

A photograph of four people (two men and two women) sitting on a rooftop terrace. They are surrounded by outdoor furniture, including a white sofa with a red cushion, a black coffee table, and a small table with a teapot. There are baskets of bread, fruit, and a bowl of berries on the table. The terrace has a wooden deck and a metal railing. In the background, there is a large, ornate building with a dome and a modern building with a glass facade. The sky is overcast.

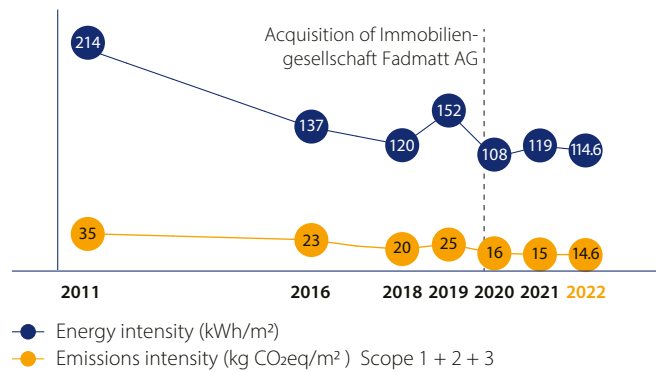
**Sustainability Report  
2022**



# Sustainability at a glance

In 2022, Mobimo fleshed out its ambitious goals with respect to the certification of properties, in-house electricity production and e-mobility. The company also approved its guidelines on both sustainable business operations and sustainable construction, and sustainability criteria were integrated into the acquisition and risk management process. In this Sustainability Report 2022, Mobimo is disclosing information about its climate-related financial risks pursuant to the TCFD for the first time ever.

Energy and emissions intensity in the portfolio



👁 Detailed information about energy and emissions intensity can be found on page 17

**Energy intensity**  
Scope 1 + 2 + 3  
kWh/m<sup>2</sup>  
2021: 119.0

**114.6**

**Emissions intensity**  
Scope 1 + 2 + 3  
kg CO<sub>2</sub>eq/m<sup>2</sup>  
2021: 15.2

**14.6**

**Share of renewable energy sources**  
(electricity, heat and cooling)  
%  
2021: 54

**55<sup>1</sup>**

**Certifications**  
**Development properties**  
Reference value:  
Energy-consuming space  
in m<sup>2</sup>  
2021: 100%

**100%**

**Investment properties**  
Reference value:  
Energy-consuming space  
in m<sup>2</sup>  
2021: 25%

**25%**

**Certified market value**  
**of investment portfolio**  
CHF million  
2021: 927

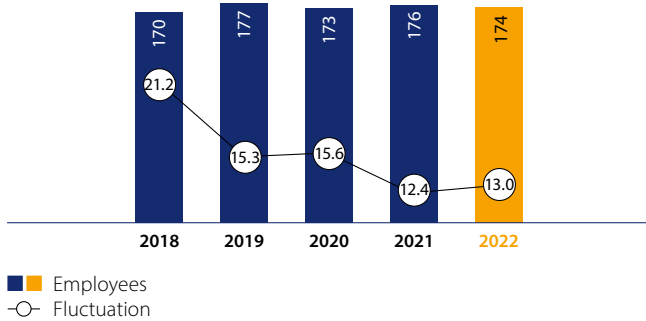
**949**

<sup>1</sup> Calculation based on an average share of renewable energy in district heating of 79% (cf. EPRA Sustainability Performance Measures on page 55), which were determined at a later date with more detailed information on the media categories. These key figures are not part of the Independent Limited Assurance Report.

👁 A detailed overview of the properties can be found on page 25

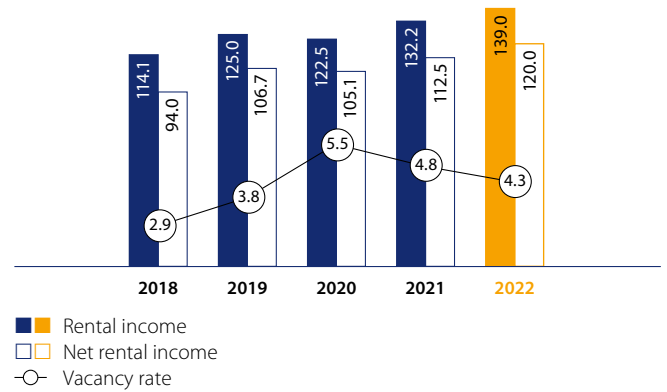
## Employees and staff turnover

By headcount/%



## Rental and net rental income and vacancy rate

CHF million/%



## Employees

Full-time equivalents  
2021: 162.0

# 160.0

## Total women in the workforce (excluding Board of Directors)

%  
2021: 52

# 49

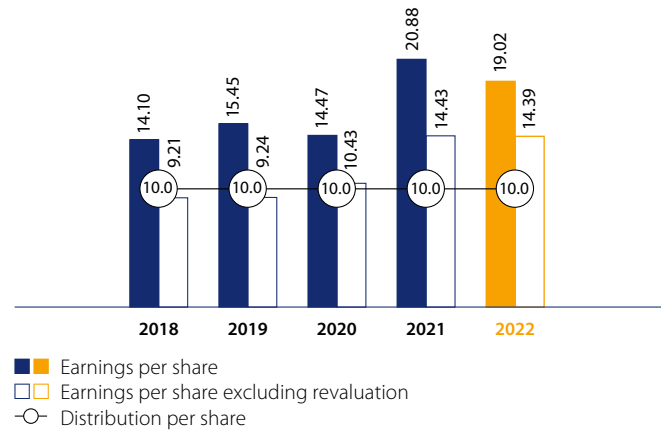
## Women on the Board of Directors

%  
2021: 50

# 43

## Profit and dividend per share

CHF



[Detailed figures on employees from page 30](#)

## Ratings and certifications

### GRESB

4 stars  
Standing investment:  
81 points  
Development: 79 points



### CDP

Score C



### EPRA sBPR

Gold Award



### MSCI

AAA



### Inrate

B+



### Sustainalytics

Low risk, 17.5 points



### ISS

D+



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# About this report


Mobimo has incorporated sustainability goals into its strategy since 2011. Mobimo is reporting on its sustainability performance for the twelfth time in this Sustainability Report 2022. Since 2013, it has applied the GRI Sustainability Reporting Standards. The Sustainability Report 2022 was drawn up in accordance with the GRI Universal Standards 2021. All mandatory requirements and principles for reporting as per GRI 1 Foundation were complied with when identifying the contents and producing the report. The Sustainability Report covers the period from 1 January 2022 to 31 December 2022. It is published annually online in German and English.

The economic dimension of sustainability is largely covered in the annual report, while environmental and social topics can predominantly be found in the sustainability report (see also the GRI Content Index on page 59). A summary of the key topics and the progress made in the field of sustainability is published annually in the annual report.

Mobimo integrates the EPRA Sustainability Best Practice Recommendations Report into its sustainability report and in 2022 is disclosing information about climate-related financial risks as per the Task Force on Climate-related Disclosures (TCFD) for the first time.

Mobimo adheres to independent standards and ratings in the assessment of its sustainability performance. Mobimo meets the "opting in" criteria of the SIX Swiss Exchange and has been added by the stock exchange operator to its corresponding list of market participants. Ernst & Young AG has conducted the external audit of energy and emissions data (limited assurance). The assurance statement is set out on page 65.

 [www.mobimo.ch](http://www.mobimo.ch) > About us > Sustainability

 [www.mobimo.ch](http://www.mobimo.ch) > Investors > Reporting

# A sustained focus

GRI 2-22

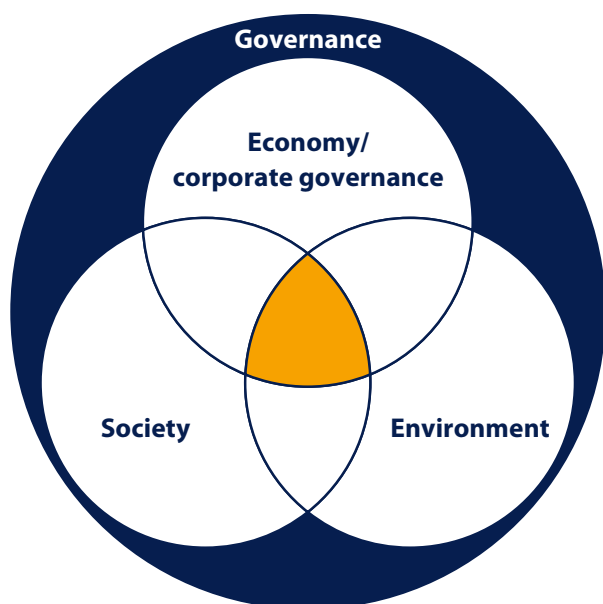


Peter Schaub (Chairman of the Board of Directors) and Brian Fischer (Member of the Board of Directors/Chairman of the Investment and Sustainability Committee).

## Dear Valued Reader

Mobimo's business model is geared to longevity. It's part of our nature: what we design is visible and lasting. All the buildings that we design and construct today are intended to serve future generations too. We believe it is our privilege, but equally our duty, to consistently build our activities on a sustainable foundation. Mobimo brings together the full range of expertise across the property value chain. Thanks to this unique profile, we are in a position to direct our sustainability activities strategically to focus on those areas where we have the most effective and promising leverage. It is also our view that sustainability is always directly linked to maintaining and increasing value.

## Comprehensive sustainability concept



Environmental criteria play a special role in relation to properties. However, above and beyond this, Mobimo has committed to a comprehensive sustainability policy. We aim to ensure long-term value creation with a low-carbon, economically and environmentally efficient and socially responsible property portfolio.

## Challenges and accomplishments

Following the COVID-19 pandemic, since February 2022 we have been watching Ukraine in disbelief. Russia's ongoing war of aggression there and the associated fate of the civilian population is affecting us deeply to the present day. Mobimo has also showed its solidarity, donating a considerable sum to the organisation Swiss Solidarity. At the same time, it has been brought home to us how complex dependencies are in today's globalised world. Direct and indirect consequences of the conflict included rising energy costs in Switzerland too, and the threat of shortages, rising inflation and a volatile interest rate environment. In operational and business terms, we are still facing challenges today, not least because a growing housing shortage is also looming in Switzerland. We are convinced that these challenges need to be addressed by society as a whole. If every player willingly and unreservedly does their bit, good and effective projects and solutions can be created. In that spirit, Mobimo has implemented a showcase project in Zurich-Manegg (see focus article on page 29). Mobimo is and will remain prepared to actively contribute to overcoming the manifold challenges.

From a sustainability perspective, the 2022 reporting year is a corporate milestone for Mobimo for several reasons. Firstly, we consolidated our long-standing sustainability measures into guidelines for sustainable business activities, outlining responsible directives for action that guide Mobimo in achieving its sustainability goals. Furthermore, the Board of Directors has approved the sustainability strategy 2030 for the three ESG aspects (Environmental, Social and Governance). Detailed descriptions of how they are being implemented can be found further on in this report on page 7.

## Optimising efficiency

In Switzerland, according to the Federal Office for the Environment (FOEN), the construction sector is responsible for around one quarter of greenhouse gas emissions. Globally, according to the United Nations Environment Programme (UNEP), the figure is even higher – one third of CO<sub>2</sub> emissions. As a real estate company, we have a powerful tool at our disposal to gradually reduce our portfolio's emissions. We are focusing our attention on renovations and optimisations of existing properties, not to mention on our own energy-efficient developments for our investment portfolio.

## Introduction

### Foreword

Our new internal guidelines on sustainable construction ensure good energy performance and the inclusion of sustainability criteria in new build projects and renovations. The guidelines take into account both the SIA's established sustainability standards and nationally and internationally recognised sustainability labels. All of Mobimo's development projects satisfy the MINERGIE standard as a bare minimum, and specific follow-up certification is regularly carried out too for existing properties.

Mobimo will also be able to further cut its energy consumption over the coming years thanks to innovative concepts for construction and use. As part of this approach, the company is pressing ahead with its targeted exit from fossil fuel sources, instead promoting the ongoing conversion to renewable energy. In all new build projects, for example, we are choosing to install solar panels or to connect to district heating networks. A growing number of tenants are also switching to green electricity products, which Mobimo is systematically recording. Mobimo is consistently purchasing green electricity for the general electricity in the portfolio, too. Both measures have a long-term positive impact on total energy consumption.

### Committed to society as a whole

Mobimo is fully aware of its far-reaching social responsibility. It acts as a reliable site operator, landlord and property seller, a careful investor of the funds it has been entrusted with, a professional business partner and an attractive employer. Mobimo's contribution to society primarily involves the development of liveable spaces. Neighbourhoods such as Flon in Lausanne, Mattenhof in Kriens or Aeschbachquartier in Aarau have quickly developed into multifaceted locations that are extremely well integrated into their local surroundings.

Mobimo attaches great importance to dialogue with its diverse stakeholder groups from society, business and government. We regularly conduct surveys on the needs and expectations of our tenants and other stakeholder groups, and we then incorporate this feedback into our processes, products and projects as appropriate.

As befits our own high expectations, we are reliant on well-qualified employees. Accordingly, we aim to be an outstanding employer, firstly to attract these employees to our company, and secondly to retain them. Mobimo offers its around 170 employees at present attractive working conditions in a diverse environment.

In addition, Mobimo regularly invests in its art program, "Mobimo & Art". Art builds identity and adds an emotional layer to the functional relationship between buildings and their users. Our latest "Art on Buildings" installation is currently being staged in Zurich-Manegg. Alongside its commitment to art in the built environment, Mobimo also supports several non-profit associations and organisations.

### Proactively minimising risk

Across all our sustainability activities, at Mobimo we pay heed to exemplary corporate governance. Good corporate governance is a key element of Mobimo's management practices and is designed to ensure that the company maintains its reputation as a responsible and sustainable company. Mobimo applies its ethics, integrity and compliance principles across the board and demands exemplary conduct from employees, suppliers, business partners and other interest groups. As part of the processes that make up the integrated management system, risk management is another important task. We take a proactive approach to managing risks and exploiting opportunities.

### Outlook

Looking towards the future, we can confirm that Mobimo has laid the groundwork for further expanding its already forward-thinking commitment to sustainability. Continuous improvement is what drives us. We have committed to 18 ambitious goals in our sustainability strategy. However, they are only as good as the progressive improvements of measurement criteria, definition of measures – and, above all else, consistent implementation – that are to follow. As a modern, futureproof enterprise, we put multidimensional value creation at very heart of our activities so we can offer an attractive investment option. To this end, ESG topics form an integral part of all our decision-making processes.

Achieving CO<sub>2</sub> neutrality by no later than 2050 is only one of many aspects of this work, and it is an ambitious goal. The systematic pursuit of this goal requires us to pay more attention to measurably and directly reducing our own CO<sub>2</sub> emissions than we do to compensation, which is difficult to prove (especially overseas) and thus of uncertain effectiveness. For that reason, Mobimo's own reduction activities increasingly need to take grey energy (in the likes of building materials) into account.

We are happy to have you join us on this journey.  
Enjoy the read!



**Peter Schaub**  
Chairman of the  
Board of Directors



**Brian Fischer**  
Vice Chairman of the  
Board of Directors,  
Chairman of the Investment &  
Sustainability Committee

# Now part of everyday life



Daniel Ducrey, CEO and Marco Tondel, Head of Development, Chief Sustainability Officer (CSO)

## Dear Valued Reader

Our aim to be sustainable is not a new endeavour. It has been part of the Mobimo mindset since the company started out almost 25 years ago. However, the topic has reached new levels of significance throughout the whole of society in recent years – and our business is no different. Today, we can proudly say that Mobimo is not “still sustainable, by the way” – we are systematically and consistently sustainable. In 2022, we laid the theoretical foundations and adapted the organisation accordingly, and we also defined clear internal guidelines and processes. The basis was also established for reporting according to the guidelines set out by the Task Force on Climate-related Financial Disclosures (TCFD). So, this report is disclosing information about climate-related risk as per TCFD for the first time ever.

At Executive Board level, the Head of Development is now also the Chief Sustainability Officer (CSO). He is the central point of contact within the Executive Board and coordinates collaboration with various bodies. In this context, we also value our dialogue with the Investment and Sustainability Committee (ISC) and the entire Board of Directors very highly. We regularly inform the Board of the progress we are making towards achieving our goals and provide it with any information it requires for its decision-making activities.

The newly created Head of Sustainability position is responsible for the operational execution of measures to implement the sustainability strategy at company, portfolio and project level. As the real centre of ESG expertise, he supports the development and implementation of all the key projects and is also responsible for ensuring that our sustainability strategy is implemented in the portfolio of existing properties. Furthermore, Mobimo maintains active dialogue with heads of sustainability at other real estate companies and actively participates in discussions relevant to the sector in

professional events and conferences. We aim to be a leader in the sustainable advancement of the real estate sector.

It is crucial that awareness of sustainability should now spill over into all our employees' day-to-day work. At project level, we have developed guidelines on topics including sustainable construction, guidelines on the use of photovoltaic systems and BIM guidelines. We monitor both progress and potential in every single project, paying particular attention to energy generation and portfolio renovation.

In 2022, the potential for additional photovoltaic systems throughout the entire portfolio was analysed with a view to increasing in-house electricity production and initiating the corresponding process of retrofitting of photovoltaic systems. Our goal is to install additional photovoltaic systems spanning an area of around 10,000 m<sup>2</sup> by 2030 and an area of 15,000 m<sup>2</sup> by 2050.

Two noteworthy renovation and repurposing projects implemented in existing properties are Im Tiergarten in Zurich and the Les Jumeaux group of buildings in Flon, Lausanne. While new residential use will take the place of office space in Im Tiergarten, Les Jumeaux will henceforth comprise commercial and recreational use. The potential for reducing grey energy was achieved in a targeted manner in these projects through refurbishment and repurposing.

We are once again addressing the topic of grey energy in 2023. We aim to be able to collect even more meaningful data in this regard in future and to reduce grey energy. In our view, there are still no satisfying answers to this problem in the market at present, which is why we have made it our mission to pay close attention to this topic. We'll stay tuned!

A stylized blue ink signature of Daniel Ducrey.

Daniel Ducrey  
CEO

A stylized blue ink signature of Marco Tondel.

Marco Tondel  
Head of Development/CSO

# Business model

GRI 2-6

## Inputs

### Financial capital

- › Solid capital base
- › Access to wide range of funding sources
- › Transparent reporting

### Social capital

- › Solid expertise along the value chain
- › Comprehensive range of services
- › Good reputation and social acceptance

### Manufactured capital

- › Portfolio actively managed and continuously optimised
- › Far-sighted portfolio strategy
- › Investment in futureproof locations

### Intellectual capital

- › Efficient processes and digitalisation
- › In-depth market knowledge and integrated planning
- › Agile business model

### Human capital

- › Qualified and team-oriented employees
- › Support and further development for employees
- › Interdisciplinary cooperation

### Natural capital

- › Selection of sustainable locations
- › Use of renewable energies and innovative technologies
- › Sustainable construction

## Value creation



## Impact



## Outputs

**Attractive returns**

**High level of customer satisfaction**

**Quality living and working spaces**

**Long-term value-creating properties**

**Committed employees**

**CO<sub>2</sub> cut as per reduction path**

## Influence on SDGs

Mobimo's business activities contribute to five of the United Nations 17 Sustainable Development Goals (SDGs) in particular.



*SDG: Ensure healthy lives and promote well-being for all at all ages.*

**Mobimo:** Designs sustainable living and working spaces and fosters customer proximity through the company's own management.



*SDG: Ensure access to affordable, reliable, sustainable and modern energy for all.*

**Mobimo:** Uses renewable energy and state-of-the-art technology, such as the energy plant.



*SDG: Make cities and human settlements inclusive, safe, resilient and sustainable.*

**Mobimo:** Focuses on environmentally friendly construction and biodiversity when it develops buildings, sites and outdoor spaces.



*SDG: Ensure sustainable consumption and production patterns.*

**Mobimo:** Focuses on sustainability criteria in the portfolio and in new developments throughout the entire value cycle.



*SDG: Take urgent action to combat climate change and its impacts.*

**Mobimo:** Contributes to climate protection by reducing the consumption of resources and selecting highly accessible locations.

# Key sustainability topics

**GRI 2-13, 2-14, 3-1, 3-2**

The key topics provide an overview of the impact that Mobimo's business activities have on the environment, people, their human rights and the economy. In addition, the topics are intended to ensure the relevance and credibility of the report content. In 2022, Mobimo carried out a fundamental review of the key aspects of sustainability. As part of this process, the positive and negative impacts of business activities – throughout the entire value chain and based on business relationships – were examined and split into blocks of topics. The 25 previous key topics were summarised and reduced to seven. Measures were defined for each topic, as were options for engaging stakeholders with a view to promoting positive effects and avoiding negative ones. A summary is provided at the start of each chapter of this sustainability report.

To meet its duty of care and to prioritise measures internally, Mobimo assessed the degrees of severity of the negative impacts of its business activities. The scale and the scope of a negative impact were determined for that purpose, as was the probability of occurrence for a potential negative impact. The scale defines how serious a negative impact is and how far-reaching the scope is.

In the Environmental area (E), continuously reducing CO<sub>2</sub> emissions is Mobimo's top priority. The company took concrete action in this regard in 2021 when it developed and published a CO<sub>2</sub> reduction path in line with the Paris Agreement. Mobimo is also committed to sustainable concepts for construction and use to conserve resources and reduce grey energy.

In the Social area (S), the safety and health of its customers and employees comes first for Mobimo. The company encourages personal contact with tenants, fosters a corporate culture of openness, has the highest standards for the safety of its buildings and workspaces and regularly surveys its customers and employees to find out how satisfied they are. Mobimo also contributes to the community by developing and creating high-quality residential, working and living spaces.

In terms of responsible Governance (G), the company's focus is on financial strength, long-term profitability and the intrinsic value of the portfolio. Mobimo safeguards these aspects by continuously investing in the investment portfolio. Another key driver for adding value to the portfolio is development of the company's own properties in attractive locations.

All of Mobimo's business activities are underpinned by responsible governance geared towards sustainable value creation. Professional and law-abiding conduct is anchored in Mobimo's corporate culture, as is prudent risk management.

Qualitative surveys are conducted at regular intervals to review priority topics and identify new key topics. The last survey was conducted in 2021.

👁 **More information about Mobimo's stakeholders can be found on page 12**

The Board of Directors of Mobimo Holding AG reviews the list of key topics once a year and provides final approval for the sustainability report. The Board of Directors has delegated the monitoring, updating and management of impacts to the Executive Board in line with the sustainability strategy.

👁 **More information can be found in the "Sustainability management" section from page 42**

👁 **Materiality matrix available at [www.mobimo.ch](http://www.mobimo.ch) > Sustainability**

**Key topics**

**GRI Standards**



**Environment (E)**

Continuous reduction in emissions and intensities	GRI 302 Energy
	GRI 305 Emissions
Sustainable concepts for construction and use	GRI 2-6 Activities, value chain and other business relationships
	GRI 204 Procurement Practices
	GRI 303 Water and Effluents
	GRI 306 Waste



**Society (S)**

Customer relationships based on trust	GRI 416 Customer Health and Safety
	GRI 417 Marketing and Labelling
High-quality places to live	GRI 203 Indirect Economic Impacts
	GRI 304 Biodiversity
	GRI 413 Local Communities
Outstanding employer	GRI 2-7 Employees
	GRI 2-30 Collective Bargaining Agreements
	GRI 401 Employment
	GRI 402 Labour/Management Relations
	GRI 403 Occupational Health and Safety
	GRI 404 Training and Education
	GRI 405 Diversity and Equal Opportunity
	GRI 406 Non-discrimination




**Economy and Corporate Governance (G)**

Economic attractiveness	GRI 201 Economic Performance
Good corporate governance	GRI 2-9 Governance structure and composition
	GRI 2-10 Nominating and selecting the highest governing body
	GRI 2-11 Chair of the highest governing body
	GRI 2-12 Role of the highest governing body in overseeing the management of impacts
	GRI 2-13 Delegation of responsibility for managing impacts
	GRI 2-15 Conflicts of interest
	GRI 2-16 Communicating critical concerns
	GRI 2-17 Collective knowledge of the highest governing body
	GRI 2-18 Evaluating the performance of the highest governing body
	GRI 2-19 Remuneration policies
	GRI 2-20 Process for determining remuneration
	GRI 2-23 Policy commitments and practices
	GRI 2-24 Embedding policy commitments
	GRI 2-25 Processes for remediating negative impacts
	GRI 2-26 Mechanisms for seeking advice and raising concerns
	GRI 2-27 Compliance with laws and regulations
	GRI 201 Economic Performance
	GRI 205 Anti-corruption
	GRI 206 Anti-competitive Behaviour
	GRI 418 Customer Privacy

# Stakeholder integration

GRI 2-29

For Mobimo, involving stakeholder groups and engaging in recurring dialogue with them is a crucial component of far-sighted business management. Key stakeholder groups are customers and tenants, investors, analysts and ratings agencies, suppliers and employees. Hence, Mobimo invests considerable effort in maintaining these relationships.

 **Selected statements by stakeholder groups can be found at [www.mobimo.ch](http://www.mobimo.ch) > About us > Sustainability**

Since 2010, Mobimo has regularly asked internal and external stakeholders about sustainability as part of discussions and workshops, and has increasingly found that its stakeholders regard the many different aspects of sustainability as very important. The focus is placed on stakeholder groups and individuals who are relevant from a strategic or industry perspective or are affected by Mobimo's activities. Stakeholders include the following groups:

- › Customers (private and business tenants, condominium buyers)
- › Employees
- › Shareholders
- › Public authorities
- › General public
- › Partners (general contractors, architects, general planners, etc.)
- › Organisations and associations
- › Media

The stakeholder survey seeks to identify the key topics for each group. These are topics that have economic, environmental and social implications for Mobimo. Topics that are particularly relevant to Mobimo's business are also of interest. Where key topics are directly or indirectly associated with both negative and positive experiences, they are examined more deeply on a case-by-case basis. By taking this approach, Mobimo aspires to continuously improve collaboration with its stakeholders based on their needs. The aim is to prevent or minimise negative impacts and, conversely, to strengthen or maximise positive impacts. Constructive and trusting dialogue with stakeholders is crucial to this work.

## Memberships of associations and interest groups

GRI 2-28

To ensure effective interaction with stakeholders and industry representatives, Mobimo is a member of various interest groups and supports relevant sustainability standards and initiatives.

### Standards/guidelines applied

Mobimo supports and/or applies the mandatory standards of the following organisations:

- › FTSE EPRA Index
- › GPR 250 Real Estate Index
- › GRI Sustainability Reporting Standards
- › Minergie
- › NNBCH/SNBS
- › Plusenergie-Quartier, a project of the Verein Hauptstadregion Schweiz (association promoting the interests of the Swiss capital region)
- › 2000-Watt Society (2000-Watt Site)
- › DGNB/SGNI

### Memberships of associations (not exhaustive)

- › CFO Forum Schweiz (association for Swiss CFOs)
- › Center for Corporate Reporting
- › Various Swiss business associations (e.g. Zurich Chamber of Commerce)
- › Entwicklung Schweiz (Swiss development association)
- › EPRA (European Public Real Estate Association)
- › Group of Fifteen
- › HEV (Swiss Homeowners' Association)
- › IBP (interest group of private and professional building owners)
- › IGBP (interest group for the prevention of building damage)
- › IR Club (association of Swiss investor relations professionals)
- › KUB-SVIT (chamber of independent building consultants)
- › MADASTER Switzerland
- › SIA (professional association for the fields of construction, technology and the environment)
- › SVIT (Swiss real estate association)
- › Swiss Circle and Swiss PropTech (real estate and innovation network)
- › Swiss Business Women
- › VIS (association of real estate investors)
- › VZI (association of Zurich real estate companies)



Stakeholder groups	Selected platforms for dialogue and information	Most important topics
Customers: residential tenants and prospective tenants, condominium owners	<ul style="list-style-type: none"> <li>› Tenant portal</li> <li>› Contact with managers on site</li> <li>› Email/telephone</li> <li>› Tenant meeting</li> <li>› Apartment advertisements</li> <li>› Advice to purchasers</li> </ul>	<ul style="list-style-type: none"> <li>› Design of outside space, green space</li> <li>› Mobility concepts</li> <li>› Digitalisation and user-friendliness of the tenant portal</li> <li>› Availability of owner-occupied and rental apartments</li> <li>› Sustainable operations</li> <li>› Healthy indoor climate</li> <li>› Age-appropriate living</li> </ul>
Customers: commercial tenants	<ul style="list-style-type: none"> <li>› Satisfaction survey</li> <li>› Customer visits</li> </ul>	<ul style="list-style-type: none"> <li>› Location preferences</li> <li>› Space requirements</li> <li>› Moving dates</li> <li>› Tenant fit-out requirements</li> <li>› Sustainable operations</li> </ul>
Employees	<ul style="list-style-type: none"> <li>› Intranet</li> <li>› Town hall meetings</li> <li>› Monthly reception</li> <li>› Company events (summer party, Christmas party)</li> <li>› Meetings of departments and business areas</li> <li>› Individual jour fixe meetings</li> <li>› Performance appraisals</li> </ul>	<ul style="list-style-type: none"> <li>› Internal communication</li> <li>› Workload</li> <li>› Working from home and increased flexibility in working hours</li> <li>› Personal goals</li> </ul>
Shareholders	<ul style="list-style-type: none"> <li>› Conferences for analysts and investors</li> <li>› Roadshows</li> <li>› Specific investor events</li> <li>› Results press conferences (every six months)</li> <li>› General meeting</li> <li>› Reporting</li> <li>› Website and social media</li> </ul>	<ul style="list-style-type: none"> <li>› CO<sub>2</sub> reduction and reduction path</li> <li>› Attractive share/dividend</li> <li>› Intrinsic value of the portfolio</li> <li>› Innovative concepts for construction and use</li> <li>› ESG rating</li> </ul>
Public authorities/ government	<ul style="list-style-type: none"> <li>› Involvement in participatory processes</li> <li>› Bilateral and cooperative dialogue</li> </ul>	<ul style="list-style-type: none"> <li>› Location-specific impacts of development projects/site developments</li> <li>› District supply</li> <li>› High-quality places to live</li> <li>› Natural outdoor spaces</li> <li>› City climate</li> <li>› Non-profit housing construction</li> <li>› Mobility concepts</li> </ul>
General public	<ul style="list-style-type: none"> <li>› Participatory processes</li> <li>› Website and social media</li> <li>› Reporting</li> <li>› Sponsorship</li> </ul>	<ul style="list-style-type: none"> <li>› Housing supply</li> <li>› Participation</li> <li>› Needs</li> </ul>
Partners/suppliers	<ul style="list-style-type: none"> <li>› Briefings and debriefings</li> <li>› Workshops</li> </ul>	<ul style="list-style-type: none"> <li>› Customer relationships</li> <li>› Stakeholder management and engagement</li> <li>› Digitalisation (plan approvals, cost models, BIM, etc.)</li> <li>› Climate-adapted building</li> <li>› Process quality and speed</li> <li>› Supply chain management</li> <li>› Efficient use of resources and the circular economy</li> <li>› Certifications and quality assurance</li> </ul>
Organisations and associations	<ul style="list-style-type: none"> <li>› Participatory processes</li> <li>› Specialist conferences</li> <li>› Podium discussions</li> </ul>	<ul style="list-style-type: none"> <li>› ESG activities</li> <li>› Certifications</li> </ul>
Media	<ul style="list-style-type: none"> <li>› Media events</li> <li>› Media office</li> <li>› Website</li> <li>› Press releases</li> </ul>	<ul style="list-style-type: none"> <li>› Private investor perspective on housing construction</li> <li>› Expertise on housing market</li> <li>› Sustainability performance</li> <li>› Rental and purchase prices</li> </ul>

# ENVIRONMENT





# Continuous reduction in emissions and intensities

Buildings are the cause of a large share of global CO<sub>2</sub> emissions, with consequences including extreme weather events and climate change. By strict compliance with its CO<sub>2</sub> reduction path and further measures, Mobimo is limiting its negative impacts on the environment and making a contribution to reducing the consequences of climate change, conserving resources, promoting health and reducing ancillary costs for its tenants.

## Extract of material topics and their potential for impact

Positive impacts (GRI 3-3-a)	Negative impacts (GRI 3-3-a)	Involvement (GRI 3-3-b)	Measures (GRI 3-3-c, 3-3-d, 3-3-e)	Involvement of Stakeholders (GRI 3-3-f)
<ul style="list-style-type: none"> <li>› Contribution to reducing the consequences of climate change and conserving resources</li> <li>› Promoting health</li> <li>› Reducing ancillary costs incurred due to lower energy costs and lower energy requirements for cooling</li> </ul>	<p>Extreme weather events and climate change:</p> <ul style="list-style-type: none"> <li>› Restrictions on usability, rentability, higher vacancy rate</li> <li>› Increased risk of damage to the building structure</li> <li>› Higher insurance costs and increased liability risk</li> <li>› Economic consequences for repairing damage and disposing of waste</li> <li>› Costs for expensive maintenance and increased energy requirements</li> <li>› Environmental pollution that impacts availability of resources and meeting basic needs</li> </ul>	Contributors	<ul style="list-style-type: none"> <li>› Detailed analysis of location and portfolio in relation to potential environmental and climate risks</li> <li>› Regular monitoring and review of the CO<sub>2</sub> reduction path and implementation of the defined measures</li> <li>› Inclusion of sustainability criteria for existing properties and development projects</li> </ul>	<ul style="list-style-type: none"> <li>› The employees responsible are required to implement the measures consistently</li> <li>› Discussions and cooperation with customers, tenants, partners and authorities to implement the measures in an expedient manner</li> </ul>

According to the United Nations Environment Programme (UNEP), buildings are the cause of around one-third of global CO<sub>2</sub> emissions. Properties are responsible for 40% of global energy consumption and 50% of consumption of natural resources. Alongside CO<sub>2</sub> emissions from operations, a significant part of the emissions occurs earlier – during the extraction of raw materials, in the supply chain and in the materials cycle during the construction process. To decarbonise a property portfolio, it is therefore necessary to first of all understand the composition of the environmental footprint. Along with CO<sub>2</sub> reduction within the company’s own value chain, indirect emissions cannot be disregarded. Sustainable construction is therefore an effective tool for addressing environmental, economic and social challenges.

### Mobimo is committed to the 1.5 °C reduction path and CO<sub>2</sub> neutrality by 2050

Mobimo developed a detailed CO<sub>2</sub> reduction path for the entire property portfolio back in 2021. Using that methodology, Scope 1, Scope 2 and – in some cases – Scope 3 emissions were included for the first time. The goal of the property portfolio reduction path is that the CO<sub>2</sub> intensity per square metre remains under the 1.5 °C reduction scenario defined by the Carbon Risk Real Estate Monitor (CRREM). The CO<sub>2</sub> emissions in the investment portfolio are to be

reduced by around 90% to 1.5 kg CO<sub>2</sub>eq/m, including tenant electricity, by 2050. An important milestone has been set for as early as 2030, with a 35.5% reduction to 10 kg CO<sub>2</sub>eq/m<sup>2</sup>. For its declared goal of CO<sub>2</sub> neutrality in 2050, as it stands today Mobimo will undertake additional compensatory measures.

The reduction pathway requires active management and continuous adjustment to the property portfolio’s current data. The plan will be regularly updated at appropriate intervals and published as part of annual reporting.

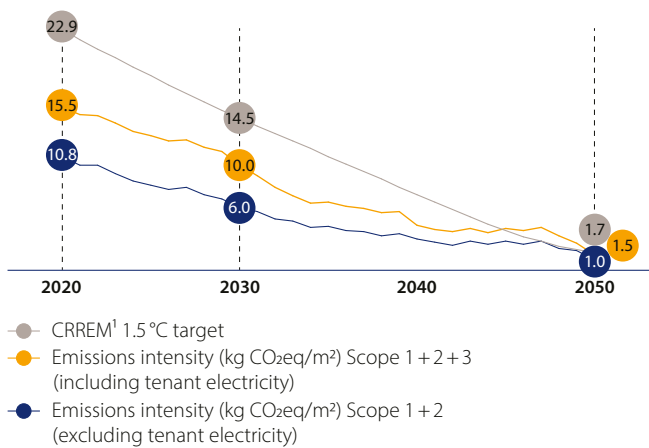
Mobimo will achieve this ambitious goal by renovating and optimising existing properties and transferring its own developments into the investment portfolio. To holistically plan the leverages and measures that have already been specified in the three fields of action – electricity, heating/cooling and building shell renovation – and to coordinate them with one another, Mobimo integrated the requirements of the CO<sub>2</sub> reduction path into the property strategy for each individual property. This places the assessment of the measures necessary for the reduction into the context of other key aspects of the property strategy – for example, market potential, structural condition, renovation cycle – and ensures an overall

## Environment

Continuous reduction in emissions and intensities

### The investment portfolio's CO<sub>2</sub> reduction path by 2050

kg CO<sub>2</sub>eq/m<sup>2</sup>



<sup>1</sup> Carbon Risk Real Estate Monitor.

perspective on the portfolio's further development and optimisation. The investments made in operational optimisations, upgrades and conversions average around CHF 40 million each year.

To further increase the in-house production of renewable electricity in the future, in 2022 Mobimo analysed the entire property portfolio with respect to its suitability for the installation of solar panels. During the course of that work, 22 properties for which additional photovoltaic systems could be implemented were identified. Four projects are in the pipeline for 2023. There are also plans to install solar panels on all new developments, which will further increase output. This will increase in-house electricity production by means of 10,000 m<sup>2</sup> of new solar panels by the year 2030, which corresponds to an output of an additional approx. 1,900,000 kWh/a or a further 15,000 m<sup>2</sup> respectively by 2050.

All new build projects and extensive renovation projects are to be operated emission-free as far as possible and are to be optimised with respect to the proportion of in-house electricity used. The basis for this strategy is the complete elimination of fossil fuels, the development of integrated and innovative energy concepts, the integration of solar panels and the installation of EV charging infrastructure. Examples of this include the company's own developments: Mattenhof in Lucerne as a 2,000-Watt Site and the Papillon project in Köniz (Bern) as a Plusenergie-Quartier.

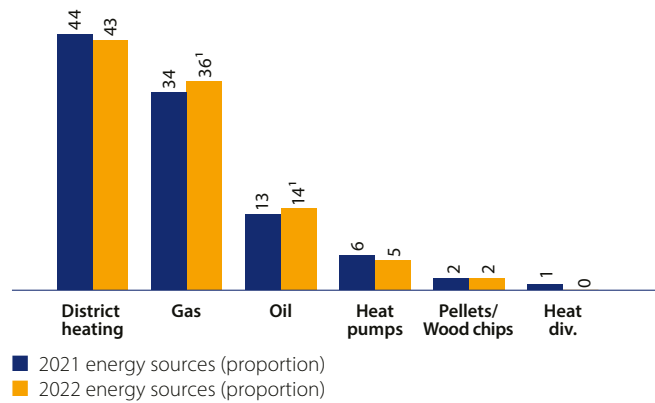
### Properties with environmental data

	2011 (baseline year) <sup>1</sup>	2021	2022	Change from 2021 to 2022	Change in %
Number		107	110	2	1.8
Energy-consuming space (m <sup>2</sup> )	401,392	663,275	670,468	7,193	1.1

<sup>1</sup> Number of properties for the base year cannot be reported due to lack of data.

### Energy sources used in heating across the portfolio

% (reference value kWh)



<sup>1</sup> The rise in gas and oil is due to additions to the portfolio of existing buildings (Fribourg, Biel, Neuchâtel and Wangen-Brüttisellen).

Furthermore, CO<sub>2</sub> goals are taken into account even at the acquisition stage. In the case of potential properties for purchase, it is mandatory to consider the necessary investment measures in the assessment and purchase pricing, taking into account the goals set out in the reduction path.

### Energy management system

Through the ongoing optimisation of heating, cooling, ventilation and lighting, both the energy consumption and CO<sub>2</sub> emissions of existing properties are being significantly reduced. Mobimo is collecting comprehensive consumption data to identify potential for optimisation. The energy requirements and greenhouse gas emissions are recorded at property level for Mobimo's property portfolio. Since 2021, this data has been collected centrally in an energy management system and analysed, and measures for reducing the energy demand and greenhouse gas emissions have been defined.

Mobimo has made considerable cutbacks to its energy consumption and emissions since 2011. This positive trend is due to regular renovations of investment properties and especially to the high quality of the company's developments transferred to the investment portfolio, such as the Mattenhof properties in Kriens or the Aeschbachquartier in Aarau.

In the 2022 reporting period, the energy-consuming space increased to 670,468 m<sup>2</sup> due to three investment properties acquired in French-speaking Switzerland in December 2021 and one site not far from Zurich.

The total energy consumption decreased slightly by 2.57% to 76,805 MWh, and the energy intensity by 3.70% to 114.6 kWh/m<sup>2</sup>. This reduced emissions by 3.11% to 9,795 t CO<sub>2</sub>eq and the emissions intensity by 3.95% to 14.6 t CO<sub>2</sub>eq/m<sup>2</sup>.



## GRI 302-1, 302-3, 302-4

## ☑ Energy consumption and intensity Scope 1 + 2 + 3

	2011 (baseline year) <sup>1</sup>	2021	2022	Share in %	Change from 2021 to 2022	Change in %
Total energy consumption (electricity, heating, cooling) (MWh)	85,947	78,827	76,805	100.0	-2,022	-2.6
› Share renewable sources (MWh) <sup>2</sup>		42,220	35,841	46.7	-6,379	-15.1
› Share of non-renewable sources (MWh)		36,607	40,964	53.3	4,357	11.9
Total electricity consumption (MWh)		39,158	38,164	100.0	-994	-2.5
› Share of renewable sources (MWh)		26,264	27,356	71.7	992	3.8
› Share of non-renewable sources (MWh)		12,893	10,809	28.3	-1985	-15.4
Total heating consumption (MWh)		39,669	38,641		-1028	-2.6
Fuel oil (MWh)		4,827	5,214		387	8.0
Gas (MWh)		13,776	13,582		-194	-1.4
Total district heating (MWh)		16,781	16,246	100.0	-535	-3.2
› Share of renewable sources (MWh)		13,089	6,457	39.7	-6,632	-50.7
› Share of non-renewable sources (MWh)		3,692	9,789	60.3	6,097	165.1
Heat pump (MWh)		2,399	1,872		-527	-22.0
Wood chips (MWh)		828	699		-129	-15.6
Cooling consumption (MWh)		1,058	1,028		-30	-2.8
Energy intensity (electricity, heating, cooling) (kWh/m <sup>2</sup> )	214.0	119.0	114.6		-4.4	-3.7
Energy intensity (electricity) (kWh/m <sup>2</sup> )		61.5	56.9		-4.6	-7.4
Energy intensity (heating, cooling) (kWh/m <sup>2</sup> )		57.5	57.6		0.1	0.2

## GRI 305-1, 305-2, 305-3, 305-4, 305-5

## ☑ Greenhouse gas emissions and intensity of greenhouse gas emissions

	2011 (baseline year) <sup>1</sup>	2021	2022	Change from 2021 to 2022	Change in %
Gross direct GHG emissions (Scope 1) (t CO <sub>2</sub> e)		4,087	4,318	231	5.7
Gross energy indirect GHG emissions (Scope 2) (t CO <sub>2</sub> e) (location based)		2,215	2,403	188	8.5
Gross other indirect GHG emissions (Scope 3) (t CO <sub>2</sub> e)		3,807	3,073	-734	-19.3
Total emissions (t CO <sub>2</sub> e)	13,931	10,109	9,795	-314	-3.1
GHG emissions intensity (t CO <sub>2</sub> e/m <sup>2</sup> )	35.0	15.2	14.6	-0.6	-3.9

☑ Independent limited assurance report on page 65. All the information about perimeters, scopes and calculation of KPIs can be found on page 62 or at [www.mobimo.ch](http://www.mobimo.ch) > Investors > Download Center.

<sup>1</sup> Figures for the base year cannot be reported in some cases due to lack of data.

<sup>2</sup> Calculation is based on an average share of renewable energy of 40% for district heating.

Three factors had a significant impact on emissions. Firstly, the acquisition of existing properties of lesser quality with respect to energy and their non-renewable heating sources (gas and oil) increased the Scope 1 emissions slightly. The future, energy-related renovation and development of the properties was budgeted for accordingly. In addition, the emissions in Scope 2 increased due to adjustments made to the stored CO<sub>2</sub> factors for district heating, as per the GHG (Greenhouse

Gas) Protocol Corporate Standard. On the other hand, the verified change by major commercial tenants to green electricity products had a positive effect and reduced the Scope 3 emissions.

# Sustainable concepts for construction and use

Mobimo opts for the application of innovative technologies, the use of local and non-polluting materials, climate-adaptive architecture and the construction of flexible-use spaces. In that way, the company not only promotes the local economy and the well-being and health of all parties integrated into the value-added process, but also reduces its environmental pollution.

## Extract of material topics and their potential for impact

Positive impacts (GRI 3-3-a)	Negative impacts (GRI 3-3-a)	Involvement (GRI 3-3-b)	Measures (GRI 3-3-c, 3-3-d, 3-3-e)	Involvement of Stakeholders (GRI 3-3-f)
<ul style="list-style-type: none"> <li>› Promotion of the local economy</li> <li>› Environmentally friendly procurement and low-emission buildings</li> <li>› Promotion of the safety, health and well-being of tenants, suppliers and partners</li> <li>› Promotion of biodiversity and minimisation of heat islands</li> <li>› Conservation of resources and reduction of grey energy</li> <li>› Supply of spaces in line with requirements</li> </ul>	<ul style="list-style-type: none"> <li>› High energy consumption and emissions</li> <li>› Pollution due to the use of harmful materials</li> <li>› Working together with suppliers with problematic business methods or environmentally harmful business practices</li> <li>› High costs</li> <li>› Endangering the safety, health and well-being of tenants, suppliers and partners</li> </ul>	Contributors	<ul style="list-style-type: none"> <li>› Construction of flexible spaces</li> <li>› Use of innovative and energy-efficient technologies</li> <li>› Connection to waste separation systems</li> <li>› Use of water-saving appliances and systems</li> <li>› Consideration of health aspects during construction</li> <li>› Conservation of resources and promoting the circular economy</li> <li>› Climate-adaptive architecture</li> <li>› Promotion of biodiversity</li> <li>› Integrated planning</li> <li>› Sustainability guidelines for products, suppliers and contractors</li> </ul>	<ul style="list-style-type: none"> <li>› The employees responsible are required to implement the measures consistently</li> <li>› Contribution by all specialist disciplines and stakeholder groups involved in the planning process</li> </ul>

Mobimo believes it has a responsibility to reduce not just energy, but also waste and consumption of resources and the associated emissions. This is why the sustainable and responsible use of resources and existing properties forms an integral part of Mobimo’s sustainability goals. Shortages of raw materials and resources, limited residential space and reduction of “grey” energy and CO<sub>2</sub> in construction are currently key drivers on the real estate market. Handling the construction, renovation and operation of buildings in a way that protects the environment and conserves resources is thus crucial to generating a positive impact. With regard to investments in and the use and transformation of real estate, Mobimo relies on sustainable use concepts, uses sustainable materials wherever possible and considers existing properties.

### Efficient use of resources and the circular economy

Mobimo incorporates careful use of resources into its planning right from the start of projects and uses material flow analyses, life cycle assessments and cost analyses to identify potential for conserving resources. The circular economy and conserving resources in the building area touches on aspects such as the preservation of existing building structures, long-term preservation of value (including flexibility of use, dismantlability, longevity) and efficiency, and

materials. This also means reducing the proportion of concrete used and, where possible, retaining existing elements of a building, for example. For developments, provision is made from the start for separating the various system components so that it is easier to demolish buildings later on, should doing so prove necessary.

In addition, materials should be reusable and cause the least possible damage to the environment and the climate. Closed loops also support the local economy, since part of the collection, processing and returning to circulation takes place locally, regionally or at least in the same country.

All the statutory guidelines are complied with during disposal of waste and reuse of valuable materials. Waste is disposed of by recycling it wherever possible.

Mobimo is actively committed to the circular economy, as a member of the likes of Madaster Switzerland, the Swiss online library for built-in materials, where Mobimo advocates more efficient use of resources and a long-term transition to the circular economy. Madaster Switzerland wants to create transparency about built-in materials, because this is absolutely vital to making targeted recovery and reuse possible in the future. In the reporting year, a workshop on

the topic of the circular economy was held with the Development, Realisation and Portfolio Management business areas.

### Sustainable, healthy materials

Where possible, Mobimo aims to achieve the Swiss Sustainable Building Standard (SNBS) or MINERGIE ECO standard for all development projects. Environmental building requirements such as sustainable procurement, environmentally friendly use of raw materials and disposal of materials (such as the use of recycled concrete or the ability to dismantle the building shell) are considered during this process. Moreover, in some development projects in the likes of Aarau and Köniz (Bern), Mobimo opts for timber construction and for the timber hybrid construction method. For developments, the promotion of timber as a building material will enable carbon sequestration in the built environment at least for a certain period of time, and will thus have a positive influence on climate change. The promotion of timber construction reduces greenhouse gas emissions generated by fossil fuels during building construction, even without taking into account carbon sequestration in the timber. Timber construction methods reduce the overall consumption of materials during construction, leading to lower greenhouse gas emissions. Mobimo bases this approach on the “Holzbau als Kohlenstoffspeicher – Potenzial des Schweizer Gebäudeparks” study, which was conducted by the City of Zurich’s Sustainable Construction department in May 2022 and deals with the topic of timber construction as carbon storage and the potential of Switzerland’s building stock. Timber can also help create a healthy indoor climate.

 Information about biodiversity can be found on page 28

### Water, effluents and waste

GRI 303-1, 303-2, 303-5, 306-1, 306-2, 306-3, 306-4, 306-5

The majority of water consumed, wastewater and waste volumes produced is attributable to property users. In the case of tenant areas, the only thing we can do is make recommendations. Mobimo can make a major contribution to reducing water consumption, mainly by installing water-saving sanitary fittings and efficient appliances. The internal guidelines on sustainable construction set out requirements for irrigating the surrounding areas and using rainwater and

#### Water and waste

	2011 (baseline year) <sup>1</sup>	2021	2022	Change from 2021 to 2022	Change in %
Total water consumption (m <sup>3</sup> )		419,079	397,688	-21,391	-5.1
Water intensity (m <sup>3</sup> /m <sup>2</sup> )		0.63	0.59	-0.04	-6.1
Weight of waste by disposal route (total) (t)		22,540	21,761	-779	-3.5
> recycled (%)		53	53	0	0.0
> sent to landfill (%)		47	47	0	0.0

<sup>1</sup> Figures for the base year cannot be reported due to lack of data.

grey water for major refurbishment or new build projects in particular. These requirements are based on the requirements formulated by Swiss Sustainable Building Standard (SNBS), a certification organisation. Waste disposal is also the users’ responsibility. At its properties, Mobimo supports the public system by providing facilities and waste separation systems and by reprocessing (compostable, recycling, refuse, PET, etc.). In the reporting year, Mobimo collected data on waste in the property portfolio for the first time. The total weight of waste in 2022 was 21,761 t (prior year 22,540 t).

Water consumption in the investment portfolio is the responsibility of users and is billed directly by the water utilities. The water consumption of the entire portfolio in 2022 was 397,688 m<sup>3</sup>, (prior year: 419,079 m<sup>3</sup>) and the water intensity was 0.59 m<sup>3</sup>/m<sup>2</sup> (prior year: 0.63 m<sup>3</sup>/m<sup>2</sup>).

### Supply chain management

GRI 2-6, 204-1

When choosing its suppliers and partners, Mobimo not only looks for quality standards and value for money but also for a shared understanding of sustainability. By selecting suppliers carefully and specifying contractual obligations, Mobimo takes due account of social and environmental aspects throughout the supply chain.

Since Mobimo operates exclusively in Switzerland, projects are always implemented in compliance with Swiss standards. The suppliers and partners involved generally come from the corresponding geographical regions (30 km radius), in other words from the Zurich metropolitan area, from Central Switzerland or, in the Canton of Vaud, primarily from the Lausanne region. With the exception of special building components such as windows, the regional radius can generally be adhered to. According to a rough analysis, more than 2,000 partners and suppliers work for Mobimo.

Suppliers are selected based on criteria such as local connections, short distances (70% to 80% of purchases are from regional and national suppliers) and compliance with quality and sustainability requirements. The quality of the cooperation, reliability and experience are also every bit as important.

As a principal, Mobimo requires its contracting partners to comply with all current and applicable laws, regulations and requirements relating to safety and employment law and to adhere to the provisions of the Gender Equality Act and the Posted Workers Act. The relevant standards governing sustainable building must also be met. In implementing this policy, Mobimo relies on internationally recognised human rights principles such as the United Nations General Declaration of Human Rights and, in particular, on the latest recommendations made by the KBOB/IPB (the coordination conference of construction and property bodies of public building owners and the interest group of private and professional building owners), among other authorities.

## Environment

Sustainable concepts for construction and use

### Portfolio management and property management: main activities



### Important supplier groups and external services (not exhaustive)

- › Lift suppliers
- › Construction and environmental technology
- › Developers
- › Signwriters
- › Electricians
- › Landscape gardeners
- › Building technology providers
- › Tradespeople (frontages, roofs, windows, carpentry, joinery, etc.)
- › Interior designers
- › Lighting experts
- › Ventilation and air conditioning technology providers
- › Metalworkers
- › Furniture providers
- › Sanitation providers
- › Providers of locking systems
- › Telecoms and IT providers
- › Door and gate providers
- › Environmental service providers

### Development and realisation: main activities



### Important supplier groups and external services (not exhaustive)

- › Architects
- › Developers
- › Electrobiologists
- › Landscape gardeners
- › Building technology providers
- › Tradespeople
- › Engineers
- › Interior designers and colour consultants
- › Artists
- › Marketing consultants
- › Market researchers
- › Notaries and legal advisors
- › Planners
- › Sociologists
- › Subcontractors (all trades)
- › General contractors

## Sustainable concepts for use

Mobimo sets great store by making high-calibre spaces that are geared to actual needs available to its tenants. Flexibility is also an important aspect of the value retention of properties, enabling them to keep pace with changed living and working conditions or trends in municipal planning. It is therefore necessary to be constantly prepared for changing trends in property use and to anticipate new developments where possible.

The company has a great deal of experience not only in developing new properties, but also in converting existing stock. For example, a sensitive renovation converted the Seehalle Horgen property from a disused factory into a multifunctional building with commercial and office space and catering outlets. Another example is the former office building Im Tiergarten in the city of Zurich, which Mobimo transformed into a residential property.

For Mobimo, the contemporary way of living together means achieving a mix of uses in districts and spaces. This is why the company opts for multifunctional and flexible spaces. Collaboration with non-profit housing development associations plays an important role in many projects. Mobimo promotes social cohesion in part through communal areas, events for residents of districts and co-working spaces.

## Integrated planning for sustainable operations

Integrated planning is an all-encompassing approach to the design and development of buildings. The approach comprises the interdisciplinary interplay of all specialist disciplines and interest groups involved in the planning process, right from the initial ideas phase and planning through to implementation and use. This is important, because the direction of key aspects of the property's lifecycle is determined at this very early stage in the process. The focus is on solution-oriented teamwork and in-depth, accurate communication throughout the entire process. At this stage, Mobimo relies on working in combination with Building Information Modelling (BIM), so that the full potential and cost effectiveness of integrated planning can be exploited. Mobimo has laid down the principles and goals for this process in the BIM guidelines.



# Awakening new life in historic buildings

**When it comes to sustainable planning and building, Mobimo also pays special attention to its existing properties. Refurbishments and conversions preserve history and tradition. Two selected projects in French-speaking Switzerland demonstrate this considerable potential.**

## Les Jumeaux

Development continues in the Flon district with the complete renovation of the old Les Jumeaux warehouses. They bear witness to the location's industrial history.

The two iconic buildings, which date back to the late 19<sup>th</sup> century, are now connected by a contemporary glass roof, and the historic ochre colour has been restored to the façades. Taking special account of the original architectural elements, the energy-efficient renovation of the 2,800 m<sup>2</sup> space includes improving the thermal shell and making provision for cooling through the Flon district cooling circuit. The installation of solar panels on the roof is supplemented by green roofs, and hence has a positive impact on the microclimate. A dynamic and creative mix of uses with shops and catering establishments, a jazz club and a rehearsal room for musicians will move into Les Jumeaux breathing new life into the site.

An artwork will also be installed in both the entry halls of Les Jumeaux, creating a symbolic connection with the users of the spaces and strengthening the building's identity.

## Art restoration in Geneva

For some years now, Mobimo has been undertaking extensive renovation works on Geneva's building stock. Balancing improvements in energy performance with respect for cultural heritage is a task that has proven complex.

At Rue de l'École-de-Médecine 3, the building was renovated with due consideration for its historical elements. The conservation and restoration work has created a true gem, especially in the entrance hall. The original architectural ornamentation in marble stucco was discovered under a layer of paint.

On the façade facing the street, there is also a painted decorative frieze dating back to 1919. It also required careful restoration and the reconstruction of several missing ornaments. The art restorers from Sinopie worked tirelessly on reinstating the motifs of the frieze by restoring its colour nuances and earlier appearance. In this way, both history and tradition are being preserved.



Les Jumeaux, detail of the building Rue de Genève 21 (mural, circa 1990, partially preserved), Quartier du Flon, Lausanne.



# SOCIETY





# Customer relationships based on trust

For Mobimo, fostering its tenants' safety, well-being and a sense of belonging are the top priority. Mobimo prevents potentially negative impacts on its tenants with its active customer care through in-house property management, consideration of sustainability criteria over the entire lifecycle of a property, and also through its certification strategy.

## Extract of material topics and their potential for impact

Positive impacts (GRI 3-3-a)	Potential negative impacts (GRI 3-3-a)	Involvement (GRI 3-3-b)	Measures (GRI 3-3-c, 3-3-d, 3-3-e)	Involvement of Stakeholders (GRI 3-3-f)
<ul style="list-style-type: none"> <li>› Promotion of a sense of security and belonging, promotion of health and well-being</li> <li>› Availability of high-quality living spaces</li> </ul>	<ul style="list-style-type: none"> <li>› Impairment of sense of security, well-being and health</li> <li>› Deterioration of tenants' financial circumstances</li> <li>› Greater demands and expectations from investors in terms of the resilience of products and services offered</li> <li>› Higher vacancy rate</li> </ul>	Caused by	<ul style="list-style-type: none"> <li>› Active customer support and personal contact</li> <li>› Defect management</li> <li>› Compliance with legal requirements for health and safety</li> <li>› Consideration of sustainability criteria in portfolio management and acquisition</li> <li>› Active management of sustainability ratings</li> <li>› Certification of existing and development projects for quality assurance</li> </ul>	<ul style="list-style-type: none"> <li>› The employees responsible are required to implement the measures consistently</li> <li>› Regular customer surveys</li> <li>› Active stakeholder management</li> </ul>

## High product quality

Mobimo's property portfolio includes 136 properties. The company's portfolio of attractive, value-retaining properties in first-class locations currently has a value of over CHF 3,700 million. The portfolio consists of investment properties worth CHF 3,113 million and development properties worth CHF 588 million. Continuously optimising the property portfolio and aligning the real estate services with customer needs are key components of Mobimo's business model.

## Ratings and certifications

In its core business, Mobimo invests in high-quality land, sites and properties with lasting value and situated in first-class locations in Switzerland. In addition to retaining their value, these investments are also socially and environmentally sustainable. Methods used by Mobimo to measure the quality of its property portfolio (existing properties and development projects) include the Global Real Estate Sustainability Benchmark (GRESB) Rating for the two categories of Standing Investment and Development Benchmark. Because sustainability is a key element of Mobimo's business model, the GRESB scores are incorporated in the corporate strategy and objectives as ESG targets. Mobimo considers GRESB scores to be a suitable measure for assessing the quality of the management, the property portfolio (Standing Investment) and the development activities (Development), and it aims to achieve above-average GRESB scores.

Mobimo also uses certification systems and certificates specific to the real estate industry for both its existing properties and development projects. Mobimo's certification strategy requires all development and substantial renovation projects to be certified with a nationally or internationally recognised sustainability label. These labels serve as quality management tools that increase transparency. Besides they provide a basis for creating sustainable added value. For existing properties, Mobimo uses the internationally recognised DGNB/SGNI GIB certification system. The portfolio of existing properties is being certified gradually during operation to measure the portfolio's current sustainability performance and derive improvement measures from it.

In 2022, the proportion of certified properties in the portfolio stood at 25% of energy-consuming space, representing a current market value of roughly CHF 949 million. It will be gradually increased to 50% by 2030 and to over 75% by 2050.

2022 also saw Mobimo have the Papillon site in Köniz (Bern) certified as its first Plusenergie-Quartier project. In addition, the commonhold development project in Horgen was MINERGIE-ECO certified and a DGNB certification of the completed investment project in Zurich-Manegg is currently under review.

 [Read more about Mobimo's ratings and certifications on page 3](#)

## Society

Customer relationships based on trust

### Existing properties

Location	Use	Address	Certification	Market and book value (CHF) as at 31.12.2022	Energy-consuming space (m <sup>2</sup> )	Useable area (m <sup>2</sup> )	Year built or renovated
Regensdorf	Residential	Schulstrasse 95-105	Minergie	66,600,000	11,646	8,716	2015
Zurich	Commercial	Friedaustasse 17	Minergie	16,160,000	3,271	2,570	2013
Zurich	Commercial	Hardturmstrasse 3, 3a, 3b	Minergie	68,490,000	9,838	8,226	2008
Zurich	Residential	Letzigraben 134/136	Minergie	84,060,000	7,779	6,975	2016
Opfikon-Glattbrugg	Residential	Farmanstrasse 47/49	Minergie	35,150,000	4,915	3,608	2008
Affoltern a.A.	Commercial	Obstgartenstr. 9, Alte Obfelderstr. 27-29	Minergie	82,040,000	13,418	10,625	2014
Affoltern a.A.	Residential	Alte Obfelderstr. 31-35	Minergie	34,590,000	5,889	4,706	2013
Küsnacht	Self-used	Seestrasse 59	Minergie	7,421,000	2,435	2,046	2006
Kriens	Mixed	Am Mattenhof 4, 4a	2000-Watt Site	36,100,000	9,599	7,729	2019
Kriens	Mixed	Am Mattenhof 12, 14	2000-Watt Site	73,920,000	17,479	13,519	2019
Kriens	Mixed	Am Mattenhof 16, 16a	2000-Watt Site	42,130,000	11,782	9,477	2019
Kriens	Mixed	Am Mattenhof 8	2000-Watt Site	19,090,000	6,112	4,840	2019
Kriens	Residential	Am Mattenhof 6	2000-Watt Site	15,510,000	3,675	2,681	2019
Aarau	Residential	Aeschbachweg 2	DGNB	28,630,000	5,461	4,090	2018
Aarau	Residential	Aeschbachweg 6/8	DGNB	21,210,000	7,479	5,671	2018
Aarau	Residential	Aeschbachweg 12	DGNB	26,250,000	5,057	3,793	2018
Aarau	Residential	Buchserstrasse 9/11	DGNB	23,180,000	4,794	3,523	2018
Aarau	Residential	Buchserstrasse 15	DGNB	15,780,000	3,495	2,665	2018
Aarau	Commercial	Industriestrasse 20, Polygon	Minergie	24,740,000	5,518	4,356	2012
Lausanne	Commercial	Avenue d'Ouchy 4-6 (Horizon)	Minergie	76,030,000	9,459	8,072	2013
Lausanne	Commercial	Place de l'Europe 7	Minergie	9,350,000	1,956	1,498	2001
Lausanne	Commercial	Rue des Côtes-de-Montbenon 20/22/24	Minergie	46,440,000	8,306	8,017	2013
Lausanne	Residential	Rue Voltaire 2-12	Minergie	92,940,000	11,479	8,663	2015
				<b>948,811,000</b>	<b>170,842</b>	<b>136,066</b>	

	CHF	in %
<b>Total market value investment portfolio</b>	3,113,000,000	100
Certified market and book value	948,811,000	30
of which:		
› Minergie	647,011,000	68
› DGNB	115,050,000	12
› 2000-Watt site	186,750,000	20

	m <sup>2</sup>	in %
<b>Total energy-consuming space investment portfolio</b>	672,903	100
Certified energy-consuming space	170,842	25
of which:		
› Minergie	95,909	56
› DGNB	26,286	16
› 2000-Watt site	48,647	29



### Development properties

Location	Address	Certification	Status
<b>Trading properties</b>			
Arllesheim	Bruggweg 60	Minergie	pre-certified
Dietikon	Schöneeggstrasse	SNBS Silver	pre-certified
Herrenschwanden	Mettlenwaldweg 19	Minergie-ECO	planned
Köniz, Hallmatt	Unders Juuch	Minergie	planned
Köniz, Niederwangen	Papillonallee	Plusenergie-Quartier / 2000-Watt	certified
Langenthal	Kühlhausstrasse 8	Minergie-ECO	planned
Maur	Dorfacherstrasse	Minergie-ECO	planned
Merlischachen	Chappelmmatt-Strasse (Burgmatt)	Minergie	planned
Oberägeri	Lutisbachweg	Minergie	pre-certified
Uster	Brauereistrasse	Minergie-ECO	planned
Horgen	Allmendgütlistrasse 35/39/43	Minergie-ECO	certified
Allaman	Chemin des Grangettes 2	Minergie-ECO	planned
Dübendorf	Birchlenstrasse 20 – 26	Minergie-ECO	planned
Lausanne	Avenue de Beaumont 76	Minergie-P-ECO	planned
Lausanne	Avenue Marc-Dufour 15	Minergie	planned
Lausanne	Chemin de Montétan 11; Avenue de France 66	Minergie-P-ECO	planned
Wangen-Brüttisellen	Stationsstrasse 31/33; Zürichstrasse 64/64a	SNBS Gold	planned
<b>Development properties</b>			
Aarau	Industriestrasse 28; Torfeldstrasse Parkhaus	Minergie-ECO	planned
Lausanne	Avenue d'Ouchy 4 – 6	Minergie	planned
Lausanne	Rue des Côtes-de-Montbenon 14	Minergie-ECO	planned
<b>Investment properties under construction</b>			
Lausanne	Rue de Genève 19/21	–	in evaluation
Lausen	Hauptstrasse	Minergie	planned
St. Gallen	Wassergasse 50/52	–	in evaluation
Zurich	Allmendstrasse 90/92/94/96/98/100/102/104 (Manegg)	DGNB	in evaluation
Zurich	Im Tiergarten 7	DGNB	in evaluation

### Customer satisfaction

Mobimo uses the results of the tenant survey as a metric to evaluate the company's performance. The tenants are regularly asked, among other things, about the quality of the properties, service quality and customer care (surveys alternate between tenants of commercial properties one year and tenants of residential properties the next). In 2022, the commercial tenant population was surveyed. Mobimo outsources its customer satisfaction surveys to an independent external partner. The feedback received from survey participants is very positive, particularly in relation to the key criteria of information flow, contactability and deadline compliance.

### Unexpired lease term for commercial tenants

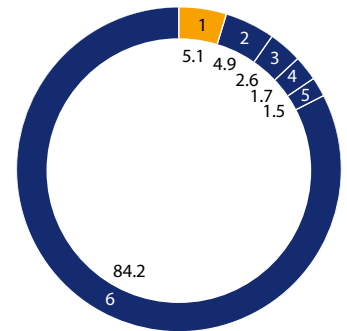
Ø in years

# 7.4

### Long-term customer relationships

Shares of the five biggest tenants in %

- 1 Swisscom Group
- 2 SV Group
- 3 Senevita AG
- 4 Coop Group
- 5 Galderma S.A.
- 6 Other tenants



### Extract from survey of commercial tenants

%



■ Fairly good to very good

The surveys show that commercial tenants of office, commercial, retail and hotel space particularly appreciate Mobimo properties for their space, central locations and connections. Mobimo also views the duration of customer relationships as evidence of a generally high level of satisfaction and of good product quality.

The weighted average unexpired lease term (WAULT) serves as a further performance indicator for Mobimo for its commercial tenants. By actively managing major tenants and maintaining close customer relationships, Mobimo ensures that rental contracts can be renewed early or reletting concepts can be developed in good time. As at 31 December 2022, the WAULT was 7.4 years.

Personal contact plays a key role in customer care at Mobimo: Mobimo employees make regular visits to commercial tenants (offices, commercial space, retail, hotels). In the case of commonhold development properties, customers are integrated into the process from the very outset. The quality of implementation is also checked here through the customer surveys conducted after official certification, after the internal fixtures and fittings are selected, three months after transfer of possession and around two years after handover.

## Society

Customer relationships based on trust

Construction activities can inconvenience tenants and residents in various ways, including through noise pollution, site traffic or restrictions on using certain facilities. In the reporting year, Mobimo again took measures to minimise these adverse effects as much as possible. The affected tenants and residents were informed well in advance about the construction activities. Furthermore, any noisy work was mainly done outside business hours, and the construction site logistics were organised in a way that minimised disruption to local traffic. Another indicator is the defect rate.

### Customer health and safety

GRI 416-2

The needs, safety and well-being of customers is a top priority for Mobimo. All legal regulations are complied with and the company fully cooperates in all inspections conducted by the relevant authorities and bodies (e.g. work and safety inspectorate, fire safety inspectorate, Suva). Issues such as health and safety are governed in building-specific handbooks for tenants or in contracts for operational aspects of the building. The topic of customer health and safety also includes protecting tenants and users from the consequences of climate change. Natural and environmental risks must be considered in particular. Mobimo assesses these risks on a regional and property-specific basis and insures them where possible. Existing properties are periodically assessed for potential environmental damage and risks. Mobimo recognises the need to adapt building shells and technology to withstand more extreme weather and climatic conditions caused by the effects of climate change. During acquisitions, environmental risk assessments are conducted as part of the due diligence process. Indoor climate, comfort and health in buildings and spaces are further considerations that are becoming increasingly important.

### Targeted communication

GRI 417-3

Mobimo uses a range of communication tools to ensure customer information and product communication. This includes brochures, advertisements, websites and personal interviews. Nationally and internationally recognised certificates and ratings (see page 3) are clearly communicated. The company adheres to standard market codes of conduct and the quality requirements for communication and marketing. Corporate governance and the Code of Conduct govern a range of aspects including the requirements for corporate communication. The Head of Communications and Investor Relations Manager are responsible for communications at corporate level. The Marketing department handles the marketing of projects and reletting of commercial space. The Legal department is responsible for ensuring compliance with customer data protection and legal regulations, with the CEO assuming overall responsibility. There were no breaches of labelling requirements or the legal and ethical rules on marketing and advertising in 2022. The employees were familiarised with the topic in training.

The Mobimo website ([www.mobimo.ch](http://www.mobimo.ch)) is an important information portal for customers and partners. It also provides links to websites for the real estate projects and sites, and for "Mobimo & Art".

### Marketing and Labelling

#### Product and service information

Sourcing of components of the product or service

Content, particularly with regard to substances that might have an environmental or social impact

Safe use of the product or service

Miscellaneous

Percentage of significant product or service categories covered by and assessed for compliance with such procedures.

#### Mobimo practice

Yes, wherever possible. This is largely/increasingly possible due to the duty of declaration.

Yes, particularly with regard to environmental impacts (the appliances used in buildings and their energy efficiency, their materials, their sourcing, environmentally friendly manufacture, use of rainwater, etc.).

Yes. See information on pages 23 and 26.

Property users are given folders containing information on appliances, materials and their correct/optimal use. The folders also contain the details of contact persons such as caretakers and managers.

100% of new properties and the majority of investment properties (notice board at the entrance or information in specific rooms such as boiler rooms).

# High-quality places to live

Through its internal development department and construction of entire sites, Mobimo creates high-quality living and working spaces that are secure, provide a sense of identity and are environmentally sound. From the very inception of these projects, the company embraces dialogue with public authorities, the general public and all expert disciplines involved.

## Extract of material topics and their potential for impact

Positive impacts (GRI 3-3-a)	Potential negative impacts (GRI 3-3-a)	Involvement (GRI 3-3-b)	Measures (GRI 3-3-c, 3-3-d, 3-3-e)	Involvement of Stakeholders (GRI 3-3-f)
<ul style="list-style-type: none"> <li>› Promotion of the health, safety and well-being of users</li> <li>› Identity-building and promotion of community life</li> <li>› Increase in portfolio value</li> <li>› Promotion of the local economy</li> <li>› Promotion of the urban climate and microclimate</li> </ul>	<ul style="list-style-type: none"> <li>› Impairment of the health, well-being and safety of users</li> <li>› Higher vacancy rate</li> </ul>	Caused by	<ul style="list-style-type: none"> <li>› Sustainable development and operation of properties</li> <li>› Implementation of mobility concepts</li> <li>› Mobimo &amp; Art</li> <li>› Promotion of biodiversity</li> </ul>	<ul style="list-style-type: none"> <li>› The employees responsible are required to implement the measures consistently</li> <li>› Dialogue with authorities and the public from the first project phase (participative processes)</li> <li>› Contribution by all specialist disciplines and stakeholder groups involved in the planning process</li> </ul>

Developing and repurposing sites into vibrant districts is one of Mobimo's core competencies. Mobimo owns sites in Aarau, Langenthal, Uster and Lausanne that are currently under development. These, along with a newly acquired site in Wangen-Brüttsellen, exemplify the company's goal of practising sustainable development in cities and creating added value through responsible production. To ensure that each property and each renovation or construction project creates added value for the users, for residents and for the local economy, a detailed analysis of the specific characteristics of the location is carried out in dialogue with residents, interested users, local authorities and representatives of the business community. The results of this analysis then serve as a basis for developing further measures. Depending on the project and the requirements, the analysis may also include a consultation on environmental, health and safety aspects. It is carried out by employees from Mobimo's Development, Portfolio Management, Site Management and Marketing business areas.

Mobimo aligns its investments in socially and environmentally responsible products with the respective local conditions and it offers suggestions on things such as promoting a diverse mix of tenants, versatile uses and community life. To ensure that all buildings are accessible to everyone without discrimination, every development meets the SIA 500 "Obstacle free buildings" Standard.

## Site development and site management

### GRI 203-1

The development and expansion of entire sites into lively, mixed-use districts is one of Mobimo's core competences. Major projects can have a sustained effect on townscapes, the environment, social interaction and demographic structures. The following applies here: the bigger the project, the more important it is to consider spatial planning and urban development aspects. In its site development projects, Mobimo draws on expert support and liaises closely with public authorities, district associations, neighbours and other stakeholders from the outset. This participation is absolutely crucial to creating an overall concept that is in keeping with the local conditions. The site management team also has a presence on the ground and is responsible for ensuring a pleasant experience for all users.

The attractiveness of a site is dependent on an overall concept that is in keeping with the local conditions, architectural and construction elements, parks and play area options, and a pleasant, lively atmosphere.

In addition to the societal considerations, environmental aspects such as emissions, waste and consumption of resources and social aspects such as residents' health and safety have to be taken into account, particularly in the case of site developments.

## Society

High-quality places to live

As the owner of the Le Flon district in Lausanne, the Aeschbachquartier in Aarau and the Mattenhof in Kriens, Mobimo has long-standing experience in developing and managing sites.

### Climate-adaptive building

Natural rainwater infiltration plays an important role in creating climate-adapted buildings and districts. To promote microclimates within cities, Mobimo constructs retention facilities, which are used to create a cooling effect on their environment through the evaporation of rainwater. The same effect is achieved through green roofs and the reduction of sealed surfaces. To support the microclimate, Mobimo selects colours and materials for façades that minimise the extent to which buildings heat up during the summer. Night-time cooling and ventilation of districts is optimised by arranging buildings to allow flow.

### Mobility concepts

Mobimo's properties are in central locations in the immediate vicinity of public transport. The local needs are addressed with a mobility concept, which is created at the start of most construction projects. Alternative forms of mobility are promoted wherever possible. Among other measures, Mobimo supports car- and bike-sharing at its properties and, in some cases, subsidises membership of mobility clubs. There are of course generous numbers of cycle parking spaces and charging points for e-bikes.

### E-mobility

Mobimo attaches high operative importance to the topic of e-mobility. All the parking spaces in newly developed residential or mixed-use properties have been prepared for the installation of charging stations. Mobimo proceeds with implementation when a specific need is established on the part of tenants. This also applies to properties in the portfolio, i.e. to those that Mobimo has not newly developed or constructed. Visitor parking spaces at large properties are also equipped with charging stations on a selective basis. Mobimo gained important insights by actively participating in the "Understanding Charging Infrastructure 2050" project by EnergieSchweiz and the Swiss Federal Office of Energy.

### Biodiversity

GRI 304-1

Preserving and maintaining biodiversity is a key concern for Mobimo. It believes it is hugely important to maintain and use Switzerland's rich biodiversity. At the start of a development project, the surrounding area is therefore assessed to determine how the potential of the landscape and nature can be utilised, while also determining the conservation needs (e.g. protecting areas with high levels of biodiversity). The necessary measures are defined in the guideline on sustainable construction. In 2022, employees were also taught about the various benefits of natural landscaping and environmental planning on the "Outdoor spaces that are close to nature" training course.

No protected areas are currently affected by Mobimo's real estate locations, and no areas with high biodiversity or endangered and protected species are threatened by Mobimo's activities.

### District development

GRI 413-2

With its business activities, Mobimo contributes to economic and social development in many different ways. The development of districts through rental offerings tailored to the needs of users should be mentioned here in particular. Mobimo supports the transition to sustainable mobility with charging stations for electric vehicles. It also encourages local sourcing and supports local traders and businesses, including property management companies.

Mobimo actively promotes networking among residents and business owners in its districts. This includes establishing business associations (Flon, Aeschbachquartier, Mattenhof) and district associations (Aeschbachquartier, Mattenhof), in which Mobimo participates by serving on the board. In the Le Flon district, Mobimo and its district management team are also heavily involved in organising and conducting marketing campaigns and events, such as #HappyChristmasFlon and La Ligne Bleue. In Mattenhof and the Aeschbachquartier, public events such as an open-air cinema, outdoor fitness facilities and various seasonal district festivals also ensure a diverse programme that is actively supported and appreciated by the local population. The residents also enjoy various discounts from local businesses through the tenant portal.

### Art

Through the "Mobimo & Art" initiative, Mobimo combines art and architecture. Art builds identity and adds an emotional layer to the functional relationship between buildings and their users. Mobimo has made it a requirement for architectural art to be incorporated into all of its development projects in the investment portfolio. The "Mobimo & Art" initiative has led, for example, to the creation of "The No Problem Sculpture" by Not Vital in Zurich's District 5, and to "Curry & Paprika" by Christian Gonzenbach in the courtyard of a residential development in Regensdorf, as well as "Rivière suspendue", an installation mimicking a suspended river by Atelier Schlaepfer-Capt in the Flon district in Lausanne. The latest addition to Mobimo's art portfolio is "Die Starken", a multi-part installation by artist Annina Thomann in Zurich-Manegg.

 [www.mobimo.ch](http://www.mobimo.ch) > Art

# Role model for urban housing construction

**Together with Logis Suisse, Mobimo is building 268 apartments in the city of Zurich. The project is a shining example of a constructive partnership between two different players in the housing construction sector.**

The city of Zurich is growing, especially in its suburban districts. A new and diverse district is emerging in the urban development area of Manegg, located on the border with Leimbach. Mobimo is also playing its part in this diversity. As the owner of a large plot of land, Mobimo decided at the start not to develop the entire site itself. Instead, it sought to collaborate with a not-for-profit housing developer in keeping with the city's "Drittelsziel" goal. This goal is designed to ensure that by the year 2050, one-third of the city's total housing stock will be not-for-profit. In Logis Suisse, Mobimo found a competent and professional partner for the joint implementation of the development.

Together, they invited companies to participate in a study contract, which resulted in the winning project. The four buildings, of which two belong to Mobimo and two to Logis Suisse, were designed by the same architect and developed as a single-provider solution according to the exact specifications of each client. The result is a modern, high-quality residential area with buildings in symbiotic relationships to each other.

Around 44% (111) of the residential units on the site meet the standards of non-profit housing construction, while 56% (157) are priced in line with the market. With these figures, the site actually exceeds the one-third goal set by the city of Zurich. In addition to the materials used, the main differences lie in the types of apartments offered. Logis Suisse primarily rents out family apartments with up to four rooms, while Mobimo's ZHil-Manegg project concentrates mainly on 2.5- and 3.5-room apartments for couples and singles.

These different priorities contribute towards a high level of social diversity within both the site and the district. Mobimo also supports the educational infrastructure in the expanding district with a municipal double kindergarten on the ground floor of one of its buildings.

The site was designed to blend in well with the district and add vibrancy to the area. It is generally accessible to everyone and includes play areas for children. Despite the construction challenges, Mobimo has also integrated a public footbridge over the main road, which connects the site directly to the school on the opposite side. This makes things much easier for the schoolchildren and parents.





# Outstanding employer

Mobimo offers its approximately 170 employees attractive and fair working conditions and a modern and safe work environment, and promotes training and development. In doing so, the company creates job security, safeguards the health and well-being of its staff and makes a positive contribution to the economy and training.

## Extract of material topics and their potential for impact

Positive impacts (GRI 3-3-a)	Potential negative impacts (GRI 3-3-a)	Involvement (GRI 3-3-b)	Measures (GRI 3-3-c, 3-3-d, 3-3-e)	Involvement of Stakeholders (GRI 3-3-f)
<ul style="list-style-type: none"> <li>› Promotion of the health, safety and well-being of employees and their families</li> <li>› Promotion of education and prosperity</li> <li>› Positive contribution to the economy</li> <li>› Creation and protection of jobs</li> </ul>	<ul style="list-style-type: none"> <li>› Dissatisfaction</li> <li>› Deterioration of the financial conditions and the health and safety of employees and their families</li> </ul>	Caused by	<ul style="list-style-type: none"> <li>› Fair and attractive working conditions</li> <li>› Flexible working</li> <li>› Modern, safe and healthy working environment</li> <li>› Development of the corporate culture</li> <li>› Promotion of training and development</li> </ul>	<ul style="list-style-type: none"> <li>› The employees responsible are required to implement the measures consistently</li> <li>› Regular employee surveys</li> </ul>

Mobimo’s success is directly dependent on the well-being and safety and the professional development and innovative capacity of the company’s employees. This means that, in addition to developing and improving the skills of its employees, Mobimo must also be seen as an attractive employer, so that it can attract and retain the right people. This not only benefits the company but the employees as well, as it makes them more employable.

Of Mobimo’s 174 employees, 85 (49%) are women (prior year: 52%). The proportion of women at management level was 29% (prior year: 32%), and the proportion of women on the Board of Directors was 43% (prior year: 50%). Most employees – 59% – are in the middle age bracket (between 30 and 50 years old). 17% of employees are below 30 and 24% are older than 50.

Mobimo takes various measures to preserve and improve its reputation as an attractive employer and continuously implements strategies to reduce the high turnover rate that the industry is sometimes known for. HR policy is the responsibility of the CEO, who is supported by the Head of HR.

## Employee structure

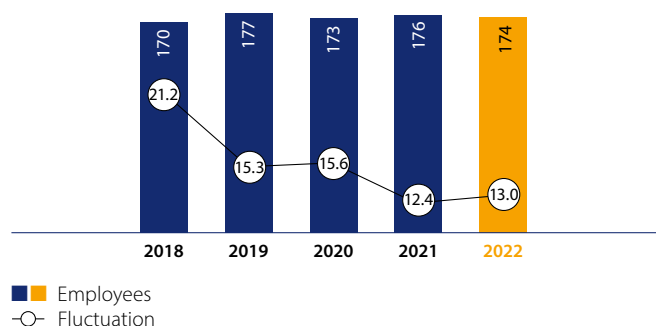
GRI 2-7

Mobimo has offices in German-speaking and French-speaking Switzerland. The activities in French-speaking Switzerland are largely organised in the same way as in German-speaking Switzerland and are overseen by a member of the Executive Board.

## GRI 401-1

### Employees and staff turnover

By headcount/%



### Employee figures by gender

By headcount

	Female	Male	Other <sup>1</sup>	Not disclosed	Total
Number of employees	85	89	0	0	174
Number of permanent employees	84	84	0	0	168
Number of temporary employees	1	5	0	0	6
Number of non-guaranteed hours employees	0	0	0	0	0
Number of full-time employees	47	75	0	0	122
Number of part-time employees	38	14	0	0	52

<sup>1</sup> Gender as specified by the employees themselves.

### Employee figures by region

By headcount

	Zurich area	French-speaking Switzerland	Summe
Number of employees	132	42	174
Number of permanent employees	127	41	168
Number of temporary employees	5	1	6
Number of non-guaranteed hours employees	0	0	0
Number of full-time employees	95	27	122
Number of part-time employees	37	15	52

### Diversity and equal opportunity

Diversity and equal opportunities are important to Mobimo. They contribute towards the success of the business and lay the foundations for a corporate culture that is inclusive and fosters a sense of identity. To Mobimo, the principle of non-discrimination means providing all employees with equal opportunities and the same working conditions regardless of their age, gender or origin. It also means not tolerating prejudice or humiliation in any form.

Due to its locations in German-speaking and French-speaking Switzerland and its different areas of business, working life at Mobimo is also characterised by linguistic and cultural diversity. Cross-cultural collaboration is promoted through exchange programmes for employees between German- and French-speaking Switzerland, through joint events between both locations and through language courses in French and German. Five employees participated in the exchange programme in 2022.

### GRI 405-1

#### Diversity

By headcount

	2022	2021
<b>Board of Directors</b>		
Gender		
> Female	3	3
> Male	4	3
Age		
> < 30 years	0	0
> 30 – 50 years	1	2
> > 50 years	6	4
<b>Executive Board</b>		
Gender		
> Female	0	0
> Male	5	6
Age		
> < 30 years	0	0
> 30 – 50 years	2	4
> > 50 years	3	2
<b>Middle Management</b>		
Gender		
> Female	7	9
> Male	12	13
Age		
> < 30 years	0	0
> 30 – 50 years	15	18
> > 50 years	4	4
<b>Employees</b>		
Gender		
> Female	78	83
> Male	72	65
Age		
> < 30 years	29	26
> 30 – 50 years	86	85
> > 50 years	35	37

### Attractive employer

#### Pay and benefits

##### GRI 2-30

Mobimo employs highly qualified people and offers them excellent working conditions. The company pays attractive salaries that are in line with the market and the sector and that take into account criteria such as function, rank, education and experience, as well as years of service, individual performance and achievements. The cleaning staff at its own facility management company are covered by a collective bargaining agreement with a set minimum wage. As at 31 December 2022, around 11% of the total workforce were covered by this collective bargaining agreement. When the company is performing well, its employees receive a profit-sharing bonus. All employees receive a meal allowance, a mobile phone (including contract) and five weeks' annual leave; senior management receive an extra week's holiday as compensation for any additional work.

**Social security**

All employees are insured against accidents (private ward) and have daily sickness allowance cover, for which Mobimo pays the premiums. The employees are members of a defined contribution pension scheme. Mobimo offers attractive conditions. Even in the mandatory part, the employer savings contributions are more generous than required by law, and each year employees can choose the level of their contribution based on three different plans. The employer contribution is always based on the plan with the highest contribution levels.

**Maternity and paternity leave**

GRI 401-3

Mobimo offers more generous maternity leave than required by law. Since 2016, mothers have been entitled to 112 days of maternity leave after giving birth. This applies until their fourth year of employment; from the fifth year of employment, the leave even increases to 180 days. The salary is paid in full during maternity leave. At Mobimo, paternity leave is also more generous than what is required by law: the leave is 20 working days.

**Maternity and paternity leave**

By headcount

	Female	Male
Employees entitled to parental leave	85	89
Employees who took parental leave in the reporting year	5	2
Employees who returned to work in the reporting year after taking parental leave	5	2
Employees who returned to work in the reporting year after taking parental leave and are still employed 12 months after returning	2	4

**Flexible and mobile working**

Mobimo endeavours to provide a pleasant working environment for its employees and to offer the best possible work-life balance. The modern office premises, which have plenty of natural light and are in good locations, contribute to the employees' well-being. At its own offices, Mobimo invests in high-quality facilities and in creating a pleasant room climate. In addition, spacious meeting and creative areas are provided for both formal and informal encounters.

Employees can work from home, provided that certain regulations are followed, data protection and confidentiality requirements are met, and response times for customers and other stakeholders are not affected. The IT hardware needed for this purpose is provided by Mobimo.

Flexible working hours give Mobimo's employees as much freedom as possible to organise their workday within the legal and operational constraints. Additional hours worked can be taken as time in lieu during quieter periods. The option to work part-time is offered at all levels of the hierarchy. 30% (prior year: 29%) of employees have chosen to work part-time.

Mobimo promotes sustainable mobility by providing car-sharing options, e-bikes and electric charging stations and by subsidising the use of public transport.

**Corporate culture**

Mobimo is proud to have a corporate culture that allows all employees to develop their skills and in which appreciation and mutual respect are a given. With its flat hierarchy, Mobimo enables its employees to enjoy a high degree of independence and personal responsibility. In return, the company expects them to demonstrate entrepreneurial thinking and commitment and to cooperate closely with the team and with other departments. The Code of Conduct sets out Mobimo's core values and provides guidelines for employees.

**Communication**

GRI 402-1

Transparent information is provided immediately in the event of changes or any news. Since Mobimo is not excessively large, there is direct, personal contact and transfer of expertise at all times. Mobimo also has a vibrant intranet, on which departments regularly publish news independently. The stock exchange listing also ensures a high level of transparency and prompt information.

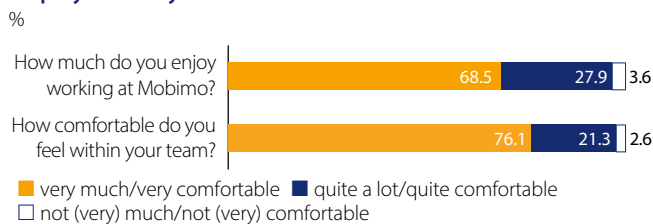
**Employee survey**

Mobimo's long-term business success depends largely on its ability to attract and develop qualified employees. To enable it to understand the needs of its employees, Mobimo conducts regular employee surveys. Short "pulse surveys" are the most commonly used method, as they offer an efficient way of gathering specific feedback on important issues. The survey in the reporting year was on the topic of "safety" (perceived job security, psychological safety, own experience of the current market situation).

**Attracting qualified employees**

Attracting qualified employees is becoming increasingly difficult, which is why Mobimo focuses not only on providing an ideal working environment but also on positioning itself as an attractive employer in the job market. It uses various channels to target potential candidates, including social media. Mobimo also uses its existing employees as ambassadors by paying them an attractive bonus for finding new employees.

### Employee survey



### Leave for purchase

Since 2017, Mobimo has offered employees the opportunity to purchase leave. A maximum of ten additional days of leave can be purchased per calendar year. A salary deduction in the amount of one day's salary is made for each day of leave purchased. The insured annual salary for the purposes of social security or occupational benefits is kept at the same level. This ensures that the premiums and benefits of the pension scheme and personal insurance policies are not reduced. Leave can only be purchased if permitted by the employee's own work volume and that of their deputy or team. In 2022, 39 days of leave were purchased.

### Training and development

GRI 404-2, 404-3

#### Onboarding and inclusion

Mobimo considers it important to integrate new employees into the existing team and familiarise them with the company as quickly as possible. It achieves this with tailored onboarding plans, quarterly induction presentations for each business area, as well as various training sessions on topics such as compliance and IT security.

#### Promotion of training and development

Mobimo encourages the ongoing development of employees at all levels in accordance with the internal training and development policy. Measures include financial support and, in particular, even more flexible working hours. In 2022, 21 employees were enrolled in training courses with a recognised qualification (Swiss Federal Certificate, Federal Diploma, CAS, DAS, MAS, MBA, PET).

As well as providing ongoing individual support, Mobimo also prepares its employees for retirement and accompanies them through the transition with individual discussions and paid retirement preparation courses.

### Training and development

Number	2022	2021	Change in %
Number of employees in training and education	21	10	110.0
Number of promotions to higher level	6	9	-33.3
Apprentices	4	4	0.0

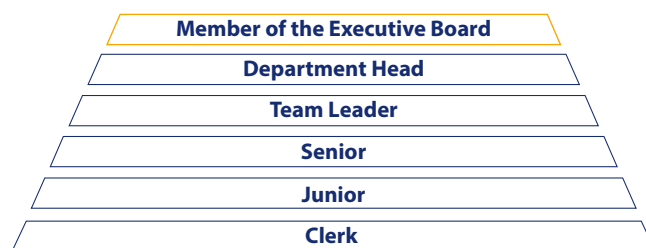
### Performance management

The annual employee appraisals carried out by the managers are not just about assessing the employees' competencies – there is a particular focus on gathering feedback from them about their workload and job content, their development and career aspirations, and their manager. Other important elements include setting objectives for the current year and reviewing ones from the previous year (management by objectives).

### Talent management

Mobimo has clear career levels within the organisation, which enables successful career progression. The members of the Executive Board and the heads of department are Mobimo's senior management. They have joint power of representation (two managers together). In 2022, six people were promoted internally to a more senior position. This is a testament to the success of the company's internal talent management.

### Career levels



### Apprentices and interns

Mobimo trains apprentices to become commercial employees with a Federal VET Diploma for the real estate/property management sector in profiles E and M. Four apprentices were employed at Mobimo in 2022. Mobimo also took one student on as an intern in 2022.

## Society

Outstanding employer

### Occupational health and safety

GRI 403-1, 403-2, 403-4, 403-5, 403-6, 406-1

Mobimo takes the health, safety and well-being of its employees seriously. It complies with all legal regulations concerning its duty of care in the area of occupational health and safety. This is ensured by the line managers, the Human Resources department and the safety officers. In addition, Mobimo has trained emergency responders, a first-aid kit and a relaxation room on its premises, as well as several defibrillators, which employees were trained to use in 2022. The employees were also given resilience training in the reporting year. Thanks to a professional time and absence management system, Human Resources is able to get involved early on in potential long-term absences to facilitate a prompt return to work.

Mobimo's employees are encouraged to talk to someone if they are experiencing any problems. Besides reporting incidents to their line managers, Mobimo employees can also use various internal (Human Resources, Compliance Officer) and external (legal expert, harassment advice service) channels to report cases of bullying, harassment, coercion, violence and discrimination based on ethnicity, sexual orientation, gender, age, skin colour, religion, political views, nationality or social background. Two such incidents were reported in 2022, and corresponding action was taken.

GRI 403-9, 403-10

#### Work-related injuries and illness

	2022	2021	Change in %
Work-related injuries (number)	5	4	25
Sickness (days)	892	719	24.1
Hours worked (number)	343,760	347,788	-1.2

Mobimo collates illness and accident rates annually. Five occupational accidents were recorded in the reporting year, all in the group's own facility management company. These were negligible incidents resulting in minor injuries. In one case, the employee did not need to take sick leave. In another case, the accident was caused by a third party rather than the actions of the affected employee. The incident reports suggest that only a few minor measures are needed to improve health and safety in the workplace. However, one instruction was promptly issued to keep the premises tidy to prevent tripping accidents.

Despite the drop in COVID-19 cases, Mobimo retained the protective measures introduced during the pandemic and continued to provide employees with hand sanitiser, masks, gloves and lateral flow tests. The prohibition on employees entering the office building if they have flu-like symptoms has been kept in place.

### Mobimo innovation competition

In the context of the company's innovation competition, Mobimo employees addressed disruptive megatrends such as climate change and changing social values, the future of work, the circular economy and the energy transition/decarbonisation. Mobimo utilises the diverse skills of its employees in every department to develop user-centric services that contribute towards solving social, ecological and economic challenges.



# Innovation through teamwork

**In 2022, an innovation competition for employees was held in the late summer. Many impressive ideas were submitted. The competition was won by “Green Deal”, a business case about options for sustainable energy generation.**

Mobimo aims to develop good and marketable ideas and to turn innovative ideas into real-world solutions. Being innovative and striving for continuous improvement is part of the company's culture and a call to action for all employees. To further embed this mindset, a competition was launched in 2022. Entrants were encouraged in particular to think outside the box and to consider aspects beyond the everyday tasks associated with the real estate lifecycle.

Seven teams consisting of 25 employees from different departments – and different regions even – took part in the innovation competition. All of the submitted ideas were well thought-out, persuasive and creative. Team “Green Deal” eventually emerged as the winners.

The renewable energy sector will play an increasingly important role in the future as the demand for energy continues to grow. The team therefore proposes that Mobimo should provide for the supplementary strategic utilisation of its properties and developments. The Mobimo portfolio would thereby become a power plant and an energy supplier. In addition to the conventional solar panels installed on the roof, further innovative energy solutions should also be integrated into projects in the future. The team showed how this might yield multi-faceted added value for Mobimo.

Although many questions would still need to be answered for it to become practicable in reality, the judges were still impressed by the project. The main aim of the competition was to develop bold and innovative solutions to future problems by encouraging participants to think freely and without any limitations. The other teams also had some great ideas, some of which will be trialled in practice within Mobimo. From the company's point of view, the innovation competition was a resounding success. The employees enjoyed it, too, and there are plans to hold it again from time to time.



The winning "Green Deal" team (from left to right): Sascha Bockstaller (Project Manager Realisation), Jennifer Clas (Acquisition Manager Development), Moritz Angelsberger (Project Manager Development) and Andreas Wende (Head of Sustainability).



# ECONOMY AND CORPORATE GOVERNANCE





# Economic attractiveness

Mobimo is the fourth-largest real estate company on the Swiss stock exchange. Through its listing, the company makes a contribution to the prosperity of investors, partners and employees. Mobimo takes this responsibility seriously and prevents negative impacts by forward-looking capital and liquidity planning, stringent cost and risk management, investments in future-proof locations and its resilient business model.

## Extract of material topics and their potential for impact

Positive impacts (GRI 3-3-a)	Potential negative impacts (GRI 3-3-a)	Involvement (GRI 3-3-b)	Measures (GRI 3-3-c, 3-3-d, 3-3-e)	Involvement of Stakeholders (GRI 3-3-f)
<ul style="list-style-type: none"> <li>› Contribution to the prosperity of investors, partners and employees</li> <li>› Creation and safeguarding of jobs</li> <li>› Appropriate contribution to the state through tax payments</li> </ul>	<ul style="list-style-type: none"> <li>› Loss of assets and prosperity</li> <li>› Redundancies</li> <li>› Decline in tax payments</li> </ul>	Caused by	<ul style="list-style-type: none"> <li>› Forward-looking capital and liquidity planning</li> <li>› Strict cost management</li> <li>› Risk management</li> <li>› Value creation through development and promotion</li> <li>› Investment in futureproof locations</li> <li>› Growth in the value of investment properties</li> <li>› Active portfolio management</li> <li>› Actively monitoring technical and regulatory developments and market trends</li> </ul>	<ul style="list-style-type: none"> <li>› The employees responsible are required to implement the measures consistently</li> <li>› Regular dialogue with investors</li> <li>› Dialogue with government, public authorities and business</li> </ul>

Mobimo's business model aims to generate long-term value for shareholders, customers, the environment and society. The value chain begins with the identification of appropriate investment opportunities. Mobimo invests in high-quality properties and land in Switzerland with lasting value and situated in first-class locations. This, together

with conversions, renovations and development of individual properties and whole sites, constitutes the company's core business. Healthy finances with a diversified capital base and sustainable investments lay the foundations for long-term success.

 [www.mobimo.ch](http://www.mobimo.ch) > Investors > Reporting

## GRI 201-1

### Direct economic value generated and distributed 2022

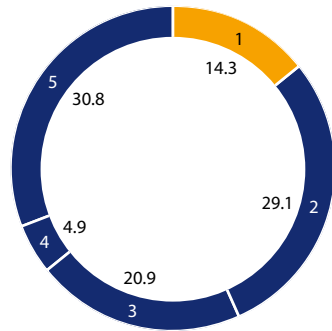
CHF million

Revenue: 270.8				
Operating costs	Salaries and benefits for employees	Payments to capital providers	Payments to public bodies	Economic value retained
119.5	30.3	84.3	11.2	25.2
			0.3	
			Investments on a municipal level	

Composition of shareholder base

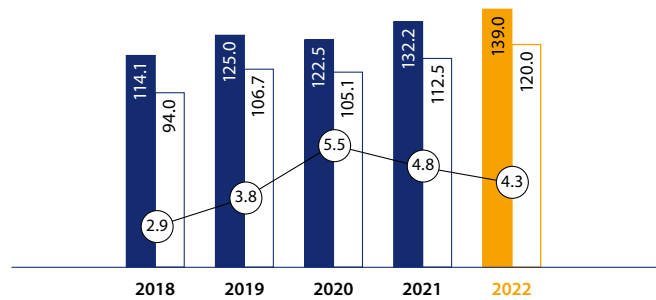
%

- 1 Individuals
- 2 Pension funds, insurers, banks
- 3 Foundations, funds
- 4 Other companies
- 5 Shares pending registration



Rental and net rental income and vacancy rate

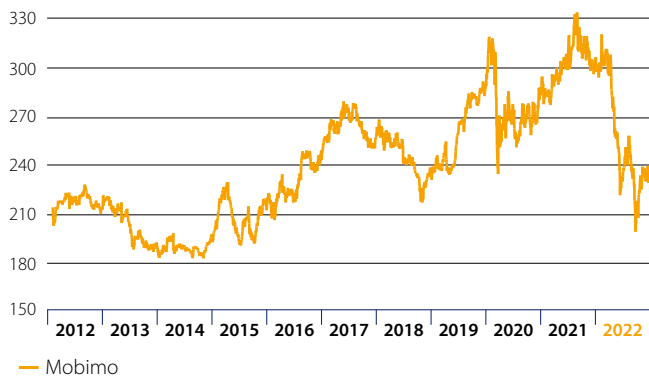
CHF million/%



- Rental income
- Net rental income
- Vacancy rate

Share performance

CHF



Source: SIX Swiss Exchange

Financial strength

Mobimo remains Switzerland’s fourth-largest listed real estate company by portfolio size and market capitalisation. Mobimo shares are characterised by long-term capital appreciation and a consistent, shareholder-friendly distribution policy. Annual performance since the company’s initial public offering (IPO) in 2005 has averaged 5.0%, and the average annual distribution yield for the last five years is roughly 3.7%. According to the SIX Swiss Exchange definition, the free float stood at 100% as at 31 December 2022. What is more, the shareholder base is broadly diversified.

The capital market is also increasingly offering opportunities for financing by means of instruments geared to ESG criteria. The costs for this finance, taking Mobimo’s bank finance as an example, depend on factors including the development of independent ESG ratings. This allows Mobimo to further link financial and non-financial corporate performance.

As part of its commitment to sustainability, in 2022 Mobimo developed a Green Bond Framework, according to which Green Bonds can be issued for the purpose of financing or refinancing sustainable projects. Mobimo’s Green Bond Framework has a Second Party

Opinion from ISS ESG, confirming that the Framework is aligned with the ICMA Green Bond Principles. In harmony with Mobimo’s sustainability goals, the Framework defines how the funds from the relevant bonds can be used to finance and/or refinance eligible sustainable assets. Mobimo deems assets or investments in projects to be suitable if they fulfil certain criteria.

Inclusion in the SXI SPI ESG Index®

Mobimo Holding AG shares were included in the SXI SPI ESG Index® of the Swiss stock exchange on 1 February 2021. The inclusion is based on being part of the SPI Index and on the highest possible sustainability assessment for a defined number of ethical and social criteria, as well as criteria relating to measurable corporate governance. These criteria relate to all relevant corporate activities.

Subsidies

In the reporting year, Mobimo received occasional contributions from the Buildings programme for structural measures that reduce energy consumption or CO<sub>2</sub> emissions, as well as subsidies for the installation of solar panels or investments in electric charging stations.

Active portfolio management

Clear guidelines on sustainable operations and construction have been defined across the value chain of acquisition, portfolio management and asset management through development projects and have been integrated into the corresponding processes and tools. To name but a few examples, this includes carrying out a sustainability pre-check as part of due diligence for new investments, guidelines in relation to energy management, energy procurement and production with a focus on renewable energies in operations and a comprehensive examination of the topic of sustainability in the wording of purchase orders and technical specifications for construction and development projects across the certification strategy. At the same time, the portfolio is selectively adjusted if the sustainable potential of individual properties is no longer classed as suitable. In the reporting year, two properties were divested Pilatusstrasse 2 in Dierikon and Längmatt 3 in St. Erhard.



### Intrinsic value of the portfolio

Mobimo’s real estate portfolio had a total value of CHF 3.7 billion as at the end of 2022 and consisted of 136 properties in Switzerland’s most important economic areas. The value of the portfolio has steadily increased over recent years.

### Growth in the value of investment properties

The property portfolio consists of high-quality properties with lasting value and situated in the most densely populated regions and cities in Switzerland. Flexibility is also an important aspect of the value retention of properties, enabling them to keep pace with changed living and working conditions or trends in municipal planning. It is therefore necessary to be constantly prepared for changing trends in property use and to anticipate new developments where possible. The portfolio management team helps preserve and grow value through the portfolio strategy. Mobimo manages the portfolio through its own in-house management team and with its own facility management company, which gives it proximity to the market and to its customers.

The annual potential rental income from investment properties as at 31 December 2022 was CHF 137.8 million, producing stable and predictable income. The vacancy rate is kept low through active marketing and stood at 4.3% on 31 December 2022.

### Value added through development

Another important aspect of value creation for Mobimo is a development pipeline geared towards sustainability. Forward-looking development projects in line with market demand in good locations and with portfolio management geared to sustainability are safeguarding long-term value creation. Firstly, Mobimo development projects are transferred into the property portfolio to strengthen the income base in the long term. Secondly, Mobimo earns additional income through the sale of trading properties (investment properties and condominiums).

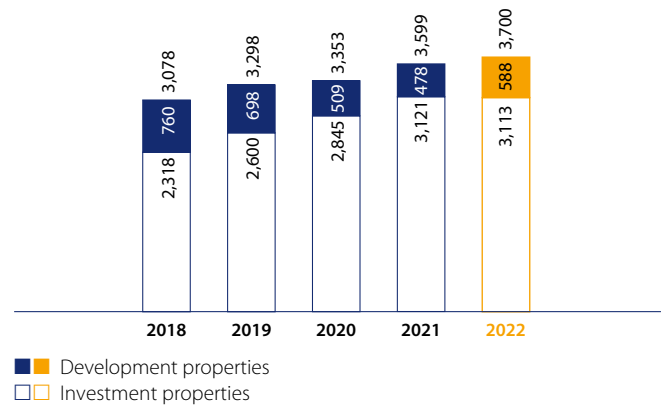
In the reporting year, a property – Rue des Etuves 16–18 in Geneva – was added to the investment portfolio. In addition, income from trading and development totalled CHF 124.9 million.

### Investments in futureproof locations

In its core business, Mobimo invests in high-quality land, sites and properties with lasting value and situated in first-class locations in Switzerland. In addition to retaining their value, these investments are also socially and environmentally sustainable. Mobimo sees these primarily as the economic areas of Zurich and Lausanne/ Geneva, together with those of Basel, Berne, Lucerne/Zug, Aarau and St. Gallen. Investments are only made in attractive locations. Sustainability is also a criterion in the selection of locations, particularly with regard to public transport connections. In the reporting period, a property was purchased in Hauptstrasse, Lausen.

### Total real estate portfolio value

CHF million



# Good corporate governance

Responsible governance is the basis for all of Mobimo's business activities. Strict regulations and guidelines are in force in the company to prevent unlawful practices, mistrust, discrimination or economic harm. In addition, the company has both internal and external reporting points and a compliance manager.

## Extract of material topics and their potential for impact

Positive impacts (GRI 3-3-a)	Potential negative impacts (GRI 3-3-a)	Involvement (GRI 3-3-b)	Measures (GRI 3-3-c, 3-3-d, 3-3-e)	Involvement of Stakeholders (GRI 3-3-f)
<ul style="list-style-type: none"> <li>› Trust and well-being of investors, partners and employees</li> <li>› Contribution to social prosperity and economic development</li> <li>› Social commitments</li> <li>› Promotion of innovation and partnerships</li> <li>› Efficient and expedient processes</li> <li>› Promotion of data security and data protection</li> </ul>	<ul style="list-style-type: none"> <li>› Distrust</li> <li>› Discrimination</li> <li>› Economic harm to investors, partners and employees</li> <li>› Promotion of illegal practices</li> <li>› Restraint of trade</li> <li>› Disruption of internal processes</li> <li>› Endangerment of data security</li> </ul>	Caused by	<ul style="list-style-type: none"> <li>› Development and enforcement of regulations and guidelines</li> <li>› Internal and external reporting points</li> <li>› Compliance Manager</li> <li>› Digitalisation of processes</li> <li>› Improvement of IT and data security</li> </ul>	<ul style="list-style-type: none"> <li>› The employees responsible and governing bodies are required to implement the measures consistently</li> </ul>

## Governance

GRI 2-12

Good corporate governance is indispensable for Mobimo. The company sees good corporate governance as being the responsible management and control of the company with a focus on sustainable value creation.

The Board of Directors of Mobimo Holding AG is the company's most senior supervisory and management body. Supplementary to and further specifying the non-transferable duties as per Art. 716a of the Swiss Code of Obligations (OR), the duties and competencies of the Board of Directors in the context of managing the Mobimo Group include the following: Defining strategy/group policies, the principles for their implementation and, based on these, defining the business policies of the group companies and their corporate identity. Defining and implementing the sustainability strategy also falls within its remit. In the 2022 reporting period, the Board of Directors held a one-day strategy meeting. The Board of Directors has delegated the operational management of the Mobimo Group in full to the Executive Board.

## Board of Directors

GRI 2-9, 2-10, 2-11, 2-15, 2-16, 2-17, 2-18

The Board of Directors of Mobimo Holding AG takes the view that the ideal size for the Board of Directors is six to seven members. This number allows for efficient consensus-building, while also enabling an adequate division of duties among the individual members, thus ensuring sufficient flexibility with regard to the composition of the committees.

The Board of Directors of Mobimo Holding AG consisted of seven members as at 31 December 2022. 43% of the members of the Board of Directors are female. Regional origin, qualifications and age are also key diversity criteria for Mobimo. With this in mind, diversity is always a consideration when making new appointments at all levels. The skills that the governing bodies require are dictated by the company's purpose, strategic and operational areas of emphasis, geographical presence and stock exchange listing. The individual members accordingly possess relevant and complementary expertise in the areas of project development, the property market, the capital market and law.

 **The members of the Board of Directors, including their key competencies, are introduced on pages 24 to 27 of the Corporate Governance Report 2022 and at [mobimo.ch](https://www.mobimo.ch) > About us > Board of Directors**

The Board of Directors and the Chairman of the Board of Directors of Mobimo Holding AG are elected for a period of one year at the Annual General Meeting. All members of the Board of Directors are eligible for immediate re-election upon the end of their term until the Annual General Meeting held in the year in which they turn 70. Given the long-term focus of the industry, it is valuable for the company if members serve on the Board of Directors for several years.

None of the members of the Board of Directors exercise an executive function, and none of the members previously served on the Management team of Mobimo Holding AG or a Mobimo Group company. As at the reporting date, none of the members of the Board of Directors had any significant business relationships with a Mobimo Group company. As such, there is no cross-membership of boards of directors. In the 2022 financial year, no loans or credits were granted to current or former members of the Board of Directors or the Executive Board or related parties, and as at 31 December 2022 there were no such receivables. All members of the Mobimo Board of Directors qualify as independent according to the principles set out in the economiesuisse Swiss Code of Best Practice for Corporate Governance (SCBP).

The Board of Directors has three committees: the Investment and Sustainability Committee (ISC), the Audit and Risk Committee (AC) and the Nomination and Compensation Committee (NCC). Members are assigned to the committees based on their skills, interests and experience, and the composition as at 31 December 2022 was as follows:

<b>Board of Directors</b> Chairman: Peter Schaub Vice Chairman: Brian Fischer Sabrina Contratto, Daniel Crausaz, Bernadette Koch, Stéphane Maye, Martha Scheiber		
<b>Investment and Sustainability Committee (ISC)</b> Brian Fischer (Chairman) Sabrina Contratto Peter Schaub	<b>Audit and Risk Committee (AC)</b> Martha Scheiber (Chairwoman) Daniel Crausaz Bernadette Koch	<b>Nomination and Compensation Committee (NCC)</b> Bernadette Koch (Chairwoman) Brian Fischer Stéphane Maye

👁️ **Read more about the duties and competencies of the individual committees on pages 29 to 32 of the Corporate Governance Report 2022**

The committees generally update the Board of Directors on their activities during the regular meetings of the Board of Directors. In addition to the coordination and information meetings between the Chairman of the Board of Directors and the CEO, the Board of Directors and its committees have a variety of information and control instruments at their disposal. This includes monthly financial reports, quarterly detailed explanations on business performance and projects, annual status reports on ICS and risk management and additional reports from the operational areas. Where required, the CEO reports any critical concerns of stakeholders from operational areas promptly to the Chairman of the Board of Directors. In the 2022 reporting period, only one case was classified as urgent.

Each year, on an alternating basis, the Board of Directors holds an innovation day or a study trip. Both focus on a priority issue relevant to Mobimo. These measures by the Board of Directors are designed to ensure that its skills and expertise in the area of sustainable development are constantly expanded. In 2022, the study trip took the Board of Directors to Rotterdam. The Dutch city has an excellent reputation for municipal planning and provides many notable examples of high-quality contemporary site revitalisations, which can also serve as a source of inspiration for Mobimo.

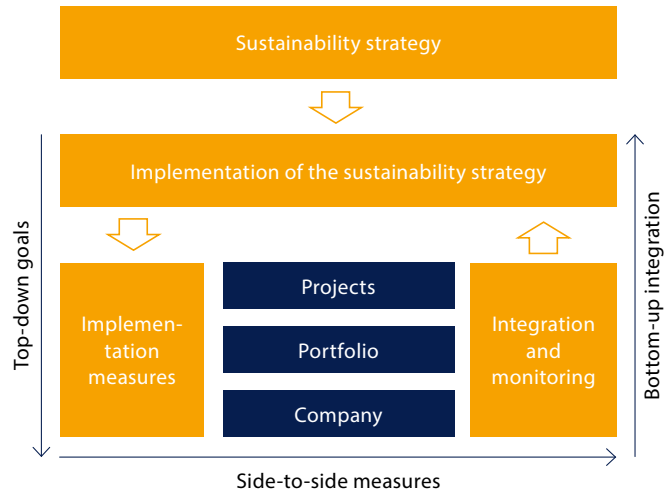
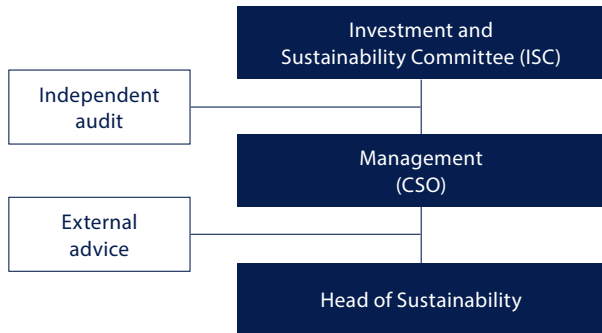
The Board of Directors regularly conducts a self-evaluation exercise, most recently doing so in 2022. The focus was on setting topics in the Board of Directors, such as positioning ESG topics, analysing risks or the role of the Board of Directors in relation to innovation topics. In addition, onboarding and the education and training of the members of the Board of Directors were evaluated.

**Executive Board**

The Executive Board comprises the CEO, the CFO and the heads of the Development, Realisation, Property Management, and Portfolio and Transactions business areas. The members of the Executive Board do not perform any long-term management or advisory functions for other key Swiss or foreign interest groups.

👁️ **The members of the Executive Board are introduced on pages 34 to 37 of the Corporate Governance Report 2022 and at [mobimo.ch](https://mobimo.ch) > About us > Executive Board**

Sustainability bodies and processes



Sustainability management

GRI 2-13

As the highest governing body, the Board of Directors is responsible for setting strategic goals for Mobimo. Integrating and monitoring the sustainability strategy falls under the remit of the Investment and Sustainability Committee (ISC). The Committee also makes decisions on all sustainability-related topics.

Based on its mandate from the Board of Directors, the Executive Board is responsible for developing, implementing, achieving and monitoring the sustainability strategy. The Chief Sustainability Officer (CSO) acts as a central point of contact within the Executive Board and coordinates collaboration with various bodies. They also prepare all the sustainability-related topics for the Executive Board and the ISC.

On behalf of the Executive Board, the CSO regularly informs the ISC on progress made towards achieving goals and provides the information the Board requires for decision making. The Head of Sustainability is responsible for the operational execution of measures to implement the sustainability strategy at company, portfolio and project level. They act as a true centre of excellence, manage or supervise the development and implementation of all the important projects and are responsible for raising employee awareness in the respective areas of responsibility. They also receive occasional support in this work from external advisors.

The consolidated information from business activities feeds into reporting. Energy and emissions data (limited assurance) is audited externally and independently.

Remuneration

GRI 2-19, 2-20

Mobimo's success has for many years been based, among other factors, on complying with certain sustainability criteria that are embedded in the company's strategy. The members of the Board of Directors and the Executive Board share in the company's long-term success by receiving a substantial percentage of their compensation in the form of shares. In addition, ESG criteria make up a significant portion of the Executive Board's performance-based compensation. In respect of the ESG goals, aspects including progress on the CO<sub>2</sub> reduction path and the implementation of the sustainability strategy are assessed. The maximum total amount of compensation must be approved annually by the Annual General Meeting.

[Read more about remuneration policies and the process for determining remuneration in the Remuneration Report 2022](#)



# Three questions for Andreas Wende (Head of Sustainability)

**In 2022, Mobimo strengthened its sustainability management activities by appointing Andreas Wende to the role of Head of Sustainability. He is the one who ‘joins the dots’ when it comes to operationally implementing sustainability measures.**

## **Andreas, why is sustainability so important?**

Businesses nowadays have an obligation to act responsibly – towards society, towards their own employees and towards the environment – more than they ever did before. Responding to trends promptly and appropriately is vital. This also rings true with respect to climate change, which is one of the greatest challenges we face today. Sustainability forms part of the business and value creation model, and is an integral and unifying component of Mobimo’s strategy and corporate culture. I am also convinced that sustainability is not about limitations – in actual fact, sustainability opens up opportunities.

## **What does a day in the life of the Head of Sustainability look like?**

My areas of activity are very varied. In light of the CO<sub>2</sub> reduction path for our property portfolio, I support and advance the goals and necessary measures at portfolio and project level. The reduction path is reviewed annually for each property and adjusted to the new circumstances. One key aspect is the integration of sustainability aspects into the property strategies. In specific terms, these might be renewable energy sources, energy-related renovations and optimisation of operations. In addition, for new developments we are prioritising sustainable construction methods, biodiversity and use of resources in construction and operations. Alongside environmental aspects, economic aspects such as earnings power, high quality and flexibility of use and low lifecycle costs, not to mention the social aspects of well-being, health or sustainably designed outdoor spaces, are also important priorities in our endeavours.



Another significant task is the acquisition of existing properties, which are assessed based on the environmental footprint and the current building condition, as well as potential options for optimising the property in the future.

## **What is the most powerful leverage Mobimo has to become even more sustainable in the future?**

As a sector, we are one of the biggest emitters of CO<sub>2</sub>, which means that we can make a difference – both directly and indirectly. In future, for example, we will make even more progress with reducing grey energy and resource consumption in construction, promoting innovation and cooperation with manufacturers and suppliers capable of offering particularly resource-conserving, recyclable products, and exerting a positive influence on our tenants’ usage behaviour. We intend to remain focused on social aspects in the future. What I mean by that in particular is our value-oriented, honest and responsible corporate culture that prioritises the health and safety, not to mention the education and training, of our employees.


## Compliance, ethics and integrity

GRI 2-23, 2-24, 2-25, 2-26, 2-27, 205-3, 206-1

Mobimo is a responsible and sustainable company and always respects human rights. Professional and lawful conduct is anchored in its corporate culture. Mobimo's business operations are based on the principles of the UN Global Compact and on the UN guiding principles for the economy and human rights, as well as additional guidelines and standards.

Mobimo has set out the basic principles of ethics, integrity and lawful behaviour in the Code of Conduct, the compliance regulations, the regulations on the prevention of corruption and bribery, the guideline on sustainable business operations and the directive on the protection of personal privacy. These documents outline the principles according to which the company does business. They form an integral part of the employment contract. In its cooperative relationship with suppliers, Mobimo pays heed to a shared understanding of values in relation to the environment, society and working conditions. The Code of Conduct and the guideline on sustainable business operations are published on the company's website.

 [www.mobimo.ch](http://www.mobimo.ch) > Careers

 [www.mobimo.ch](http://www.mobimo.ch) > About us > Sustainability > Guideline on sustainable business operations

Mobimo regularly reviews whether regulations, contractual agreements and other principles comply with the Code of Conduct. Mobimo's governing bodies and employees are notified of any changes.

The Legal and HR departments are available to answer any questions on statutory provisions, including any relating specifically to employment law. Mobimo regularly holds compliance training for its employees, which also helps to raise awareness of the various aspects of compliance. Attending the training is mandatory for all of Mobimo's recent new starts. The Compliance Manager, who is employed by the Legal department, systematically deals with the compliance for all Mobimo's business activities. In addition, a Compliance Officer is nominated for each business area. Together with the Compliance Manager, they make up the Compliance Committee.

### Whistleblowing

Problematic incidents can also be reported to internal and external bodies (also see page 34). These contact points are published on the intranet. Mobimo's governing bodies and employees are required to report any breaches of the Code of Conduct to one of the designated persons or units. All complaints are treated in confidence and investigated. Retaliatory measures against employees who make reports in good faith are prohibited. However, the competent persons or units also uphold the rights of the person to whom the accusation relates. Two enquiries, reports or complaints were received in the period under review.

There were no cases of human rights violations, bribery, discrimination or other breaches of personal rights. There were no lawsuits or fines as a result of anti-competitive practice, in relation to products and services or due to non-compliance with environmental laws and regulations.

### Compliance with competition law

Clear responsibilities and competencies ensure that anti-competitive practices are avoided. All contracts must be reviewed by the respective Legal department. Throughout the Group, signatures by two authorised persons are required in each case, ensuring that an effective dual verification principle applies. The Code of Conduct also specifies that situations that could lead to conflicts of interest are to be avoided. If there is a conflict of interest, the line manager and, where necessary, the competent Compliance Officer is to be informed.

### Environmental compliance

Mobimo's commitment to responsible business activities also encompasses environmental topics and is incorporated in the guideline on sustainable business operations as a mandatory requirement for all business areas. In addition, the certification strategy and the guideline on sustainable construction specify the relevant requirements in relation to the development and property portfolios. In the context of new projects and renovation projects, various statutory requirements in relation to ratios of open space and green space, biodiversity, water retention and seepage must be complied with, as well as location-specific building laws or any special building regulations. In addition, certain conditions have to be met when disposing of site contamination and waste. Since all new building projects are now developed according to the criteria set out in the Swiss Sustainable Building Standard (SNBS) or the MINERGIE ECO standard, a range of requirements, including some exceeding the applicable laws and regulations, must be complied with.

In the reporting year, there were no legal proceedings due to non-compliance with environmental laws and regulations.

# Spreading joy with laptops

**The charitable association 'Wir lernen weiter' gives laptops a second life. Mobimo has donated over 100 old laptops to the association.**

Digitalisation is everywhere at Mobimo. Both the hardware and the software have to be up to current standards to ensure they work reliably and their full potential can be exploited. Computer lifecycles in particular are getting shorter and shorter, because technical developments are progressing rapidly. That is why, in 2022, Mobimo replaced a large number of its laptops with next-generation models. The old devices were all between five and eight years old and no longer capable of keeping pace with the speed and performance demands.

But devices that are no longer suitable for day-to-day business activities are far from being unusable. The association 'Wir lernen weiter' ('We keep learning') collects disused laptops, professionally refurbishes them and distributes them to people in need throughout Switzerland through its network of partners in social service offices and not-for-profit organisations. The focus is exclusively on people affected



by poverty who are unable to buy their own IT equipment because they don't have the money. Mobimo donated 112 old laptops to the association. Wherever possible, Mobimo avoids disposing of IT equipment prematurely. For example, employees are also allowed to take old keyboards or monitors home with them for their personal use.

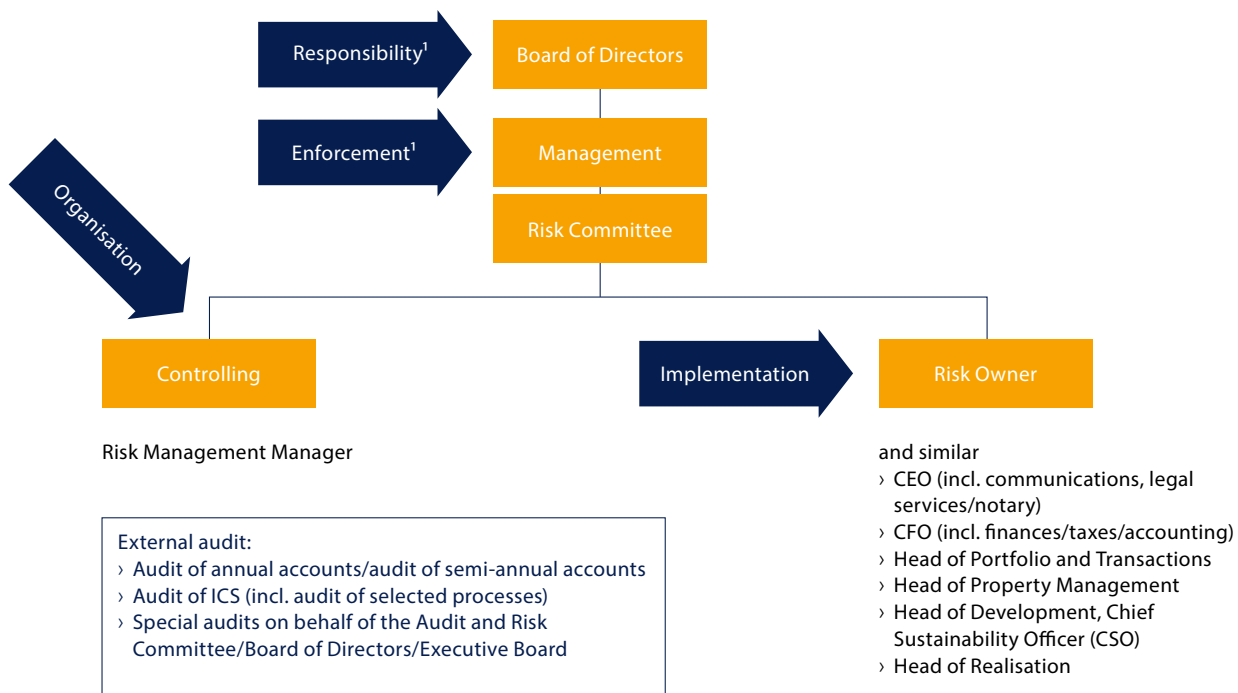
### Management of climate-related opportunities and risks as per recommendations made by the Taskforce on Climate-related Financial Disclosures (TCFD)

GRI 201-2

Mobimo attaches great importance to risk management as a component of integrated management system processes. It takes a proactive approach to managing risks and exploiting opportunities. Overall responsibility for risk management lies with the Board of Directors (the highest governing body). Based on its mandate from the Board of Directors, the Executive Board shoulders overall responsibility for carrying out risk management (i.e. for developing, implementing, maintaining and monitoring the risk management system). The Risk Committee assesses risks and reviews measures that have been initiated and implemented. The Risk Committee consists of the Executive Board and the Risk Management Manager, with the latter providing operational support with the risk management process and supporting the Risk Committee and the risk owners in all issues relating to risk management. The risk owners are responsible for operationally implementing the risk management process in

their respective areas of responsibility. Their main activities include identifying risks, managing risks (including defining the measures to be implemented) and communicating significant risks to the Risk Committee in good time. In their role as risk owner, the Chief Sustainability Officer (CSO) ensures that all the significant climate-related opportunities and risks are covered as part of the risk management process. During the first half of the year, the Risk Committee collates the risks that are relevant to the Mobimo Group through the risk owner and evaluates them in light of the risk management measures. In the second half of the year, the risks are reviewed again during the risk review. Measures that have been initiated and implemented are revised under certain circumstances. The Risk Committee submits a report to the Board of Directors' Audit and Risk Committee (AC) following the assessment in the second half of the year. The AC reviews and assesses the adequacy of the risk management system, including the identified and evaluated risks at minimum as part of annual reporting and recommends any changes necessary to the Board of Directors. Reviewing the effectiveness and adequacy of the risk management system is the responsibility of the CFO and the Risk Management Manager.

#### Risk bodies and processes



<sup>1</sup> Monitoring/control.



### Strategy

Mobimo's business activities have long-term impacts, which is why environmental criteria are crucially important to the quality of the property portfolio and in property development. In addition, a real estate company's attractiveness and performance is closely linked to identifying and managing climate risks. That is why Mobimo takes a proactive approach, has set itself strategic goals, has identified the most important fields of action and impacts on Mobimo and has derived specific measures aimed at managing risks and exploiting opportunities.

### Identified risks

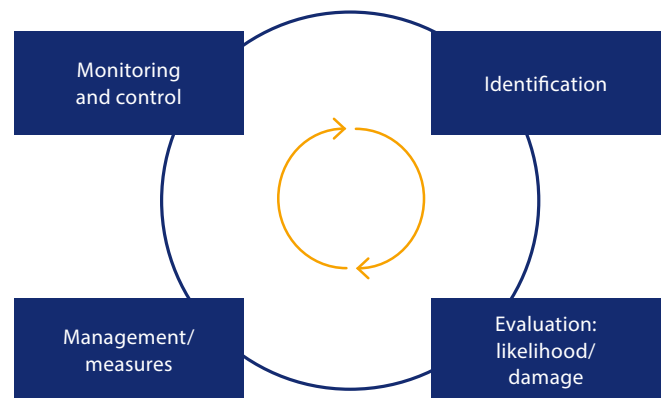
Mobimo is exposed to both physical and transitory risks in connection with the impacts of climate change. All of these risks directly influence Mobimo and cover all business areas and the entire value chain, hence why they are included and integrated as a significant component of regular risk management.

The risks' impacts are analysed and evaluated based on how likely they are to occur. The horizons for action are quantitatively categorised into short-, medium- and long-term time horizons. For Mobimo, categorising a risk as 'short term' means it will have a potential impact within one year, while classing it as 'medium term' or 'long term' means its impact will be felt within five years and ten years, respectively. In addition, the risks are classified in qualitative terms (as 'unimportant', 'noticeable' and 'elevated') based on their financial impacts. Financial impacts are assessed in quantitative terms internally too. Every risk is actively countered by taking measures.

### Influence on strategy and business activities

Climate-related risks and opportunities have influenced Mobimo's strategy and business activities at corporate, portfolio and project level. By transforming existing properties and using renewable energy and measures designed to promote biodiversity and e-mobility, the company can increase the quality of its portfolio, reduce emissions and, at the same time, boost tenants' well-being. Mobimo has been pressing ahead with implementing this strategy since 2011 and has substantiated the goals in greater detail in its 2030 Strategy.

### Risk process



The measures aimed at containing climate risks also have a material influence on Mobimo's financial planning and acquisition processes. Investments in portfolio transformation, energy-related renovations and the expansion of solar panel and e-mobility solutions, not to mention in energy-efficient new developments that conserve resources, all require forward-looking financial planning. The growing demand for climate-friendly properties, especially from pension funds, means that Mobimo can generate sustainable returns from its endeavours. In addition, the expansion of in-house green electricity production and EV charging stations, the promotion of the circular economy, carbon sequestration in building materials and digitalisation are giving rise to new fields of business.

For each climate-related risk, Mobimo has investigated the impacts it might have on its strategy, financial planning and business activities and has defined containment measures.

**Physical risks**

Description of risks	Impact on Mobimo	Probability of occurrence
Extreme weather events: › Storms › Heavy rainfall and snowfall › Floods, high water, landslides, avalanches	› Changed location qualities › Increased risk of damage to the building structure › Higher insurance costs and increased liability risk vis-à-vis tenants › Restrictions on usability, rentability, higher vacancy rate (loss of value) › Increased building quality requirements	Infrequent to regular
Climate change: › Rising temperatures › Prolonged heatwaves	› Increased ancillary costs incurred due to higher energy costs and cooling energy requirements › Restrictions on usability, rentability, higher vacancy rate › Greater demands placed on architecture, building shell and building technology	Regular

**Transitory risks**

Description of risks	Impact on Mobimo	Probability of occurrence
<b>Social impact of climate change</b>		
Negative impacts on individuals' safety and health	› Increasing comfort, indoor climate and building quality requirements › Reduced attractiveness/rentability of unrenovated stock › Attracting and retaining employees, offering an attractive workplace	Infrequent
Changed customer behaviour and market development	› Increased tenant and buyer demands regarding building and space standards › Tenant/buyer and investor requirements in relation to sustainable procurement (supplier management), building materials and technologies (circularity and circular economy) › Use of new technologies	Regular
Investors and the public intensify their sustainability efforts	› Greater demands and expectations from investors in terms of the resilience of products and services offered › Increased demands placed on sustainability performance and emissions reduction › Further integration of sustainability into business model and corporate governance necessary › Sustainability criteria as an important part of the valuation process › Additional investments in properties to positively influence valuation › Increasing relevance of reporting › Additional costs for identifying, collecting and maintaining relevant data across entire value chain	Regular
Restricted availability of resources and supply chain shortages	› Increased demands placed on award processes › Restrictions on product and business selection › Additional costs for scheduling and quality management › Additional costs for timely procurement or due to delays in the construction process	Regular

Horizon of action in event of occurrence	Financial impact	Measures
Short term 1 year	Noticeable	<ul style="list-style-type: none"> <li>› Detailed location analysis in relation to potential environmental damage and flood hazard in the property portfolio and for acquisitions (implemented)</li> <li>› Consideration of potential environmental damage (addressed)</li> <li>› Analysis of building structure and durability (addressed)</li> <li>› Review of insurance cover (addressed)</li> </ul>
Short, medium to long term 1, 5, 10 years	Noticeable to elevated	<ul style="list-style-type: none"> <li>› Regular monitoring and review of the CO<sub>2</sub> reduction path and implementation of the defined measures (implemented)</li> <li>› Electricity drawn from renewable sources (implemented)</li> <li>› Expansion of in-house, renewable electricity production and rollout of solar panels on flat roofs for defined locations and evaluation of additional locations (in implementation)</li> <li>› Incremental replacement of natural gas and oil heating and connection to district heating and energy grids (in implementation)</li> <li>› Consideration of demands placed on climate-adaptive architecture, avoidance of heat islands and reduction of sealed surfaces (implemented)</li> <li>› Provisions in rental agreements regarding electricity products, user behaviour, ancillary costs and "Green Lease" indoor climate conditions (in preparation)</li> </ul>
Horizon of action in event of occurrence	Financial impact	Measures
Medium term 5 years	Insignificant	<ul style="list-style-type: none"> <li>› Detailed location and use analysis of buildings, taking into account the influence of rising temperatures on living and working comfort in the property portfolio and for acquisitions (addressed)</li> <li>› Consideration of demands placed on climate-adaptive and ecological construction, avoidance of heat islands and reduction of sealed surfaces in renovations of existing stock (addressed)</li> <li>› Promoting workplace quality, training, well-being, health and safety (implemented)</li> </ul>
Short term 1 year	Noticeable to elevated	<ul style="list-style-type: none"> <li>› Active monitoring of technical developments and continuous adjustments to reflect trends and further developments (implemented)</li> <li>› Integration of sustainability requirements into property strategies (implemented)</li> <li>› Consideration of sustainability criteria for existing stock and new building projects (certifications and quality seals) (in implementation)</li> <li>› Sustainability guidelines for products, suppliers and contractors (in preparation)</li> </ul>
Short term 1 year	Noticeable to elevated	<ul style="list-style-type: none"> <li>› Comprehensive and integrated sustainability reporting (addressed)</li> <li>› Targeted increase in investments in sustainability of properties (addressed)</li> <li>› Active management of sustainability ratings (GRESB, MSCI, ISS ESG, Inrate, Sustainalytics) (implemented)</li> <li>› Active stakeholder management, roadshows and sustainability communication (implemented)</li> <li>› Raising ethical standards, compliance, ethics and integrity (implemented)</li> <li>› Monitoring and management of ESG KPIs in business processes (implemented)</li> <li>› Automation of the data management process (in preparation)</li> <li>› Provisions in rental agreements regarding conserving resources, user behaviour, ancillary costs and "Green Lease" indoor climate conditions (in preparation)</li> </ul>
Short term 1 year	Noticeable	<ul style="list-style-type: none"> <li>› Active monitoring of market developments (implemented)</li> <li>› Sustainability guidelines for products, suppliers and contractors (in preparation)</li> <li>› Promotion of local value added and the circular economy (addressed)</li> </ul>

## Economy and Corporate Governance

Good corporate governance

Description of risks	Impact on Mobimo	Probability of occurrence
<b>Regulatory measures</b>		
Laws and building regulations relating to energy sources and energy efficiency	<ul style="list-style-type: none"> <li>› Increased demands placed on building technology and operation and upkeep costs</li> <li>› Additional costs for replacing fossil fuel-powered heating systems before end of service life</li> <li>› Levies and taxes relating to CO<sub>2</sub> emissions in operation</li> </ul>	Infrequent to regular
Laws and building regulations relating to conservation of resources and circular economy	<ul style="list-style-type: none"> <li>› Rising construction costs and longer planning phases due to increased planning and structural demands</li> <li>› Additional demands placed on building planning, development and demolition (e.g. minimum quotas for recycling ratios and reusability of building materials and building parts)</li> <li>› Levies and taxes relating to CO<sub>2</sub> emissions in manufacture and operation</li> </ul>	Infrequent to regular
Laws and building regulations relating to quality of external spaces and biodiversity	<ul style="list-style-type: none"> <li>› Rising construction costs and longer planning phases due to increased planning and structural demands</li> <li>› Additional demands placed on planning of external spaces, facility management (e.g. increased ratio of green areas, natural gardens)</li> </ul>	Infrequent to regular

### Risk management

Mobimo's Board of Directors uses risk management as a management tool to define the appropriate organisational structures, processes and responsibilities used to identify, control, optimise and monitor risks both outside and inside of the Mobimo Group. The process for identifying, evaluating and managing climate-related risks and opportunities covers all business areas and all aspects of value creation and is completely integrated into Mobimo's risk management process. Integration into the existing process ensures that climate-related risks are effectively identified, evaluated and managed.

Mobimo's risk identification activities are carried out by the risk owner based on various risk areas, covering environmental risks, social, regulatory, strategic and operational risks, financial risks, personnel-related risks and market and customer risks. While the majority of climate-related risks can be categorised as environmental, they may also involve other risk areas. Risk identification is an ongoing process. As insiders and experts in the individual risk areas, risk owners actively observe the business environment, and are in constant dialogue with the significant stakeholder groups. The risks identified are managed differently depending on how significant they are.

For each significant risk identified, a risk assessment in which the probability of occurrence and the extent of damage are assessed is carried out as part of the process. During processing and monitoring, more attention is paid to a risk that is more likely to occur and cause more financial damage.

To manage the risks, appropriate measures are implemented in the relevant business processes, and internal checks that can be supplemented with additional early warning systems if required are defined.

Identifying and recording risks, assessing the likelihood of occurrence and the extent of damage and managing and monitoring the measures is an ongoing process and ensures that opportunities and risks are dealt with consciously within Mobimo. This also forms the foundation of ongoing risk management optimisation.



Horizon of action in event of occurrence	Financial impact	Measures
Short term 1 year	Noticeable to elevated	<ul style="list-style-type: none"> <li>› Analyses of properties for identifying risks and potential (implemented)</li> <li>› Active monitoring of technical and regulatory developments (implemented)</li> <li>› Integration of regulations, consideration of sustainability criteria in property strategies (implemented)</li> <li>› Property-specific consideration of sustainability criteria for existing stock and new build projects (implemented)</li> <li>› Implementation of guidelines for new build projects and existing stock (in preparation)</li> </ul>
Short to medium term 1 to 5 years	Noticeable to elevated	<ul style="list-style-type: none"> <li>› Active monitoring of technical and regulatory developments (implemented)</li> <li>› Integration of regulations, consideration of sustainability criteria in property strategies (implemented)</li> <li>› Property-specific consideration of sustainability criteria for existing stock and new build projects (implemented)</li> <li>› Implementation of guidelines for new build projects and existing stock (in preparation)</li> <li>› Supplier management, derivation of guidelines for contractors and suppliers (in preparation)</li> <li>› Operationalising Madaster and building passport (addressed)</li> </ul>
Short to medium term 1 to 5 years	Noticeable	<ul style="list-style-type: none"> <li>› Analyses of properties for identifying risks and potential (implemented)</li> <li>› Active monitoring of regulatory developments (implemented)</li> <li>› Integration of regulations, consideration of sustainability criteria in property strategies (implemented)</li> <li>› Property-specific consideration of sustainability criteria for existing stock and new build projects (implemented)</li> <li>› Implementation of guidelines for new build projects and existing stock (in preparation)</li> <li>› Derivation of guidelines for facility management (addressed)</li> </ul>

### Reference values and goals

Description of risks	Reference values	Unit	2022	2021	Target
Changed customer behaviour and market development	Proportion of certified energy-consuming space within the total portfolio	%	25	25	2030: 50 2050: 75
	Proportion of e-mobility (PP pre-installed)	%	6	5	2030: 25
Investors and the public intensify their sustainability efforts	GRESB rating: standing investment development	Points	81 79	79 82	≥ 75
	Energy intensity (Scopes 1 + 2 + 3)	kWh/m <sup>2</sup>	114.6	119.0	2030 = 90 2050 = 65
Laws and building regulations relating to energy sources and energy efficiency	Emissions intensity from operations (Scopes 1 + 2 + 3)	kg CO <sub>2</sub> eq/m <sup>2</sup>	14.6	15.7	2030 = 10 2050 = 1.5
	Share of renewable energy sources (electricity, heat and cooling)	%	55.1	53.6	2030 ≥ 75 2050 ≥ 100
	Renewable electricity generation (photovoltaic systems)	m <sup>2</sup>	3,300	3,300	2030 ≥ 10,000 2050 ≥ 25,000
Laws and building regulations relating to conservation of resources and circular economy	Water intensity	m <sup>3</sup> /m <sup>2</sup>	0.59	0.63	2030 ≤ 0.550

## Digitalisation

Digitalisation contributes to Mobimo's sustainable value creation. Active management of the IT infrastructure and innovative digitalisation projects drive down operating costs, boost the company's efficiency, improve IT security and help make better use of resources. Mobimo continuously invests in modern, established platforms to further foster collaborative work internally. SharePoint Online provides employees with shared access to data and documents across business areas, which facilitates interaction and noticeably streamlines joint work on projects.

## Process quality

All Mobimo's core, support and management processes are reviewed on a regular basis, updated if necessary and made available to all employees through the integrated management system (IMS) on SharePoint. The IMS describes the business processes, presents them in visual form and provides access to the necessary tools. It is binding for all employees and underlines Mobimo's strong focus on quality.

By gradually introducing XRM, a cloud-based contact database, Mobimo is also bridging the gap between the processes in the IMS and the corresponding process-oriented object repository in SharePoint Online. A central database is being created for Mobimo as a whole, with details on contacts for various purposes, for activity management (emails, phone calls, notices, etc.) and for project and property information purposes.

## Digital customer services

Mobimo's tenant portal brings the benefits of digitalisation to its tenants' smartphones. Thanks to a clearly structured app, they have access to all documents such as rental contracts and operating instructions for household appliances at all times. Tenants can easily pass on their concerns at the touch of a button. The tenant portal is integrated into document management and customer master data and ensures a high level of automation and efficiency. Tenants receive important information in real time via the app.

## Intelligent building management

Intelligent building management connects buildings within Mobimo's portfolio and enables the properties to be monitored and managed. The building information gathered forms the basis for integrated, efficient management and for achieving greater sustainability and economy in the portfolio.

## Data protection

### GRI 418-1

All Mobimo business areas collect personal and confidential data from customers, partners and employees as part of their business activities. Mobimo takes the protection of this data extremely seriously and is meeting the growing challenges in this area. Topics of relevance to data protection are currently dealt with at Mobimo by the Legal Counsel and Compliance Manager, who are responsible for them. Information security covers all the organisational and technical measures that aim to protect against loss, falsification and unauthorised access. As part of the information security and data protection policy and additional usage guidelines, the company defines how information security and comprehensive data protection can be guaranteed at all times and continuously improved. The roles, processes and checks in all Group companies in this regard are based on the ISO 27001 standard, to name but one example. This includes a risk-based approach, which guarantees protection of data processed by the business areas. This approach includes regular reviews and evaluations conducted by Management with the goal of continuous improvement. In the reporting period, there were no complaints with respect to data privacy breaches.

Specific training sessions on the topic of information security and data protection are held regularly to further increase employee awareness in relation to cyber risks. The Head of IT regularly publishes communications on the intranet about current risks.

### **Commitment to society**

Alongside its commitment to incorporating art into its buildings, for several years Mobimo has also supported the Zurich Film Festival, the organisation "Ingenieure ohne Grenzen" (engineers without borders), the children's charity "Fondation Theodora", the Special Olympics and PluSport, the umbrella association for disabled sports.

As part of its sponsorship of the Zurich Film Festival, Mobimo together with the "Domicil" foundation invites children to a special film screening, giving less privileged families the opportunity to spend an enjoyable morning at the cinema.

### **Innovation partnerships**

Mobimo fosters its culture of innovation and furthermore maintains partnerships with associations and research facilities, also advocating for innovation and standards within the sector. For example, Mobimo is connected to the Madaster platform, which facilitates circular construction, reporting and buildings and infrastructure administration. A workshop on the topic was also held to strengthen employees' understanding of the circular economy.

# APPENDIX



# EPRA Sustainability Performance Measures

## 1. Overarching recommendations

### Introduction

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

- › Overarching recommendations
- › Sustainability performance measures

### Overarching recommendations

#### Organisational boundaries

The portfolio of Mobimo Holding AG (equivalent to a Gross Asset Value (GAV) of CHF 3,700 million) consists of investment properties (84% by GAV) and development properties (16% by GAV).

#### Coverage

The table "Portfolio" represents the scope of our 2022 EPRA submission and includes the total standing investments portfolio (100%) of the investible entity (commercial and residential). In total, this covers 109 assets and 670,468 square meters.

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

Detailed information about the organisational boundaries, coverage estimation of landlord-obtained utility consumption, boundaries regarding the reporting on landlord and tenant consumption and normalisation can be found in the chapter "Bases for calculation" on [page 62](#).

#### Normalisation

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

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

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

Segmental analysis is defined by the property classification used in our financial reporting (see our Annual Report, [page 112](#)) which organises our investment portfolio into commercial and residential properties. Segmental analysis by geography is not relevant for our portfolio given that our assets are all located in the same climatic zone within Switzerland.

### Disclosure on own offices

Utilities consumption for which we are responsible at our own offices is reported separately. Please see EPRA Table «EPRA Performance measures» [on page 57](#).

### Narrative on performance

For a full narrative on our performance in 2022, please see the following sections of our Sustainability Report 2022:

- › Energy, water and waste: Environment ([pages 14 – 17](#))
- › Employee training and development: Employees ([pages 30 – 35](#))
- › Community engagement: Society ([pages 27 – 29](#))

Information on our governance procedures and Board of Directors can be found in the corporate governance report of our Annual Report 2022 which is available for download here: [www.mobimo.ch/en](http://www.mobimo.ch/en) > Investors > Reporting

### Location of EPRA sustainability performance measures

EPRA sustainability performance measures for our portfolio, own offices and corporate operations can be found in the tables on [pages 56 – 58](#) of this report.

### Third party assurance

Energy and GHG emissions data are independently assured by EY based on the calculation methodologies of the GRI Sustainability Reporting Standards. The assurance statement can be found on [pages 65 – 66](#) of our Sustainability Report 2022.

### Materiality

Regarding sustainability, Mobimo Holding AG reports in accordance with GRI Standards (since 2013), GRESB (since 2013) and EPRA (since 2017) and integrates internal and external stakeholders on an annual basis for the determination and evaluation of material aspects. Three criteria are applied to determine materiality: the strategic relevance of the individual theme; the possibility of exercisable influence; and the aspects' effects within and outside the organisation. At this time, all important KPIs that have been identified as material according to the results of our materiality review are reported. The full list of material issues can be found on [pages 10 – 11](#) of our Sustainability Report 2022.



## 2. Sustainability performance measures

Indicator	EPRA	Unit of measure
Electricity consumption for landlord-controlled areas <sup>2</sup>		MWh
Proportion of electricity consumption from renewable sources	Elec-Abs, Elec-LfL	%
Energy consumption from landlord-obtained district heating and cooling		MWh
Proportion of district heating & cooling from renewable sources	DH&C-Abs, DH&C-LfL	%
Energy consumption from landlord-obtained fuels		MWh
Proportion of fuels from renewable sources	Fuels-Abs, Fuels-LfL	%
Building energy intensity <sup>2</sup>	Energy-Int	kWh/m <sup>2</sup>
Direct Scope 1 GHG emissions (total)	GHG-Dir-Abs	t CO <sub>2</sub>
Total Scope 2 indirect GHG emissions (location based)		t CO <sub>2</sub>
Total Scope 2 indirect GHG emissions (market based) <sup>3</sup>	GHG-Indir-Abs	t CO <sub>2</sub>
Building GHG emissions intensity	GHG-Int	kg CO <sub>2</sub> /m <sup>2</sup>
Total water consumption	Water-Abs, Water-LfL	m <sup>3</sup>
Building water consumption intensity	Water-Int	m <sup>3</sup> /m <sup>2</sup>
		tonnes
		% recycled
Weight of waste by disposal route (total)	Waste-Abs, Waste-LfL	% sent to landfill

Indicator	EPRA	Unit of measure	Investment portfolio	Development portfolio
Type and number of assets certified	Cert-Tot	% of portfolio certified OR number of certified assets	2022: 25% are at least Minergie-certified (2021: 25%)	2022 (and before): 100% certified or in accordance with a certification standard

### Data qualifying notes

Detailed information and overviews of Mobimo certifications can be found on [pages 23 and 24](#) of the Sustainability Report 2022.

	Portfolio total					Commercial					Residential				
	Absolute		Like-for-like			Absolute		Like-for-like			Absolute		Like-for-like		
	2021 <sup>1</sup>	2022	2021 <sup>1</sup>	2022	% change	2021 <sup>1</sup>	2022	2021 <sup>1</sup>	2022	% change	2021 <sup>1</sup>	2022	2021 <sup>1</sup>	2022	% change
	10,572	10,213	10,572	10,213	-3.5	5,427	5,326	5,427	5,326	-2.0	4,773	5,093	4,773	5,079	6.0
	88.0	89.0	88.0	89.0	1.8	93.0	96.0	93.0	96.0	3.0	81.0	85.0	81.0	85.0	5.0
	17,521	17,373	17,521	17,373	-0.8	11,405	11,580	11,405	11,580	2.0	6,167	5,843	6,167	5,843	-5.0
	76.2	79.0	76.2	79.0	3.7	75.0	78.0	75.0	78.0	4.0	80.4	79.0	80.0	79.0	-1.0
	18,306	18,096	18,306	17,863	-2.4	8,961	7,866	8,961	7,866	-12.0	9,345	10,229	9,345	9,996	7.0
	4.5	4.0	4.5	4.5	-11.2	8.0	7.0	8.0	7.0	-13.0	1.3	1.8	1.3	1.8	35.0
	72	70	72	73	-2.5	73	70	73	70	-4.0	69	70	69	71	3.0
	4,002	4,022	4,002	3,954	-1.2	1,868	1,659	1,868	1,659	-11.0	2,135	2,363	2,135	2,295	8.0
	2,228	2,557	2,228	2,555	14.7	1,345	1,602	1,345	1,602	19.0	874	988	874	987	13.0
	9.6	10.1	9.6	10	4.2	9	9	9	9	1.0	10.2	11.1	10.2	11.1	9.0
	414,697	487,755	414,697	487,383	17.5	192,168	184,503	192,168	184,503	-4.0	224,040	303,827	224,040	303,455	35.0
	0.65	0.74	0.65	0.75	17.5	0.54	0.54	0.54	0.52	-4.0	0.76	1.01	0.76	1.03	35.0
	22,514	21,736	22,514	21,736	-3.5	18,409	17,668	18,409	17,668	-4.0	4,106	4,068	4,106	4,068	-1.0
	11,932	11,520	11,932	11,520	-3.5	9,757	9,364	9,757	9,364	-4.0	2,156	2,156	2,176	2,156	-1.0
	10,582	10,216	10,582	10,216	-3.5	8,652	8,304	8,652	8,304	-4.0	1,912	1,912	1,930	1,912	-1.0

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

Indicator	EPRA	Unit of measure	Absolute		Like-for-like		% change
			2021 <sup>1</sup>	2022	2021 <sup>1</sup>	2022	
Electricity consumption		kWh	246,948	247,105	246,948	247,105	0.1
Proportion of electricity consumption from renewable sources	Elec-Abs, Elec-LfL	%	100	100	100	100	0.0
Energy consumption from district heating and cooling		kWh	121,081	129,584	121,081	129,584	7.0
Proportion of district heating & cooling from renewable sources	DH&C-Abs, DH&C-LfL	%	65	62	65	62	-3.5
Energy consumption from fuel		kWh	0	0	0	0	n/a
Proportion of fuels from renewable sources	Fuels-Abs, Fuels-LfL	%	0	0	0	0	n/a
Building energy intensity	Energy-Int	kWh/m <sup>2</sup>	115	117	115	117	2.4
Direct Scope 1 GHG emissions (total)	GHG-Dir-Abs	t CO <sub>2</sub>	0	0	0	0	n/a
Total Scope 2 indirect GHG emissions (location based)		t CO <sub>2</sub>	41	44	41	44	7.5
Total Scope 2 indirect GHG emissions (market based) <sup>3</sup>	GHG-Indir-Abs	t CO <sub>2</sub>					
Building GHG emissions intensity	GHG-Int	kg CO <sub>2</sub> /m <sup>2</sup>	12.9	15.6	12.9	14.0	7.5
Total water consumption	Water-Abs, Water-LfL	m <sup>3</sup>	1,439	1,439	1,439	1,439	0.0
Building water consumption intensity	Water-Int	m <sup>3</sup> /m <sup>2</sup>	0.45	0.45	0.45	0.45	0.0
		kg	25,298	25,298	25,298	25,298	0.0
		Recycled	13,408	13,408	13,408	13,408	0.0
		Sent to					
Weight of waste by disposal route (total)	Waste-Abs, Waste-LfL	incineration	11,890	11,890	11,890	11,890	0.0

<sup>1</sup> In 2022, a change was made in the allocation of heat pump consumption and data on biomass as a heating source was added. The data collection of the waste volume was carried out according to an adjusted methodology. The key figures for 2021 were adjusted retroactively to ensure comparability.

<sup>2</sup> Only general electricity is used for the calculation.

<sup>3</sup> Scope 2 emissions are only calculated based on location.

Indicator	Status 2022
Type and number of assets certified, own offices	The main office in Künsnacht is Minergie-certified. 83% (in m <sup>2</sup> ) of the own offices are Minergie-certified.

## Appendix

### EPRA Sustainability Performance Measures

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

Indicator	EPRA	Unit of measure	Scope	2021	2022
Employee diversity	Diversity-Emp	Number of male/female (Board)	Corporate operations	3/3	4/3
		Number of male/female (Executive Board)		6/0	5/0
		Number of male/female (middle management)		13/9	12/7
		Number of male/female (employees)		65/83	72/78
Employee training and development	Emp-Training	Average hours per employee	Corporate operations	15	15
	Emp-Dev	% of total workforce with performance appraisals	Corporate operations	100	100
	Emp-Turnover	Total number of new hires	Corporate operations	28	26
		Rate (in %)		16	15
		Total number of leavers		25	26
		Rate (in %)		14	15
Health and safety	H&S-Emp	Occupational accident rate (in %)	Corporate operations	2.8	2.9
		Lost day rate (in %)		0	0
		Absentee rate (in % relative to total target hours)		2.4	2.2
		Fatalities (total number)		0	0
	H&S-Asset	% of assets undergoing health & safety assessments	Portfolio	100	100
	H&S-Comp	Total number of incidents of non-compliance from health & safety assessments	Portfolio	0	0
Communities	Comty-Eng	% of assets with community engagement initiatives	Portfolio	100	100

#### Data qualifying notes

##### Diversity-Pay

Mobimo observes the requirement to carry out an equal pay analysis, also in accordance with the Swiss Gender Equality Act (GEA, amended on 14 December 2018). In the salary analysis carried out in 2020/21, no gender bias could be identified according to the Federal Office for Gender Equality (FOGE), based on their specific software (Logib).

##### H&S-Asset

Clearly defined quality management for development properties is implemented on building sites and in services, with an emphasis on health and safety aspects for the future users and the building site operators. Health and safety checks are carried out on products and services at all stages of the process (purchase, development and construction, moving in, use and operation, waste disposal). In addition to the standard requirements laid down by the federal government, cantons, Suva, SIA, police, fire service, etc., measures also comply with internal regulations. For more information, see [pages 30 – 35](#) of our Sustainability Report 2022.

##### Comty-Eng

The figure relates to the Development portfolio only. For more information on our approach to community engagement, see [pages 27 – 29](#) of our Sustainability Report 2022.

##### Gov-Board

Board profiles and competencies can be found on [page 24f.](#) of the [Annual Report 2022](#).

# GRI content index



CONTENT INDEX  
ESSENTIALS SERVICE

2023

Mobimo Holding AG has reported on the period 1 January 2022 – 31 December 2022 in line with GRI Standards. For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and

that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report. The service was performed on the German version of the report.

GRI Standard/Disclosure	Publication year of the Standard	Page/Note AR: Annual Report 2022 ( <a href="http://www.mobimo.ch">www.mobimo.ch</a> > Investors > Download Center) SR: Sustainability Report
<b>GRI 1: Foundation</b>	<b>2021</b>	SR 4
<b>GRI 2: General Disclosures</b>	<b>2021</b>	
<b>The organisation and its reporting practices</b>		
GRI 2-1: Organisational profile		AR 21
GRI 2-2: Entities included in the organisation's sustainability reporting		AR 110
GRI 2-3: Reporting period, frequency and contact point		SR 4, 68
GRI 2-4: Restatements of information		None
GRI 2-5: External assurance		SR 65
<b>Activities and employees</b>		
GRI 2-6: Activities, value chain and other business relationships		SR 8, 19 AR 8
GRI 2-7: Employees		SR 30
GRI 2-8: Workers who are not employees		Not applicable – Mobimo does not have any workers who are not employees as per the GRI 2-8 definition.
<b>Governance</b>		
GRI 2-9: Governance structure and composition		SR 40 AR 24, 29
GRI 2-10: Nominating and selecting the highest governing body		SR 40
GRI 2-11: Chair of the highest governing body		SR 40
GRI 2-12: Role of the highest governing body in overseeing the management of impacts		SR 40
GRI 2-13: Delegation of responsibility for managing impacts		SR 10, 42
GRI 2-14: Role of the highest governing body in sustainability reporting		SR 10
GRI 2-15: Conflicts of interest		SR 40
GRI 2-16: Communicating critical concerns		SR 40
GRI 2-17: Collective knowledge of the highest governing body		SR 40
GRI 2-18: Evaluating the performance of the highest governing body		SR 40
GRI 2-19: Remuneration policies		SR 42 AR 41
GRI 2-20: Process for determining remuneration		SR 42 AR 41
GRI 2-21: Annual total compensation ratio		Confidentiality constraints – Mobimo does not communicate details of median salaries.
<b>Strategy, policies and practices</b>		
GRI 2-22: Statement on sustainable development strategy		SR 5
GRI 2-23: Policy commitments and practices		SR 44
GRI 2-24: Embedding policy commitments		SR 44
GRI 2-25: Processes for remediating negative impacts		SR 44
GRI 2-26: Mechanisms for seeking advice and raising concerns		SR 44
GRI 2-27: Compliance with laws and regulations		SR 44
GRI 2-28: Membership of associations		SR 12



GRI Standard/Disclosure	Publication year of the Standard	Page/Note AR: Annual Report 2022 ( <a href="http://www.mobimo.ch">www.mobimo.ch</a> > Investors > Download Center) SR: Sustainability Report
<b>Stakeholder engagement</b>		
GRI 2-29: Approach to stakeholder engagement		SR 12
GRI 2-30: Collective bargaining agreements		SR 31
<b>GRI 3: Material Topics</b>		
	<b>2021</b>	
GRI 3-1: Process for determining material topics		SR 10
GRI 3-2: List of material topics		SR 11
<b>Environment</b>		
<b>Continuous reduction in emissions and intensities</b>		
GRI 3-3 Management of material topics	2021	SR 15
<b>GRI 302: Energy</b>		
	<b>2016</b>	
GRI 302-1: Energy consumption within the organisation		SR 17, 62
GRI 302-3: Energy intensity		SR 17
GRI 302-4: Reduction of energy consumption		SR 17, 62
<b>GRI 305: Emissions</b>		
	<b>2016</b>	
GRI 305-1: Direct (Scope 1) GHG emissions		SR 17, 62
GRI 305-2: Energy indirect (Scope 2) GHG emissions		SR 17, 62
GRI 305-3: Other indirect (Scope 3) GHG emissions		SR 17, 62
GRI 305-4: GHG emissions intensity		SR 17
GRI 305-5: Reduction of GHG emissions		SR 17, 62
<b>Sustainable concepts for construction and use</b>		
GRI 3-3 Management of material topics	2021	SR 18
<b>GRI 204: Procurement Practices</b>		
	<b>2016</b>	
GRI 204-1: Proportion of spending on local suppliers		SR 19
<b>GRI 303: Water and Effluents</b>		
	<b>2018</b>	
GRI 303-1: Interactions with water as a shared resource		SR 19
GRI 303-2: Management of water discharge-related impacts		SR 19
GRI 303-5: Water withdrawal		SR 19, 62
<b>GRI 306: Waste</b>		
	<b>2020</b>	
GRI 306-1: Waste generation and significant waste-related impacts		SR 19
GRI 306-2: Management of significant waste-related impacts		SR 19
GRI 306-3: Waste generated		SR 19, 62
GRI 306-4: Waste diverted from disposal		SR 19, 62
GRI 306-5: Waste directed to disposal		SR 19, 62
<b>Society</b>		
<b>Customer relationships based on trust</b>		
GRI 3-3: Management of material topics	2021	SR 23
<b>GRI 416: Customer Health and Safety</b>		
	<b>2016</b>	
GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services		SR 26
<b>GRI 417: Marketing and Labelling</b>		
	<b>2016</b>	
GRI 417-3: Incidents of non-compliance concerning marketing communications		SR 26
<b>High-quality places to live</b>		
GRI 3-3: Management of material topics	2021	SR 27
<b>GRI 203: Indirect Economic Impacts</b>		
	<b>2016</b>	
GRI 203-1: Infrastructure investments and services supported		SR 27

GRI Standard/Disclosure	Publication year of the Standard	Page/Note AR: Annual Report 2022 ( <a href="http://www.mobimo.ch">www.mobimo.ch</a> > Investors > Download Center) SR: Sustainability Report
<b>GRI 304: Biodiversity</b>	<b>2016</b>	
GRI 304-1: Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas		SR 28
<b>GRI 413: Local Communities</b>	<b>2016</b>	
GRI 413-2: Operations with significant actual and potential negative impacts on local communities		SR 28
<b>Outstanding employer</b>		
GRI 3-3: Management of material topics	2021	SR 30
<b>GRI 401: Employment</b>	<b>2016</b>	
GRI 401-1: New employee hires and employee turnover		SR 30
GRI 401-3: Parental leave		SR 32
<b>GRI 402: Labour/Management Relations</b>	<b>2016</b>	
GRI 402-1: Minimum notice periods regarding operational changes		SR 32
<b>GRI 403: Occupational Health and Safety</b>	<b>2018</b>	
GRI 403-1: Occupational health and safety management system		SR 34
GRI 403-2: Hazard identification, risk assessment and incident investigation		SR 34
GRI 403-4: Worker participation, consultation and communication on occupational health and safety		SR 34
GRI 403-5: Worker training on occupational health and safety		SR 34
GRI 403-6: Promotion of worker health		SR 34
GRI 403-9: Work-related injuries		SR 34
GRI 403-10: Work-related ill health		SR 34
<b>GRI 404: Training and Education</b>	<b>2016</b>	
GRI 404-2: Programmes for upgrading employee skills and transition assistance programmes		SR 33
GRI 404-3: Percentage of employees receiving regular performance and career development reviews		SR 33
<b>GRI 405: Diversity and Equal Opportunity</b>	<b>2016</b>	
GRI 405-1: Diversity of governing bodies and employees		SR 31
<b>GRI 406: Non-discrimination</b>	<b>2016</b>	
GRI 406-1: Incidents of discrimination and corrective actions taken		SR 34
<b>Economy and Corporate Governance</b>		
<b>Economic attractiveness</b>		
GRI 3-3: Management of material topics	2021	SR 37
<b>GRI 201: Economic Performance</b>	<b>2016</b>	
GRI 201-1: Direct economic value generated and distributed		SR 37
<b>Good Corporate Governance</b>		
GRI 3-3: Management of material topics	2021	SR 40
<b>GRI 201: Economic Performance</b>	<b>2016</b>	
GRI 201-2: Financial implications and other risks and opportunities due to climate change		SR 46
<b>GRI 205: Anti-corruption</b>	<b>2016</b>	
GRI 205-3: Confirmed incidents of corruption and actions taken		SR 44
<b>GRI 206: Anti-competitive Behaviour</b>	<b>2016</b>	
GRI 206-1: Legal actions for anti-competitive behaviour, anti-trust and monopoly practices		SR 44
<b>GRI 418: Customer Privacy</b>	<b>2016</b>	
GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data		SR 52

# Bases for calculations

GRI 302-1, 302-4, 303-5, 305-1, 305-2, 305-3, 305-5, 306-3, 306-4, 306-5

## Period and baseline year

The reporting period (12 months) runs from 1 July to 30 June of the following year. This allows the entire heating period to be recorded. For certain values recorded for properties, the billing period deviates from the reporting period. This is due to the date of invoicing by the utilities, which cannot be influenced.

The baseline year for the collection of the environmental indicators is 2011, which also corresponds to the year of first publishing. Retrospective adjustments of values from the baseline year are only performed in the event of material changes (> 10%) to the consolidation group, in particular changes to emissions factors, portfolio adjustments and adjustments to the energy-consuming space. To date, no retrospective adjustments of values from the baseline year have been performed.

## System boundary

The environmental indicators for the property portfolio relate to all properties that were in Mobimo's ownership as at 30 June in the reporting period.

Properties that were divested in the first half of the reporting period (1 July to 31 December), and also properties covered by building laws, trading and development properties and car parks and acquired properties or properties with single tenants for which no current or prior year's consumption data is available, are not taken into account.

Properties that were divested in the second half of the reporting period (1 January to 30 June) are taken into account for their period in the portfolio (between 6 and 11 months). If no invoices are available, the prior year's consumption is extrapolated to the period (12 months).

Properties that were added to the portfolio within the billing period (acquisition or reclassification) appear in the investment portfolio as at the end of the billing period (30 June) and are taken into account for the period in the property portfolio. Date and period analogous to divestments.

## Methodology

The energy-consuming space (ECS) for each property is calculated as per SIA 380. The greenhouse gas emissions are allocated to Scopes 1, 2 and 3 at property level (see figure on scope allocations). Firstly, a distinction is made between energy consumption in general areas and that in tenant areas. Consumption from operating the properties in the property portfolio is recorded. This includes the provision and use of electricity, heating, cooling and water and the greenhouse gas emissions arising from the consumption of electricity and heat. Biogenic emissions are not recorded separately. The total energy consumption identified includes the entire heat consumption within the property portfolio and general and owner electricity (e.g. car parks). The difference between the total energy consumption and the general and owner electricity for the property is assessed as tenant electricity for the greenhouse gas emissions as Scope 3 emissions. If a single tenant procures their energy directly from an energy provider and the consumption is not known, the information is collected by direct enquiry.

Greenhouse gases that are attributable to the in-house production of solar power that is provided to tenants are assigned to Scope 3 emissions.

## Data sources

The data on energy and water consumption for the property portfolio are taken from receipts (raw data). Bills that arrive by 10 January are included in each case. More than 95% of the consumption data is based on bills. If consumption data or receipts are not available at the end of the year, estimates of consumption are made. This consumption estimate is based on the prior year's figures or the average of the available months of the relevant period. The consumption estimate is also based on a portfolio-specific benchmark according to types of use.

The waste data for the portfolio was calculated by means of local recording of the number of containers, type, volume, filling level and collection intervals. The competent local facility management provider, the waste disposal partners and the responsible management on site were involved to collect the waste data. If (part of) the data is not available, estimates of consumption are made. This waste estimate is based on portfolio-specific benchmarks and average values according to types of use.

### Data control and data quality

Mobimo applies the recognition threshold of the financial control method by collecting the data for the rental areas in addition to the consumption data for the general areas. The consumption data is checked for plausibility using the prior year's values. Properties with significant deviations from the prior year (differentiated by use: heating: 6 kWh – 282 kWh per m<sup>2</sup> ERA, electricity: 1 kWh – 296 kWh per m<sup>2</sup> ECS, Water: 0.2 m<sup>3</sup> – 2.5 m<sup>3</sup> per m<sup>3</sup> ECS) are analysed. Spot checks are also performed during data entry and the external audit process. In the event that a limit value is exceeded and there is no plausible explanation for this, plausible figures from the prior year or SIA 2040 benchmarks (Table 173) are used. Extrapolation from the prior year's figures is performed if data is available for at least 12 months.

### Emission factors

To calculate the greenhouse gas emissions resulting from the energy consumption (CO<sub>2</sub> accounting for Scopes 1, 2 and 3), the emission factors differentiated by energy source according to DEFRA 2016 and Treeze 2017, as per GHG (Greenhouse Gas) Protocol Corporate Standard (revised edition, 2004) and GRESB Standard are used. Updates are performed periodically.

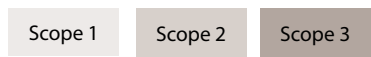
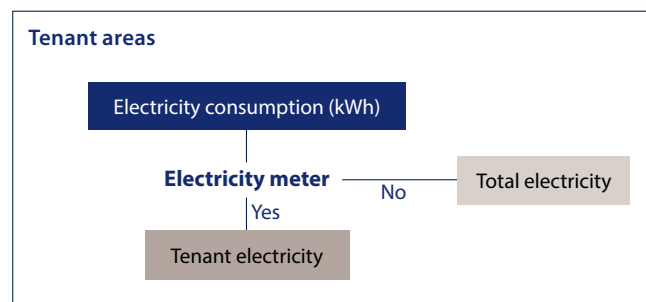
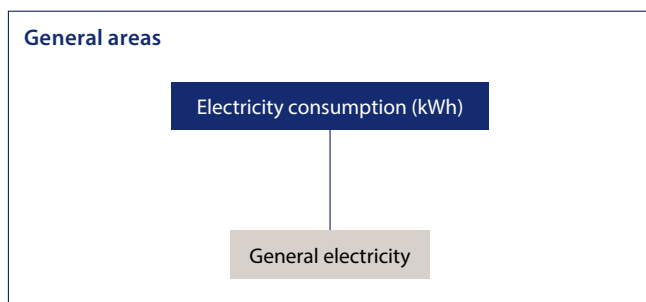
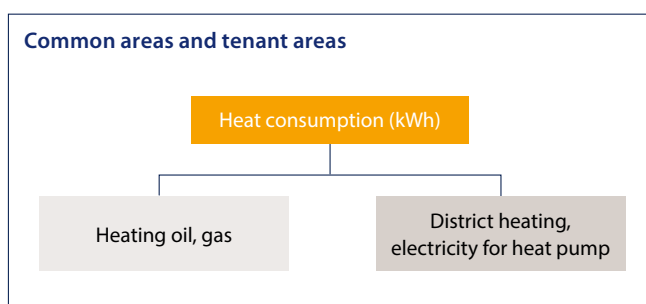
CO<sub>2</sub> accounting is calculated and totalled for the reporting period based on the data collected and entered according to the respective emission types. The recognised greenhouse gas emissions are shown aggregated as CO<sub>2</sub> equivalents (CO<sub>2</sub>eq).

This is based on an assessment according to IPCC AR5, which assumes a time horizon of 100 years for global warming potential (GWP). The accounting includes the following greenhouse gases: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFC), perfluorocarbons (PFC), sulphur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>). Biogenic CO<sub>2</sub> emissions are not incurred.

- › Scope 1: includes the emissions arising directly on site that are caused by heating (oil, gas).
- › Scope 2: includes the indirect emissions arising from purchased electricity/general electricity (electricity and cooling) and district heating.
- › Scope 3: includes the indirect emissions arising from electricity/tenant electricity (electricity and cooling).

Heating types: district heat, oil, gas, heat pump, pellets, wood chips.

- › Electricity: For electricity, since 2021 the specific respective electricity products for general electricity per property (market-based approach) and – if available – producer-specific emission factors have been used. This relates to over 90% of the general electricity directly purchased by Mobimo (green electricity product). For the remainder, the emission factor as per Switzerland's electricity mix applies. From 2022, the percentages of each electricity product have also been entered for the total electricity per property. This allows each specific electricity product for tenant electricity to be obtained (market-based approach).





### Climate adjustment

The raw data is climate adjusted each month according to official heating degree days (as per SIA 381/4 (2001 – 2010) and HEV, the Swiss Homeowners’ Association). In the process, the raw data is adjusted in relation to the heating degree days from the current reporting period compared to the heating degree days from the reference period (baseline year until current period). This enables comparison of the consumption data with prior years (i.e. cold winters and warm winters are reconciled). Heating degree days are defined as at the effective date of 30 November. If the prior year’s figures deviate significantly (> 10%), an adjustment is performed in the next reporting period.

### Scope allocation Reduction path 2050

In 2021, Mobimo developed a CO<sub>2</sub> and energy reduction path based on the 1.5°C and 2.5°C climate targets set out in the Paris Agreement and the Carbon Risk Real Estate Monitor (CRREM). When setting targets, the CO<sub>2</sub> intensity and energy intensity are considered at both property and portfolio level. The reduction path refers to the system boundaries of the property portfolio described above. The baseline year is 2020. The methodology shows the trend in five different scenarios, based on planned investments, measures and future assumptions as well as differentiation of the greenhouse gas emissions into Scopes 1, 2 and 3.

	2020		2030		2050	
	CRREM 1.5 °C target		CRREM 1.5 °C target		CRREM 1.5 °C target	
	22.9		14.5		1.7	
<b>Scopes 1 + 2</b>	<b>10.8</b>		<b>6.0</b>	-44.4%	<b>1.0</b>	-90.8%
<b>Scopes 1 + 2 + 3</b>	<b>15.5</b>		<b>10.0</b>	-35.5%	<b>1.5</b>	-90.3%
	kg CO <sub>2</sub> eq/m <sup>2</sup>		kg CO <sub>2</sub> eq/m <sup>2</sup>		kg CO <sub>2</sub> eq/m <sup>2</sup>	



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To the management of  
**Mobimo Holding AG, Lucerne**

Zurich, 28<sup>th</sup> April 2023

## Independent assurance report

We have been engaged to perform a limited assurance engagement on the information marked with a „☑“ in the Sustainability Report of Mobimo Holding AG (hereafter “Mobimo”) for the reporting period from 1 January 2022 to 31 December 2022:

- ▶ Tables “Energy consumption and intensity” and “Greenhouse gas emissions and intensity of greenhouse gas emissions” on portfolio data for energy and emissions (hereafter “the KPIs”) on page 17 of the Sustainability Report 2022 (hereafter “the Report”).

Our assurance engagement was limited to the KPIs listed above. We have not assessed the following KPIs or information disclosed in the report:

- ▶ Information other than the sustainability KPIs indicated above
- ▶ KPIs of prior reporting periods
- ▶ Qualitative statements



### Responsibility of Mobimo’s management

The management of Mobimo is responsible for the selection of applicable criteria and for the preparation and presentation of the disclosed KPIs marked with a „☑“ in the Sustainability Report in accordance with the applicable criteria. This responsibility includes the design, implementation and maintenance of internal controls relevant for the preparation of KPIs that are free from material misstatement, whether due to fraud or error.



### Applicable criteria

Mobimo defined as applicable criteria (hereafter “applicable criteria”):

- Global Reporting Initiative Sustainability Reporting Standards (GRI Standards)

A summary of the standards is presented on the GRI homepage. We believe that these criteria are a suitable basis for our limited assurance engagement.

The quantification of greenhouse gases (GHG) is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emission factors and the values needed to combine emissions of different gases.



### Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies the International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



### Our responsibility

Our responsibility is to express a conclusion on the above mentioned KPIs based on the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised) *Assurance Engagements Other than Audits or Reviews of Historical Financial Information (ISAE 3000 Revised)*. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the KPIs in the report are free from material misstatement, whether due to fraud or error.

In accordance with the engagement agreement, our duty of care for this engagement only extends to the management of Mobimo.

Based on risk and materiality consideration we have undertaken procedures to obtain sufficient appropriate evidence. The procedures selected depend on the practitioner's judgment. This includes the assessment of the risks of material misstatements in above mentioned KPIs. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in scope than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.



### Summary of work performed

Our limited assurance procedures included, amongst others, the following work:

- ▶ Assessment of the suitability of the underlying criteria and their consistent application
- ▶ Inquiries of company's representatives responsible for collecting, consolidating and calculating the KPIs marked with a „☒“ in the report in order to assess the process of preparing the report, the reporting system, the data capture and compilation methods as well as internal controls to the extent relevant for the limited assurance engagement
- ▶ Inspection of the relevant documentation of the systems and processes for compiling, analyzing, and aggregating sustainability data and testing such documentation on a sample basis
- ▶ Testing, inquiries and inspection of documents on a sample basis with respect to the compilation and reporting of quantitative data
- ▶ Analytical review procedures of the report regarding plausibility and consistency of the information marked with a „☒“ in the report

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.



### Our conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the KPIs marked with a „☒“ in the report are not prepared, in all material respects, in accordance with the applicable criteria.

Ernst & Young Ltd

Mark Vesper  
Partner

Claude-Aline Dubi  
Manager

# Additional information

## Publication overview

### Annual Report



### Half-Year Report



### Sustainability Report



The Sustainability Report is published once a year in both German and English. The original German version is binding.

All publications and further information are available at [www.mobimo.ch](http://www.mobimo.ch).

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Cover image: Terrace of Rue du Genève 7, Quartier du Flon, Lausanne  
Page 14: Solar system on the Les Merciers building, Quartier du Flon, Lausanne  
Page 22: Stairs in front of Les Jumeaux, Quartier du Flon, Lausanne  
Page 36: Place Les Merciers, Quartier du Flon, Lausanne  
Page 54: Corridor Les Jumeaux, Quartier du Flon, Lausanne





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