

# Sustainability at Mobimo

As a company with a long-term focus, Mobimo has incorporated sustainability criteria into its business activities for many years. Energy-efficiency renovations of investment properties are one of many measures taken in this regard. Fortunately, stakeholders have also become much more attuned to this topic over the years.

There are three dimensions to Mobimo’s sustainability strategy: the environment, society and governance. The topic of sustainability is promoted at a strategic level, particularly by the Real Estate Committee of the Board of Directors. The Sustainability team, which consists of representatives from all business areas and is overseen by the Head of Development, is responsible for operational implementation. Ernst & Young AG conducts the external audit of energy and emissions data (independent limited assurance). The annual sustainability report provides a comprehensive insight into the company’s sustainability performance.

👁 Sustainability report in accordance with GRI standards at [www.mobimo.ch](http://www.mobimo.ch) under About us > Sustainability.

## Renovations in the real estate portfolio

The property at Friesenbergstrasse 75 was constructed in 1976 and has recently undergone extensive renovation. The entire façade was renewed and upgraded with the addition of an automatic shading system and improved thermal insulation. The renovation also increased the energy efficiency of the building’s lighting. The first floor now contains a cafeteria featuring a pleasant break-out area and terrace. The building’s energy consumption is set to be reduced by 16%, and greenhouse gas emissions by 30%.



Comprehensive improvement of the property, which was built in 1976.

Objectives	2020 measures
Reduce energy consumption and emissions and make careful use of natural resources	<ul style="list-style-type: none"> <li>› Incorporating energy efficiency targets into the portfolio strategy</li> <li>› Implementing various renovation measures</li> <li>› Commissioning the energy network at the Mattenhof in Kriens</li> </ul>
Promote renewable energy and innovation	<ul style="list-style-type: none"> <li>› Devising a strategy for the operation of photovoltaic systems</li> <li>› Developing intelligent building management</li> </ul>
Enhance Mobimo’s attractiveness as an employer	<ul style="list-style-type: none"> <li>› Introducing annual working hours and expanding home working</li> <li>› Establishing a transparent assessment and feedback culture</li> </ul>
Create added value for society	<ul style="list-style-type: none"> <li>› Digitalising customer service</li> <li>› Conducting a participation process for further development of the Aeschbachquartier</li> <li>› Integrating art for the Zurich, Allmendstrasse (Manegg) property</li> </ul>
Strengthen sustainable value creation in corporate governance	<ul style="list-style-type: none"> <li>› Promoting diversity</li> <li>› Overhauling risk and compliance management</li> </ul>

## Environment

Mobimo considers the efficient use of resources in every aspect of its business activity. Improving energy efficiency, reducing polluting emissions and using renewable sources of energy are the most effective measures in the long term and thus the most important objectives of the company’s sustainability strategy. Mobimo invests an average of around CHF 40 million per year in renovations; other key sustainability pillars include certification, biodiversity and environmentally friendly mobility. All Mobimo developments meet the criteria for sustainable building and increase the quality of the real estate portfolio. Mobimo incorporates biodiversity in its real estate development projects by using native plant species in landscaping, creating animal habitats and renaturing streams. The Horizon building in the centre of Lausanne, for example, includes a biotope with native aquatic plants, while the roof of the Mattenhof district in Kriens also features native plants. The growing popularity of electric vehicles is also reflected in the planning of parking facilities, with 50% of parking spaces in residential or mixed-use properties prepared for the installation of charging stations. In the case of purely commercial or office buildings, the figure is 20%.

**Portfolio data for energy and emissions**

	2011 (baseline year)	2016	Change in % <sup>1</sup>	2020 (actual)	2019	Change in % <sup>2</sup>
Energy-consuming space (m <sup>2</sup> ) <sup>3</sup>	401,392	597,732	48.9	624,113	449,847	38.7
Energy consumption for electricity and heating (MWh) <sup>4</sup>	85,947	81,841	-4.8	67,344	68,328	-1.4
Energy intensity (kWh/m <sup>2</sup> )	214	137	-36.0	108	152	-28.9
Emissions (t CO <sub>2</sub> eq) <sup>5</sup>	13,931	13,505	-3.1	9,744	11,251	-13.4
Emissions intensity (kg CO <sub>2</sub> eq/m <sup>2</sup> )	35	23	-34.3	16	25	-36.0

Independent Limited Assurance Report.

<sup>1</sup> Between 2011 (baseline year) and 2016 (end of the first five-year stage).

<sup>2</sup> Between 2019 and 2020 (actual).

<sup>3</sup> The energy-consuming space is adjusted on an ongoing basis as information becomes available. The calculations use data as at the reporting date (30 June). Significant increase in the current period, mainly because of a change of calculation, but also because of an actual increase.

<sup>4</sup> Corresponds to the quantity billed per property. This figure is extrapolated where no bills are available.

<sup>5</sup> Calculated based on the heating system, type of fuel and consumption, including electricity.

Annual periods refer to the period from 1 July of the previous year to 30 June of the year in question. Mobimo uses the market-based approach for calculations where supplier-specific emissions factors are available.

Mobimo was able to continuously reduce its energy consumption and emissions between 2011 and 2020. 2019 was an exception to this, which was mainly linked to the purchase of Immobilien-gesellschaft Fadmatt AG (properties heated with natural gas). The energy-efficient properties newly added to the portfolio, particularly the Mattenhof in Kriens, the increase in energy-consuming space (see footnote 3) and the Covid-related decrease in electricity consumption by commercial properties were the main drivers behind the fall in energy intensity in 2020. The decrease in emissions intensity was in part a direct consequence of the lower energy intensity, and in part due to the continuous adjustment of energy sources and the updating of emissions factors: as of reporting year 2020, the electricity products per property are now recorded and, where available, product-specific emissions factors are used. This is the case for 51.4% of the electricity purchased directly by Mobimo. The emissions factors for these renewable electricity products are several times lower than the emissions factor that would otherwise have been applied (Swiss electricity mix).

**Certifications**

% (reference value energy-consuming space)

**Development properties**

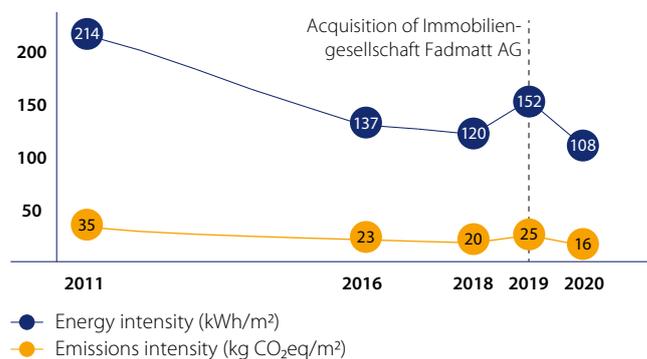
Certified or in accordance with a certification standard  
2019: 100

**Investment properties**

Certified (at least Minergie standards)  
2019: 25

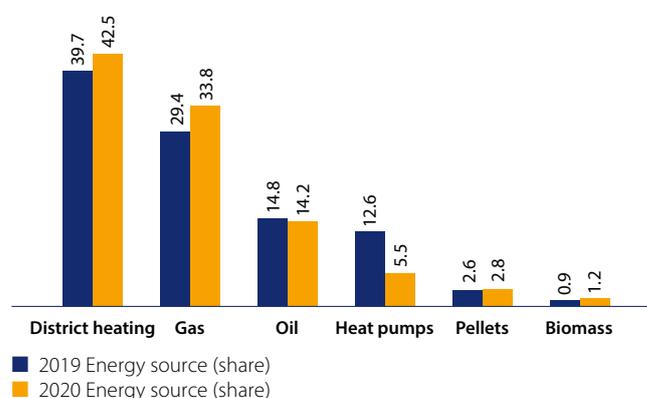
100  
27

**Energy and emissions intensity in the portfolio**



**Energy sources used in heating across the portfolio**

% (reference value kWh)



**Renewable energy in the portfolio**

% (reference value kWh)



The share at the business locations is 100%.

**Power supply thanks to photovoltaics**

As part of the renovation of the Seehallen Horgen, a photovoltaic system was installed on the building's roof, which produces around 125,000 kWh of electricity per year. At the Seehallen Horgen, the general facilities are operated with electricity from the in-house photovoltaic system. Under Mobimo's management, many tenants at the Seehallen Horgen have joined forces to form a "ZEV" (own consumption association), based on the Energy Act and Energy Ordinance.

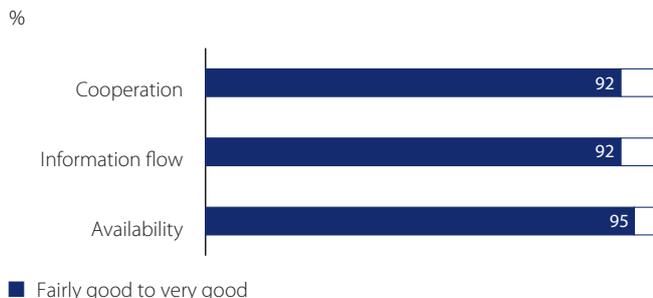
## Society

Mobimo is fully aware of its far-reaching social responsibility. The company is a reliable landlord and property seller, a professional business partner and an attractive employer. Its contribution to society includes realising high-quality residential, working and living spaces, promoting employee development and investing in the Mobimo & Art programme.

## Customers

Mobimo regularly engages an independent external partner to monitor customer satisfaction. The surveys alternate between tenants of residential properties one year and tenants of commercial properties the next. The feedback received from survey participants is generally very positive, particularly in relation to the key criteria of cooperation, information flow and availability.

### Customer survey commercial properties German-speaking Switzerland 2019<sup>1</sup>



<sup>1</sup> The last survey (commercial tenants) took place in 2019. A survey of residential tenants was not conducted in 2020 due to the coronavirus crisis.

Mobimo also views the duration of customer relationships as evidence of a generally high level of satisfaction and good product quality. Mobimo has long-term customer relationships (average: 11.4 years) with its five biggest tenants (19.8% of rental income).

## Combining art and architecture

Art builds identity and adds an emotional layer to the functional relationship between real estate and its users. The latest works in Mobimo's art portfolio are "My elastic eye" (pictured), an installation by the artist Raphael Hefti, and "Rivière Suspendue" by Atelier Schlaepfer, a studio which has been in the Le Flon district since 1992.



## Sustainability in the supply chain

As a principal, Mobimo requires its contracting partners, especially general contractors, to comply with all current and applicable laws, standards, 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 adhered to. Mobimo refers in particular to the latest recommendations issued by KBOB/IPB (the coordination conference of construction and property bodies of public principals and the interest group of private/professional principals), such as "Building construction materials" and "Conditions for planning services (building construction)" (within the meaning of SIA recommendation 112/1).

## Site development and site management

As the owner of the Quartier du Flon, the Aeschbachquartier in Aarau, the Mattenhof in Kriens and the Seehallen Horgen, Mobimo has longstanding experience in developing and managing sites. In its site development projects, Mobimo draws on expert support and liaises closely with public authorities, district associations, neighbours and other stakeholders from the outset. This participation is crucial to creating an overall concept that is in keeping with the local conditions. The site management team has a presence on the ground and is responsible for ensuring a pleasant experience for all users.

## Employees

Mobimo provides attractive employment conditions for its employees. The company pays market-based salaries that take criteria such as education, experience, function, rank and years of service into account along with individual performance and success. Employees receive five weeks of annual leave, a 13<sup>th</sup> month salary, a mobile phone with contract and a bonus based on individual and business performance. All employees are members of a defined contribution pension scheme and have private accident insurance. Mobimo offers more generous maternity leave than required by law:

- › Maternity package up to the fourth year of service: 112 days' maternity pay at full salary.
- › Maternity package from the fifth year of service: 180 days' maternity pay at full salary.

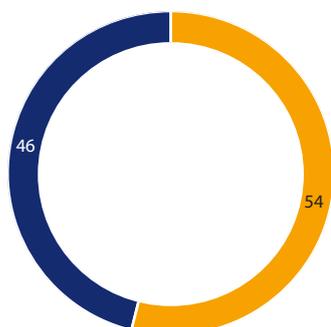
Since 2017, Mobimo has offered employees the opportunity to purchase leave. A maximum of ten additional days of leave can be purchased per calendar year. Mobimo operates a flexible working time model. Employees are able to work from home and/or part-time.

Mobimo encourages training for employees at all levels. This may take the form of financial support or allowing working time to be used for training. 11 employees (6.4%) undertook training in 2020 (previous year: 14, 7.9%). Mobimo employed three commercial apprentices working towards a federal proficiency certificate (EFZ) in 2020.

**173 employees (headcount, -2.3% versus previous year)**

%

- Total women (number)
  - Küsnacht 54
  - Lausanne 18
  - FM (various locations) 18
  - BSS&M Real Estate 4
- Total men (number)
  - Küsnacht 40
  - Lausanne 13
  - FM (various locations) 25
  - BSS&M Real Estate 1

**Employee indicators**

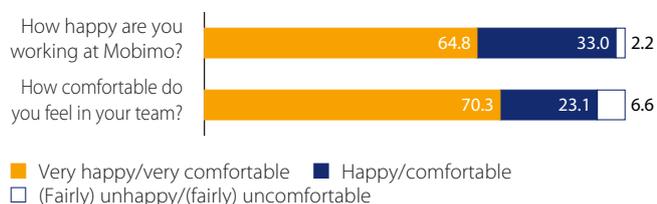
Number

	2020	2019	Change in %
Full-time	127	124	2.4
Part-time	46	53	-13.2
Permanent	171	173	-1.2
Temporary	2	1	100.0
Apprentices	3	3	0.0
Departures	32	27	18.5
New hires	28	27	3.7
Number of employees in training and education	11	14	-21.4
Number of promotions to higher level	14	7	100.0
Occupational accidents (days)	240	0	nmf
Non-occupational accidents (days)	53	73	-27.4
Sickness (days)	1 250	1 062	17.7
Maternity (days)	314	386	-18.7

Mobimo decided in 2020 to start conducting regular employee pulse surveys to monitor its human resources management performance. These offer a number of advantages over conventional employee surveys, which are usually very extensive, as they enable management to obtain valuable feedback, particularly on topical issues, for significantly less cost and effort. 91 employees from the Lausanne and Küsnacht sites took part in the survey in autumn 2020 (response rate 74%). To monitor employee satisfaction over a period of years, the questions "How happy are you working at Mobimo?" and "How comfortable do you feel in your team?" are also asked on an annual basis.

**Employee survey**

%



- Very happy/very comfortable
- Happy/comfortable
- (Fairly) unhappy/(fairly) uncomfortable

**Governance**

Good corporate governance is a key element of Mobimo's business management activities and is designed to ensure that the company maintains its reputation as a responsible and sustainable company. None of the members of Mobimo's Board of Directors have any executive powers, and none have ever previously been members of the company's Executive Board. As at the end of 2020, 33% of the members of the Board of Directors were female. This figure will be further increased subject to the election of Sabrina Contratto to the Board of Directors at the 2021 Annual General Meeting.

Regional origin, qualifications and age are also key diversity criteria for Mobimo. With this in mind, diversity is always an issue when making new appointments at all levels.

**Diversity**

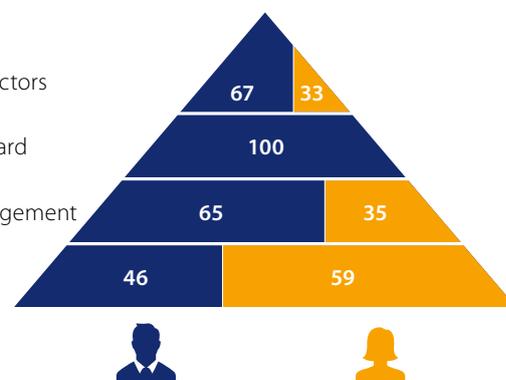
%

Board of Directors

Executive Board

Middle management

Employees



Mobimo has set out the basic principles of ethics, integrity and lawful behaviour in the code of conduct, the compliance regulations, the regulation on the prevention of corruption and bribery, and the directive on the protection of personal privacy and protection against sexual harassment in the workplace. These documents form an integral part of the employment contract. The Legal and HR departments are available for questions on statutory provisions, including any relating specifically to employment law.

**Whistleblowing**

Internal and external bodies are available for reporting incidents. These contact points are published on the intranet.

**Risk management**

Risk management is a hugely important component of the processes that make up the integrated management system (see page 37 of the corporate governance report for more details). Sustainability aspects are also considered as part of risk management.

👁 [www.mobimo.ch](http://www.mobimo.ch) under Investors > Corporate governance > Risk report.

👁 Corporate governance report from page 25 onwards in the Annual Report 2020.

## Non-financial indicators

Mobimo also incorporates non-financial indicators into its assessment of its performance. Ratings such as GRESB and CDP show the investment portfolio performing well once again. The election of a second woman to the Board of Directors improved that body's gender balance.

### Energy intensity

kWh/m<sup>2</sup>  
2019: 152

# 108

### Emissions intensity

kg CO<sub>2</sub>eq/m<sup>2</sup>  
2019: 25

# 16

### Share renewable energy electricity

% (reference value kWh)

# 93

### Investments in renovations

CHF million  
Ø 2018–2020

# ~40

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

%  
2019: 52

# 54

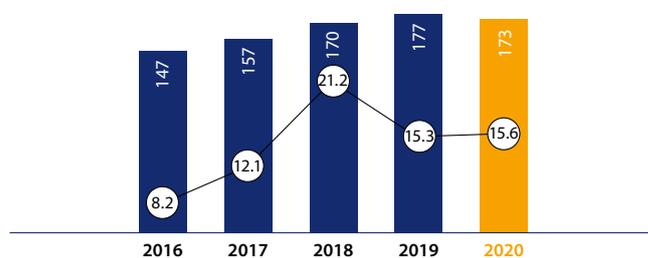
### Women in Board of Directors

%  
2019: 14

# 33

### Employees and turnover

headcount/%



### Duration of customer relationships with five biggest tenants

Ø in years

# 11.4

## Standards and ratings



### GRESB: Green Star

Based on 2020 results and scoring 71 points, the Mobimo portfolio has once again been awarded Green Star certification in the best quadrant (2019: 78 points). Due to an adjustment of the valuation method, the previous year's comparison is not meaningful.



### CDP: Score B, Sector Leader

With a score of B+ (on a scale from A to F), Mobimo achieved a top result within the real estate industry in the Germany/Austria/Switzerland region – the same result as in the previous year.



### EPRA sBPR: Gold Award

Mobimo's EPRA Sustainability Best Practice Recommendations Report was once again awarded the EPRA sBPR Gold Award, the highest award of its kind.



### DGNB: Gold Certificate

With the Aeschbachquartier in Aarau, Mobimo is developing the first district in Switzerland to be awarded German Sustainable Building Council (DGNB) certification.



### Minergie standard

With the certification of all new development properties, Mobimo ensures that its buildings do meet at least the Minergie standard for energy efficiency.



### Employers We Trust

This label is awarded to companies that set themselves apart through the high appreciation that they demonstrate for their employees.

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

Zurich, 3 February 2021

## Independent assurance report

We have undertaken a **limited assurance** engagement of the information marked with a „☒“ in the Annual Report of Mobimo Holding AG for the reporting period from 1 January 2020 to 31 December 2020:

- ▶ Table on portfolio data for energy and emissions on page 21 of the Annual Report

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

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



### Responsibility of Mobimo's management

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



### Applicable criteria

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

- ▶ GHG Protocol Corporate Standard (Revised Edition)

A summary of the guidelines is presented on the Greenhouse Gas Protocol website (online at <http://www.ghgprotocol.org/sites/default/files/ghgp/standards/ghg-protocol-revised.pdf>).

We believe that these criteria are a suitable basis for our review.

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



### Independence and Quality Control

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

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



### Our responsibility

Our responsibility is to express a limited assurance conclusion on the above mentioned KPIs based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised) "Assurance Engagements Other than Audits or Reviews of Historical Financial Information (ISAE 3000 Revised)", issued by the International Auditing and Assurance Standards Board. 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.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent 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. The procedures selected depend on the auditor's judgment. This includes the assessment of the risks of material misstatements in the report with regard to the applicable criteria.



### Summary of work performed

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

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

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent 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. Accordingly, we do not express a reasonable assurance opinion about whether the KPIs marked with a „☑“ in the report have been prepared, in all material respects, in accordance with the applicable criteria.



### Conclusion

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

### Ernst & Young AG



Tobias Meyer  
(Qualified  
Signature)

Partner



Mark Veser  
(Qualified  
Signature)

Senior Manager