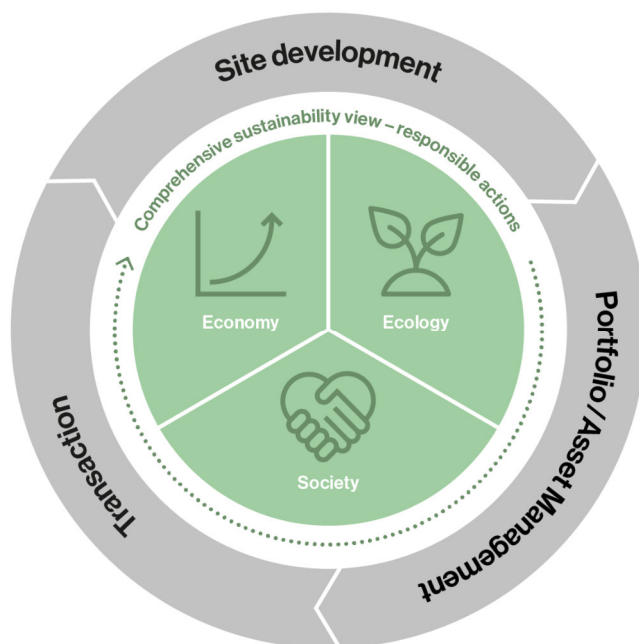


# Sustainability Report 2021

As a reliable and conscientious company, HIAG pursues economic, environmental and social value creation throughout a property's entire value chain. The concept of sustainability is taken into account in all HIAG's business processes and the entire organisation is held accountable in this respect.

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.

Sustainability is part of HIAG's business model:



This Sustainability Report forms an integral part of HIAG Immobilien Holding AG's Annual Report. It focuses essentially on social and environmental information. More information on economic performance and responsible management can be found in the Corporate Governance Report on page 47 and in the Financial Report on page 87 of this Annual Report.

## GRI 102-45

Annual sustainability reporting covers all HIAG's strategic business units, with the exception of the recycling business of Jaeger et Bosshard SA, 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.

## GRI 102-48

This report has been prepared for the first time in accordance with GRI Standards (core option); the Sustainability Report 2021 is therefore based on systematically collated sustainability indicators. An independent external audit of selected sustainability data was not performed during this reporting period. However, this is our goal in the medium term.

# Sustainability Report 2021

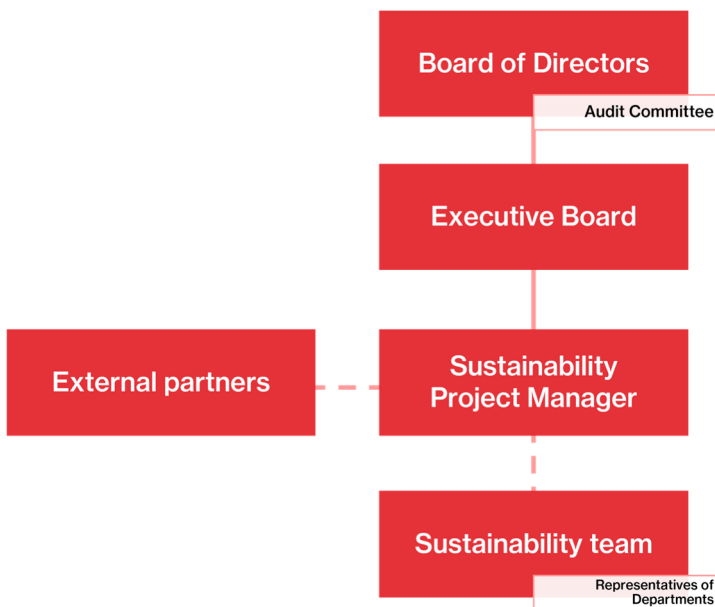
Based on the principles of the GRI Standards, the information in this report is limited to topics that are material to HIAG. In particular, this includes the requirements of HIAG's stakeholders. Unless otherwise stated, the data in this Sustainability Report refer to business year 2021.

Material topics have been determined in the materiality assessment with the help of external sustainability experts, and refined based on reactions to the sustainability reporting in the Annual Report 2020. In addition, our sustainability team was reinforced with a dedicated expert in 2021.

The sustainability strategy has been approved by the Board of Directors and is part of HIAG's Strategy 2025. As part of our refocused sustainability strategy, designated individuals are responsible for sustainability and the corresponding processes. The Board of Directors bears overall responsibility for all economic, ecological and social aspects. It has commissioned the Executive Board with implementation of the sustainability strategy. The Executive Board is assisted in this respect by the Sustainability Project Manager, who works closely with our cross-divisional sustainability team. The involvement of the different departments ensures the relevance of the various sustainability activities in practice.

Adjustments to the sustainability strategy and aspects of its implementation are reviewed annually based on internal and external feedback.

HIAG's sustainability organisation:



# Sustainability Report 2021

## 1 Material topics

GRI 102-43, 102-46, 102-49

The sustainability topics relevant to HIAG are summarised in a list of material sustainability aspects. These points were refined based on the findings of the Sustainability Report 2020. The topics “Long-term focus” and “Economic performance” were combined under the term “Long-term economic performance”, “Biodiversity” was added and “Infrastructure” was omitted due to its similarity to other items. Other changes concern the use of more specific terminology. The list, which was provided for the first time in 2020, is based on indirect stakeholder involvement. It was prepared using in-house knowledge in cooperation with external sustainability experts. We drew on the wealth of experience gained from personal tenant interviews, discussions in trade media and other publications. Naturally, the requirements differ depending on the stakeholders. This approach ensures that our reporting addresses all important aspects.

The GRI reporting principles were consistently applied in the preparation of the Sustainability Report.

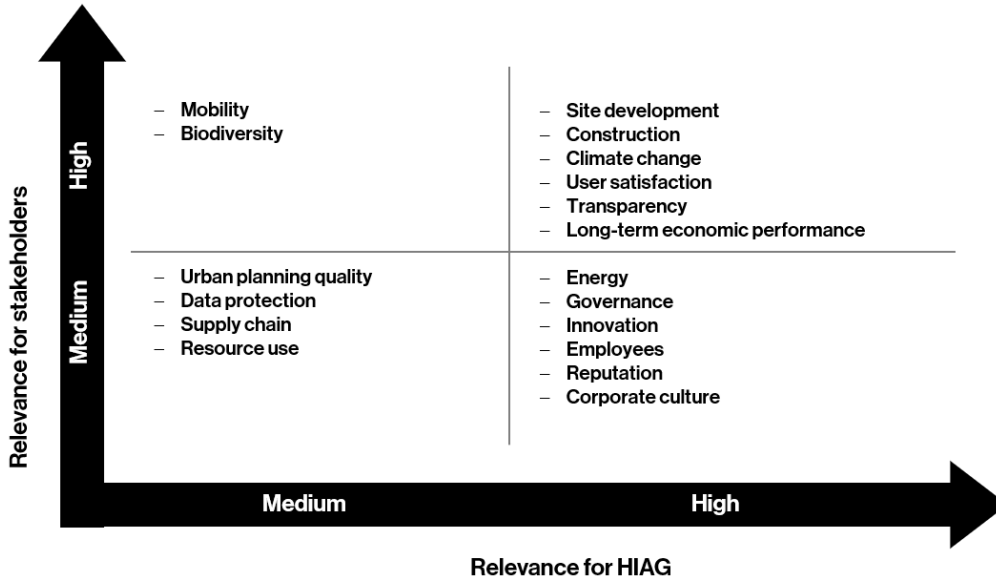
GRI 102-40, 102-42, 102-44

HIAG’s stakeholders include all individuals and organisations that are directly or indirectly affected by HIAG’s business activities, namely:

Stakeholder:	Material topics:
<ul style="list-style-type: none"> <li>– Investors</li> <li>– Shareholders</li> </ul>	Long-term economic performance, responsible management, transparency, innovation
<ul style="list-style-type: none"> <li>– Tenants</li> </ul>	User satisfaction, data protection, mobility, construction
<ul style="list-style-type: none"> <li>– Employees</li> </ul>	Corporate culture, reputation
<ul style="list-style-type: none"> <li>– Business partners</li> </ul>	Governance, transparency, reputation
<ul style="list-style-type: none"> <li>– Authorities</li> </ul>	Urban planning quality, energy, resource use, transparency
<ul style="list-style-type: none"> <li>– Organisations and associations                             <ul style="list-style-type: none"> <li>Business promotion offices</li> <li>Social partners</li> <li>Nature and heritage protection organisations</li> </ul> </li> </ul>	Site development, supply chain, climate change, biodiversity, construction, urban planning quality
<ul style="list-style-type: none"> <li>– Residents</li> </ul>	Urban planning quality

# Sustainability Report 2021

GRI 102-47,  
Presentation of material topics from materiality assessment:



## 2 Sustainability goals and principles

To HIAG, sustainable management means taking responsibility and creating economic, environmental and social added value. The current sustainability goals are a result of sharpened targets following our Sustainability Report 2020. We regularly assess the level of goal achievement and communicate it as part of our Annual Report. New goals are evaluated annually.

### 2.1 Goals

**Goal 1: Development of a plan to reduce greenhouse gas emissions in the yielding portfolio by 2023**

**Goal 2: Development of guidelines for building certification and the handling of recyclable and circular products by 2023**

**Goal 3: Participation in the GRESB Real Estate Assessment 2022 (Standing Investments and Development)**

**Goal 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**

Furthermore, the following sustainability principles apply in daily business:

# Sustainability Report 2021

## 2.2 Sustainability principles

**We maintain long-term relationships with our stakeholders based on a spirit of partnership and integrate social needs into our projects.**

Our success depends on the social acceptance of our projects. Adding value means taking into account the various interests. That's why we regularly consult our stakeholders.

**We engage in comprehensive and transparent reporting.**

This enables our stakeholders to gain deeper insights into our work and creates trust. We set the highest standards in terms of quality and transparency of our reporting and implement them according to recognised standards.

**We seek to create long-term value and are profit-oriented.**

As a listed company, we focus on long-term economic performance.

**We integrate existing and identity-forming buildings into our development projects.**

By integrating existing structures into our development projects, we create lively destinations, preserve history and save grey energy. In addition, we make an important contribution to the densification of residential areas by revitalising developed sites.

**We remove pollutants from existing buildings and eliminate inherited liabilities at former industrial sites.**

With our extensive experience and long track record in the remediation of polluted building structures and the cleaning, treatment and professional disposal of soil at contaminated sites, we contribute to a safe and life-sustaining environment.

**Our innovation projects increase the quality and social added value of our sites.**

Using innovative development concepts, we create attractive living spaces for a healthy and safe life.

**We adapt our sites to the challenges of climate change.**

Based on our foresight and knowledge, we try to anticipate upcoming challenges and overcome them ahead of time, for example, heat reduction at our sites.

**We create attractive working conditions and support our employees in their professional development.**

We treat our employees as equals and support them through partnership-based dialogue and internal and external training opportunities.

**We have a high proportion of women at all functional levels and promote diversity in the workforce.**

The promotion of diversity and gender equality is a natural part of our activities and is part and parcel of our Codes of Conduct both internally and externally.











**We are committed to biodiversity.**

Our vast biodiversity hotspots are professionally managed and protected. They offer important living and recreational spaces for people and nature. Our project development also consistently embraces the issue of biodiversity.

# Sustainability Report 2021

## UN Sustainable Development Goals (SDGs)

HIAG actively contributes to 10 of the 17 SDGs through its activities, as the following overview shows:

UN SDGs	How we deal with the goals
 <p><b>5</b> GENDER EQUALITY</p>	<ul style="list-style-type: none"> <li>– Sustainability goals and principles, p. 24</li> <li>– Social responsibility: employees, p. 27</li> </ul>
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>	<ul style="list-style-type: none"> <li>– Sustainability goals and principles, p. 24</li> <li>– Environment: energy, p. 34</li> </ul>
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<ul style="list-style-type: none"> <li>– Sustainability goals and principles, p. 24</li> <li>– Social responsibility: employees, p. 27</li> <li>– Social responsibility: urban planning quality and site development, p. 31</li> <li>– Financial report, p. 87</li> </ul>
 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<ul style="list-style-type: none"> <li>– Sustainability goals and principles, p. 24</li> <li>– Social responsibility: innovation, p. 31</li> </ul>
 <p><b>10</b> REDUCED INEQUALITIES</p>	<ul style="list-style-type: none"> <li>– Sustainability goals and principles, p. 24</li> <li>– Social responsibility: employees, p. 27</li> </ul>
 <p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p>	<ul style="list-style-type: none"> <li>– Sustainability goals and principles, p. 24</li> <li>– Social responsibility, p. 27</li> <li>– Environment, p. 32</li> </ul>
 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<ul style="list-style-type: none"> <li>– Sustainability goals and principles, p. 24</li> <li>– Environment: construction and resource use, p. 43</li> </ul>
 <p><b>13</b> CLIMATE ACTION</p>	<ul style="list-style-type: none"> <li>– Sustainability goals and principles, p. 24</li> <li>– Environment: climate chance, p. 38</li> </ul>
 <p><b>15</b> LIFE ON LAND</p>	<ul style="list-style-type: none"> <li>– Sustainability goals and principles, p. 24</li> <li>– Environment: biodiversity, p. 44</li> </ul>
 <p><b>17</b> PARTNERSHIPS FOR THE GOALS</p>	<ul style="list-style-type: none"> <li>– Material topics, p. 23</li> <li>– Sustainability goals and principles, p. 24</li> <li>– Social responsibility: social commitment, p. 32</li> <li>– Environment: energy, p. 34</li> </ul>

# Sustainability Report 2021

## 3 Social responsibility

### 3.1 Employees

Thanks to its desirable work environment, HIAG positions itself as an attractive employer and creates the conditions for bringing in and retaining motivated and qualified employees. HIAG places a strong emphasis on good working conditions. These are set out in the internal employment rules, which are reviewed regularly.

#### HIAG as an employer

As at 31 December 2021, HIAG employed 66 people (previous year: 73) in German and French-speaking Switzerland, who together filled 60.6 (previous year: 65.3) full-time positions (Jaeger et Bosshard SA not included).

With a few exceptions, all HIAG's activities are carried out by its own staff. There are no seasonal fluctuations in staffing levels.

In addition to providing expert supervision and support to the teams, HR continuously optimises existing processes, including occupational safety. HIAG attaches great importance to offering attractive, accident and injury-proof workplaces at all times.

There were no work-related accidents involving HIAG employees in business year 2021.

#### Performance commitments and employee development

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

HIAG addresses the needs of 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 culture.

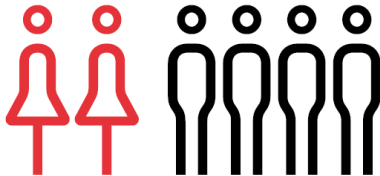
#### Diversity and workers' rights

HIAG considers diversity as an opportunity and innovation driver. 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. As at 31 December 2021, all employees had an unlimited employment contract.

# Sustainability Report 2021

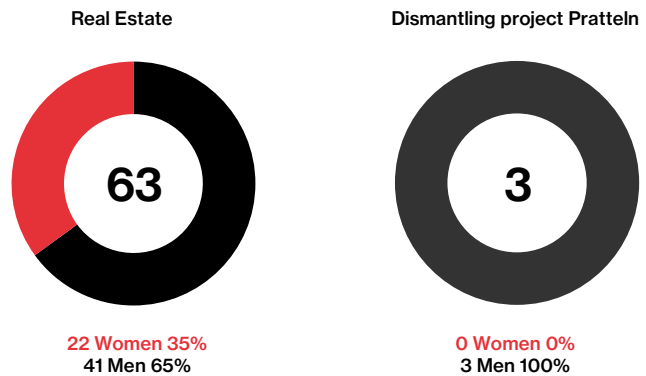
Employee figures as at 31 December 2021

## Members of the Board of Directors



2 Women  
33%  
4 Men  
67%

## Employees by business area



## Employees per function

Executive Board and management	2 Women	8 Men	0 Women	0 Men
Employees without a management function	20 Women	33 Men	0 Women	3 Men

## Employees per full/part-time positions

> 90%	9 Women	37 Men	0 Women	3 Men
50 – 90%	11 Women	4 Men	0 Women	0 Men
< 50%	2 Women	0 Men	0 Women	0 Men

## Employee per age group

< 30 years	4 Women	5 Men	0 Women	0 Men
30 – 50 years	9 Women	23 Men	0 Women	0 Men
> 50 years	9 Women	13 Men	0 Women	3 Men

## Employee mutation in business year 2021

Entry rate	25%	0%
Exit rate	14%	233%

## Entry per age

< 30 years	1 Women	2 Men	0 Women	0 Men
30 – 50 years	2 Women	6 Men	0 Women	0 Men
> 50 years	1 Women	4 Men	0 Women	0 Men

## Exit per age

< 30 years	0 Women	0 Men	0 Women	0 Men
30 – 50 years	3 Women	3 Men	0 Women	1 Men
> 50 years	0 Women	3 Men	0 Women	6 Men



# Sustainability Report 2021

## Employee communication

Employees are informed promptly and transparently about important events and kept up to date on HIAG's development through monthly newsletters. 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. Various presentations provide insight on specific skills that help employees in their work.

## Employee development

HIAG expects its employees to take responsibility and supports them with various training and continuing education opportunities. An open culture of constructive criticism improves the quality of our work and promotes team spirit. In 2021, HIAG supported 12 employees in their continuing education. The time investment of 1,040 hours was counted partially as working hours.

### Hours of continuing education by gender and employee category:

	Executive Board and management	Non-managerial employees
Female	18.7 hours per FTE	28.0 hours per FTE
Men	6.5 hours per FTE	14.6 hours per FTE
Total	17.1 hours per FTE	

## Attractive work environment

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 their home office.

## Work-life balance

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 2021, no employee was entitled to parental leave. Two employees who benefited from parental leave in 2020 were still at HIAG 12 months after they returned to work (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.

## Fair and performance-oriented remuneration

HIAG values fair compensation that recognises skills and achievements and allows a decent standard of living. Women and men receive the same level of 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. Furthermore, HIAG's employee stock option programme is designed to enable all employees (full and part-time positions) to be shareholders in the company. At the end of 2021, about 41% (previous year: 19%) of all employees took advantage of this option.

# Sustainability Report 2021

## Ethical standards

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 the employment contracts and defines the framework of business activities for the workforce. No violations of the Codes of Conduct were identified in business year 2021. The Code of Conduct for Employees is revised on a regular basis. The current version is available online via the following link:

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<https://www.hiag.com/en/investors/corporate-governance/further-information/>

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## 3.2 Supply chain

HIAG consistently 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. In 2021, a Code of Conduct for Business Partners was put into effect, setting out HIAG's aspirations in terms of social responsibility, environmental management, governance, health, safety, gender equality, diversity and inclusion. It 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 ensure compliance throughout the value chain. The Code of Conduct for Business Partners is revised on a regular basis. The current version is available online via the following link:

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<https://www.hiag.com/en/investors/corporate-governance/further-information/>

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Where possible, HIAG supports the regional economy and awards contracts to local businesses. In 2021, 95% of the order volume was awarded to companies based in Switzerland. Most come from HIAG's core regions of Zurich, north-western Switzerland and French-speaking Switzerland.

Overview of HIAG's main external business partners:



# Sustainability Report 2021

## 3.3 User satisfaction

Tenant satisfaction is reflected directly in HIAG's business performance.

HIAG therefore maintains close contact with the users of its properties. The majority of properties are managed in-house, and HIAG's 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 way of measuring tenant satisfaction strengthens mutual trust, helps to identify problems quickly and allows tailor-made solutions to be implemented.

## 3.4 Urban planning quality and site development

Site development is one of HIAG's core competencies. Large-scale projects take into account building regulations and planning law, political needs, historic preservation, existing users, the local public and, if necessary, stakeholders and associations. Special emphasis is placed on mobility and biodiversity, and often also on preserving the historical identity of a site.

On larger sites, HIAG works with its own teams. This strengthens proximity with the local stakeholders and promotes the development of high quality projects that take into account the various interests.

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 reconcile its entrepreneurial vision for a site with the parties involved and at the same time integrate proposals into its processes.

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. Business year 2021 saw, inter alia, the handover of the training pavilion for the international restaurant chain "Luigia" at "The Hive" campus in Meyrin and the new office building for Doka Schweiz in Niederhasli for about 80 employees. In addition, numerous interim uses are in place on sites with a longer development timeline.

## 3.5 Innovation

Real estate development offers room for innovation and the development of user-friendly solutions and efficient processes from acquisition to site development and management.

On a project level, HIAG collaboratively designs and implements new solutions. Our focus is on the needs of shareholders and tenants. This type of cooperation between employees from different departments enables efficient and innovative processes.

Measures taken during the reporting year include optimisation of the IT organisation and infrastructure, a new ERP system implementation plan, the installation of additional charging stations for electric vehicles at selected sites, and a partnership with Mobility to improve access to the Walzmühle site in Frauenfeld.

# Sustainability Report 2021

## 3.6 Social commitment

HIAG's social commitment focuses mainly on culture and education and fosters exchanges with educational and research institutions. In recent years, these have included in particular 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 of North-West 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.

In addition, HIAG organises regular cultural events at its sites; for example, the open-air theatre productions for children by FAHR.WERK.ö! at the Schönau site in Wetzikon and the Wyde Openair festival at the Wydeneck site in Dornach. During the reporting year, selected organisations were again supported with patronage contributions. 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 p. 46) cannot be ruled out.

### Patronage contributions and sponsorship 2021:

#### ≥ CHF 10,000

- Beyeler Museum AG
- Stiftung Kunstmuseum Basel
- Theatergenossenschaft Basel

#### < CHF 10,000

- EHC Wetzikon
- FC Subingen
- Statistisch-Volkswirtschaftliche Gesellschaft Basel
- Stiftung Baukultur Schweiz
- Svizra27 – the national exhibition association
- Verein Winzerfest Döttingen
- Association for the promotion of the business studies centre (WWZ), University of Basel

## 4 Environment

The construction and real estate industry contributes significantly to environmental pollution. With its energy requirements, the Swiss building stock accounts for about 30% of national CO<sub>2</sub> emissions and, with 15 million tonnes of construction waste annually, for more than 65% of nationwide waste. With the transformation of the landscape, it also interferes significantly with nature and human habitats. The construction and real estate industry has significant leverage to limit its environmental impact. Thus, it also plays an important role in achieving climate goals. HIAG wants to be a role model in this field and demonstrate responsible use of natural resources.

# Sustainability Report 2021

**Important terms:**

**CO<sub>2</sub>e:** CO<sub>2</sub> 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 fuel oil).

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

**Scope 3 emissions:** Indirect emissions that occur in the value chain (e.g. through mobility services).

**ERA:** Energy reference area according to SIA.

In 2021, HIAG systematically surveyed its own energy requirements and the corresponding greenhouse gas emissions for the first time and split them into the following four categories:

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

Based on this data, HIAG consistently implements the measures set out in the sustainability goals and is developing guidelines for the certification of new buildings and for the handling of recyclable and circular products. This allows the consumption of resources to be further optimised.

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 needs. Depending on the billing period, the acquisition periods may lie outside the reporting period. The energy conversion was based on data from the Federal Office for the Environment<sup>1</sup>. The mobility data is based on information from mobility providers and expense reports. The consumption data for personal motorised vehicles is based on German sources<sup>2</sup>.

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.<sup>3</sup>, which take into account the relevant greenhouse gases.

Since Scope 3 emissions could not be split into renewable and non-renewable emissions due to large uncertainties, no distinction was made. The information on Scope 3 emissions also takes into account the production of renewable sources, such as biogas or wood.

<sup>1</sup> [https://www.bafu.admin.ch/dam/bafu/de/dokumente/klima/fachinfo-daten/CO2\\_Emissionsfaktoren\\_THG\\_Inventar.pdf.download.pdf/CO2\\_Emissionsfaktoren.pdf](https://www.bafu.admin.ch/dam/bafu/de/dokumente/klima/fachinfo-daten/CO2_Emissionsfaktoren_THG_Inventar.pdf.download.pdf/CO2_Emissionsfaktoren.pdf)

<sup>2</sup> <https://www.umweltbundesamt.de/bild/vergleich-der-durchschnittlichen-emissionen-0>

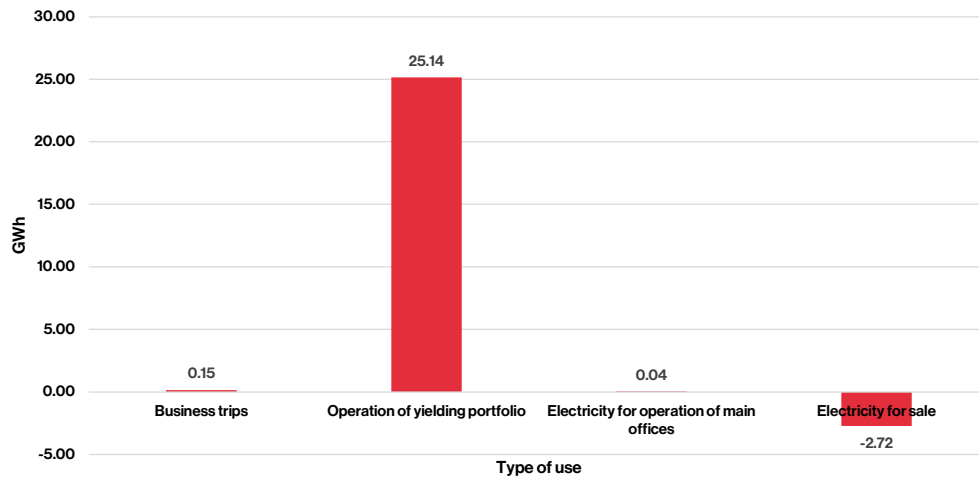
<sup>3</sup> [https://treeze.ch/fileadmin/user\\_upload/downloads/Publications/Case\\_Studies/Energy/619-GHG\\_Strom\\_Fernw%C3%A4rme\\_v3.0.pdf](https://treeze.ch/fileadmin/user_upload/downloads/Publications/Case_Studies/Energy/619-GHG_Strom_Fernw%C3%A4rme_v3.0.pdf)

# Sustainability Report 2021

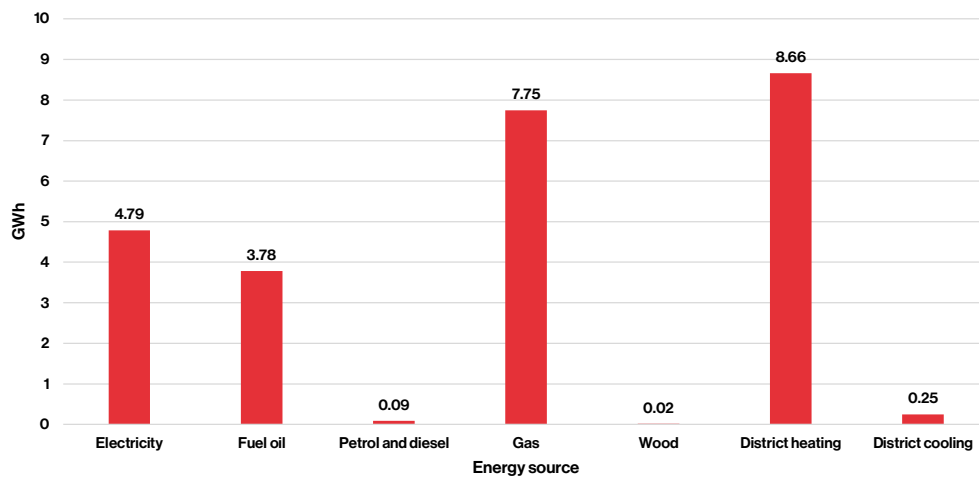
## 4.1 Energy

Electricity is one of the most important energy sources, along with gas and district heating. Compared with the energy consumption of the yielding properties, the energy consumption involved in operation of the main offices and for business trips is negligible.

Energy requirements 2021 by use, in GWh:



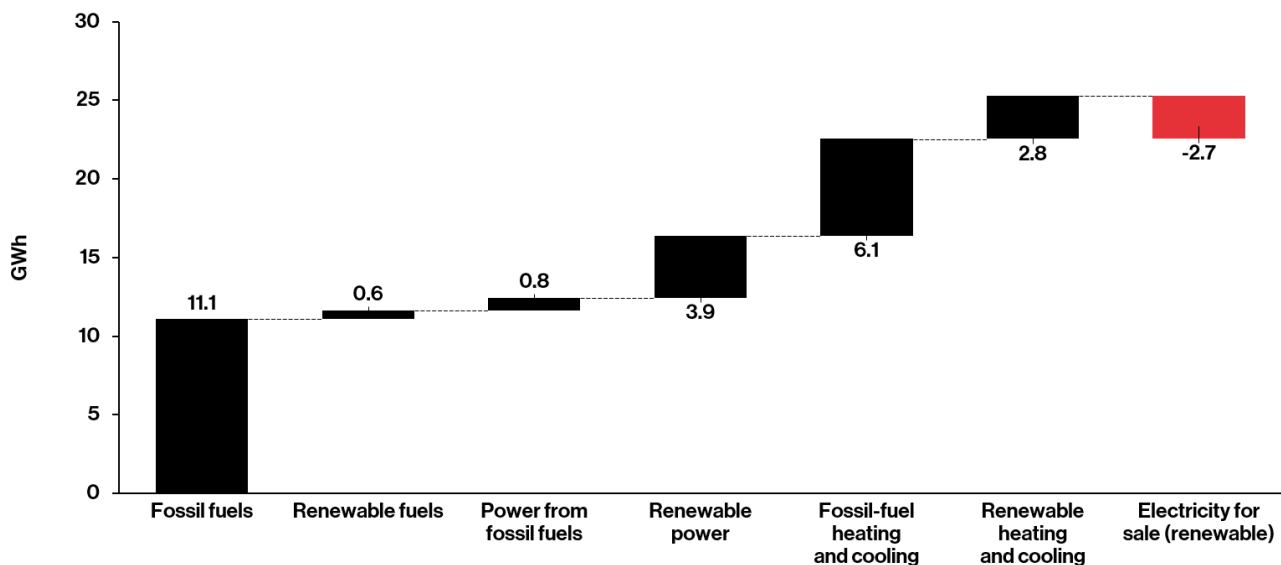
Energy sources 2021 for operation of the yielding portfolio, business trips and electricity at the main offices, in GWh:



# Sustainability Report 2021

The share of renewables in the energy mix is 29%. The non-renewable share of district heating is based mainly on waste heat from nuclear power plants (100% non-renewable) and MSWIs (50% renewable). Electricity for sale includes 100% of the electricity from the joint venture HIAG Solar AG (HIAG share: 49%).

**Fossil fuel and renewable energy consumption 2021 for the yielding portfolio, business mobility and electricity at the main offices, in GWh:**



## Detailed energy requirements of the yielding portfolio:

Yielding portfolio	Heating/cooling			Electricity		
	GWh	% renewable	kWh / m <sup>2</sup> EBF	GWh	% renewable	kWh / m <sup>2</sup> EBF
Industry	5.2	4%	39.9	0.4	100%	3.4
Logistics	1.5	39%	32.1	2.4	67%	51.0
Office	1.6	42%	38.7	1.1	99%	27.7
Other	0.0	100%	6.9	0.0	97%	9.0
Residential mixed	3.2	1%	115.3	0.1	100%	5.0
Residential	4.9	15%	98.2	0.3	91%	5.3
Retail	4.1	27%	72.2	0.3	100%	5.6
<b>Total</b>	<b>20.4</b>	<b>16%</b>	<b>57.7</b>	<b>5.0</b>	<b>83%</b>	<b>13.2</b>

## Detailed energy requirements for business trips:

	Energy used (MWh)	% renewable	Consumption (kWh/km)
Plane	0	-	-
Car-sharing (Mobility)	8	0% <sup>1</sup>	0.8
Employee private vehicle	69	0% <sup>1</sup>	0.8
HIAG vehicles	16	0% <sup>1</sup>	0.8
Public transport	56	90%	0.2
<b>Total</b>	<b>149</b>	<b>34%</b>	<b>0.4</b>

# Sustainability Report 2021

## Detailed energy requirements from electricity consumption to operate the main offices:

Location	Electricity		
	MWh	% renewable	MWh / FTE
Basel	25.0	100%	1.5
Zurich	11.0	100%	0.7
Geneva	4.0	100%	0.5
Total	39.0	100%	1.0

### Power production

With the objective of reducing 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 generation of solar power on the roofs of its own properties, HIAG set up the joint venture HIAG Solar AG 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.

HIAG currently makes a total of 140,000 m<sup>2</sup> of roof space available to the joint venture. As at 31 December 2021, three facilities with an output of 923,75 kWp were in the grid. Another six units totalling 2 MWp will be put into operation by mid-year. By the end of the year, another three units with 1.7 MWp are planned. Our target output is about 6 MWp by 2024.

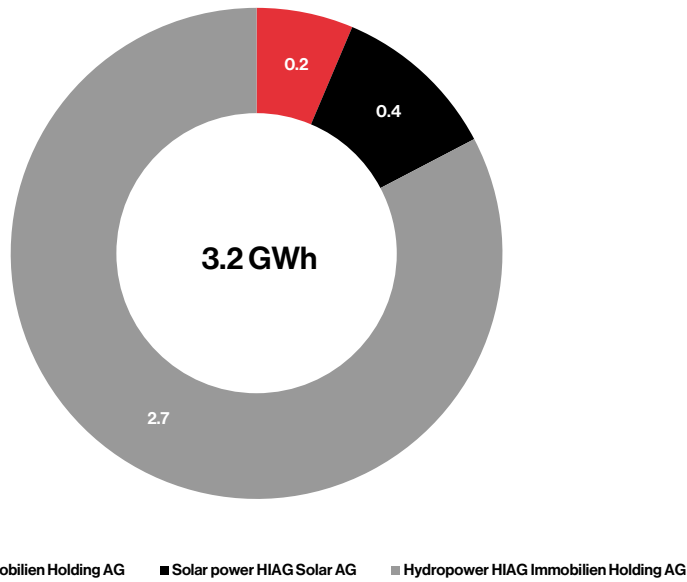
In order to use the solar power produced by HIAG Solar efficiently, purchase agreements in the form of green lease contracts were concluded with tenants on HIAG sites with solar energy production.

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 3.2 GWh of renewable electricity was produced in 2021, equivalent to the annual use of more than 900 average Swiss households. As a result of prolonged maintenance work on the hydroelectric power plants at the sites in Biberist (production down 68% compared with 2020) and Diesbach (production down 60% compared with 2020), this value is lower than in the previous year despite the commissioning of new units.

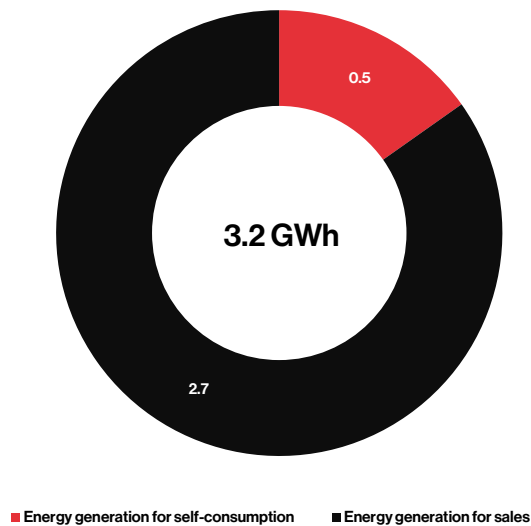


# Sustainability Report 2021

Production of renewable electricity 2021, in GWh:



Share of energy sold from the production of HIAG Immobilien Holding AG and HIAG Solar AG, in GWh



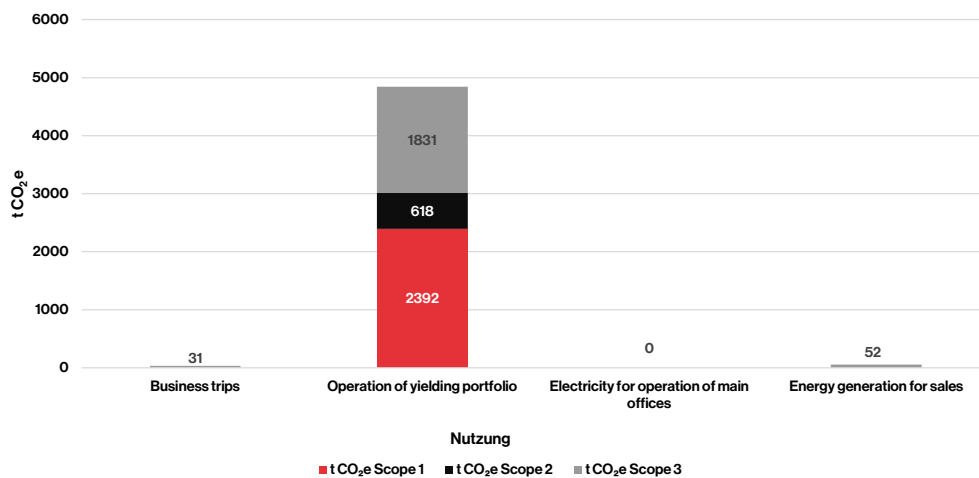
# Sustainability Report 2021

## 4.2 Climate change

In addition to various emission sources, HIAG also has valuable carbon sinks of its own with extensive, sustainably managed forests and farmland. The just under 14 ha of forest areas sequester about 83 tons of CO<sub>2</sub> annually, based on the assumption<sup>4</sup> that 6 tons of CO<sub>2</sub> are sequestered per hectare per year.

HIAG wants to help protect the climate. Greenhouse gas emissions were thus calculated for the first time in this report, in accordance with the categories defined on page 333.

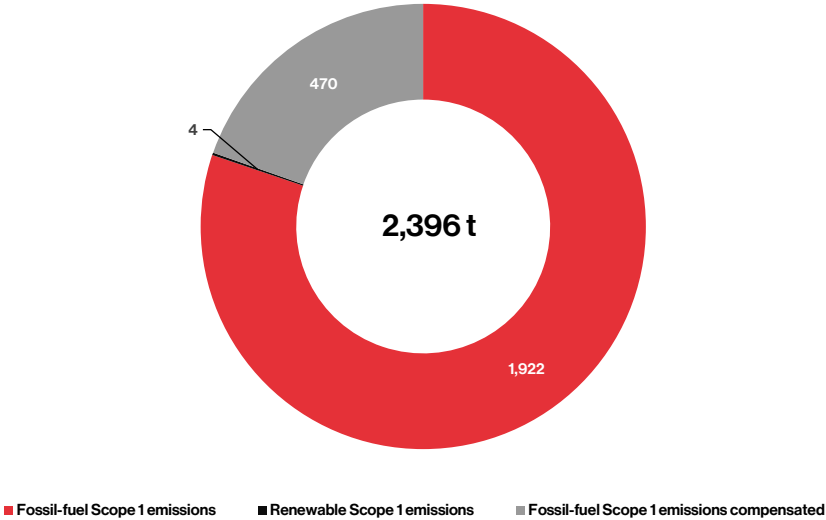
Greenhouse gas emissions by energy source in tons of CO<sub>2</sub>e:



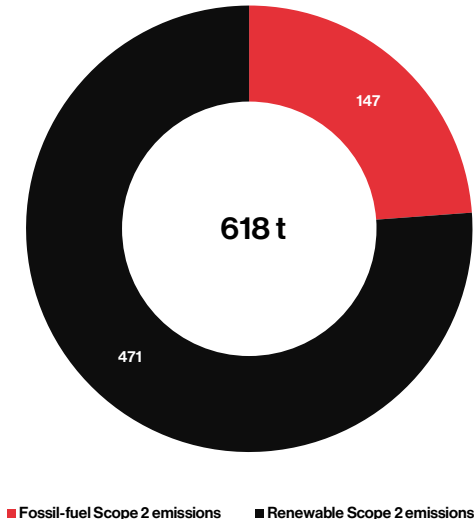
<sup>4</sup> <https://www.wald.de/waldwissen/wie-viel-kohlendioxid-co2-speichert-der-wald-bzw-ein-baum/>

# Sustainability Report 2021

## Scope 1 emissions 2021 in t CO<sub>2</sub>e:



## Scope 2 emissions 2021 in t CO<sub>2</sub>e:



# Sustainability Report 2021

The calculated key figures are based on the suppliers' energy mix (market-based). HIAG's purchased energy consumption has significantly lower CO<sub>2</sub> emissions compared with the national average (location-based).

Comparison of market-based approach and location-based approach:

Portfolio	Energy source	CO <sub>2</sub> e emissions/kWh sourced from HIAG	CO <sub>2</sub> e emissions/kWh national average
		(market-based)	(site-related)
Scope 2	District heating	71.1g	115.3g
	Electricity	0.5g	149.7g

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

	Scope 1: kg CO <sub>2</sub> e	Scope 2: kg CO <sub>2</sub> e	Scope 1+2: kg CO <sub>2</sub> e	Scope 1+2: g CO <sub>2</sub> e/kWh	Scope 3: kg CO <sub>2</sub> e	Scope 3: g CO <sub>2</sub> e/kWh
Fossil fuel	0	23	23	0.00	35,374	7.5378
Biogen	0	2,165	2,165	0.46	-	-
<b>Total</b>	<b>0</b>	<b>2,187</b>	<b>2,187</b>	<b>0.47</b>	<b>35,374</b>	<b>7.5378</b>

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

	Scope 1: t CO <sub>2</sub> e	Scope 2: t CO <sub>2</sub> e	Scope 1+2: t CO <sub>2</sub> e	Scope 1+2: kg CO <sub>2</sub> e/m <sup>2</sup> EBF	Scope 3: t CO <sub>2</sub> e	Scope 3: kg CO <sub>2</sub> e/m <sup>2</sup> EBF
Fossil fuel	2,387	471	2,858	8.06	1,795	5.06
Biogen	4	145	150	0.42		
<b>Total</b>	<b>2,392</b>	<b>616</b>	<b>3,008</b>	<b>8.47</b>	<b>1,795</b>	<b>5.06</b>

# Sustainability Report 2021

Detailed greenhouse gas emissions linked to electricity requirements of the main offices:

	Scope 2: kg CO <sub>2</sub> e	Scope 2: kg CO <sub>2</sub> e/FTE	Scope 3: kg CO <sub>2</sub> e
Basel	5.4	0.3	98.0
Zurich	1.4	0.1	50.0
Geneva	0.8	0.1	14.5
<b>Total</b>	<b>7.5</b>	<b>0.2</b>	<b>162.4</b>

Detailed greenhouse gas emissions linked to business trips:

	Scope 1: t CO <sub>2</sub> e	Scope 3: t CO <sub>2</sub> e	Scope 1+3 kg CO <sub>2</sub> e/km
Plane	-	-	-
Car-sharing (Mobility)	-	2.6	0.25
Employee private vehicle	-	21.8	0.25
HIAG vehicle	4.5	0.8	0.25
Public transport	-	1.3	0.01
<b>Total</b>	<b>-</b>	<b>26.4</b>	<b>0.07</b>

## 4.3 Mobility

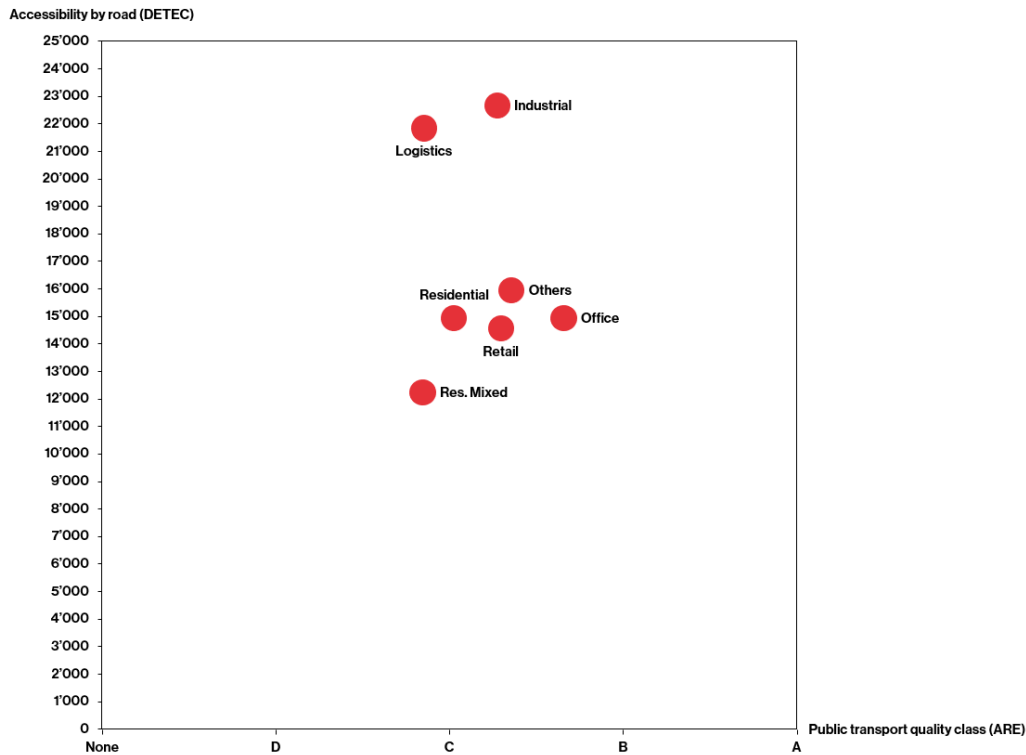
The development of mobility increases the attractiveness of the sites and ensures the success of HIAG's development projects. With holistic mobility concepts, negative effects such as poor accessibility or noise emissions can be reduced or prevented.

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 the "public transport quality class" and "accessibility by road" indicators surveyed by the federal government. The results are continuously incorporated into the planning and optimisation of mobility concepts.

# Sustainability Report 2021

## Analysis of site accessibility by type of use:

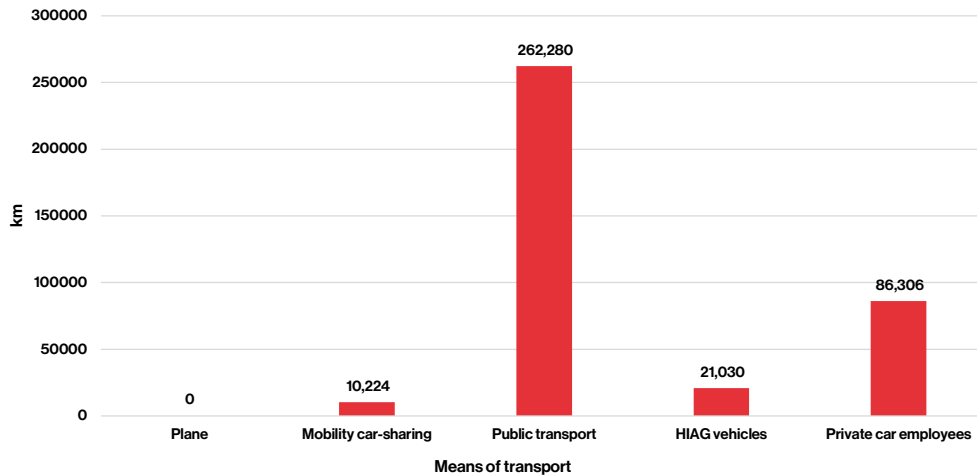


HIAG has a structured mobility management system and promotes the use of public transport. Employees who need to travel frequently receive general or half-fare travelcards. In addition, all employees have access to the Mobility car-sharing system.

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

# Sustainability Report 2021

## Business trips 2021 by means of transport:



### 4.4 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.

For example, between 15,000 and 20,000 m<sup>3</sup> of recycled gravel base was used in the construction of Doka Switzerland's new office building in Niederhasli, which was completed in 2021. A further 1000 m<sup>3</sup> of concrete from the old building fabric was given to a recycling expert, and 3,350 tonnes of contaminated excavation material was professionally cleaned.

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 will be rebuilt and commissioned by the new owner at a location in the UK.

In order to protect resources in terms of property maintenance, the properties are periodically checked and upgraded if necessary.

In the past business year, the water consumption of yielding properties was evaluated for the first time using the operational control approach. With the exception of a remote farm, all properties are connected to the sewage system, so that wastewater can be properly treated. In order to preserve the water treatment infrastructure, most properties have dual wastewater pipes for meteoric and brown water. In addition, water retention areas feed meteoric water into the groundwater and help to reduce power peaks and relieve the local infrastructure during intense precipitation.

# Sustainability Report 2021

## Water consumption by type of site use:

Type of use	Water consumption in m <sup>3</sup>	
	absolute	per m <sup>2</sup> EBF
Industrial	4,388	0.034
Logistics	7,388	0.159
Office	14,510	0.352
Other	661	0.205
Residential mixed	11,098	0.402
Residential	36,330	0.712
Retail	9,485	0.168
Total	83,860	0.236

An indicator of resource efficiency is the share of certified properties in the portfolio. As at 31 December 2021, there were five certified buildings in HIAG's portfolio. These five properties account for 13% of the total value of the yielding portfolio. Based on the existing development pipeline, this number will continue to rise in the coming years.

## Overview of certified properties in the yielding portfolio:

Object	Type of use	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)

## 4.5 Biodiversity

Biodiversity was added to the list of material topics in the reporting year. HIAG wishes to seize opportunities to reverse the loss of biodiversity.

With the redevelopment and redesign 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 the nature conservation requirements.

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 provided "BirdLife" with a land parcel of just under 0.5 ha intended for ecological enhancement and environmental education for a symbolic 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 32 ha. Most are outside the building zone and provide attractive recreational areas for tenants with a positive impact on the character of the sites.



# Sustainability Report 2021

Our proactive approach to documentation integrates usage restrictions into the development plans from the very beginning. This saves time and contributes to the appropriate management of these areas.

An overview of our valuable biodiversity hotspots is available online:

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[https://www.hiag.com/media/gyjcf3f/20220314\\_wertvolle-biodiversitaetsflaechen-hiag2021.pdf](https://www.hiag.com/media/gyjcf3f/20220314_wertvolle-biodiversitaetsflaechen-hiag2021.pdf)

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## 5 Transparency and fair competition

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 long-term economic performance.

To ensure this, HIAG complies with legal requirements and has also taken 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.

HIAG's risk management and internal control system ensures awareness of all relevant risks and initiates appropriate measures. In business year 2021, sustainability issues (ESG) were included in the risk assessment for the first time. To ensure sustainable economic performance, HIAG is investing in the future, working systematically and maintaining efficient cost management.

In terms of compliance with laws and regulations in business year 2021, it can be stated:

- 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,
- no breaches of regulations and voluntary Codes of Conduct in connection with product and service information or labelling,
- no breaches of regulations and voluntary Codes of Conduct in connection with marketing and communication, including advertising, sales promotion and sponsorship,
- no evidence of data loss or theft, and no complaints received in relation to breaches of client data protection,
- no fines or non-monetary sanctions imposed on HIAG for non-compliance with laws and regulations in the social and economic sphere.

Since the current processes for ensuring responsible management and transparency, data protection, reputation and long-term economic performance 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.

# Sustainability Report 2021

## 6 Membership of associations and stakeholder groups

During business year 2021, HIAG was a member of the following associations and stakeholders:

- Chamber of Commerce & Industry, Aargau
- Association Praille-Grosselin
- Club de Bâle
- Creditreform
- Diesbachkorporation
- Entwicklung Schweiz
- European Public Real Estate Association (EPRA)
- Geschäftsberichte-Symposium AG
- Gewerbeverband Basel-Stadt
- Gewerbeverein Wetzikon
- Chamber of Commerce, Glarus
- Handel Schweiz
- Chamber of Commerce, Basel-Stadt and Basel-Landschaft
- HEV Hauseigentümerverband Dietikon-Urdorf
- HEV Wetzikon and surrounding area
- IG Kleinwasserkraft Glarnerland
- IG Silbern Dietikon
- IR Club Schweiz
- Kunsthalle Basel
- Runsenkorporation Betschwanden
- St. Gallen Symposium
- St. Galler Juristenverein
- Statistisch-Volkswirtschaftliche Gesellschaft
- SVIT Basel-Stadt and Basel-Land
- SVIT KUB
- Swiss Circle AG
- Swiss Lean Construction Institute
- Swiss Small Hydro
- The Branch
- umnutzer.ch
- Verein Geothermische Kraftwerke Aargau
- Verein Wirtschaftsregion ZUGWEST
- VIS (Swiss real estate association)

# GRI Content Index

GRI 102-54, 102-55

This report has been prepared in accordance with the GRI Standards: Core option. The disclosures are based on the GRI Reporting Principles.



For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report. The GRI Service was performed for the German version of the Annual Report.

GRI Standard	Disclosure	Information
GRI 101: Foundation 2016		p. 23
<b>GRI 102: General Disclosures 2016</b>	<i>Organizational profile</i>	
	102-1: Name of the organization	p. 21
	102-2: Activities, brands, products, and services	p. 5
	102-3: Location of headquarters	Basel, Switzerland
	102-4: Location of operations	p. 5
	102-5: Ownership and legal form	p. 48-50
	102-6: Markets served	p. 5
	102-7: Scale of the organization	p. 28, 87-89, 128-131
	102-8: Information on employees and other workers	p. 27-28
	102-9: Supply chain	p. 30
	102-10: Significant changes to the organization and its supply chain	p. 11-14
	102-11: Precautionary Principle or approach	p. 64
	102-12: External initiatives	p. 21
	102-13: Membership of associations	p. 46
	<i>Strategy</i>	
	102-14: Statement from senior decision-maker	p. 13-14
	<i>Ethics and integrity</i>	
	102-16: Values, principles, standards, and norms of behavior	p. 30
	<i>Governance</i>	
	102-18: Governance structure	p. 47, 60-62
	102-19: Delegating authority	p. 22
	102-20: Executive-level responsibility for economic, environmental, and social topics	p. 22, 47
	<i>Stakeholder engagement</i>	
	102-40: List of stakeholder groups	p. 23
	102-41: Collective bargaining agreements	0%
	102-42: Identifying and selecting stakeholders	p. 23
	102-43: Approach to stakeholder engagement	p. 23
	102-44: Key topics and concerns raised	p. 23
	<i>Reporting practice</i>	
	102-45: Entities included in the consolidated financial statements	p. 21
	102-46: Defining report content and topic boundaries	p. 23
	102-47: List of material topics	p. 24
	102-48: Restatements of information	p. 21
	102-49: Changes in reporting	p. 23
	102-50: Reporting period	p. 22
	102-51: Date of most recent report	March 2021
	102-52: Reporting cycle	p. 21
	102-53: Contact point for questions regarding the report	p. 156
	102-54: Claims of reporting in accordance with the GRI Standards	p. 151
	102-55: GRI content index	p. 151-153
	102-56: External assurance	p. 21

# GRI Content Index

Material topics		
<b>Urban planning quality</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 31
	103-2: The management approach and its components	p. 31
	103-3: Evaluation of the management approach	p. 31
GRI 413: Local Communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs	p. 31-32
<b>Construction</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 32
	103-2: The management approach and its components	p. 43
	103-3: Evaluation of the management approach	p. 33
<i>Own Disclosure</i>	Share of certified buildings	p. 44
<b>Biodiversity</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 44
	103-2: The management approach and its components	p. 44
	103-3: Evaluation of the management approach	p. 44-45
GRI 304: Biodiversity 2016	304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	p. 45
	304-2: Significant impacts of activities, products, and services on biodiversity	p. 32, 44-45
<b>Data protection</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 45
	103-2: The management approach and its components	p. 45
	103-3: Evaluation of the management approach	p. 45
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 45
<b>Energy</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 32
	103-2: The management approach and its components	p. 36
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GRI 302: Energy 2016	302-1: Energy consumption within the organization	p. 33-37
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<b>Innovation</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 31
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<b>Climate change</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 32
	103-2: The management approach and its components	p. 36
	103-3: Evaluation of the management approach	p. 33
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	p. 33, 39-41
	305-2: Energy indirect (Scope 2) GHG emissions	p. 33, 39-41
	305-3: Other indirect (Scope 3) GHG emissions	p. 33, 38, 40-41
	305-4: GHG emissions intensity	p. 33, 40-41
<b>Long-term economic performance</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 45
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	103-2: The management approach and its components	p. 30
	103-3: Evaluation of the management approach	p. 30
GRI 204: Procurement Practices 2016	204-1: Proportion of spending on local suppliers	p. 30
<b>Employees</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 27
	103-2: The management approach and its components	p. 27-30
	103-3: Evaluation of the management approach	p. 27
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	p. 28

# GRI Content Index

	401-3: Parental leave	p. 29
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	p. 29
	404-3: Percentage of employees receiving regular performance and career development reviews	p. 27
<b>Mobility</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 41
	103-2: The management approach and its components	p. 41-42
	103-3: Evaluation of the management approach	p. 42
<i>Own Disclosure</i>	Information on accessibility	p. 42
<i>Own Disclosure</i>	Modal split of business travel	p. 43
<b>User satisfaction</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 31
	103-2: The management approach and its components	p. 31
	103-3: Evaluation of the management approach	p. 31
GRESB	GRESB TC2.1 Has the entity undertaken tenant satisfaction surveys within the last three years?	p. 31
<b>Reputation</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 45
	103-2: The management approach and its components	p. 45
	103-3: Evaluation of the management approach	p. 45
GRI 419: Socioeconomic Compliance 2016	419-1: Non-compliance with laws and regulations in the social and economic area	p. 45
<b>Resource use</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 32
	103-2: The management approach and its components	p. 43
	103-3: Evaluation of the management approach	p. 33
GRI 303: Water and Effluents 2018	303-5: Water consumption	p. 43-44
<b>Site development</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 31
	103-2: The management approach and its components	p. 31
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<b>Transparency</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 45
	103-2: The management approach and its components	p. 45
	103-3: Evaluation of the management approach	S. 45
GRI 415: Public Policy 2016	415-1: Political contributions	p. 32
GRI 417: Marketing and Labeling 2016	417-2: Incidents of non-compliance concerning product and service information and labeling	p. 45
	417-3: Incidents of non-compliance concerning marketing communications	p. 45
<b>Corporate culture</b>		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 27
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GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	p. 45
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GRI 206: Anti-competitive behavior 2016	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 45