

MOBIMO

Sustainability Report 2020



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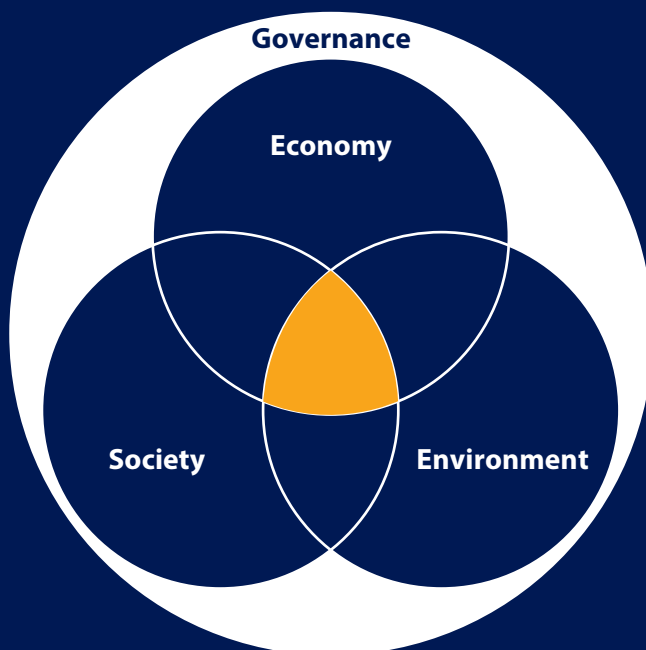
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About this report

Mobimo has incorporated sustainability goals into its strategy since 2011. Mobimo is reporting on its sustainability performance for the tenth time in this Sustainability Report 2020. Since 2013, it has applied the reporting framework of GRI (Global Reporting Initiative). It 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. The economic dimension of sustainability is largely covered in the annual report, while environmental and social topics can predominantly be found in the sustainability report (see also

the GRI Content Index on page 38). A summary of the key topics and the progress made in the field of sustainability is published annually in the annual report.

Ernst & Young AG has conducted the external audit of energy and emissions data (limited assurance) since 2013. The assurance statement is set out on page 45. The sustainability report covers the period from 1 January 2020 to 31 December 2020. It is published annually online in German and English.

👁 www.mobimo.ch > About us > Sustainability

👁 www.mobimo.ch > Investors > Reporting

The three dimensions of sustainability

Dear readers

At the time of writing, coronavirus still has the planet firmly in its grip. The pandemic has brought home the extent to which influences from the **environment** – in this case a virus – determine or alter our lives, the importance of a well-functioning **society** – from healthcare systems to neighbourliness – and the value of a resilient **economy**. These three dimensions of sustainability are tremendously important for us all.

With this in mind, we addressed the sustainability of our business activities with particular intensity during 2020 and compiled this tenth sustainability report. We are pleased that you are interested in this document and trust that it will provide you with informative insights into our goals, measures and progress.

Our core sustainability team, made up of representatives from all departments, has reviewed the topics that are particularly important for Mobimo and given new emphasis to certain aspects. You can find an overview of these on page 7. The top priority remains the CO₂ emissions produced by our portfolio and the definition and implementation of a reduction path. We are progressing well on this front, recording a substantial fall in emissions intensity last year.

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



Brian Fischer, Member of the Board of Directors/Chairman of the Real Estate Committee, and Daniel Ducrey, CEO.

For the first time, over half the electricity products in the calculation used producer-specific emissions factors (rather than applying the Swiss-wide electricity mix), allowing us to replicate actual consumption even more effectively. The Global Real Estate Sustainability Benchmark (GRESB) once again awarded Mobimo's investment portfolio Green Star certification. Our ambition to meet the requirements of established certificates such as DGNB, 2000-Watt Site and Minergie in our real estate developments also remains unchanged. We are proud that certified properties already make up almost a third of our portfolio by market value. You can find details on pages 24 to 25.

Our pipeline contains a number of projects based on particularly comprehensive sustainability criteria. For example, we are involved in a diverse project to create a major district development in Niederrangen near Berne. You can read more about Papillon on page 22.

Another aspect of sustainability management that we regard as important is the need for customer relationships that are based on trust. Unsurprisingly, contact with our tenants in the catering, retail and hotel industries last year was dominated by the challenges linked to the coronavirus pandemic and our support measures. Philippe Vaes, who chairs the tenants association for the Le Flon district, gives a good account of Mobimo's performance in this area on page 30.

We hope you enjoy the read and thank you for your interest in Mobimo.

Brian Fischer
Member of the Board of Directors
Chairman of the Real Estate Committee

Daniel Ducrey
CEO

Sustainability at a glance

Almost one-third of Mobimo's investment portfolio by market value now has a sustainability certificate. Ratings such as GRESB and CDP show the investment portfolio performing well on this front once again. Since the 2021 Annual General Meeting, the Board of Directors has had a balanced gender mix, with three women and three men.

Energy intensity

kWh/m²
2019: 152

108

Emissions intensity

kg CO₂eq/m²
2019: 25

16

Share of renewable energy, electricity

% (reference value kWh)

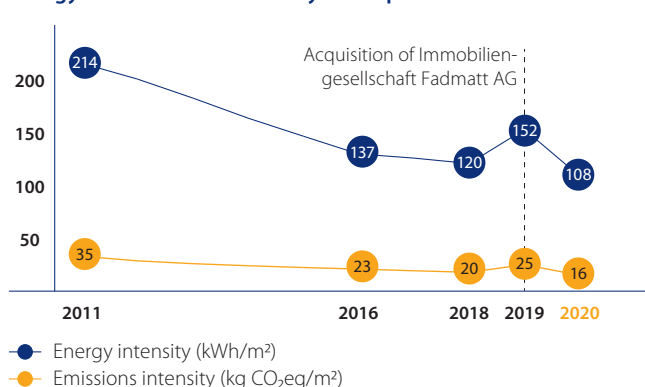
93

Investment in renovations

CHF million
Average 2018–2020

~40

Energy and emissions intensity in the portfolio



👁 Detailed information on data for energy and emissions on page 20.

Certifications

% (reference value energy-consuming space)

Development properties

Certified or in accordance with a certification standard
2019: 100

100

Investment properties

Certified (at least to Minergie standards)
2019: 25

27

Certified market value of the investment portfolio

CHF million

834

Ratings and certifications



GRESB: Green Star

The Mobimo portfolio was once again awarded Green Star certification (best quadrant), with a score of 71 points. A change of methodology means that this figure cannot be meaningfully compared with the prior-year figure of 78 points.



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 on climate change scoring – the same result as in the previous year.

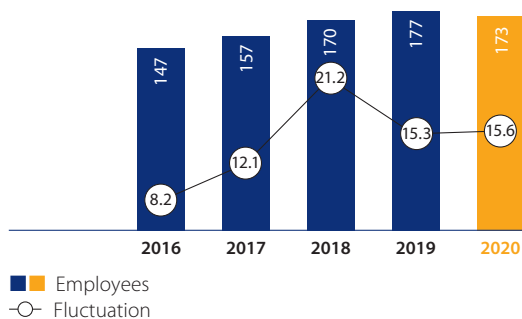


EPRA sBPR: Gold Award

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

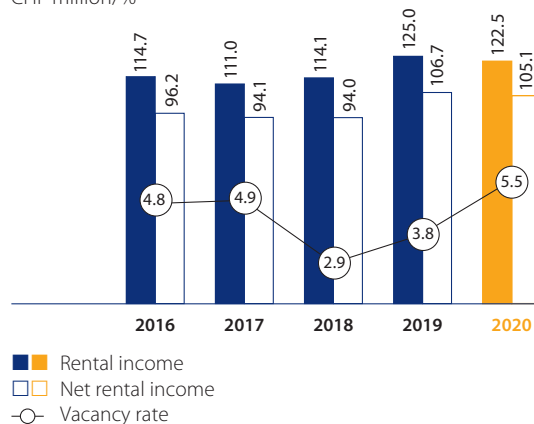
Employees and staff fluctuation

By headcount/%



Rental and net rental income and vacancy rate

CHF million/%



Employees

Full-time equivalents
2019: 161.5

159.6

Proportion of women overall (excl. BoD)

%
2019: 52

54

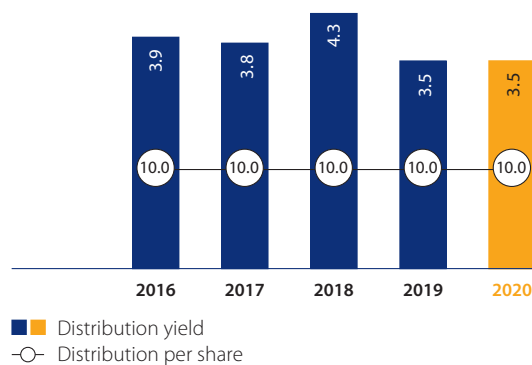
Women on the Board of Directors

%
2019: 14

33

Distribution yield

%/CHF



MINERGIE®

Minergie standard

Mobimo has all new development properties certified to ensure that the buildings fulfil the Minergie standard for energy efficiency as a minimum requirement.



DGNB: Gold Certificate

The Aeschbachquartier in Aarau is the first district in Switzerland to be awarded German Sustainable Building Council (DGNB) certification for holistic sustainability.



Employers We Trust

This label shows that Mobimo is held in great esteem by its employees. The companies awarded it stand out for their commitment to continuous professional development.

Stakeholder integration

GRI 102-40, 102-42, 102-43

For Mobimo, involving stakeholders is a key part of sustainability management. Awareness of the topic has risen steadily over recent years, both within and outside the company.

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. Stakeholders are selected based on their relevance in terms of corporate strategy and sector and whether they significantly influence Mobimo or are affected by the company's activities.

Stakeholders include the following groups:

- › Customers
- › Employees
- › General public
- › Institutional investors
- › Organisations and associations
- › Partners (general contractors, architects, general planners, etc.)
- › Private shareholders
- › Public authorities

The stakeholder survey seeks to identify the main sustainability topics. These are topics that have relevant economic, environmental and social implications for Mobimo or that are particularly relevant to the business.

 **Selected statements by stakeholder groups can be found at www.mobimo.ch > About us > Sustainability.**

Involvement in interest groups

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

Standards/guidelines applied

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

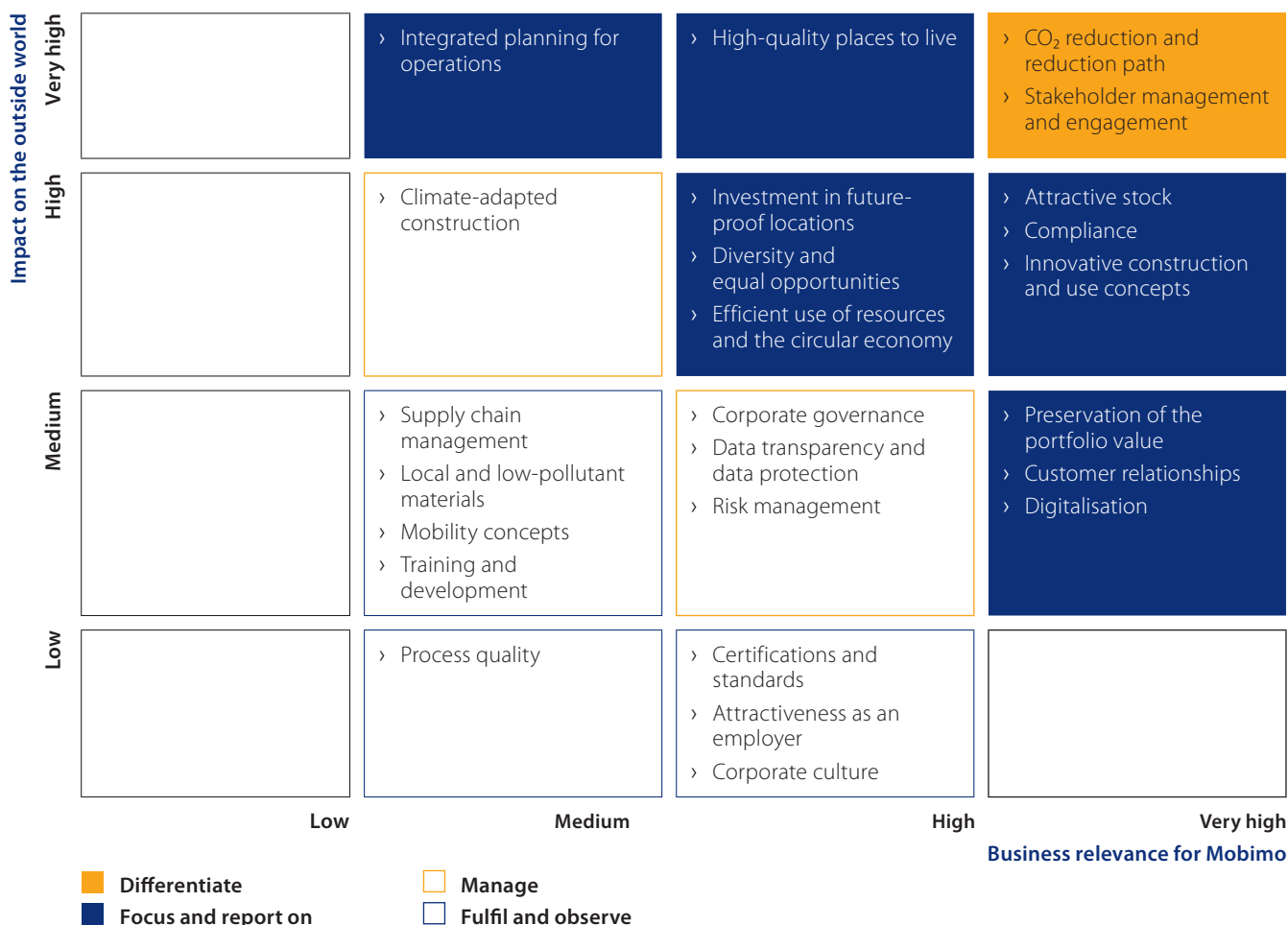
- › CDP
- › DGNB
- › FTSE EPRA Index
- › GPR 250 Real Estate Index
- › GRI
- › Minergie
- › NNBCH/SNBS
- › Plusenergie-Quartier of the Verein Hauptstadtregion Schweiz (association promoting the interests of the Swiss capital region)
- › SGNI
- › 2000-Watt Society (2000-Watt Site)

Memberships of associations (not exhaustive)

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

Key sustainability topics

GRI 102-44, 102-46, 102-47, 102-49



In 2020, Mobimo conducted a review of the key aspects of sustainability in dialogue with sustainability experts, leading to a reweighting of some aspects. Peer reviews and analysis of international frameworks such as the GRI Standards and SASB Real Estate Standard were used to identify potentially relevant topics. These were compared against the existing key topics and divided into six categories:

- › Economic capability
- › Business management and compliance
- › Stakeholders
- › Environment
- › Employees
- › Innovation

Finally, each aspect of sustainability was evaluated with regard to its business relevance and its economic, environmental and social impacts, and strategic priorities were set (see materiality matrix).

The company wishes to stand out even more within the industry for its CO₂ reductions and the development of a CO₂ reduction path, and make its sustainability strategy a model of stakeholder management and engagement.

Regular reviews and updates of the materiality matrix ensure that the content of the report is kept relevant and credible. The current topics are better adapted to Mobimo's situation and context. The following adjustments were made in relation to the GRI Standards: GRI 410: Security Practices and GRI 415: Public Policy were not regarded as material and were therefore excluded from the scope of this report. GRI 407: Freedom of Association and Collective Bargaining, GRI 408: Child Labour and GRI 409: Forced or Compulsory Labour were subsumed under GRI 412: Human Rights Assessment. By contrast, GRI 203: Indirect Economic Impacts and GRI 204: Procurement Practices were added.

Introduction

Key sustainability topics

The following table provides an overview of all key topics, together with the corresponding GRI Standards, area of applicability and a list of the stakeholder groups primarily affected by the topic.

Topics and their materiality within and outside the organisation

| Key sustainability topics | Corresponding GRI Standards | Boundary | | Primary materiality of the topic |
|---------------------------------------|---|----------|----------|---|
| | | Internal | External | |
| Economic capability | | | | |
| Preservation of the portfolio value | GRI 201: Economic Performance | • | • | › Customers › Institutional investors › Private shareholders |
| Attractive stock | GRI 201: Economic Performance | • | • | › Institutional investors › Organisations and associations › Private shareholders |
| Risk management | GRI 102-11 GRI 102-15 GRI 102-29 GRI 102-30 | | | › Customers › Employees › General public › Institutional investors › Partners › Private shareholders |
| | GRI 201: Economic Performance | • | • | › Public authorities |
| Process quality | | • | | › Customers › Employees › Partners |
| Investment in future-proof locations | GRI 203: Indirect Economic Impacts | • | • | › Customers › General public › Institutional investors › Private shareholders › Public authorities |
| Business management and compliance | | | | |
| Corporate governance | GRI 102-18 – 39 | • | | › Customers › Employees › Institutional investors › Organisations and associations › Private shareholders |
| Corporate culture | GRI 102-16 | • | | › Employees |
| Compliance | GRI 102-16 GRI 102-17 GRI 102-25 GRI 205: Anti-Corruption GRI 206: Anti-competitive Behaviour GRI 307: Environmental Compliance GRI 412: Human Rights Assessment GRI 417: Marketing and Labelling GRI 419: Socioeconomic Compliance | | | › Customers › Employees › General public › Institutional investors › Organisations and associations › Partners › Private shareholders |
| | | • | | › Public authorities |
| Stakeholders | | | | |
| Data transparency and data protection | GRI 418: Customer Privacy | • | • | › Customers › Employees |
| Stakeholder management and engagement | GRI 102-13 GRI 102-21 GRI 102-37 GRI 102-40 to 102-44 GRI 102-46 and 102-47 GRI 102-49 | | | › Customers › Employees › General public › Institutional investors › Organisations and associations › Partners › Private shareholders |
| | | • | • | › Public authorities |
| Supply chain management | GRI 102-9 GRI 204: Procurement Practices | • | • | › Partners |

| Key sustainability topics | Corresponding GRI Standards | Boundary | | Primary materiality of the topic |
|---|--|----------|----------|--|
| | | Internal | External | |
| High-quality places to live | GRI 413: Local Communities | • | • | › Customers › General public › Organisations and associations › Public authorities |
| Customer relationships | GRI 416: Customer Health and Safety | • | • | › Customers |
| Environment | | | | |
| Local and low-pollutant materials | GRI 301: Materials | • | | › Customers › Organisations and associations › Partners |
| Efficient use of resources and the circular economy | GRI 303: Water and Effluents GRI 306: Waste | • | | › Customers › Organisations and associations › Partners |
| CO ₂ reduction and reduction path | GRI 302: Energy GRI 305: Emissions | • | | › Customers › General public › Institutional investors › Organisations and associations › Partners › Private shareholders › Public authorities |
| Certifications and standards | GRI 102-12 | • | | › Institutional investors › Organisations and associations › Partners › Private shareholders › Public authorities |
| Climate-adapted construction | GRI 304: Biodiversity | • | | › Customers › Organisations and associations › Partners › Public authorities |
| Employees | | | | |
| Attractiveness as an employer | GRI 401: Employment GRI 402: Labour/Management Relations GRI 403: Occupational Health and Safety | • | | › Employees |
| Diversity and equal opportunities | GRI 405: Diversity and Equal Opportunity GRI 406: Non-discrimination | • | | › Employees |
| Training and development | GRI 404: Training and Education | • | | › Employees |
| Innovation | | | | |
| Mobility | GRI 203: Indirect Economic Impacts GRI 305: Emissions | • | • | › Customers › General public › Organisations and associations › Partners › Public authorities |
| Innovative construction and use concepts | GRI 301: Materials GRI 305: Emissions | • | | › Customers › Institutional investors › Private shareholders |
| Digitalisation | GRI 302: Energy GRI 305: Emissions | • | | › Customers › Employees |
| Integrated planning for sustainable operations | | • | | › Customers › Employees › General public › Institutional investors › Organisations and associations › Partners › Private shareholders |

VALUE CREATION AND MANAGEMENT OF THE BUSINESS



Economic performance

Total portfolio value
CHF million
2019: 3,298

3,353

Mobimo's profit-oriented business model is geared towards long-term profitability that is built on solid foundations, with a diversified property portfolio and a promising project pipeline.

Rental income
CHF million
2019: 125.0

122.5

Preserving and growing capital are to a large extent dependent on doing business sustainably. The annual report and the half-year report provide comprehensive insight into the company's business activities.

 www.mobimo.ch > Investors > Reporting

Profit
CHF million
2019: 103.1

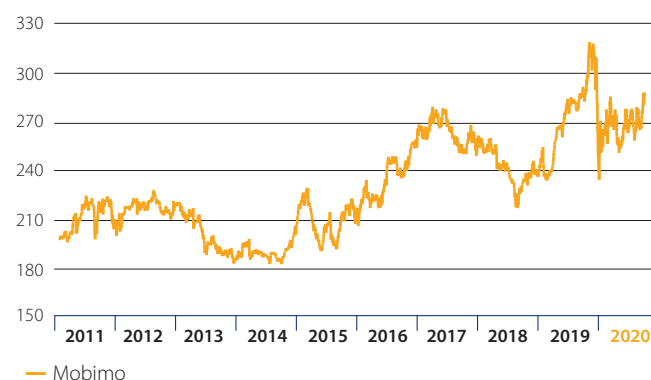
96.6

Attractive stock

Mobimo remains Switzerland's fourth-largest listed real estate company by portfolio size and market capitalisation. Mobimo shares are characterised by long-term capital appreciation and a consistent, shareholder-friendly distribution policy. Annual performance since the company's initial public offering (IPO) in 2005 has averaged 6.0%, and the average annual distribution yield for the last five years is roughly 3.8%. Since the IPO, distributions have been made by means of repayments from the capital contribution reserves or by nominal value reductions, neither of which are taxable for individuals liable for tax in Switzerland.

Share performance

CHF



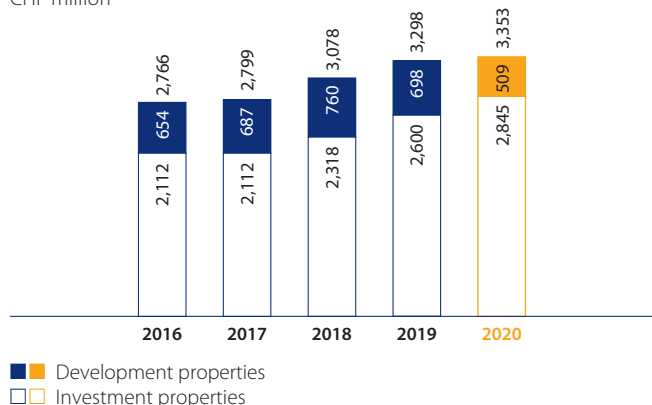
Source: SIX Swiss Exchange

Preservation of the portfolio value

Mobimo's real estate portfolio had a total value of just under CHF 3.4 billion as at end-2020 and consisted of 135 properties in Switzerland's most important economic areas. The value of the portfolio has been steadily increased over recent years.

Total real estate portfolio value

CHF million



Growth in the value of investment properties

The annual potential rental income from investment properties as at 31 December 2020 was CHF 130.0 million, producing stable and predictable income. 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 tenants. Mobimo invests an average of around CHF 40.0 million per year in renovations. The portfolio management team helps preserve and grow value through the portfolio strategy.

👁 You can read more about site development and management on page 27.

Value added through development

Mobimo's own real estate development activities are another driver of value creation in the real estate portfolio. Mobimo is currently planning and realising properties with a total investment volume of around CHF 1,730 million from its own developments, broken down into CHF 580 million for investment properties for its own portfolio, CHF 560 million for development properties for third parties, and CHF 590 million for condominiums to be sold. The transfer of completed properties to the investment portfolio generates added value in two different ways: strengthening Mobimo's income base over the long term and increasing the value of the real estate portfolio. Every development for the investment portfolio is built in accordance with the criteria of an established Swiss sustainability certificate.

Investment in future-proof locations

Mobimo invests in promising locations in Switzerland. It 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 good locations.

Sustainability is also a factor in the selection of locations, particularly with regard to public transport connections.

Integrated planning for sustainable operations

At Mobimo, the internal specialists in Facility Management and Property Management are part of the planning team right from the earliest stages of real estate development and ensure that operational needs are incorporated into planning.

👁 You can read more about integrated planning on the next page.

All the different interests are represented from an early stage

Marco Tondel, Head of Development and Sustainability Manager, discusses conflicting objectives in real estate development and the importance of integrated planning.

What is integrated planning, and what does this approach have to do with sustainability?

Integrated planning is an all-encompassing approach to the planning of building works. It entails all the different specialist disciplines and stakeholder groups involved in the planning process working together right from the initial ideas phase. This is important because the direction of key aspects of the property's lifecycle is determined at this very early stage in the process. And that is where sustainability comes in: Mobimo always considers demands in relation to the efficient use of resources, energy efficiency and certifications alongside traditional objectives such as user convenience, cost efficiency and aesthetics. Inevitably, some of these objectives will be incompatible. That makes it all the more important to listen to and prioritise all the different interests and viewpoints from the outset.

Is integrated planning mainly about optimising operations?

Operation of properties is one area of focus, as a long-term and therefore important phase of the lifecycle. One task for integrated planning is to incorporate operational needs and flag up impacts on operations at an early stage in the planning process. It is entirely possible that a measure that at first glance appears expensive may actually pay off through lower maintenance and operating costs. When we think about property operation, we do not confine ourselves to maintenance and caretaking; we also consider the lives that will be led in and around the buildings. How will the public, semi-public and private spaces fit together?



Marco Tondel, Head of Development and Sustainability Manager

What needs on the part of residents and users must be placed at the forefront? We address these questions in conjunction with architects and public authorities, supported in some cases by sociologists, and also canvas the thoughts of the local population.

How does building technology feed into integrated planning?

Technical questions are of course paramount. It is especially important that all the systems within a building or site work together. These days, it is often only possible to meet certification and reporting requirements by having integrated systems in place. Adopting a holistic approach also brings optimisations in terms of operation and the efficient use of resources: intelligent technology reports malfunctions automatically via a central building management system and enables fixes to be carried out remotely. A heating and cooling system that is linked to weather programmes reduces energy consumption. It can also make sense to reduce the high-tech element and move away from static design. At our residential development in Manegg, ventilation is achieved through openings in the façade rather than ventilation ducts embedded in the concrete. Options like this must also be discussed, coordinated and integrated at an early stage in planning.

Good corporate governance

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 and management body. The Board of Directors has delegated the operational management of the Mobimo Group to the Executive Board.

Board of Directors

The Board of Directors of Mobimo Holding AG consisted of six members as at 31 December 2020. This allows for efficient consensus-building while also enabling an adequate division of responsibilities among the individual members, thus ensuring sufficient flexibility with regard to the composition of the committees. 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 Board of Directors regularly conducts a self-evaluation exercise. This process considers criteria such as the composition of the Board, the expertise that its members possess and any that should be added, the effectiveness of its collaboration and the discussion culture. As at the reporting date, none of the members of the Board of Directors had any significant business relationships with a Mobimo Group company, nor did any of them belong to the Mobimo Group Executive Board. As such, there is no cross-membership of boards of directors.

Diversity

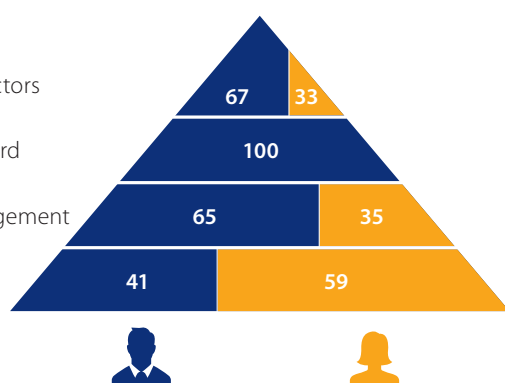
%

Board of Directors

Executive Board

Middle management

Employees



As at the end of 2020, 33% of the members of the Board of Directors were female. This figure increased further with 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. Diversity is always borne in mind when filling posts at all levels.

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.

The Board of Directors has three committees: the Real Estate Committee (IC), 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 2020 was as follows:

| Board of Directors | | |
|---|---|---|
| Chairman: Peter Schaub Vice Chairman: Daniel Crausaz | | |
| Brian Fischer, Bernard Guillelmon, Bernadette Koch, Dr. Martha Scheiber | | |
| Real Estate Committee (IC) ¹ | Audit and Risk Committee (AC) ² | Nomination and Compensation Committee (NCC) ³ |
| Brian Fischer (Chairman) Peter Schaub Dr. Martha Scheiber | Daniel Crausaz (Chairman) Bernadette Koch Dr. Martha Scheiber | Bernard Guillelmon (Chairman) Brian Fischer Bernadette Koch |

¹ Sabrina Contratto joined the Real Estate Committee with effect from April 2021.

² Following the 2021 Annual General Meeting, Dr. Martha Scheiber took over from Daniel Crausaz as Chair of the Audit and Risk Committee and stepped down from the Real Estate Committee.

³ Bernadette Koch took over from Bernard Guillelmon as Chair of the Nomination and Compensation Committee with effect from April 2021. Mr Guillelmon left the Board of Directors at the end of March 2021. Daniel Crausaz joined the Nomination and Compensation Committee.

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.

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 perform no long-term management or advisory functions for key Swiss or foreign interest groups.

Long-term approach to compensation

Mobimo's success has for many years been based, among other factors, on complying with certain sustainability criteria that are embedded into the company's strategy. The members of the Board of Directors and the Executive Board share in the company's long-term success by receiving a substantial percentage of their compensation in the form of shares. The maximum total amount of compensation must be approved annually by the Annual General Meeting.

 You can read more about good corporate governance and compensation from page 25 onwards of the Annual Report 2020.

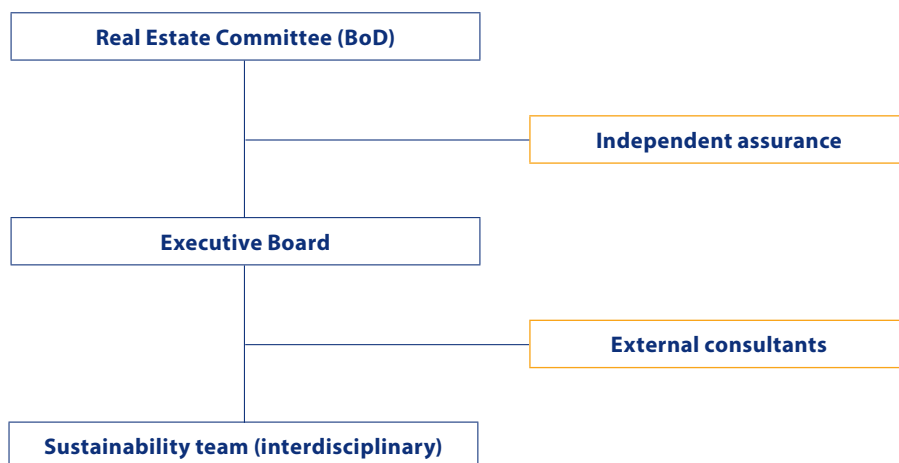
Process quality

All Mobimo's core, support and management processes were revised in 2020 and made available to all employees through the integrated management system (IMS) on Sharepoint. The IMS describes the business processes, presents them in visual form and makes the necessary tools available. It is binding for all employees and underlines Mobimo's strong quality-consciousness.

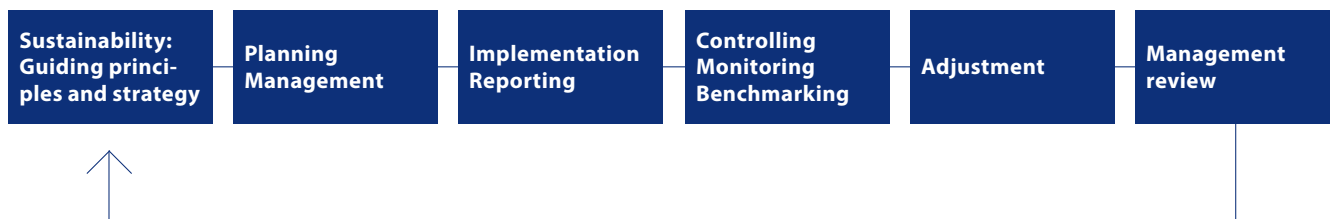
Sustainability management

The topic of sustainability is enshrined in Mobimo's strategy, structures and processes, and is promoted at a strategic level, particularly by the Real Estate Committee of the Board of Directors. The sustainability team, which consists of representatives of various operating areas and is overseen by the Head of Development, is responsible for operational implementation. The team is also supported by external advisors from time to time. Ernst & Young AG conducts the audit of energy and emissions data (limited assurance).

Sustainability bodies



Management and processes



Risk management

The Board of Directors bears overall responsibility for risk management. The Executive Board is responsible for implementing risk management, including awareness-raising among employees, monitoring risks in each area of responsibility and reporting to the Risk Committee, which is made up of the Executive Board and the Head of Controlling. During the first half of the year, the Risk Committee collates the risks that are relevant for the Mobimo Group and evaluates these in light of the risk management measures. The Risk Committee reports the findings to the Audit and Risk Committee, which in turn communicates them to the Board of Directors. An

institutionalised internal audit is not appropriate, due to the size of the company. Mandates are placed externally where necessary. The auditor discusses the audit findings with the Audit and Risk Committee and the CFO, but for reasons of independence establishes these findings itself.

 www.mobimo.ch > Investors > Corporate governance > Risk report

The following table provides an overview of the opportunities and risks relevant for sustainability:

| Opportunities/risks | Description | Effect | Status | Significance for business activities |
|--|--|--|---|---|
| Regulatory, economic | | | | |
| Compliance, ethics and integrity | Ethical conduct is one of the most critical elements in doing business sustainably. | <ul style="list-style-type: none"> › High ethical standards in business management and value creation › Large volume of regulations | Ongoing | High |
| Preservation of and growth in the value of the company | In the real estate industry there is a direct link between sustainability and preserving and growing the value of the portfolio. | <ul style="list-style-type: none"> › Regular property renovations › Active property management › Attractive development projects | Ongoing | High |
| Product labelling (certifications) | Fulfilling the Minergie standard or another sustainability standard. | | | |
| Taxes and levies (CO ₂ , energy sources) | CO ₂ levies are imposed on all fossil fuels (e.g. heating oil, natural gas). | | Ongoing | Medium |
| Laws, building regulations (Swiss energy strategy) | Specifications for and promotion of energy-efficient buildings (context: implementation of Energy Strategy 2050). | <ul style="list-style-type: none"> › New, enhanced requirements for buildings › New technologies and innovations (push) › Higher costs (planning, initial investments, certifications) › Levies › Renovations › Various measures (information, training, etc.) | Uncertain, depends on the federal government's target achievement | No disclosures possible |
| Ecological, climatic | | | | |
| Resources and emissions | Prudent use of resources and reductions in emissions intensity are very important within the real estate industry in particular. | <ul style="list-style-type: none"> › Definition of a CO₂ reduction path in accordance with the federal government's Energy Strategy 2050 › Making better use of resources through innovative technologies | Ongoing | High |
| Construction materials | Use of construction materials taking account of health-related and environmental considerations. | <ul style="list-style-type: none"> › Requirements in terms of the materials used are rising › New technologies and construction methods › Higher costs (planning, initial investments, certifications) › Information and training | Ongoing | Medium to high |
| Temperature fluctuations (average temperature, extreme temperatures) | <ul style="list-style-type: none"> › Mobimo refers to the Swiss Federal Climate Report for changes in physical climatic parameters. | <ul style="list-style-type: none"> › The siting of buildings is particularly important › Investments are made exclusively in central locations with good public transport links and in accordance with clear guidelines | | Fairly low, as Mobimo invests exclusively in central, non-Alpine locations within Switzerland |
| Natural phenomena such as floods and avalanches | <ul style="list-style-type: none"> › These risks can have an impact on energy production and use, costs, preventive measures (water/flooding, etc.), water and its use, and health. | <ul style="list-style-type: none"> › Higher costs (various measures must be taken into account) | Probable | |
| Snow and ice | | | | |

| Opportunities/risks | Description | Effect | Status | Significance for business activities |
|---|--|--|---------------|--------------------------------------|
| Social | | | | |
| Reputation | Developing high-quality real estate is very important for a company's reputation. | | | |
| Change in buyer and customer behaviour | Customers are paying increasing attention to sustainability aspects of real estate, growing awareness, greater sensitivity. | <ul style="list-style-type: none"> › New, enhanced requirements for properties and sites | | |
| Changed socio-cultural environment | New demands are shaping the socio-cultural environment of the living and working worlds, migration to Switzerland. | <ul style="list-style-type: none"> › New customer requirements › New offerings and services › Qualitative portfolio development | | |
| Changed environment | Various political, economic and social developments are influencing the environment and therefore the interests, requirements and purchasing power of customers. | <ul style="list-style-type: none"> › Differentiation strategy › Diversity › Migration › Changes in supply and demand › Impact on prices | Very probable | Medium to high |
| Employees | Attracting and retaining motivated, highly educated employees is key to success. | <ul style="list-style-type: none"> › Promotion of employees' wellbeing, health, safety and professional development | Ongoing | Medium to high |
| Innovation | Contributions can be made to controlled changes to societal systems through the application of new ideas and technologies. | <ul style="list-style-type: none"> › Digitalisation › Changes in mobility › Constant adjustments to reflect trends and changes | Very probable | High |

Compliance, ethics and integrity

Mobimo is a responsible and sustainable company. The company's Code of Conduct governs the principles according to which it carries out its business.

Mobimo is guided by high ethical standards in all its decisions and activities and always respects human rights. The Code of Conduct was issued by the Board of Directors and sets out the basic principles of ethics, integrity and lawful behaviour which all members of the Executive Board, members of the Board of Directors and employees must abide by without exception. The Code of Conduct and the associated regulations (regulations on the protection of personal privacy, compliance, the prevention of bribery and information security) form an integral part of the employment contract. Mobimo regularly checks whether regulations, contractual arrangements and other principles are consistent with the Code of Conduct and ensures that all employees are familiar with the Code.

The Code of Conduct lays down binding rules for dealing with all stakeholder groups, data and confidential information, and conflicts of interest. Mobimo's governing bodies and employees are notified of any changes. Mobimo also abides by its Code of Conduct in its dealings with the public, which is why it can also be found on the company's website.

In the event of questions or if any advice is needed, support is available from both internal sources (line managers, Legal department, HR department) and an external law firm. 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.

No enquiries, reports or complaints were received in the period under review. There were also no cases of human rights violations, bribery, discrimination or other violations of personal rights. There were no lawsuits or fines as a result of anti-competitive practice, in relation to products and services or due to non-compliance with environmental laws and regulations.

 www.mobimo.ch > Careers

ENVIRONMENT



Environmental indicators

Decisions taken in the real estate sector always have long-term effects. Environmental criteria play a special role in the real estate portfolio and in real estate development.

Mobimo considers the efficient use of resources in every aspect of its business activity, particularly in relation to the available land. 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. Further pillars of Mobimo's sustainability efforts in relation to the environment are climate-adapted construction, the use of environmentally friendly materials and certification of buildings and districts according to recognised sustainability labels.

The Executive Board and Real Estate Committee verify the achievement of targets.

Indicators collated

| Environmental indicators collated | Portfolio | Küsnacht and Lausanne locations |
|---|-----------|---------------------------------|
| Energy: Building heating and cooling | • | • |
| Energy: Electricity consumption | • | • |
| Emissions: Heating and electricity (scope 1, 2) | • | • |
| Water | • | • |
| Paper | * | • |
| Waste: Incineration (refuse) | * | • |
| Waste: Recycling (waste paper, cardboard, PET, batteries) | * | • |
| Decontamination as per register of contaminated sites | • | • |

• Data available.

* No data available, as this is the responsibility of the user (tenant, buyer).

Energy consumption and emissions

Since 2011, Mobimo has collated data on the energy consumption and CO₂ emissions (scope 1 and 2) of all investment properties and published the results annually in the Sustainability Report. Ernst & Young AG conducts the external audit of energy and emissions data (independent limited assurance).

New construction projects and the investment portfolio are continuously examined and evaluated in accordance with the sustainability criteria. Mobimo invests an average of around CHF 40 million per year in renovations. One important measure for increasing the value of the portfolio is the certification of newly created real estate (e.g. Minergie, DGNB).

 You can read more about Mobimo's certifications on page 24.

CO₂ emissions can be significantly reduced through the use of renewable energy. Suitable investment properties are renovated sustainably as part of ongoing active portfolio management. The planned renovations feed into the upcoming CO₂ reduction path. This reduction path focuses on cutting energy consumption in the portfolio, which accounts for the bulk of CO₂ emissions. The CO₂ reduction path is being drawn up in accordance with the federal government's climate strategy to 2050 and the Paris Climate Agreement and will be published shortly.

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 to the table below) 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, electricity and district heating products are now recorded per property and, where available, producer-specific emissions factors are used (market-based approach). This relates to 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).

Environment

Environmental indicators

Portfolio data for energy and emissions

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

Verification: Independent Limited Assurance Report (page 45).

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

² Between 2019 and 2020 (actual).

³ 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.

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

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

The 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.

Energy consumption and emissions at Mobimo's offices

Mobimo has been collecting a range of environmental data for its offices, which are heated by means of district heating, since 2011.

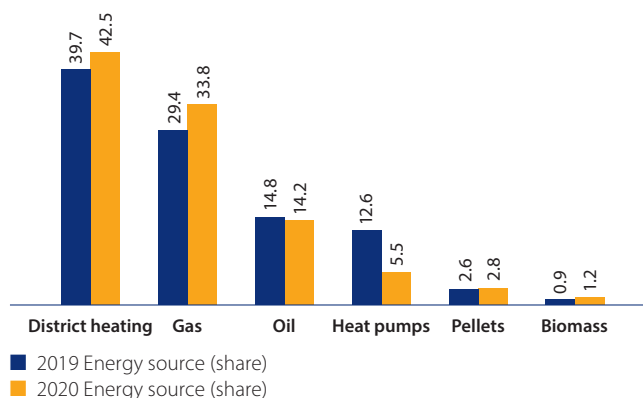
| | Unit | 2020 | 2019 | Change in % |
|--|--------------------------------------|---------|---------|----------------|
| Energy-consuming space | m ² | 3,207 | 3,207 | 0 |
| Energy consumption | kWh | 524,659 | 551,667 | -4.9 |
| Electricity | kWh | 231,820 | 251,389 | -7.8 |
| District heating and cooling | kWh | 292,839 | 300,278 | -2.5 |
| Share of renewable energy ¹ | % | 64.5 | 59.9 | 7.7 |
| Energy intensity | kWh/m ² | 164 | 172 | -4.7 |
| Total emissions ² | kg CO ₂ eq | 67,920 | 76,511 | -11.2 |
| Emissions intensity | kg CO ₂ eq/m ² | 21.18 | 23.86 | -11.2 |

¹ The calculation of emissions from district heating was refined for 2020 and 2019. District heating from waste is included as 50% renewable.

² Total emissions for 2019 and 2020 (electricity, heating, cooling). Market-based approach for Lausanne (available), location-based approach for Küssnacht.

Energy sources used in heating across the portfolio

% (reference value kWh)



Renewable energy in the portfolio

% (reference value kWh)



The share at the company's offices is 100% in each case.

Efficient use of resources and the circular economy

Mobimo incorporates careful use of resources into its planning right from the start of projects and considers the future demolition of the building from this very early stage. For development properties, it places importance on reducing the use of concrete components, cutting grey energy consumption in the construction of properties. Separating the various components and using lightweight construction in certain projects makes future demolition easier.

Water, effluents and waste

Every building in Switzerland is connected to the country's highly sophisticated public water and waste disposal system.

Water consumption in the investment portfolio is the responsibility of users and is billed directly by the water utilities. The water consumption of the entire portfolio in 2020 was 408,097 m³, and the water intensity was 0.645 m³/m². Water consumption in the portfolio is monitored on the basis of bills. Mobimo can make a major contribution to reducing water consumption, mainly by installing innovative technology such as sanitary fittings. Waste is also a matter for the user. At its properties, Mobimo supports the public system by providing facilities and waste separation systems (compostable, recycling, refuse, PET, etc.).


Mobimo records water consumption and waste volumes at its offices and reports these, along with the changes from the previous year. As many employees worked mainly from home in 2020, water consumption and waste volumes were greatly reduced.

| Offices | | | | |
|------------------------------------|--------------------------------|--------|--------|-------------|
| | Unit | 2020 | 2019 | Change in % |
| Water consumption | m ³ | 963 | 1,259 | -23.51 |
| Water intensity | m ³ /m ² | 0.300 | 0.392 | -23.51 |
| Paper | kg | 2,650 | 5,529 | -52.07 |
| Waste | kg | 10,813 | 17,821 | -39.32 |
| Recycling (PET) | kg | 475 | 845 | -43.79 |
| Recycling (waste paper, cardboard) | kg | 4,820 | 7,783 | -38.07 |
| Incineration | kg | 5,518 | 9,193 | -39.98 |

Construction materials

Various development properties in the pipeline are being planned in accordance with the Minergie-ECO standard. This covers health-related considerations, such as daylight, noise protection and room climate, along with eco-construction requirements, such as environmentally friendly use and disposal of raw materials. Mobimo therefore uses recycled materials and those with widely recognised sustainability certificates.

The company is also using timber construction and timber hybrid construction in various projects that are currently in progress. As well as a negative CO₂ balance, wood creates a pleasant room climate. It is also a domestically produced, renewable construction material with little grey energy. Using wood in buildings makes a material indirect contribution to CO₂ reduction, as the carbon that was stored while the trees were growing is captured in the building.

 You can read more about the Papillon project employing timber construction on the next page.

Climate-adapted construction

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. To support the microclimate, Mobimo selects colours and materials for façades that minimise the extent to which buildings heat up during the summer. Night-time cooling and ventilation of districts is optimised by arranging buildings to allow flow.

Biodiversity

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 construction project, the surrounding area is therefore examined in terms of biodiversity and the associated options. When realising projects, Mobimo takes account of this topic 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 Mattenhofquartier in Kriens also features local plants from Lucerne. Mobimo plans and takes measures (renaturing, restoration of watersides, flora and fauna) if business activities have an impact on protected areas. 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.

 You can read more about urban agriculture on page 23.

Papillon



The Papillon project in Niederwangen near Berne is creating homes and living spaces for 2,500 people. The first apartments were occupied in summer 2018, and the final buildings are due to be completed by 2028. Mobimo is the overall project developer for one of the eight construction sites within this major district development in the greater Berne area. It is working with the non-profit residential developer Logis Suisse AG and Lycaena AG to plan around 240 apartments on site F, according to designs by the Bob Gysin Partner architectural practice.

The project has a holistic sustainability ethos: the diverse housing stock – condominiums, rental apartments and social housing – ensures a good social mix. There are also plans for ground-floor facilities such as arts and crafts rooms, studios,

community spaces and probably a crèche. The land will continue to be owned by the municipality of Köniz and Lycaena AG. The municipality of Köniz is leasing its part of the land to Mobimo AG and Logis Suisse AG. The construction project meets not only the certification criteria for a 2000-Watt Site, but also the requirements for a Plusenergiequartier (PEQ) district. This means that, on average over a year, the buildings produce more energy than they consume. This is achieved in part through heat generation from geothermal probes and electricity generation from rooftop photovoltaic panels. The use of e-mobility is also planned. Timber – a renewable material – is being used to construct the buildings.

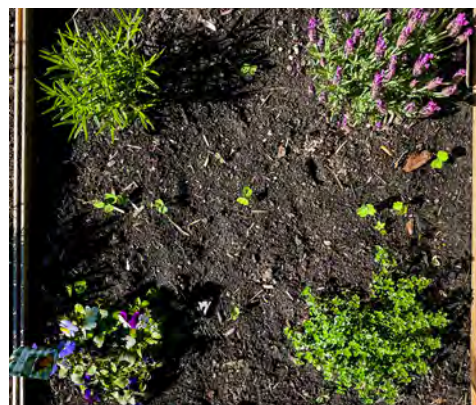
Site F is scheduled for completion in spring 2025.

Urban agriculture in Lausanne



The Mont-Riond district is located down from Lausanne railway station, between the station and Lake Geneva. Mobimo owns a complex of new and renovated buildings in this popular part of the city. In spring 2021, the company installed around 30 raised beds in which tenants can grow vegetables, herbs and flowers. The initiative has met with an enthusiastic response.

Up from the station, in the Le Flon district, Mobimo is participating in a feasibility study being conducted by the city of Lausanne on urban gardening on the roofs of the district. Green roofs can reduce urban heat island effects. A supply of locally grown produce also reduces food miles and promotes sustainable consumption. Implementing such a project would have substantial positive effects, further improving the sustainability scorecard for the Le Flon district. The results of the feasibility study will be published in autumn 2021.



Certifications

Every one of Mobimo's development properties has an established Swiss sustainability certificate.

Mobimo has all new development properties certified to ensure that the buildings fulfil the Minergie standard for energy efficiency as a minimum requirement. In 2020, the share of certified properties was 27%, measured by energy-consuming space. In terms of market value, CHF 833.7 million of the portfolio is covered by sustainability certificates.

Certifications

% (reference value energy-consuming space)

Development properties

Certified or in accordance
with a certification standard
2019: 100

100

Investment properties

Certified (at least to Minergie standards)
2019: 25

27

Total value of the investment portfolio

CHF million

2,845

Certified market value

CHF million

834

The Aeschbachquartier in Aarau, which Mobimo handed over to its new users in April 2019, is the first district in Switzerland to be awarded the German Sustainable Building Council (DGNB, Gold) certification. This comprehensive sustainability label takes into account not only environmental but also social and economic factors.

The Mattenhof in Kriens meets the sustainability standards of the SIA Energy Efficiency Path and the ECO-BKP requirements. In 2019, Mobimo certified the district accordingly.

Decisions on possible certifications are generally project-specific.



You can read more about Mobimo's individual ratings and certifications on page 4.

Minergie energy standard

MINERGIE®

Market value
CHF 538.7 million

65%

Aarau

- › Industriestrasse 20, Polygon (2012)

Affoltern am Albis

- › Alte Obfelderstr. 31 – 35 (2013)
- › Obstgartenstr. 9 and Alte Obfelderstr. 27 – 29 (2014)

Lausanne

- › Avenue d'Ouchy 4 – 6 (Horizon) (2013)
- › Place de l'Europe 7 (2001)
- › Rue Beau-Séjour 8 (2013)
- › Rue des Côtes-de-Montbenon 20/22/24 (2013)
- › Rue Voltaire 2/4/6/8/10/12 (2015)

Opfikon-Glattbrugg

- › Farmanstrasse 47/49 (2008)

Regensdorf

- › Schulstrasse 95 – 105 (2015)

Zurich

- › Friedaustasse 17 (2013)
- › Hardturmstrasse 3, 3a, 3b (2008)
- › Letzigraben 134/136 (2016)



DGNB energy standard



Market value
CHF 110.5 million

13%

Aarau

- › Aeschbachweg 2 (2018)
- › Aeschbachweg 6/8 (2018)
- › Aeschbachweg 12 (2018)
- › Buchserstrasse 9/11 (2018)
- › Buchserstrasse 15 (2018)



ECO-BKP, SIA Energy Efficiency Path

Market value
CHF 184.5 million

22%

Kriens

- › Am Mattenhof 4, 4a (2019)
- › Am Mattenhof 6 (2019)
- › Am Mattenhof 8 (2019)
- › Am Mattenhof 12, 14 (2019)
- › Am Mattenhof 16, 16a (2019)



SOCIETY



High-quality places to live and local communities

Mobimo contributes to society first and foremost by supplying high-quality spaces to live and work in. By prudently implementing site developments and large-scale projects, long-term added value is created for society.

The development and expansion of entire sites into lively, mixed-use districts is one of Mobimo's core competences. Major projects can have a sustained effect on townscapes, the environment, social interaction and demographic structures. That is why the decisions made in the early phase of a site project are particularly important.

The attractiveness of a site is dependent on an overall concept that is in keeping with the local conditions, architectural and construction elements, parks and play area options, and a pleasant, lively atmosphere. In addition to the societal considerations, environmental aspects such as emissions, waste and consumption of resources and social aspects such as residents' health and safety have to be taken into account, particularly in the case of site developments. Responsibility for the impact on the community lies with the heads of department (mainly Development, Realisation, Property Management and Finance), the CEO and the Real Estate Committee of the Board of Directors.

Site development and site management

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

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. 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. The most recent work in Mobimo's art portfolio is "My elastic eye", an installation by the artist Raphael Hefti in the Mattenhof in Kriens, which was well received by art critics.

 www.mobimo-art.ch

Alongside its commitment to art in the built environment, Mobimo has for many years supported the Zurich Film Festival, the Engineers Without Borders organisation, the Theodora Foundation, the Special Olympics and PluSport, the umbrella organisation for disability sports.

Customers

Mobimo attaches great importance to high customer satisfaction. The company conducts regular customer surveys.

Mobimo's customers include private and commercial tenants of investment properties, private purchasers of development projects, institutional investors and other interested parties. They are regularly asked, among other things, about the quality of the properties, service quality and customer care (surveys alternate between tenants of commercial properties one year and tenants of residential properties the next). Mobimo outsources its customer satisfaction surveys to an independent external partner. The feedback received from survey participants is very positive, particularly in relation to the key criteria of cooperation, information flow and contactability.

Customer survey commercial properties German-speaking Switzerland 2019¹



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

You can read more about Mobimo's support measures for its customers during the coronavirus pandemic on page 30.

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 development properties, customers are integrated into the process from the 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.

High product quality

Product quality is mainly measured by compiling and evaluating defects. Another indicator is the vacancy rate. A defect rate is recorded for every development property realised and has been very low for many years. The vacancy rate was 5.5% at the end of 2020. The Development, Realisation and Property Management departments are responsible for quality management, customer satisfaction and customer health and safety.

Development properties

Health and safety checks are carried out on products and services at all stages of the process (purchase, development, construction, moving in, operation and 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.

Accessibility and high-quality outside space design are also taken into account. Health considerations in respect of residential space are recognised through quality labels such as "Gutes Innenraumklima" (good indoor climate) certification. Depending on the property in question, feng shui or electrobiology may also be employed.

Investment properties

The quality of the offers also plays a decisive role for tenants of investment properties. The surveys show that commercial tenants of office, commercial, retail and hotel space particularly appreciate Mobimo properties for their space, central locations and connections. Mobimo of course ensures that its properties conform to the requirements and standards laid down by the federal government, the cantons and organisations such as the SIA and Suva.

During 2020, Mobimo engaged in intensive and constructive dialogue with its commercial tenants in the catering, hotel and retail sectors, which were affected by the government coronavirus measures. The company defined tailored support measures worth a total of CHF 6.5 million.

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

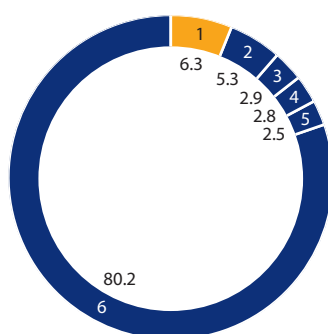
**Length of customer relationships
with five biggest tenants**

Ø in years

11.4**Long-term customer relationships**

Shares of the five biggest tenants in %

- 1 Swisscom Group (since 2000)
- 2 SV Group (since 2011)
- 3 Coop Group (since 2002)
- 4 Senevita AG (since 2014)
- 5 Rockwell Automation Switzerland (since 2016)
- 6 Other tenants

**Targeted customer communication**

Mobimo uses a range of communication tools to ensure customer information and product communication. This includes brochures, advertisements, websites and personal interviews. Nationally and internationally recognised certificates and ratings (see page 5) are clearly communicated. The company adheres to standard market codes of conduct and the quality requirements for communication and marketing. Corporate governance and the Code of Conduct govern a range of aspects including the requirements for corporate communication. The Head of Communications and Investor Relations Manager are responsible for communications at corporate level. The Marketing department carries out 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 2020.

The Mobimo website (www.mobimo.ch) is an important information portal for customers and partners. It also has links to websites for the real estate projects and sites, and for Mobimo & Art.

Customer behaviour and user involvement

Customer behaviour is still a critical factor in the sustainability performance of investment properties. Thanks to new technology, properties built in line with sustainability criteria offer optimisation potential with regard to indoor climate, temperature, heating, ventilation and air conditioning (HVAC) and appliances. Residents do not always make full use of this potential. The following measures should contribute to effective customer behaviour:

- › Events with manufacturer presentations (appliances, materials, kitchen and bathroom water technology, etc.)
- › Demonstration of HVAC systems and in-property technology (by Mobimo or the installing company)
- › Recommendations on resource-efficient use
- › User and maintenance instructions for technical installations
- › Information on kitchen and household appliances (from manufacturers)
- › Folders of information on the use of space and appliances, caretaking, waste, etc.
- › On request, one-to-one information from managers, caretakers or Mobimo
- › 24-hour hotline

Marketing and labelling**Product and service information**

Sourcing of components of the product or service

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

Safe use of the product or service

Miscellaneous

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

Mobimo practice

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

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

Yes. See information on page 28.

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

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

"An association has grown into a community"

For Philippe Vaes, chairman of the tenants' association, the coronavirus pandemic has further strengthened cohesion among the businesses operating in the Le Flon district. He is very satisfied with the support provided by Mobimo as the property owner.

"Over a year ago now, the coronavirus pandemic hit the businesses operating in the Le Flon district with full force. Nearly all of us were forced to close our doors for weeks. The tenants' association for the Le Flon district has around 40 members and represents the interests of the area's businesses. As chairman of the association, I was in close contact with Mobimo – the owner of the properties – which supported us very effectively throughout the whole period. The emphasis was squarely on dialogue and tailored, tenant-specific solutions.

We on the committee set great store by maintaining links and conversations between the businesses and taking a creative approach. For example, thanks to the engagement of our members and a contribution from Mobimo, we were able to launch vouchers that could be redeemed in



Philippe Vaes, Chairman of the tenants' association for the Le Flon district.

most of the shops. Once businesses were able to reopen, we made disinfectant products available to our members. We used social media as part of a dynamic communication campaign to tell the stories of our members' personal experiences. The dramatic experiences of spring 2020 created a great deal of solidarity among our members, reinforced the connections between us and turned an association into a community."

Philippe Vaes

Chairman of the tenants' association for the Le Flon district (Association des Locataires du Quartier du Flon)
General Manager, Moxy-Hotel Lausanne City

Suppliers

When choosing its suppliers and partners, Mobimo looks not only for quality standards and value for money but also for a common understanding of sustainability.

Mobimo operates exclusively in Switzerland, meaning that projects are always realised in line with Swiss standards. The suppliers and partners involved generally come from the corresponding geographical regions (100 km radius), in other words from the Zurich metropolitan area, from Central Switzerland or, in the canton of Vaud, primarily from the Lausanne region. According to a rough analysis, more than 2,000 partners and suppliers work for Mobimo.

Suppliers are selected on the basis of criteria such as local connections, short distances (70 – 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, 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 met. 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).

Portfolio management and administration: main activities

| | | |
|----------------------|----------------------------|----------------------------------|
| Portfolio management | Construction/refurbishment | Property and facility management |
|----------------------|----------------------------|----------------------------------|

Important supplier groups and external services (not exhaustive)

- › Building technology providers
- › Construction and environmental technology
- › Developers
- › Door and gate providers
- › Electricians

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

Development and realisation: main activities



Important supplier groups and external services (not exhaustive)

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

Employees

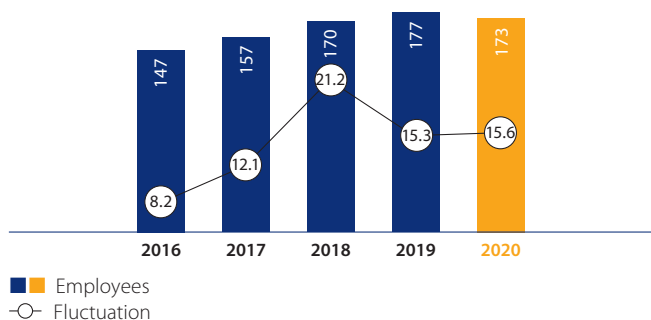
Employees' wellbeing, safety and professional development is important to Mobimo. Mobimo takes various measures to maintain and improve its reputation as an attractive employer.

In 2020, the headcount decreased by 2.3% to 173 (prior year: 177). The fluctuation rate was 15.6% (total of 32 departures), slightly higher than in the previous year (15.3%).

HR policy is the responsibility of the CEO, who is supported by the Head of HR.

Employees and staff fluctuation

By headcount/%



Employee structure

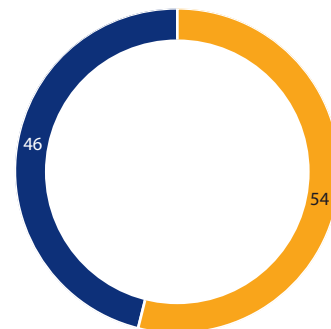
Mobimo has offices in German-speaking and French-speaking Switzerland. Since the departure of the Head of Mobimo Suisse romande in spring 2020, the activities in French-speaking Switzerland have been organised in the same way as in German-speaking Switzerland and are overseen by a member of the Executive Board.

Of Mobimo's 173 employees, 94 (54%) are women (previous year: 52%). The figure for the highest governance bodies as at 31 December 2020 was 33% (prior year: 14%). This figure has since gone up to 50% following the election of another woman to the Board of Directors at the 2021 Annual General Meeting. Most employees are in the middle age bracket, from 30 to 50. The distribution of the other age segments is relatively balanced.

173 employees (headcount, -2.3% year on 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 |
| Departures | 32 | 27 | 18.5 |
| New hires | 28 | 27 | 3.7 |

No significant proportion of the organisation's activities is carried out by employees who are legally recognised as self-employed or by people who are not employees or personnel bound by directives. This also includes contractual partners' employees and personnel bound by directives. There are no major fluctuations in the number of employees (e.g. seasonal fluctuations).

Diversity and equal opportunities

Having two locations, one in German-speaking and one in French-speaking Switzerland, and operating in different areas means that cooperation at Mobimo is shaped by linguistic, personal and cultural diversity. A regular survey on diversity and equal opportunities and related developments is carried out.

👁 You can read more about how Mobimo prevents bullying, harassment and discrimination on page 17.

Mobimo carried out an internal equal pay analysis in 2020, thus fulfilling the statutory requirements one year earlier than stipulated in the revised Federal Act on Gender Equality (GEA). The pay analysis did not identify any gender bias as defined by the Federal Office for Gender Equality (FOGE) based on Logib. This was audited and validated by Mobimo's external auditor, Ernst & Young AG.

Attractive employer

Mobimo provides outstanding employment conditions for its highly qualified employees. The company pays attractive, market-based salaries that take criteria such as function, rank, education and experience into account along with years of service, individual performance and success. The cleaning staff at its own facility management company are covered by a collective bargaining agreement with a set minimum wage. The annual salary is divided into 13 monthly instalments, with the 13th month's salary paid out in December. Employees are eligible for profit-sharing, dependent on their performance and that of the business. All employees receive a meal allowance, a mobile phone plus contract and five weeks' annual leave.

All employees are insured against occupational and non-occupational accidents (private ward) and have daily sickness allowance cover, which Mobimo pays the premiums for. 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 highest plan. Mobimo offers more generous maternity leave than required by law (see section on maternity leave).

Regular employee events foster a good working environment. The modern offices have plenty of daylight and are easy to reach, helping contribute to employees' wellbeing. At its own offices, Mobimo invests in high-quality facilities and in creating a pleasant room climate. They also have spacious zones for interaction and creativity that are suitable for formal and informal conversations between colleagues.

Employee survey

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 at the Lausanne and Küsnacht locations took part in the survey in autumn 2020 (74% response rate). 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

%



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.

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. The stock exchange listing also ensures a high level of transparency and prompt information.

Maternity leave

The following maternity scheme has been in effect at Mobimo since the end of April 2016:

- › 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

Purchasing leave

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. This has no effect on the insured annual salary used for the purposes of social security and occupational benefits, meaning that premiums and benefits from the pension scheme and individual insurance are not reduced. Leave can only be purchased if permitted by the employee's own work volume and that of their deputy or team.

Health, safety and wellbeing

The health, safety and wellbeing of employees is key. Mobimo's measures around part-time working, job sharing, early retirement and continued employment beyond retirement age enable it to find solutions for employees that suit their personal circumstances. 27% (prior year: 30%) of employees have chosen to work part-time.

Flexible working hours give Mobimo's employees a lot of freedom in organising their working schedules, taking statutory and operational constraints into account. Additional hours worked can be taken as time in lieu during quieter periods. Employees are also able to work from home. To ensure that the home workstation complies with applicable health protections under employment law, Mobimo provides the required IT hardware.

Mobimo naturally complies with all statutory provisions in relation to occupational safety. The company collates illness and accident rates annually. One occupational accident occurred in 2020. The cause of the accident was investigated, and suitable preventative measures were introduced. The increase in the number of sick days

Occupational health and safety

| Number | 2020 | 2019 | Change in % |
|---------------------------------|-------|-------|-------------|
| Occupational accidents (number) | 1 | 0 | nmf |
| Sickness (days) | 1,250 | 1,062 | 17.7 |

was linked to several instances of incapacity for work due to maternity and some isolated cases of Covid-19 among employees.

Mobimo reacted swiftly to protect its employees against coronavirus infection. Sanitiser and masks have been made available since the outbreak of the pandemic, with self-tests for Covid added in May 2021. The company is always guided by the instructions and recommendations of the Federal Council and systematically complies with its requirements. Line managers and Human Resources are available to provide support and advice on matters relating to employees' mental health.

Training and development

Mobimo encourages training for employees at all levels. This may take the form of financial support or flexible working hours. In 2020, 11 employees (6.4%) engaged in vocational higher education and training (e.g. Swiss certifications, and certificates and masters of advanced studies; prior year: 14 employees).

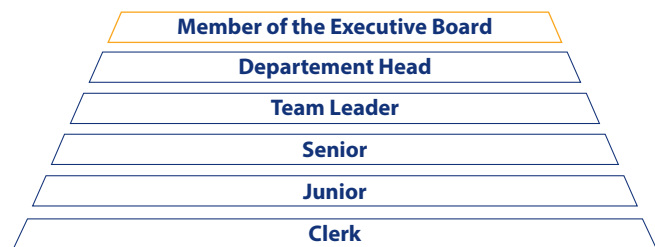
Training and development

| Number | 2020 | 2019 | Change in % |
|---|------|------|-------------|
| Number of employees in training and education | 11 | 14 | -21.4 |
| Number of promotions to higher level | 14 | 7 | 100.0 |
| Apprentices | 3 | 3 | 0.0 |

Mobimo places great emphasis on integrating new employees quickly into the existing team. This is achieved through regular meetings with line managers, participation in team meetings and workshops. All employees have an annual structured development meeting to discuss their objectives, ambitions, training wishes and current workload. Feedback is also given to line managers.

Mobimo has clear career levels within the organisation, which enables successful career progression. The members of the Executive Board and the heads of department are Mobimo's senior management. They have joint power of representation (two managers together). 14 people were promoted to a higher level of seniority in 2020.

Career levels



To develop the next generation, Mobimo trains apprentices who work towards a federal proficiency certificate (EFZ) in fiduciary/real estate. Three apprentices were employed at Mobimo in 2020. As well as helping employees at the start of their careers and providing ongoing individual support, Mobimo also prepares its employees for retirement and supports them through this transition.

Innovation

Mobimo's capacity to innovate can be seen in its implementation of innovative construction and use concepts, the promotion of environmentally friendly mobility and its high level of digitalisation.

By implementing new and creative ideas and technologies, Mobimo adds value for its customers, partners, employees, investors and shareholders and for public authorities.

Innovative construction and use concepts

Mobimo uses sustainable forms of energy to heat buildings, such as renewables and connections to district heating grids. In this way, it is forging ahead towards the target of exiting fossil fuels.

Mobimo sets great store by making high-calibre spaces geared around actual needs available to its tenants. The company has a great deal of experience not only in developing new properties, but also in converting them. 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 Im Tiergarten former office building in the city of Zurich, which Mobimo transformed into a residential property.

For Mobimo, the contemporary way of living together means achieving a mix of uses in districts and spaces. It therefore opts for multifunctional, flexible spaces and compact forms of construction. Collaborating with non-profit housing developers also plays an important role in many projects. Mobimo promotes social cohesion in part through communal areas and events for residents of districts. In Lausanne, Mobimo also works with a company that offers an inspiring working environment with two coworking spaces for various groups of users not far from the railway station.

Mobility

Mobimo's properties are in central locations in the immediate vicinity of public transport. In implementing a mobility concept, which is drawn up at the start of most construction projects, a shift away from individual transport and towards alternative forms of mobility is promoted. Mobimo supports car and bike-sharing at its properties and in some cases subsidises membership of mobility clubs. There are naturally generous numbers of cycle parking spaces and charging points for e-bikes.

E-mobility

14.3% of all new cars in Switzerland are now electric or plug-in hybrid vehicles. This equates to an increase of 49.8% year on year for electric cars and 225.7% for plug-in hybrids. Mobimo anticipated this trend at an early stage and placed high operational importance on e-mobility. 50% of parking spaces in newly developed residential or mixed-use properties are prepared for the installation of charging stations. The equivalent figure for buildings used solely for commercial or office purposes is 20%, as experience shows that vehicles are most commonly charged at home. Mobimo undertakes actual installation when there is a specific tenant need. This also applies to portfolio properties, i.e. those which Mobimo has not developed or built from scratch. In the case of large properties, visitor parking spaces are also equipped with charging stations at certain points. At the Mattenhof in Kriens, Mobimo offers both private and public parking. Charging stations ordered exclusively by tenants are installed in the private car park. The public car park has both exclusive charging stations for tenants and public charging stations for short-stay parkers. Zurich's Labitzke site also has private charging stations installed in a private car park. The public car park in the Aeschbachquartier in Aarau is equipped with private and public charging stations.

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.

Digital customer services

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

Intelligent building management

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

Internal ways of working

Mobimo is able to carry out all of its business activities without being tied to a particular location. The entire workforce is equipped with the latest hardware, enabling progressive ways of working and meeting the exacting IT security requirements. Documents are mainly filed online, which makes sharing easier and increases staff mobility. Employees hold internal and external meetings via widely used video conferencing software. The high level of digitalisation proved a major boon for operations in the pandemic-hit 2020, as it meant that the home working recommendations/obligations issued by the Federal Council did not have a negative impact on business activities.

APPENDIX



GRI Content Index

Reporting principles (GRI 101)

The Mobimo Sustainability Report 2020 is the fourth report prepared in line with the GRI Standards. It takes into account the following principles:

Reporting principles for defining report content

- › Stakeholder engagement
- › Sustainability context
- › Materiality
- › Completeness

Principles for defining report quality

- › Accuracy
- › Balance
- › Clarity
- › Comparability
- › Reliability
- › Timeliness

Reporting practice (GRI 102-45)

All the entities listed in the Annual Report 2020 (page 112) are reported on.

This is the eighth sustainability report drawn up in accordance with the GRI Guidelines and the fourth such report in accordance with the GRI Standards. Continuity in terms of the content is assured by the long-term strategy, which defines the core content, and the confirmation of the orientation by the stakeholders. Figures and report contents are updated annually. As in previous years, the Annual Report contains a management summary of the Sustainability Report. The comprehensive Sustainability Report and the EPRA Sustainability Report are published on Mobimo's website.

GRI Content Index 2020

In this Sustainability Report, Mobimo is reporting on its sustainability performance in 2020. This report has been prepared in accordance with the GRI Standards: Core option.

| GRI Standard/Disclosure | Publication year of the Standard | Page/Note AR: Annual Report (www.mobimo.ch > Investors > Reporting) SR: Sustainability Report | External assurance |
|---|----------------------------------|---|--------------------|
| Universal Standards | | | |
| GRI 101: Foundation | 2016 | | |
| Reporting Principles | | SR 38 | |
| GRI 102: General Disclosures | 2016 | | |
| 1 Organisational profile | | | |
| 102-1 Name of the organisation | | Mobimo Holding AG | |
| 102-2 Activities, brands, products and services | | AR 9 | |
| 102-3 Location of headquarters | | Lucerne | |
| 102-4 Location of operations | | SR 47 | |
| 102-5 Ownership and legal form | | AR 10 | |
| 102-6 Markets served | | AR 12–16 | |
| 102-7 Scale of the organisation | | SR 32 (employees), SR 47 (offices), AR 2 (financial results), AR 10 (market capitalisation), AR 18 (equity and debt), AR 12 (portfolio) | |
| 102-8 Information on employees and other workers | | SR 32 | |
| 102-9 Supply chain | | SR 31 | |
| 102-10 Significant changes to the organisation and its supply chain | | None of a material nature. | |
| 102-11 Precautionary principle or approach | | SR 16, 17 | |
| 102-12 External initiatives | | SR 6 | |
| 102-13 Membership of associations | | SR 6 | |
| 2 Strategy | | | |
| 102-14 Statement from senior decision-maker | | SR 3 | |
| 102-15 Key impacts, risks and opportunities | | SR 16, 17 | |
| 3 Ethics and integrity | | | |
| 102-16 Values, principles, standards and norms of behaviour | | SR 17 | |
| 102-17 Mechanisms for advice and concerns about ethics | | SR 17 | |
| 4 Governance | | | |
| 102-18 Governance structure | | SR 14, 15, 47, AR 28–42 | |
| 102-19 Delegating authority | | SR 14, 15, 47, AR 34–37 | |
| 102-20 Executive-level responsibility for economic, environmental and social topics | | SR 15 | |
| 102-21 Consulting stakeholders on economic, environmental and social topics | | SR 6–9 Formal: General Meeting, involvement of Executive Board for stakeholder engagement and interviews; informal: network, regular exchange. | |
| 102-22 Composition of the highest governance body and its committees | | AR 28–37 | |
| 102-23 Chair of the highest governance body | | The Chairman is not an executive officer. | |
| 102-24 Nominating and selecting the highest governance body | | AR 33 | |
| 102-25 Conflicts of interest | | AR 33 | |
| 102-26 Role of highest governance body in setting purpose, values and strategy | | AR 34–37 | |
| 102-27 Collective knowledge of highest governance body | | The Board of Directors' knowledge of sustainability issues is fostered by: external audit of highest governance bodies and their qualification, external consulting, active involvement in networks (industry, business, politics) and platforms. | |

| GRI Standard/Disclosure | Publication year of the Standard | Page/Note AR: Annual Report (www.mobimo.ch > Investors > Reporting) SR: Sustainability Report | External assurance |
|--|----------------------------------|---|--------------------|
| 102-28 Evaluating the highest governance body's performance | | The Board of Directors' performance in relation to economic, environmental and social issues is evaluated on a regular basis via external audit as part of the reporting process. The ultimate determining factor is the approval of the AGM. | |
| 102-29 Identifying and managing economic, environmental and social impacts | | SR 15–17, AR 35 | |
| 102-30 Effectiveness of risk management processes | | AR 35, 36 | |
| 102-31 Review of economic, environmental and social topics | | Annual review by the Board of Directors. | |
| 102-32 Highest governance body's role in sustainability reporting | | Responsibility for the sustainability report lies with the Board of Directors (Real Estate Committee). | |
| 102-33 Communicating critical concerns | | External: shareholders' rights of participation, before or after the shareholders' meeting; investor events; direct, personal or written communication. Internal: institutionalised meetings. | |
| 102-34 Nature and total number of critical concerns | | Only a few concerns were received. If necessary, measures would be initiated. This was not the case in 2020. | |
| 102-35 Remuneration policies | | AR 46–51 | |
| 102-36 Process for determining remuneration | | AR 46–51 | |
| 102-37 Stakeholders' involvement in remuneration | | AR 46, 47 | |
| 5 Stakeholder engagement | | | |
| 102-40 List of stakeholder groups | | SR 6 | |
| 102-41 Collective bargaining agreements | | As at 31 December 2020, 29 of the 173 employees were covered by a collective bargaining agreement (around 17%). | |
| 102-42 Identifying and selecting stakeholders | | SR 6 | |
| 102-43 Approach to stakeholder engagement | | SR 6 | |
| 102-44 Key topics and concerns raised | | SR 7 | |
| 6 Reporting practice | | | |
| 102-45 Entities included in the consolidated financial statements | | SR 38 | |
| 102-46 Defining report content and topic boundaries | | SR 7 | |
| 102-47 List of material topics | | SR 7 | |
| 102-48 Restatements of information | | None | |
| 102-49 Changes in reporting | | SR 7 | |
| 102-50 Reporting period | | 1 January 2020 – 31 December 2020 | |
| 102-51 Date of most recent report | | June 2020 | |
| 102-52 Reporting cycle | | Annually | |
| 102-53 Contact point for questions regarding the report | | SR 47 | |
| 102-54 Claims of reporting in accordance with the GRI Standards | | This report has been prepared in accordance with the GRI Standards: Core option. | |
| 102-55 GRI Content Index | | SR 38 | |
| 102-56 External assurance | | SR 45, 46 | |

| GRI Standard/Disclosure | Publication year of the Standard | Page/Note AR: Annual Report (www.mobimo.ch > Investors > Reporting) SR: Sustainability Report | External assurance |
|---|----------------------------------|---|--------------------|
| GRI 200: Economic | | | |
| GRI 201: Economic Performance | 2016 | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 11 | |
| 201-1 Direct economic value generated and distributed | | AR 153 | |
| 201-2 Financial implications and other risks and opportunities due to climate change | | SR 16 | |
| 201-3 Defined benefit plan obligations and other retirement plans | | AR 97–99 | |
| GRI 203: Indirect Economic Impacts | 2016 | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 12, 27, 35 | |
| 203-1 Infrastructure investments and services supported | | SR 12, 27, 35 | |
| 203-2 Significant indirect economic impacts | | SR 12, 27, 35 | |
| GRI 204: Procurement Practices | 2016 | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 31 | |
| 204-1 Proportion of spending on local suppliers | | SR 31 | |
| GRI 205: Anti-corruption | 2016 | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 17 | |
| 205-1 Operations assessed for risks related to corruption | | All offices (100%) assessed. | |
| 205-2 Communication and training about anti-corruption policies and procedures | | 100% of governance bodies, management bodies and employees. | |
| 205-3 Confirmed incidents of corruption and actions taken | | None | |
| GRI 206: Anti-competitive Behaviour | 2016 | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 17 | |
| 206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices | | None | |
| GRI 300: Environmental | | | |
| GRI 301: Materials | 2016 | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 19, 21, 22 | |
| 301-1 Materials used by weight or volume | | SR 21 | |
| GRI 302: Energy | 2016 | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 19, 20 | |
| 302-1 Energy consumption within the organisation | | SR 20, AR 21 | Yes, SR 45, 46 |
| 302-3 Energy intensity | | SR 4, 20, AR 21 | Yes, SR 45, 46 |
| 302-4 Reduction of energy consumption | | SR 4, 20, AR 21 | Yes, SR 45, 46 |
| GRI 303: Water and Effluents | 2018 | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 20, 21 | |
| 303-1 Interactions with water as a shared resource | | SR 20, 21, 35 | |
| 303-2 Management of water discharge-related impacts | | 100% of the water is returned to the waste water system. | |
| 303-3 Water withdrawal | | SR 21; 100% of water is drawn from public water utilities. | |

| GRI Standard/Disclosure | Publication year of the Standard | Page/Note AR: Annual Report (www.mobimo.ch > Investors > Reporting) SR: Sustainability Report | | External assurance |
|---|----------------------------------|---|--|--------------------|
| | | | | |
| GRI 304: Biodiversity | 2016 | | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 21, 23 | | |
| 304-1 Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas | | None | | |
| 304-2 Significant impacts of activities, products and services on biodiversity | | SR 21, 23 | | |
| 304-3 Habitats protected or restored | | SR 21 | | |
| 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations | | None | | |
| GRI 305: Emissions | 2016 | | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 19, 20 | | |
| 305-1 Direct (Scope 1) GHG emissions | | SR 20, AR 21 | | Yes, SR 45, 46 |
| 305-2 Energy indirect (Scope 2) GHG emissions | | SR 20, AR 21 | | Yes, SR 45, 46 |
| 305-4 GHG emissions intensity | | SR 4, 20, AR 21 | | Yes, SR 45, 46 |
| 305-5 Reduction of GHG emissions | | SR 4, 20, AR 21 | | Yes, SR 45, 46 |
| GRI 306: Waste | 2020 | | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 20, 21 | | |
| 306-1 Waste generation and significant waste-related impacts | | SR 20, 21 | | |
| 306-2 Management of significant waste-related impacts | | SR 20, 21 | | |
| 306-3 Waste generated | | SR 21 | | |
| 306-4 Waste diverted from disposal | | SR 21 | | |
| 306-5 Waste directed to disposal | | SR 21 | | |
| GRI 307: Environmental Compliance | 2016 | | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 17 | | |
| 307-1 Non-compliance with environmental laws and regulations | | None | | |
| GRI 400: Social | | | | |
| GRI 401: Employment | 2016 | | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 32–34 | | |
| 401-1 New employee hires and employee turnover | | SR 32 | | |
| 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | | No special benefits. | | |
| GRI 402: Labour/Management Relations | 2016 | | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 33 | | |
| 402-1 Minimum notice periods regarding operational changes | | SR 33 | | |

| GRI Standard/Disclosure | Publication year of the Standard | Page/Note AR: Annual Report (www.mobimo.ch > Investors > Reporting) SR: Sustainability Report | | External assurance |
|---|----------------------------------|---|--|--------------------|
| | | | | |
| GRI 403: Occupational Health and Safety | 2018 | | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 33, 34 | | |
| 403-1 Occupational health and safety management system | | SR 33, 34 | | |
| 403-2 Hazard identification, risk assessment and incident investigation | | SR 33, 34 | | |
| 403-3 Occupational health services | | None | | |
| 403-4 Worker participation, consultation and communication on occupational health and safety | | None | | |
| 403-5 Worker training on occupational health and safety | | None | | |
| 403-6 Promotion of worker health | | SR 33, 34 | | |
| 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | | None | | |
| 403-8 Workers covered by an occupational health and safety management system | | All | | |
| 403-9 Work-related injuries | | SR 34 | | |
| 403-10 Work-related ill health | | SR 34 | | |
| GRI 404: Training and Education | 2016 | | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 34 | | |
| 404-2 Programmes for upgrading employee skills and transition assistance programmes | | SR 34 | | |
| 404-3 Percentage of employees receiving regular performance and career development reviews | | 100% | | |
| GRI 405: Diversity and Equal Opportunity | 2016 | | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 32, 33 | | |
| 405-1 Diversity of governance bodies and employees | | SR 14, 32 | | |
| 405-2 Ratio of basic salary and remuneration of women to men | | SR 32, 33 | | |
| GRI 406: Non-discrimination | 2016 | | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 17 | | |
| 406-1 Incidents of discrimination and corrective actions taken | | None | | |
| GRI 412: Human Rights Assessment | 2016 | | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 17 | | |
| 412-1 Operations that have been subject to human rights reviews or impact assessments | | SR 17 | | |
| GRI 413: Local Communities | 2016 | | | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 27 | | |
| 413-1 Operations with local community engagement, impact assessments and development programmes | | SR 13, 27 | | |
| 413-2 Operations with significant actual and potential negative impacts on local communities | | None. The engagement of stakeholders before and during projects ensures a balanced consideration of their respective interests. | | |

| GRI Standard/Disclosure | Publication year of the Standard | Page/Note AR: Annual Report (www.mobimo.ch > Investors > Reporting) SR: Sustainability Report | External assurance |
|---|----------------------------------|---|--------------------|
| GRI 416: Customer Health and Safety | | 2016 | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 28–30 | |
| 416-1 Assessment of the health and safety impacts of product and service categories | | 100% of products and services assessed. | |
| 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | | None | |
| GRI 417: Marketing and Labelling | | 2016 | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 28, 29 | |
| 417-1 Requirements for product and service information and labelling | | SR 29 | |
| 417-2 Incidents of non-compliance concerning product and service information and labelling | | None | |
| 417-3 Incidents of non-compliance concerning marketing communications | | None | |
| GRI 418: Customer Privacy | | 2016 | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 28, 29 | |
| 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | | None | |
| GRI 419: Socioeconomic Compliance | | 2016 | |
| GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3 | 2016 | SR 17 | |
| 419-1 Non-compliance with laws and regulations in the social and economic area | | None | |



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To the management of
Mobimo Holding AG, Küsnacht

Zurich, 28 May 2021

Independent assurance report

We have undertaken a **limited assurance** engagement of the information marked with a „☑“ in the Annual Report and in the Sustainability 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 2020 and on page 20 of the Sustainability Report 2020

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

- ▶ 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 and in the Sustainability Report in accordance with the applicable criteria. This responsibility includes the design, implementation and maintenance of internal controls relevant for the preparation of KPIs that are free from material misstatement, whether due to fraud or error.



Applicable criteria

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

- ▶ 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 two reports are free from material misstatements.

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 two reports 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 two reports in order to assess the process of preparing the two reports, 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 two reports regarding plausibility and consistency of the information marked with a „☒“ in the two reports

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 two reports 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 Annual Report and in the Sustainability Report are not prepared, in all material respects, in accordance with the applicable criteria.

Ernst & Young AG



Partner

Tobias Meyer
(Qualified
Signature)



Senior Manager

Mark Vesper
(Qualified
Signature)

(Translation of the original report in German language)

Additional information

Publication overview

Annual Report



Half-Year Report



Sustainability Report



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

All of the publications and further information are available at www.mobimo.ch.

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