

# NON-FINANCIAL REPORT

Since the financial year 2017, S IMMO has published a non-financial report each year. It contains information about environmental, employee and social issues in connection with the topics defined as material by S IMMO as well as the subject of human rights, corruption and bribery prevention. When preparing this report, S IMMO implements the legal requirements of section 267a of the Austrian Commercial Code (UGB) in full, in line with the Austrian Sustainability and Diversity Act (NaDiVeG). In addition, starting with the last financial year, information is disclosed in line with the EU Taxonomy Regulation (Regulation (EU) 2020/852).

To facilitate the transparency and comparability of strategies, measures and results, international frameworks are applied in this non-financial report for the first time. This report has been prepared in accordance with the GRI Standards: Core option. The GRI content index provides an overview of the applied standards and the sections that contain the relevant information (page 35 et seq.).

In addition, recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), the Greenhouse Gas Protocol (GHG Protocol) and the EPRA Sustainability Best Practice Recommendations (EPRA sBPR) are addressed. The EPRA Sustainability Performance Measures can be found starting on page 39.

## Scope and boundaries of the report

This non-financial report covers S IMMO and all its consolidated subsidiaries, and follows the principle of financial control. Therefore, any mention of S IMMO below refers to S IMMO and all its subsidiaries. A list of the respective companies can be found in the annual report on page 109. For the first time, the data and key figures of the two hotels operated under management agreements, the Vienna Marriott Hotel and the Budapest Marriott Hotel, have been taken into account in this report. The existing management agreements with the hotel chain continue to preclude the possibility of active intervention in business operations.

Despite every effort to ensure extensive and full reporting, data in some areas is incomplete. For instance, in some places, the data for the Marriott hotels had to be omitted from the employee-related data. Express indication is given if this is the case.

Properties that were acquired or sold during the year and properties under development were not included in the calculation of key figures due to inconsistent data and for ease of comparison. However, these properties account for only a very small proportion of the portfolio. Further details on the data boundaries are presented in detail in the section Environment.

The company publishes the non-financial report each year as part of the annual report. The reporting period of this report is the past calendar year, and therefore extends from 01 January 2021 to 31 December 2021. Significant events between the balance sheet date (31 December 2021) and the editorial deadline for this report (14 April 2022) are set out in section 5.7. This report was published on 28 April 2022.

## Audit

As part of the audit of the financial statements, the commissioned auditor, KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, examined whether all legally required information has been disclosed. The non-financial report was not subject to any other audit apart from this. The Management Board submitted the non-financial report to the ESG Committee of the Supervisory Board and the entire Supervisory Board for review. The Supervisory Board received, reviewed and discussed the non-financial report and found no reasons for objection.

## Sustainability management

To take account of the increased requirements in terms of sustainability management, anchoring of the topic within the S IMMO organisation was stepped up last year. In spring 2021, the area of digitalisation/ESG was included in the Management

Board's responsibilities as part of the reconfiguration of the Management Board. In autumn, the Sustainability Management staff unit was created as a central point where the sustainability issues of all departments and subsidiaries are coordinated. One main focal point in the reporting year was the ascertainment of the actual situation as well as the standardisation and improvement of data collection and analysis, particularly with regard to consumption data. Sustainability is also becoming an increasingly important topic at the Supervisory Board level. Also in autumn 2021, the Supervisory Board set up an ESG Committee from among its members. The committee is tasked with reviewing and monitoring the strategy with regard to the company's social, economic and environmental responsibility.

Potential risks that arise in the context of S IMMO's business activities and could impact on various sustainability matters are incorporated into the Group's overarching risk management, which is the responsibility of the Management Board and is handled by the Risk Management department. In the run-up to producing this non-financial report, environmental, climate-related, social and governance-related risks were systematically identified and assessed. The identified risks and the handling of these risks are described in the annual report starting on page 88.

## Partnerships and memberships

S IMMO uses memberships and partnerships to meet its social responsibility in terms of sustainability at the sector and economic level, and to promote dialogue between companies and organisations. As a member of the Austrian Business Council for Sustainable Development (respACT), the European Public Real Estate Association (EPRA) and the Austrian Sustainable Building Council (ÖGNI), the company is actively committed to sustainable development and the transfer of knowledge to this effect. In 2021, work in this area focused on the connection between sustainability and digitalisation and the preparation for a transition to the circular economy in the property sector. These partnerships will also be continued in 2022.

## Materiality analysis

This non-financial report is based on a materiality analysis conducted in the reporting year, in which potential areas of sustainable management were examined and assessed with internal and external experts in connection with the Austrian Sustainability and Diversity Act (NaDiVeG) and the GRI Standards. The impacts on people and the environment and the significance to key stakeholders such as shareholders, tenants, employees, other interest groups and business partners were addressed here. The materiality analysis was performed with assistance from the consulting firm Deloitte.

In the first step, two workshops were conducted with the CIO and representatives of various specialist departments (Corporate Communications and Investor Relations, Project Development, Portfolio Management, HR, Compliance, Works Council), in which stakeholder groups were identified and the stakeholders were assigned a weighting according to the criteria of "influence on" and "interest in" S IMMO on a scale of 1–10. As a result, the following stakeholder groups were identified as relevant:

- Supervisory Board
- Management Board
- Local Managing Directors
- Employees
- Works Council
- Tenants and brokers
- Core shareholders
- Institutional investors
- Small investors
- Banks and analysts

Given the low level of construction activity, stakeholder groups such as general contractors and suppliers were rated as non-material.

Topics for the stakeholder survey were then determined in a multi-stage process. In the first step, the external consulting firm drew up a shortlist of possible topics for the survey on the basis of sector benchmarking, an analysis of reporting standards, current trends and an analysis of current and forthcoming legal conditions relating to non-financial reporting. These topics were verified at a workshop with Deloitte, and any existing gaps were scrutinised.

The identified topics were assessed on two levels: their influence on decisions of the stakeholders, and their potential economic, environmental and social impacts. Stakeholder representatives were then questioned via an online survey (period: July to September 2021) and in individual interviews. The aim of

these surveys was to assess the impacts of economic, environmental and social aspects on S IMMO and to gauge the influence of these aspects on stakeholder decisions. Subsequently, the importance of the economic, environmental and social impacts of the topics was specified in the context of a workshop and a meeting with the Management Board member responsible for ESG.

The topics identified as material are assigned to the following areas:

- Environment
- Social
- Governance
- Overarching topics

The material topics for S IMMO are therefore those 14 aspects that have the greatest impacts on society and the environment, are the most important to stakeholders and are rated as the most significant for S IMMO's business activities.

## Material topics

Environment	Climate change adaptation Energy consumption and use of resources Renewable energy sources Sustainable operation of buildings Maintenance, repair, modernisation and renovation Sustainable mobility
Social	Diversity and equal opportunities Employee satisfaction and employer attractiveness Training Tenant satisfaction Data protection
Governance	Combating corruption
Overarching topics	Digitalisation Sustainable value enhancement

In this non-financial report, S IMMO details its activities and the measures adopted in relation to the topics defined as material. The vast majority of the material topics are dealt with in the following sections: Environment, Social and Governance. Two of the material topics, digitalisation and sustainable value enhancement, must be regarded as higher-level topics that are closely linked with the sustainable development of S IMMO.

## Digitalisation

S IMMO deals intensively with the opportunities and risks of digitalisation. To take account of its growing importance, the topic of digitalisation was integrated into the Management Board's responsibilities in the financial year 2021, and an experienced expert, Herwig Teufelsdorfer, was appointed as CIO. To remain competitive in the future, S IMMO launched a comprehensive digitalisation initiative in the last financial year. The aim is to make internal processes more efficient, improve employees' digital skills and turn the company from a process-led organisation to a data-led one in the medium term. Various work streams are being managed in conjunction with an external consultancy firm and in close coordination with the

internal experts. The spectrum ranges from governance and security issues to collaboration processes and reporting routines. There is a dedicated ESG work stream, with the main focus on standardised data collection and processing across the portfolio.

## Sustainable value enhancement

S IMMO has been pursuing a prudent and proven business policy for nearly 35 years. Details of this and an overview of the business model can be found in the annual report starting on page 76. As part of the increasing anchoring of sustainability in all divisions, S IMMO has also drawn up guiding principles that define the company's fundamental values as well as setting out its vision and purpose.

## S IMMO guiding principles

### S IMMO guiding principles

Purpose	Investing in lasting values: people and real estate
Vision	We design valuable living environments for today and tomorrow
Mission	We use our experience, passion and local know-how to turn individual properties into a future-proof and high-performing portfolio based on forward-looking decisions
Values	Quality: Tenant satisfaction and consistently increasing business value thanks to highest standards Tradition: Stability and reliability rooted in a successful past Responsibility: Foresighted action for the benefit of our stakeholders and the environment Collaboration: Achieving success as a team and together with our stakeholders

Further key pillars of the corporate culture are set out in S IMMO's Code of Conduct and human rights policy (both are available at [www.simmoag.at/sustainability](http://www.simmoag.at/sustainability)).

Sustainable value enhancement in the interest of shareholders is a key focal point of the corporate strategy. To this end, the company combines stable property markets such as Austria and Germany, where sharp rises in value have been apparent in recent years in particular, with more profitable growth markets in the CEE region. This diversification also serves to spread and minimise risk, something from which the company has also benefited in the last two years with regard to the COVID-19 crisis.

In addition, S IMMO has been pursuing a sustainable dividend strategy since 2011 with the aim of letting its shareholders participate in the company's success. The dividend amount has been continuously increased. Even amid the crisis in 2020, there was a payout on the basis of a highly successful operating result in 2019.

In all its activities, S IMMO never loses sight of its responsibility to people and the environment, and is appreciative and respectful in its dealings with its stakeholder groups. Details regarding employee satisfaction as well as the company's employees and shareholder policy can be found in the subsequent sections.

# Environment

Responsible interaction with the environment has been an integral part of S IMMO's operating and strategic activities for many years. This is not limited simply to compliance with all legal requirements and regulatory conditions, but is also reflected in its anchoring in the company's guiding principles and the result of the materiality analysis that was conducted in the reporting year. The following environmental issues were identified as significant in this process:

- Climate change adaptation
- Energy consumption and use of resources
- Renewable energy sources
- Sustainable operation of buildings
- Maintenance, repair, modernisation and renovation
- Sustainable mobility

In view of the ever advancing process of climate change, it has become essential that, as a society, we understand and take into account the mutual effects of environmental changes and business activities on each other. S IMMO therefore actively incorporates environmental aspects into its economic decisions and has additionally expanded its risk management to include climate risks on the basis of the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). Further details can be found in the annual report starting on page 88.

The organisational anchoring of sustainability management in the Supervisory Board, the Management Board and a separate operational staff unit in 2021 underlines S IMMO's integrated approach to sustainability and enables it to manage the key environmental issues in a centralised way. For example, the past year was characterised primarily by the comprehensive optimisation of data recording and analysis supported by IT systems in the areas of energy and water consumption data relating to the property portfolio and vehicle fleet data. The resulting enhancement of the data quality will enable the company to manage and optimise the consumption of energy and resources in a targeted way in the future. Especially in regard to the properties, it is now possible to evaluate the optimisation measures that have been implemented thanks to continuous monitoring at property level. Together with other measures such as the increase in the share of renewable energy sources and the modernisation of buildings, S IMMO is setting out to gradually reduce its ecological footprint.

The improvement in the sustainability performance is a stated and, at the same time, practised corporate objective, in which S IMMO employees play an essential role. In order to raise the awareness of S IMMO's employees on environmental issues and climate change, they are kept continually informed about the implementation of concrete measures and actively involved in the processes. Moreover, employees and business partners are also included in environmental activities when this is within the company's power. S IMMO is currently focusing on optimising data collection and analysis in order to make reliable and prompt statements about the actual situation. The aim is also to set specific targets in the future on the basis of this information.

## Boundaries on environmental key figures

The key performance figures reported in this section relate essentially to the group of fully consolidated companies of S IMMO (annual report starting on page 109) and follow the financial control approach. Shares that are accounted for using the equity method are not included in the calculation.

As of 31 December 2021, S IMMO's property portfolio, which includes lettable buildings, owner-operated hotels, development projects and land, consisted of 375 properties (2020: 358). The total area amounts to around 1.4 million m<sup>2</sup> (2020: 1.3 million m<sup>2</sup>) and the main lettable area to approximately 1.1 million m<sup>2</sup> (2020: 1.1 million m<sup>2</sup>). Based on book values, properties in Austria accounted for 17.3% (2020: 18.5%) of the portfolio, while properties in Germany comprised 48.2% (2020: 49.3%). Properties in CEE made up 34.5% of the portfolio (2020: 32.2%). Looking at the portfolio broken down by main types of use excluding plots of land and on the basis of carrying amounts, offices accounted for 45.4% (2020: 43.1%), retail properties for 14.6% (2020: 17.9%), residential properties for 32.7% (2020: 30.2%) and hotels for 7.3% (2020: 8.8%) as of 31 December 2021.

The property-related consumption and emissions data in this section refers only to buildings that were included in the S IMMO portfolio for the entire calendar year under review. The comparatively very small number of acquisitions and sales during the year as well as leasehold properties, development projects and plots of land are not included due to inconsistent data and for ease of comparison. The three buildings that are held by associates and joint ventures, which are accounted for using the equity method are also not included. A total of 328 buildings are thus considered for the 2021 reporting year and 317 buildings in total for 2020, which also include the two owner-operated hotels in Budapest and Vienna.

## Building certificates

One of the biggest levers S IMMO as a real estate company has for making a significant contribution to a sustainable economy and society lies in designing the construction, operation and modernisation of the properties in a way that conserves as many resources, produces as few emissions and is as user-friendly as possible. This is why, in 2014, the Group started the step-by-step certification of portfolio properties using internationally recognised certification frameworks for buildings with low emissions – known as green buildings. All the Group's own development projects are now planned and implemented in accordance with these standards, while acquisitions of properties are also evaluated along the same lines.

As of 31 December 2021, S IMMO's property portfolio that was certified under BREEAM, LEED and WELL comprised a total of 11 properties (2020: 7) with a total main lettable area of 241,580 m<sup>2</sup> (2020: 178,839 m<sup>2</sup>). This corresponds to 21.4% (2020: 16.6%) of the main lettable area of the entire portfolio and a year-on-year increase of 35.1%. The presentation of certified properties was adjusted in this report. The previous year's report published the total area including underground parking spaces, and this data has been replaced by the main lettable area. Moreover, the Einsteinova Business Center that is certified as BREEAM Excellent is no longer included, as this property accounted for using the equity method does not form part of the scope of full consolidation. These two adjustments were made against the background of a harmonisation of the non-financial reporting during the first-time application of the GRI Standards.

## Certified properties as of 31 December

Property	Country	Use type	Certification	Certified main lettable area in m <sup>2</sup>	
				2021	2020
10000 Zagreb, Miramarska cesta 23 (Eurocenter)	Croatia	Office	BREEAM Very Good	8,229	8,229
10000 Zagreb, Radnička cesta 80 (Zagrebtower)	Croatia	Office	BREEAM Excellent	25,303	25,307
010735 Bucharest, Calea Griviței 82-98 (The Mark)	Romania	Office	BREEAM Excellent	25,395	25,395
040055 Bucharest, Calea Văcărești 391 (Sun Offices)	Romania	Office	BREEAM Good	9,639	9,644
040055 Bucharest, Calea Văcărești 391 (Sun Plaza)	Romania	Retail	BREEAM Pass	79,674	79,698
061102 Bucharest, Bulevardul Iuliu Maniu 6N (Campus 6.2)	Romania	Office	LEED Platinum	19,835	Acquisition 2021
061102 Bucharest, Bulevardul Iuliu Maniu 6P (Campus 6.3)	Romania	Office	LEED Platinum and WELL Core Gold	17,629	Acquisition 2021
1065 Budapest, Nagymező utca 44. (Pódium)	Hungary	Office	BREEAM Very Good	5,749	Certification 2021
1117 Budapest, Garda utca 2. (BudaPart Gate)	Hungary	Office	LEED Gold	19,562	Acquisition 2021
1134 Budapest, Váci út 35. (River Estates)	Hungary	Office	BREEAM Very Good	20,245	20,245
1138 Budapest, Váci út 182. (Blue Cube)	Hungary	Office	BREEAM Excellent	10,320	10,320
<b>Total</b>				<b>241,580</b>	<b>178,839</b>

The proceeds from the first of the green bonds issued by S IMMO in January 2021 totalling EUR 150 million went entirely into the (re)financing of acquisitions and development of properties certified as green buildings and thus made a direct contribution to an ecologically and socially more sustainable real estate industry.

The modernisation and certification of other portfolio buildings and the acquisition and development of appropriately certified properties are planned for 2022.

## Implementation of the EU Taxonomy

With the EU Taxonomy Regulation (Regulation (EU) 2020/852), the European Union has presented a standardised set of rules for classifying environmentally sustainable economic activities that were applied for the first time in the last financial year 2021. S IMMO is consequently required to disclose the economic activities classified as taxonomy-eligible in accordance with the regulation in the form of the share in turnover, capital expenditure (CapEx) and operating expenditure (OpEx) these activities account for. Taxonomy-eligible means in this case that an economic activity has been defined in the delegated acts of the EU Taxonomy and thus comes under the regulation's sphere of

influence. In the past financial year, it was not yet necessary to disclose taxonomy-aligned economic activities, meaning sustainable activities in accordance with the technical screening criteria of the taxonomy.

All disclosures are made on the basis of the current interpretation of the legal situation, where uncertainties in interpretation result from legal terms that have not yet been adequately defined. Because the legal situation continues to change at the moment, S IMMO adopts a conservative approach in its declaration of taxonomy-eligible economic activities.

## Turnover

The economic activity "Acquisition and ownership of buildings" has been identified as material and taxonomy-eligible for the calculation of the taxonomy-eligible share of turnover. Starting out from the total revenues recognised in the consolidated financial statements prepared according to IFRS, the taxonomy-eligible turnover consists of the rental income and revenues from operating costs that S IMMO generates in the course of renting and leasing out its properties.

## Capital expenditure (CapEx)

The basis for the capital expenditure that is considered is provided by all additions to properties, intangible assets and property, plant and equipment (before depreciation, amortisation, revaluations and impairments), including additions resulting from acquisitions. In terms of taxonomy eligibility, in the reporting year at S IMMO this relates to the acquisition of buildings within the meaning of the economic activity "Acquisition and ownership of buildings", capitalisations directly associated with property portfolios of this kind, investments in the vehicle fleet and other taxonomy-eligible investments in property, plant and equipment.

## Operating expenditure (OpEx)

The relevant categories for determining the taxonomy-eligible operating expenses consist of direct, non-capitalised costs of research and development, building renovation measures, short-term leasing, maintenance and repairs as well as all other direct expenses in connection with the daily maintenance of property, plant and equipment. For S IMMO, only maintenance costs in relation to its property portfolio are of major significance in the context of the taxonomy-eligible economic activity "Acquisition and ownership of buildings". S IMMO does not conduct any research and development. Short-term leasing is operated only to an extremely limited extent and is thus not taken into consideration.

## EU Taxonomy key performance indicators 2021

EU Taxonomy key performance indicator	Taxonomy-eligible		Taxonomy-non-eligible		Total
	Absolute (kEUR)	Share (%)	Absolute (kEUR)	Share (%)	kEUR
Revenues	165,328	84	31,528	16	196,856
Capital expenditure	192,784	94.6	11,073	5.4	203,857
Operating costs	17,034	99.4	99	0.6	17,133

## Use of resources

S IMMO is convinced that its business activities are compatible with environmentally conscious behaviour. That is why the company attaches great importance to handling the resources and raw materials it uses sparingly and carefully. This includes energy sources and water especially in the operation of the buildings on the one hand, but also raw materials and local land use and biodiversity on the other. Moreover, waste management and the offer of sustainable mobility solutions are topics that S IMMO actively addresses in the course of its activities.

## Energy management

By their nature, the construction and operation of buildings are very energy-intensive – and this is also true of the S IMMO portfolio. The company strives, both for its existing properties and for project developments, to find solutions to keep energy consumption, and thus also the operating costs for its tenants, as low as possible. Actual energy consumption – consisting of heating demand and electricity consumption – in the buildings managed by S IMMO is almost exclusively dependent on tenant behaviour and is therefore largely outside the company's direct control. However, S IMMO can exert a certain influence on the energy efficiency of the buildings through structural measures in the course of maintenance work and modernisation, including for example by upgrading the building services equipment,

replacing the heating system or optimising the insulation, and therefore applies as a matter of principle the highest standards in development projects and in energy-efficient and structural renovations of portfolio properties.

When looking at energy management, it generally has to be noted that S IMMO is not able in every case to make the decision on the use of energy sources. In principle, it is responsible as the landlord for purchasing energy sources to meet the respective heating demand of the entire building, where it subsequently charges the costs on to the tenants. However, there are several exceptions, especially in Germany in the case of gas heating, where the tenants themselves obtain their heating supplies and consequently do not have to provide S IMMO with consumption information. S IMMO therefore endeavours to contribute to lower energy consumption by its tenants at least indirectly by increasing the energy efficiency of the buildings.

It is also the case in almost every Austrian and German property that S IMMO purchases electricity only for the communal areas in the buildings. The areas exclusively for tenants are supplied through the tenants' own contracts. Here, too, there is no obligation on their part to provide information to S IMMO as the landlord. In CEE, S IMMO is – apart from a few exceptional cases – the sole contracting partner of the local utility companies and thus responsible for the entire energy procurement.

Against the background of the allocation of costs to the tenants as part of service charge reconciliations, when entering into supply contracts S IMMO always pays attention to relevant cost and competition factors, in addition to the energy mix, in order to maintain conformity with the market.

Natural gas, district heating and liquefied petroleum gas are used in the properties of S IMMO to cover the heating demand. Domestic heating oil is still used in some individual cases. Heating oil will be replaced as a heating source by alternatives when buildings are modernised in the future.

The electricity demand on the landlord's side for the whole of the property portfolio in Austria and Germany has been covered since 2020 by purchased electricity from 100% renewable sources (solar energy, hydropower and wind energy as well as biofuels). The buildings in Croatia, Romania and Slovakia were also switched to purely sustainable electricity sources in 2021. With the exception of a very recently acquired property, the procurement of electricity in Hungary will also change to green electricity at the start of 2022. S IMMO is thus very close to meeting the target of switching its electricity purchases to 100% renewable sources throughout the portfolio by the end of 2022. Moreover, portfolio properties are gradually being fitted with photovoltaic systems in order to offer the possibility for buildings to have their own, independent electricity supply. The first projects are already under way in Austria and Hungary.

Another project that contributes to the target of an improved energy footprint is the introduction of an environmental data management system. In December 2021, the purchase of a software solution created the basis for a digital platform for the portfolio-wide management of consumption data. Against the background that this data is supplied by a variety of service providers from several countries, the system serves to continually enhance and harmonise the quality of environmental data and also to recognise deviations and incorrect data more quickly. In parallel with this, it enables the properties to be compared in terms of their environmental performance and allows needs for action and optimisation to be identified. Measures to continually improve energy consumption in the buildings can thus be implemented in a targeted way.

Furthermore, digital consumption meters, known as smart meters, are set to be introduced in Austria and Germany in 2022 and connected to the IT infrastructure, where the aim is to record energy data close to real time and to be able to take corrective action when necessary and consequently optimise consumption. Both the ongoing conversion to renewable energy sources and the digitalisation of the data recording and analysis are playing a part in increasing sustainability in the operation of the buildings and consequently in improving the carbon footprint of S IMMO (for more details on this, please see page 14 et seq.).



Changes were made to the scope of the energy data and the methods for calculating it in the course of the adaptation of the environmental data management. This data is recorded specifically for each building by the respective property manager, managed centrally and, when necessary, harmonised for analysis by using conversion factors from the local utility companies. A detailed breakdown by energy source and the consideration of electricity consumption beyond the communal areas have been newly added. Together with the disclosures on energy consumption when obtained directly by tenants in accordance with category 13 of the Greenhouse Gas Protocol (GHG Protocol, see page 14), which have also been included for the first time, the energy data now represents the entire consumption in the building.

As tenants who purchase their own energy are not required to disclose their consumption, the disclosures relating to this consumption are based almost exclusively on projections using actual consumption in comparable buildings in the company's portfolio as well as standard industry benchmarks at building level. Adapted to the type and size of the property, these benchmarks originate primarily from publications of the Bundesinstitut für Bau-, Stadt- und Raumforschung (BBSR – Federal Institute for Research on Building, Urban Affairs and Spatial Development) and the German Federal Ministry of Transport, Building and Urban Development (now the Federal Ministry for Digital

and Transport). In very few cases, exact figures were not yet available for consumption on the part of S IMMO. These have also been extrapolated accordingly. As the office areas that S IMMO uses itself are all located in properties in the company's portfolio, there was no need for an additional disclosure of this consumption, as it is already included. Significant consumption of fuels from renewable sources or purchases of energy do not take place. Any consumption of cooling energy and steam is contained in the data on electricity and district heating and is not recorded separately.

Moreover, for the first time the energy data also includes consumption by the Group's own vehicle fleet based on mileage, the consumption according to the manufacturer's specifications and conversion factors from the Environment Agency (Republic of Austria). Energy consumption outside the organisation, which relates to business travel and employee commuting, are not considered to be directly relevant from an energy management standpoint and are therefore not calculated. Instead, the kilometres travelled and greenhouse gas emissions are recorded as the aim is to reduce the carbon footprint. For more information on this, please see page 14. For an overview of the energy consumption related solely to S IMMO's property portfolio, the EPRA Sustainability Performance Measures are provided starting on page 39.

## Energy consumption

Energy consumption indicator	Definition	Unit	Austria		Germany		CEE		Total	
			2021	2020	2021	2020	2021	2020	2021	2020
Energy consumption within the organisation	Fuel consumption from non-renewable sources	MWh	2,299	1,957	29,552	27,422	39,164	32,281	71,015	61,660
	of which petrol consumption	MWh	3	0	55	48	0	0	58	48
	of which diesel consumption	MWh	37	35	7	8	0	0	44	43
	of which natural gas consumption	MWh	2,259	1,922	26,240	24,307	39,164	32,281	67,663	58,509
	of which liquefied petroleum gas consumption	MWh	0	0	283	93	0	0	283	93
	of which heating oil consumption	MWh	0	0	2,967	2,967	0	0	2,967	2,967
	Electricity consumption	MWh	6,764	6,237	2,928	2,948	54,291	47,353	63,983	56,538
	of which from 100% renewable sources	MWh	6,764	6,237	2,928	2,948	35,920	31	45,612	9,217
	Heating consumption (district heating)	MWh	9,177	8,179	24,008	20,768	2,669	2,320	35,854	31,266
	Total energy consumption	MWh	18,239	16,374	56,489	51,138	96,125	81,953	170,853	149,465
Energy consumption outside the organisation	Energy consumption of downstream leased assets (category 13 of the GHG Protocol)	MWh	12,653	12,561	48,041	46,560	1,506	1,547	62,200	60,669
Energy intensity	Energy intensity ratio (total energy consumption within the organisation)	kWh/m <sup>2</sup>	133	119	102	94	263	241	162	146
	Main lettable area	m <sup>2</sup>	137,063	137,060	553,916	543,431	365,811	340,632	1,056,790	1,021,123

Compared with the calendar year 2020, energy consumption and intensity increased in almost all areas during the reporting year, due to the easing steps in connection with the COVID-19 pandemic and thus a more intensive utilisation – especially of commercial properties. In CEE, the share of electricity from 100% renewable sources increased significantly.

## Water management

Providing clean water is a matter of course for S IMMO. The company holds the view that sustainable water reserves, safe drinking water and the protection of ecosystems through appropriate sanitation facilities and equipment are basic needs. The company therefore ensures that employees and tenants are supplied with clean water throughout its entire property portfolio, both in property development and in property management. Water is supplied to and discharged from the properties

through connections to the municipal water networks and these processes are thus subject to the local regulations as well as requirements within the European Union. Attention is paid here to proportionate and economical use of water as a resource, especially as S IMMO properties in northern and central Germany as well as Romania are located in areas that suffer from high water stress according to the Aqueduct Water Risk Atlas. Specifically, this concerns the cities of Berlin, Bremen, Erfurt, Halle (Saale), Leipzig, Potsdam and Weimar as well as Bucharest. The operation of the properties does not involve any major water usage or water storage on an industrial scale and so also does not trigger any impacts caused by process water. Nevertheless, in the future S IMMO will endeavour to monitor the use of water even more closely and to consult with its stakeholders, especially in the regions suffering from increased water stress, and therefore evaluate possible measures to be taken.

In almost all its properties, ensuring the overall water supply from the local utility companies is the responsibility of S IMMO. Only in 7 properties is water obtained directly by tenants on the

basis of their own contracts, where there is no obligation for them to provide information to S IMMO. The data for the water consumption of the properties is recorded in parallel with the energy data at building level, transmitted by the property managers, consolidated on a central basis and evaluated at portfolio level. Recognising and responding to irregularities that can be attributed to increased consumption, for example as a result of a leak, forms part of the responsibilities of the local management of the properties.

For ease of comparison, the water consumption of 7 properties in which water is obtained by the tenants has also been included for the first time. As accurate data is not always available in these cases because there is no obligation on the part of the tenants to provide this information, it has been extrapolated using the actual consumption of comparable properties in the portfolio after being adjusted to the size of the property in question. An extrapolation of this kind was also carried out in the few cases where no accurate figures were yet available for the consumption on the part of S IMMO.

## Water consumption

Water consumption indicator	Definition	Unit	Austria		Germany		CEE		Total	
			2021	2020	2021	2020	2021	2020	2021	2020
Water consumption	Total water consumption	m <sup>3</sup>	73,150	63,759	366,849	377,619	205,348	172,447	645,347	613,825
	of which from areas subject to water stress	m <sup>3</sup>	0	0	304,408	313,053	85,241	70,749	389,649	383,802
Water intensity	Water intensity ratio	l/m <sup>2</sup>	534	465	662	695	561	506	611	601
	Main lettable area	m <sup>2</sup>	137,063	137,060	553,916	543,431	365,811	340,632	1,056,790	1,021,123

Total water consumption increased in 2021 compared to the previous year as COVID-19-related restrictions were partially relaxed or lifted, which resulted in a higher utilisation of the properties. Nevertheless, both water consumption and its intensity have decreased across the Germany portfolio.

## Raw materials and waste management

Resources are committed and waste of various kinds is produced over a long period during the construction and operating phases of properties. S IMMO is aware of its central role and responsibility here and actively takes steps to reduce the negative impacts to the minimum possible. As part of its own requirement always to implement development projects to the highest standards of recognised building certification, S IMMO focuses on using ecological building materials and thus on promoting

more sustainable construction. Also when properties are maintained and renovated, building materials are replaced where possible by environmentally compatible alternatives. In addition to reducing noise and dust pollution for residents, effective construction site waste management, the secure handling of dangerous substances and short transportation distances are also key priorities. Where necessary, professional disposal of waste or treatment of contaminated sites is agreed by means of framework construction contracts. Efforts are made to exclude contaminated sites by performing thorough location analyses during acquisitions. Strict compliance with official regulations is guaranteed in all cases. With the transition to the circular economy, S IMMO sees further potential for optimisation and an industry-wide need for action in this area.

S IMMO is additionally working on developing a portfolio-wide and system-supported process for recording the generation of waste in the operation of its properties similar to what it is doing with energy consumption data. It is planned to record and subsequently monitor both the type and quantity of the waste and its treatment and ability to be recycled. Because of the large local differences across the portfolio and the fact that information is not completely available from the municipal institutions, it is not yet possible to present an overall view of the waste management at the moment.

In its own office premises, S IMMO attaches great importance to avoiding waste and, in addition to the use of environmentally friendly paper, has therefore also focused since the reporting year on intelligent follow-me printing technology with minimal toner consumption. Complete data on paper consumption is not available as the switch between technologies occurred during the year. Moreover, the company judges the importance of its paper consumption to be low in view of its business activities and the generation of waste throughout the portfolio, which is why this aspect is not examined in more detail.

### Biodiversity and land use

In view of climate change and biodiversity loss, S IMMO is engaged in the issues of biodiversity and land use. The greening of open spaces, building façades and roof areas serves in the urban area to create a more pleasant microclimate and reduces heat and noise inside and also in the immediate vicinity of the building. Because the properties enjoy a central location and because of the very high-density development of the plots of land, S IMMO's properties have few areas that are suitable for greening. It is planned to expand greening projects, taking economic viability into consideration, but where the enhanced attractiveness for the users of the building also plays an important role. Extensive green areas around and on the buildings have been considered from the outset in the development projects currently planned in Bratislava and Budapest.

In times of increasing soil sealing in the course of ever more high-density developments, property construction projects on sites that are already sealed, known as brownfield developments, are gaining importance. These contrast with greenfield developments, where construction on areas that were previously totally undeveloped produces additional sealing of the soil. The result of soil sealing is that rainwater can no longer drain away, which in turn increases the risk of flooding. Moreover, these areas boost the rise in temperatures in the summer, as sealed ground surfaces heat up more than planted areas.

All S IMMO's current building developments are located in urban areas in capital cities in CEE and the majority of them are on previously developed sites, which means the company is not contributing to significant additional soil sealing. The only exception to these brownfield developments is a project on an

inner-city meadow site in Bratislava. In order to reduce the negative impacts, the property will be equipped with a partially greened façade and extensive roof greening. S IMMO does not have any completely greenfield developments, meaning additional land use outside of urban zones, in its portfolio.

As part of the land bank in the areas surrounding Berlin, S IMMO manages approximately 200 ha of forest and meadows. Some of these areas are located in nature and water conservation areas in the state of Brandenburg. All the areas are managed in accordance with the applicable regulations and in harmony with nature. No properties are developed or operated in these areas. Having plots in a land bank is a long-term investment that could provide areas for later development if they are zoned in a different way and a legally valid land use plan is produced in this connection. S IMMO is not planning any independent developments on these areas.

### Mobility

In addition to the development and operation of buildings, the theme of sustainable mobility also plays an essential role for S IMMO in many respects, as the greenhouse gas emissions caused by travel also have direct impacts on the environment and climate change. Here the company can exercise direct control over the Group's own vehicle fleet as well as national and international business trips on the one hand, while, on the other, a positive influence can be exerted on the commuting and travel behaviour of employees, tenants and other users of the properties, meaning that negative environmental impacts can be minimised.

S IMMO's vehicle fleet consists of company cars and pool vehicles. As of 31 December 2021, it included a total of 17 vehicles (2020: 17) at locations in Germany and Austria, which are managed and maintained by local management. No cars belonging to the company are held at the locations in the CEE countries. The size and the costs of the vehicles match the purpose for which they are intended. In addition to hybrid vehicles, a purely electric vehicle can also be found among the latest purchases. The distribution of the German property portfolio across several cities separated in some cases by a large distance requires a degree of flexibility that, in the company's opinion, can best be guaranteed by having a corporate fleet of its own. Several office bicycles have additionally been bought for short business journeys. The fleet is managed using a management software program and mobile applications.

In addition to journeys using the company's own vehicles, various kinds of business trips are necessary at all locations. The local on-site management of the properties requires a large number of short journeys, which can mainly be completed using public transport, although private cars may be needed in some cases. The Vienna location plays a special role here, as the portfolio and development projects in the CEE countries are covered

from here and the aeroplane thus represents a frequently used means of transport. The company's travel policy explicitly encourages employees not to travel when it is not absolutely necessary and to hold online meetings instead or to travel by train where possible. For flights, only seats in economy class are booked in principle, although an exception is made for intercontinental flights. A greater need for international travel by plane also arises at the hotel operating companies as a result of their involvement in roadshows.

Kilometres travelled are recorded on a local basis by the individual S IMMO locations. An accurate record of the kilometres travelled is not always possible especially when employees take a private car, taxi or public transport. The disclosures therefore also contain estimates based on the average travel patterns of the employees in question, which comprise routes and frequency.

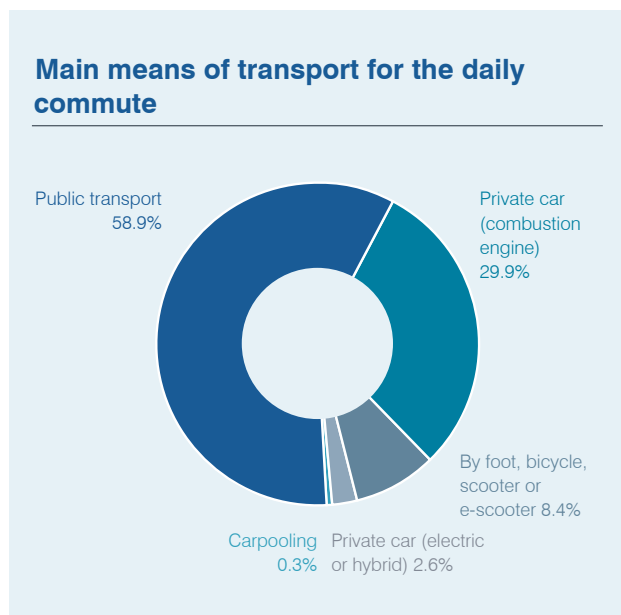
## Business travel

Means of transport	Unit	Austria		Germany		CEE		Total	
		2021	2020	2021	2020	2021	2020	2021	2020
Company car	km	79,000	65,000	140,706	131,802	0	0	219,706	196,802
Private car	km	7,613	8,254	7,399	2,292	26,654	15,995	41,666	26,541
Hire car and taxi	km	5,067	4,253	346	251	26,788	24,088	32,201	28,592
Public transport (bus, tram, underground rail, train)	km	30,325	10,504	27,283	22,733	17,525	9,315	75,133	42,552
Aeroplane	km	182,690	160,000	4,220	7,260	40,626	8,923	227,536	176,183
<b>Total</b>		<b>304,695</b>	<b>248,011</b>	<b>179,954</b>	<b>164,338</b>	<b>111,593</b>	<b>58,321</b>	<b>596,242</b>	<b>470,670</b>

Following a significant reduction in travel in 2020 due to the pandemic-related restriction measures, travel increased again in the reporting year. Nevertheless, it is significantly below the pre-crisis level, with public transport showing the largest relative increase.

In the coming years, S IMMO will also endeavour – as far as the current projects allow – to increase the use of more fuel-efficient and public means of transport and to keep travel activity to a minimum by using new forms of communication technology.

In 2021, S IMMO conducted a voluntary survey to record for the first time the commuting patterns of its employees at all locations, including the hotels. The survey included questions on the average commuting distance and the means of transport primarily used for this. The results were extrapolated on a location-specific basis to the entire workforce. From a Group-wide perspective, a number of different means of transport are used as a result of the different local circumstances and routes to the workplace. The company endeavours to actively encourage its employees to use environmentally friendly options for their commute. The central location of the workplaces featuring well-developed local public transport networks, cycle paths and footpaths is an important factor here. The reimbursement of the costs of benefit cards and annual season tickets for public transport and the creation of carpools are other measures that have already been implemented. In addition, the take-up of the offer to employees to work from home reduces the overall commuting distance.



The fact that the connection to the local public transport network is within walking distance is also an attractive benefit for the employees and the users of properties and helps to minimise the impact on the environment during operations. S IMMO therefore attaches special importance to the existing infrastructure for developments and acquisitions. Bike racks, showers and electric vehicle charging stations reinforce the incentive for more sustainable mobility among employees and visitors and are taken into consideration from the outset in new developments and when properties are modernised.

## Greenhouse gas emissions

S IMMO's efforts to reduce its own energy consumption and that of its tenants and where possible to cover the energy demand using renewable energy sources not only serve to increase energy efficiency, but also pursue the goal of reducing the carbon footprint related to the business activities. As climate change progresses, it poses new challenges for the economy and society and demands from companies that they live up to their responsibility in this respect. It is not only the impacts of climate change on the company and its actions that play a role here, but also the influence the company can exert on climate change.

In the context of this double materiality, i.e. the mutual influences exerted by the climate and business activities on each other, S IMMO has on the one hand added key climate risks to its risk management on the basis of the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) (see annual report starting on page 88) and, on the other, significantly expanded the calculation of the greenhouse gas emissions associated with its activities. This expansion includes broadening the extent of recording the underlying consumption data and additionally calculating indirect emissions. Following the recommendations of the Greenhouse Gas Protocol (GHG Protocol) and in accordance with the financial control approach, the basic scope of the reporting for this carbon accounting is formed by the group of fully consolidated companies of S IMMO (see annual report from page 109).

In terms of the energy consumption of the property portfolio, this consequently means that only the energy purchased by S IMMO is included in the calculation of the direct and indirect emissions under Scope 1 and Scope 2 of the GHG Protocol. Energy consumption where the purchase is made directly by the tenants is regarded as emissions under Scope 3, as no financial control over the terms and conditions of the contract for the energy procurement is given here.

All emission values are calculated in CO<sub>2</sub> equivalents and on the basis of the collected energy consumption data (see page 10)

as well as the kilometres travelled for business or commuting purposes (see page 13). In the case of the company's own vehicles for which no emission factors expressed in CO<sub>2</sub> equivalents are available, a pure CO<sub>2</sub> emission factor has been used. Other greenhouse gases are not shown on an itemised basis in light of the existing data. As biomass is not burned to any significant extent, no biogenic greenhouse gas emissions are recorded. Fugitive emissions, which may arise for example when operating air conditioning and cooling systems, are not presented, as no data is available. On account of the substantial changes and expansions in the area of recording consumption and emissions in the reporting year as well as the gradual return to normal operation of the properties following the restrictions caused as a result of COVID-19 in the previous year, S IMMO has decided to select 2021 as the base year and thus the starting point of the future strategic reduction of its greenhouse gas emissions.

The IT-supported and central monitoring of consumption, which is also linked to the relevant emission factors, also plays a key role here, as do the previously described use of renewable energy sources and the modernisation of infrastructure. The greenhouse gas emissions have also been calculated for the 2020 calendar year using the new methodology for transparency reasons.

### Direct and indirect energy-related emissions (Scope 1 and Scope 2)

S IMMO's direct greenhouse gas emissions under Scope 1 of the GHG Protocol arise on the one hand in the operation of the property portfolio and, on the other, as a result of the use of the Group's own vehicle fleet. The crucial factor here is that greenhouse gas emissions are released directly when fuel is consumed. In the operation of buildings, natural gas, liquefied petroleum gas and heating oil are used as fossil fuel sources, while the company's own vehicles with internal combustion engines use petrol and diesel fuels. In the case of the properties, emission factors of the state environmental office (state of Brandenburg) and of the Environment Agency (Republic of Austria) that are related to the types of consumption are used to calculate the emissions, where possible while taking regional differences within the portfolio into consideration. Emissions data related to the vehicle fleet use engine-specific emission factors in accordance with the vehicle registration documents and the manufacturer's specifications.

In the case of S IMMO, supplying the properties with electricity and district heating is the driver of the indirect energy-related emissions where energy is purchased externally and emissions arise in the course of this driver. In addition, the company's own electric and hybrid vehicles are also supplied with electricity. The GHG Protocol divides these Scope 2 greenhouse gas

emissions into location-based and market-based emissions. The emission factors of the respective overall local or national energy network are used as the basis here for calculating the location-based emissions of the energy consumption. The market-based emissions, in contrast, take into consideration contractual agreements between companies and utility companies and thus also specific emission factors that are guaranteed to the users by the utility companies. As S IMMO attaches great importance to renewable sources as the origin when purchasing electricity and regards this as a significant contribution to strengthening a sustainable energy network, the emissions from the consumption of electricity and district heating are calculated using both the location-based and the market-based method. The difference, in S IMMO's opinion, corresponds to an active saving of greenhouse gas emissions as a result of its deliberate choice of renewable energy sources.

The location-based Scope 2 emissions are calculated using country-specific emission factors that are provided by ecoinvent (version 3.8), the International Energy Agency (IEA) and the Environment Agency (Republic of Austria). Electricity from 100% renewable sources is regarded as carbon-neutral for the calculation of the market-based emissions. An emission factor of the local utility company Wien Energie is additionally applied for the district heating obtained for the Vienna properties. On account of the lack of binding commitments on the part of the utilities, the location-based country-specific emission factors are used for all other market-based calculations.

### Other indirect emissions (Scope 3)

For the calculation of the other indirect greenhouse gas emissions, the Scope 3 emissions, the upstream and downstream supply chains of a company are evaluated for their relevance for the company's own emissions inventory. S IMMO is collecting data on this type of emission for the first time and has classified the following three out of a total of 15 categories pursuant to the GHG Protocol as relevant:

- Category 6: Business travel
- Category 7: Employee commuting
- Category 13: Downstream leased assets

The reason these categories have been selected is that the energy consumption of the properties that is based on supply contracts between tenants and utility companies is directly related to the operation of the buildings and thus the core activity of S IMMO as a portfolio manager. The resulting category 13 emission are thus an integral element of S IMMO's climate footprint, even if it can exert only a limited influence on the consumption patterns of the tenants. More direct is the influence the company has over the frequency and nature of business trips and, as a result of incentives, on the means of transport that its employees choose for their commute, which is why categories 6 and 7 have also been selected. The inclusion of other categories in the greenhouse gas inventory in the future is being evaluated on an ongoing basis, but at the moment not all the necessary data is consistently available for this yet.

In the case of energy-related emissions, the calculations of the Scope 3 emissions follow the principle of the market-based method in order to be able to show the positive effects in the property operations when tenants select renewable energy sources and thus to provide further incentives for the transition to green energy throughout society. The property-related Scope 3 emissions were consequently calculated using the emission factors specified under Scope 1 and Scope 2 (market-based). Emissions associated with business travel and commuting were determined using emission factors of the Department for Environment, Food and Rural Affairs (United Kingdom).

## Greenhouse gas emissions

Emissions indicator	Definition	Unit	Austria		Germany		CEE		Total	
			2021	2020	2021	2020	2021	2020	2021	2020
Direct GHG emissions (Scope 1)	Direct GHG emissions	t CO <sub>2</sub> e	462	394	6,173	5,736	7,833	6,456	14,468	12,586
Indirect energy-related GHG emissions (Scope 2)	Location-based indirect energy-related GHG emissions	t CO <sub>2</sub> e	2,623	2,379	3,403	3,082	15,210	13,349	21,237	18,810
	Market-based indirect energy-related GHG emissions	t CO <sub>2</sub> e	202	180	2,427	2,100	5,144	13,349	7,773	15,628
Other indirect GHG emissions (Scope 3)	Other indirect GHG emissions	t CO <sub>2</sub> e	2,161	2,033	14,110	13,592	445	302	16,716	15,927
	of which category 6: Business travel	t CO <sub>2</sub> e	31	27	3	2	16	9	51	38
	of which category 7: Employee commuting	t CO <sub>2</sub> e	122	no data collected	77	no data collected	140	no data collected	339	no data collected
	of which category 13: Downstream leased assets	t CO <sub>2</sub> e	2,008	2,006	14,030	13,590	289	293	16,326	15,889
GHG emissions intensity	GHG emissions intensity ratio (Scopes 1 and 2 location-based)	kg CO <sub>2</sub> e/m <sup>2</sup>	23	20	17	16	63	58	34	31
	GHG emissions intensity ratio (Scopes 1 and 2 market-based)	kg CO <sub>2</sub> e/m <sup>2</sup>	5	4	16	14	35	58	21	28
	Main lettable area	m <sup>2</sup>	137,063	137,060	553,916	543,431	365,811	340,642	1,056,790	1,021,123

The higher utilisation of buildings and increased travel activities in the wake of the relaxation of measures to contain the COVID-19 pandemic led to higher energy consumption in 2021 and subsequently to a general increase in greenhouse gas emissions and their intensities. In addition, emissions related to employees commuting, recorded for the first time, increase the values for the reporting year. Through extensive purchasing of electricity from 100% renewable sources for the CEE portfolio, it was possible to significantly reduce overall Scope 2 emissions under the market-based approach.

# Social

S IMMO is not just an employer but a provider of real estate that meets people's basic need for space to live and work. This mission gives rise to a particularly close relationship with and responsibility for our community at large, a responsibility also reflected in the material topics our stakeholders defined during the materiality analysis conducted in 2021.

The following material topics are explained in this section:

- Diversity and equal opportunities
- Employee satisfaction and employer attractiveness
- Training
- Tenant satisfaction
- Data protection

The first three topics deal with employees, who are the lifeblood of S IMMO. After all, highly qualified and satisfied employees are an essential factor for the success of any company. Respect, trust and mutual esteem are the key pillars of social interaction at S IMMO and qualified employees are S IMMO's most important asset. The company attaches particular importance to providing the team with a motivating working environment as well as the personal scope for development and the ability to strike a healthy balance between work and family life. S IMMO sup-

ports an open corporate culture in which cooperation as well as the satisfaction and health of all employees are promoted at all levels.

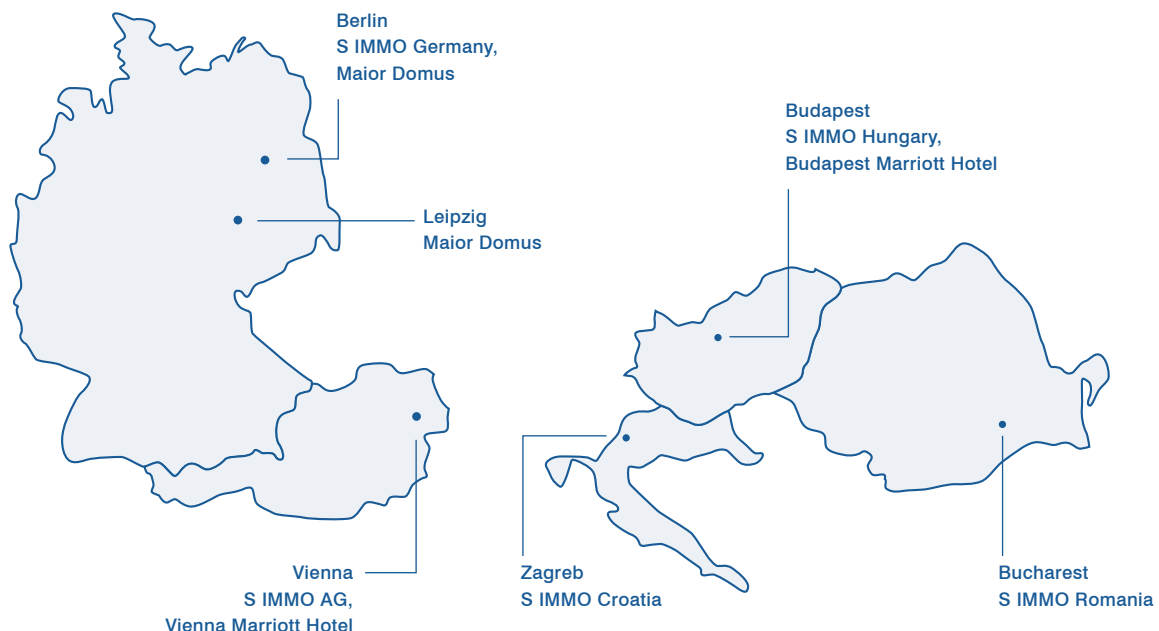
S IMMO aspires to attract the best people in order to actively shape the company's future together with them each and every day. Knowing that this will only happen if the company empowers its staff to achieve a healthy work-life balance, S IMMO constantly endeavours to provide an environment where employees can reconcile these two aspects of their lives. This generates motivation, promotes team spirit and fosters a feeling of solidarity.

Attaining these goals requires effective personnel management spearheaded locally by the subsidiaries at the various locations. This approach enables local managing directors to react to and support the needs and challenges of their local teams.

In expanding reporting in general, S IMMO has also increased the level of detail provided regarding employee data. For the first time, this includes the employees of the Marriott hotels in Vienna and Budapest. Where reference is made in the following to S IMMO, this should be understood to include all employees in Austria, Germany, Hungary, Croatia and Romania, plus hotel

## S IMMO locations

---



employees in Vienna and Budapest for the first time. If a key indicator does not refer to all locations, this is explicitly stated.

Some data diverges from that reported in the previous year due to the above changes in collection and analysis methods and internal processes. In order to guarantee comparability of key performance indicators, 2020 figures are presented according to the new methodology and include hotel employees.

## Employees

S IMMO has employees in five countries (Austria, Germany, Hungary, Croatia and Romania). These local teams also manage business activities in Slovakia, Czechia and Bulgaria. Responsibility for human resources activities and compliance with all country-specific and labour law requirements lies with the subsidiaries. Moreover, team size and structure and the focus of business activities vary (sometimes substantially) from subsidiary to subsidiary, which is why uniform standards and processes have not been consistently implemented across the

S IMMO Group to date. S IMMO values direct channels of communication and the most immediate possible exchange of information between employees and their supervisors. Annual performance reviews conducted with each staff member are standard within the company, as are events to build team spirit.

S IMMO's employees are the manifestation of the company's comprehensive expertise and make a significant contribution to the company's success. The Group employed an annual average of 543 people (2020: 597) on a headcount basis, including employees for hotel operations and excluding dormant staff and interns. Excluding hotel employees, the number of employees was 133 (2020: 130).

The two hotels – Vienna Marriott and Budapest Marriott – are operated under management agreements. Management of the hotel staff is the responsibility of the respective hotel's management and is outside S IMMO's control.

### Overview of employees as of 31 December

	Austria		Germany		CEE		Total	
	2021	2020	2021	2020	2021	2020	2021	2020
<b>Number of employees (headcount)</b>	<b>264</b>	<b>257</b>	<b>70</b>	<b>74</b>	<b>227</b>	<b>197</b>	<b>561</b>	<b>528</b>
<b>Average age in years</b>	<b>38.3</b>	<b>38.1</b>	<b>42.6</b>	<b>43.0</b>	<b>38.7</b>	<b>39.6</b>	<b>39.0</b>	<b>39.4</b>
<b>Women, total</b>	<b>109</b>	<b>112</b>	<b>34</b>	<b>36</b>	<b>114</b>	<b>102</b>	<b>257</b>	<b>250</b>
<b>Men, total</b>	<b>155</b>	<b>145</b>	<b>36</b>	<b>38</b>	<b>113</b>	<b>95</b>	<b>304</b>	<b>278</b>
<b>Number of employees, under 30 years old*</b>	<b>4</b>	<b>2</b>	<b>11</b>	<b>12</b>	<b>69</b>	<b>44</b>	<b>84</b>	<b>58</b>
Women*	2	2	6	7	40	31	48	40
Men*	2	0	5	5	29	13	36	18
<b>Number of employees, 30–50 years old*</b>	<b>28</b>	<b>29</b>	<b>34</b>	<b>37</b>	<b>114</b>	<b>117</b>	<b>176</b>	<b>183</b>
Women*	16	17	20	21	61	63	97	101
Men*	12	12	14	16	53	54	79	82
<b>Number of employees, over 50 years old*</b>	<b>14</b>	<b>11</b>	<b>25</b>	<b>25</b>	<b>44</b>	<b>36</b>	<b>83</b>	<b>72</b>
Women*	5	4	8	8	20	15	33	27
Men*	9	7	17	17	24	21	50	45

## Overview of employees as of 31 December

	Austria		Germany		CEE		Total	
	2021	2020	2021	2020	2021	2020	2021	2020
<b>Women, total in %</b>	<b>50.0</b>	54.8	<b>48.6</b>	48.6	<b>50.2</b>	51.8	<b>45.8</b>	47.3
<b>Men, total in %</b>	<b>50.0</b>	45.2	<b>51.4</b>	51.4	<b>49.8</b>	48.2	<b>54.2</b>	52.7
<b>Number of employees, under 30 years old in %*</b>	<b>8.7</b>	4.8	<b>15.7</b>	16.2	<b>30.4</b>	22.3	<b>15.0</b>	11.0
Women, in %*	4.3	4.8	54.5	58.3	58.0	70.5	57.1	69.0
Men, in %*	4.3	0.0	45.5	41.7	42.0	29.5	42.9	31.0
<b>Number of employees, 30–50 years old in %*</b>	<b>60.9</b>	69.0	<b>48.6</b>	50.0	<b>50.2</b>	59.4	<b>31.4</b>	34.7
Women, in %*	34.8	40.5	58.8	56.8	53.5	53.8	55.1	55.2
Men, in %*	26.1	28.6	41.2	43.2	46.5	46.2	44.9	44.8
<b>Number of employees, over 50 years old in %*</b>	<b>30.4</b>	26.2	<b>35.7</b>	33.8	<b>19.4</b>	18.3	<b>14.8</b>	13.6
Women, in %*	10.9	9.5	32.0	32.0	45.5	41.7	39.8	37.5
Men, in %*	19.6	16.7	68.0	68.0	54.5	58.3	60.2	62.5

\* For the age structure data, the Austria column only includes the data for S IMMO AG in Vienna. The data for the Vienna Marriott Hotel is not available in full.

## Employees by type of contract as of 31 December

	Austria		Germany		CEE		Total	
	2021	2020	2021	2020	2021	2020	2021	2020
<b>Number of employees with a permanent contract*</b>	<b>244</b>	238	<b>70</b>	74	<b>37</b>	25	<b>351</b>	337
Women*	23	23	33	36	22	15	78	74
Men*	20	17	37	38	15	10	72	65
<b>Number of employees with a temporary contract</b>	<b>20</b>	19	<b>0</b>	0	<b>190</b>	172	<b>210</b>	191
Women	5	6	0	0	92	87	97	93
Men	15	11	0	0	98	85	113	96
<b>Total</b>	<b>264</b>	257	<b>70</b>	74	<b>227</b>	197	<b>561</b>	528

\* In the data on gender distribution among employees with permanent contracts, only data for S IMMO AG in Vienna is included in the Austria column. The data for the Vienna Marriott Hotel is not available in full.

## Employees by type of employment as of 31 December

	Austria		Germany		CEE		Total	
	2021	2020	2021	2020	2021	2020	2021	2020
<b>Number of full-time employees</b>	<b>231</b>	<b>226</b>	<b>56</b>	<b>58</b>	<b>215</b>	<b>182</b>	<b>502</b>	<b>466</b>
Women	82	83	27	35	106	93	215	211
Men	149	143	29	23	109	89	287	255
<b>Number of part-time employees</b>	<b>33</b>	<b>31</b>	<b>14</b>	<b>16</b>	<b>12</b>	<b>15</b>	<b>59</b>	<b>62</b>
Women	27	28	7	8	8	9	42	45
Men	6	3	7	8	4	6	17	17
<b>Total</b>	<b>264</b>	<b>257</b>	<b>70</b>	<b>74</b>	<b>227</b>	<b>197</b>	<b>561</b>	<b>528</b>

### Diversity, equal opportunities and employee retention

Diversity, equal opportunities and integration are key competitive advantages and fundamental tenets at S IMMO. As an internationally operating group, S IMMO employs people from many different countries. The Group considers a wealth of languages and cultures to be an extremely valuable resource. S IMMO is committed to providing a discrimination-free work environment characterised by mutual trust in which everyone is treated with dignity and respect. Every team member is appreciated, regardless of gender, age, physical or mental limitations, marital status, sexual orientation, skin colour, religious or political beliefs, ethnic or social background or nationality.

There were no reported cases of discrimination at S IMMO based on personal background, skin colour, gender, religion, political affiliation, national origin or social background in 2021 or the previous year.

The average age of employees was 39.0 in the reporting year (2020: 39.4).

S IMMO AG has set itself the goal of continuously increasing the proportion of women in management positions and is expressly committed to the advancement of women. Female employees accounted for 45.8% of the workforce as of 31 December 2021 (2020: 47.3%). Not including the employees of the two hotels, the percentage of women working at S IMMO and its subsidiaries is 52.6% (2020: 53.1%).

Senior managers are defined at S IMMO as employees at the Vienna location with HR responsibility (excluding the Management Board) and the managing directors of the subsidiaries. Only managing directors are considered senior managers at the hotels. As of 31 December 2021, the proportion of women in senior management was 34.5% (2020: 32.1%). Excluding the hotels, this figure was 42.9% (31 December 2020: 38.5%).

## Gender distribution in % as of 31 December

	Austria		Germany		CEE		Total	
	2021	2020	2021	2020	2021	2020	2021	2020
<b>Senior managers</b>								
Women	35.3	35.3	50.0	50.0	30.0	22.2	34.5	32.1
Men	64.7	64.7	50.0	50.0	70.0	77.8	65.5	67.9
Under 30 years old	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
30–50 years old	58.8	52.9	50.0	50.0	60.0	66.7	58.6	57.1
Over 50 years old	41.2	47.1	50.0	50.0	40.0	33.3	41.4	42.9
<b>Non-management employees</b>								
Women*	58.8	64.5	48.5	48.6	52.4	55.2	52.2	54.5
Men*	41.2	35.5	51.5	51.4	47.6	44.8	47.8	45.5
Under 30 years old*	8.8	6.5	16.2	16.7	34.8	26.7	27.3	21.6
30–50 years old*	64.7	74.2	50.0	50.0	47.6	53.3	50.2	54.9
Over 50 years old*	26.5	19.4	33.8	33.3	17.6	20.0	22.5	23.5

\* In the data on non-management employees, the Austria column only includes data for S IMMO AG in Vienna. Data for the Vienna Marriott Hotel are not available in full.

With the company's best interests in mind, the emphasis when making appointments to the Management Board and the Supervisory Board has been on the maximum degree of professional skill and international experience possible. In addition, the company makes a conscious effort to ensure a diverse composition with regard to professional qualifications and educational background, regardless of gender. There were no women on the Management Board of S IMMO AG in the reporting year. This situation was considered when seeking a successor to the CEO and appointing a third Management Board member in the first

quarter of 2021; the consultant engaged was explicitly instructed to consider female candidates. Despite a conscientious process, regrettably it was not possible to increase the share of women on the company's Management Board. The company remains clearly committed to the goal of appointing women to the company's Management Board over the medium term. In accordance with the legal requirements for a 30% quota of women, three members of the Supervisory Board must be female. S IMMO met these requirements as of 31 December 2021.

## Members of the Supervisory Board and Management Board as of 31 December

	Supervisory Board		Management Board	
	2021	2020	2021	2020
<b>By gender</b>				
Women	3	2	0	0
Men	8	2	3	2
<b>By age group</b>				
Under 30 years old	0	0	0	0
30–50 years old	5	2	0	0
Over 50 years old	6	2	3	2
<b>Total</b>	<b>11</b>	<b>4</b>	<b>3</b>	<b>2</b>

## Members of the Supervisory Board and Management Board as of 31 December

	Supervisory Board		Management Board	
	2021	2020	2021	2020
<b>By gender, in %</b>				
Women	27.3	50.0	0.0	0.0
Men	72.7	50.0	100.0	100.0
<b>By age group, in %</b>				
Under 30 years old	0.0	0.0	0.0	0.0
30–50 years old	45.5	50.0	0.0	0.0
Over 50 years old	54.5	50.0	100.0	100.0

The locations in which S IMMO subsidiaries operate are barrier-free, and ease of access is taken into account for all new buildings. As of 31 December 2021, a total of 12 people (2020: 11) with long-term physical, mental or psychological impairments or impairment of their sensory functions were employed.

S IMMO is committed to the idea that positive work-life balance is a key factor in ensuring greater motivation and dedication as well as improved performance by employees. In addition, a good work-life balance contributes substantially to equal opportunities within the company. S IMMO strives to offer all employees flexible working hours, working from home and the option of personalised working and part-time work patterns, including in

conjunction with study or training. Paternal leave and sabbaticals are also supported, as are various schemes to simplify re-entry into the workplace after parental leave. Such opportunities are positively viewed and very well received by S IMMO employees.

As of 31 December 2021, 10.5% of staff members were employed on a part-time basis (2020: 11.7%), 71.2% of whom were women (2020: 72.6%). 31 employees were on parental leave as of 31 December 2021 (2020: 35). In the reporting year, 10 employees returned from parental leave, of which 9 were women and 1 was a man.

## Parental leave as of 31 December

	Austria		Germany		CEE		Total	
	2021	2020	2021	2020	2021	2020	2021	2020
<b>Number of employees on parental leave</b>	<b>12</b>	<b>10</b>	<b>2</b>	<b>3</b>	<b>17</b>	<b>22</b>	<b>31</b>	<b>35</b>
Women	12	10	1	3	17	22	30	35
Men	0	0	1	0	0	0	1	0
<b>Number of employees returning from parental leave</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>10</b>	<b>3</b>
Women	3	2	3	0	3	1	9	3
Men	0	0	1	0	0	0	1	0

It is particularly important for S IMMO that employees' families are also involved in various events. Children are happy when they get to know their parents' workplace, spouses and family members gain an understanding for the business model and contact between families strengthens team spirit and promotes identification with the company. In order to continuously encourage a feeling of togetherness, a variety of events are organised.

In Austria, these include an annual summer festival, to which families are invited, a Christmas party, team excursions and joint participation in events such as the Business Run in Vienna. It was possible to stage these events and activities only to a limited extent in the reporting year owing to the COVID-19 pandemic. However, S IMMO assumes that it will once again have the opportunity to hold joint events in 2022.

The satisfaction and well-being of the team is one of S IMMO's key assets, and the greatest care will also be taken to maintain this in future. Making the best possible use of the personal strengths and potential of all employees is not only in the company's own interest, but also increases the motivation and identification of all employees with the company on a sustainable basis. S IMMO intends to remain an employer of choice and to continue to meet employee needs. S IMMO maintains a company-wide open-door policy and constantly strives to bring all kinds of conflicts to a quick and non-bureaucratic conclusion that is satisfactory to all sides.

The average period of service across all locations (excluding the Vienna Marriott hotel) is 7.4 years (2020: 8.3 years). S IMMO considers this period of service to be a positive sign that the company is viewed as a desirable employer by employees.

Not including the hotels, the fluctuation rate was 14.6% at S IMMO's branches (2020: 11.0%). The two hotel operations had extremely volatile staffing requirements on account of the various lockdowns, and the overall turnover rate for all locations was 67.0% in the reporting year (2020: 64.4%).

#### Hires, 01 January to 31 December\*

	Austria		Germany		CEE		Total	
	2021	2020	2021	2020	2021	2020	2021	2020
<b>By gender</b>								
Women	2	1	7	10	49	15	58	26
Men	5	0	6	4	37	14	48	18
<b>By age group</b>								
Under 30 years old	2	1	5	5	62	16	69	22
30–50 years old	1	0	4	7	19	13	24	20
Over 50 years old	4	0	4	2	5	0	13	2
<b>Total</b>	<b>7</b>	<b>1</b>	<b>13</b>	<b>14</b>	<b>86</b>	<b>29</b>	<b>106</b>	<b>44</b>
<b>By gender, in %</b>								
Women	28.6	100.0	53.8	71.4	57.0	51.7	54.7	59.1
Men	71.4	0.0	46.2	28.6	43.0	48.3	45.3	40.9
<b>By age group, in %</b>								
Under 30 years old	28.6	100.0	38.5	35.7	72.1	55.2	65.1	50.0
30–50 years old	14.3	0.0	30.8	50.0	22.1	44.8	22.6	45.5
Over 50 years old	57.1	0.0	30.8	14.3	5.8	0.0	12.3	4.5

\* No data available for the Vienna Marriott hotel.

## Departures and turnover, 01 January to 31 December

	Austria		Germany		CEE		Total	
	2021	2020	2021	2020	2021	2020	2021	2020
<b>Departures</b>								
<b>By gender</b>								
Women	42	40	9	3	139	165	190	208
Men	34	34	8	8	132	134	174	176
<b>By age group</b>								
Under 30 years old	37	44	5	1	98	95	140	140
30–50 years old	27	22	7	5	127	155	161	182
Over 50 years old	12	8	5	5	46	49	63	62
<b>Total</b>	<b>76</b>	<b>74</b>	<b>17</b>	<b>11</b>	<b>271</b>	<b>299</b>	<b>364</b>	<b>384</b>
<b>Turnover in %</b>								
<b>By gender</b>								
Women	16.0	14.2	12.1	4.1	67.3	68.0	35.0	34.9
Men	13.0	12.1	10.7	10.9	63.9	55.2	32.0	29.5
<b>By age group</b>								
Under 30 years old	14.1	15.7	6.7	1.4	47.4	39.2	25.8	23.5
30–50 years old	10.3	7.8	9.4	6.8	61.5	63.9	29.6	30.5
Over 50 years old	4.6	2.8	6.7	6.8	22.3	20.2	11.6	10.4
<b>Total</b>	<b>29.0</b>	<b>26.4</b>	<b>22.8</b>	<b>15.0</b>	<b>131.2</b>	<b>123.2</b>	<b>67.0</b>	<b>64.4</b>

\* Turnover is calculated using the Confederation of German Employers' Associations (Bundesvereinigung der Deutschen Arbeitgeberverbände) formula and does not distinguish between voluntary and involuntary departures (departures/average headcount in the period).

### Labour standards and occupational safety

Healthy employees are the foundation of a successful company. This is why preserving and promoting the health of S IMMO employees is so important. S IMMO pledges to provide all its employees a safe and healthy working environment and to practise accident prevention for the protection of employees, tenants and visitors.

The company has employees in European Union countries only and complies with all legal requirements regarding wages and working hours. S IMMO pledges to pay employees fair and living wages and salaries, and to fully respect the results of collective bargaining. Standard policies include fair work conditions and benefits (part-time work, job protection for expectant mothers, regular paid holiday and sick leave and paid parental leave).

In January 2021, a Works Council (in-house governing body representing employee interests) was elected at the Vienna location. It has three members (one woman and two men) and three deputy members (three women). The Works Council is authorised to take action including entering into works agreements and is involved in dismissals and redundancies. More-

over, all three members are seconded to the Supervisory Board, which provides additional representation of employee interests in this forum as well.

The Management Board welcomed and supported the election of the Works Council. The Management Board maintains an open relationship with the Works Council in Vienna based on a foundation of trust, and conducts constructive and collaborative dialogue with this body to ensure a fair balance of interests. S IMMO's corporate culture includes professional interaction with employee representatives without any preferential or disadvantageous treatment whatsoever.

Moreover, S IMMO mainly focuses on prevention, offering employees various preventive measures as part of the company's health services. At the Vienna location, for instance, employees can take advantage of an annual check-up and seasonal vaccinations. For this purpose, S IMMO is always enquiring about current and new options that can be implemented in the company health promotion plan. As in the previous year, an occupational physician was also regularly available in Vienna in 2021 to answer questions employees might have about COVID-19. The preventive measures against COVID-19 are outlined below.

S IMMO complies with local occupational safety laws to ensure employee safety. These include first aid and fire prevention measures in particular. The Vienna location has a safety officer and several first responders on staff.

The company assesses the risk of accidents and injuries to be comparatively low for employees at the S IMMO locations due to their primary activity being office work and the risk faced by hotel employees to be slightly higher on account of their work. Preserving and promoting health of staff and avoiding workplace accidents and work-related illnesses are clear goals the company pursues. However, the company considers sick days to be only minimally suitable as a performance indicator for assessing the health and well-being of employees. Employees are encouraged to recover fully from illnesses and injuries before returning to work. In addition, the company is dedicated to enabling employees to balance work and their personal lives, not least to offset stress and encourage mental health.

In the reporting year, S IMMO collected accumulated sick leave data relating to its employees for all locations (including the hotels). On average, employees at all locations took 6.7 (counted from the first day) days of sick leave (2020: 9.9). An additional 21 employees were on long-term sick leave in 2021. The definition of long-term sick leave is country-specific. Sick leave counted from the date on which the government begins to pay continued wages, rather than the company, is long-term sick leave.

In the 2021 reporting year, COVID-19 was the main employee health issue once again. The remote working and workplace safety rules previously established continued to pay off in the 2021 financial year. Thanks to extensive IT infrastructure that made working remotely possible without technical limitations or limitations on the type of work performed, S IMMO was able to continue operating at all times. The managing directors of S IMMO's subsidiaries regularly exchanged information with the Management Board and a dedicated COVID-19 working group in Vienna was able to react in real time to new developments. Government vaccination programmes were received very well by employees at all S IMMO locations.

The strictest possible safety standards and a robust testing system were implemented at the Vienna location. In spring 2021, employees were provided the opportunity to participate in a company vaccination programme with the result that the vaccination rate had already topped 90% at the start of the summer months. The COVID working group monitors the legal situation on an ongoing basis and modifies the applicable rules in the offices. This enabled the company to also rapidly implement the "3-G rule" (which stands for "geimpft, genesen, getestet" or vaccinated, recovered, tested) in effect from autumn onwards.

In addition to all applicable rules and regulations, S IMMO always considered it vital to flexibly address individual needs, challenges and sometimes risks faced by employees. The idea that the pandemic is just a health crisis falls short. It is important to also take into account the psychological effects and the particular situation of individuals and to ensure the well-being of the team beyond just physical safety.

Both management and the S IMMO team are very happy with the measures adopted in relation to occupational health and safety. The company will therefore keep them in place.

S IMMO recorded 20 work-related injuries to employees in 2021 (2020: 9). All of those occurred exclusively in the hotels. No fatalities occurred in 2021 (2020: 0).

In addition to the safety of its own employees, S IMMO is also dedicated to ensuring safety at the company's construction sites. S IMMO's service providers and partner companies ensure that everyone involved in construction is protected in line with local statutory provisions. S IMMO therefore abides by high quality standards when selecting partner companies and opts for companies which attach great importance to factors such as safety in the workplace and employee protection. For example, in Germany S IMMO works in conjunction with partners who are ISO-certified in the area of energy, environmental and quality management. None of S IMMO's employees primarily work on construction sites. When selecting service providers, S IMMO will also exercise the utmost care and focus on the highest safety standards in future.

## Remuneration and continuing education

S IMMO considers remunerating employees appropriately to be very important. In all countries in which S IMMO has employees, all legal provisions and requirements are conscientiously observed. Employees in Austria are covered by a collective agreement. The company compensates employees at market rates. Remuneration comprises a fixed salary – depending on the position – and often includes performance-based variable remuneration components as well. (For details, see the Remuneration Report, which is published on the company's website along with the other mandatory reporting no later than 21 days prior to the Annual General Meeting.) The principle of equal opportunity underpins the company's remuneration policy as well as personnel development efforts.

The majority of S IMMO employees have completed high-quality training programmes and have many years of professional experience, which is also reflected in the statistics on age groups and years of service. The company therefore has a wealth of expertise to draw on. Attracting and retaining highly qualified and motivated employees is a major factor in the company's success. When such employees leave, this affects the company negatively. In addition to losing knowledge, a departure can also adversely affect business activities, for instance if projects are delayed as a result. Moreover, filling positions and training new employees takes up resources.

Human resources management is handled locally by the individual subsidiaries so that individual employees' needs may be met optimally and to ensure that local law is followed. Focused support for employee training and continuing education in both the personal and the professional realms is important to S IMMO. S IMMO regards performance reviews between employees and their line managers as a key tool for identifying training and continuing education potential. In addition to goal setting, the aims of the review are, amongst others, to provide the opportunity for reciprocal feedback, to improve the quality of cooperation between employees and their managers, to groom employees in an efficient and targeted manner for their current and future roles, and to improve the corporate culture and climate of communication.

The primary focus in training and continuing education is on expanding employees' industry-specific knowledge, for example through the completion of postgraduate programmes in the field of real estate. The company also supports staff who wish to take advantage of coaching and language courses. The agreed training courses are provided by third-party institutions and service providers.

In the 2021 financial year, there were no measures or programmes integrated into S IMMO's operations to provide training or professional development to employees or assist employees entering retirement or ending their employment.

In the coming years, in-house training will be expanded, not least to enable knowledge existing within the company to be utilised more extensively. The company plans to additionally enhance knowledge management with a digital training platform as part of a broad-based digital transformation initiative throughout the Group. Above all, this will strengthen employees' digital skills. Other plans include using e-learning for in-house courses on subjects such as data protection and compliance.

In the reporting year, the S IMMO Group trained an average of 56 apprentices (2020: 40), 53 of whom were trained at the two Marriott hotels. Except for the property management company Maior Domus in Germany, S IMMO itself does not generally train apprentices. That company had 2.5 apprentices on average over the year (2020: 2.5). They spend time in all departments of the property management company as part of their three-year training programme and take on responsibility for overseeing their own properties from their second year, where they are supported by mentors. Apprentice training is an integral part of Maior Domus's human resources policy and a valuable investment in the future.

No complete set of data on employee training and continuing education is collected for the Group. In Austria, EUR 30,000 (EUR 652 per employee) was spent on further education and training. S IMMO Germany invested EUR 1,200 (EUR 62 per employee), Maior Domus EUR 13,324 (EUR 242 per employee) in the training of employees. No data was reported by the locations in Budapest, Bucharest, or Zagreb. Work is under way on developing a uniform way to collect this data Group-wide.

## Tenants

As a property holding company, tenants play a central role for S IMMO. Properties are designed for people and intended to meet their need for living and work space. S IMMO treats its tenants as equal partners and always strives for respectful dialogue. A positive relationship between S IMMO and its tenants is essential for the success of the business and the company's reputation.

S IMMO has always done its utmost to maintain a good, open and honest relationship with its tenants. At the start of the COVID-19 pandemic in particular, many questions remained unanswered and the ongoing exchange of information with tenants was key to working jointly to quickly find suitable solutions for individual tenants. S IMMO always strives to pursue a cooperative approach that complies with national laws – that is the only way to achieve an outcome acceptable to both parties. At the same time, the last year showed that the industries seriously affected often recovered faster and more completely than initially expected.

### Tenant satisfaction

It is particularly important for S IMMO to ensure that satisfied tenants live in the company's properties for the long term. The company aims to achieve this goal by respectfully and continually communicating with tenants as equals and especially by offering tenants a complete range of services. The local teams on-site are the key players: They know the properties inside and out and maintain contact with potential and current tenants.

Maior Domus is S IMMO's own property management company, which manages properties and tenants in its own real estate portfolio in Germany. S IMMO Hungary manages tenants and properties in Budapest. The sometimes very small teams at other locations are supported by external service providers.

This approach allows S IMMO to quickly and flexibly react and act in all situations. For the company, regular dialogue and direct contact with tenants are the foundation for long-term partnerships on a basis of mutual trust and are a key success factor.

## Quality, safety and consumer protection

All of S IMMO's properties provide an excellent quality of life. Regular inspections as well as maintenance and modernisation projects at the individual properties ensure a safe and healthy environment for tenants and are an integral part of the company's day-to-day business. When any existing property is renovated or when the company develops a new project, the top priorities are always achieving the highest possible level of tenant satisfaction and guaranteeing profitability while at the same time focusing on resource conservation and sustainability.

## Stakeholders and society

S IMMO takes care to cultivate relationships with its stakeholders and enable them to personally share their views and experiences. Due to the pandemic, these efforts were again replaced by virtual alternatives in 2021. Our shareholders were most affected by this. The extraordinary shareholders' meeting in June 2021 and the Annual General Meeting in October 2021 were again held virtually for safety reasons. This is why S IMMO initiated a question-and-answer session ahead of the extraordinary shareholders' meeting at which S IMMO CEO Bruno Ettenauer discussed issues and provided answers to private shareholders. The format proved to be very popular and was continued when quarterly reports were published as well. In addition, many individual discussions were held virtually with investors in 2021, and the Management Board and IR team took part in numerous virtual and a few in-person roadshows.

### Stakeholder relations

Continual dialogue with various stakeholder groups is important to S IMMO. The teams at the subsidiaries in Austria, Germany, Hungary, Romania and Croatia are familiar with local conditions and in some cases have long-standing relationships with the relevant stakeholders. Respectful interaction and communication as equals with all stakeholder groups is the foundation for successful cooperation. The company communicates with individual stakeholder groups through the relevant departments or the local teams. As part of the materiality analysis conducted in 2021, stakeholder groups were identified whose influence on and interest in the company is particularly large (see page 2).

S IMMO regularly challenges its communications activities to better meet the needs of stakeholder groups. In the reporting year, the company identified an increased need for information by S IMMO shareholders regarding the takeover offer by IMMO-FINANZ and the resulting extraordinary shareholders' meeting. The question-and-answer session for shareholders introduced for this purpose allowed investors to call in and ask CEO Bruno Ettenauer questions directly as well as to discuss current company and market developments with him. The question-and-answer sessions in the reporting year were held immediately after publication of the quarterly financials. The company plans to continue them in the following year.

Employees are also informed about recent developments using established channels of communication. In specific instances, the Management Board held virtual meetings to address the team in real time to provide information and context for the current situation. Moreover, employees are always free to meet one-on-one with individual Management Board members.

In order to ensure optimal tenant satisfaction, S IMMO maintains an ongoing exchange of information with its tenants. The local teams serve as their expert point of contact on site and seek solutions individually tailored to meet our tenants' needs (see the Tenant satisfaction section for more information).

In the reporting year, the economic uncertainty associated with the COVID-19 pandemic also gave rise to increased information requirements among this stakeholder group. S IMMO always strives to partner with tenants to find solutions tailored to their needs and acceptable to both parties.

## Human rights

S IMMO is aware that companies' activities can have an impact on human rights. The company has identified the following possible areas of risk in its business activities with an impact on human rights and manages these actively: protection of minors, prohibition against child labour and forced labour, protection of women's rights, protection of minorities, the right to equal opportunity and equal treatment, the prohibition against discrimination, occupational health and safety, the right to fair compensation and responsible management of employees.

S IMMO is committed to complying with the Universal Declaration of Human Rights, the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and eight fundamental conventions, and the OECD Guidelines for Multinational Enterprises. With regard to its employees, the company complies with the law, supports employee rights, is committed to the freedom of assembly and ensures that the interests of its employees are represented, if applicable, by a works council elected by employees. As of 31 December 2021, only the location in Vienna had elected a works council.

In particular, S IMMO pledges to adhere to Council Directive 76/207/EEC of 09 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment and the 1979 UN Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). S IMMO also undertakes to promote and protect the rights of minorities as laid down in the 1992 United Nations Minorities Declaration. S IMMO is additionally committed to complying with the UN Convention on the Rights of the Child and is therefore not at all involved in and does not condone the illegal employment or exploitation of children through work.

All employees are responsible for contributing to a working environment that is free of sexual harassment, putting a stop to unacceptable behaviour and reporting such incidents. The management is obliged to ensure equal opportunities, take action against violations of these standards and impose disciplinary measures.

In addition, S IMMO recognises the right to clean water as a fundamental human right. The company holds the view that sustainable water reserves, safe drinking water and the protection of ecosystems and communities with appropriate sanitation facilities and equipment are basic needs. The company therefore ensures that employees and tenants are supplied with clean water throughout its entire property portfolio, both in property development and in property management.

The company encourages its employees to report suspected violations of S IMMO's human rights policy and ensures confidentiality. The central point of contact in such cases is S IMMO's Compliance Officer, who will contact management and convene a committee to resolve the case if necessary. A whistleblower platform was also rolled out to enable anonymous reporting.

There were no human rights violations at any of S IMMO's branches in the reporting year.

### Personal privacy and data protection

Respecting personal privacy and protecting data are key issues for S IMMO and our stakeholders. Special importance is attached to protecting the personal data of employees and business partners. The theft and loss of personal data can have a negative impact on the company and have a lasting effect on the foundation of trust between it and its stakeholder groups.

Business operations can grind to a halt if companies lose business data or are permanently or even only temporarily prevented from accessing it by third parties. This can also tarnish the company's reputation.

Prior to the entry into force of the EU General Data Protection Regulation (GDPR) in 2018, an in-house working group composed of employees from various departments such as Legal, IT and Corporate Communications & Investor Relations was formed to combat these risks.

The working group is responsible for creating and implementing internal data protection policies and updating the processing register that documents flows of personal data. The working group is an important internal point of contact for employees with regard to data protection law. Since it was elected in January 2021, the Works Council of S IMMO AG has also been included in meetings as necessary to ensure that employee interests and rights are represented. In addition, the members

monitor the decisions of the Austrian Data Protection Authority (DSB) along with recent developments, and consult external legal experts as needed.

There were no complaints of GDPR violations by S IMMO in the 2021 financial year.

Secure IT infrastructure and protection against cyber crime are critically important for guaranteeing that both personal and business data remain protected. S IMMO employs state-of-the-art IT infrastructure, including current hardware and regular software and operating system updates. The IT department at S IMMO is supported by a well-known IT services company that has been in business for many years. Machine learning, which can detect anomalies in the system, is one technology used to identify the danger of cyberattacks at an early stage.

Damage containment procedures are initiated immediately when the loss of company-issued laptops or mobile phones is reported without delay. One of these measures is called "remote wipe" and involves deleting the data remotely and therefore preventing third parties from accessing it. Another key safeguard in this context is active user management to minimise damage in the event of a cyberattack. The targeted allocation of user permissions and roles ensures, for example, that they can only access the documents they require. Details on further IT safeguards can be found in the annual report starting on page 96.

No cyberattacks on S IMMO's IT infrastructure were recorded in 2021. There were also no leaks or thefts/loss of personal data.

### Commitment to society and the local community

At S IMMO, we consider it important to take responsibility for issues beyond just our core business and to support charitable projects in the countries in which we do business. These include various projects by Caritas to provide shelter in Austria, Hungary, Romania and Bulgaria by giving people in crisis a place to live and young people prospects for the future.

For instance, we support four Hope Houses serving orphaned children and youth in Alba Iulia (Romania), a children's home in Stremț (Romania) and a facility in Pokrovan (Bulgaria), a village that has long seen a high emigration rate, which is why many of its inhabitants live alone and in poverty. Members of the Roma minority in Hungary are often affected by poverty and unemployment. Here, S IMMO supports the "Unser Haus (Our

House)” community centre, which provides care to socially disadvantaged children and adolescents. To promote sustainable development and change, S IMMO is keen to commit to long-term partnerships in countries in which it operates.

It is likewise very important to S IMMO that its employees are actively involved in social projects. In recent years, the S IMMO team in Austria has worked on several corporate volunteering projects in Caritas organisations. Volunteers prepared freshly cooked hot meals for those in need at “Zweite Gruft” in the 18<sup>th</sup> district of Vienna in 2019. These activities were unfortunately not possible in the past two years due to restrictions related to the pandemic.

Instead, S IMMO employees participated in the traditional Christmas donation drive. This time, the company decided to take a different approach and focus even more on acting together. S IMMO therefore invited employees to suggest organisations and projects that were near and dear to their hearts and required financial support. This produced a widely varied list of charities and S IMMO’s 2021 Christmas donation drive supported not just a single initiative but a number of different aid campaigns. These included the association TrauerZeit, Zentrum für trauernde Kinder und Familien Berlin Brandenburg e.V. (professional counselling for grieving children and youth), neunerimmo (affordable housing), Amnesty International Austria, a project to aid children in Hungary and an emergency shelter for youth, as well as Caritas’ efforts to support people with dementia and their families.

S IMMO is also active in the art world. In 2021, it made its facilities at Mariahilfer Strasse 103 available to the Vienna Art Supermarket – one of the largest contemporary art events in Austria – for the 15<sup>th</sup> time. For four months, original works by international artists were exhibited in a space of over 250 m<sup>2</sup> with the aim of making art more accessible and offering it to potential buyers at modest prices. The Art Supermarket was again hit by pandemic lockdowns in the 2021 season and so extended its run so that visitors could attend it until 26 March 2022, instead of until 19 February 2022. It proved highly popular, as in the years before.

S IMMO also supported the International Summer Academy operated by the University of Music and Performing Arts, Vienna (mdw Universität für Musik und darstellende Kunst Wien) and presented the Viennese Classicism Award.

Besides donating to charitable causes, S IMMO additionally focuses on promoting young talent in the academic arena. As part of the existing collaboration with Danube University Krems, the company has allowed students of the postgraduate real estate programme to undertake a foreign studies module at S IMMO Germany in Berlin in recent years. After being conducted online in 2020 due to the pandemic, the module was held in-person again in 2021.

# Governance

As a company listed on the stock exchange, S IMMO has a constant obligation to its shareholders. Handling the capital provided sustainably and with integrity is a key part of the company's corporate self-image. This responsibility is fulfilled both by the in-house team and in the context of cooperation with our business partners.

In addition to the section below, the corporate governance report (see annual report starting on page 26) as well as the guideline governing issuer compliance at S IMMO, the guideline governing the prevention of bribery, acceptance of benefits and corruption, the Code of Conduct and the human rights policy are available on the Group's website ([www.simmoag.at/sustainability](http://www.simmoag.at/sustainability)) for further information.

## Responsible governance

Along with a corporate culture geared towards fairness and equality, S IMMO maintains clear guidelines as well as company-wide standards and pursues a transparent information and training policy in order to make all relevant parties aware of governance-related issues. Since 2007, S IMMO AG has been committed to observing the Austrian Code of Corporate Governance (for details, please see the corporate governance report), which contains principles on transparency and good corporate governance. The Management Board has brought the company's corporate governance into line with the principles of the Austrian Code of Corporate Governance and, in conjunction with the Supervisory Board, declares that the company observes and complies with the C Rules of the Code (the deviations from the C Rules are also explained in the corporate governance report).

## Shareholder structure, democracy and rights

The rights and obligations of shareholders arise from the Austrian Stock Corporation Act (AktG) and the articles of incorporation of S IMMO ([www.simmoag.at/corporategovernance](http://www.simmoag.at/corporategovernance)). The main rights include the right to profit-sharing and the right to participate, vote and receive information at the Annual General Meeting. Shareholders with shareholdings above clearly defined levels additionally have rights such as the right to add items to the agenda. All rights of shareholders are published annually on the website in the notice of convening of the Annual General Meeting. The articles of incorporation of S IMMO are available on the website ([www.simmoag.at/corporategovernance](http://www.simmoag.at/corporategovernance)).

Section 3 (3) of the articles of incorporation of S IMMO provides for a voting rights cap in the interest of minority shareholders. At the Annual General Meeting, the voting rights of each shareholder are accordingly limited to 15% of the issued share capital. Further details can be found in the annual report from page 26.

Details of the shareholder structure and the company's IR activities can be found in the section S IMMO in the capital market and at [www.simmoag.at/share](http://www.simmoag.at/share).

## Management structure and remuneration

In line with the Austrian Stock Corporation Act, the Management Board of S IMMO runs the company under its own responsibility, taking the interests of all stakeholders into account. The Management Board is in charge of the operational management team, which is in turn responsible for the various divisions and functions. The constant, open exchange of information and short decision-making channels are paramount here. The Supervisory Board is responsible for appointing the Management Board, and pays particular attention to market expertise, experience, relevant skills and an appropriate track record. The key consideration regarding the composition of the Management Board is that a wide range of skills must be covered while ensuring cordial, targeted cooperation.

S IMMO is committed to performance-oriented remuneration in line with market conditions for its Management Board members, aimed at enabling the company to attract qualified managers and retain their services. In spring 2020, the S IMMO Supervisory Board set out the principles for the remuneration of members of the Management Board (remuneration policy) as per section 78a Austrian Stock Corporation Act (AktG). This remuneration policy was submitted to and adopted by the 31<sup>st</sup> Annual General Meeting of S IMMO in October 2020 ([www.simmoag.at/agm](http://www.simmoag.at/agm)).

The remuneration policy ensures that the total pay of the members of the Management Board is commensurate with the situation of the company and customary remuneration, long-term incentives for sustainable corporate development are set and the company's business strategy and long-term development are furthered. The aim is to create sustainable, value-creating and growth-oriented corporate development by reconciling the interests of the company, shareholders and members of the Management Board. Based on this remuneration policy, a remuneration report is now submitted to the Annual General

Meeting each year, and is published on the company's website no later than three weeks before the respective Annual General Meeting.

### Diversity, structure and independence of the Supervisory Board

The structure, composition and allocation of responsibilities of the Supervisory Board and the diversity concept of the company are set out in detail in the Supervisory Board report (see annual report starting on page 23) and the corporate governance report (see annual report starting on page 26). In 2021, the Supervisory Board formed an ESG Committee from among its members that deals predominantly with the strategy and objectives in relation to sustainability criteria. In keeping with this, a member of the Management Board has also been explicitly assigned to ESG matters.

Collectively, the Supervisory Board has the relevant experience and expertise in the international property sector, retail, capital markets, banking, insurance and law that are required in order to perform all its supervisory duties effectively. Accordingly, when looking for new members of the Supervisory Board, the Nomination Committee prioritises the expertise required to strengthen the Supervisory Board, taking the avoidance of conflicts of interest and the number of existing Supervisory Board appointments into account in the selection process. All members of the Nomination and Remuneration Committee have declared themselves independent.

Members are elected to the Supervisory Board at the Annual General Meeting. Under the articles of incorporation of S IMMO, no shareholder has the right to appoint a member of the Supervisory Board. The CVs and declarations pursuant to section 87 (2) AktG are published on the issuer's website in good time before the Annual General Meeting. In accordance with the statutory provisions, the Works Council is also entitled to delegate Supervisory Board members from among its own members.

The term of office of all Supervisory Board members is published on the company's website ([www.simmoag.at/en/company/management.html](http://www.simmoag.at/en/company/management.html)), and the number of members who have declared themselves independent is disclosed in the annual report starting on page 26. Business relationships with related parties, including with members of the Supervisory Board, require the approval of the Supervisory Board, and are disclosed on page 153 of the annual report. Transactions undertaken by the Management Board, members of the Supervisory Board or related parties involving securities of S IMMO are reported as directors' dealings and published on S IMMO's website ([www.simmoag.at/corporategovernance](http://www.simmoag.at/corporategovernance)).

## Compliance

The observance of internationally applicable rules, the fair treatment of stakeholders and transparent communication with all target groups are basic cornerstones of S IMMO's corporate culture. As a company listed on the stock exchange, S IMMO is subject to the provisions of Austrian and European capital market legislation. Building upon that legislation, the company not only feels bound by the laws, but has also established a Code of Conduct as well as binding guidelines which lay down principles of conduct for business activity on a company-wide basis.

The members of the Management Board and Supervisory Board must make their decisions without being influenced by their own interests or those of controlling shareholders, on an informed basis and in compliance with all relevant legislation. Any conflicts of interest must be disclosed immediately, and executive functions – including those of senior management – at other companies must be approved by the Management Board and Supervisory Board. The statutory prohibition on competition applies as well.

In 2021, there were no cases of compliance violations, allegations of corruption or cases leading to disciplinary measures, legal proceedings or the termination of an employment relationship. In addition, no supplier contracts had to be terminated on account of breaches of the compliance guidelines. S IMMO was not required to pay any fines in connection with cases of corruption or breaches of competition law in the reporting year.

### Code of Conduct and whistleblowing

S IMMO has a company-wide Code of Conduct that obliges all executive bodies and employees to behave in accordance with the highest ethical standards and to ensure the prevention of bribery, acceptance of benefits and corruption. In this Code of Conduct, S IMMO has additionally undertaken not to make political contributions or donations to political parties or to engage in political lobbying.

If employees become aware of any demonstrable or possible violations of the Code of Conduct, they must immediately either report them to the S IMMO Compliance Officer or submit a corresponding anonymous notification via the digital whistleblower system that is publicly accessible on the company's website. The reported incidents are treated in confidence, and the whistleblowers are guaranteed anonymity. Training courses regarding the contents of the Code of Conduct and the whistleblowing mechanisms are to be held on an annual basis.

## Prevention of bribery, acceptance of benefits and corruption

S IMMO AG has a zero-tolerance policy regarding bribery, the acceptance of benefits and corruption. Corruption is usually defined as exploiting a position to benefit oneself – often at the expense of others. It is characterised by the abuse of a public role or comparable business function. Corruption entails financial losses but also dramatically undermines trust among customers and suppliers and jeopardises the company's competitive edge and thus the jobs it provides. A binding internal guideline governs the structural and procedural measures for preventing bribery, acceptance of benefits and corruption, and is also geared towards raising employees' awareness of the consequences of corruption and the opportunities to combat it. In addition, financial support for lobbying and political parties is strictly prohibited under the guideline, and is not practised in any form whatsoever by S IMMO. Official S IMMO contact persons are available to all employees at their request and when a breach is suspected. Local management can also be contacted to report compliance infringements. Furthermore, there is an obligation to hold annual training courses on the implementation of the guideline. No training courses were carried out in this context in 2021.

For the purpose of preventing market abuse and the misuse of insider information, a guideline governing issuer compliance is established at S IMMO and is valid throughout the Group. It is binding for all employees, regulates the handling of insider information and the management of capital market compliance, and explains the legal consequences of abusing insider information.

All current compliance measures will be continued in the future. For employees, this particularly means participation in compulsory training courses on the Code of Conduct and whistleblowing, the contents of the anti-corruption guideline and the guideline on issuer compliance. Ensuring that all employees are constantly aware of the key principles and actively put them into practice is a declared aim of the company. No instances of corruption were reported in the reporting year.

## Supply chain

The suppliers commissioned by S IMMO are highly diversified and range from construction firms, property management firms and consultants to insurance firms and banks. The company is committed to the prudent, responsible selection of business partners, and takes particular care to reduce risks arising from child labour, forced labour and other social neglect or inequality. It regularly collaborates with well-known, recognised partners following a corresponding selection process. Business relationships are based on clear contractual conditions and regulations, with compliance with the high legal standards and provisions within the European Union being required as an absolute minimum. Along with the responsible selection of suppliers, the constant exchange of information with all service providers also plays a key role in the prevention of supply chain risks.

Compared with buying, selling and letting, the issue of the supply chain in the context of construction activity is much more complex. The structures in the construction sector and the involvement of numerous companies and suppliers make it more difficult to monitor compliance with social and environmental standards. Negative impacts particularly stem from transportation, space requirements and the disposal of problematic materials.

Although construction activity currently plays a secondary role in S IMMO's business activities, the company makes every effort to actively reduce any risks. To this end, S IMMO also relies on highly regarded and long-standing business partners in development and construction projects. The company intends to draw up a Code of Conduct for business partners that will define social and environmental standards and be an integral part of new contracts. S IMMO regards this as an opportunity to contribute to a more environmentally sound and socially responsible property sector.

There were no significant changes in the supply chain during the reporting period.

## Tax strategy

All property, management and holding companies of S IMMO are headquartered within the European Union and are situated solely in the countries in which S IMMO performs its primary business activities. Consequently, the company is entirely subject to the locally relevant tax conditions and can demonstrate a high level of tax transparency.

## Audits

The Internal Control System (ICS) and the risk management of the company are explained in detail in the annual report starting on page 88. Selection of the auditor is carried out by the Audit Committee, and is described in the Supervisory Board report (see annual report from page 23). S IMMO has not set any internal rotation interval for auditing above and beyond the statutory requirements. The last change in the auditor of the consolidated and individual financial statements of S IMMO AG was made for the 2018 financial year. For the 2013 to 2017 financial years, PwC Wirtschaftsprüfung GmbH was appointed as the auditor of the consolidated and individual financial statements of S IMMO AG.

The audit-specific and non-audit-specific fees that the auditor receives from the company are listed in the annex to the annual report from page 144.

# GRI Content Index

GRI Standard	Explanation	Page/Explanation/Omission
<b>GRI 102: General Disclosures (2016)</b>		
<b>Organisational profile</b>		
102-1	Name of the organisation	S IMMO AG
102-2	Activities, brands, products, and services	see annual report page 76 (Management report)
102-3	Location of headquarters	Friedrichstrasse 10, 1010 Vienna, Austria
102-4	Location of operations	see annual report page 76 (Management report)
102-5	Ownership and legal form	see annual report page 76 (Management report)
102-6	Markets served	see annual report page 76 (Management report)
102-7	Scale of the organisation	see annual report page 16 (Key figures) see annual report page 76 et seq. (Management report) see annual report page 102 (Consolidated financial statements) see annual report page 109 et seq. (Consolidated financial statements) see annual report page 26 (Corporate governance report)
102-8	Information on employees and other workers	Page 19 et seq. (Non-financial report) 102-8 d: No significant part of the organisation's activities is carried out by staff who are not employees. Temporary workers are employed seasonally in the two hotels to cover peak periods. 102-8 f: For the collection of employee data, Excel templates are sent to the responsible contact persons of the subsidiaries as well as to the two hotels. The returned data is collected centrally, checked for plausibility and consolidated for this report.
102-9	Supply chain	Page 33 (Non-financial report)
102-10	Significant changes to the organisation and its supply chain	There were no significant changes in the supply chain in the 2021 financial year. For changes in the organisation, see page 76 et seq. (Management report).
102-11	Precautionary Principle or approach	Page 2 (Non-financial report) see annual report page 88 et seq. (Risk management report)
102-12	External initiatives	Page 2 (Non-financial report)
102-13	Membership of associations	Page 2 (Non-financial report)
<b>Strategy</b>		
102-14	Statement from senior decision-maker	see annual report page 18 (Letter from the management)
<b>Ethics and integrity</b>		
102-16	Values, principles, standards, and norms of behaviour	Page 31 et seq. (Non-financial report)
<b>Governance</b>		
102-18	Governance structure	see annual report page 26 et seq. (Corporate governance report) Page 2 (Non-financial report)
<b>Stakeholder engagement</b>		
102-40	List of stakeholder groups	Page 2 (Non-financial report)
102-41	Collective bargaining agreements	No complete information is available for the reporting year. Group-wide data collection is being worked on.
102-42	Identifying and selecting stakeholders	Page 2 (Non-financial report)
102-43	Approach to stakeholder engagement	Page 27 et seq. (Non-financial report)
102-44	Key topics and concerns raised	Page 2 et seq. (Non-financial report) Page 27 et seq. (Non-financial report)

GRI Standard	Explanation	Page/Explanation/Omission
<b>Reporting practice</b>		
102-45	Entities included in the consolidated financial statements	see annual report page 109 et seq. (Consolidated financial statements)
102-46	Defining report content and topic Boundaries	Page 1 (Non-financial report)
102-47	List of material topics	Page 3 (Non-financial report)
102-48	Restatements of information	Page 5 et seq. (Non-financial report) Page 7 et seq. (Non-financial report) Page 17 et seq. (Non-financial report)
102-49	Changes in reporting	Page 1 (Non-financial report) Page 2 et seq. (Non-financial report)
102-50	Reporting period	01 January 2021–31 December 2021
102-51	Date of most recent report	Annual Report 2021, published on 28 April 2022
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	sustainability@simmoag.at
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	Page 35 et seq.
102-56	External assurance	Page 1 (Non-financial report)
<b>GRI 201: Economic performance (2016)</b>		
201-1	Direct economic value generated and distributed	see annual report page 100 et seq. (Consolidated financial statements)
<b>Environment</b>		
<b>GRI 103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its Boundary	Page 1 et seq. (Non-financial report) Page 5 et seq. (Non-financial report)
103-2	The management approach and its components	Page 1 et seq. (Non-financial report) Page 5 et seq. (Non-financial report)
103-3	Evaluation of the management approach	Page 1 et seq. (Non-financial report) Page 5 et seq. (Non-financial report)
<b>GRI 302: Energy (2016)</b>		
302-1	Energy consumption within the organisation	Page 7 et seq. (Non-financial report)
302-2	Energy consumption outside of the organisation	Page 7 et seq. (Non-financial report)
302-3	Energy intensity	Page 10 (Non-financial report)
<b>GRI 303: Water and effluents (2018)</b>		
303-1	Interactions with water as a shared resource	Page 10 et seq. (Non-financial report)
303-2	Management of water discharge-related impacts	Page 10 et seq. (Non-financial report)
303-5	Water consumption	Page 11 (Non-financial report)
<b>GRI 305: Emissions (2016)</b>		
305-1	Direct (Scope 1) GHG emissions	Page 14 et seq. (Non-financial report)
305-2	Energy indirect (Scope 2) GHG emissions	Page 14 et seq. (Non-financial report)
305-3	Other indirect (Scope 3) GHG emissions	Page 14 et seq. (Non-financial report)
305-4	GHG emissions intensity	Page 16 (Non-financial report)

GRI Standard	Explanation	Page/Explanation/Omission
<b>Social</b>		
<b>GRI 103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its Boundary	Page 1 et seq. (Non-financial report) Page 17 et seq. (Non-financial report)
103-2	The management approach and its components	Page 1 et seq. (Non-financial report) Page 17 et seq. (Non-financial report)
103-3	Evaluation of the management approach	Page 1 et seq. (Non-financial report) Page 17 et seq. (Non-financial report)
<b>GRI 401: Employment (2016)</b>		
401-1	New employee hires and employee turnover	Page 23 et seq. (Non-financial report)
401-3	Parental leave	Page 22 (Non-financial report) 401-3 a: In general, all employees are entitled to take parental leave according to local legislation. 401-3 d: No complete information is available for the reporting year. Group-wide data collection is being worked on. 401-3 e: No complete information is available for the reporting year. Group-wide data collection is being worked on.
<b>GRI 404: Training and education (2016)</b>		
404-2	Programmes for upgrading employee skills and transition assistance programmes	Page 26 (Non-financial report)
<b>GRI 405: Diversity and equal opportunity (2016)</b>		
405-1	Diversity of governance bodies and employees	Page 21 (Non-financial report)
<b>GRI 406: Non-discrimination (2016)</b>		
406-1	Incidents of discrimination and corrective actions taken	Page 20 (Non-financial report)
<b>GRI 418: Customer privacy (2016)</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 29 (Non-financial report)
<b>Governance</b>		
<b>GRI 103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its Boundary	Page 1 et seq. (Non-financial report) Page 31 et seq. (Non-financial report)
103-2	The management approach and its components	Page 1 et seq. (Non-financial report) Page 31 et seq. (Non-financial report)
103-3	Evaluation of the management approach	Page 1 et seq. (Non-financial report) Page 31 et seq. (Non-financial report)
<b>GRI 205: Anti-corruption (2016)</b>		
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption were reported during the reporting period.
<b>Digitalisation</b>		
<b>GRI 103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its Boundary	Page 3 (Non-financial report)
103-2	The management approach and its components	Page 3 (Non-financial report)
103-3	Evaluation of the management approach	Page 3 (Non-financial report)

GRI Standard	Explanation	Page/Explanation/Omission
<b>Sustainable value enhancement</b>		
<b>GRI 103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its Boundary	Page 3 (Non-financial report)
103-2	The management approach and its components	Page 3 (Non-financial report)
103-3	Evaluation of the management approach	Page 3 (Non-financial report)

# EPRA Sustainability Performance Measures of the property portfolio

The key figures below are based on the EPRA Sustainability Best Practice Recommendations (sBPR) and are limited to the area of environment. The scope and boundaries of the data and the calculation methodologies can be found in the section Environment of the non-financial report. All disclosures relate exclusively to the property portfolio of S IMMO and cover 100% of the buildings within the reporting boundaries. The Group's

vehicle fleet as well as commuting and travel activities are excluded. The like-for-like comparisons (LfL) include all 315 buildings that were part of the S IMMO portfolio in the last two full reporting years. The main lettable area was used as the metric for the calculation of the intensity ratios. Data on waste management (Waste-Abs and Waste-LfL) is not available in full and therefore not included.

EPRA Performance Measure	Code	Boundary	Unit	Austria		Germany		CEE		Total	
				2021	2020	2021	2020	2021	2020	2021	2020
Electricity consumption	Elec-Abs	Total consumption	MWh	17,043	16,522	36,844	35,790	54,493	47,616	108,380	99,928
		of which obtained by S IMMO	MWh	6,764	6,237	2,928	2,948	54,291	47,353	63,983	56,538
		Proportion of renewable sources, obtained by S IMMO	%	100	100	100	100	66.2	0.1	71.3	16.3
Electricity consumption LfL	Elec-LfL	Total consumption	MWh	17,043	16,522	35,142	34,952	51,014	47,616	103,200	99,090
		of which obtained by S IMMO	MWh	6,764	6,237	2,853	2,663	50,813	47,353	60,430	56,253
District heating and cooling consumption	DH&C-Abs	Total consumption	MWh	10,885	9,790	25,303	22,062	2,669	2,320	38,857	34,172
		of which obtained by S IMMO	MWh	9,177	8,179	24,008	20,768	2,669	2,320	35,854	31,266
		Proportion of renewable sources, obtained by S IMMO	%	0	0	0	0	0	0	0	0
District heating and cooling consumption LfL	DH&C-LfL	Total consumption	MWh	10,885	9,790	24,345	22,062	2,669	2,320	37,889	34,172
		of which obtained by S IMMO	MWh	9,177	8,179	23,051	20,768	2,669	2,320	34,897	31,266
Fuel consumption	Fuels-Abs	Total consumption	MWh	2,923	2,587	42,322	39,792	40,469	33,565	85,714	75,943
		of which obtained by S IMMO	MWh	2,259	1,922	29,490	27,367	39,164	32,281	70,913	61,570
		Proportion of renewable sources, obtained by S IMMO	%	0	0	0	0	0	0	0	0
Fuel consumption LfL	Fuels-LfL	Total consumption	MWh	2,923	2,587	41,124	39,029	37,616	33,565	81,663	75,180
		of which obtained by S IMMO	MWh	2,259	1,922	28,700	26,604	36,311	32,281	67,270	60,807
Energy intensity	Energy-Int	Total consumption	kWh/m <sup>2</sup>	225	211	189	180	267	245	220	206
		of which obtained by S IMMO	kWh/m <sup>2</sup>	133	119	102	94	263	241	162	146

EPRA Performance Measure	Code	Boundary	Unit	Austria		Germany		CEE		Total	
				2021	2020	2021	2020	2021	2020	2021	2020
<b>Direct GHG emissions (Scope 1)</b>	<b>GHG-Dir-Abs</b>	Obtained by S IMMO	t CO <sub>2</sub> e	452	384	6,156	5,721	7,833	6,456	14,441	12,562
<b>Indirect GHG emissions (Scope 2)</b>	<b>GHG-Indir-Abs</b>	Location-based, obtained by S IMMO	t CO <sub>2</sub> e	2,623	2,379	3,403	3,082	15,210	13,349	21,237	18,810
		Market-based, obtained by S IMMO	t CO <sub>2</sub> e	202	180	2,427	2,100	5,144	13,349	7,773	15,628
<b>GHG emissions intensity (Scope 1 and Scope 2)</b>	<b>GHG-Int</b>	Location-based, obtained by S IMMO	kg CO <sub>2</sub> e/m <sup>2</sup>	22	20	17	16	63	58	34	31
		Market-based, obtained by S IMMO	kg CO <sub>2</sub> e/m <sup>2</sup>	5	4	15	14	35	58	21	28
<b>Water consumption</b>	<b>Water-Abs</b>	Total consumption	m <sup>3</sup>	73,150	63,759	366,849	377,619	205,348	172,447	645,346	613,825
<b>Water consumption LfL</b>	<b>Water-LfL</b>	Total consumption	m <sup>3</sup>	73,150	63,759	354,767	371,269	195,862	172,447	623,779	607,475
<b>Water intensity</b>	<b>Water-Int</b>	Total consumption	l/m <sup>2</sup>	534	465	662	695	561	506	611	601
<b>Number of sustainably certified assets as of 31 December</b>	<b>Cert-Tot</b>	Number of sustainably certified assets		0	0	0	0	11	7	11	7
		Proportion of total main lettable area	%	0	0	0	0	57.1	48.9	21.4	16.6

Vienna, 14 April 2022

The Management Board

Bruno Ettenauer    Herwig Teufelsdorfer    Friedrich Wachernig