 1 MWp in 2021 to 6 MWp in 2024.

Degree of target achievement: As of 31 December 2023, the installed capacity was 4.76 MWp. The announced target of 6 MWp in 2024 still applies (see page 29). The fact that there was no expansion of installed capacity in the 2023 financial year should not detract from the fact that further expansion will continue apace. HIAG assumes that a further 1.2 MWp will be commissioned in the first quarter of the 2024 financial year.

HIAG Solar's expansion status as of 31 December 2023:



Environment

Goal 2022.1

Reduction of greenhouse gas emissions in the yielding portfolio:

- a) The Scope 1 emissions of the yielding portfolio are reduced by 85% per m²_{ERA} by 2035, based on the 2021 values.
- b) The Scope 1 and 2 emissions of the yielding portfolio are reduced by 65% per m²_{ERA} by 2035, based on the 2021 values.
- c) By 2050, the Scope 1 and 2 emissions of the existing portfolio are net 0 kg/m²_{ERA}.

The targets are based on the reduction path for the yielding portfolio. HIAG currently expects that compensation measures will be necessary in order to achieve the net zero target by 2050. Further information can be found on page 24.

Social

NEW: Goal 2023.2

Improve overall employee satisfaction by the end of 2025, based on the survey conducted in 2023.

4.2 Goals achieved in 2023

Goal 2022.2: Conduct periodic, quantitative employee satisfaction surveys from 2023 onwards.

HIAG conducted a comprehensive anonymous employee survey for the first time in the 2023 financial year. The findings from the survey were presented to the Executive Board. The process was supported by Great Place to Work®, a company specialising in employee surveys. The analysis of the survey was made available to all employees. Optimisation measures were taken. The employee survey is to be repeated periodically so that the success of the implemented measures can be evaluated (see goal 2023.2). Further information regarding the employee survey can be found on page 17.

Goal 2022.3: Conduct periodic, quantitative customer satisfaction surveys from 2023 onwards.

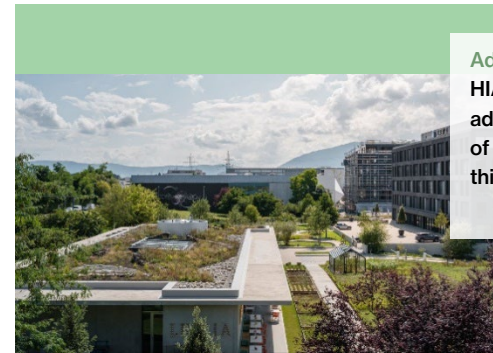
In the 2023 financial year, a digital tenant survey was conducted in addition to the tried-and-tested tenant meetings. Unlike the periodic tenant interviews with major tenants, this survey was anonymous and covered all tenancies (excluding car park tenants). The response rate to the survey was high (30.7%). Optimisation measures were introduced on the basis of the results. The tenant survey is to be repeated periodically in order to allow the success of the implemented measures to be evaluated. Further information regarding the tenant survey can be found on page 17.

Goal 2022.4: Development of a concept for sustainable property management by 2024.

The sustainable property management concept developed in 2023 supplements the tenant survey, which was conducted for the first time. The concept consists of standardised green lease agreements for residential and commercial rental agreements, requirements for contracted facility management companies, and a standardised information brochure for residential tenants on the energy-efficient and sustainable use of the rental property.

Goal 2022.5: Voluntary convergence with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) by 2024.

This is the first time that HIAG has prepared a report in accordance with the TCFD recommendations. The corresponding report starts on page 40.



Added value for people and nature
HIAG develops versatile living spaces, which creates added value for people and nature. Patrick Japhet, Head of Western Switzerland at HIAG, shows in the video how this claim was realised at the "Hive" campus in Meyrin.

5 UN Sustainable Development Goals (SDGs)

Through its activities, HIAG actively contributes to the achievement of ten SDGs. Its contribution to the various goals is described in detail in the Sustainability Report. The following overview serves as a guide.

UN SDGs

HIAG's approach to the UN SDGs:

	<ul style="list-style-type: none"> – Society: HIAG as an employer, page 14 		<ul style="list-style-type: none"> – Society, page 14 – Environment, page 24
	<ul style="list-style-type: none"> – Environment: Energy, page 26 		<ul style="list-style-type: none"> – Environment: Construction and resource use, page 34
	<ul style="list-style-type: none"> – Society: HIAG as an employer, page 14 – Society: Urban planning standards and location development, page 20 – 2023 Annual Report, Financial Report 		<ul style="list-style-type: none"> – Environment: Reduction path for the yielding portfolio, page 24 – Environment: Greenhouse gas emissions, page 30
	<ul style="list-style-type: none"> – Initial Situation & Goals: Sustainability goals, page 9 – Governance: Innovation, page 40 		<ul style="list-style-type: none"> – Environment: Biodiversity, page 35
	<ul style="list-style-type: none"> – Society: HIAG as an employer, page 14 		<ul style="list-style-type: none"> – Initial Situation & Goals: Material topics, page 7 – Society: Social commitment, page 20 – Environment: Energy, page 26



Society

HIAG as an employer	14
Diversity, employee rights and work-life balance	17
Employee satisfaction and compensation	17
Employee development	18
Occupational safety	18
Supply chain	19
User satisfaction and cost structure	19
Urban planning standards and location development	20
Social commitment	20

HIAG as part of society

HIAG is a part of society. As a business partner and employer, we bear great responsibility.

Attractive and modern working conditions are needed to attract and retain talented employees in the long term. The relationship with our tenants and local residents is also key for us.

"For the further development of our company, it is important that our employees are able to deal with tenants in an uncomplicated way as equal partners."

Mutual understanding between HIAG and society is a basic prerequisite for realising our projects. Trusting dialogue with society is therefore the basis of our company's success.



Béatrice Gollong

Member of the Executive Board, Head of Portfolio and Transactions

Society

6 HIAG as an employer

GRI 2-8; GRI 401-2

HIAG employed 76 people in German-speaking and French-speaking Switzerland as at 31 December 2023 (2022: 67), which together make up 69.76 full-time equivalents (2022: 63) (Jaeger et Bosshard SA excluded). With a few exceptions, all HIAG's activities are carried out by its own staff. The only exceptions are selected professionals who are hired on a temporary basis. There are no structural, seasonal fluctuations in staffing levels.

HIAG grants the same standard employee benefits to all employees regardless of their contractual relationship (full-time, part-time, permanent, temporary). The only exception is the employee participation programme (see "Employee satisfaction and compensation", page 18). Employees with fixed-term contracts are excluded.

GRI 2-7

With a motivating corporate culture and a lot of scope for individual responsibility, HIAG creates the conditions for attracting qualified employees and retaining them in the long term. The general terms and conditions of employment are set out in the employment regulations. The internal regulations are reviewed regularly and amended as necessary.

HIAG aims to reduce what is currently above-average staff turnover (see page 15) and stabilise it at an industry-standard level in the medium term. Measures that have already been implemented include the build-up of personnel, particularly in the HR function in 2022, as well as in selected business units with high workloads. A comprehensive employee survey was also conducted for the first time in the year under review (see page 17). The reasons for the comparatively high staff turnover are manifold, and affect all departments equally. The rapid development of the company and the repositioning of individual business segments, which requires the introduction of new structures and processes, sometimes play a decisive role.

GRI 402-1

Employees are informed promptly and transparently about important events and kept up to date on HIAG's development through monthly newsletters from the Executive Board. The manageable size of the company allows direct, personal contact and knowledge transfer at all times. The stock exchange listing also guarantees a high degree of transparency and timely information. As part of the annual two-day company excursion "HIAG on Tour", selected properties are visited by HIAG and third parties. Presentations provide insight on specific skills that help employees with their work.

GRI 2-30

HIAG attaches great importance to attractive working conditions and promotes digital processes. The focus is particularly on increasing efficiency and process quality, as well as creating ways to increase flexibility of working hours and location. Depending on their job, today's technical requirements allow most employees to work from home, other HIAG locations or on the go. None of HIAG's employment contracts are subject to a collective labour agreement. This is not uncommon in Switzerland. The employment contracts are subject to Swiss law and standards.

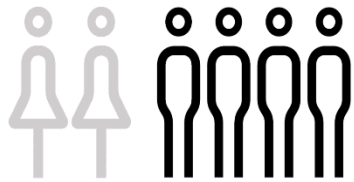
GRI 2-23; GRI 2-24

To ensure ethically correct behaviour and integrity, HIAG requires all employees to comply with and enforce the Codes of Conduct for Employees and Business Partners. The Code of Conduct for Employees is an integral part of employment contracts and defines the framework of business activities for the workforce. No violations of the Codes of Conduct were identified in financial year 2023. The Code of Conduct for Employees is revised on a regular basis and must be approved by the Executive Board. The current version is available online via the following link:

[→ Code of Conduct for HIAG employees](#)

Headcount as at 31 December 2023

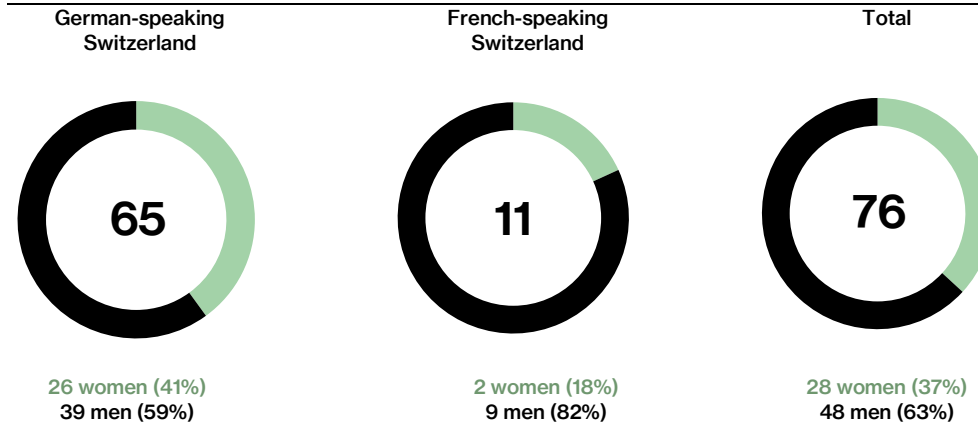
Members of the Board of Directors



2 women
33%

4 men
67%

Real estate employees by region



Employees per function

Function	Women	Men	Women	Men	Women	Men
Executive Board and management	2	12	0	3	2	13
Non-managerial employees	24	27	2	6	26	34

Employees in full/part-time positions

Part-time %	Women	Men	Women	Men	Women	Men
> 90%	13	32	1	8	17	42
50 – 90%	11	7	1	1	9	5
< 50%	2	0	0	0	2	0

Employee per age group

Age Group	Women	Men	Women	Men	Women	Men
< 30 years	7	2	0	2	7	3
30 – 50 years	13	28	1	6	14	34
> 50 years	6	9	1	1	7	9

Contract

Contract Type	Women	Men	Women	Men	Women	Men
Indefinite	25	39	2	9	27	47
Temporary	1	0	0	0	1	0
Hourly wage basis	2	0	0	0	2	0



Real estate employees by region

	German-speaking Switzerland		French-speaking Switzerland		Total	
Employee turnover in financial year 2023						
Entry rate	32.3%		63.2%		36.4%	
Exit rate	22.6%		31.6%		23.8%	
Entries per age						
< 30 years	5 women	1 man	0 women	2 men	5 women	3 men
30 – 50 years	7 women	7 men	1 woman	3 men	8 women	10 men
> 50 years	0 women	0 men	0 women	0 men	0 women	0 men
Exits per age						
< 30 years	0 women	0 men	1 woman	0 men	1 woman	0 men
30 – 50 years	5 women	5 men	1 woman	1 man	6 women	6 men
> 50 years	1 woman	3 men	0 women	0 men	1 woman	3 men

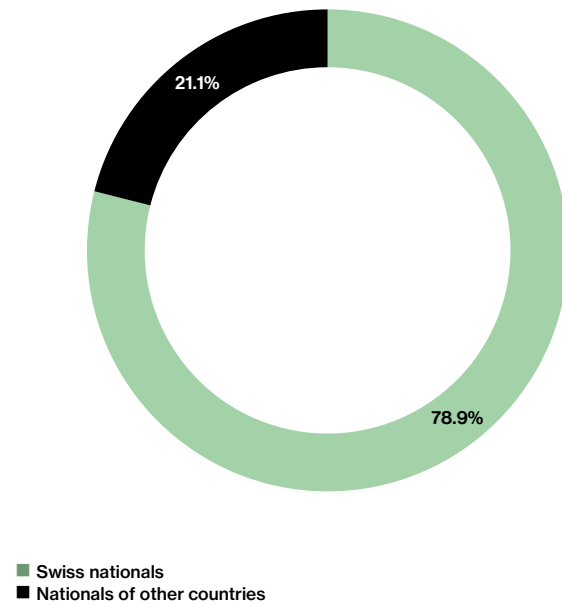
6.1 Diversity, employee rights and work-life balance

GRI 401-1; GRI 405-1

HIAG sees diversity as a driver of opportunity and innovation. Employees' individual values are respected, and workers' rights such as freedom of association are supported. Detailed figures on the composition of the workforce are based on data from the personnel database. The composition of HIAG's workforce (excluding Jaeger et Bosshard) by nationality as at 31 December reflects the national average (Swiss nationals: 74.0%, nationals of other countries: 26.0%)². At HIAG, nationals of other countries mainly consist of Germans (10.5% of the workforce) and French (6.6% of the workforce, see page 17). The proportion of women rose to 37% in the 2023 financial year (see page 15) (2022: 34%).

The fact that, according to the anonymous employee survey, employees perceive fair treatment of all employees regardless of sexual orientation, nationality or gender (approval ratings in excess of 95% in each case) reflects a healthy corporate culture when it comes to diversity.

Nationalities in HIAG's workforce as at 31 December 2023:



■ Swiss nationals
■ Nationals of other countries

² FSO, Population, status and development (2022)

GRI 401-3

In order to promote a greater work-life balance, HIAG offers flexible working hours and part-time positions as standard practice. In addition, specific working models are created for employees returning from parental leave, if desired and possible.

In 2023, three employees (all men) were entitled to parental leave. All eligible employees took leave. All of them returned to work within the period under review (return rate in accordance with GRI 401-3; women: n.a., men: 100%). One man returned from parental leave in the 2022 reporting year. That employee is employed by HIAG in the same function, 12 months after his return (retention rate: 100%).

HIAG complies with the working hours and rest periods defined in the Labour Code. Normal working hours are 42 hours per week on a yearly average. The maximum weekly working hours are 45 hours per week. In addition, a good balance between work and personal life is a fixed topic in the annual performance reviews. Thanks to the established, annualised working hours, employees can be offered a high degree of flexibility and very good compensation options.

6.2 Employee satisfaction and compensation

GRI 404-3

HIAG addresses the needs of all its employees in depth through performance reviews that take place at least once a year. Individual performance targets are set in agreement with the employees as part of a performance assessment. The content of these reviews is recorded in a memo, and provides HR and management with a representative overview of employee satisfaction and employee perceptions of the company's culture. In addition, HIAG conducted a digital employee survey for the first time in the 2023 financial year, together with the external partner Great Place To Work®. On the basis of the results of the survey, HIAG was certified as a Great Place To Work®. The participation rate in this anonymous survey was very high (87.5%). The results were analysed by the Executive Board, and further elaborated on by the division heads at team level. HIAG would like to use this solid feedback to initiate and implement further improvement measures. The aim is to further improve working conditions and employee satisfaction. The periodic implementation of the anonymous survey is intended to assess the success of the measures introduced (see sustainability goal 2023.2).

GRI 2-21

HIAG values fair compensation that recognises skills and achievements and allows a decent standard of living. Women and men receive the same salary for the same position and performance. The employment contracts comply with Swiss law. In addition to attractive compensation in line with local and industry standards, the compensation model provides additional performance-related target bonuses in certain cases. HIAG also has an employee stock option programme. This is designed to enable all employees (full-time and part-time) to be shareholders in the company. At the end of 2023, around 36% (2022: 31%) of all employees made use of this option.

The annual total compensation ratio in accordance with GRI 2-21 is 14:1 (2022: 14:1). The median pay fell by 9.0% compared to 2022, while that of the CEO fell by 9.7%. All salary data was extrapolated to full-time positions for comparability. Variable salary components such as individual target bonuses or LTIP are taken into account. All data is based on gross pay levels.

6.3 Employee development

GRI 404-1; GRI 2-17

HIAG fosters a corporate culture based on partnership and offers interesting work with a great deal of creative freedom. All employees are offered attractive development opportunities.

HIAG expects its employees to take responsibility. The company supports them with specific training and further education. An open culture of constructive criticism improves the quality of our work and promotes team spirit. In 2023, HIAG supported 14 employees with their further training. These were administrative and technical employees. Furthermore, digital training courses on the topics of IT security and sustainability were once again held in 2023. This results in a total of 2,335 hours of training. The individual further training courses could be credited as time spent working in accordance with the provisions of the employment regulations.

The individual members of the Board of Directors are fundamentally responsible for their own further development. The close connection to the operational business ensures that the members of the Board of Directors have the necessary operational knowledge.

Hours of continuing education by gender and employee category:

Gender	Executive Board and management	Non-managerial employees
Women	22.1 hours per FTE	53.1 hours per FTE
Men	7.7 hours per FTE	26.1 hours per FTE
Total	35.2 hours per FTE	

6.4 Occupational safety

HIAG attaches great importance to offering attractive, accident and injury-proof workplaces at all times. This applies to the employees under HIAG's control, but also to the work on HIAG's construction sites. The internal HR department constantly reviews existing processes to further improve occupational safety. The data below indicates 8.8 sick days per full-time position.

The table below provide a comprehensive overview of internal sick days and accident events in the 2023 financial year.

Event	Absolute	per 100,000 hours worked
Sick days	587	464
Work-related accidents and injuries requiring medical treatment	0	0.0
Work-related accidents and injuries without medical treatment	0	0.0
Days lost due to work-related accidents	0	0.0
Work-related fatalities	0	0.0

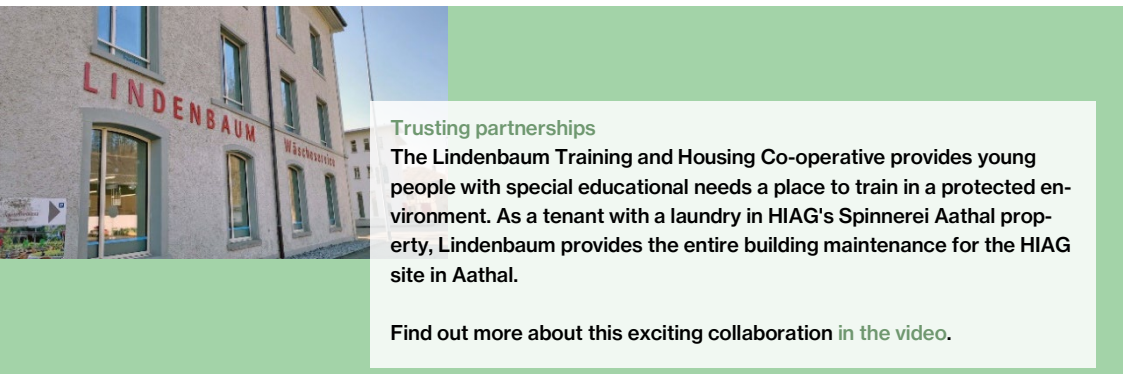
7 Supply chain

GRI 2-6; GRI 2-23; GRI 2-24; GRI 204-1

HIAG fulfils its responsibility as a listed real estate company throughout the entire supply chain. As a company operating exclusively in Switzerland, HIAG's activities are governed by Swiss law and standards. A Code of Conduct for Business Partners came into force in 2021. It sets out HIAG's requirements in terms of social responsibility, environmental management, governance, health, safety, equality, diversity and integration. The Code requires all business partners and their subcontractors to comply with the relevant guidelines. HIAG expects violations or suspected violations to be reported, and investigates suspected cases. HIAG's Code of Conduct for Business Partners offers an instrument to enforce compliance throughout the value chain. The Code of Conduct for Business Partners is revised regularly and must be approved by the Executive Board. The current version is available online via the following link:

[→ Code of Conduct for HIAG's business partners and their subcontractors](#)

Where possible, HIAG supports the regional economy and awards contracts to local businesses. In 2023, 99.7% of the order volume was awarded to companies based in Switzerland. Most are based in HIAG's core regions of Zurich, north-western Switzerland and French-speaking Switzerland. This approach helps to ensure that working conditions along the supply chain meet high standards and that basic human rights are guaranteed. There were no significant changes in the supply chain in the financial year compared to the previous year. More information on our duty of care in accordance with Art. 964 OR can be found on page 46.



Overview of HIAG's main external business partners:



8 User satisfaction and cost structure

Tenant satisfaction has a major influence on the success of HIAG's business. HIAG therefore maintains close contact with the users of its properties. The fact that almost all properties are managed in-house, and that HIAG has a specific tenant structure with mostly large, commercial tenants, supports an open dialogue. Several times a year, the needs and wishes of the tenants are elicited in personal talks.

This efficient dialogue with tenants strengthens mutual trust, helps to identify problems quickly and allows tailor-made solutions to be implemented. In order to further strengthen the mutual dialogue, especially with smaller tenants, HIAG conducted anonymous digital tenant surveys for the first time in 2023 (see "Sustainability goals", page 9). The surveys supplement the established talks, and intensify the dialogue with smaller companies and residential tenants in particular. The survey was conducted by HIAG and sent to all tenants (except for parking space renters). The response rate was high (30.7%).

The talks with tenants in 2023 and the new survey showed that tenant satisfaction is rated as good overall. The location of the rental properties and the friendliness of HIAG staff in particular are rated above average. Negative feedback mainly relates to the condition of individual properties. The value for money is considered fair.

HIAG rents out its properties at fair market conditions. An analysis of the price structures across HIAG's housing supply in 2022 shows that the supply is representative of the national cost structure in the housing market.

9 Urban planning standards and location development

GRI 413-1

Site development is one of HIAG's core competencies. Regular interaction with the various stakeholders is crucial for the success of the projects. Right at the beginning of the many different projects, the relevant stakeholders are identified and included in the project. For example, the needs of politics, heritage conservation, existing users, the local public and, where appropriate, interest groups and associations are taken into account. Special emphasis is placed on mobility and biodiversity, and often also on preserving the historical identity of a site. Furthermore, the analysis and mitigation of potential impacts on the local population during the construction process play a significant important role.

Communication between HIAG and its stakeholders is a basic prerequisite for good cooperation. It is set out in communication concepts that include interactive workshops or regular information events, for example. It is important to HIAG that stakeholders can approach the project management at any time.

On larger sites, HIAG works with its own teams. This strengthens the company's close relationship with the local population and promotes the development of high-quality projects that take the various interests into account.

In order to integrate interests and framework conditions that can often be complex, study commissions and competitions are carried out regularly for urban development issues and master plan procedures. HIAG can thus reflect on and develop its entrepreneurial vision for a site with the most important stakeholders.

Due to their size and history, HIAG sites often have great local significance that extends far beyond the site. With the arrival of new tenants and jobs, HIAG brings new life and creates significant impetus.

Among other things, the "kessel haus" building on the Kunzareal site in Windisch was built in the 2023 financial year. This newly developed property comprises 25 flats and seven commercial premises.

10 Social commitment

GRI 413-1; GRI 415-1

HIAG's sites are often lively regional meeting places and are made available to local associations and groups on attractive terms. Start-ups also find attractive and exciting locations with HIAG. HIAG regularly organises and supports cultural events at its sites, for example at the Schönau site in Wetzikon (ZH) or at the Wydeneck site in Dornach (SO). HIAG was also able to provide the Swiss Red Cross for the Canton of Solothurn a regional warehouse free of charge for the "2x Christmas" campaign.

HIAG's corporate social responsibility activities focus on culture, education and the promotion of local societies. HIAG maintains a close dialogue with educational and research institutions. In recent years, these have especially included the cooperation with HEPIA, Geneva's School of Landscape, Engineering and Architecture, ETH Zurich in the field of architecture, Lucerne University of Applied Sciences and Arts in the field of interior design and the University of Applied Sciences and Arts Northwestern Switzerland (FHNW) in the field of energy and environmental technology. HIAG supports employees who are invited to be guest lecturers at universities on certain specialist topics. A short-term internship was also awarded, and a student intern position created in 2023.

As in previous years, selected organisations were also supported with financial contributions in the reporting year. The list below is exhaustive. There were no financial or non-cash benefits of any kind to political parties. However, indirect contributions through memberships in associations and stakeholder groups (see page 48) cannot be ruled out.

On an equal footing with customers

HIAG attaches great importance to a close dialogue with its tenants. Thanks to the predominantly in-house management and regular, in-person meetings with tenants, HIAG is well aware of its tenants' needs. A comprehensive digital tenant survey was also conducted for the first time in 2023. HIAG intends to further improve tenant satisfaction on the basis of the findings of the survey.



Patronage contributions and sponsorship in 2023:

≥ CHF 10,000

- S AM Swiss Architecture Museum
- Stiftung Baukultur Schweiz
- Stiftung Kunstmuseum Basel
- Theatergenossenschaft Basel

< CHF 10,000

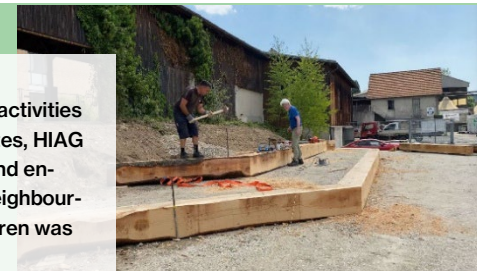
- Christliches Zentrum Silbern
- Damen- und Frauenturnverein Seegräben
- IRP-Bal du Printemps 2023 pour la Recherche en Paraplégie
- La Pile SA
- Turnverein Dornach
- Verein Surprise
- Verein Winzerfest Döttingen
- Verein Wydekantine

The patronage and sponsorship contributions mentioned totalled CHF 79,550.

Local meeting places

Cultural events such as summer festivals or children's activities are regularly held at HIAG's sites. By opening up the sites, HIAG strengthens its relationship with the local population and engages with them in an informal environment. A lively neighbourhood square with a special "work playground" for children was created at the Wydeneck site in Dornach (SO).

Find out more about the neighbourhood square in Dornach [in the video](#).





Environment

Challenge	24
Reduction path for the yielding portfolio	24
What does the reduction path represent?	24
Assumptions made and existing uncertainties	24
Consumption data	25
Energy	26
Energy requirements	26
Power production	29
Greenhouse gas emissions	30
Mobility	33
Construction and resource use	34
Biodiversity	35

Responsibility for the environment

With its intensive use of resources, the construction and real estate industry has a considerable impact on nature and the environment. Switzerland's building stock is responsible for around a third of the country's CO₂ emissions. In addition, with 15 million tonnes of construction waste per year, the industry is responsible for over 65% of the national volume of waste, and has a major impact on biodiversity.

As a company with a long-term focus, we want to actively face up to these challenges.

"We are convinced that our dedication will pay off in the long term, and will be reflected in the quality of our properties."

Together with our partners, we create products that are tailored to the needs of our customers, conserve resources, and set new standards for the future.



Michele Muccioli

Member of the Executive Board, Head of Development and Realisation

Environment

11 Challenge

The construction and real estate industry contributes significantly to environmental pollution. This means that there is correspondingly significant potential to limit its environmental impact. HIAG wants to be a role model and demonstrate the responsible use of natural resources. Various measures have been taken to achieve this. These include the Sustainable Building Manifesto (see page 38), as well as the reduction pathway for reducing greenhouse gas emissions in the yielding portfolio (see page 24). Other measures include the "sustainable property management" package of measures implemented in 2023 (see page 39) and the continuous expansion of renewable energy production capacities (see page 29).

The success of implemented measures is continuously monitored. This applies particularly to measures to reduce energy intensity and greenhouse gas emissions, and to a lesser extent to water-conserving measures. The measured consumption values are collated and analysed as part of the annual reporting (see page 25). The analyses form the basis for further initiatives and improvements.

12

Important terms:

CO₂e: CO₂ equivalent is a measurement unit aimed at standardising the climate impact of the different greenhouse gases.

Scope 1 emissions: Direct emissions from fuel combustion on site (such as gas or heating oil).

Scope 2 emissions: Indirect emissions from the generation of purchased energy (e.g. district heat, electricity).

Scope 3 emissions: Indirect emissions that are produced by third parties (e.g. through mobility services).

ERA: Energy reference area according to SIA.

Reduction path for the yielding portfolio

The reduction path developed in financial year 2022 represents a milestone in the further reduction of greenhouse gas emissions in HIAG's yielding portfolio. It was developed as part of an intensive cooperation between the various departments. In the interest of the ongoing refinement of the model, the reduction path is reviewed and updated on an annual basis. This ensures that new knowledge and changing circumstances are taken into account and communicated in a timely manner.

12.1 What does the reduction path represent?

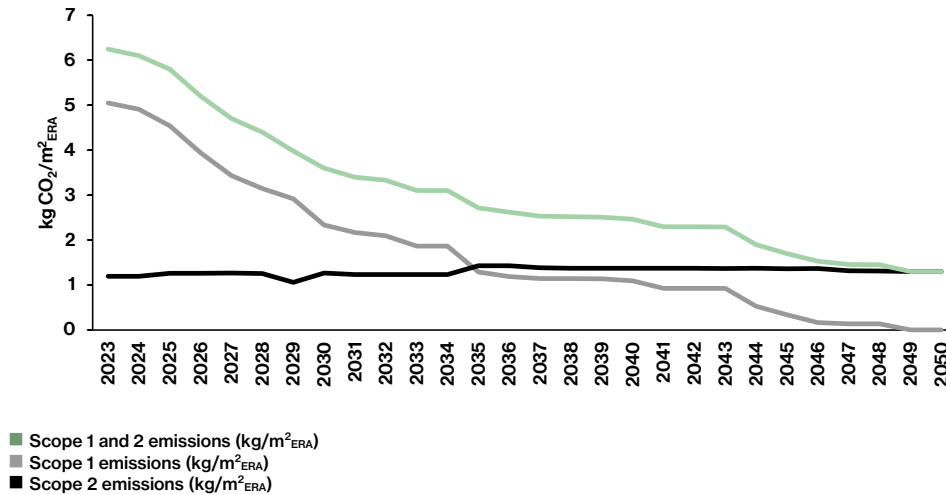
The reduction path is a target path for reducing greenhouse gas emissions. It is based on a large number of assumptions and models. The path shows the Scope 1 and Scope 2 emissions under HIAG's control. It forms the basis of the greenhouse gas reduction targets (see sustainability goal 2022.1) and is consistently taken into account for the planning of upcoming maintenance and renovation work. The reduction path takes the heated or cooled properties of the yielding portfolio into account in accordance with the operational control approach of the GHG Protocol. This means that triple-net and comparable contractual relationships, in which, for example, heating systems are operated by the tenants, are not included. HIAG currently expects that compensation measures will be necessary in order to achieve the net zero target by 2050. These could include the purchase of certificates, for example. The remaining emissions are largely attributable to district heating products purchased from contractual partners. Reducing these emissions is currently proving to be extremely challenging. HIAG assumes that district heating producers will also take measures to reduce greenhouse gas emissions. These are not included in the current presentation.

12.2 Assumptions made and existing uncertainties

The reduction path was developed using the CO2mpass software solution. The emission factors applied take into account emissions from fossil and renewable sources. Organic growth from the development business is integrated into the model. Forecasts, especially regarding the development of Scope 2 emissions, are naturally associated with uncertainties. They can only be influenced by HIAG to a limited extent. The model is based on the Scope 2 emission rates from the first survey year (2021). For the sake of simplicity, the model assumes that district heating (50%) or heat pumps (50%) will be installed in new development projects. HIAG does not use fossil fuel-based heating systems in new projects.

The modelled and measured consumption values may differ. There are many reasons for this. In addition to limitations of the model or the delayed development of the effects of implemented measures, these can include vacancy corrections, biogas shares that are not taken into account or climate corrections. Development projects that are brought forward or delayed, as well as the effective choice of heating systems in future development projects, may lead to adjustments to the model.

Reduction path for the yielding portfolio, including growth through completed development projects until 2050 (as of 31 December 2023):



13 Consumption data

GRI 302-1; GRI 302-3; GRI 302-4; GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5

HIAG has systematically recorded its own energy requirements and the corresponding greenhouse gas emissions since 2021. A distinction is made between the following four categories:

1. Yielding portfolio operations (electricity and heating/cooling)
2. Production of energy for sale (including HIAG Solar)
3. Electricity requirements for the operation of the main offices (Basel, Geneva, Zurich)
4. Business trips

No consumption information is available for the development portfolio. For the yielding portfolio, consumption data was collected based on billing in accordance with the GHG Protocol's operational control approach and used to calculate the energy requirements. Depending on the billing period, the analysis periods may lie outside the reporting period. The energy content of fuels conversion was based on data from the Federal Office for the Environment³. The mobility data is based on information from mobility providers and expense reports. The consumption data for personal motorised vehicles is based on

German sources⁴. For air traffic, the CO₂ footprint calculator of Swiss Climate⁵ and the 2020 Climate Protection Report published by the German Air Transport Association (BDL)⁶ were used.

Greenhouse gas emissions were determined based on energy data and the energy mix declared by energy suppliers in accordance with the market-based approach. The emissions factors are based on the above-mentioned sources and a publication by treeze Ltd.⁷ that take the relevant greenhouse gases into account. Biogenic emissions are not taken into account and are not reported. Detailed information on the procedure can be found in the appendix (see page 53).

As Scope 3 emissions could not be split into emissions from fossil and renewable sources because of large uncertainties, no distinction was made. The information on Scope 3 emissions also takes the production of renewable sources, such as biogas or wood, into account.

In the year 2023, the weighted energy reference area according to the operational control approach of the GHG Protocol in the yielding portfolio was 313,583.8 m². The energy reference areas were determined on the basis of available building plans or estimated using the CO2mpass.

³ https://www.bafu.admin.ch/dam/bafu/de/dokumente/klima/fachinfo-daten/CO2_Emissionsfaktoren_THG_Inventar.pdf.download.pdf/CO2_Emissionsfaktoren.pdf

⁴ <https://www.umweltbundesamt.de/bild/vergleich-der-durchschnittlichen-emissionen-0>

⁵ <https://www.co2-footprint.ch/>

⁶ <https://www.bdl.aero/en/publication/climate-protection-report/>

⁷ https://treeze.ch/fileadmin/user_upload/downloads/Publications/Case_Studies/Energy/619-GHG_Strom_Fernwaerme_v3.0.pdf

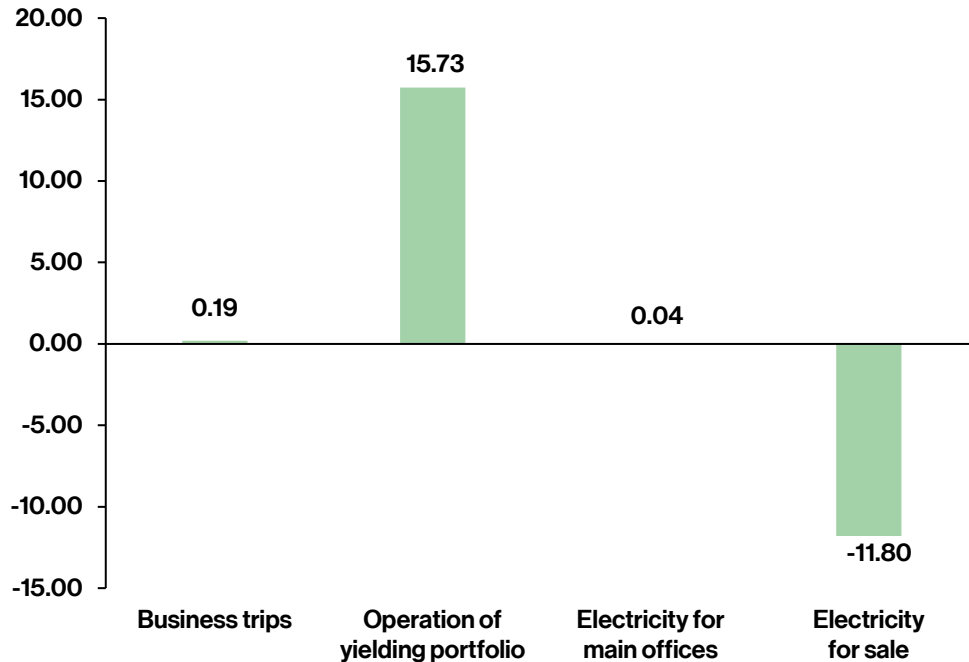
14 Energy

14.1 Energy requirements

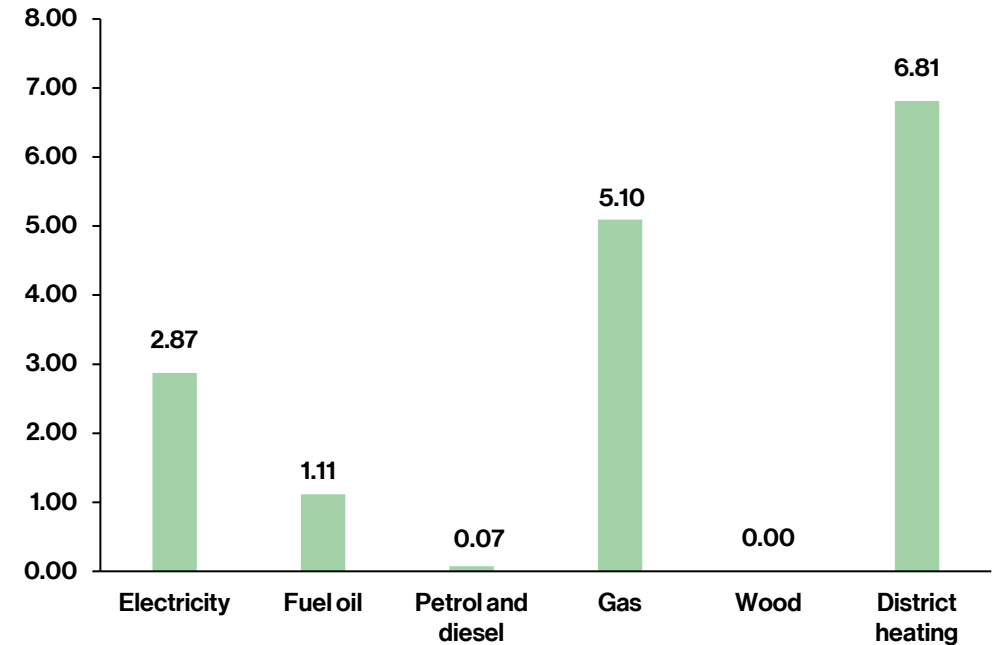
HIAG wants to further improve its energy efficiency. This can reduce operating costs and make an important contribution to achieving the reduction path (see page 24). Energy efficiency always plays an important role in the context of new construction projects. The topic is always examined on an integrated basis at the outset of the planning process together with other questions such as the intended use (see Sustainable Building Manifesto, page 38).

Alongside district heating, gas and heating oil, electricity is currently one of the most important energy sources. Compared to the energy consumption of yielding properties, the energy consumption for operating the main offices and for business travel is negligible.

HIAG's energy requirements in 2023 in GWh (business trips, yielding portfolio operations (under operational control), electricity requirements for the operation of the main offices, production of energy for sale):



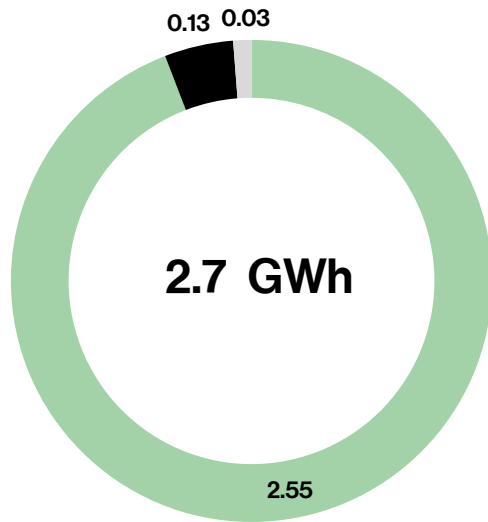
Energy sources in 2023 for the operation of the yielding portfolio (under operational control), business trips and electricity at the main offices, in GWh:



The share of renewable energy in the energy mix was 27% in 2023. The non-renewable share of district heating was 78% (2022: 72%). This mainly consists of waste heat from nuclear power plants (100% non-renewable) and MSWIs (50% renewable). District heating from heat pumps was classified as 100% renewable. Electricity for sale includes 100% of the electricity from the joint venture HIAG Solar AG (HIAG share: 49%). The share of oil and gas (excluding district heating and electricity) used directly by HIAG in the yielding portfolio corresponds to 39.5% of the operating energy under HIAG's control.

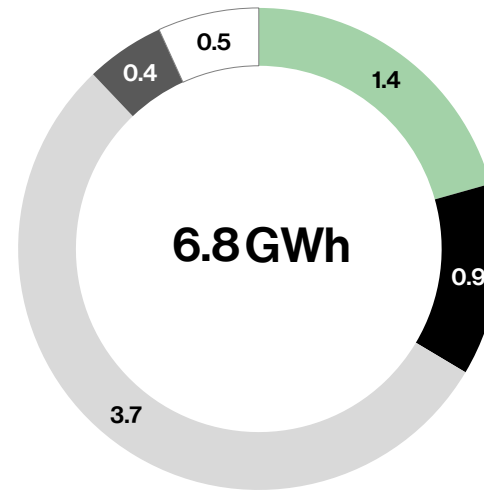
The graphs below show the electricity mix used for the operation of the yielding portfolio and the purchased district heating mix. These can only be influenced by HIAG to a limited extent (the district heating mix in particular).

Purchased general electricity mix of the yielding portfolio in 2023, in GWh:



- Hydropower
- Solar power, wind power, waste incineration, subsidised energy
- Nuclear energy

Purchased district heating mix of the yielding portfolio in 2023, in GWh:

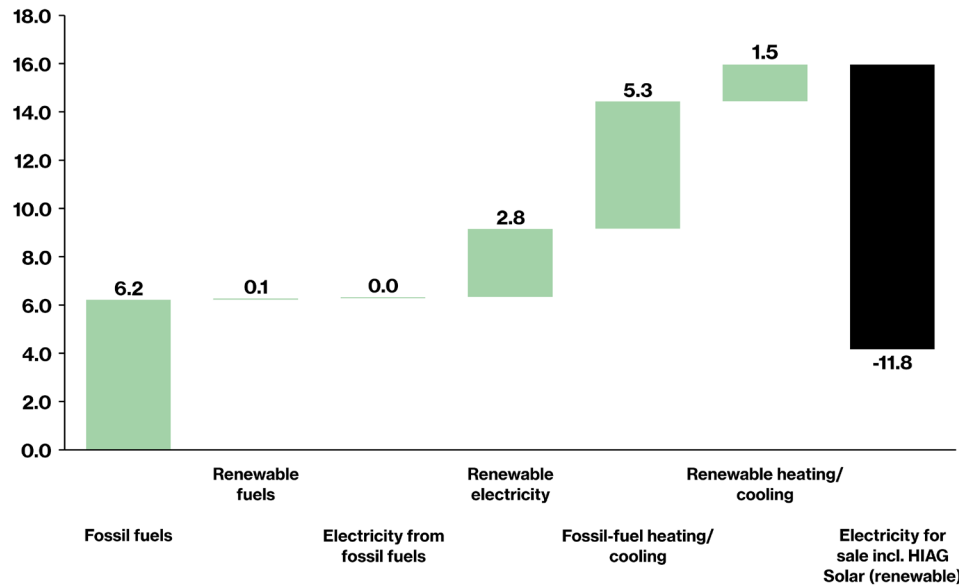


- Waste heat from waste incineration
- Oil and natural gas
- Waste heat from nuclear power plants
- Wood
- Heat pumps

GRI 302-1

Fossil fuels, as well as fossil heating and cooling energy (including nuclear energy), are currently the most important energy sources. These are primarily natural gas, heating oil and fossil fuels in district heating products. Fossil fuels in district heating products are primarily waste heat from nuclear power plants or fossil fuels such as oil and gas, which are used to break up peak loads.

Fossil fuel and renewable energy consumption in 2023 for the yielding portfolio, business mobility and electricity at the main offices, in GWh:



GRI 302-3

The tables below provide information on the energy requirements for (I) yielding portfolio operations (under operational control), (II) business trips, and (III) the electricity requirements of the rented main offices. Further information on the collection of data can be found on page 25. The resulting greenhouse gas emissions are presented in the "Greenhouse gas emissions" section (page 30).

Detailed energy requirements for the yielding portfolio in 2023:

	Heat			Electricity		
	GWh	% renewable	kWh / m ² _{ERA}	GWh	% renewable	kWh / m ² _{ERA}
Yielding portfolio	13.0	12%	41.5	2.7	99%	8.6

Detailed energy requirements for business trips in 2023:

Means of transport	Energy used (MWh)	% renewable	Consumption (kWh/km)
Plane	2	0 ¹	1.1
Car-sharing (Mobility)	13	0 ¹	0.8
Employee private vehicle	43	0 ¹	0.8
HIAG vehicles	13	0 ¹	0.8
Public transport	119	90%	0.2
Total	190	56%	0.3

¹ Based on the assumption that no bioethanol has been blended into the paraffin, petrol or diesel

Further information on business travel can be found in the "Mobility" section (page 33).

Energy requirements from the electricity consumption of the main offices in 2023:

Locations	Electricity		
	MWh	% renewable	MWh / FTE
Basel, Geneva, Zurich (47.3 FTE)	44.0	100%	0.9

GRI 302-4

Change in energy consumption compared to the base year of 2021:

Category	Unit	2023	2021	Δ as %	Δ LfL as %
Operation of yielding properties (heating, cooling, electricity)	kWh per m ² _{ERA}	50.2	70.9	-29%	-12%

audited figures, further information on page 56

The consumption figures shown in the development of energy consumption are gross. This means that sales from the company's own energy production are not taken into account. The base year 2021 is the first survey date. The energy requirements for business trips and the electricity purchased for the main offices are not shown. Low relevance (see page 26) and small samples are decisive for this.

14.2 Power production

With the objective of reducing the consumption of non-renewable energy in the yielding portfolio and greenhouse gas emissions, HIAG concentrates on its own production of renewable energy in addition to energy-focused renovation projects and the installation of energy-efficient equipment.

In order to leverage the enormous potential for the generation of solar power on the roofs of its own properties, HIAG set up the joint venture HIAG Solar in 2021 with aventron, an established Swiss producer of renewable electricity, in which HIAG holds a 49% stake. HIAG's goal is to become a significant solar power producer in Switzerland in the medium term.

As at 31 December 2023, 13 HIAG Solar AG facilities with an capacity of 4.76 MWp were in the grid. The target output is about 6 MWp by 2024 (see page 9).

In order to use the solar power produced by HIAG Solar efficiently, purchase agreements were concluded with tenants on HIAG sites.

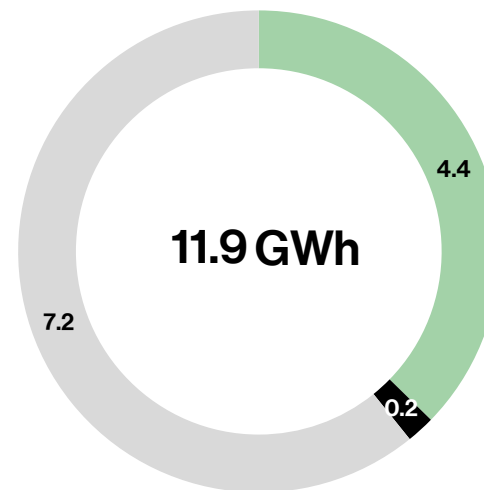
In addition to HIAG Solar's large solar panels, individual, smaller photovoltaic facilities and historic hydroelectric power plants are also in operation. A total of just under 11.9 GWh of renewable electricity was produced in the year under review (HIAG Immobilien Holding AG and HIAG Solar AG together). This corresponds to the annual use of more than 3,400 average Swiss households.

HIAG Immobilien Holding AG and HIAG Solar AG together have an installed PV system capacity in the yielding portfolio of 5,041.73 kWp as at 31 December 2023. This corresponds to 13.5 Wp per m² of rentable space.



Green electricity from our own hydropower
HIAG operates five historic hydroelectric power plants at the Biberist, Diesbach and Aathal/Wetzikon sites. In 2023, these plants generated green electricity for around 2,000 households.

Production of renewable electricity 2023, in GWh:



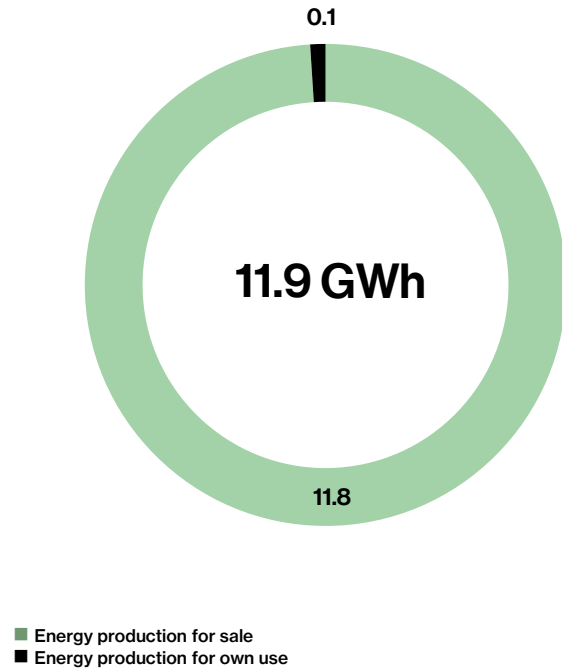
- Solar power HIAG Solar AG
- Solar power HIAG Immobilien Holding AG
- Hydropower HIAG Immobilien Holding AG

Solar power campaign

In 2023, HIAG's PV systems and those of the joint venture HIAG Solar AG generated electricity for around 1,400 households. The installed capacity as at 31 December 2023 was 5.04 MWp.



Share of energy sold from HIAG and HIAG Solar production in 2023, in GWh:



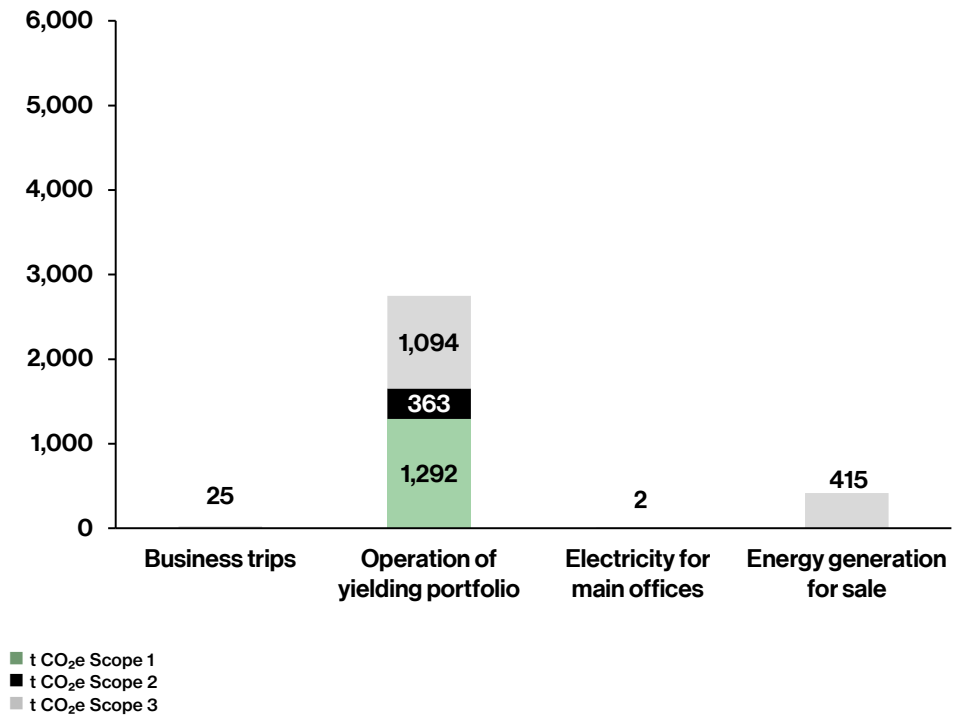
15 Greenhouse gas emissions

GRI 305-1; GRI 305-2; GRI 305-3

HIAG wants to help protect the climate. To this end, various sustainable construction and management measures have been introduced (see pages 24 and 38). Extensive information on greenhouse gas emissions has also been published since 2021. The information is disclosed according to the categories defined on page 26. The corresponding energy requirements are shown on page 26.

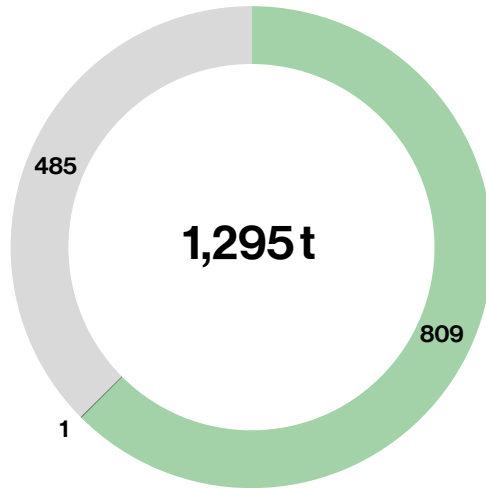
In addition to various sources of emissions, HIAG also has carbon sinks of its own in the form of extensive, sustainably managed forests and farmland. The roughly 10 ha of forest areas absorb about 60 tons of CO₂ annually, based on the assumption⁸ that six tons of CO₂ are absorbed per hectare per year.

Greenhouse gas emissions by energy source in 2023 (business trips, yielding portfolio operations, electricity requirements for operation of the main offices, production of energy for sale) in t CO₂e:



⁸ <https://www.wald.de/waldwissen/wie-viel-kohlendioxid-co2-speichert-der-wald-bzw-ein-baum/>

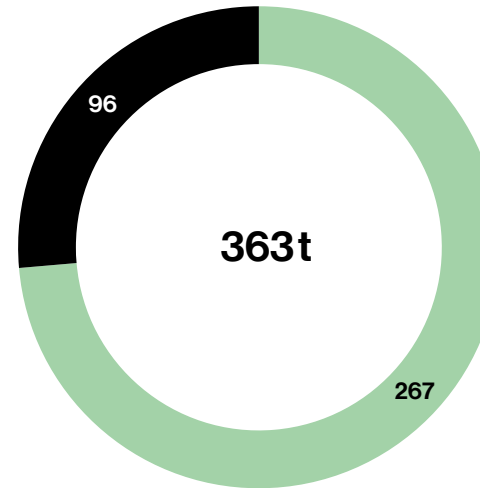
Scope 1 emissions in 2023 from yielding portfolio operations (under operational control), electricity for main offices, business trips, production of energy for sale in t CO₂e:



- Scope 1 emissions from fossil sources, not offset
- Scope 1 emissions from renewable sources, not offset
- Scope 1 emissions offset from fossil sources

The offset Scope 1 emissions from fossil sources include offsetting measures for natural gas, which were taken over by the supplier.

Scope 2 emissions 2023 from yielding portfolio operations, electricity for main offices, business trips, production of energy for sale in t CO₂e:



- Scope 2 emissions from fossil sources
- Scope 2 emissions from renewable sources

Scope 2 emissions from renewable sources are mainly emissions from the combustion of non-fossil organic raw materials (such as wood) or from the operation of hydropower plants. They are the consequence of released putrefactive gases, which are typically produced when watercourses are dammed.



The calculated key figures are based on the suppliers' energy mix (market-based). HIAG's purchased energy consumption has significantly lower CO₂ emissions compared with the national average (location-based) (see page 27).

Comparison of market-based approach and location-based approach for calculating Scope 2 emissions in 2023:

Energy source	CO ₂ e emissions/kWh national average	
	CO ₂ e emissions/kWh (market-based)	CO ₂ e emissions/kWh (location-based)
Scope 2 District heating	52.6 g	115.3 g
Electricity	1.8 g	149.7g

GRI 305-3; GRI 305-4

Detailed greenhouse gas emissions linked to electricity requirements of the yielding portfolio 2023:

Type of emissions	Scope 1: kg CO ₂ e	Scope 2: kg CO ₂ e	Scope 1+2: kg CO ₂ e	Scope 1+2: g CO ₂ e/kWh	Scope 3: kg CO ₂ e	Scope 3: g CO ₂ e/kWh
Fossil	0	1,235	1235	0.46	105,873	39
Renewable	0	3,539	3539	1.31		
Total	0	4,774	4774	1.76	105,873	39

The tables below provide information on the greenhouse gas emissions for (I) yielding portfolio operations (under operational control), (II) the electricity requirements for operation of the main offices, and (III) business trips. The corresponding energy requirements are shown on page 26.

Detailed greenhouse gas emissions linked to heating/cooling requirements of the yielding portfolio 2023:

Type of emissions	Scope 1:	Scope 2:	Scope 1+2:	Scope 1+2:	Scope 3:	Scope 3:
	t CO ₂ e	t CO ₂ e	t CO ₂ e	kg CO ₂ e/m ² ERA	t CO ₂ e	kg CO ₂ e/m ² ERA
Fossil	1,291	266	1557	4.97	988	3.15
Renewable	1	92	93	0.30		
Total	1,292	358	1,650	5.26	988	3.15

Greenhouse gas emissions from electricity requirements for main offices in 2023:

Location	Scope 2: kg CO ₂ e	Scope 2: kg CO ₂ e/FTE	Scope 3: kg CO ₂ e
Basel, Geneva, Zurich (47.3 FTEs)	112.0	2.4	1,914.8

Detailed greenhouse gas emissions linked to business trips 2023:

Means of transport	Scope 1: t CO ₂ e	Scope 3: t CO ₂ e	Scope 1+3 kg CO ₂ e/km
Plane	-	0.4	0.303
Car-sharing (Mobility)	-	4.2	0.253
Employee private vehicle	-	13.5	0.253
HIAG vehicles	3.5	0.7	0.253
Public transport	-	2.7	0.005
Total	3.5	21.4	0.039

GRI 305-5

Change in greenhouse gas emissions compared to the base year of 2021:

Category	Unit	2023	2021	Δ as %	Δ LfL as %
Operation of yielding properties (heating, cooling, electricity)	Scope-1 kg CO ₂ e per m ² _{ERA}	4.1	6.7	-39%	-13%
	Scope-2 kg CO ₂ e per m ² _{ERA}	1.2	1.7	-34%	-26%

audited figures, further information on page 56

The gross greenhouse gas emissions are shown in each case. Sales from the company's own energy production are not taken into account. The base year 2021 is the first survey date. The emissions for business trips and the electricity purchased for the main offices are not shown. Low relevance (see page 30) and small samples are decisive for this.

The emission intensity in the yielding portfolio is now 5.3 kg CO₂e per m²_{ERA} (2021: 85 kg CO₂e per m²_{ERA}). This reduction is due to various causes.

Reduction of Scope 1 emissions to 4.1 kg CO₂e per m²_{ERA} (2021: 6.7 kg CO₂e per m²_{ERA}):

- In past financial years, numerous properties heated using fossil fuels were sold, for example at the Aathal/Wetzikon, Biberist and Cham sites, new triple-net contracts were entered into and a district heating connection was realised in Dietikon. In a like-for-like comparison, this results in a reduction of 13%. This can also be attributed in large part to the mild winters in the year under review.

Reduction of Scope 2 emissions to 1.2 kg CO₂e per m²_{ERA} (2021: 1.7 kg CO₂e per m²_{ERA}):

- The emission rates of district heating products have fallen significantly compared to 2021. In the 2023 financial year, they averaged 52.2g CO₂e per kWh (2021: 71.1g CO₂e per kWh). With the emission factors from 2021, the emission intensity for Scope 2 emissions would be 1.5 kg CO₂e per m²_{ERA}. The reduction can therefore be attributed to external factors. The reason for the lower emission rate is the lower proportion of fossil fuels in the district heating products purchased. As HIAG is only able to control and forecast Scope 2 emissions to a very limited extent, the assumptions used in the reduction path (see page 24) are still based on the rather conservative values from 2021.

16 Mobility

The development of mobility increases the attractiveness of HIAG's sites and ensures the success of its development projects. With holistic mobility concepts, negative effects such as poor accessibility or noise emissions can be reduced or prevented. This can increase the quality of time spent at the sites. The needs of the different stakeholders are taken into account in the development of the mobility concepts.

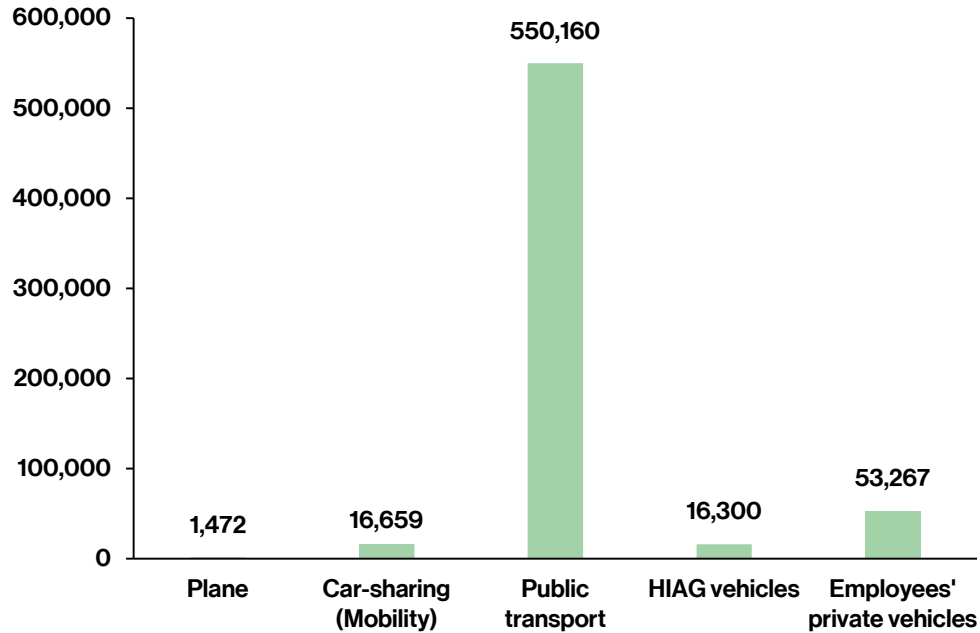
Creation of a sufficient number of parking spaces for bicycles and provision of efficient charging stations for electric vehicles are a consistent part of the planning process for development projects and carried out wherever possible. Where necessary, HIAG optimises site accessibility with innovative solutions from third-party providers, such as car-sharing services.

HIAG regularly analyses the accessibility of its sites using independent data. The results are continuously incorporated into the planning and optimisation of mobility concepts.

Internally as well, HIAG has a structured mobility management system and promotes the use of public transport. Employees who need to travel frequently receive general or half-fare travelcards. In addition, all employees have access to the Mobility car-sharing system.

Most business trips are made using public transport. In addition to cost savings and efficiency gains, this also reduces the negative environmental impact.

Business trips in 2023 by means of transport, in km:



17 Construction and resource use

When developing its sites, HIAG ensures that existing buildings are incorporated. Thus, the sites' character and historical identity are preserved, and large amounts of waste and grey energy can be avoided.

With its Codes of Conduct for Employees and Business Partners, HIAG is attentive to the careful management of natural resources.

One example of the circular economy in action is the sale and planned dismantling of an industrial production plant and building on HIAG's Pratteln site in 2021. The plant and its building were rebuilt and commissioned by the new owner at a location in the UK. Numerous technical instruments from the sites were also sold for further use in the 2023 financial year.

The pilot project launched in the financial year to optimise operations using mobile sensors, which will be carried out at the Kunzareal site in Windisch (AG) in winter 2023/24, is another project to increase efficiency during the operating phase. The effectiveness of the pilot project will be analysed in depth in spring 2024.

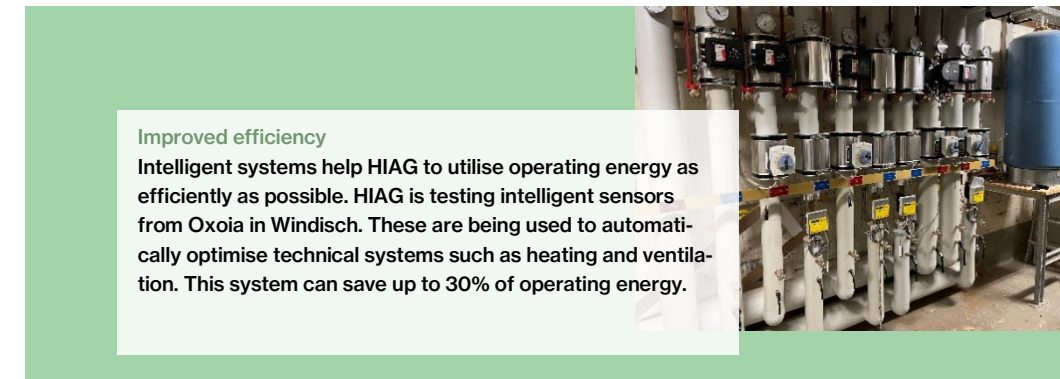
In the past financial year 2023, as in 2021 and 2022, the water consumption of yielding properties was once again evaluated using the operational control approach. Drinking water is also readily available in Switzerland thanks to the country's ample water resources. The absolute consumption values are therefore of lesser importance in an international comparison. Nevertheless, water conservation and appropriate systems should relieve the burden on the water treatment infrastructure. The sustainability policy (see page 38) obliges us to plan and implement water-conserving solutions. This also includes water-conserving outdoor space design. All of HIAG's properties are connected to the sewage system so that waste water can be properly purified. In order to preserve the water treatment infrastructure, most properties have dual waste water pipes for meteoric and brown water. In addition, water percolation and retention areas feed meteoric water into the groundwater and help to reduce power peaks and relieve the local infrastructure during intense precipitation.

GRI 303-5

Water consumption of the yielding portfolio (under operational control) 2023:

Portfolio	total Water consumption in m ³	Water consumption in m ³ per m ² _{ERA}
Yielding portfolio	79,107	0.252

Another indicator of resource efficiency is the share of certified properties in the portfolio. As at 31 December 2023, there were five certified buildings in HIAG's yielding portfolio. Official building energy certificates are available for three other buildings. The five certified properties represent 12% of the total value of the yielding portfolio (26% including buildings with energy performance certificates). On the basis of the existing development pipeline, this number will continue to rise in the years ahead. The large-scale project in Zurich-Altstetten, for example, has an SNBS pre-certificate. Certificates are also being sought for the Librec (Minergie), Chama (SNBS) and Fahrwerk (Minergie) projects.



Improved efficiency
Intelligent systems help HIAG to utilise operating energy as efficiently as possible. HIAG is testing intelligent sensors from Oxoia in Windisch. These are being used to automatically optimise technical systems such as heating and ventilation. This system can save up to 30% of operating energy.

Certified buildings in the yielding portfolio as at 31 December 2023:

Property	Type of use	Certificate / Building certificate
Spinnereistrasse 10A–10E, 5210 Windisch	Residential	Minergie-Neubau (AG-4388)
Spinnereistrasse 12A, 12B, 5210 Windisch	Residential	Minergie-Neubau (AG-4390)
Spinnereistrasse 14A, 14B, 5210 Windisch	Residential	Minergie-Neubau (AG-4389)
Route du Nant-d'Avril 150, 1217 Meyrin	Office	Minergie-Sanierung (GE-1755)
Route du Nant-d'Avril 154, 1217 Meyrin	Office	Minergie-Neubau (GE-1417)
Route du Nant-d'Avril 152, 1217 Meyrin	Industrial	Attestation THPE N°2023_0001071
Industriestrasse 24, 8155 Niederhasli	Office	GEAK building energy certificate Building envelope efficiency: B Total energy efficiency: A
Riedstrasse 7/9, 8953 Dietikon	Retail	GEAK building energy certificate Building envelope efficiency: B Total energy efficiency: B Direct CO ₂ emissions: A

18 Biodiversity

GRI 304-2

HIAG wishes to seize opportunities to reverse the loss of biodiversity. With the redevelopment and re-design of sites that have already been developed, HIAG bolsters the densification of residential areas in Switzerland as intended by the federal government and helps preserve undeveloped, natural habitats. During project development and as part of its regular construction procedures, HIAG checks the feasibility of projects and maintains a close dialogue with the relevant stakeholders.

Some important biodiversity measures undertaken include the creation of roof biotopes at "The Hive" campus in Meyrin in 2020, and the optimisation of the rebuilt fish pass in Biberist in 2021 with a length of more than 300 metres. At the Kleindöttigen site, HIAG has given the nature conservation organisation "BirdLife" a plot of land of just under 0.5 hectares for ecological enhancement and environmental education, for a symbolic amount of CHF 1 per year, since 2017. In addition, the forests and agricultural land included in the portfolio are naturally sustained and provide valuable habitats for people and animals.

HIAG's portfolio contains numerous, extensive biodiversity hotspots totalling about 28 ha⁹. Most of them are outside the construction zone and provide attractive recreational areas for tenants with a positive impact on the character of the sites.

⁹ refers to areas in federal inventories, protected areas, connectivity corridors, floodplain areas and parks

Our proactive approach to documentation integrates usage restrictions based on conservation provisions into the development plans from the very beginning. This saves time in development projects, and contributes to the appropriate management of these areas.

HIAG assumes responsibility

HIAG's active involvement in the development of the new Minergie site certificate underscores its commitment to the new certification strategy and its strong commitment to greater sustainability in development projects.

Find out more about our collaboration with Minergie [here](#).





Governance

Sustainability as a central element of the business segments	38
Sustainability in the Development division	38
Sustainability in Portfolio/Asset Management	39
Transactions	40
Innovation	40
ESG risk management	40
Reporting in accordance with the TCFD	40
Transparency and fair competition	46
Due diligence, transparency and reporting on climate issues pursuant to Art. 964 OR	46
Sustainability assessments	47
Membership of associations and stakeholder groups	48

Successful company

Efficient processes and clear responsibilities form the basis of our entrepreneurial success.

"As a company, we strive to further improve our processes and to implement feedback from our stakeholders whenever possible."

We can only continue to develop successfully through continuous optimisation, and by responding to the needs of our stakeholders.

Promoting efficiency and building trust are more than just values that HIAG puts into practice. They are key factors in achieving our ambitious, long-term corporate goals and remaining successful on the market. Our task is to ensure this, which is something that my team and I work on every day.



A handwritten signature in black ink that reads "Feusi".

Marco Feusi

Member of the Executive Board, CEO

Governance

HIAG is committed to the responsible and value-centric management and supervision of the company. The most important elements of HIAG's corporate governance are a clearly defined division of responsibilities between the Board of Directors and the Executive Board, the protection of shareholders' interests, the provision of transparent information to the public and efficient internal processes. The information contained in this section of the sustainability report is intended to supplement and expand on the Corporate Governance Report in the 2023 Annual Report.

19 Sustainability as a central element of the business segments

Over the past few years, those responsible for the three business segments of Development and Realisation, Portfolio/Asset Management and Transactions have further sharpened their understanding of sustainability together with the Sustainability Project Manager. As a result, a variety of instruments and resources are now available. These help to further embed the issue of sustainability in day-to-day business. The overarching Sustainability Policy also serves as an important guideline for this. The policy is revised on a regular basis and must be approved by the Executive Board. The current version is available online via the following link:

[→ Sustainability Policy](#)

19.1 Sustainability in the Development and Realisation business segment

With the Sustainable Building Manifesto that was developed in financial year 2022, HIAG has laid down the central cornerstones of its concept of sustainability for new buildings and total refurbishments. The content of the manifesto was developed in a number of workshops with the involvement of the responsible site developers and external experts. The document's comprehensibility allows us to communicate our sustainability requirements for construction projects. The manifesto describes the aspects of sustainable construction that are relevant to HIAG in the form of six principles.

These are:

1. Resilience to the impacts of climate change
2. Optimal accessibility and strengthening of sustainable mobility
3. High quality of stay and safety
4. Energy-efficient and low-emission infrastructure
5. High flexibility of use
6. Taking social needs into account

Within the framework of these six principles and the other provisions of the manifesto, a wide range of sustainability issues are considered. These include topics such as certification, biodiversity, energy efficiency, greenhouse gas emissions, pollution, safety, the expansion of renewable energy, resilience to natural hazards and sustainable material procurement. Further explanations regarding these six principles and the embedding of the topics of certifications as well as the use of recyclable products can be found in the publicly available manifesto:

[→ Sustainable Building Manifesto](#)

The manifesto is based on a comprehensive catalogue of criteria. This translates the six principles into concrete criteria for the different types of use (industry, logistics, retail, office and residential). The criteria are based on the DGNB sustainability standard of the Swiss Sustainable Building Council (SGNI). Unlike other standards, such as the Swiss Sustainable Building Standard (SNBS) or Minergie, this covers all relevant types of use and topics.

Procedurally, the manifesto has been integrated into the existing project approval process. This ensures that all relevant bodies deal intensively with the issue. This ensures that the manifesto is put into practice and contributes to the development of appealing and innovative solutions.

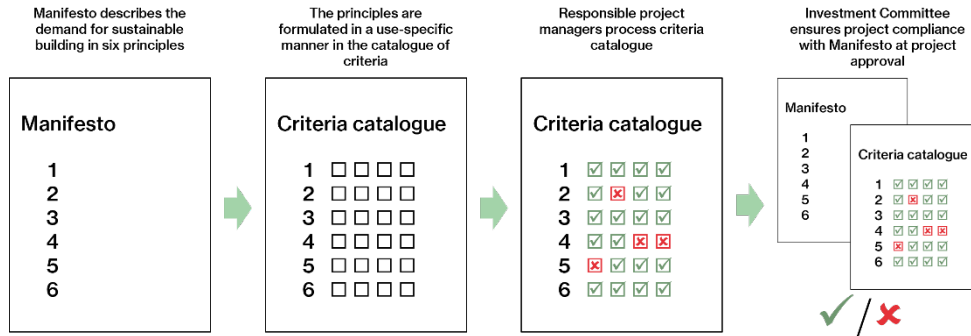
Broad-based development

When preparing development concepts, HIAG attaches great importance to maintaining a dialogue with the public and the relevant stakeholders. The company therefore conducts information events and workshops on its development projects, among other things.

In the video, Marco Feusi, CEO of HIAG, explains the importance of participatory planning using the example of the HIAG site in Niederhasli.



Application of the Sustainable Building Manifesto:



The project leaders process the catalogue of criteria together with the project application. Any deviations from the set criteria must be justified. The Investment Committee must confirm the compliance of the construction project with the content of the manifesto at the time of the project approval. If this is not the case, the building project cannot be approved.

19.2 Sustainability in Portfolio/Asset Management

The implementation of the "sustainable property management" package of measures in the 2023 financial year further strengthened sustainability in the Portfolio and Asset Management segment. As part of this package, green lease clauses were integrated into the standard contracts for residential and commercial properties. Sustainability requirements were also defined for facility management, and tenants were provided with comprehensive information brochures on the sustainable use of the rental properties. With the introduction of anonymous tenant surveys in the year under review, the existing talks with major tenants were expanded and the dialogue with tenants was intensified. In combination with long-term investment planning geared towards sustainability, HIAG has instruments at its disposal that enable sustainable portfolio and asset management.

Overview of the elements of sustainable portfolio and asset management:

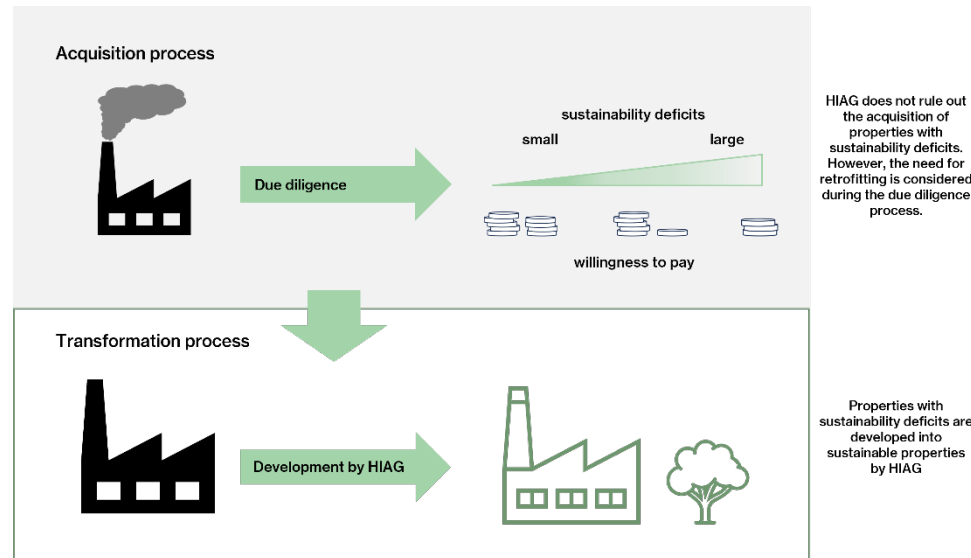


19.3 Sustainability in the Transactions segment

HIAG realises transactions to complement organic growth and to optimise the quality of its investment property portfolio. The focus is on industrial sites and properties that are on the threshold of a new life cycle: former production sites; commercial, logistics and office properties; warehouse buildings; and mixed-use commercial properties. HIAG does not rule out the acquisition of properties with sustainability deficits such as contamination or fossil-fuelled heating systems. As part of the due diligence process, however, the need for investment to remedy such sustainability deficits is closely scrutinised. Finally, the results flow into the willingness to pay of the transaction business.

As a developer, HIAG is familiar with the transformation of properties. Sustainability deficits are also addressed as part of a development concept, and ultimately remedied in the long term. This approach is not only economically interesting, but also makes a significant contribution to the sustainability of the national building stock.

Presentation of sustainability as part of the transaction business:



20 Innovation

HIAG is constantly developing and realising new and collaborative solutions. The focus is on the needs of shareholders and customers, as well as the motivation to create sustainable real estate. This type of

cooperation between employees from different departments enables efficient and innovative processes. Specifically, reference can be made here, for example, to the collaboratively developed guidelines in the field of sustainable construction in the 2022 financial year. In the 2023 financial year, these guidelines were analysed in depth at a full-day workshop and examined for potential improvements.

With the multi-storey, vehicle-accessible "Fahrwerk" building in Winterthur, HIAG did pioneering work in the field of the internal densification of commercial space. In the area of mobility, innovative access concepts are being developed via mobility concepts, and the operating efficiency of the technical facilities in Windisch is currently being optimised as part of a pilot project using mobile sensors.

21 ESG risk management

HIAG's risk management activities were comprehensively overhauled in 2023. One central element of this was the merging of the previous risk management function with the existing ESG risk management. Risk management is prepared annually by the Board of Directors in consultation with the Executive Board. Further information on the process can be found in the Corporate Governance Report in the 2023 Annual Report.

Risk management is based on various legal, financial, social and scientific analyses. These include analyses of the needs of our stakeholders, regulatory requirements and the exposure of our properties to natural hazards, for example.

21.1 Reporting in accordance with the TCFD

The recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) have become another cornerstone of HIAG's transparency efforts. The task force was set up by the Financial Stability Board (FSB) in 2015. The aim is to help companies better understand the financial impact of climate change, and to communicate this transparently to investors and shareholders.

With the recommendations published in 2017, the task force has developed a voluntary standard that helps companies identify their financial impact in connection with climate risks and opportunities. HIAG is applying these recommendations for the first time in its 2023 sustainability reporting.

Strategic focus

Climate-related opportunities and risks are fully integrated into HIAG's internal risk management (see 2023 Annual Report, Corporate Governance), and are treated on an equal footing with other corporate risks. The full Board of Directors is responsible for assessing the various opportunities and risks as well as the strategic focus of the sustainability work. Risk management is discussed annually by the Board of Directors, and managed by means of measures defined by the Board. It can draw on internal and, if necessary, external resources to identify and assess climate-related risks. The conclusions of risk management then flow directly into the strategic work of the Board of Directors and the Executive Board.

The transformation of HIAG's portfolio towards more sustainable, more efficient and lower-emission properties is a central element of the Board of Directors' strategic guidelines. To this end, HIAG can rely on a wide variety of principles such as the reduction path for reducing greenhouse gas emissions, the Sustainable Building Manifesto and numerous internal sustainability guidelines. Furthermore, in order for new projects to be approved, the Investment Committee must be informed of the extent to which the project contributes to achieving the sustainability goals (see page 38). The sale of properties that do not fit into this strategy can be counted as another instrument.

The efficiency, resilience and energy consumption of HIAG's properties are to be optimised on an ongoing basis. HIAG assumes that the additional costs this entails can be offset in the long term through efficiency and increased value. Where possible, technical retrofits are planned in such a way that they are cost-neutral or even positive. On account of the strict legal provisions, the actual additional costs that exceed the official requirements are comparatively low. HIAG assumes that these costs will amount to an estimated CHF 6 million over the next ten years. The entrepreneurial risk associated with this strategy is correspondingly low. Furthermore, the costs incurred can be utilised as part of sustainable financing instruments (see page 51), and serve as a support for the company on the capital market. All in all, this strategy is considered to be extremely robust.

According to the estimates of the CO2mpass, which is used internally to develop the reduction path for the reduction of greenhouse gas emissions, HIAG expects the following costs for the average reduction of greenhouse gas emissions. On account of the estimates made, the figures are to be understood as approximate guide values.

Measure	Approximate costs per tonne of CO ₂ e reduced annually
Heating replacement	CHF 8,000 / t CO ₂ e · a
Building envelope	CHF 40,000 / t CO ₂ e · a

Internal structures and responsibilities

In accordance with the structures set out on page 7, the Executive Board and the Sustainability Project Manager play a key role in the operational implementation of the various sustainability activities, including analysing climate-related opportunities and risks. The Board of Directors creates corresponding incentives in the form of compensation incentives that are geared towards sustainability (see 2023 Annual Report, Compensation Report). The Executive Board and the Sustainability Project Manager support the Board of Directors with their expertise in the development of risk management. The efficient interaction between the different roles ensures the flow of information and the operational anchoring of strategic work. At the periodic meetings of the Board of Directors, the Executive Board informs the Board of Directors about the progress of sustainability work and the degree to which the targets have been achieved.

According to the current Company ESG Risk Rating from Sustainalytics, HIAG has a low risk exposure to ESG risks. Both the industry risk and the measures taken by HIAG contribute to this good rating.

Planning of measures

Climate-related optimisation measures are coordinated via the property-specific strategies. In addition to the physical location, these also take into account tenants' requirements and the condition of the building. In the case of new acquisitions, upcoming transformation costs are also taken into account as part of the due diligence process (see page 40).

The long-term transformation process depends on various factors such as the needs of the tenants and financial viability. The implementation of the measures is prioritised based on various framework conditions. The relevant framework conditions are:

1. Value for money
2. Upcoming refurbishment cycles
3. Rental agreement
4. Long-term development plans

Given the long investment cycles for property, efficient transformation processes take time. HIAG has set itself the goal of reducing operational emissions to net zero by 2050 at the latest. This is in line with the national objectives set out in the Swiss Federal Act on Climate Protection Goals, Innovation and Strengthening Energy Security (CIA).

HIAG assumes that the regulatory requirements for construction projects will continue to increase, and that fossil fuels will disappear in the long term. The strategy is geared towards incorporating these findings into planning at an early stage and constantly adding to the company's internal knowledge. Retrofits and optimisations of existing systems are planned with foresight and implemented on a step-by-step basis. Expertise on greenhouse gas emissions outside HIAG's control is being continuously expanded through the monitoring of Scope 3 emissions, which has been introduced for new construction projects.

With regard to the resilience of the sites, HIAG expects that the issue of cooling in particular will continue to gain in importance. No serious or acute physical risks can currently be identified. The high demands of Swiss spatial and settlement development have long taken physical risks such as flooding and mass movements into account. These requirements mean that the increasing physical risks for HIAG due to climate change will be significantly mitigated.

The availability of water for the operation of the properties at the current locations is considered to be less of a problem in the long term. HIAG believes that the rising infrastructure costs for water supply and disposal are a major driver for efficiency measures. To keep infrastructure costs as low as possible, HIAG addresses the issues right from the start of the planning phase. Because of the large scale of the site developments, the planning of retention areas to relieve the water infrastructure and to positively influence the microclimate is much easier and cheaper than in densely populated urban centres.

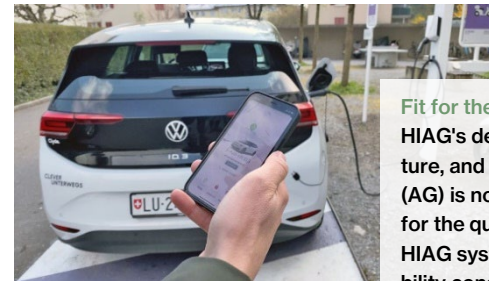
HIAG acts proactively to avoid costly retrofitting and to position the properties well in the long term. Instruments such as the Sustainable Building Manifesto and other guidelines specify the principles to be observed. This also applies, for example, to the topics of embodied energy (grey energy), the circular economy and recycling. It is important to emphasise that issues such as embodied energy and construction methods geared towards a circular economy pose a challenge for HIAG and the industry. HIAG believes that the funds currently available are not yet enough.

With its solar power initiative and the five existing hydropower plants, HIAG has seized the opportunity to integrate the demand for green electricity into its business model. HIAG can use these activities to increase its earnings base on a small scale and contribute to the expansion of renewable energy production (see page 29).

HIAG is of the opinion that the TCFD recommendation to prepare comprehensive scenario analyses does not add any significant value to HIAG's business model. Where relevant, the corresponding analyses are already largely part of the legal provisions and development requirements. In this way, topics such as the microclimate at the sites are driven forward in accordance with local conditions. HIAG believes that this approach is both efficient and useful.

Risks, opportunities and key figures

The tables below describe the opportunities and risks identified in accordance with the TCFD recommendations. Key figures are also recorded to describe these risks. Because of the strong focus on real estate and the fact that HIAG operates exclusively in Switzerland, a breakdown by sector and geographical area is not useful.



Fit for the future

HIAG's development projects are geared towards the future, and the Campus Reichhold project in Hausen/Lupfig (AG) is no exception. We need to develop answers today for the questions of tomorrow. This also applies to mobility. HIAG systematically tackles these challenges with its mobility concepts.

In the video, Christoph Zurflüh from Trafiko explains what the Campus Reichhold mobility concept involves.

Risks

Category	Description	Potential consequences	Measures
Physical risks	<p>Increase in extreme weather events</p> <p>Relevant time frame:</p>	<p>Reduction in the quality of stay</p> <ul style="list-style-type: none"> Heatwaves lead to overheating of the sites Gale-force winds cause storm damage Rainfall and flooding cause water damage Mass movements (debris flows, landslides, etc.) cause damage to infrastructure 	<ul style="list-style-type: none"> Continuous location and property analyses Consideration of physical risks in project planning and refurbishment
Transition risks	<p>Wrong investments in inefficient technologies (especially relating to the reduction of greenhouse gas emissions)</p> <p>Relevant time frame:</p>	<p>Inefficient cost allocation</p>	<ul style="list-style-type: none"> Strategic planning of energy-efficient refurbishments Internal expertise built up
	<p>Changing customer requirements</p> <p>Relevant time frame:</p>	<p>Higher vacancy rates</p>	<ul style="list-style-type: none"> Intensive dialogue with tenants through one-on-one discussions and standardised surveys Joint project planning with customers
	<p>Changing requirements on the part of investors, the public and other stakeholders</p> <p>Relevant time frame:</p>	<p>Distrust of HIAG's activities</p> <ul style="list-style-type: none"> Delays in projects Additional regulatory requirements 	<ul style="list-style-type: none"> Intensive dialogue with all stakeholder groups Anchoring the issue of sustainability within the company
	<p>Regulatory interventions</p> <p>Relevant time frame:</p>	<p>Overregulation restricts the ability to act</p> <ul style="list-style-type: none"> Profitability of projects may be jeopardised 	<ul style="list-style-type: none"> Active monitoring of legislation Direct dialogue with authorities
	<p>Increased costs due to limited availability of resources for energy-saving measures and measures to reduce greenhouse gas emissions</p> <p>Relevant time frame:</p>	<p>Inefficient value for money</p>	<ul style="list-style-type: none"> Long-term planning Negotiations with suppliers and business partners

Opportunities

Category	Description	Potential consequences	Measures
Markets	<p>Attractive project funding via subsidies and sustainable financing</p> <p>Relevant time frame:</p>	<ul style="list-style-type: none"> – Support services for the implementation of efficient solutions – Utilisation of sustainable financing instruments with greater demand and attractive conditions 	<ul style="list-style-type: none"> – Continuous and systematic analyses of financing options
Products and services	<p>Income from in-house energy production</p> <p>Relevant time frame:</p>	<ul style="list-style-type: none"> – Revenue from in-house energy production 	<ul style="list-style-type: none"> – Expansion of installed PV capacity – Foundation of HIAG Solar AG in 2021
Products and services	<p>Changing customer requirements</p> <p>Relevant time frame:</p>	<ul style="list-style-type: none"> – Increased demand leads to lower vacancy rates – Increased willingness to pay 	<ul style="list-style-type: none"> – Intensive dialogue with tenants through one-on-one discussions and surveys – Joint project planning with customers
Resilience	<p>Lower insurance policies thanks to resilient properties</p> <p>Relevant time frame:</p>	<ul style="list-style-type: none"> – Cost savings 	<ul style="list-style-type: none"> – Professional and long-term maintenance – Retrofitting infrastructure to prevent damage
Resource efficiency	<p>Increasing resource efficiency</p> <p>Relevant time frame:</p>	<ul style="list-style-type: none"> – Cost savings through efficient use of construction and operating resources 	<ul style="list-style-type: none"> – Introduction of planning instruments (e.g. Sustainable Building Manifesto, reduction path)
Efficiency	<p>Improving the relationship with stakeholders</p> <p>Relevant time frame:</p>	<ul style="list-style-type: none"> – Faster planning processes through mutual trust 	<ul style="list-style-type: none"> – Intensive dialogue with all stakeholder groups – Firm anchoring of sustainability issues in the company
Efficiency	<p>Employer of choice</p> <p>Relevant time frame:</p>	<ul style="list-style-type: none"> – Outstanding and motivated employees – High internal efficiency 	<ul style="list-style-type: none"> – Internal personnel management – Survey and improvement of employee satisfaction

Key figures on risks and opportunities

Area	Relevant key figures	Calculation	Values for 2023	Values for 2022	Values for 2021	Current target values
Land use	Share of certified buildings	Certified buildings in the yielding portfolio (excl. building energy certificates), see page 34	12%	11%	13%	New projects should be certified where appropriate. By 2030, the proportion of certified properties in the yielding portfolio should increase to 30%.
Water	Water consumption	Water consumption of the properties in the yielding portfolio, see page 34	0.252 m ³ /m ² _{ERA}	0.220 m ³ /m ² _{ERA}	0.236 m ³ /m ² _{ERA}	Water consumption must be adapted to regional availability. No absolute targets are set in order to avoid penalising individual sectors (e.g. laundries).
Focus on renewable energy sources and energy efficiency	Share of renewable energy in the energy mix	Energy mix in the yielding portfolio, see page 26	27%	26%	29%	2050: 100% renewable
	GHG emissions	Greenhouse gas emissions in the yielding portfolio under operational control, see page 33	Scope 1: 4.1 kg CO ₂ e/m ² _{ERA} Scope 2: 1.2 kg CO ₂ e/m ² _{ERA}	Scope 1: 5.0 kg CO ₂ e/m ² _{ERA} Scope 2: 1.1 kg CO ₂ e/m ² _{ERA}	Scope 1: 6.7 kg CO ₂ e/m ² _{ERA} Scope 2: 1.7 kg CO ₂ e/m ² _{ERA}	Reduction of greenhouse gas emissions in the yielding portfolio in accordance with sustainability goal 2022.1: <ul style="list-style-type: none"> – The Scope 1 emissions of the yielding portfolio are reduced by 85% per m²_{ERA} by 2035, based on the 2021 values. – The Scope 1 and 2 emissions of the yielding portfolio are reduced by 65% per m²_{ERA} by 2035, based on the 2021 values. – By 2050, the Scope 1 and 2 emissions of the existing portfolio are net 0 kg/m²_{ERA}.
	Installed PV output	Expansion of the installed PV output from HIAG Solar AG	4.76 MWp	4.76 MWp	0.92 MWp	6 MWp by 2024, in accordance with the 2021.4 sustainability goal
	Operational energy intensity	Operating energy of the yielding portfolio under operational control, see page 28	50.2 kWh/m ² _{ERA}	58.1 kWh/m ² _{ERA}	70.9 kWh/m ² _{ERA}	2030: 60 kWh/m ² _{ERA}
Risk exposure	Sustainalytics Company ESG Risk Rating	According to the Sustainalytics methodology ¹⁰	Low risk	Medium risk	Medium risk	Low risk

¹⁰ <https://www.sustainalytics.com/esg-ratings>



22 Transparency and fair competition

GRI 2-16; GRI 2-24; GRI 2-25; GRI 2-26; GRI 2-27; GRI 205-3; GRI 206-1; GRI 417-2; GRI 417-3; GRI 418-1

As a reliable company that works in the interest of its shareholders and other stakeholders, HIAG focuses on responsible management, effective data protection, transparency, reputation, and a business model with a long-term focus.

To ensure this, HIAG complies with legal requirements and has also taken numerous additional, voluntary measures. Through transparent, proactive communication and regular dialogue with stakeholders, HIAG helps to develop a better understanding of its business model and builds trust in the company and its representatives. HIAG's standards of professionalism and honesty, as well as fair competition, are set out in the Codes of Conduct, compliance with which is monitored by HIAG's General Counsel. He is available to answer questions regarding practical application from anyone interested.

In 2022, an anonymous whistleblowing form was uploaded to the company's website. No reports were received via the form in financial year 2023. The General Counsel periodically informs the Board of Directors about the number of reports received.

In terms of compliance with laws and regulations, it can be stated that in financial year 2023:

- There were no confirmed cases of corruption in connection with our work,
- No legal proceedings under public law in connection with corruption were initiated against HIAG or HIAG employees during the reporting period,
- No pending legal proceedings were initiated in the reporting period due to anti-competitive behaviour or violations of anti-trust and monopoly law involving HIAG,
- There were no breaches of regulations or voluntary codes of conduct in connection with product and service information or labelling,
- There were no breaches of regulations or voluntary codes of conduct in connection with marketing or communication, including advertising, sales promotion and sponsorship,
- There was no evidence of data loss or theft, and no complaints were received in relation to breaches of client data protection,
- No fines or non-monetary sanctions were imposed on HIAG for non-compliance with laws or regulations in the social or economic sphere.

As the current processes for ensuring responsible management and transparency, data protection, reputation and the long-term business model are proving effective and there are no known complaints, HIAG sees no need to significantly change its methods. However, minor adjustments and optimisations are continuously reviewed and implemented as part of daily business.

22.1 Due diligence, transparency and reporting on climate issues pursuant to Art. 964 OR

HIAG's Board of Directors looked into the reporting obligation in accordance with the new legal provisions pursuant to Art. 964 OR (laws on transparency regarding non-financial matters, and due diligence and transparency in relation to minerals and metals from conflict-affected areas and child labour). It notes that there is no reporting obligation. This is because:

- The number of employees is well below 500 full-time equivalents.
- The products and services provided by HIAG are not produced with the obvious use of child labour.
- There is no reasonable suspicion of child labour along the supply chain.
- Neither HIAG nor its subsidiary, the metal recycling company Jaeger et Bosshard SA, together exceed the stipulated import and processing quantities of the relevant minerals and metals in accordance with the VSoTr.



23 Sustainability assessments

HIAG's sustainability work is evaluated by various organisations. The results reflect the extent of the sustainability work done and indicate further potential for improvement. HIAG strives for the continuous improvement of the ratings it achieves. HIAG focuses primarily on the Swiss sustainability rating from Inrate and the ratings of the GRESB. The possibility of expanding the list of ratings that are relevant to HIAG and its stakeholders is reviewed each year.

Inrate Sustainability Assessment 2023

Rating: B (scale: A+ to D-)

Inrate is an independent Swiss sustainability rating agency. With its Sustainability Assessment, Inrate generates an industry-specific benchmark. On the basis of its above-average result, HIAG once again qualifies for the SIX SPI ESG Index. The results of the Inrate Sustainability Assessment are decisive for inclusion in the index.

GRESB Assessment 2023

Real Estate Assessment 2023:

Development: 73 out of 100 points, Green Star

Standing Investments: 56 out of 100 points

Public Disclosure Level 2023:

90 points (rating: A, scale: A to E)

GRESB is the leading sustainability rating for the real estate industry. In 2022, HIAG participated in the GRESB Real Estate Assessments (Standing Investments and Development) for the first time.

Great Place to Work® 2023

Certified

For more than 30 years, Great Place to Work® has been collecting and analysing data to measure the workplace culture of organisations. The company also evaluates numerous Swiss real estate companies. The certification is awarded to companies that receive good approval ratings in the anonymous employee survey.



24 Membership of associations and stakeholder groups

GRI 2-28

During financial year 2023, HIAG was a member of the following associations and special interest groups:

- Chamber of Commerce & Industry, Aargau
- Association des professionnels de la Zone Intercommunale Meyrin, Satigny, Vernier (A.Z.I.)
- Association Horizon Léman
- Association pro PAV
- Basel Art Association
- Chambre Genevoise Immobilière
- Club de Bâle
- Coworking Switzerland
- Entwicklung Schweiz
- Geschäftsberichte-Symposium AG
- Gewerbe Region Biberist
- Geverbeverein Wetzikon
- GRESB
- Handel Schweiz
- Chamber of Commerce, Basel-Stadt and Basel-Landschaft
- HEV Hauseigentümergeverband Dietikon-Urdorf
- HEV Wetzikon and surrounding area
- IG Silber Dietikon
- Limmatstadt AG
- Royal Institution of Chartered Surveyors (RICS)
- Standortförderung espaceSOLOTHURN
- Standortförderung Zürioberland
- Statistisch-Volkswirtschaftliche Gesellschaft Basel
- SVIT beider Basel
- SVIT Romandie
- KUB Schweiz (Swiss Chamber of Independent Construction Advisors)
- Swiss Circle AG
- Swiss Lean Construction Institute
- Swiss Small Hydro
- The Branch
- umnutzer.ch
- Zurzibiet Economic Forum
- Verein Geothermische Kraftwerke Aargau
- Verein Winzerfest Döttingen
- Verein Wirtschaftsregion ZUGWEST
- Association for the promotion of the business studies centre (WWZ), University of Basel
- VIS (Swiss real estate association)



Green Financing

Green Financing

Good access to the capital market is crucial in order to realise our development pipeline. Intensive dialogue with investors is therefore particularly important for HIAG.

With our sustainable financing, we are meeting a need on the capital market and thus reaping the rewards of our intensive sustainability work.

"Our sustainability activities are more than just a key element of our corporate strategy. They are a promise to our investors."

Together, we are driving positive change towards a more sustainable future. In this way, we are creating living and working space for the challenges of the future, and making HIAG more competitive in the long term.



A stylized, handwritten signature in black ink, consisting of a large, looped initial 'S' followed by a horizontal line.

Stefan Hilber

Member of the Executive Board, CFO



Green Financing

25 Instruments for green and sustainable financing

The 2023 financial year was partly focused on the sustainable orientation of financing. To increase its financial resilience and entrepreneurial flexibility, HIAG took out a sustainability-linked syndicated loan on 25 August 2023. The syndicated loan has a volume of CHF 500 million and a term of five years. A Green Financing Framework has also been developed. This framework can be used to issue green bonds and take out green loans in future if required.

While financing via the Green Financing Framework can be used exclusively to finance or refinance green assets and projects, the syndicated loan is based on target agreements with the banking partners. To this end, HIAG and the syndicate have defined sustainability goals that have been audited by an independent body. If the annual targets are not achieved, the margins applied increase at HIAG's expense.

As part of its annual sustainability reporting, HIAG will publish a report on the use of the proceeds from green financing and compliance with the utilisation criteria specified in the Green Financing Framework. Reporting will be carried out as long as financing in connection with the Green Financing Framework is outstanding. The report contains information on the utilisation (allocation report) and impact (impact report) of the proceeds used from green financing. As no corresponding funds are currently being utilised, reporting is not required this year.

		
<p>Sustainability-linked revolving credit facility</p>	<p>instrument</p>	<p>Green Financing Framework Condition for issuing green bonds and loans</p>
<p>CHF m 150 out of 500</p>	<p>utilised as of 31.12.2023</p>	<p>not in use</p>
<p>interest rate increases if annual Sustainability Performance Targets are not achieved</p>	<p>idea</p>	<p>Financing proceeds must be backed by green assets</p>
<p>ESG</p>	<p>focus</p>	<p>Environment</p>
<p>annually, for the attention of the syndicate members</p>	<p>reporting</p>	<p>annually, public</p>
<p>Sustainability Linked Loan Principles (LMA)</p>	<p>standard</p>	<p>Green Bond Principles (ICMA), Green Loan Principles (LMA)</p>
<p>✓</p>	<p>external review of the framework</p>	<p>✓</p>



Appendix

Notes on the collection of consumption and emissions data for the investment property portfolio	53
Who collects the consumption data?	53
Observation perimeter	53
Data collection process and data collection periods	54
Data sources and reference value	54
Why are there no climate corrections and no corrections for resold renewable electricity?	54
GRI Content Index	56
AMAS key figures for the HIAG portfolio	59
Degree of coverage	59
Energy mix	59
Energy consumption	59
Greenhouse gas emissions	59
General calculation principles	59

Appendix

26 Notes on the collection of consumption and emissions data for the investment property portfolio

HIAG has been collecting and publishing consumption and emissions data for its investment property portfolio since the 2021 financial year. The data collection methods described in this appendix aim to improve the comprehensibility of the published data and increase transparency.

26.1 Who collects the consumption data?

The consumption and emissions data is collected annually under the responsibility of HIAG's Sustainability Officer and in close partnership with internal management in accordance with the definitions of the GHG Protocol (operational control approach). Since 2023, the Scope 1 and 2 emissions and the energy requirements of the yielding portfolio under operational control have been subject to an external audit (moderate-level assurance). The corresponding audit report is shown on page 56.

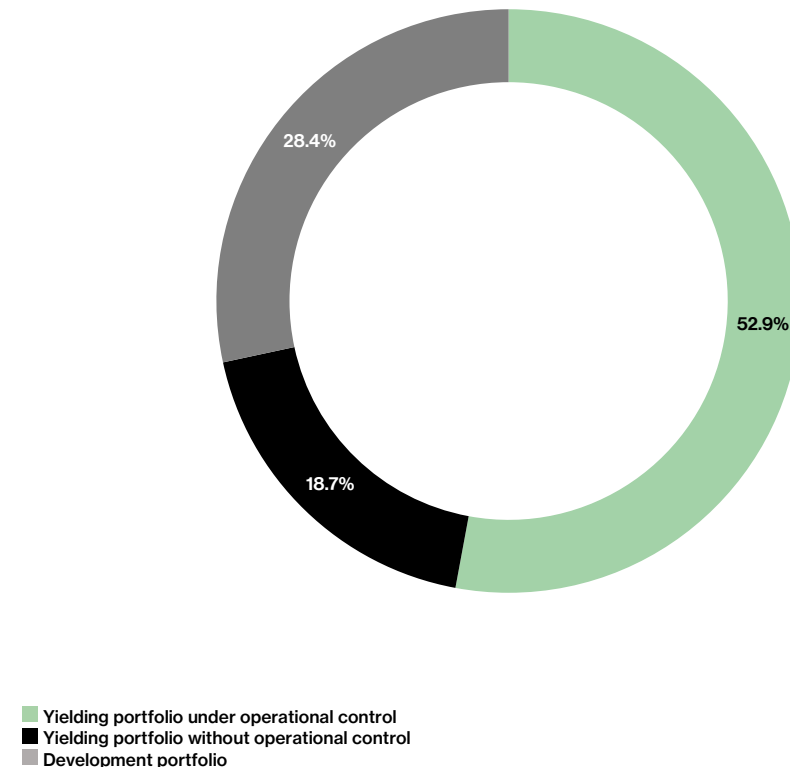
26.2 Observation perimeter

HIAG's reporting on the consumption and emission data of its properties focuses on yielding properties under its operational control. As can be seen from the property schedule published in the Annual Report, HIAG divides its portfolio into yielding properties and development properties. While yielding properties are let on long-term rental agreements and have already been developed, development properties are in the process of being transformed. Development properties include properties under construction as well as properties in the planning and design process. Properties are often let as a temporary use. Since these are often historical buildings with limited documentation, recording consumption data is extremely challenging. HIAG has therefore decided not to start monitoring these development properties until the transformation has been completed.

Furthermore, properties that are not under the operational control of HIAG are also not monitored. This procedure is based on the operational control approach in accordance with the GHG Protocol. These include properties that are subject to a triple-net contract or other properties where the energy is purchased directly by the tenant. Such contractual relationships are particularly common among single commercial tenants. Since HIAG does not have direct access to the consumption data for those properties, they are not included in the monitoring.

If properties are reclassified, purchased or sold in the course of a calendar year, the effective period of time they remain in the portfolio under operational control is decisive for reporting purposes. The areas in question are weighted according to the relevant time period.

The illustration below gives an impression of the areas included in the monitoring. It should be noted that the shares are shown based on the rentable area in m². This can deviate significantly from the relevant energy reference area (m²_{ERA}) in some cases. Because of the specific uses, the conversion of rentable area into energy reference area using standard conversion factors is not reliable.



26.3 Data collection process and data collection periods

Consumption and emissions data is collected using the market-based approach based on the energy suppliers' bills. Where possible, the invoices refer to the calendar year of reporting. Often, for scheduling reasons, not all statements for the relevant calendar year are available at the time of data collection. In such cases, the reported data deviated from the actual year of reporting, which is why the most recent 12-month period is used. This means that the data used does not correspond exactly to the reporting year stated. If, in exceptional cases (e.g. due to transactions), no or only insufficient accounting periods are available, estimated values or extrapolations can be used.

HIAG relies on internal inventories to determine the greenhouse gas emissions caused by leaked coolants from air conditioning systems, heat pumps and other systems. This inventory currently comprises fewer than 15 systems. HIAG therefore assumes that escaping coolants can be disregarded. The equipment in the inventory is regularly and professionally maintained. If relevant quantities of coolant are found to have escaped during these inspections, these are included in the reports. However, there is currently no information on leaked coolants.

26.4 Data sources, reference value and quality assurance

HIAG uses the emission factors from treeze Ltd.¹¹ and an annually updated fact sheet from the Federal Office for the Environment¹² to calculate the emissions from its investment property portfolio. The aggregated emissions data in CO_{2e} are shown in relation to the energy reference area (m²_{ERA}) in accordance with SIA 380.

The energy suppliers' invoices are filtered from HIAG's ERP system. To ensure data quality, the completeness of each billing unit is checked over a period of 12 months. Adjusted periods apply to properties that have been added to or removed from the yielding portfolio under operational control (see data collection process and data collection periods).

The next step is to analyse conspicuous deviations in consumption data compared to the previous year with Asset Management and the in-house property management. If necessary, contact is made with the energy supplier. This multi-stage procedure for ensuring data quality serves to avoid collection errors wherever possible.

26.5 Why are there no climate corrections and no corrections for resold renewable electricity?

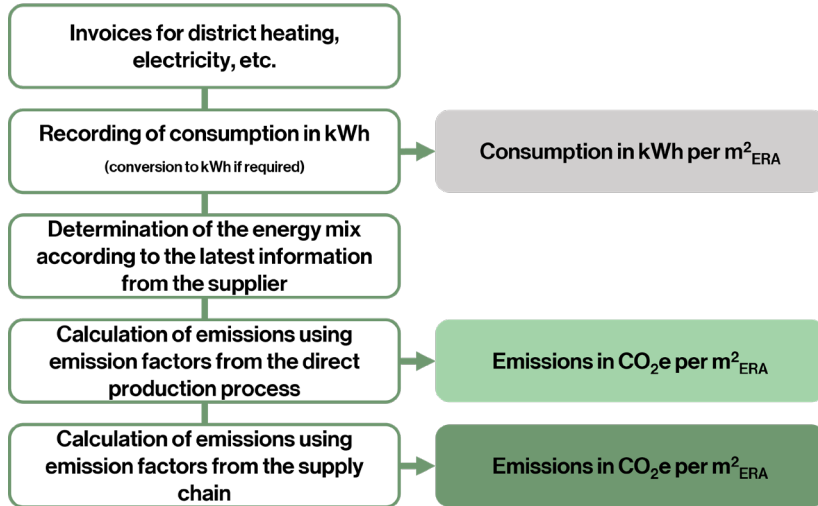
HIAG deliberately does not make any climate corrections when reporting consumption and emissions data. As a result, warmer or colder winter months can lead to fluctuations in the annually reported emissions figures. By dispensing with these corrections, HIAG aims to reflect the actual emissions of the buildings and improve the comprehensibility of the reported data. HIAG also refrains from offsetting

negative greenhouse gas emissions from the sale of electricity from its own solar and hydropower production. The positive difference in greenhouse gas emissions from in-house energy production sold and the average market electricity is often taken into account. As HIAG assumes that this difference will continue to decrease in the coming years and disappear completely by 2050 at the latest, the company is already waiving such credits today. No Scope 1 or 2 emissions are generated during the production of this energy.

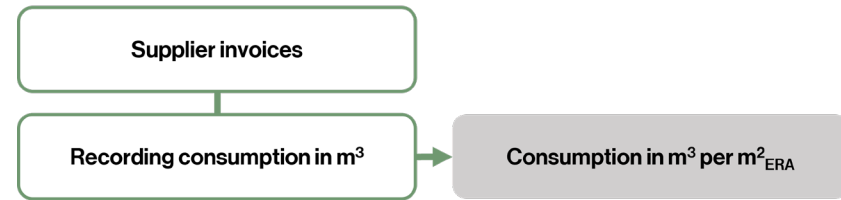
¹¹ https://treeze.ch/fileadmin/user_upload/downloads/Publications/Case_Studies/Energy/619-GHG_Strom_Fernw%C3%A4rme_v3.0.pdf

¹² https://www.bafu.admin.ch/dam/bafu/de/dokumente/klima/fachinfo-daten/CO2_Emissionsfaktoren_THG_Inventar.pdf.download.pdf/CO2_Emissionsfaktoren.pdf

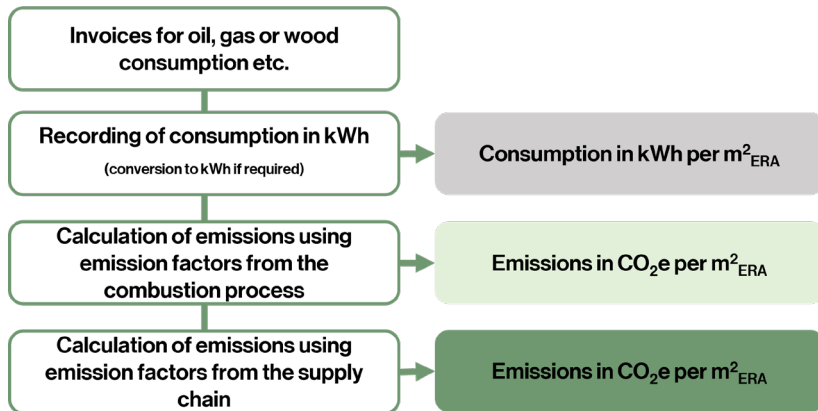
*Purchased heat and electricity
(incl. electricity for heat pumps):*



Water consumption:



*On-site heat generation
(excl. heat pumps):*



Legend:





Assurance Statement: CO₂ footprint of the existing real estate portfolio of HIAG (Summary)

SUBJECT OF THE AUDIT

Swiss Climate was commissioned by HIAG Immobilien Holding AG (hereinafter called HIAG) to provide assurance on its 2023 carbon footprint data (Scope 1 and 2) of its existing property portfolio. Swiss Climate conducted the audit in accordance with the «AA1000AS v3 Type 2 moderate-level assurance» standard.

Swiss Climate checked the following elements:

- Standards used for the calculation of the CO₂ footprint
- Raw data: Accuracy and traceability
- Applied methodology of the CO₂ footprint, including organizational and operational system boundaries, data quality, accounting methods; with a focus on the traceability and plausibility of the individual figures
- Defined responsibilities, processes and systems for recording and consolidating balance sheet data.

Organizational system boundaries: HIAG applies the «operational control» approach when determining the system boundary. In 2023, this comprises 21 sites with a total of 43 properties in Switzerland.

Operational system boundaries:

- Scope 1: Stationary energy consumption (natural gas, heating oil)
- Scope 2: District heating and electricity demand

ENERGY CONSUMPTION:

The energy consumption at HIAG amounts to 50.2 kWh/m² EBF.

CO₂-FOOTPRINT

Swiss Climate verified the following green house gas emissions for the year 2023:

	t CO ₂ e	kg CO ₂ e/m ² EBF
Scope 1	1'292	4.1
Scope 2 (market-based)	363	1.2
Total Scope 1 + Scope 2 (market-based)	1'655	5.3

GRESB REAL ESTATE BENCHMARK REPORT

Swiss Climate confirms that HIAG achieved the following rating in the 2023 GRESB Real Estate Benchmark Report:

- GRESB Standing Investment Benchmark Report, Participation & Score: 56
- GRESB Development Benchmark Report, Participation & Score: 73

FINDINGS AND CONCLUSIONS CONCERNING THE RELIABILITY OF THE CO₂ FOOTPRINT

Based on the processes and procedures performed, there is no indication that the documents provided and requested for data collection and calculation of the carbon footprint do not accurately reflect the company's carbon management performance or are not substantially accurate, do not comply with international standards such as the Greenhouse Gas Protocol, and the carbon footprint does not meet the criteria of relevance, completeness, consistency, transparency and accuracy.

UNTERSCHRIFTEN SWISS CLIMATE

Leitende Auditorin:

Franziska Kastner, Senior Consultant
Bern, 20. Februar 2024

Interne Review:

Luka Blumer, Senior Consultant

27 GRI Content Index

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

This service was provided for the German version of the report.



CONTENT INDEX
ESSENTIALS SERVICE

2024

HIAG Immobilien Holding AG has reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2023.

The sustainability report was published on 4 March 2024. The contact person is Stefan Hilber, stefan.hilber@hiag.com (GRI 2-3). The 2023 Annual Report is available [here](#).

GRI Standard / Other source	Disclosure	Information
GRI Sector Standards		
The "Real estate" sector standard relevant to HIAG is not yet available.		
GRI Universal Standard		
GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021		
	<i>The organization and its reporting practices</i>	
	2-1: Organizational details	Page 6
	2-2: Entities included in the organization's sustainability reporting	Page 6
	2-3: Reporting period, frequency and contact point	Page 6, 56
	2-4: Restatements of information	Page 6
	2-5: External assurance	Page 6
Activities and workers		
	2-6: Activities, value chain and other business relationships	Page 19, Annual Report: Introduction → Strategy & Business Model (page 10)
	2-7: Employees	Page 14
	2-8: Workers who are not employees	Page 14
Governance		
	2-9: Governance structure and composition	2023 Annual Report: Corporate Governance → Group Structure and Shareholders (page 24); Corporate Governance → Board of Directors (page 28)
	2-10: Nomination and selection of the highest governance body	2023 Annual Report: Corporate Governance → Board of Directors (page 28)



2-11: Chair of the highest governance body	2023 Annual Report: Corporate Governance → Board of Directors (page 28)
2-12: Role of the highest governance body in overseeing the management of impacts	Page 7
2-13: Delegation of responsibility for managing impacts	Page 7, 2023 Annual Report: Corporate Governance → Board of Directors → Division of competencies between the Board of Directors and Executive Board (page 34)
2-14: Role of the highest governance body in sustainability reporting	Page 7
2-15: Conflicts of interest	2023 Annual Report: Corporate Governance → Group Structure and Shareholders → Shareholders (page 25); Corporate Governance → Board of Directors → Members of the Board of Directors (page 28); Corporate Governance → Board of Directors → Allocation of tasks and functioning of the Board of Directors (page 33)
2-16: Communication of critical concerns	Page 46
2-17: Collective knowledge of the highest governance body	Page 18, 2023 Annual Report: Corporate Governance → Board of Directors → Members of the Board of Directors (page 28)
2-18: Evaluation of the performance of the highest governance body	2023 Annual Report: Corporate Governance → Board of Directors → Self-evaluation of the Board of Directors (page 34)
2-19: Remuneration policies	2023 Annual Report: Corporate Governance → Compensation Report (page 42)
2-20: Process to determine remuneration	2023 Annual Report: Corporate Governance → Compensation Report → Principles and components, responsibilities and determination of compensation → Compensation Committee (page 43)
2-21: Annual total compensation ratio	Page 18
<i>Strategy, policies and practices</i>	
2-22: Statement on sustainable development strategy	Page 5
2-23: Policy commitments	Page 14
2-24: Embedding policy commitments	Page 14, 19, 46
2-25: Processes to remediate negative impacts	Page 7, 8, 46
2-26: Mechanisms for seeking advice and raising concerns	Page 46

2-27: Compliance with laws and regulations	Page 46
2-28: Membership associations	Page 48
<i>Stakeholder engagement</i>	
2-29: Approach to stakeholder engagement	Page 8
2-30: Collective bargaining agreements	Page 14
GRI 3: Material Topics 2021	Disclosures on material topics
3-1: Process to determine material topics	Page 7
3-2: List of material topics	Page 7
GRI Topic Standards	
Urban planning standards and location development	
GRI 3: Material Topics 2021	3-3: Management of material topics
	Page 20 References to guidelines and codes: page 14, 19, 38
GRI 413: Local Communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs
	Page 20, 20
<i>Own Disclosure</i>	
	New capacities created
	Page 20
Construction and resource use	
GRI 3: Material Topics 2021	3-3: Management of material topics
	Page 24, 34 References to guidelines and codes: page 14, 19, 38
<i>Own Disclosure</i>	
	Share of certified buildings
	Page 34
GRI 303: Water and Effluents 2018	303-5: Water consumption
	Page 34
Biodiversity	
GRI 3: Material Topics 2021	3-3: Management of material topics
	Page 35 References to guidelines and codes: page 14, 19, 38
GRI 304: Biodiversity 2016	304-2: Significant impacts of activities, products, and services on biodiversity
	Page 35
Data protection	
GRI 3: Material Topics 2021	3-3: Management of material topics
	Page 46 References to guidelines and codes: page 14, 19, 38
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data
	Page 46
Energy	
GRI 3: Material Topics 2021	3-3: Management of material topics
	Page 24, 26, 53 References to guidelines and codes: page 14, 19, 38



GRI 302: Energy 2016	302-1: Energy consumption within the organization	Page 25, 28
	302-3: Energy intensity	Page 25, 28
	302-4: Reduction of energy consumption	Page 25, 28
Innovation		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 40 References to guidelines and codes: page 14, 19, 38
<i>Own Disclosure</i>	Ongoing innovation projects in the reporting year	Page 40
Climate change		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 40 References to guidelines and codes: page 14, 19, 38
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	Page 25, 30
	305-2: Energy indirect (Scope 2) GHG emissions	Page 25, 30
	305-3: Other indirect (Scope 3) GHG emissions	Page 25, 30, 32
	305-4: GHG emissions intensity	Page 25, 32
	305-5: Reduction of GHG emissions	Page 25, 33
Long-term business model		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 46 References to guidelines and codes: page 14, 19, 38
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	2023 Annual Report: Financial Report → Consolidated Income statement (page 55)
Supply chain		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 19 References to guidelines and codes: page 14, 19, 38
GRI 204: Procurement Practices 2016	204-1: Proportion of spending on local suppliers	Page 19
Employees		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 14 References to guidelines and codes: page 14, 19, 38
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	Page 17
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 14
	401-3: Parental leave	Page 17
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	Page 18

	404-3: Percentage of employees receiving regular performance and career development reviews	Page 17
Mobility		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 33 References to guidelines and codes: page 14, 19, 38
<i>Own Disclosure</i>	Modal split of business travel	Page 34
User satisfaction		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 19 References to guidelines and codes: page 14, 19, 38
GRESB	GRESB TC2.1 Has the entity undertaken tenant satisfaction surveys within the last three years?	Page 19
Reputation		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 46 References to guidelines and codes: page 14, 19, 38
<i>Own Disclosure</i>	Information on transparency and fair competition	Page 46
Transparency		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 46 References to guidelines and codes: page 14, 19, 38
GRI 415: Public Policy 2016	415-1: Political contributions	Page 20
GRI 417: Marketing and Labeling 2016	417-2: Incidents of non-compliance concerning product and service information and labeling	Page 46
	417-3: Incidents of non-compliance concerning marketing communications	Page 46
Corporate culture		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 14 References to guidelines and codes: page 14, 19, 38
GRI 402: Labor/Management Relations 2016	402-1: Minimum notice periods regarding operational changes	Page 14
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	Page 17
Governance		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 46 References to guidelines and codes: page 14, 19, 38
GRI 205: Anti-corruption 2016	205-3: Confirmed incidents of corruption and actions taken	Page 46
GRI 206: Anti-competitive Behavior 2016	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 46

28 AMAS key figures for the HIAG portfolio

28.1 Degree of coverage

Financial year 2023: 74%

- **Necessary additional information:** On the basis of the AMAS definitions, the development portfolio of HIAG Immobilien Holding AG is not taken into account. Accordingly, the degree of coverage corresponds to the ratio between yielding properties under operational control and the total for yielding properties. The rentable area in m² is decisive for calculating the degree of coverage.

28.2 Energy mix

Energy type	Energy source	Category	Stake in %
Electricity	Hydropower	Renewable	16.2
	Solar power	Renewable	0.3
	Subsidised energy	Renewable	0.2
	Nuclear energy	Non-renewable	0.2
	Wind power	Renewable	0.2
	Waste incineration (non-renewable)	Non-renewable	0.0
	Waste incineration (renewable)	Renewable	0.0
	Biomass	Renewable	0.0
	District heating	Waste heat from nuclear power plant	Renewable
Natural gas		Non-renewable	4.5
Waste heat from WI (non-renewable)		Non-renewable	4.5
Waste heat from WI (renewable)		Renewable	4.5
Heat pumps		Renewable	2.9
Wood		Renewable	2.3
Crude oil		Non-renewable	1.1
Combustion heating	Natural gas	Non-renewable	32.0
	Crude oil	Non-renewable	7.1
	Biogas	Renewable	0.4
Total renewable			27.1
Total non-renewable			72.9
Total:			100.00

- **Necessary additional information:** In the case of electricity, only general electricity is taken into account. Cooling via electrically powered air conditioning systems and heat pumps is counted as electricity. The shares are based on consumption volumes in kWh. Heat pumps used by suppliers to generate district heating are categorised as 100% renewable.

28.3 Energy consumption

Financial year 2023: 50.2 kWh/m²ERA

- **Necessary additional information:** The specified value has not been adjusted for heating days.

28.4 Greenhouse gas emissions

Financial year 2023:

Category	kg CO ₂ e/m ² ERA
Scope 1 emissions	4.1
Scope 2 emissions:	1.2
Total	5.3

- **Necessary additional information:** The calculation of emissions is based on the Greenhouse Gas Protocol (GHG Protocol).

28.5 General calculation principles

Further information on data collection can be found in this Sustainability Report (pages 25 and 53). The available data were processed in accordance with the descriptions set out here and the appendix to Circular 04/2022: Environmentally relevant key figures for property funds¹³.

¹³ <https://www.am-switzerland.ch/de/services/zirkulare?year=2022>



Notes

Gender-specific statements are to be understood within the context for all genders.

HIAG Immobilien Holding AG's Sustainability Report is available in German and English. The original German version is binding.

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Agenda

18 April 2024
Ordinary General Meeting

26 August 2024
Publication of 2024 half-year results

24 September 2024
HIAG Capital Market Day

3 March 2025
Publication of annual results for 2024

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Design
Linkgroup AG, Zurich

Other publications

→ Annual Report 2023

→ Online report 2023

→ Interactive charts 2023