



# Sustainability Report 2023

## Our profile

With a broadly diversified real estate portfolio that has a total value of approximately CHF 3.6 billion, Mobimo Holding AG is one of the leading real estate companies in Switzerland. Its portfolio comprises residential and commercial properties, along with development properties both for the company's own portfolio and for third parties. The properties are in first-class locations in German-speaking and French-speaking Switzerland. The buildings are characterised by a balanced mix of use types and diligent management. Mobimo uses its development projects to strengthen its income base and boost the intrinsic value of its portfolio. The company also creates investment opportunities for third parties through its development services. Mobimo has around 170 employees.

## Publication overview

### Annual Report 2023



#### Published on 9 February 2024

- › SIX Directive on Information relating to Corporate Governance
- › IFRS
- › EPRA key performance measures
- › SIX Directive on the Use of Alternative Performance Measures

### Sustainability Report 2023



#### Published on 9 February 2024

- › GRI Standards
- › Recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)
- › EPRA sustainability performance measures

### Half-Year Report 2023



#### Published on 4 August 2023

- › IFRS
- › EPRA key performance measures
- › SIX Directive on the Use of Alternative Performance Measures

Mobimo publishes information on its business performance every six months. The half-year report and annual report are available in German, English and French, with the French report being an abridged version. The sustainability report is released once a year in both German and English. The original German version is always binding.

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

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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 13th time in this Sustainability Report 2023. Since 2013, it has applied the reporting framework of the Global Reporting Initiative (GRI Standards).

The Sustainability Report 2023 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 2023 to 31 December 2023. It is published annually online in German and English.

Mobimo integrates the EPRA Sustainability Best Practice Recommendations Report into its sustainability report along with information about climate-related financial risks as per the Task Force on Climate-related Disclosures (TCFD).

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 conducted the external audit of energy, water consumption and emissions data (limited assurance). The assurance statement is set out on page 60.

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

# SUSTAINABILITY AT MOBIMO



# Selected key figures for 2023

**5,516**

-2.8%

**CO<sub>2</sub> emissions**  
Tonnes of CO<sub>2</sub> emissions  
(Scope 1 – 3)  
2022: 5,675

**40**

+60%

**Investment properties with certificate**  
% of ECS  
2022: 25

**110**

-1.5%

**Energy intensity**  
kWh/m<sup>2</sup> ECS (Scope 1 – 3)  
2022: 111

**812**

+22.8%

**Photovoltaic systems**  
Thousands of kWh/year  
2022: 661

**8.7**

-2.4%

**Emissions intensity**  
kg CO<sub>2</sub>eq/m<sup>2</sup> ECS (Scope 1 – 3)  
2022: 8.9

**8**

+33.3%

**EV charging stations**  
% of parking spaces  
(pre-equipped)  
2022: 6

**54**

+/-0%

**Share of renewable energy sources**  
% (Scope 1 – 3)  
2022: 54

**100**

**Green Bonds**  
CHF million

**174**

**Headcount**  
Number  
(including FM Service AG)  
2022: 174

**50**

**Proportion of women**  
% (excluding BoD)  
2022: 49

**97.2**

**Employee satisfaction**  
% of employees are very happy or happy to work at Mobimo.  
2022: 96.4

**85**

**Tenant satisfaction**  
% of residential tenants feel that their needs are well looked after.  
Carried out every 2-3 years.

## Ratings and certifications

### GRESB

Green Star (3 points)  
Standing Investment:  
81 points  
Development: 87 points



### EPRA sBPR

Gold Award



### Sustainalytics

low risk, 14.6 points



MSCI  
AAA



Inrate  
B



# Further progress made

GRI 2-22

## Dear Valued Reader,

We are pleased to present the Mobimo Sustainability Report for the 2023 reporting period. Just under a year ago, we reported here that Mobimo had adapted its organisation in line with the 2030 sustainability strategy approved by the Board of Directors and defined clear internal guidelines and processes for sustainable business operations. This report and the measures taken in 2023 clearly illustrate that good progress is being made (see also the overview of targets and measures on the opposite page).

For Mobimo, the concept of sustainability does not end with the environmental aspect (E) – it also encompasses the areas of society (S) and corporate governance (G) to an equal extent. We act responsibly and with foresight, we aim to be an attractive employer that offers good prospects and we follow corporate governance best practices. Furthermore, we at Mobimo believe that sustainability is inherently linked to value preservation and growth. With a real estate portfolio that is socially responsible, low in CO<sub>2</sub> emissions and economically and environmentally efficient, we aim to create long-term value – not just for investors, but also for society as a whole. Providing urgently needed living space in urban locations is just one of the ways in which we benefit wider society. The operational measures for achieving the goals of the sustainability strategy are implemented at three levels: company, portfolio and project. The Head of Sustainability plays a coordinating role, ensuring that the measures are harmonised in terms of both content and timing to achieve the greatest overall impact at all times.

One of our declared strategic objectives is to increase the certified proportion of our investment portfolio to over 50% of energy-consuming space by 2030. In 2023, we succeeded in increasing this proportion by 15 percentage points to 40%. In addition, all new build projects and extensive renovation projects within the real estate portfolio must be certified with a recognised sustainability label. The certification processes are currently ongoing for the Manegg and Tiergarten (Zurich), Les Jumeaux (Lausanne) and Wassergasse (St. Gallen) development properties, which entered into operation in 2023.

### High-quality, insightful data

In our certification efforts in general, there is a particular focus on continuously improving the transparency and quality of the portfolio data. In a portfolio analysis undertaken in 2023, we identified properties that offer substantial potential for saving energy and reducing carbon emissions. This concerns around 30 properties, which are set to be enhanced in 2024 via operational measures forming part of an ongoing energy optimisation programme.

We also pay special attention to the potential for reducing grey energy and grey emissions, an issue that is becoming more and more prominent in the public consciousness. In the past year, we have further improved our understanding and application of the data requirements. For example, in the Aeschbachquartier, construction zone 2 project, we have preserved significant structural elements with substantial amounts of “stored” grey energy and transferred them to the new construction project.

### Outlook

In 2024, we will continue to make consistent progress along our defined sustainability roadmap. Where useful, Mobimo will establish partnerships to help achieve the company’s ambitious sustainability goals. In 2023, we reached a significant milestone by successfully rolling out photovoltaic systems in our own developments in Zurich: Allmendstrasse (Manegg) and Talwiesenstrasse 123 (Tiergarten). Based on an analysis of potential in the 2023 reporting year, Mobimo decided to work with an external partner to further expand the number of photovoltaic systems in its properties. This will initially see around 20 additional photovoltaic systems being planned and installed in the investment portfolio. The first systems are expected to be operational as early as 2024. In this way, in-house electricity production will be gradually increased towards the goal of 2 GWh/year by 2030 and 5 GWh/year by 2050.

As a responsible company in the real estate sector, we are actively committed to conserving resources and promoting the circular economy. It is our responsibility and objective to play a leading role in our industry in this area too, which is why we have signed the Circular Building Charter. Our goal is to reduce the use of non-renewable primary resources to 50% of the total mass by 2030.



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



**Daniel Ducrey**  
CEO

Objectives	2023 measures
<b>Environment – our properties</b>	
Renewable energy sources	Start of construction work on the lake water heat exchanger system for heating and cooling at the Oberägeri, Edenblick project
Certification	<ul style="list-style-type: none"> <li>› Receipt of DGNB Bronze basic certificate – buildings in use for the property portfolio</li> <li>› Receipt of DGNB Silver property certificate – buildings in use for six properties</li> <li>› Receipt of LEA (Living Every Age) certificate for the Zurich, Tiergarten project</li> </ul>
Reduction in CO <sub>2</sub> emissions in operations	<ul style="list-style-type: none"> <li>› Commissioning of the Zurich, Manegg project with 157 apartments: connection to district heating network</li> <li>› CO<sub>2</sub> intensity 2.5 kg CO<sub>2</sub>/m<sup>2</sup>, use of LEDCity lighting system (saving 86 t of CO<sub>2</sub> over its lifetime)</li> <li>› Replacement of two oil heating systems (Geneva, Rue de la Cannonière 11 and Geneva, Rue Schaub 3)</li> </ul>
Efficient use of resources and the circular economy	<ul style="list-style-type: none"> <li>› Commissioning of the Lausanne, Les Jumeaux renovation project (floor space 8,216 m<sup>2</sup>): total renovation (heritage conservation)</li> <li>› Commissioning of the Zurich, Tiergarten repurposing project (office to residential) with 59 apartments.</li> </ul>
Photovoltaic systems	<ul style="list-style-type: none"> <li>› Commissioning of a photovoltaic system for the Zurich, Manegg project (electricity output of 150,822 kWh/a)</li> <li>› Commissioning of a photovoltaic system for the Zurich, Tiergarten project (electricity output of 71,936 kWh/a)</li> </ul>
E-mobility	Preinstallation of EV charging infrastructure at 72 parking spaces
Biodiversity	Conclusion of the study contract for the Forch project, focusing on biodiversity
Influencing of user behaviour	<ul style="list-style-type: none"> <li>› Introduction of a sustainability clause for all commercial rental agreements concluded from 1 July 2023 onwards, covering the sustainable use and management of the rented property (green leases)</li> <li>› Tips for tenants on saving energy and resources on the service desk/tenant portal</li> </ul>

## Society – our contribution to society

Great place to work	<ul style="list-style-type: none"> <li>› Employee survey on the biodiverse redesign of the outside space at the Küssnacht office</li> <li>› Half-fare travel card for all employees</li> </ul>
Health and safety	<ul style="list-style-type: none"> <li>› Appointment and training of first-aiders</li> <li>› Update of the "Health and Safety" information sheet</li> <li>› Support for the Bike to Work challenge</li> </ul>
Digitalisation	Expansion of the Microsoft Dynamics 365 platform for seamless end-to-end processes across the entire value chain
Talent management	14 employees in training and education courses for a recognised qualification
Information security	Regular, specific training sessions on information security and data protection for all employees
Society	<ul style="list-style-type: none"> <li>› Participation in National Future Day</li> <li>› "Die Starken" (The Strong) art installation in the Zurich, Manegg development (Art on Buildings)</li> </ul>
Social dialogue	Commissioning of and move into the Zurich, Manegg project development: cooperative residential project with Logis Suisse. 44% of the residential units meet the standards of non-profit housing construction
Investments in forward-looking locations	Notarisation of the Rheinmetall Air Defence (RAD) site in Zurich Oerlikon (approx. 11,000 m <sup>2</sup> , to create a mixed residential and working neighbourhood)

## Economy and corporate governance – our company

Green finance	Allocation of funds from the Green Bond
Organisation	Extension of limited assurance for water consumption and intensities (in accordance with GRI Standards)
Environmental data and reporting standards	Receipt of EPRA Gold Award
ESG ratings	<ul style="list-style-type: none"> <li>› GRESB Green Star 3 stars, 81 points (Standing Investment) 3 stars, 87 points (Development)</li> <li>› MSCI: AAA</li> </ul>
Ethics and integrity	Individuals with responsibility for compliance introduced in individual business areas, active focus on compliance within the teams
Innovation	<ul style="list-style-type: none"> <li>› Internal workshops for employees on developer competence in photovoltaics (planning and operational concepts)</li> <li>› Signing of the Circular Building Charter</li> </ul>
Transparency and responsibility	Introduction of procurement guidelines and ESG suppliers checklist and assessment (general contractors/total contractors)

# Key sustainability topics

GRI 2-12, 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.

In 2023, Mobimo once again carried out a review of the key topics and did not identify any significant changes compared with the impacts identified in the prior year. In order to make the use of grey energy and careful management of available resources an even greater focus of Mobimo's business activities, the previous topic of "Continuous reduction in emissions and intensities" has been renamed "Reduction in emissions and consumption of resources".

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 of a potential negative impact. The scale defines how serious a negative impact is, and the scope how far-reaching it is.

In the Environmental area (E), continuously reducing CO<sub>2</sub> emissions over several years is Mobimo's top priority. The company has taken concrete action in this regard by developing and publishing a CO<sub>2</sub> reduction pathway in line with the Paris Agreement in 2021 and pursuing it since then. Mobimo is also committed to sustainable construction and use concepts 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 lawful 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 8.**

The Board of Directors of Mobimo Holding AG reviews the 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 38.**




Key topics	GRI Standards	Contribution to the UN Sustainable Development Goals (SDGs)	
			
<b>Environment (E)</b>			
Reduction in emissions and consumption of resources	GRI 2-4	Restatements of information	 
	GRI 302	Energy	
	GRI 303	Water and Effluents	
	GRI 305	Emissions	
	GRI 306	Waste	
Sustainable concepts for construction and use	GRI 203	Indirect Economic Impacts	 
	GRI 304	Biodiversity	
	GRI 306	Waste	
			
<b>Social (S)</b>			
Customer relationships based on trust	GRI 416	Customer Health and Safety	
	GRI 417	Marketing and Labelling	
High-quality places to live	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	
			
<b>Economy and Corporate Governance (G)</b>			
Economic attractiveness	GRI 201	Economic Performance	
Good corporate governance	GRI 2-6	Activities, value chain and other business relationships	
	GRI 2-9	Governance structure and composition	
	GRI 2-10	Nomination and selection of the highest governance body	
	GRI 2-11	Chair of the highest governance body	
	GRI 2-12	Role of the highest governance 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	Communication of critical concerns	
	GRI 2-17	Collective knowledge of the highest governance body	
	GRI 2-18	Evaluation of the performance of the highest governance body	
	GRI 2-19	Remuneration policies	
	GRI 2-20	Process to determine remuneration	
	GRI 2-23	Policy commitments	
	GRI 2-24	Embedding policy commitments	
	GRI 2-25	Processes to remediate 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 204	Procurement Practices	
	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 ongoing 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
- › Investors
- › 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 (not exhaustive)

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

- › DGNB/SGNI
- › Ecobau
- › EPRA BPR & EPRA sBPR
- › GRI Standards
- › KBOB
- › Minergie
- › NNBCH/SNBS
- › Plusenergie-Quartier, a project of the Verein Hauptstadregion Schweiz (association promoting the interests of the Swiss capital region)

### Memberships of associations (not exhaustive)

- › Center for Corporate Reporting
- › Circular Building Charter
- › German Sustainable Building Council (DGNB)
- › 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 Schweiz (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 (Swiss association of real estate investors)
- › VZI (association of Zurich real estate companies)
- › WipSwiss (women in property Switzerland association)

Stakeholder groups	Selected platforms for dialogue and information	Most important topics
Customers: existing and prospective residential 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>› Satisfaction survey (every two years)</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>› Good value for money</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/supporting customer needs</li> </ul>	<ul style="list-style-type: none"> <li>› Location preferences</li> <li>› Space requirements/flexible space management</li> <li>› Good value for money</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 drinks 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>› Channels to report bullying</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>› Responsibilities</li> <li>› Training and career opportunities</li> <li>› Personal goals</li> </ul>
Investors	<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>› Strategy and future viability</li> <li>› ESG rating</li> <li>› Green Bond</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>› Public-private partnership models</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>› Consideration of 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>› Fair pay</li> <li>› Stakeholder management and engagement</li> <li>› Digitalisation (plan approvals, cost models, BIM, etc.)</li> <li>› Climate-adapted buildings</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>› Consideration of association-specific topics (e.g. flora and fauna)</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



# Reduction in emissions and consumption of resources

Buildings are the cause of a large share of global CO<sub>2</sub> emissions, with consequences including extreme weather events and climate change. Through 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)	Challenges	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>› Promotion of health</li> <li>› Reduction of ancillary costs incurred due to lower energy costs and lower energy requirements for cooling</li> <li>› Conservation of resources and reduction of grey energy</li> <li>› Use of existing resources and raw material supplies (circular economy)</li> </ul>	<ul style="list-style-type: none"> <li>› Extreme weather events and climate change:</li> <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> <li>› High energy consumption and emissions</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 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> <li>› Connection to waste separation systems</li> <li>› Use of water-saving appliances and systems</li> </ul>	<ul style="list-style-type: none"> <li>› Renovations in compliance with building regulations/heritage conservation</li> <li>› Dependencies when replacing conventional forms of heating</li> <li>› Reduction in grey emissions</li> <li>› Higher proportion of renewable energy sources</li> <li>› Data collection</li> <li>› Construction costs, costs associated with technical innovation</li> <li>› Economic sustainability</li> </ul>	<ul style="list-style-type: none"> <li>› Implementation of measures by the employees responsible, including appropriate monitoring</li> <li>› Discussions and cooperation with customers, tenants, partners and authorities to implement the measures in an expedient manner</li> </ul>

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

Mobimo developed a detailed reduction path for the entire property portfolio in 2021 and is pursuing this with great commitment. Using this methodology meant that Scope 1, Scope 2 and Scope 3 emissions (tenant electricity) 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 0.8 kg CO<sub>2</sub>eq/m<sup>2</sup> (Scope 1 + 2) and 0.9 kg CO<sub>2</sub>eq/m<sup>2</sup> (Scope 1 + 2 + 3) by 2050. Important milestones have been set for as early as 2030, with reductions of 44.4% to 4.8 kg CO<sub>2</sub>eq/m<sup>2</sup> (Scope 1 + 2) and of 35.5% to 6.1 kg CO<sub>2</sub>eq/m<sup>2</sup> (Scope 1 + 2 + 3). In order to meet its declared goal of CO<sub>2</sub> neutrality in 2050, as it stands today Mobimo will undertake additional compensatory measures.

The reduction path 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. In 2023, the calculation methodology was

adjusted to the REIDA methodology version 1.2, which meant that the set of factors used to calculate the environmental indicators was taken from intep study version 1.2. The prior years and 2020 baseline year were recalculated in accordance with the adjustment policy (see calculation bases from page 57 onwards).

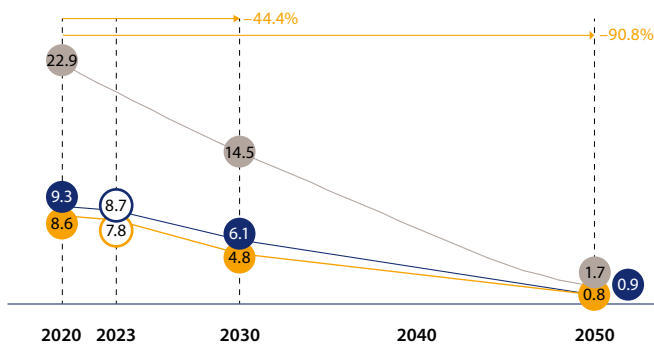
Mobimo will achieve this ambitious target through renovations and optimisations within the portfolio and through the transfer of its own developments into the investment portfolio. To holistically plan the leverages and measures that have already been specified in the three fields of action – electricity, heating/cooling and building shell renovation – and to coordinate them with one another, Mobimo has 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 perspective on the portfolio's further development and optimisation. Investments made in operational optimisations, upgrades and conversions average around CHF 40 million each year.

## Environment

Reduction in emissions and consumption of resources

### The investment portfolio's CO reduction path by 2050<sup>1</sup>

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



- CRREM<sup>2</sup> 1.5°C reduction pathway for the portfolio
- Forecast scenario, reduction pathway for the portfolio (Scope 1 + 2 + 3)
- Forecast scenario, reduction pathway for the portfolio (Scope 1 + 2)

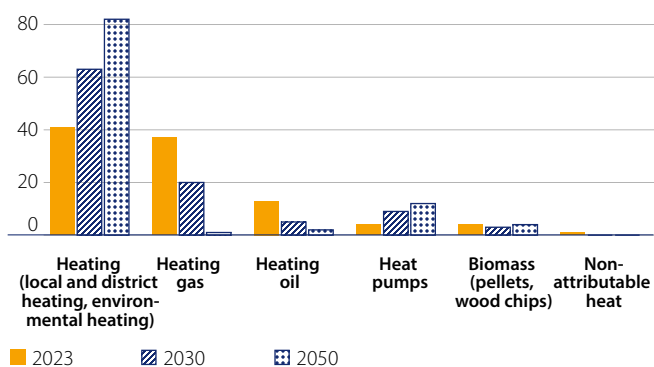
- Mobimo's reduction path was recalculated following changes to environmental indicators due to methodological adjustments in the 2023 reporting year. The 2020 baseline, the prior years and the absolute target values for 2030 and 2050 were recalculated accordingly. The percentage reduction targets are unchanged.
- Carbon Risk Real Estate Monitor (CRREM): reduction path weighted according to the Mobimo portfolio use mix.

### Properties with environmental data

Properties with environmental data	2020 (baseline year)	2023		2022		Change compared to 2022	Change in %
		Number	%	Number	%		
Number	104	108	-	107	1	0.9	
Energy-consuming space (ECS)	614,983 m <sup>2</sup>	636,033	100	638,447	-2,414	-0.4	
Coverage level	100 %	100	-	100	0	0.0	
> Original data	583,412 m <sup>2</sup>	553,043	87	528,261	24,782	4.7	
> Extrapolated data	31,571 m <sup>2</sup>	82,990	13	110,186	-27,196	-24.7	
> Benchmark data	0 m <sup>2</sup>	0	0	0	0	0	

### Portfolio heating type mix

% (weighted according to MWh)



### Measures

- > Extensive energy-related renovations,
- > Replacement of conventional heating systems through connection to district heating connections and higher proportion of renewable energy sources,
- > Expansion of in-house energy production (PV systems),
- > Operational optimisations,
- > Expansion of portfolio with high-quality own developments,
- > Encouragement of positive user behaviour among tenants.

### External factors

- > Possibility of replacing conventional heating systems through expansion of the district heating network,
- > Higher proportion of renewable energy sources for electricity and district heating products,
- > Possibility of energy-efficient building shell renovations in accordance with heritage conservation requirements,
- > Resource savings through tenant initiatives.

### Photovoltaics and e-mobility

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. In 2023, Mobimo made the decision to collaborate with a partner to plan, tender and install around 20 photovoltaic systems. The first installations are expected to be operational in 2024. Two PV systems were also put into operation in 2023: for the Manegg, Zurich development project and the Tiergarten, Zurich renovation project. The expansion of photovoltaic systems in the investment portfolio is being carried out in existing buildings as well as all new developments. This will increase in-house electricity production to around 2,000,000 kWh/year by 2030 and 5,000,000 kWh/year by 2050.

To improve expertise in this area within the company, workshops on PV systems and the corresponding operational concepts were conducted in the reporting year with FM Service AG and the Development, Realisation, Portfolio Management and Property Management departments.

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 fullest possible elimination of fossil fuels, the development of integrated and innovative energy concepts, the integration of solar panels, the establishment of ZEVs ("Zusammenschluss Eigenverbrauch" – self-consumption associations) to maximise the electricity produced by the solar panels for own consumption and the installation of EV charging infrastructure. Examples of this include the company's own developments: Mattenhof in Lucerne (a 2000-Watt site), the Papillon project in Köniz, Bern (a Plusenergie district) and the use of lake water in the Edenblick, Oberägeri project.

**GRI 302-1, 302-3, 302-4**

**Energy balance**

		2020 (baseline year)	2023	%	2022	%	Change compared to 2022	Change in %
Energy consumption (total electricity, heating, cooling)	kWh/a	70,290,127	69,824,517	100	71,131,146	100	-1,306,629	-1.8
> Share renewable energy	kWh/a	37,568,678	37,365,281	54	38,208,132	54	-842,851	-2.2
> Share of fossil / non-renewable energy	kWh/a	32,721,449	32,459,236	46	32,923,014	46	-463,778	-1.4
Energy intensity (total electricity, heating, cooling)	kWh/m <sup>2</sup> ECS	114.3	109.8	-	111.4	-	-2	-1.5
Heating consumption	kWh/a	38,132,141	34,538,204	100	36,242,185	100	-1,703,981	-4.7
> Share of renewable heating	kWh/a	12,807,029	10,194,820	30	11,343,631	31	-1,148,812	-10.1
> Share of non-renewable heating	kWh/a	25,325,112	24,343,384	70	24,898,553	69	-555,169	-2.2
> Fuel oil	kWh/a	5,596,583	4,559,043	13	5,641,969	16	-1,082,926	-19.2
> Gas	kWh/a	12,446,214	12,939,765	37	12,529,621	35	410,144	3.3
> Heating (local and district heating, environmental heat)	kWh/a	14,998,604	14,325,064	41	14,546,875	40	-221,811	-1.5
> Heat pump	kWh/a	3,425,735	1,416,997	4	1,861,593	5	-444,596	-23.9
> Biomass (pellets, wood chips)	kWh/a	1,665,004	1,057,447	3	1,662,127	5	-604,680	-36.4
> Heat non-differentiable	kWh/a	0	239,887	1	0	0	239,887	
Electricity consumption (total electricity)	kWh/a	32,157,986	35,286,313	100	34,888,962	100	397,351	1.1
> Share renewable sources	kWh/a	24,761,649	27,170,461	77	26,864,500	77	305,961	1.1
> Share of non-renewable sources	kWh/a	7,396,337	8,115,852	23	8,024,461	23	91,391	1.1
Electricity consumption (general electricity)	kWh/a	7,984,675	8,577,025	-	8,833,886	-	-256,861	-2.9
Electricity consumption (tenants electricity)	kWh/a	24,173,310	26,709,288	-	26,055,075	-	654,213	2.5

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

**Environmental indicators**

		2020 (baseline year)	2023	2022	Change compared to 2022	Change in %
GHG-emissions (Scope 1 + 2 + 3) (location-based)	kg CO <sub>2</sub> eq	5,664,121	5,516,210	5,675,077	-158,867	-2.8
> Direct GHG emissions (Scope 1)	kg CO <sub>2</sub> eq	3,682,280	3,569,930	3,708,907	-138,977	-3.7
> Gross energy indirect GHG emissions (Scope 2)	kg CO <sub>2</sub> eq	1,506,491	1,421,063	1,453,818	-32,755	-2.3
> Gross other indirect GHG emissions (Scope 3)	kg CO <sub>2</sub> eq	475,349	525,217	512,353	12,865	2.5
GHG emissions intensity (Scope 1 + 2 + 3)	kg CO <sub>2</sub> eq/m <sup>2</sup> ECS	9.2	8.7	8.9	-0.22	-2.4
GHG emissions intensity (Scope 1 + 2)	kg CO <sub>2</sub> eq/m <sup>2</sup> ECS	8.4	7.8	8.1	-0.24	-3.0
> GHG emissions intensity (Scope 1)	kg CO <sub>2</sub> eq/m <sup>2</sup> ECS	5.99	5.61	5.81	-0.20	-3.4
> GHG emissions intensity (Scope 2)	kg CO <sub>2</sub> eq/m <sup>2</sup> ECS	2.45	2.23	2.28	-0.04	-1.9
> GHG emissions intensity (Scope 3)	kg CO <sub>2</sub> eq/m <sup>2</sup> ECS	0.77	0.83	0.80	0.02	2.9

Independent limited assurance report on page 60. All the information about perimeters, scopes and calculation of KPIs can be found on page 57 or at [www.mobimo.ch](http://www.mobimo.ch) > Investors > Download Center.

In 2023, the calculation methodology was adjusted to the REIDA methodology<sup>1</sup> as set out in the REIDA CO<sub>2</sub>e Report: Methodische Grundlagen (methodological principles), version 1.2, which meant that the set of factors used to calculate the environmental indicators was taken from the intep study<sup>2</sup> Treibhausgas-Emissionsfaktoren für den Gebäudesektor (greenhouse gas emission factors for the construction sector), version 1.2. The prior years and 2020 baseline year were recalculated in accordance with the adjustment policy.

**GRI 2-4**

**The main changes to the methodology are:**

- > Switzerland-specific CO<sub>2</sub> factors are used for the calculations. For electricity and district heating, these are relatively low compared with the international CO factors.
- > In the new calculation, the location-based method is used throughout in accordance with the GHG (Greenhouse Gas) Protocol.
- > The climate correction is performed using the ATD (average temperature difference) value methodology ([https://www.reida.ch/images/REIDA\\_pdf/REIDA\\_CO2\\_Report\\_methodische\\_Grundlagen\\_V12.pdf](https://www.reida.ch/images/REIDA_pdf/REIDA_CO2_Report_methodische_Grundlagen_V12.pdf), page 20).
- > Transactions or renovations are excluded if they occurred within the reporting period.

The like-for-like comparison between the old and new calculation methodologies showed a deviation of -35%; the baseline year and the prior year were therefore recalculated.

More information about the calculation bases can be found from page 57 onwards.

<sup>1</sup> [https://www.reida.ch/images/REIDA\\_pdf/REIDA\\_CO2\\_Report\\_methodische\\_Grundlagen\\_V12.pdf](https://www.reida.ch/images/REIDA_pdf/REIDA_CO2_Report_methodische_Grundlagen_V12.pdf)

<sup>2</sup> <https://intep.com/projekte/emissionsfaktoren-fuer-den-gebuedesektor/>

**Environment**

Reduction in emissions and consumption of resources

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 price, taking into account the goals set out in the reduction path.

**Energy management system**

GRI 302-4, 305-5

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 reduced on an ongoing basis. Mobimo collects comprehensive consumption data to identify optimisation 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 recorded a marked reduction in energy consumption and emissions since it first started recording environmental data back in 2011. This positive trend is due to regular renovations of investment properties and especially the high quality of the company’s developments transferred to the investment portfolio, such as the Mattenhof, Kriens properties, the Labitzke site in Zurich and the Aeschbachquartier in Aarau.

In the 2023 reporting period, there were some minor positive changes in the energy balance sheet and environmental indicators compared to the previous year.

This is mainly attributable to the replacement of two oil heating systems (Rue de la Canonnière 11 and Rue Schaub 3). In addition, some properties were reclassified from heat pumps to local and district heating. Original data for properties with biomass heating systems was not yet available at the time when the data was collected and will be taken into account for the first time in 2024. Bigger effects on intensities and emissions are expected in the 2024 reporting period, after the new Manegg, Zurich development and the Tiergarten, Zurich redevelopment projects have provided energy data for over 12 months and further energy-related renovations and operational optimisations have been carried out.

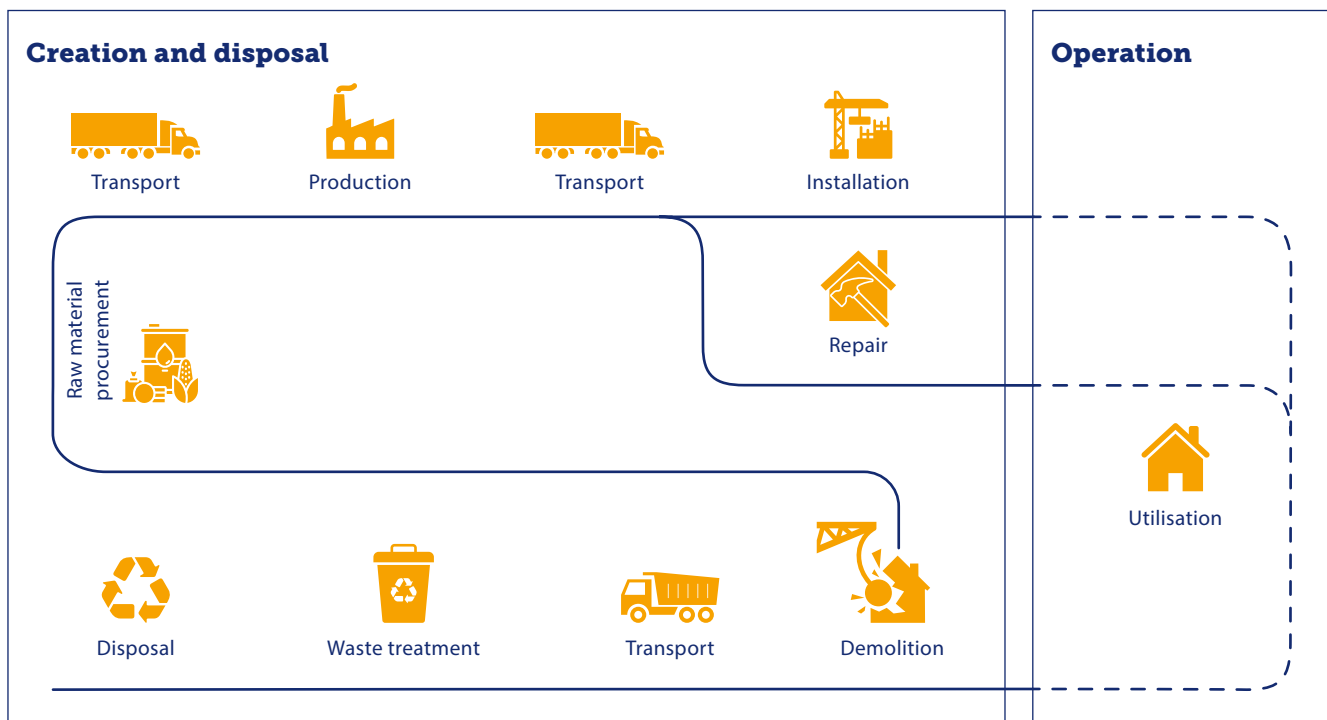
**PV, e-mobility**

		2020 (baseline year)	2023	2022	Change compared to 2022	Change in %
Self-generated PV electricity	kWh/a	–	812,627	661,805	150,822	22.8
E-mobility (pre-equipped parking spaces)	Number	–	335	263	72	27.4
> Pre-equipped parking spaces <sup>1</sup>	% of all parking	–	8	6	2	33.3
> Commercial leases with a green lease clause	m <sup>2</sup> RA	–	13,845	–	–	–

<sup>1</sup> Excluding car and motorcycle parking spaces.

**Creation of grey energy and grey emissions**

— Creation of grey energy and grey emissions — — Energy and emissions in operation





### Grey energy and grey emissions

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 and energy consumption occur earlier – during the extraction of raw materials, in the supply chain and in the materials cycle during the construction process (grey energy and grey emissions).

A significant part of the emissions and energy consumption occur during the extraction of raw materials, in the supply chain and in the materials cycle during the construction process (grey energy and grey emissions). To decarbonise a property portfolio, it is first necessary to 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.

### Water, effluents and waste

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

The majority of water consumed, wastewater and waste volumes produced is attributable to property users. Residential tenants have access to recommendations and tips on saving energy and resources via the tenant portal, and provisions on this subject are agreed with commercial tenants in the sustainability clause of their lease. 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 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. By carrying out a risk analysis, Mobimo determined that the regions in which it operates are not currently affected by water stress.

#### Water

		2020 (baseline year)	2023	2022	Change compared to 2022	Change in %
Total water consumption	m <sup>3</sup>	392,351	393,873	385,118	8,755	2.3
Water consumption intensity	m <sup>3</sup> /m <sup>2</sup> EBF	0.64	0.62	0.60	0.02	2.7

Independent limited assurance report on page 60. All the information about perimeters and the calculation of KPIs can be found on page 57 or at [www.mobimo.ch](http://www.mobimo.ch) > Investors > Download Center.

#### Waste

		2020 (baseline year)	2023	2022	Change compared to 2022	Change in %
Weight of waste by disposal route	t	24,629	22,789	23,244	-455	-2.0
> recycled	%	53	53	53	0	0.0
> sent to landfill	%	47	47	47	0.0	0.0

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.).

# 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 well-being and health of all parties integrated into the value-added process, but also reduces their 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)	Actions (GRI 3-3-c, 3-3-d, 3-3-e)	Challenges	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>› Supply of spaces in line with requirements</li> </ul>	<ul style="list-style-type: none"> <li>› Pollution due to the use of harmful materials</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>› 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> </ul>	<ul style="list-style-type: none"> <li>› Construction costs</li> <li>› Changed user behaviour</li> <li>› Implementation of circular systems</li> <li>› Missing data from the supply chain</li> </ul>	<ul style="list-style-type: none"> <li>› Implementation of measures by the employees responsible, including appropriate monitoring</li> <li>› Milestones and approvals for repurposing projects and new builds with ongoing review of objectives</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 grey emissions in construction are currently key drivers in the real estate market.

Managing 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 applies sustainable use concepts, uses sustainable materials wherever possible and considers existing properties.

## Sustainability criteria in each project phase



## Efficient use of resources and the circular economy

GRI 306-2

Mobimo incorporates careful use of resources into its planning right from the start of projects. It identifies the potential for conserving resources by means of material flow analysis, life cycle assessments, cost analysis, calculation of grey energy and other optimisation measures that have clear targets. The circular economy and conserving resources in relation to buildings touch on aspects such as the preservation of existing building structures, long-term preservation of value (including flexibility of use, dismantlability and longevity), 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 that prove necessary.

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

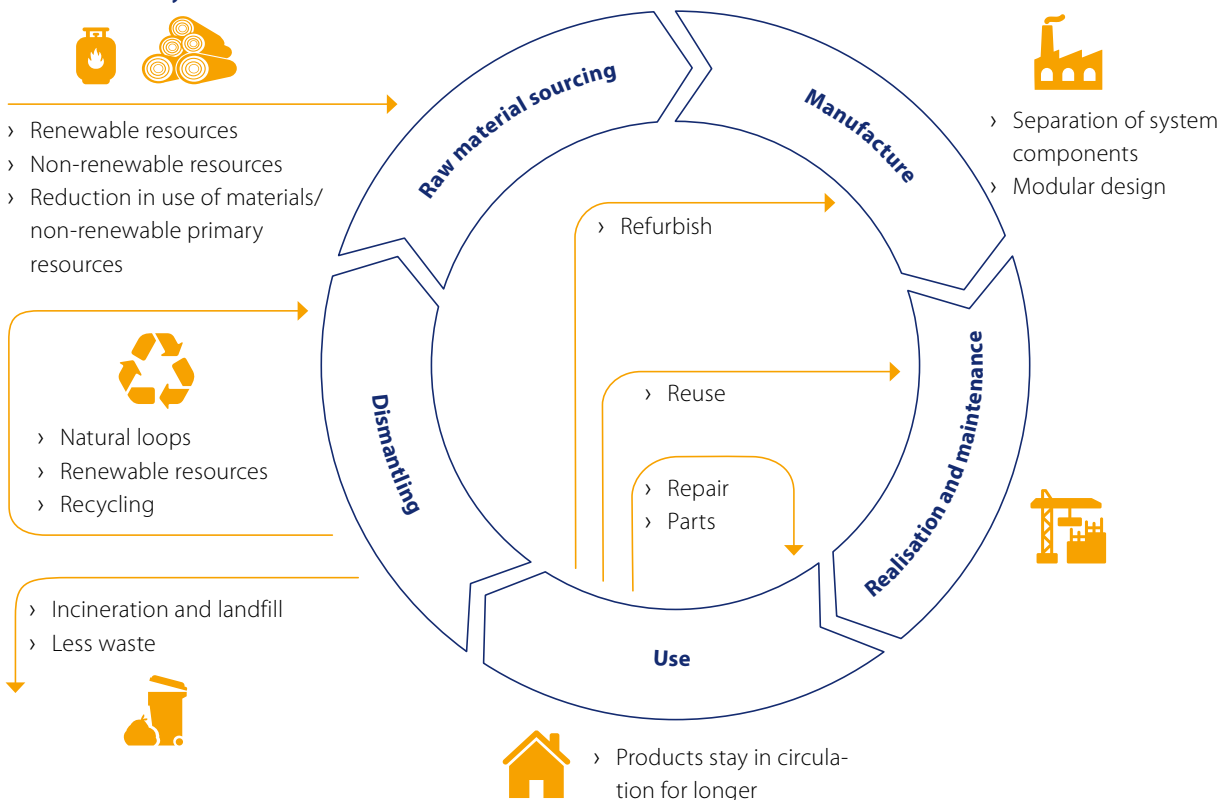
All statutory guidelines are complied with during disposal of waste and reuse of recyclable materials. Waste is disposed of by recycling it wherever possible.

Mobimo is actively committed to the circular economy, as demonstrated by its membership of Madaster Switzerland, for example. It is also a member and signatory of the Circular Building Charter, an association of building owners in Switzerland that pursue common goals in the area of sustainable and climate-conscious construction. Mobimo advocates for more efficient use of resources, thereby supporting a long-term transition to the circular economy. In the reporting year, internal information sessions were held on the circular economy and on sustainable procurement and supply chain management.

## Sustainable, healthy materials

Mobimo always plans for its development projects to be certified with a sustainability label and whenever possible aims to achieve the gold Swiss Sustainable Building Standard (SNBS) or Minergie-ECO standard. 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.

### Circular economy



## Environment

Sustainable concepts for construction and use

### Climate-adaptive sites

#### Positioning of buildings

- › Best possible lighting and shade situation

#### Natural shade

- › Reduction in surface heating

#### Non-reflective, vertical sunshade

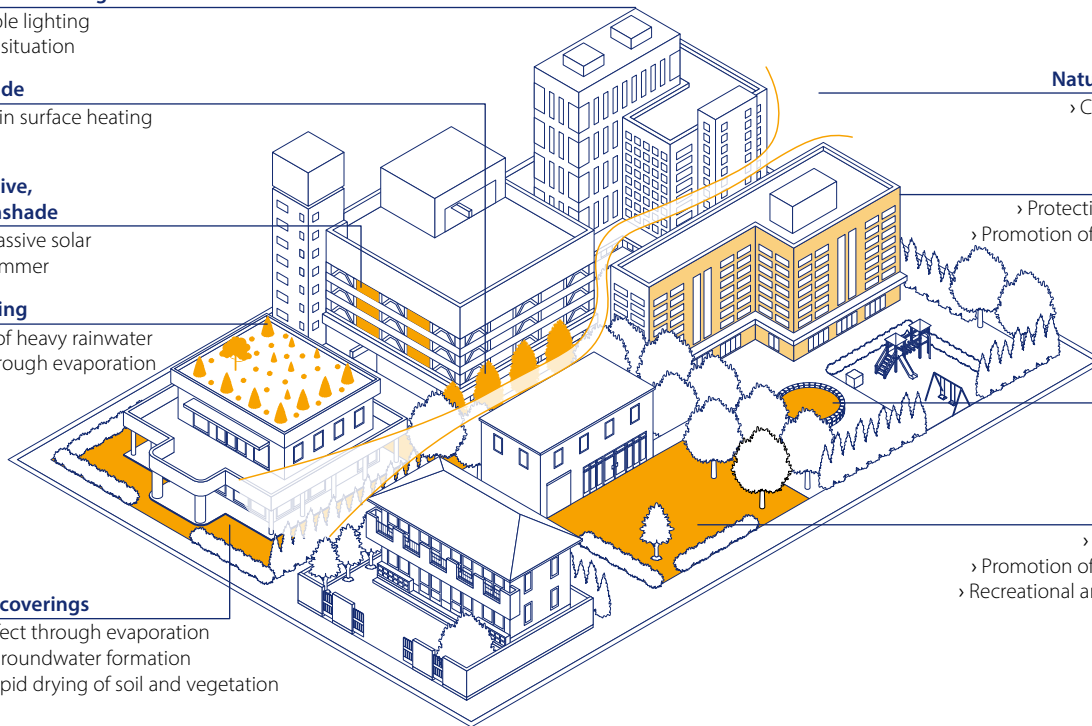
- › Reduces passive solar gains in summer

#### Roof greening

- › Retention of heavy rainwater
- › Cooling through evaporation

#### Permeable coverings

- › Cooling effect through evaporation
- › Increases groundwater formation
- › Prevents rapid drying of soil and vegetation



#### Natural ventilation

- › Cool air corridors

#### Pale façades

- › Protection against heat
- › Promotion of a microclimate

#### Water

- › Cooling effect

#### Green spaces

- › Retention areas
- › Promotion of a microclimate
- › Recreational area for residents

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.

### Climate adaptation

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 a reduction in 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 are optimised by arranging buildings to allow airflow.

### 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 valuable tree stocks). The necessary measures are defined in the guideline on sustainable construction.

In 2023, employees also participated in a staff survey on redesigning the outdoor spaces at the offices in Küsnacht in a nature-friendly way. Enhancing the surroundings demonstrates the diverse benefits of nature-friendly landscape and environment planning and is also raising employees’ awareness of biodiversity.

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.

### Sustainable concepts for use

Mobimo sets great store by providing its tenants with high-calibre spaces that are geared to actual needs. Flexibility is also central to properties’ value retention, by enabling them to keep pace with evolving living and working conditions and with urban planning trends. It is therefore necessary to be constantly prepared for changing trends in property use and to develop spaces that offer maximum flexibility.

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 renovated and repurposed 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 certain projects. Mobimo promotes social cohesion in part through communal areas, events for residents of districts and coworking spaces. One example is the Aeschhalle in Aarau's Aeschbachquartier (for more examples, see the section on district development on page 26).

## Real estate and site development

### GRI 203-1

Real estate projects can have a sustained effect on townscapes, the environment, social interaction and demographic structures. The principle is that the bigger the project, the more important it is to consider spatial planning and urban development factors. For all of its new build projects, Mobimo conducts architectural competitions to find the most suitable solution for the situation. In its development projects, Mobimo also 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 extension of the Aeschbachquartier in Aarau in construction zones 1 and 2 is a good example of this. Both projects were developed in a participatory process in dialogue with citizens, authorities and experts. Important issues were considered, including the integration of natural landscaping, construction methods that conserve resources (timber construction methods and preservation of existing structures), and sustainable densification. Both projects reflect Mobimo's strategy through their urban location, sustainable construction methods and inward densification of the district.

As the owner of the Flon district in Lausanne, the Aeschbachquartier in Aarau and the Mattenhof in Kriens, Mobimo has long-standing experience in developing and managing sites. The development and expansion of entire sites into lively, mixed-use districts is one of Mobimo's core competences.

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 the health and safety of residents must also be taken into account, particularly in the case of developments.

## 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. Mobimo is always open to new forms of collaboration. Where relevant, it also works 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. Another positive aspect of integrated planning is facility management expertise that is available to Mobimo internally through Mobimo FM Services AG and can be incorporated into the process at an early stage.

# SOCIETY



# Customer relationships based on trust

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

## 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)	Actions (GRI 3-3-c, 3-3-d, 3-3-e)	Challenges	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> </ul>	<ul style="list-style-type: none"> <li>› Impairment of sense of security, well-being and health</li> <li>› Deterioration in tenants' financial circumstances</li> <li>› Higher vacancy rate</li> </ul>	Cause	<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> </ul>	<ul style="list-style-type: none"> <li>› User acceptance</li> <li>› Increased legal requirements</li> <li>› Checks and quality management</li> </ul>	<ul style="list-style-type: none"> <li>› Implementation of measures by the employees responsible, including appropriate monitoring</li> <li>› Regular customer surveys</li> <li>› Active stakeholder management</li> </ul>

### 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 and tenants of residential properties every two to three years). In 2023, it was tenants of residential properties that were surveyed. Mobimo uses an independent third-party partner to survey customer satisfaction every two years, analyses the results and derives improvement measures in tenant care from these. The feedback from the survey participants is particularly positive, especially with regard to the important criterion of how welcome, cared about and taken seriously they feel when they address matters with Mobimo.

The continuous improvement of its management performance, provision of information and service quality is an important objective for Mobimo. For commercial tenants, the duration of the customer relationship is an indicator of a generally high level of satisfaction and good product quality.

The weighted average unexpired lease term (WAULT) serves as a further measure of Mobimo's performance. It indicates the average unexpired lease term for Mobimo's commercial tenants or fixed-term leases. 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 2023, the WAULT was 6.7 years (2022: 7.4 years).

### Unexpired lease term for fixed-term leases

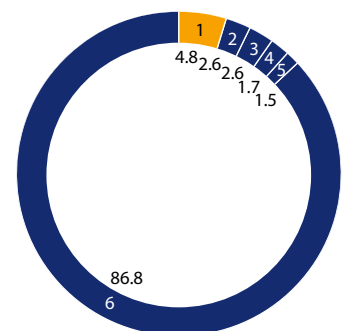
Average in years

6.7

### Long-term customer relationships

Shares of the five biggest tenants in %

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

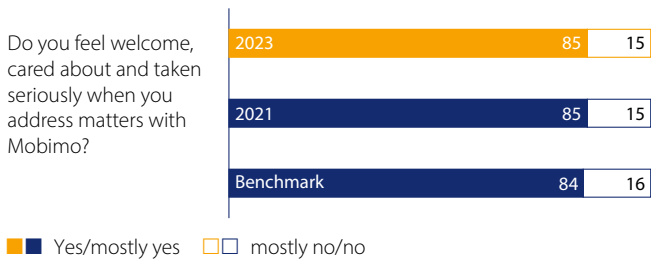


## Society

Customer relationships based on trust

### Survey of residential tenants

%



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 condominium 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.

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 undertaken 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 are 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 against 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 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. Depending on the topic, the Head of Communications for German-Speaking Switzerland, the Head of Communications for French-Speaking Switzerland or the Investor Relations Manager is responsible for communication at company 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 2023. 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".



# High-quality places to live

Mobimo develops, builds and operates high-quality places to live and work in that are safe, build identity and meet environmental requirements. In the planning, construction and use phases, the company relies on the integration of all internal and external departments, dialogue with users and authorities, and certificates for its existing properties and development projects.

## 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)	Actions (GRI 3-3-c, 3-3-d, 3-3-e)	Challenges	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 urban climate and microclimate</li> <li>› Availability of high-quality living spaces</li> </ul>	<ul style="list-style-type: none"> <li>› Impairment of the health, well-being and safety of users</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>	Cause	<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>› 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>› Climate change</li> <li>› Construction costs</li> <li>› User requirements</li> <li>› Increased demands placed on operation and maintenance</li> </ul>	<ul style="list-style-type: none"> <li>› Implementation of measures by the employees responsible, including appropriate monitoring</li> <li>› Integration of and dialogue with all specialist disciplines and stakeholder groups involved in the planning process</li> <li>› Regular monitoring of ratings and gap analysis</li> </ul>

Developing, repurposing and operating sites so that they become vibrant districts is one of Mobimo’s core competencies. Mobimo owns sites in Aarau, Langenthal, Wangen-Brüttisellen and Lausanne that are currently under development. These, along with the newly acquired RAD site in Zurich Oerlikon, exemplify the company’s goal of practising sustainable development in cities and adding value through responsible production. Every property and every renovation project or new construction project should bring added value to users, residents and the local economy. A detailed analysis of the specifics of each location in dialogue with residents, interested users, authorities and business representatives serves as a basis for defining further actions. Depending on the project and the requirements, this analysis may also include a consultation on environmental, health and safety aspects. It is carried out by employees from Mobimo’s Development, Realisation, Portfolio Management, Marketing and Property Management business areas and FM Service AG.

Mobimo aligns its investments in socially and environmentally responsible products with the respective local conditions and 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.

## High product quality

Mobimo’s property portfolio includes 133 properties (including trading properties). The company’s portfolio currently has a value of over CHF 3,631 million. The portfolio consists of investment properties worth CHF 3,173 million and development properties worth CHF 458 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.

## Society

High-quality places to live

Ratings		2020	2023	2022	Change compared to 2022
		(baseline year)			
GRESB Standing Investment					
> GRESB Score	Points	71	81	81	0
> GRESB Score Management	Points	–	29	27	2
> GRESB Score Performance	Points	–	53	54	–1
> GRESB Score Environmental	Points	–	45	46	–1
> GRESB Score Social	Points	–	18	18	0
> GRESB Score Governance	Points	–	18	17	1
> GRESB Stars	Number	3	3	4	–1
> GRESB Green Star	Category	–	Green Star	Green Star	
GRESB Development					
> GRESB Score	Points	66	87	79	8
> GRESB Score Management	Points	–	29	27	2
> GRESB Score Development	Points	–	58	52	6
> GRESB Score Environmental	Points	–	40	37	3
> GRESB Score Social	Points	–	25	24	1
> GRESB Score Governance	Points	–	22	19	3
> GRESB Stars	Number	2	3	2	1
> GRESB Green Star	Category	–	Green Star	Green Star	

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 while also increasing transparency. In addition, 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 gradually being certified during operation. In the reporting year, six properties were DGNB-certified during operation. All six achieved the GiB DGNB Silver certificate.

In 2023, the proportion of certified properties in the portfolio stood at 40% of energy-consuming space (ECS), representing a current market value of roughly CHF 1,391 million. It will be gradually increased to 50% by 2030 and to over 75% by 2050.

	CHF	%
<b>Market value investment portfolio as at 31.12.2023</b>	3,173,017,902	100
Certified market and book value	1,390,750,656	44
of which:		
> Minergie	571,830,656	41
> DGNB	633,370,000	46
> 2000-Watt site	185,550,000	13
	<b>m<sup>2</sup></b>	<b>%</b>
<b>Energy-consuming space (ECS)</b>	636,033	
Certified energy-consuming space	252,118	40
of which:		
> Minergie	95,909	38
> DGNB	107,562	43
> 2000-Watt site	48,647	19

## Investment properties

Location	Use	Address	Certification	Market and book value (CHF) as at 31.12.2023	Energy-consuming space (m <sup>2</sup> )	Year built or renovated
Aarau	Residential	Aeschbachweg 2	DGNB Gold	28,850,000	5,461	2018
Aarau	Residential	Aeschbachweg 6/8	DGNB Gold	21,240,000	7,479	2018
Aarau	Residential	Aeschbachweg 12	DGNB Gold	27,180,000	5,057	2018
Aarau	Residential	Buchserstrasse 9/11	DGNB Gold	23,880,000	4,794	2018
Aarau	Residential	Buchserstrasse 15	DGNB Gold	15,940,000	3,495	2018
Aarau	Commercial	Industriestrasse 20 (Polygon)	Minergie	24,530,000	5,518	2012
Affoltern a.A.	Commercial	Obstgartenstrasse 9; Alte Obfelderstrasse 27/29	Minergie	80,760,000	13,418	2014
Affoltern a.A.	Residential	Alte Obfelderstrasse 31 – 35	Minergie	34,590,000	5,889	2013
Horgen	Commercial	Seestrasse 93 (Seehallen)	DGNB Silver	48,080,000	5,463	2011
Kriens	Mixed	Am Mattenhof 4, 4a	2000-Watt site	36,480,000	9,599	2019
Kriens	Mixed	Am Mattenhof 12/14	2000-Watt site	72,920,000	17,479	2019
Kriens	Mixed	Am Mattenhof 16, 16a	2000-Watt site	41,770,000	11,782	2019
Kriens	Mixed	Am Mattenhof 8	2000-Watt site	18,300,000	6,112	2019
Kriens	Residential	Am Mattenhof 6	2000-Watt site	16,080,000	3,675	2019
Küsnacht	Self-used	Seestrasse 59	Minergie	7,130,656	2,435	2006
Lausanne	Commercial	Avenue d'Ouchy 4 – 6 (Horizon)	Minergie	73,620,000	9,459	2013
Lausanne	Commercial	Place de l'Europe 7	Minergie	9,270,000	1,956	2001
Lausanne	Commercial	Rue des Côtes-de-Montbenon 20 – 24	Minergie	44,770,000	8,306	2013
Lausanne	Residential	Rue Voltaire 2-12	Minergie	92,560,000	11,479	2015
Lausanne	Residential	Avenue Edouard Dapples 9/13/15/15a	DGNB Silver	46,900,000	6,588	2020
Opfikon-Glattbrugg	Residential	Farmanstrasse 47/49	Minergie	35,110,000	4,915	2008
Regensdorf	Residential	Schulstrasse 95/97/99/101/103/105	Minergie	71,490,000	11,646	2015
Urdorf	Residential	In der Fadmatt 1 – 63; Uitikonerstrasse 22, 24	DGNB Silver	105,250,000	19,631	1997
Winterthur	Residential	Wartstrasse 158 – 162; Blumenaustrasse 20, 22	DGNB Silver	49,310,000	7,338	2016
Zurich	Commercial	Friedaustasse 17	Minergie	15,880,000	3,271	2013
Zurich	Commercial	Friesenberg 75	DGNB Gold	75,800,000	19,869	2020
Zurich	Commercial	Hardturmstrasse 3/3a/3b (Mobimo-Hochhaus) <sup>1</sup>	Minergie	62,680,000	9,838	2008
Zurich	Residential	Letziggraben 134 – 136	Minergie	82,120,000	7,779	2016
Zurich	Mixed	Hohlstrasse 481 – 485b; Albulastrasse 34 – 40	DGNB Silver	190,940,000	22,387	2018
				<b>1,390,750,656<sup>2</sup></b>	<b>252,118</b>	

<sup>1</sup> Property is classified as an investment property under construction in the Annual Report as at 31 December 2023 due to planned infrastructure and security modifications and multi-tenant capability in 2024. In the overview of certified investment properties in the reporting period of the Sustainability Report, the property continues to be listed as an existing certified investment property.

<sup>2</sup> The Hardturmstrasse 3/3a/3b property is not included in the total fair value and carrying amount as at 31 December 2023 because it is classified as an investment property under construction in the Annual Report as at this date.

## Society

High-quality places to live

### Development properties

Location	Adresse	Certification	Status
<b>Trading properties</b>			
Arlenheim	Bruggweg 60	Minergie	pre-certified
Dietikon	Schöneeggstrasse	SNBS Silver	planned
Herrenschwanden	Mettlenwaldweg 19	Minergie-ECO	planned
Köniz, Hallmatt	Unders Juuch	Minergie	planned
Köniz, Niederrangen	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	certified
Uster	Brauereistrasse	Minergie-ECO	planned
Horgen	Allmendgütlistrasse 35/39/43	Minergie-ECO	certified
Allaman	Chemin des Grangettes 2	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
<b>Investment properties under construction</b>			
Lausanne	Rue de Genève 19/21	Minergie	in evaluation
Lausen	Hauptstrasse	Minergie	planned
St. Gallen	Wassergasse 50/52 <sup>1</sup>	GEAK	planned
Zurich	Allmendstrasse 90 – 104 (Manegg) <sup>1</sup>	SNBS Areal	in evaluation
Zurich	Talwiesenstrasse 123 (Tiergarten) <sup>1</sup>	GEAK	planned

<sup>1</sup> Property is classified as an investment property in the Annual Report as at 31 December 2023. For the certification overview, the property continues to be regarded and listed as an investment property under construction in the Sustainability Report as certification has not been finalised.

## 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 trade and other 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). Mobimo participates in some of these associations 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. In some cases, residents also enjoy various discounts from local businesses through the tenant portal.

## 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 bicycle parking facilities.

## 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.

## 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, and the "Rivière suspendue", an installation by Atelier Schlaepfer-Capt in the Flon district in Lausanne. The latest addition to Mobimo's art portfolio is "Die Starcken", a multi-part installation by artist Annina Thomann in Zurich-Manegg.

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

# 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)	Actions (GRI 3-3-c, 3-3-d, 3-3-e)	Challenges	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 in the financial conditions and the health and safety of employees and their families</li> </ul>	Cause	<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>› Shortage of skilled workers</li> <li>› Social change</li> <li>› Expectations towards employers</li> <li>› Complexity of the working world</li> </ul>	<ul style="list-style-type: none"> <li>› Implementation of measures by the employees responsible, including appropriate monitoring</li> <li>› Regular employee surveys</li> </ul>

Mobimo's success is directly dependent on the well-being, safety, 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.

Mobimo continuously implements measures to preserve and improve its reputation as an attractive employer. HR policy is the responsibility of the CEO, who is supported by the Head of HR.

## Employee structure

GRI 2-7

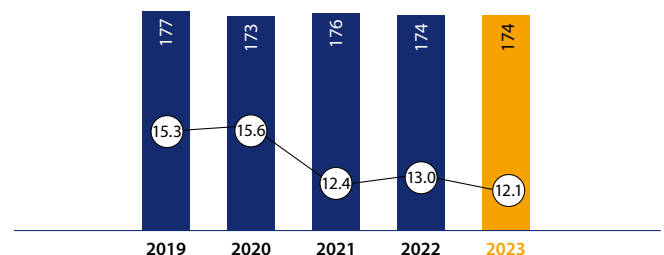
Mobimo has offices in German-speaking and French-speaking Switzerland. The activities in French-speaking Switzerland are largely organised in the same way as in German-speaking Switzerland and are overseen by a member of the Executive Board.

Of Mobimo's 174 employees, 87 (50%) are women (prior year: 49%). The proportion of women at management level is 26% (prior year: 29%), and the proportion of women on the Board of Directors is 43% (same as prior year). Most employees (57%) are in the middle age bracket (between 30 and 50 years old). 16% of employees are under 30 years old, and 27% are over 50.

GRI 401-1

## Employees and turnover

Headcount/%



■ Employees  
○ Turnover

## Society

Outstanding employer

### Employee figures by gender

By headcount

	Female	Male	Other <sup>1</sup>	Not disclosed	Total
Number of employees	87	87	0	0	174
Number of permanent employees	86	81	0	0	167
Number of temporary employees	1	6	0	0	7
Number of non-guaranteed hours employees	0	0	0	0	0
Number of full-time employees	50	73	0	0	123
Number of part-time employees	37	14	0	0	51

<sup>1</sup> Gender based on employee's self-identification.

### Employee figures by region

By headcount

	Zurich area	French-speaking Switzerland	Total
Number of employees	128	46	174
Number of permanent employees	123	44	167
Number of temporary employees	5	2	7
Number of non-guaranteed hours employees	0	0	0
Number of full-time employees	94	29	123
Number of part-time employees	34	17	51

### 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, as set out in the regulations.

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. Six employees participated in the exchange programme in 2023.

### Equal pay for equal work

Ensuring equal pay for all genders is important to Mobimo. Mobimo ensures pay equity through standardised salary bands and peer comparisons. The company also consults external experts on a regular basis.

#### GRI 405-1

### Diversity

By headcount

	2023	2022
<b>Board of Directors</b>		
Gender		
› Female	3	3
› Male	4	4
Age		
› < 30 years	0	0
› 30 – 50 years	1	1
› > 50 years	6	6
<b>Executive Board</b>		
Gender		
› Female	0	0
› Male	6	5
Age		
› < 30 years	0	0
› 30 – 50 years	3	2
› > 50 years	3	3
<b>Middle Management</b>		
Gender		
› Female	6	7
› Male	11	12
Age		
› < 30 years	0	0
› 30 – 50 years	13	15
› > 50 years	4	4
<b>Employees</b>		
Gender		
› Female	81	78
› Male	70	72
Age		
› < 30 years	28	29
› 30 – 50 years	83	86
› > 50 years	40	35

## Benefits<sup>1</sup>

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 2023, around 10% of the total workforce were covered by this collective bargaining agreement. When the company is performing well, its employees receive a discretionary profit-sharing bonus. 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 hours worked.

### Social security contributions

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.

### Maternity and paternity leave

By headcount

	Female	Male
Employees that were entitled to parental leave	87	87
Employees that took parental leave	5	4
Employees that returned to work in the reporting period after parental leave ended	5	4
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	4	2

### 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 indoor 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. Around 29% (prior year: 30%) of employees have chosen to work part-time.

Mobimo promotes sustainable mobility by providing car-sharing options, e-bikes and electric charging stations, as well as encouraging the use of public transport by covering the cost of a half-fare travel card.

### 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

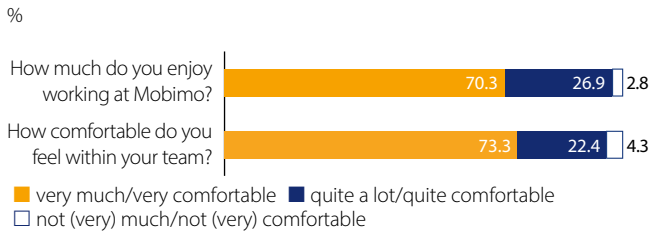
Transparent information is provided immediately in the event of changes or any news. Since Mobimo is not excessively large, there is direct, personal contact and transfer of expertise at all times. Mobimo also has a vibrant intranet, on which departments regularly publish news independently. The stock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

<sup>1</sup> The employee benefits described in this report relate for the most part to all companies in the Mobimo Group. Isolated deviations between the various Group companies are possible.

**Society**

Outstanding employer

**Employee survey**



**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 conducted within Mobimo Management AG in the reporting year was on the topic of biodiversity (helping to design the outdoor spaces around the office building in Küsnacht).

**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.

**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 2023, 16 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 2023, 14 employees were enrolled in training courses with a recognised qualification (Swiss Federal Certificate, Federal Diploma, CAS, DAS, MAS, MBA, PET) (prior year: 21).

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. Mobimo sometimes also employs people beyond the retirement age.

**Training and development**

Number	2023	2022	Change in %
Number of employees in training and education	14	21	-33.3
Number of promotions to higher level	14	6	133.3
Apprentices	4	4	-

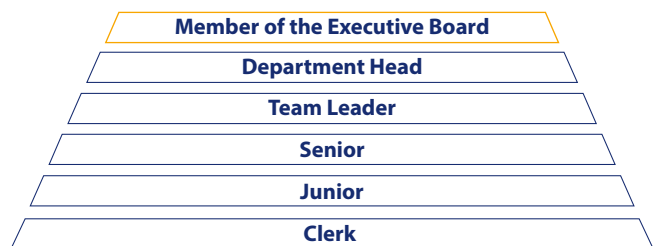
**Performance management**

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 those from the previous year. In 2023, employee appraisals were conducted for all employees.

**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 signing authority. In 2023, 14 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 Diploma of Vocational Education and Training (VET) for the real estate/property management sector. Four apprentices were employed at Mobimo in 2023 (same as prior year). Mobimo also took on a recent graduate as an intern in 2023.

### Occupational health and safety

GRI 403-1, 403-2, 403-4, 403-5, 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 have been trained to use. 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. No such incidents were reported in 2023.

GRI 403-9, 403-10

#### Work-related injuries and illness

	2023	2022	Change in %
Work-related injuries (number)	9	5	80.0
Sickness (days) <sup>1</sup>	1,005	892	12.7
Hours worked (number)	337,547	343,760	-1.8

<sup>1</sup> Total days of absence. For legal reasons, it is not possible to distinguish between work-related and non-work-related illnesses in Switzerland.

Mobimo collates illness and accident rates annually. Nine 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. The incident reports suggest that only a few minor measures are needed to improve health and safety in the workplace.

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 and gloves. The prohibition on employees entering the office building if they have flu-like symptoms has been kept in place.

### Physical activity in the daily routine

GRI 403-6

In 2023, Mobimo and the employees at the Küssnacht location participated in the annual "Bike to Work" initiative. Popular throughout Switzerland, this fun fitness challenge improves the health of employees and contributes towards team spirit. The goal was to cycle to work on as many days as possible during the month of May. Ten percent of the workforce took part in the initiative (14 participants divided into four teams). Between them, they racked up 198 days cycled and covered a total distance of 4,450 kilometres.

Mobimo also encourages physical activity as part of everyday working life throughout the year. For example, two electric bikes are provided for bike sharing in Küssnacht, and two in Lausanne; these can be borrowed for purposes such as travelling to external meetings.

# 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 through forward-looking capital and liquidity planning, strict cost and risk management, investments in future-proof locations and a 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)	Actions (GRI 3-3-c, 3-3-d, 3-3-e)	Challenges	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> <li>› Expansion of capital base</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>	Cause	<ul style="list-style-type: none"> <li>› Forward-looking capital and liquidity planning</li> <li>› Strict cost management</li> <li>› Value creation through development and trading</li> <li>› Investments in forward-looking locations</li> <li>› Active portfolio management</li> <li>› Active monitoring of technical and regulatory developments and market trends</li> <li>› Green Bond issues</li> </ul>	<ul style="list-style-type: none"> <li>› Tougher requirements for sustainable financing</li> <li>› Rising capital costs</li> <li>› Volatile interest rate and valuation environment</li> </ul>	<ul style="list-style-type: none"> <li>› Implementation of measures by the employees responsible, including appropriate monitoring</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, value-retaining properties and land situated in first-class locations within Switzerland. 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 in 2023

CHF million

Revenue: **241.0**

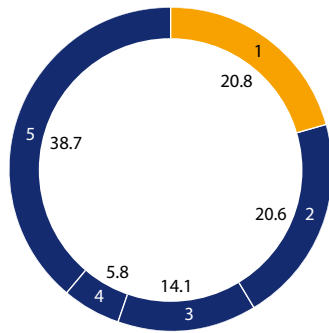
Operating costs	Salaries and benefits for employees	Payments to investors	Payments to the state	Economic value retained
<b>76.6</b>	<b>28.9</b>	<b>94.0</b>	<b>5.9</b>	<b>35.4</b>
			0.2	Investments at municipal level

Composition of shareholders

%

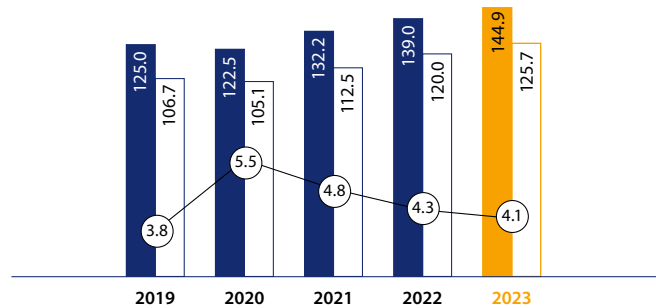
- 1 Foundations, funds
- 2 Pension funds, insurers, banks
- 3 Individuals
- 4 Other companies
- 5 Shares pending registration

Shares pending registration at closure of the share register before the 2023 Annual General Meeting: 14.6%.



Rental and net rental income and vacancy rate

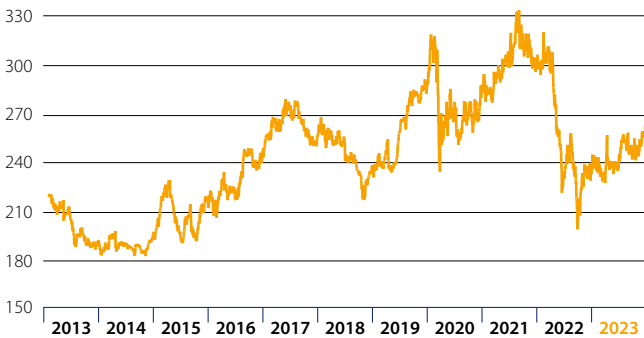
CHF million/%



- Rental income
- Net rental income
- Vacancy rate

Share performance

CHF



— Mobimo | Source: SIX Swiss Exchange

Financial strength

Mobimo is 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 2023. 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.

Green Bond

In the reporting year, the first fixed-rate Green Bond with a volume of CHF 100 million was 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 keeping with Mobimo's sustainability goals, the Framework defines how the funds from the relevant bonds can be used to finance and/or refinance sustainable assets or investment measures that meet the criteria defined in

the Green Bond Framework. For the term of the Green Bond, Mobimo will report once a year on the use of funds and the impact on the environmental indicators achieved with these funds.

Inclusion in the SXI SPI ESG Index®

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

Subsidies

In the reporting year, Mobimo received occasional contributions from the Swiss Buildings Programme for structural measures that reduce energy consumption or CO<sub>2</sub> emissions, along with subsidies for the installation of solar panels or investments in electric vehicle 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 energy 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. The Cham, Brunmatt 4/6/8 hotel with commercial use and the Schaffhausen, Hochstrasse 59, 69-75 investment properties were sold in the reporting year.

### Intrinsic value of the portfolio

Mobimo's real estate portfolio had a total value of CHF 3.6 billion as at the end of 2023 and consisted of 133 properties (including trading properties) in Switzerland's most important economic areas. The value of the portfolio has steadily increased over recent years.

### Changes 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 2023 was CHF 142.6 million, producing stable and predictable income. The vacancy rate is kept low through active marketing and stood at 4.1% on 31 December 2023.

### 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).

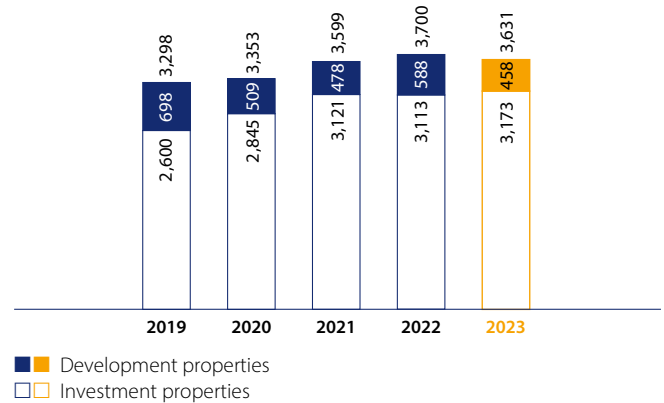
In the reporting year, marketing began for the Edenblick condominium project in Oberägeri and the Dübendorf, Birchlenstrasse development project was sold to third parties. Four properties were added to the investment portfolio: Zurich, Talwiesenstrasse 123 (Tiergarten), Zurich, Allmendstrasse (Manegg), Lausanne, Rue de Genève 19/21 (Les Jumeaux) and St. Gallen, Wassergasse. In addition, income from trading and development totalled CHF 81.6 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. The Rheinmetall Air Defence (RAD) site in Zurich Oerlikon was acquired in the reporting period.

### Total value of real estate portfolio

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 Officer. Mobimo aims to boost the local economy through its business activities.

## 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)	Challenges	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> <li>› Promotion of the local economy</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> <li>› Working with suppliers that have problematic business methods or environmentally harmful business practices</li> </ul>	Cause	<ul style="list-style-type: none"> <li>› Development and enforcement of regulations and guidelines</li> <li>› Internal and external reporting points</li> <li>› Compliance Officer</li> <li>› Digitalisation of processes</li> <li>› Improvement of IT and data security</li> <li>› Sustainability guidelines for products, suppliers and contractors</li> <li>› Risk management and TCFD</li> <li>› Sustainability management: CSO/Head of Sustainability</li> </ul>	<ul style="list-style-type: none"> <li>› Greenwashing</li> <li>› Digitalisation and automation (artificial intelligence)</li> <li>› Increasing legal requirements and compliance</li> </ul>	<ul style="list-style-type: none"> <li>› Implementation of measures by the employees responsible, including appropriate monitoring</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 pursuant to Art. 716a of the Swiss Code of Obligations (OR), the duties and competencies of the Board of Directors in relation to the management of the Mobimo Group include defining the strategy/Group policies and 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. 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, 2-12, 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 2023. 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 are introduced on pages 23 to 26 of the Corporate Governance Report 2023 and at [www.mobimo.ch](http://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 them 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. No loans or credits were granted to present or past members of the Board of Directors, Executive Board or related parties in 2023, and there were no such receivables outstanding as at 31 December 2023. 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 2023 was as follows:

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

 **Read more about the duties and competencies of the individual committees on pages 28 to 31 of the Corporate Governance Report 2023**

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. These include 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.

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 2023, the Board held an innovation day focusing on energy and sustainability. Participants visited a "best practice" installation for sustainable energy supply at a large transport company and also considered focus topics such as energy as a source of income and innovative capacity.

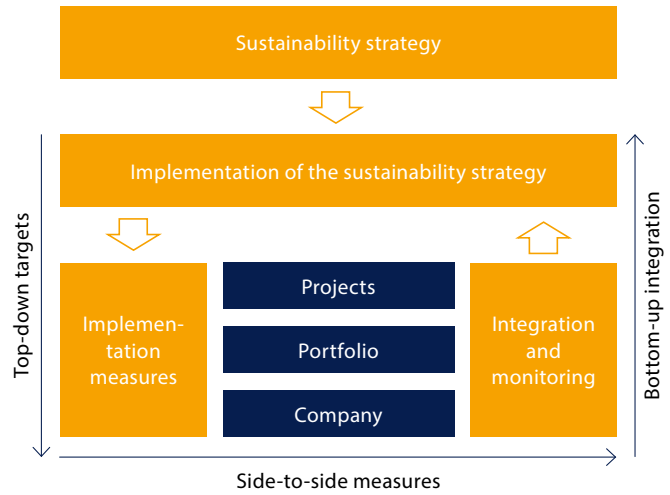
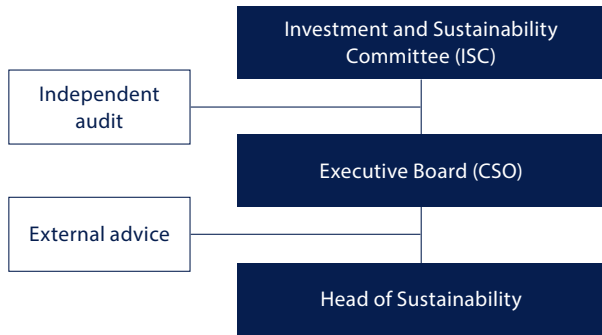
The Board of Directors regularly conducts a self-evaluation exercise, which is prepared by the Chairwoman of the Nomination and Compensation Committee. In 2023, the focus was on the composition and competences of the Board of Directors and topics relating to leadership and cooperation.

### 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 31 to 34 of the Corporate Governance Report 2023 and at [www.mobimo.ch](http://www.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, and water consumption and intensity (limited assurance) are audited externally and independently.

Remuneration

GRI 2-19

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. The members of the Board of Directors receive only fixed compensation, while the compensation model of the Executive Board comprises both fixed and variable, performance-related components. Performance-related compensation comprises both quantitative (65% weighting) and qualitative (35% weighting) targets. In order to further increase the clarity of the compensation model, Mobimo has provided more detailed information on the Executive Board's targets and achievement of targets in the variable compensation system in this year's compensation report. In sharing this information, the intention is to highlight the performance-based compensation model and make it even more accessible. Sustainability is an integral part of the company strategy, and achievement of the corresponding targets is also relevant to compensation. The maximum total amount of compensation must be approved annually by the Annual General Meeting.

[Read more about the compensation policy and the process for determining compensation in the compensation report for 2023](#)




## 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 for questions on statutory provisions, including any relating specifically to employment law. Mobimo regularly holds compliance training for its employees, which helps to raise awareness of the various aspects of compliance. Attending the training is mandatory for all of Mobimo's new joiners. The Compliance Officer, who is employed by the Legal department, systematically deals with the compliance of all Mobimo's business activities. In addition, an individual with responsibility for compliance is nominated for each business area. Together with the Compliance Officer, they make up the Compliance Committee.

### Whistleblowing

Problematic incidents can be reported to internal and external bodies (also see page 31). 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. One enquiry, report or complaint relating to a possible breach of the Code of Conduct was received in the reporting period, but this was not shown to be substantive.

There were no cases of human rights violations, bribery, discrimination or other breaches of personality 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. Relevant or more complex contracts are reviewed by the 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 Compliance Officer must be informed.

### Environmental compliance

Mobimo's commitment to responsible business activities also encompasses environmental topics and is incorporated into 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 must location-specific building laws and any special building regulations. In addition, certain conditions have to be met when disposing of site contamination and waste. 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.

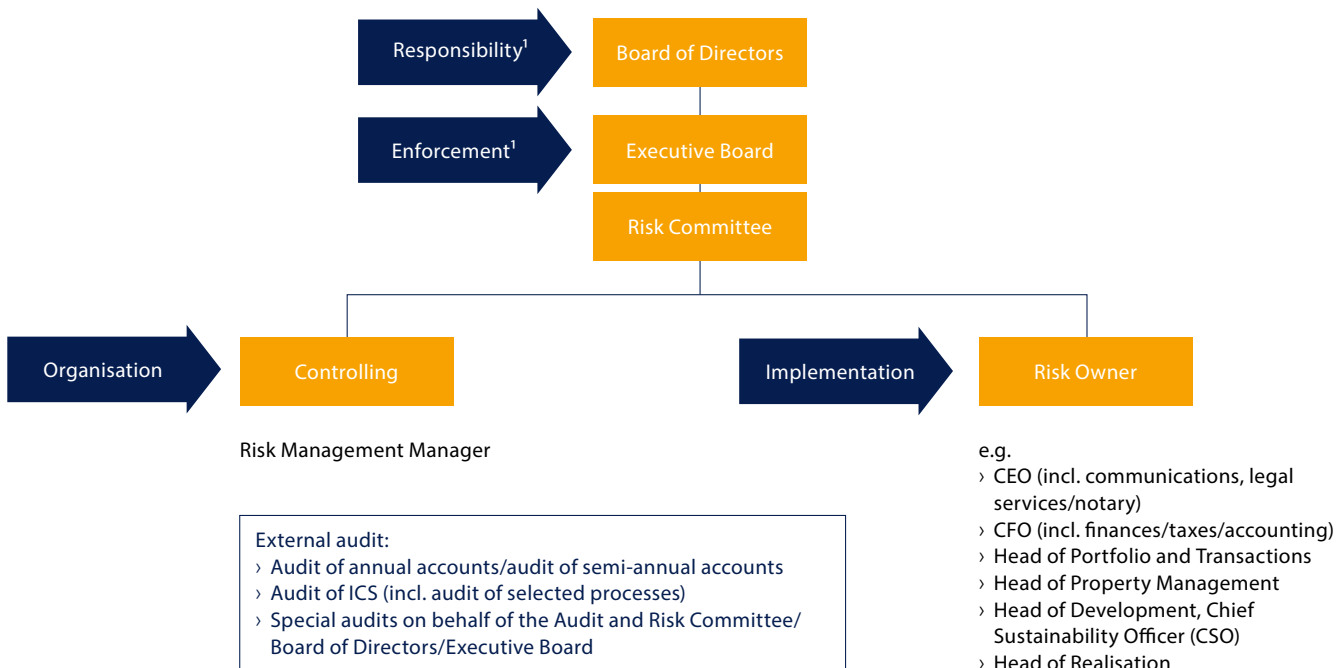
**Management of climate-related opportunities and risks in accordance with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD)**

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 governance body). Based on its mandate from the Board of Directors, the Executive Board bears 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 Head of Risk Management, 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 owners and evaluates these 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

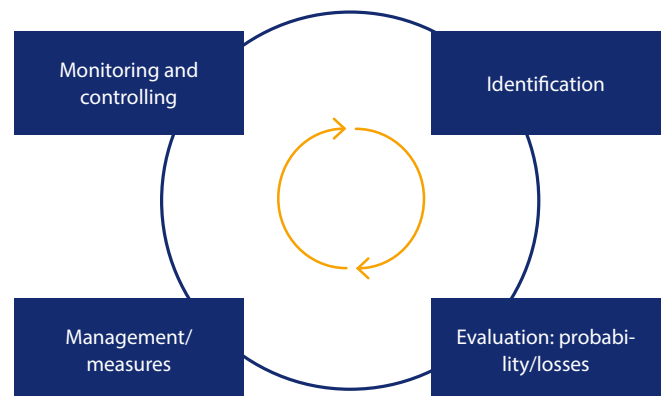
Mobimo is exposed to both physical and transitory risks in connection with the impacts of climate change. All of these risks directly influence Mobimo and cover all business areas and the entire value chain, which is why they are included and integrated as a significant component of regular risk management.

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 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 impact. Financial impacts are also assessed internally in quantitative terms. 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 fleshed out the goals in greater detail in its Strategy 2030.

### 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 from the general public for climate-friendly properties 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) › Greater demands placed on construction quality (architecture, building quality and building technology)	Infrequent
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	Infrequent to 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 as a result of climate change	› 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 as a result of climate change	› 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 › Added maintenance costs, cost-intensive need for renovation › Rent defaults and loss of value for properties	Infrequent to 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 › Restricted capital procurement market › Damage to image › Development and investment properties in the portfolio do not meet the requirements	Regular to frequent
Restricted availability of resources and supply chain shortages due to extreme weather and climate events	› 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 › Rising construction costs and delivery delays due to supply shortages	Infrequent

Horizon of action in event of occurrence	Financial impact	Measures
Short-term 1 year	Noticeable to elevated	<ul style="list-style-type: none"> <li>› Detailed location analysis in relation to potential environmental damage and flood risk in the property portfolio and for acquisitions and project developments (implemented)</li> <li>› Consideration of potential environmental damage within project planning (addressed)</li> <li>› Analysis of building structure and durability (addressed)</li> <li>› Analysis of additional insurance cover (inclusion of previously uninsured risks) (addressed)</li> </ul>
Short, medium to long-term 1, 5, 10 years	Significant	<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 conventional heating systems 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 in sealed surfaces (implemented)</li> <li>› Provisions in rental agreements regarding electricity products, user behaviour, ancillary costs and "Green Lease" indoor climate conditions (implemented)</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 and project developments (in implementation)</li> <li>› Consideration of demands placed on climate-adaptive and environmentally friendly construction, avoidance of heat islands and reduction in sealed surfaces in renovations of existing stock and project developments (addressed)</li> <li>› Promoting workplace quality, training, well-being, health and safety (implemented)</li> </ul>
Short-term 1 year	Noticeable	<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 renovations and for project developments (certifications and quality seals) (in implementation)</li> <li>› Sustainability guidelines for products, suppliers and contractors (implemented)</li> </ul>
Short-term 1 year	Elevated	<ul style="list-style-type: none"> <li>› Comprehensive and integrated sustainability reporting (in implementation)</li> <li>› Targeted increase in investments in sustainability of properties (addressed)</li> <li>› Green financing and allocation of funds (in implementation)</li> <li>› Active management of sustainability ratings (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 (implemented)</li> <li>› Sustainability management (CSO and Head of Sustainability) and increased management awareness (implemented)</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 (implemented)</li> <li>› Promotion of local value creation and the circular economy (in implementation)</li> </ul>

## Economy and corporate governance

Good corporate governance

Description of risks	Impact on Mobimo	Probability of occurrence
<b>Regulatory measures</b>		
More stringent legal requirements and tighter 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 useful life</li> <li>› Levies and taxes relating to CO<sub>2</sub> emissions in operation</li> </ul>	Infrequent to regular
More stringent legal requirements and tighter 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
More stringent legal requirements and tighter 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 internal and external risks for 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, spanning business environment, climate/environmental, financial, operational, personnel-related, strategic and market/customer risks. While the majority of climate-related risks can be categorised as climate/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 material they are.

For each significant risk identified, a risk assessment is carried out as part of the process, evaluating the probability of occurrence and the scale of losses. 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 for ongoing risk management optimisation.

 [Read more about risk management in of the Annual Report 2023 on pages 13 and 14](#)

Horizon of action in event of occurrence	Financial impact	Measures
Short-term 1 year	Noticeable	<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 (in implementation)</li> <li>› Implementation of guidelines for new build projects and existing stock (in implementation)</li> <li>› Derivation of guidelines for facility management (addressed)</li> </ul>
Short to medium term 1 to 5 years	Noticeable	<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>› Guidelines for new build projects and renovations (in implementation)</li> <li>› Supplier management, derivation of guidelines for contractors and suppliers (implemented)</li> <li>› Operationalising Madaster and building passport (addressed)</li> <li>› Derivation of guidelines for facility management (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 (addressed)</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>› Guidelines for new build projects and renovations (in implementation)</li> <li>› Derivation of guidelines for facility management (addressed)</li> </ul>

#### Reference values and goals

Description of risks	Reference values	Unit	2023	2022	Target
Changed customer behaviour and market development	Certification (Share of portfolio)	% of ECS	40	25	2030: 50 2050: 75
	E-mobility (Share of parking spaces pre-equipped)	% of all Parking	8	6	2030: 25
Investors and the public intensify their sustainability efforts	GRESB Rating: Standing investment	Points	81	81	≥ 75
	Development		87	79	
Laws and building regulations relating to energy sources and energy efficiency	Energy intensity (Scope 1 + 2 + 3)	kWh/m <sup>2</sup> ECS	110	111	2030 = 90 2050 = 65
	GHG-emissions intensity (Scope 1 + 2 + 3)	kg CO <sub>2</sub> eq/m <sup>2</sup>	8.7	8.9	2030 = 6.1 2050 = 0.9
		ECS			2030 = 4.8 2050 = 0.8
	GHG-emissions intensity (Scope 1 + 2)	kg CO <sub>2</sub> eq/m <sup>2</sup>	7.8	8.1	2030 = 4.8 2050 = 0.8
		ECS			2030 ≥ 75 2050 ≥ 95
	Share of renewable energy (total electricity, heating, cooling)	%	54.0	54.0	2030: ≥ 2,000,000 2050: ≥ 5,000,000
Laws and building regulations relating to conservation of resources and circular economy	Self-generated PV-electricity	kWh/a	812,627	661,805	2030: ≥ 2,000,000 2050: ≥ 5,000,000
Laws and building regulations relating to conservation of resources and circular economy	Water consumption intensity	m <sup>3</sup> /m <sup>2</sup> ECS	0.62	0.60	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 and also in the further development of processes. It develops both process-oriented and collaborative ways of working based on a broad Microsoft strategy with Dynamics 365, SharePoint and Teams.

### **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). 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.

### **Integrated enterprise architecture**

With an integrated data model, both at the level of properties and at the level of customers and suppliers, end-to-end processes can be seamlessly mapped across the entire value chain. Various modules are provided for this purpose on the Microsoft Dynamics 365 platform, with sector-specific processes and functionalities for each individual business area.

### **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, efficiency and security. Tenants receive important information in real time via the app. For example, due to recent circumstances tenants received tips on saving energy and resources via the platform.

### **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 currently fall under the remit of, and are dealt with by, the Compliance Manager at Mobimo. 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 the Executive Board 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.



## 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, this 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 authorities including 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).

## Sustainable procurement

In the reporting year, Mobimo formulated general procurement principles and a set of guidelines to ensure that the required products, construction work and services are procured as economically and sustainably as possible. Global supply chains entail many environmental and societal risks. Mobimo has recognised this and is trying to reduce these risks in its own business operations. In this way, it is contributing to the achievement of the Swiss sustainability goals and the United Nations Sustainable Development Goals (SDGs) and taking responsibility for its actions as a company. Reliable suppliers and partners also contribute significantly to customer satisfaction and to Mobimo's success. The transparency and quality of products and process chains increase further when both sides of the supply chain have a cooperative and trusting relationship. To achieve these goals, the entire lifecycle of goods and services must be taken into account, from extraction of raw materials through to disposal. It is helpful to refer to procurement principles and consider sustainability criteria in tender processes and awarding of contracts.

## Portfolio management and property management: main activities



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

- › Lift suppliers
- › Construction and environmental technology
- › Building contractors
- › Signwriters
- › Electricians
- › Landscape gardeners
- › Building technology providers
- › Tradespeople (façades, 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
- › Building contractors
- › Landscape gardeners
- › Building technology providers
- › Tradespeople
- › Engineers
- › Interior designers and colour consultants
- › Artists
- › Marketing consultants
- › Market researchers
- › Notaries and legal advisors
- › Planners
- › Subcontractors (all trades)
- › General contractors

### **Assessment of suppliers based on environmental and social considerations**

Two-thirds of environmental and social effects arise before products and services are ordered from Mobimo. Mobimo therefore checks the ESG performance of its contractors and suppliers (general contractor/total contractor) and takes these into account when deciding how to award a contract, in order to reduce the negative environmental and social impact of procurement. It considers both traditional criteria such as quality, delivery times and the purchase price and environmental, social and ethical issues as part of the tender.

### **Commitment to society**

Alongside its commitment to incorporating art into its buildings, for several years Mobimo has also supported the Zurich Film Festival and the Engineers Without Borders Switzerland organisation.

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.

On National Future Day, Mobimo once again gave school pupils an insight into the varied day-to-day work of the real estate industry with a diverse programme. Mobimo is committed to promoting access to gender-atypical professions and aims to model diversity and expand young people's horizons via its National Future Day programme.

### **Innovation partnerships**

Mobimo fosters its culture of innovation and 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 building and infrastructure administration. Mobimo is also part of, and a signatory to, the Circular Building Charter, and proactively advocates for more efficient use of resources and a long-term transition to the circular economy.

# APPENDIX



# GRI content index

Mobimo Holding AG has reported on the period from 1 January 2023 to 31 December 2023 in line with GRI Standards. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting

in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

GRI Standard/Disclosure of the Standard	Publication year	Page/Note AR: Annual Report 2023 ( <a href="http://www.mobimo.ch">www.mobimo.ch</a> > Investors > Download Center) SR: Sustainability Report
<b>GRI 1: Foundation</b>	<b>2021</b>	
<b>GRI 2: General Disclosures</b>	<b>2021</b>	
<b>The organisation and its reporting practices</b>		
Disclosure 2-1: Organisational profile		AR 16, 20
Disclosure 2-2: Entities included in the organisation’s sustainability reporting		AR 110
Disclosure 2-3: Reporting period, frequency and contact point		SR 1, 62
Disclosure 2-4: Restatements of information		SR 13, 57
Disclosure 2-5: External assurance		SR 60
<b>Activities and employees</b>		
Disclosure 2-6: Activities, value chain and other business relationships		SR 47 AR 10 – 11, 15 – 17
Disclosure 2-7: Employees		SR 27 – 28
Disclosure 2-8: Workers who are not employees		Mobimo does not have any workers who are not employees as per the Disclosure 2-8 definition.
<b>Governance</b>		
Disclosure 2-9: Governance structure and composition		SR 36 – 37 AR 23 – 26
Disclosure 2-10: Nominating and selecting the highest governing body		SR 36 – 37
Disclosure 2-11: Chair of the highest governing body		SR 36 – 37
Disclosure 2-12: Role of the highest governing body in overseeing the management of impacts		SR 6, 36
Disclosure 2-13: Delegation of responsibility for managing impacts		SR 6, 38
Disclosure 2-14: Highest governance body’s role in sustainability reporting		SR 6
Disclosure 2-15: Conflicts of interest		SR 36 – 37 AR 111
Disclosure 2-16: Communicating critical concerns		SR 36 – 37
Disclosure 2-17: Collective knowledge of the highest governing body		SR 36 – 37
Disclosure 2-18 Evaluating the performance of the highest governing body		SR 36 – 37
Disclosure 2-19: Remuneration policies		SR 38 AR 39 – 45
Disclosure 2-20: Process for determining remuneration		AR 45 – 46
Disclosure 2-21: Annual total compensation ratio		Confidentiality constraints – due to the heterogeneity of the occupational fields within the Group, Mobimo does not communicate details of median salaries.
<b>Strategy, policies and practices</b>		
Disclosure 2-22: Statement on sustainable development strategy		SR 4 – 5
Disclosure 2-23: Policy commitments and practices		SR 39
Disclosure 2-24: Embedding policy commitments		SR 39
Disclosure 2-25: Processes for remediating negative impacts		SR 39
Disclosure 2-26: Mechanisms for seeking advice and raising concerns		SR 39
Disclosure 2-27: Compliance with laws and regulations		SR 39

GRI Standard/Disclosure of the Standard	Publication year	Page/Note AR: Annual Report 2023 ( <a href="http://www.mobimo.ch">www.mobimo.ch</a> > Investors > Download Center) SR: Sustainability Report
Disclosure 2-28: Memberships of associations and interest groups		SR 8
<b>Stakeholder engagement</b>		
Disclosure 2-29: Approach to stakeholder engagement		SR 8 – 9
Disclosure 2-30: Collective bargaining agreements		SR 29
<b>GRI 3: Material Topics</b>	<b>2021</b>	
Disclosure 3-1: Process for determining material topics		SR 6
Disclosure 3-2: List of material topics		SR 7
<b>Environment</b>		
<b>Reduction of emissions and consumption of resources</b>		
<b>GRI 3: Material Topics</b>	<b>2021</b>	
Disclosure 3-3: Management of the material topic		SR 11
<b>GRI 302: Energy</b>	<b>2016</b>	
Disclosure 302-1: Energy consumption within the organisation		SR 13, 57 – 59
Disclosure 302-3: Energy intensity		SR 13
Disclosure 302-4: Reduction of energy consumption		SR 13 – 14, 57 – 59
<b>GRI 303: Water and Effluents</b>	<b>2018</b>	
Disclosure 303-5: Water consumption		SR 15, 57 – 59
<b>GRI 305: Emissions</b>	<b>2016</b>	
Disclosure 305-1: Direct (Scope 1) GHG emissions		SR 13, 57 – 59
Disclosure 305-2: Energy indirect (Scope 2) GHG emissions		SR 13, 57 – 59
Disclosure 305-3: Other indirect GHG emissions (Scope 3)		SR 13, 57 – 59
Disclosure 305-4: GHG emissions intensity		SR 13
Disclosure 305-5: Reduction of GHG emissions		SR 13 – 14, 57 – 59
<b>GRI 306: Waste</b>	<b>2020</b>	
Disclosure 306-3: Waste generated		SR 15, 57 – 59
Disclosure 306-4: Waste diverted from disposal		SR 15, 57 – 59
Disclosure 306-5: Waste directed to disposal		SR 15, 57 – 59
<b>Sustainable concepts for construction and use</b>		
<b>GRI 3: Material Topics</b>	<b>2021</b>	
Disclosure 3-3: Management of the material topic		SR 16
<b>GRI 203: Indirect Economic Impacts</b>	<b>2016</b>	
Disclosure 203-1: Infrastructure investments and services supported		SR 19
<b>Disclosure 304: Biodiversity</b>	<b>2016</b>	
Disclosure 304-1: Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas		SR 18
<b>GRI 306: Waste</b>	<b>2020</b>	
Disclosure 306-2: Management of significant waste-related impacts		SR 17
<b>Society</b>		
<b>Customer relationships based on trust</b>		
<b>GRI 3: Material Topics</b>	<b>2021</b>	
Disclosure 3-3: Management of the material topic		SR 21
<b>GRI 416: Customer Health and Safety</b>	<b>2016</b>	
Disclosure 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services		SR 22
<b>GRI 417: Marketing and Labelling</b>	<b>2016</b>	
Disclosure 417-3: Incidents of non-compliance concerning marketing communications		SR 22

## Appendix

GRI content index

GRI Standard/Disclosure of the Standard	Publication year	Page/Note AR: Annual Report 2023 ( <a href="http://www.mobimo.ch">www.mobimo.ch</a> > Investors > Download Center) SR: Sustainability Report
<b>High-quality places to live</b>		
<b>GRI 3: Material Topics</b>	<b>2021</b>	
Disclosure 3-3: Management of the material topic		SR 23
<b>GRI 413: Local Communities</b>	<b>2016</b>	
Disclosure 413-2: Operations with significant actual and potential negative impacts on local communities		SR 26
<b>Outstanding employer</b>		
<b>GRI 3: Material Topics</b>	<b>2021</b>	
Disclosure 3-3: Management of the material topic		SR 27
<b>GRI 401: Employment</b>	<b>2016</b>	
Disclosure 401-1: New employee hires and employee turnover		SR 27
Disclosure 401-3: Parental leave		SR 29
<b>GRI 402: Labour/Management Relations</b>	<b>2016</b>	
Disclosure 402-1: Minimum notice periods regarding operational changes		SR 29
<b>GRI 403: Occupational Health and Safety</b>	<b>2018</b>	
Disclosure 403-1: Occupational health and safety management system		SR 31
Disclosure 403-2: Hazard identification, risk assessment and incident investigation		SR 31
Disclosure 403-4: Worker participation, consultation and communication on occupational health and safety		SR 31
Disclosure 403-5: Worker training on occupational health and safety		SR 31
Disclosure 403-6: Promotion of worker health		SR 31
Disclosure 403-9: Work-related injuries		SR 31
Disclosure 403-10: Work-related ill health		SR 31
<b>GRI 404: Training and Education</b>	<b>2016</b>	
Disclosure 404-2: Programmes for upgrading employee skills and transition assistance programmes		SR 30
Disclosure 404-3: Percentage of employees receiving regular performance and career development reviews		SR 30
<b>GRI 405: Diversity and Equal Opportunity</b>	<b>2016</b>	
Disclosure 405-1: Diversity of governance bodies and employees		SR 28
<b>GRI 406: Non-discrimination</b>	<b>2016</b>	
Disclosure 406-1: Incidents of discrimination and corrective actions taken		SR 31
<b>Economy and Corporate Governance</b>		
<b>Economic attractiveness</b>		
<b>GRI 3: Material Topics</b>	<b>2021</b>	
Disclosure 3-3: Management of the material topic		SR 33
<b>GRI 201: Economic Performance</b>	<b>2016</b>	
Disclosure 201-1: Direct economic value generated and distributed		SR 33
<b>Good Corporate Governance</b>		
<b>GRI 3: Material Topics</b>	<b>2021</b>	
Disclosure 3-3: Management of material topics		SR 36
<b>GRI 201: Economic Performance</b>	<b>2016</b>	
Disclosure 201-2: Financial implications and other risks and opportunities due to climate change		SR 40 – 45
<b>GRI 204: Procurement Practices</b>	<b>2016</b>	
Disclosure 204-1: Proportion of spending on local suppliers		SR 47
<b>GRI 205: Anti-corruption</b>	<b>2016</b>	
Disclosure 205-3: Confirmed incidents of corruption and actions taken		SR 39
<b>GRI 206: Anti-Competitive Behaviour</b>	<b>2016</b>	
Disclosure 206-1: Legal actions for anti-competitive behaviour, anti-trust and monopoly practices		SR 39
<b>GRI 418: Customer Privacy</b>	<b>2016</b>	
Disclosure 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data		SR 46

# 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 3,631 million) consists of investment properties (87% by GAV) and development properties (13% by GAV).

#### Coverage

The table "Portfolio" represents the scope of our 2023 EPRA submission and includes the total standing investments portfolio (100%) of the investible entity (commercial and residential). In total, this covers 108 assets and 636,033 square metres.

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 57](#).

#### 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 55](#).

### Narrative on performance

For a full narrative on our performance in 2023, please see the following sections of our Sustainability Report 2023:

- › Energy, water and waste: Environment ([pages 10 – 15](#))
- › Employee training and development: Employees ([pages 27 – 31](#))
- › Community engagement: Society ([pages 23 – 26](#))

Information on our governance procedures and Board of Directors can be found in the corporate governance report of our Annual Report 2023 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 54 – 56](#) 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 60 – 62](#) of our Sustainability Report 2023.

### 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 6 – 7](#) of our Sustainability Report 2023.

## 2. Sustainability performance measures<sup>1</sup>

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	tCO <sub>2</sub>
Total Scope 2 indirect GHG emissions (location-based)		tCO <sub>2</sub>
Total Scope 2 indirect GHG emissions (market-based) <sup>3</sup>	GHG-Indir-Abs	tCO <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	2023: 40% of all energy consumption space are certified (2022: 25%)	2023 (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 – 26](#) of the Sustainability Report 2023.



	Portfolio total					Commercial					Residential				
	Absolute		Like-for-like			Absolute		Like-for-like			Absolute		Like-for-like		
	2023	2022	2023	2022	% change	2023	2022	2023	2022	% change	2023	2022	2023	2022	% change
	9,994	10,695	9,753	10,558	-7.6	6,922	7,469	6,680	7,348	-9.1	3,072	3,227	3,072	3,210	-4.3
	77	77	77	77	-0.0	77	77	77	77	0.0	77	77	77	77	0.0
	14,325	14,547	14,325	13,808	3.7	9,967	10,025	9,967	9,286	7.3	4,358	4,522	4,358	4,522	-3.6
	51	51	51	51	0.0	51	51	51	51	0.0	51	51	51	51	0.0
	18,796	19,834	17,925	19,512	-8.1	10,207	9,579	9,336	9,333	0.0	8,589	10,254	8,589	10,180	-15.6
	5.6	8.4	5.9	8.5	-	2.0	6.6	2.2	6.8	-	9.9	10.1	9.9	10.1	-
	68	71	67	70	-4.3	65	65	64	64	0.0	73	80	73	82	-10.6
	3,570	3,709	3,394	3,633	-6.6	2,032	1,810	1,857	1,748	6.2	1,538	1,899	1,524	1,723	-11.6
	1,421	1,454	1,416	1,388	2.0	1,004	1,004	999	938	6.5	433	450	433	450	-3.7
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	7.8	8.1	7.7	8.0	-4.2	7.3	6.8	7.1	6.6	6.3	9.0	10.5	8.9	9.9	-10.0
	393,364	385,118	390,817	379,841	2.9	190,928	174,434	188,381	173,678	8.5	202,945	210,685	202,945	206,164	-1.6
	0.62	0.60	0.63	0.61	2.9	0.46	0.42	0.47	0.43	8.5	0.92	0.94	0.92	0.94	-1.6
	22,789	23,244	22,745	22,797	-0.2	3,329	3,041	3,284	3,028	8.5	19,460	20,203	19,460	19,769	-1.6
	53	53	53	53	0.0	53	53	53	53	0.0	53	0.0	53	0.0	0.0
	47	47	47	47	0.0	47	47	47	47	0.0	47	0.0	47	0.0	0.0

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

Indicator	EPRA	Unit of measure	Absolute		Like-for-like		% change
			2023	2022	2023	2022	
Electricity consumption		kWh	261,385	285,640	-	-	-8.5
Proportion of electricity consumption from renewable sources	Elec-Abs, Elec-LfL	%	100	100	-	-	0.0
Energy consumption from district heating and cooling		kWh	128,439	97,862	-	-	31.2
Proportion of district heating & cooling from renewable sources	DH&C-Abs, DH&C-LfL	%	65	65	-	-	0.0
Energy consumption from fuel		kWh	-	-	-	-	-
Proportion of fuels from renewable sources	Fuels-Abs, Fuels-LfL	%	-	-	-	-	-
Building energy intensity	Energy-Int	kWh/m <sup>2</sup>	50	42	-	-	20.8
Direct Scope 1 GHG emissions (total)	GHG-Dir-Abs	tCO <sub>2</sub>	-	-	-	-	-
Total Scope 2 indirect GHG emissions (location-based)		tCO <sub>2</sub>	15	18	-	-	-18.0
Total Scope 2 indirect GHG emissions (market-based)	GHG-Indir-Abs	tCO <sub>2</sub>	-	-	-	-	-
Building GHG emissions intensity	GHG-Int	kg CO <sub>2</sub> /m <sup>2</sup>	4.6	5.6	-	-	-18.0
Total water consumption	Water-Abs, Water-LfL	m <sup>3</sup>	1,143	1,383	-	-	-17.4
Building water consumption intensity	Water-Int	m <sup>3</sup> /m <sup>2</sup>	0.36	0.43	-	-	-17.4
		kg	19,922	24,112	-	-	-17.4
		Recycled	53	53	-	-	0.0
		Sent to					
Weight of waste by disposal route (total)	Waste-Abs, Waste-LfL	incineration	47	47	-	-	0.0

<sup>1</sup> In 2023, the calculation methodology was adapted to the REIDA methodology version 1.2, whereby the factor set for calculating the environmental indicators from the intep study version 1.2 was used. The previous year 2022 was recalculated in accordance with the adjustment policy.

<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 2023
Type and number of assets certified, own offices	The main office in Küssnacht 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	2023	2022
Employee diversity	Diversity-Emp	Number of male/female (Board)	Corporate operations	4/3	4/3
		Number of male/female (Executive Board)		6/0	5/0
		Number of male/female (middle management)		11/6	12/7
		Number of male/female (employees)		70/81	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
		Total number of new hires	Corporate operations	24	26
	Emp-Turnover	Rate (in %)	Corporate operations	14	15
		Total number of leavers		24	26
		Rate (in %)		14	15
Health and safety	H&S-Emp	Occupational accident rate (in %)	Corporate operations	5.2	2.9
		Lost day rate (in %)		0.4	0
		Absentee rate (in % relative to total target hours)		2.5	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 27 – 31](#) of our Sustainability Report 2023.

##### Comty-Eng

The figure relates to the Development portfolio only. For more information on our approach to community engagement, see [pages 23 – 26](#) of our Sustainability Report 2023.

##### Gov-Board

Board profiles and competencies can be found on [page 23f.](#) of the Annual Report 2023.

# Bases for calculations

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

**The fundamental components of sustainability reporting are the monitoring, controlling and reporting of energy consumption and intensities, CO<sub>2</sub> emissions and water consumption in Mobimo's investment portfolio. Mobimo has been publishing these environmental indicators in accordance with the GRI Standards since 2011.**

The data collection process, the calculation methodology and the environmental indicators published in the annual and sustainability reports (energy GRI 302, emissions GRI 305, water GRI 303) are subject to an annual limited assurance review by an independent third party (in accordance with ISAE 3000). Since the 2021 reporting year, an external consulting firm has been tasked with collecting the data and calculating the environmental indicators.

In 2023, the calculation methodology was adjusted to the REIDA methodology as set out in the REIDA Co2e Report: Methodische Grundlagen (methodological principles), version 1.2, which meant that the set of factors used to calculate the environmental indicators was taken from the intep study Treibhausgas-Emissionsfaktoren für den Gebäudesektor (greenhouse gas emission factors for the construction sector), version 1.2. The prior years and 2020 baseline year were recalculated in accordance with the adjustment policy.

## Period and baseline year

The reporting period (12 months) runs from 1 July to 30 June of the following year. The baseline year for the collection of the environmental indicators is 2020, which is also the baseline year for the reduction path.

## Degree of coverage

The degree of coverage is the proportion of the space in all properties for which consumption data is available (applicable space) relative to the total space in all portfolio properties. This applicable space is broken down into proportion of the space for which original, extrapolated and benchmark data is available. This is an extension of the REIDA method and is used for the purposes of the determined reporting period.

## Adjustment policy

Retrospective adjustments of values from the prior year and the baseline year are only performed in the event of material changes (>10%) to the scope of consolidation, in particular changes to the calculation methodology or emission factors, portfolio adjustments and adjustments to the energy-consuming space. In 2023, the calculation methodology was adjusted in accordance with REIDA standard V1.2. The prior years and 2020 baseline year were recalculated accordingly.

## System boundary

The environmental indicators for the property portfolio relate to all properties that were in Mobimo's ownership for the entire reporting period. Properties that were purchased, sold or renovated during the reporting period are not included.

Mobimo applies the recognition threshold of the financial control method and the whole-building approach in accordance with REIDA, by collecting the data for the tenant-controlled areas and properties in addition to the consumption data for the owner-controlled areas.

In the event of data gaps, consumption is in the first instance extrapolated from the prior year or the following year. If this is not possible, benchmarks are used.

## Methodology

The energy-consuming space (ECS) for each property is measured as per SIA 380 using digitalised basic plans.

The greenhouse gas emissions are allocated to Scopes 1, 2 and 3 at property level (see figure on scope allocations). Consumption data from operating the properties in the property portfolio is recorded. These include the provision and use of electricity, heating, cooling and water. Using CO<sub>2</sub> factors (intep study version 1.2), the relevant CO<sub>2</sub> emissions are calculated for the consumption and assigned to Scopes 1, 2 and 3 (tenant electricity).

If tenant electricity is not available, it is calculated by subtracting general electricity from total electricity and used to calculate the Scope 3 emissions.

The total energy consumption identified includes the entire heat consumption within the property portfolio and general and tenant electricity.

The energy consumption data is broken down according to whether it relates to owner-controlled or tenant-controlled properties.

The calculation method uses the location-based approach, in which the average emissions intensities of Switzerland's national grid and district heating network are applied as CO<sub>2</sub> emission factors.

### Treatment of tenant-controlled properties (single tenants)

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. The electricity consumption of a tenant-controlled property is fully allocated to tenant electricity (Scope 3). Whether heat consumption is allocated to Scopes 1, 2 or 3 depends on who manages the heating system. For the purposes of the calculation, the starting assumption is that Mobimo manages the heating system in tenant-controlled properties and therefore that heat consumption for tenant-controlled properties is allocated to Scopes 1 or 2.

### Data sources

The data on energy and water consumption for the property portfolio is taken from receipts. Consumption data based on bills within the reporting period is considered to be original data. If the account does not cover the full period (12 months), the monthly consumption data is extrapolated from a previous or following year. If this data is also not available, internal benchmarks are applied depending on the type 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 in collecting the waste data. If (some 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

The consumption data is reviewed both for cases of limit values being exceeded and for deviations from the prior years. In the event of limit values being exceeded or a deviation of more than 20% from the prior year's consumption, the consumption data is analysed. 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.

### 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 broken down by energy source according to Intep study V1.2 2022, as per the GHG (Greenhouse Gas) Protocol Corporate Standard, are used. Updates are performed periodically.

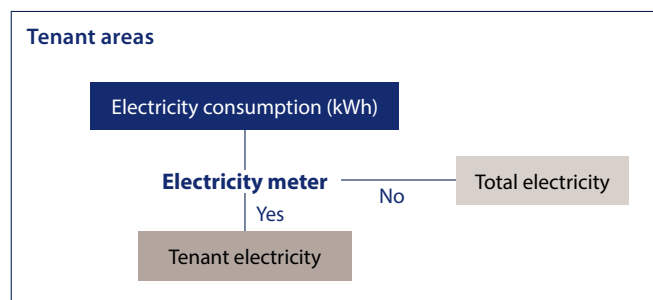
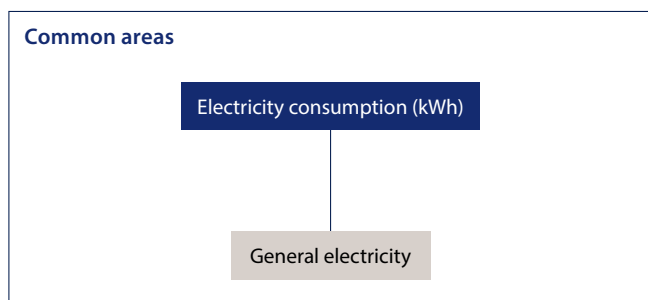
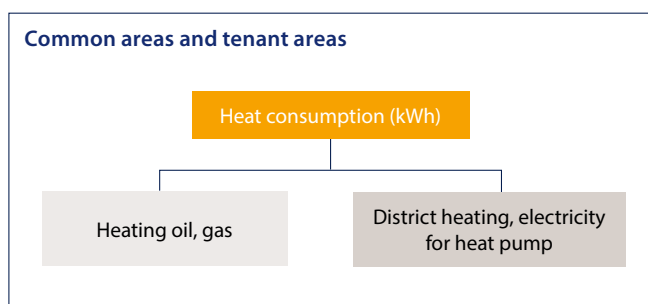
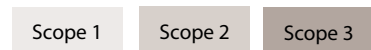
CO<sub>2</sub> accounting is calculated and totalled for the reporting period based on the data collected and entered according to the respective emission types. The recognised greenhouse gas emissions are shown aggregated as CO<sub>2</sub> equivalents (CO<sub>2</sub>eq). This is based on an assessment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

Scope 2: includes the indirect emissions arising from purchased energy, such as electricity and district heating.

Scope 3: includes the indirect emissions arising from a party's activities but from sources that are not under Mobimo's control, such as tenant electricity. Mobimo includes tenant electricity in Scope 3.

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



## Share of renewable energy sources

To calculate the share of renewable energy from the heating types, the current shares broken down by energy source in accordance with REIDA are used.

## Climate adjustment

For the climate adjustment, the monthly consumption values are scaled with the accumulated temperature difference (ATD) values for the relevant month at the average ATD value for the relevant month of a reference period. The years 2017 – 2020 are currently used as the reference period. Only the non-hot-water share of heat consumption is climate-adjusted; electricity and water consumption are not included in the adjustment. The ratio of ATD values is smoothed, firstly so that the climate correction can also be applied in months in which the heating degree day (HDD) value for the reference period is 0, and secondly to avoid extreme scaling factors (resulting from disproportionately large differences in the HDD values).

## Reduction path 2050<sup>1</sup>

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. The CO<sub>2</sub> reduction path was recalculated in 2023 due to the adjustment of the calculation methodology in accordance with the REIDA standard.

The reduction paths are based on the intep V1.2 CO<sub>2</sub> factor set, with the factors for electricity and district heating progressing from the current CO<sub>2</sub> factor towards 100% renewable in 2050.

👁 For more information on the REIDA calculation methodology, see [https://www.reida.ch/images/REIDA\\_pdf/REIDA\\_CO2\\_Report\\_methodische\\_Grundlagen\\_V12.pdf](https://www.reida.ch/images/REIDA_pdf/REIDA_CO2_Report_methodische_Grundlagen_V12.pdf)

👁 For more information on the intep study, see <https://intep.com/projekte/emissionsfaktoren-fuer-den-gebaeudesektor>

	2020		2030		2050	
	CRREM 1.5°C target		CRREM 1.5°C target		CRREM 1.5°C target	
	22.9		14.5		1.7	
Scopes 1 + 2	8.6		4.8	-44.4%	0.8	-90.8%
Scopes 1 + 2 + 3	9.3		6.1	-35.5%	0.9	-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>	

<sup>1</sup> Mobimo's reduction path was recalculated following changes to environmental indicators due to methodological adjustments in the 2023 reporting year. The 2020 baseline, the prior years and the absolute target values for 2030 and 2050 were recalculated accordingly. The percentage reduction targets are unchanged.



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

Lucerne, 8 May 2024

## **Independent Assurance Report on selected environmental KPIs in the Sustainability Report 2023**

**This report replaces the Independent Assurance Report on selected environmental KPIs in the Sustainability Report 2023 dated 22 March 2024<sup>1</sup>.**

We have been engaged to perform a limited assurance engagement (the engagement) on the metrics disclosed in Mobimo Holding AG's (the Company's) Sustainability Report 2023 (the report) marked with a „☑“ (the KPIs) for the reporting period from 1 January 2023 to 31 December 2023.

- ▶ Tables “Energy balance” and “Environmental indicators”, on the energy and environmental KPIs in the investment portfolio, in the chapter “Environment”.
- ▶ Table “Water” on the water KPIs in the investment portfolio, in the chapter “Environment”.

An overview of these KPIs can be found in the Enclosure of this assurance report.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the report, and accordingly, we do not express a conclusion on this information.

### **Applicable criteria**

The Company defined as applicable criteria (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.

### **Responsibility of the Management**

The Management is responsible for the selection of the applicable criteria and for the preparation and presentation, in all material respects, of the disclosed KPIs in accordance with the applicable criteria. This responsibility includes the design, implementation, and maintenance of internal control relevant to the preparation of the KPIs that are free from material misstatement, whether due to fraud or error.

### **Independence and quality control**

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

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<sup>1</sup> The units of the KPIs related to energy consumption were corrected to “kWh/a” in the Sustainability Report 2023 (Table Energy balance, p. 13) and in the enclosure of the Assurance Report.



Our firm applies the *International Standard on Quality Management 1*, which requires the firm to design, implement and operate a system of quality management including policies or 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 (ISAE) *3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information*. 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.

### **Summary of work performed**

Based on risk and materiality considerations we have undertaken procedures to obtain sufficient evidence. The procedures selected depend on the practitioner's judgment. This includes the assessment of the risks of material misstatements in the 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.

Although we considered the effectiveness of management's internal control when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal control. Our procedures did not include testing control or performing procedures relating to checking aggregation or calculation of data within IT systems.

The Greenhouse Gas (GHG) quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

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

- ▶ Assessment of the suitability of the underlying criteria and their consistent application
- ▶ Interviews with relevant personnel to understand the business and reporting process, including the sustainability strategy, principles and management
- ▶ Interviews with Company's key personnel to understand the sustainability reporting system during the reporting period, including the process for collecting, collating and reporting the KPIs
- ▶ Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the applicable criteria
- ▶ Analytical review procedures to support the reasonableness of the data
- ▶ Identifying and testing assumptions supporting calculations
- ▶ Testing, on a sample basis, underlying source information to check the accuracy of the data

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



**Conclusion**

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the KPIs for the reporting period from 1 January 2023 to 31 December 2023 have not been prepared, in all material respects, in accordance with the applicable criteria.

Ernst & Young Ltd

Mark Veser  
Executive in Charge

Rico Fehr  
Partner

**Enclosure**

- ▶ Energy KPIs
- ▶ Emissions KPIs
- ▶ Water KPIs



**Enclosure: Energy balance**

KPI	Unit	Value 2023
Energy consumption (total electricity, heating, cooling)	kWh/a	69 824 517
› Share renewable energy	kWh/a	37 365 281
› Share of fossil / non-renewable energy	kWh/a	32 459 236
Energy intensity (total electricity, heating, cooling)	kWh/m <sup>2</sup> ECS	109,8
Heating consumption	kWh/a	34 538 204
› Share of renewable heating	kWh/a	10 194 820
› Share of non-renewable heating	kWh/a	24 343 384
› Fuel oil	kWh/a	4 559 043
› Gas	kWh/a	12 939 765
› Heating (local and district heating, environmental heat)	kWh/a	14 325 064
› Heat pump	kWh/a	1 416 997
› Biomass (pellets, wood chips)	kWh/a	1 057 447
› Heating non-differentiable	kWh/a	239 887
Electricity consumption (total electricity)	kWh/a	35 286 313
› Share renewable sources	kWh/a	27 170 461
› Share of non-renewable sources	kWh/a	8 115 852
Electricity consumption (general electricity)	kWh/a	8 577 025
Electricity consumption (tenants electricity)	kWh/a	26 709 288

**Enclosure: Environmental indicators**

KPI	Unit	Value 2023
GHG Emissions (Scope 1 + 2 + 3) (location based)	kg CO <sub>2</sub> eq	5 516 210
› Direct GHG Emissions (Scope 1)	kg CO <sub>2</sub> eq	3 569 930
› Energy-related indirect GHG Emissions (Scope 2)	kg CO <sub>2</sub> eq	1 421 063
› Gross other indirect GHG emissions (Scope 3)	kg CO <sub>2</sub> eq	525 217
GHG emissions intensity (Scope 1 + 2 + 3)	kg CO <sub>2</sub> eq/m <sup>2</sup> ECS	8,7
GHG emissions intensity (Scope 1 + 2)	kg CO <sub>2</sub> eq/m <sup>2</sup> ECS	7,8
› GHG emissions intensity (Scope 1)	kg CO <sub>2</sub> eq/m <sup>2</sup> ECS	5,61
› GHG emissions intensity (Scope 2)	kg CO <sub>2</sub> eq/m <sup>2</sup> ECS	2,23
› GHG emissions intensity (Scope 3)	kg CO <sub>2</sub> eq/m <sup>2</sup> ECS	0,83

**Enclosure: Water**

KPI	Unit	Value 2023
Total water consumption	m <sup>3</sup>	393 873
Water intensity	m <sup>3</sup> /m <sup>2</sup> EBF	0,62

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Page 10: Green space, Labitzke site, Zurich  
Page 20: Park with playground, Grand Mont-Riond, Lausanne  
Page 32: Studio in Les Jumeaux, Flon district, Lausanne  
Page 49: Photo art: "Realm of Enchanted Shadows", André Wagner,  
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