

A photograph of a woman and a young girl in a community garden. The woman, wearing a blue dress, holds a large wicker basket filled with green herbs. The girl, in a red floral dress, holds a small purple flower. A light-colored dog on a blue leash stands between them. They are on a gravel path next to raised garden beds filled with various plants. In the background is a modern, multi-story apartment building with balconies. The scene is framed by green trees and foliage.

MOBIMO

Sustainability Report 2021

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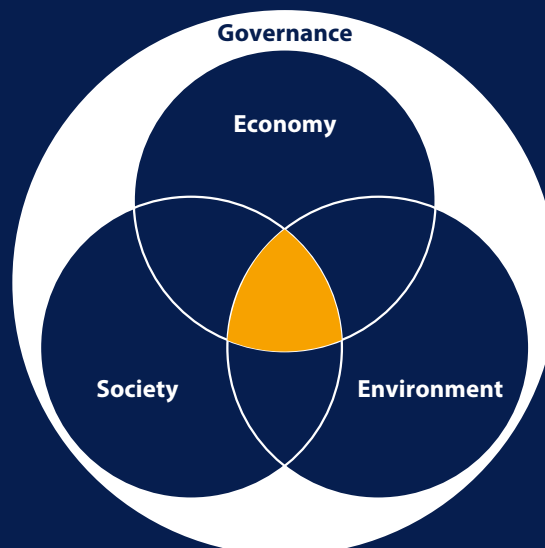
About this report

Mobimo has incorporated sustainability goals into its strategy since 2011. Mobimo is reporting on its sustainability performance for the eleventh time in this Sustainability Report 2021. 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 50](#)). 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 57](#). The sustainability report covers the period from 1 January 2021 to 31 December 2021. It is published annually online in German and English.

👁 www.mobimo.ch > About us > Sustainability
 👁 www.mobimo.ch > Investors > Reporting

Comprehensive sustainability concept



Solid foundation, top priority



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

Objectives	2021 measures
Reducing energy consumption and emissions as well as more prudent management of natural resources	<ul style="list-style-type: none"> › Definition and implementation of a path to reducing CO₂ › Certification of the Mattenhof in Kriens as 2000-Watt site › Elimination of PET bottles at our business locations
Promoting of renewable energy and innovations	<ul style="list-style-type: none"> › 100% green energy for all of our general electricity needs in the portfolio › Thermal seawater consumption for cooling and heating in the Oberägeri (ZG) project › Photovoltaic systems at all new construction projects
Enhancing Mobimo's attractiveness as an employer	<ul style="list-style-type: none"> › 2nd place in the Swiss Employer Award › Increase in holiday days for members of middle management › Exchange programme for employees (Lausanne-Küsnacht or Küsnacht-Lausanne)
Adding value for society	<ul style="list-style-type: none"> › Incorporation of art into the Zurich residential property at Im Tiergarten 7 › Participative processes for new construction projects
Increasing sustainable added value in business management	<ul style="list-style-type: none"> › Gender parity in the Board of Directors › IT security training › Revision of the Code of Conduct

Dear Valued Reader

Mobimo has always been firmly committed to operating sustainably. We were one of the first real estate companies to record and systematically reduce the emissions of its overall portfolio. We established our art program "Mobimo & Art" twelve years ago and it has since produced many fascinating works of art on buildings. We have long attached importance to certifications. What is more, the Sustainability Report 2021 is now our eleventh edition.

The sustainability highlights of 2021 would not have been possible without this solid foundation. At the end of November, we presented our roadmap for reducing CO₂ to help us meet our goal of a CO₂-neutral investment portfolio by 2050 ([page 23](#)). Mattenhof in Kriens has an extremely pleasing environmental balance sheet. The neighbourhood is a role model in terms of energy efficiency – the recent certification as a 2000-Watt site is confirmation of this ([page 27](#)). The "Bivouac" interim use project in Lausanne shows just how valuable the inspiration from artists can be for an area in transformation ([page 35](#)).

Mobimo came second in the prestigious Swiss Employer Award (Swiss Arbeitgeber Award). The award distinguishes the overall appeal of an employer and is based on employee surveys ([page 37](#)). While we are on the subject of surveys, we conducted a number of interviews and were able to find out quite a lot about our stakeholder's thoughts on the topic of sustainability at Mobimo ([page 12](#)).

Finally, we made a name change that had symbolic effect: the Investment and Sustainability Committee of the Board of Directors is now called the Investment and Sustainability Committee. It helps us acknowledge the great importance of sustainability at Mobimo and express the active integration of ESG at the strategic management level. It also makes it clear that we are not simply relying on the solid foundation we mentioned above, but instead will continue to make the sustainability of our activities a top priority in the future as well.

Enjoy the read!

Brian Fischer
Member of the Board of Directors
Chairman of the Investment and Sustainability Committee

Daniel Ducrey
CEO

Sustainability at a glance

A good 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. The highlights in the year under review were the definition of the CO₂ reduction path and being ranked second in the Swiss Employer Award (Swiss Arbeitgeber Award).

Energy intensity

kWh/m²
2020: 108

119

Emissions intensity

kg CO₂eq/m²
2020: 16

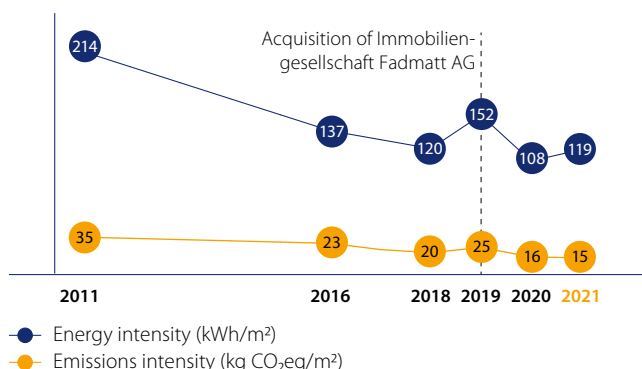
15

Investment in renovations

CHF million
Average 2018–2020

~40

Energy and emissions intensity in the portfolio



👁 Detailed information on data for energy and emissions intensity can be found on page 24.

Certifications

% (reference value energy-consuming space)

Development properties

Certified or in accordance with a certification standard
2020: 100

100

Investment properties

Certified (at least to Minergie standards)
2020: 27

25

Certified market value of the investment portfolio

CHF million
2020: 834

927

Ratings and certifications



GRESB: Green Star

With the pleasing 2021 result, Mobimo's portfolio has been awarded an A rating for the first time since 2018 with 79 points (2020: 71 points, B rating). Mobimo is ranked first in the peer group comparison and performs better than the GRESB participants on average.



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.

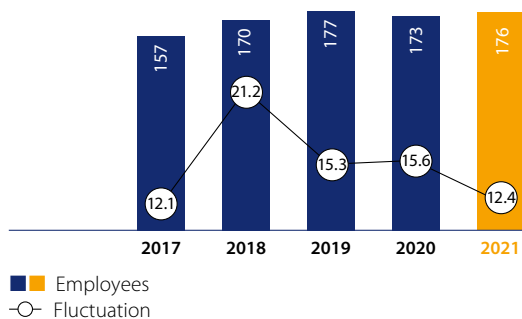


EPRA sBPR: Gold Award

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

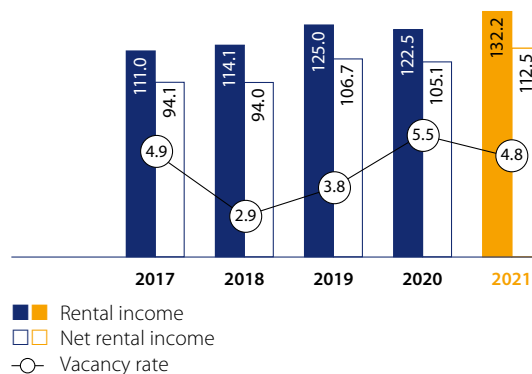
Employees and staff fluctuation

By headcount/%



Rental and net rental income and vacancy rate

CHF million/%



Employees

Full-time equivalents
2020: 159.6

162.0

Proportion of women overall (excl. BoD)

%
2020: 54

52

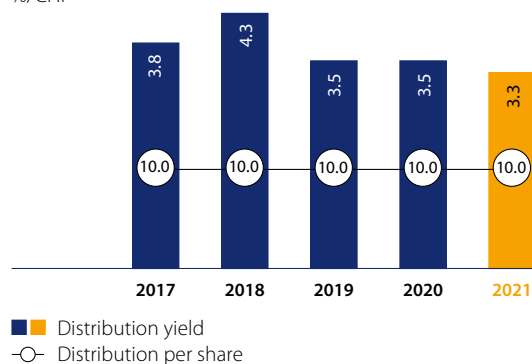
Women on the Board of Directors

%
2020: 33

50

Distribution yield

%/CHF



2000-Watt site

Mattenhof in Kriens was certified as a 2000-Watt site at the beginning of 2022. 2000-Watt sites stand for energy efficiency, renewable energies and climate friendliness. In addition, the certificate recognises sustainable mobility and architectural quality.



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.



Swiss Arbeitgeber Award: ranked second

Mobimo was ranked second in the Swiss Employer Award (Swiss Arbeitgeber Award) at the end of 2021. The award provides the most meaningful evaluation of employer attractiveness for companies throughout Switzerland.

Business model

Inputs

Financial capital

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

Social capital

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

Manufactured capital

- › Portfolio actively managed and continuously optimised
- › Far-sighted portfolio strategy
- › Investments in forward-looking locations

Intellectual capital

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

Human capital

- › Qualified and team-oriented employees
- › Promotion and further development of employees
- › Interdisciplinary cooperation

Natural capital

- › Selection of sustainable locations
- › Use of renewable energies and more innovative forms of technology
- › Sustainable construction

Value creation



Impact

Outputs

**Attractive
returns**

**High level of
customer satisfaction**

**Quality living and
working spaces**

**Strong development
competences**

**Committed
employees**

**CO₂ cut as per
reduction path**

Contribution to SDGs

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



3 GOOD HEALTH AND WELL-BEING
SDG: Ensure healthy lives and promote well-being for all at all ages.

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



7 AFFORDABLE AND CLEAN ENERGY
SDG: Ensure access to affordable, reliable, sustainable and modern energy for all.

Mobimo: Uses renewable energy and state-of-the-art technology.



11 SUSTAINABLE CITIES AND COMMUNITIES
SDG: Make cities and human settlements inclusive, safe, resilient and sustainable.

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



12 RESPONSIBLE CONSUMPTION AND PRODUCTION
SDG: Ensure sustainable consumption and production patterns.

Mobimo: Focuses on sustainability criteria in the supply chain, in the portfolio and in new developments across the entire value creation process.



13 CLIMATE ACTION
SDG: Take urgent action to combat climate change and its impacts.

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

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. Topics that are particularly relevant to the business are also of interest.

The last stakeholder survey took place in 2021. Representatives of the stakeholder groups indicated above were asked for their opinion in around 20 interviews. The following topics revealed themselves to be especially important:

- › CO₂ reduction in line with reduction path
- › Intrinsic value of the portfolio
- › Investments in promising locations
- › Climate-adapted construction
- › High-quality living spaces

 **Selected statements by stakeholder groups can be found on page 12 and 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:

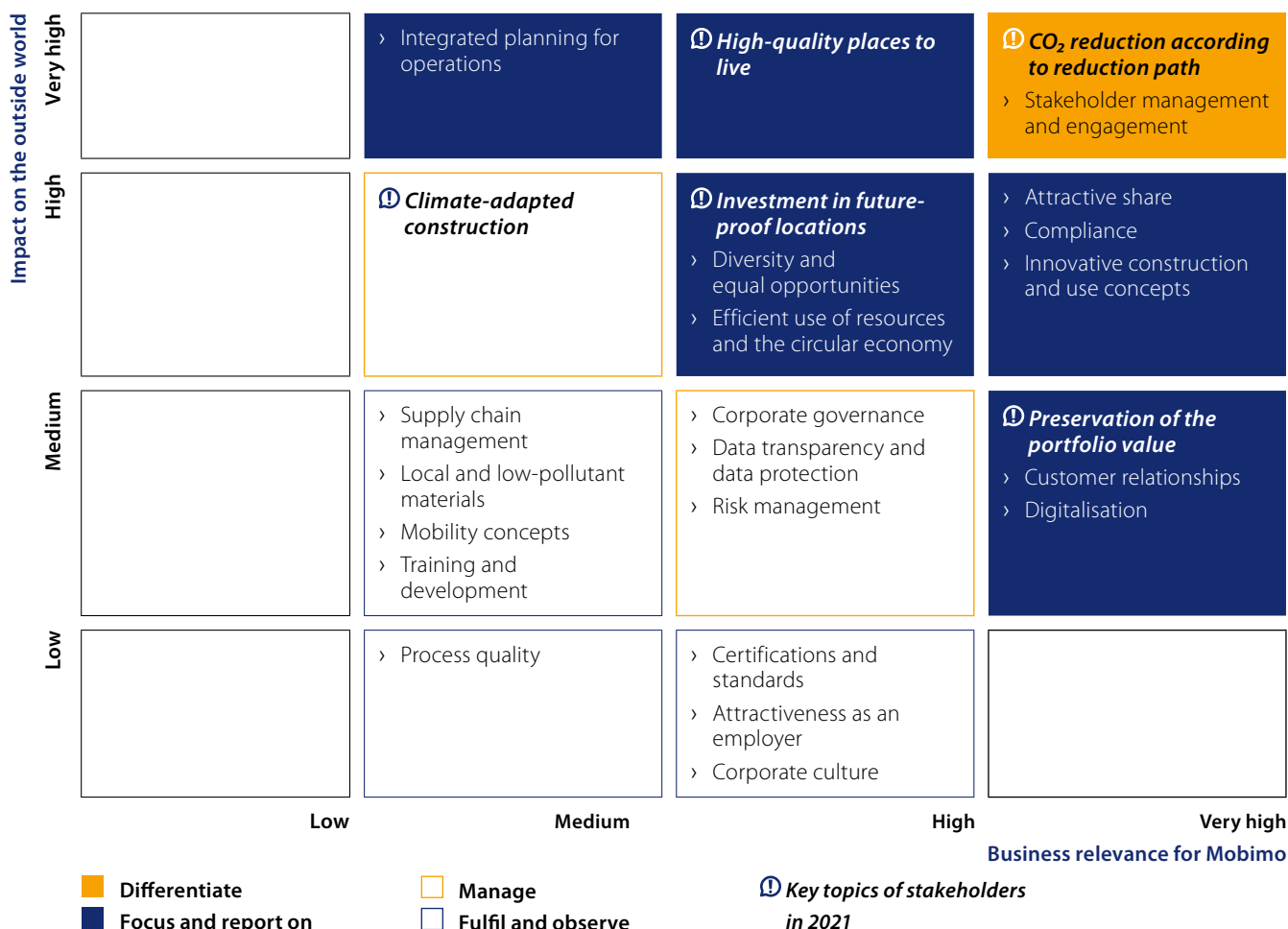
- › CDP
- › DGNB
- › FTSE EPRA Index
- › GPR 250 Real Estate Index
- › GRI
- › Minergie
- › NNBCH/SNBS
- › Plusenergie-Quartier of the Verein Hauptstadregion Schweiz (association promoting the interests of the Swiss capital region)
- › SGNI
- › 2000-Watt Society (2000-Watt Site)

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)
- › VZI (association of Zurich real estate companies)

Key sustainability topics

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



The materiality matrix is intended to ensure the relevance and credibility of the report content. In 2020, Mobimo carried out a review of the key aspects of sustainability and reweighted them where appropriate. No further changes were made during the reporting period.

The materiality assessment encompasses the business relevance for Mobimo as well as the economic, environmental and social impacts of the topic both inside and outside the organisation. Surveys are conducted at regular intervals to review current focal topics and identify new material topics ([see page 8](#)).

The continual reduction of CO₂ emissions has top priority for Mobimo and also for stakeholders. The company took concrete action in this regard in 2021 when it developed and published a CO₂ reduction path in line with the Paris Agreement.

👁 **Information on reducing CO₂ emissions in the investment portfolio can be found on page 23.**

When it comes to business topics, the focus is on maintaining the intrinsic value of the portfolio, which Mobimo ensures through continuous investments. Another key driver for adding value to the portfolio is development of the company's own properties at attractive locations.

Mobimo makes an important contribution to local communities by developing and realising high-quality living and working spaces. The prudent implementation of site developments and large-scale projects creates long-term, added value for society.

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 share	GRI 201: Economic Performance	•	•	› Institutional investors › Organisations and associations › Private shareholders
Risk management				› Customers › Employees
	GRI 102-11			› General public
	GRI 102-15			› Institutional investors
	GRI 102-29			› Partners
	GRI 102-30			› 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			› Customers
	GRI 102-17			› Employees
	GRI 102-25			› General public
	GRI 205: Anti-corruption			› Institutional investors
	GRI 206: Anti-competitive Behaviour			› Organisations and associations
	GRI 307: Environmental Compliance			› Partners
	GRI 412: Human Rights Assessment			› Private shareholders
	GRI 417: Marketing and Labelling			› Public authorities
	GRI 419: Socioeconomic Compliance	•		
Stakeholders				
Data transparency and data protection	GRI 418: Customer Privacy	•	•	› Customers › Employees
Stakeholder management and engagement				› Customers › Employees
	GRI 102-13			› General public
	GRI 102-21			› Institutional investors
	GRI 102-37			› Organisations and associations
	GRI 102-40 to 102-44			› Partners
	GRI 102-46 and 102-47			› Private shareholders
	GRI 102-49	•	•	› 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

How do you see this?

Do Mobimo's sustainability priorities match up with those of its stakeholders? The 2021 Stakeholder Survey aimed to answer precisely this question. It is illustrated here as a chat.

Customer was added.

Partner was added.

Politician was added.

Dear Stakeholders!
What topics related to our Sustainability strategy 🌱 are the most important ones for you? Thank you for your answers.
Mobimo

Customer
Dear Mobimo, thank you for asking.
I place a lot of value on central locations 🚲 and good customer relationships. 🤝

Analyst
The attractiveness of the share is important to me along with the inherent value of the portfolio. And of course without a plan to reduce CO₂ it will be a tough row to hoe in the capital market.

Employee
As employees we want a good corporate culture and equal opportunities.

Politician
It is important to us that the resulting living spaces are of the highest quality.

Thank you very much. The majority of these are in line with the priorities we have defined 👍. Do you have anything else to add?

Investor
The reporting is of the highest level.

Partner
Mobimo would be able to be an even greater pioneer in the market when it comes to sustainability. This could create a pull effect!

Customer
At Mattenhof Kriens, the waste disposal concept still leaves a lot to be desired. We have to drive to dispose of our glass. 😞

Politician
There is not enough green in some of the outdoor spaces. Hot summer days are a pressing issue! 🌳

Employee
The people at Mobimo are respectful to one another.

Customer
I felt Mobimo's communication during the pandemic was very positive.

Thank you for the valuable feedback. I would summarise the top 5 topics as follows, ok?

- 1 CO₂ reduction and reduction path
- 2 Intrinsic value of portfolio
- 3 Investments in promising locations
- 4 Climate-adaptive construction and biodiversity
- 5 High-quality living spaces

Investor
Correct 👍

Customer
Yes.

Tenant
Yes, exactly ✅

Analyst
Right 🤖

Partner
It's fine for me 🙌

Politician
Exactly

Employee
Agree 😊

ADDED VALUE AND GOVERNANCE



Economic performance

Total portfolio value
CHF million
2020: 3,353

3,599

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
2020: 122.5

132.2

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

 www.mobimo.ch > Investors > Reporting

Profit
CHF million
2020: 96.6

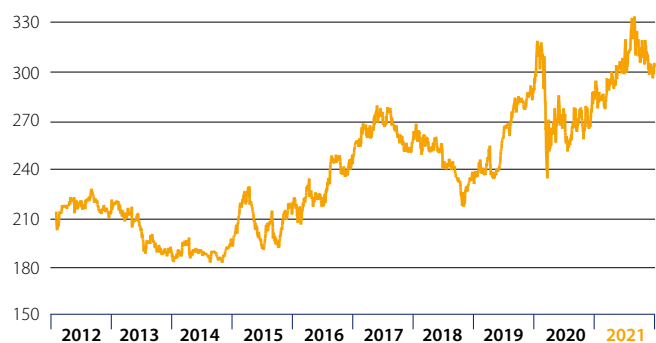
139.4

Attractive share

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 6.1%, and the average annual distribution yield for the last five years is roughly 3.7%. According to the SIX Swiss Exchange definition, the free float stood at 100% as at 31 December 2021. What is more, the shareholder base is broadly diversified.

Share performance

CHF



— Mobimo

Source: SIX Swiss Exchange

Intrinsic value of the portfolio

Mobimo's real estate portfolio had a total value of just under CHF 3.6 billion as at the end of 2021 and consisted of 142 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 2021 was CHF 140 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. The vacancy rate is kept low through active marketing and stood at 4.8% on 31 December 2021. Mobimo invests an average of around CHF 40 million per year in renovations. The portfolio management team helps preserve and grow value through the portfolio strategy.

[Read more about site development and management on page 31.](#)

Value added through development

Mobimo's own real estate development activities are another driver of value creation in the real estate portfolio. Mobimo's development pipeline is filled with promising projects at attractive locations. The company is currently planning and realising properties with a total investment volume of around CHF 1,650 million. This volume can be broken down as follows:

- › Investment properties for own portfolio: CHF 570 million
- › Development properties for third parties: CHF 400 million
- › Development of condominiums: CHF 680 million

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 attractive locations.

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

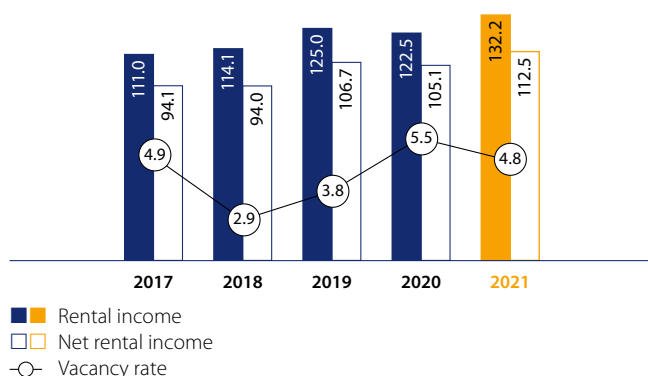
Integrated planning for sustainable operations

Integrated planning is an all-encompassing approach to the design and development of buildings. 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 life-cycle is determined at this very early stage in the process.

[Read more about integrated planning at \[www.mobimo.ch\]\(http://www.mobimo.ch\) > Stories](#)

Rental and net rental income and vacancy rate

CHF million/%



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.

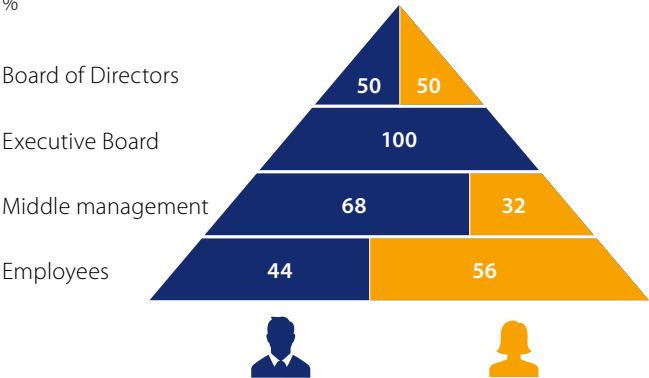
The Board of Directors of Mobimo Holding AG is the company's most senior supervisory and management body. The Board of Directors has delegated the operational management of the Mobimo Group to the Executive Board.

Board of Directors

The Board of Directors of Mobimo Holding AG consisted of six members as at 31 December 2021. As at the end of 2021, 50% of the members of the Board of Directors were female. Regional origin, qualifications and age are also key diversity criteria for Mobimo. With this in mind, diversity is always a consideration when making new appointments at all levels. The Board of Directors of Mobimo Holding AG takes the view that the ideal size for the Board of Directors is six to seven members. This 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 needs to be expanded, the effectiveness of its collaboration and the discussion culture.

Diversity

%



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.

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 Investment and Sustainability Committee (ISC), the Audit and Risk Committee (AC) and the Nomination and Compensation Committee (NCC). Members are assigned to the committees based on their skills, interests and experience, and the composition as at 31 December 2021 was as follows:

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

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 in the company's strategy. The members of the Board of Directors and the Executive Board share in the company's long-term success by receiving a substantial percentage of their compensation in the form of shares. In addition, ESG criteria make up a significant portion of the Executive Board's performance-based compensation. The maximum total amount of compensation must be approved annually by the Annual General Meeting.

👁 Read more about good corporate governance and compensation from page 17 onwards of the Annual Report 2021.

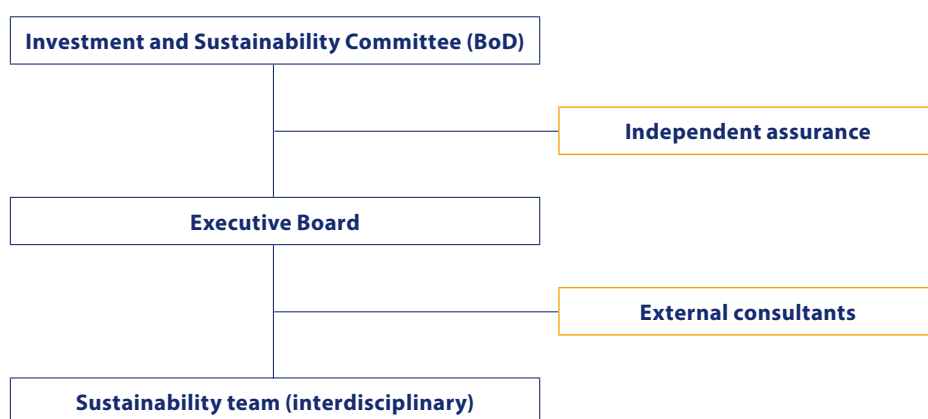
Process quality

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

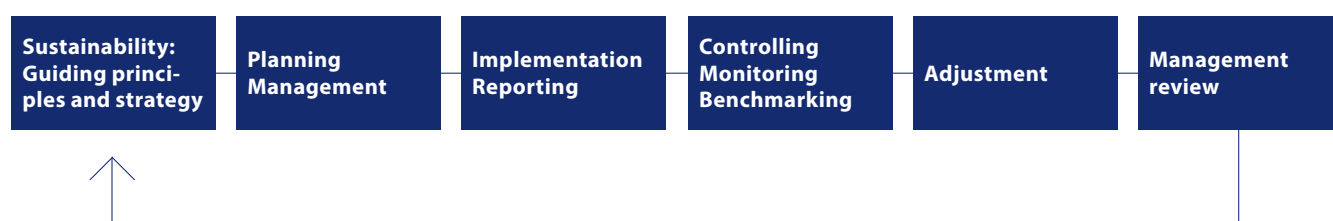
Sustainability management

The topic of sustainability is enshrined in Mobimo's strategy, structures and processes, and is promoted at a strategic level, particularly by the Investment and Sustainability 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. In 2021, a member of the Development team was promoted to Head of Sustainability. He serves as a centre of competence for sustainability and manages or oversees the implementation of all important projects. 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



Compliance, ethics and integrity

Mobimo is a responsible and sustainable company and always respects human rights. Professional and lawful conduct are anchored in its corporate culture.

Mobimo has set out the basic principles of ethics, integrity and lawful behaviour in the Code of Conduct, the compliance regulations, the regulation on the prevention of corruption and bribery, and the directive on the protection of personal privacy. These documents outline the principles according to which the company does business and form an integral part of the employment contract.

The Legal and HR departments are available for questions on statutory provisions, including any relating specifically to employment law. The Compliance Manager, who is employed by the Legal department, systematically deals with the compliance of all Mobimo's business activities.

 **Mario Mastai, Compliance Manager, on the meaning and purpose of his job, on page 19.**

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

 **www.mobimo.ch > Careers**

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.

Whistleblowing

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

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

Why compliance represents active sustainability

As a law graduate and lawyer, Mobimo's Compliance Manager, Mario Mastai, is more of an advisor than a watchdog. He emphasises that without compliance there is no sustainability.

"The subject of compliance is more or less a question of following the rules. The rules to be followed in this case are either anchored in Swiss and relevant international legislation or they have been issued by private organisations such as the Swiss Society of Engineers and Architects (SIA). Internal regulations, such as a Code of Conduct, also set forth rules that must be followed. Systematic compliance means recording all relevant standards, identifying all legal risks and reviewing – and if necessary, adjusting – all business processes in order to prevent legal violations to the greatest degree possible. We therefore incorporate control mechanisms in all of our critical processes.

Compliance also includes raising awareness among colleagues. It is important for me to signal to them that I am by no means the company watchdog, but an actual compliance advisor who is there to also discuss any mistakes or uncertainties. This is because many violations do not result from intentional behaviour, but rather from negligence due to a lack of awareness or knowledge.



Mario Mastai, Compliance Manager

Misconduct usually has financial consequences. These range from threats of fines and the surrender of profits to more difficult access to outside capital. Another painful element of it all, in addition to the financial damage, is the damage to the company's reputation and credibility. Warren Buffet sums it up: 'It takes 20 years to build a reputation and five minutes to ruin it. If you think about that, you'll do things differently.' The bridge to sustainability is obvious: only with fair and honest business conduct does a company have any long-term chances for success. A company that regularly operates outside or on the edges of what is legally permissible will pay for it in the long term. It ends with a damaged reputation and hefty financial consequences."

Risk management

The Board of Directors bears overall responsibility for risk management. The Executive Board is responsible for implementing risk management, including raising awareness among employees, monitoring risks in each area of responsibility and reporting to the Risk Committee, which is made up of the Executive Board and a Controlling specialist. 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 (AC), 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 AC 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 (CO₂, energy sources)	CO ₂ levies are imposed on all fossil fuels (e.g. heating oil, natural gas).	<ul style="list-style-type: none"> › New, enhanced requirements for buildings › New technologies and innovations (push) › Higher costs (planning, initial investments, certifications) 	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"> › 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 › 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)				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"> › Mobimo refers to the Swiss Federal Climate Report for changes in physical climatic parameters. › 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"> › 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 › 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.	› 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.	› 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.	› 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.	› 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.	› Digitalisation › Changes in mobility › Constant adjustments to reflect trends and changes	Very probable	High

ENVIRONMENT



Environmental indicators

Environmental criteria play a special role in the real estate portfolio and in real estate development. Mobimo drew up a CO₂ reduction path in 2021.

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 Investment and Sustainability Committee (ISC) 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).

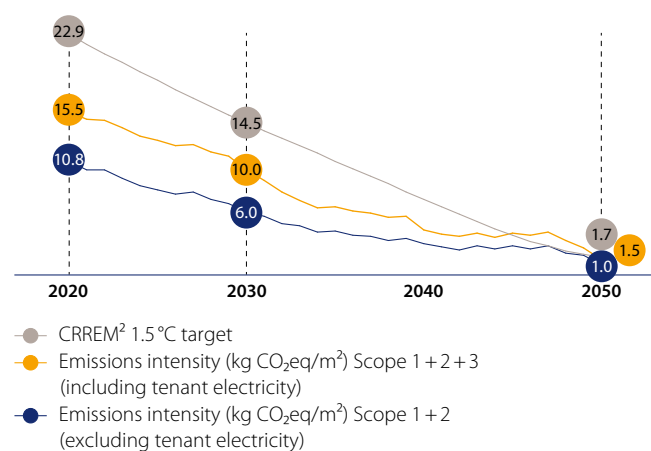
Electricity production with photovoltaic systems

Building	Production in kWh
Rue des Côtes-de-Montbenon 1, 3, 5	6,500
Mattenhof 4, 8, 16	188,959
Seestrasse 93 (Seehallen)	12,068
Total production	207,507

Energy consumption and emissions

The CO₂ emissions of the investment portfolio are to be reduced to 1.5 kg CO₂eq/m² (including tenant electricity), in line with the 1.5 degree Celsius target set by the Paris Agreement. Mobimo will achieve this ambitious goal by renovating and optimising existing properties and transferring its own developments to the investment portfolio. This will be supplemented by ramping up own electricity production by means of 10,000 m² of additional photovoltaic systems by 2030 or 25,000 m² by 2050. The investments made in upgrades such as this average around CHF 40 million each year. While own developments in particular are optimal in terms of energy – Mattenhof is a 2000-Watt site and the Papillon project in Köniz (BE) is even a plus-energy district – Mobimo will take additional offsetting measures to achieve its declared goal of CO₂ neutrality (from today's perspective).

CO₂ reduction path of the investment portfolio¹ to 2050 kgCO₂eq/m²



¹ Assuming acquisitions of around 10,000 m² of energy-consuming space annually plus the transfer of newly developed properties from the current pipeline for the period to 2030, and of 15,000 m² of energy-consuming space annually from 2030 onwards.

² The Carbon Risk Real Estate Monitor (CRREM) is an EU research project aimed at promoting energy efficiency and reducing carbon risks in the real estate sector.

☑ Energy and emissions data for the investment portfolio¹

	2011 (baseline year)	2020	2021 ²
Energy-consuming space (m ²)	401,392	624,113	663,275
Energy consumption for electricity and heating (MWh) ³	85,947	67,344	78,827
Energy intensity (kWh/m ²)	214	108	119
Emissions (t CO ₂ eq) ³	13,931	9,744	10,109
Emissions intensity (kg CO ₂ eq/m ²)	35	16	15

☑ Independent limited assurance report, available at www.mobimo.ch > About us > Sustainability.

¹ Properties covered by building rights and parking spaces are not included in the calculation. Consumption data were not yet available for one property purchased during the period.

² The method used to calculate energy and emissions data was refined with effect from the 2021 reporting period, primarily by including a climate correction factor and adjusting the emissions factors. There is therefore only limited comparability with the prior-year period.

³ Calculation based on the heating system, type of fuel and consumption, including general and tenant electricity.

Mobimo has made considerable cutbacks to its energy consumption and emissions since 2011. This positive development is due to regular renovations of investment properties and especially to the high quality of own developments transferred to the investment portfolio, such as the properties of the Mattenhof in Kriens or the Aeschbachquartier Aarau. The 2021 reporting period (data collected from 1 July 2020 to 30 June 2021) saw an increase in energy-consuming space, with Mobimo recording a commensurate rise in energy consumption and energy intensity (limited comparability, see footnote 2). This is attributable among other things to the even more precise climate correction. Added to this, energy consumption in the comparative period in the previous year (data collected from 1 July 2019 to 30 June 2020) was exceptionally low due to the extended lockdowns at a number of commercially used properties due to the coronavirus.

When it comes to emission intensity, the ongoing conversion of energy sources – specifically, the increase in district heating products – and

the changeover to green energy is having a positive effect, driven by the decision on the part of individual major tenants to use green electricity and the fact that almost all of the general electricity purchased by Mobimo is green electricity. Since the reporting year 2020, the electricity and district heating products for each property are now recorded and, where available, product-specific emissions factors are used (market-based approach), which also makes a positive contribution.

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.

Offices

	Unit	2021	2020	Change in %
Energy-consuming space	m ²	3,207	3,207	0
Energy consumption	kWh	490,294	524,659	-6.6
Electricity	kWh	246,948	231,820	6.5
District heating and cooling	kWh	243,346	292,839	-16.9
Share of renewable energy ¹	%	77.7	64.5	20.5
Energy intensity	kWh/m ²	153	164	-6.7
Total emissions ²	kg CO ₂ eq	49,985	67,920	-26.4
Emissions intensity	kg CO ₂ eq/m ²	15.6	21.2	-26.4

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

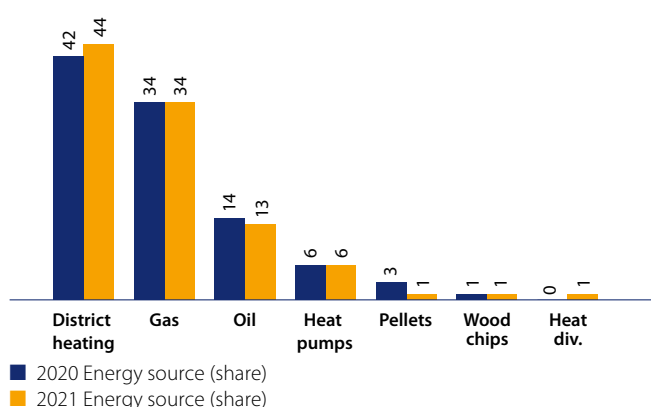
² Total emissions for 2019 and 2020 (electricity, heating, cooling). Market-based approach for Lausanne (available), location-based approach for Küsnacht.

Efficient use of resources and the circular economy

Mobimo incorporates careful use of resources into its planning right from the start of projects and uses material flow analyses, life cycle assessments and cost analyses to identify potential to conserve resources. The company places importance on reducing the proportion of concrete and strives to preserve an existing building wherever possible. Separating the various system components makes it easier to demolish buildings later on, should this prove necessary.

Energy sources used in heating across the portfolio

% (reference value kWh)



Offices

	Unit	2021	2020	Change in %
Water consumption	m ³	1,439	963	49.4
Water intensity	m ³ /m ²	0.449	0.300	49.6
Paper	kg	2,922	3,238	-9.8
Waste	kg	9,442	11,983	-21.2
Recycling (PET)	kg	40	505	-92.1
Recycling (waste paper, cardboard)	kg	4,062	5,570	-27.1
Incineration	kg	5,340	5,908	-9.6

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 less frequently from home in 2021, water consumption increased. Nevertheless, the amount of waste was significantly reduced. This is largely due to the switch from PET bottles to filtered tap water at the business location in Künsnacht.

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 2021 was 412,421 m³, and the water intensity was 0.622 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.).

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.

 **Read more about a project employing timber construction at the Aeschbachquartier in Aarau on page 26.**

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. When realising projects, Mobimo takes account of this topic by using native plant species in landscaping, creating animal habitats and renaturing streams. The roof of the Mattenhofquartier in Kriens, for example, features local plants from Lucerne. Mobimo plans and takes measures (renaturing, restoration of watersides, flora and fauna) if business activities have the potential to impact 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.

Onwards and upwards in the Aeschbach Quarter



A lot of wood, a lot of photovoltaics, a lot of green: further development of the Aeschbach Quarter comes with lofty demands in terms of the sustainability of the project.

Things are taking shape in the Aeschbach Quarter. Industrial company Rockwell Automation GmbH will soon cease production at its Aarau site. Only the research and development areas will remain at the long-standing headquarters. This will free up a large part of the site for a new use. At the beginning of 2021, Mobimo invited five renowned architecture firms to participate in a study contract. In addition to high demands on the sustainability of the project, the results of the participation process from 2020 were also part of the overall task.

The proposal by Baumberger & Stegmeier Architekten from Zurich, in collaboration with Hoffmann Müller Landschaftsarchitekten and Pirmin Jung Holzbauingenieure, especially impressed the jury and was chosen as the winning project. Their project envisages the preservation and extension of the historic Hall 5 as well as a new timber

construction (see visualisation). In addition to the ecologically minded construction methods, the choice of materials and CO₂ emissions of less than 3 kg CO₂eq/m² (MINERGIE-ECO certificate), the winning project also scores points with its strong re-greening of the quarter and a high level of biodiversity. There is also a large proportion of unsealed surfaces, which combats overheating in summer – an increasingly important issue. The roof surfaces will be equipped with a maximum density of photovoltaic systems to supply the neighbourhood with electricity.

121 rental apartments of various sizes as well as alternative forms of housing such as cluster apartments will be built – and help contribute to a good social mix. The Aeschbach Quarter currently comprises 167 rental apartments, 92 condominiums, the Aeschbach Halle, the Oehlerpark and commercial areas. The urban planning guidelines designed by renowned Dutch architect and ETH professor emeritus Kees Christiaanse as well as the associated vision of an “urban village” featuring a variety of uses will also shape this development phase, which is scheduled for completion in mid-2025.

Mattenhof certification

Joy Anna Mürner, Head of Site Development and responsible for the Mattenhof in Kriens, on the significance of the 2000-Watt site certification.

What does the 2000-Watt site certificate stand for?

2000-Watt sites are settlements that stand for energy efficiency, renewable energy sources and climate friendliness. Currently, 43 sites in Switzerland are certified, Mattenhof Kriens being one of them. The certificate has been awarded since 2012 and is supported by the Swiss Federal Office of Energy.

What does it take for a site to be certified?

Quite a bit! Each site must demonstrate both qualitatively and quantitatively that it meets the requirements for energy efficiency and resource conservation. On the quantitative level, for

example, this means disclosing and keeping CO₂ emissions to a minimum. Or it needs to be shown which measures are used to promote climate-friendly mobility or what exactly the disposal concept looks like. Incidentally, we will have to undergo the recertification process every four years. So we remain challenged to operate the Mattenhof sustainably and prudently.

What are you particularly proud of as the site manager at Mattenhof Kriens?

I always like to mention the innovative energy system. It's a compound system for distributing heat extracted from groundwater and energy piles to the heat pumps, which in turn use it for energy-efficient heating. And I'm pleased that the residents of Mattenhof have formed a strong community. Although the neighbourhood is urban and densely populated, they seem to know and support each other really well.



Reto Müller, Head of Site Development at Mobimo, Joy-Anna Mürner, Head of the Site Development Team at Mobimo, and Bernhard Gut, Energy Officer for the City of Lucerne.

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 2021, the share of certified properties was 25%, measured by energy-consuming space. In terms of market value, CHF 927 million of the portfolio is covered by sustainability certificates, equating to around 30% of market value.

Certifications

% (reference value energy-consuming space)

Development properties

Certified or in accordance
with a certification standard
2020: 100%

100%

Investment properties

Certified (at least to Minergie standards)
2020: 27%

25%

Total value of the investment portfolio

CHF million
2020: 2,845

3,121

Certified market value

CHF million
2020: 834

927

2021 saw the Mattenhof in Kriens certified as 2000-Watt site – the first district in Mobimo's portfolio to receive this distinction.

 [Read more about the certification of the Mattenhof in an interview with the Team Leader for the project on page 27.](#)

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 decision to pursue one of the possible certifications is generally made on a project-specific basis but is not limited to development projects, and in some cases follow-up certification is also sought for existing properties.

Minergie energy standard

MINERGIE®

Market value
CHF 628.7 million

68%

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 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 113.2 million

12%

Aarau

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



2000-Watt site

Market value
CHF 184.9 million

20%

Kriens

- › Am Mattenhof 4, 4a (2021)
- › Am Mattenhof 6 (2021)
- › Am Mattenhof 8 (2021)
- › Am Mattenhof 12, 14 (2021)
- › Am Mattenhof 16, 16a (2021)



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. 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 Investment and Sustainability 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 addition to Mobimo's art portfolio is the "Rivière suspendue", an installation mimicking a suspended river by Atelier Schlaepfer-Capt in the Flon district in Lausanne.

 www.mobimo.ch > Art

Commitment to society

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

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



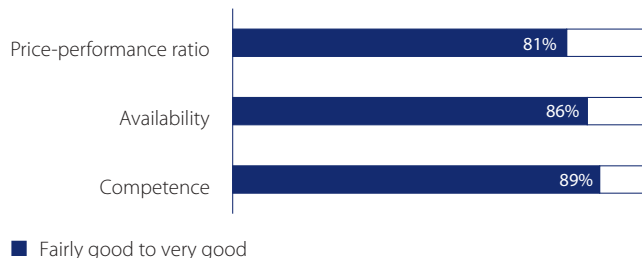
Customers

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). In 2021, the residential tenant population was surveyed. Mobimo outsources its customer satisfaction surveys to an independent external partner. The feedback received from survey participants is very positive, particularly in relation to the key criteria of cooperation, information flow and contactability.

Tenant satisfaction survey (extract)

% of feedbacks



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 4.8% at the end of 2021. 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, realisation, operation). 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 design of outside space 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.

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.

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: 12.4 years) with its five biggest tenants (18.1% of rental income).

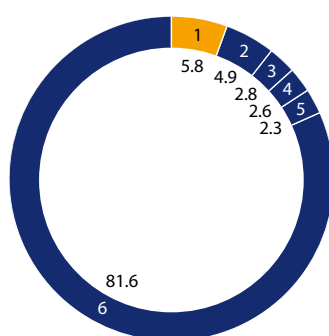
**Length of customer relationships
with five biggest tenants**

Ø in years

12.4**Long-term customer relationships**

Shares of the five biggest tenants in %

- 1 Swisscom Group
- 2 SV Group
- 3 Coop Group
- 4 Senevita AG
- 5 Rockwell Automation Switzerland
- 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 2021.

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, their materials, their sourcing, environmentally friendly manufacture, use of rain water, etc.).

Yes. See information on page 32.

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).

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% to 80% of purchases are from regional and national suppliers) and compliance with quality and sustainability requirements. The quality of the cooperation, reliability and experience are also every bit as important.

As a principal, Mobimo requires its contracting partners, 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 property management: 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

Arts and culture welcome!

Impetus for a sustainable and open neighbourhood: the art event BIVOUAC resonates in the framework of the RASUDE Quarter development.

June 2021 was dedicated to BIVOUAC in the Rasude Quarter, not far from Lausanne station. The art event BIVOUAC was organised by the Labor Association and was an important element of the site's interim use before the next steps of the larger La Rasude neighbourhood development.

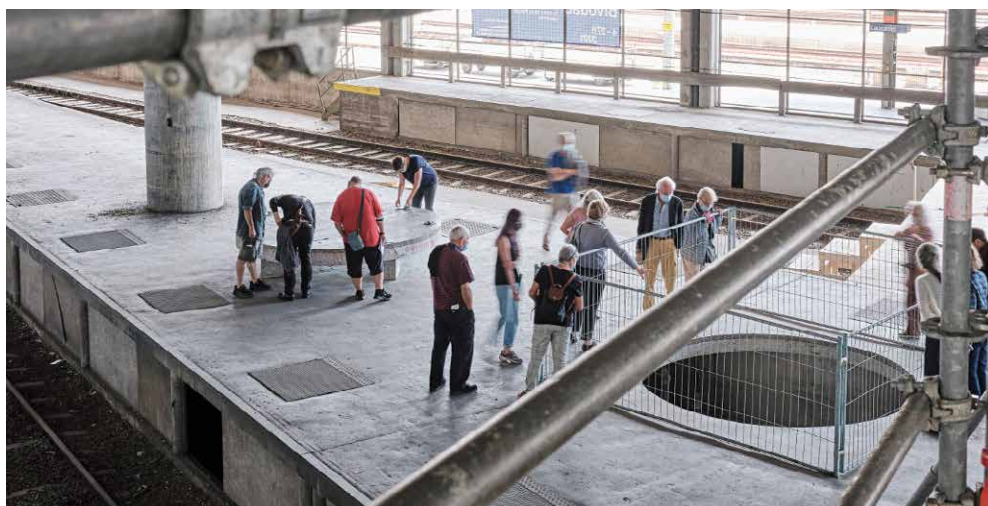
Thirteen artists and architects selected by a jury created a real "experimental laboratory" around artistic and urban issues. What makes a city? How does a city form its identity? What remains and what is fleeting? The interventions and installations attracted lots of visitors to the former mail

distribution centre and allowed them to discover the massive basement with its labyrinthine corridors that had never previously been open to the public.

With concerts, clubs and films, BIVOUAC became an unforgettable experience and at the same time a prelude for things to come. Under the label "La Rasude accueille" (La Rasude welcomes you), temporary events will continue to give life to the area, to give shape to the phase before the major transformation begins and to provide inspiration for a sustainable and open neighbourhood of the future.

👁 www.labor-lausanne.ch

👁 www.la-rasude.ch



Employees

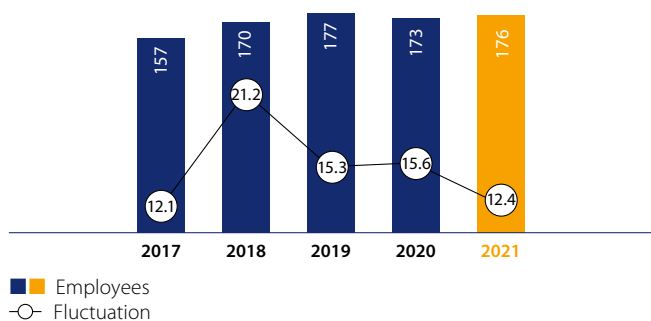
Employees' wellbeing, safety and professional development are important to Mobimo. Mobimo takes various measures to maintain and improve its reputation as an attractive employer.

In 2021, the headcount increased by 1.7% to 176 (prior year: 173). The fluctuation rate was 12.4% (total of 25 departures), significantly lower than in the previous year (15.6%).

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

Employees and staff fluctuation

By headcount/%



Employee structure

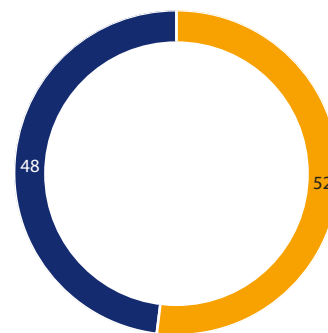
Mobimo has offices in German-speaking and French-speaking Switzerland. The activities in French-speaking Switzerland are organised in the same way as in German-speaking Switzerland and are overseen by a member of the Executive Board.

Of Mobimo's 176 employees, 92 (52%) are women (previous year: 54%). The figure for the highest governance bodies as at 31 December 2021 was 50% (prior year: 33%). This figure has since gone up to 60% 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. 15% of employees are below 30 and around 25% are older than 50.

176 employees (headcount, +1.7% year on year)

%

- Total women (number)
 - Küsnacht 53
 - Lausanne 19
 - FM Service AG (various locations) 17
 - Projektkontor AG 3
 - Erni Liegenschaften AG 0
- Total men (number)
 - Küsnacht 43
 - Lausanne 16
 - FM Service AG (various locations) 23
 - Projektkontor AG 1
 - Erni Liegenschaften AG 1



Employee indicators

Number

	2021	2020	Change in %
Full-time	125	127	-1.6
Part-time	51	46	10.9
Permanent	169	171	-1.2
Temporary	7	2	-1.2
Departures	25	32	-21.9
New hires	28	28	0.0

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 Switzerland 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.

👁 **Read more about how Mobimo prevents bullying, harassment and discrimination on page 18.**

Mobimo carried out an internal equal pay analysis in 2021, 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

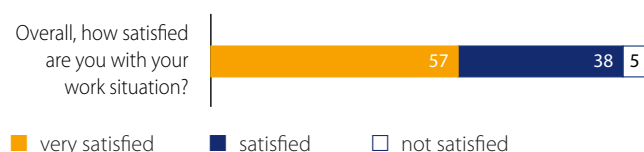
Mobimo provides outstanding employment conditions for its highly qualified employees. The company pays attractive, market-based salaries that take into account criteria such as function, rank, education and experience along with years of service, individual performance and success. The cleaning staff 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).

The modern office premises, which feature plenty of natural light and are easily accessible, contribute to employees' wellbeing. At its own offices, Mobimo invests in high-quality facilities and in creating a pleasant room climate. The spacious zones for interaction and creativity are also suitable for formal and informal conversations between colleagues.

Employee survey

%



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. In the year under review, Mobimo conducted an employee pulse survey on the topic of remote working.

As part of the 2021 Swiss Employer Award (Swiss Arbeitgeber Award), employees were asked how satisfied they are in their job. 128 employees took part in the survey, equating to a response rate of 78%. 95% of employees said they were satisfied to very satisfied with their current work situation. Mobimo came second in its category in the Swiss Employer Award. The Swiss Employer Award is the most meaningful evaluation of employer attractiveness for companies throughout Switzerland.



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 and paternity 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

Paternity leave is 20 days.

Leave for purchase

Since 2017, Mobimo has offered employees the opportunity to purchase leave. A maximum of ten additional days of leave can be purchased per calendar year. A salary deduction in the amount of one day's salary is made for each day of leave purchased. 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 in relation to 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. 29% (prior year: 27%) 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.

Health and safety

Number	2021	2020	Change in %
Occupational accidents (number)	5	1	nmf
Sickness (days)	789	1,250	-36.9

Mobimo naturally complies with all statutory provisions in relation to occupational safety. The company collates illness and accident rates annually. 2021 saw five occupational accidents, all at its own Facility Management company. The causes of the accidents were investigated and appropriate measures implemented to prevent similar incidents from happening in the future.

The number of days of absence due to illness decreased in 2021 in spite of the high coronavirus infection rates throughout Switzerland. 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 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

Number	2021	2020	Change in %
Number of employees in training and education	10	11	-10.0
Number of promotions to higher level	9	14	-35.7
Apprentices	4	3	33.3

Training and development

Mobimo encourages training for employees at all levels. This may take the form of financial support or flexible working hours. In 2021, ten employees (5.7%) engaged in vocational higher education and training (e.g. Swiss certifications, certificates and masters of advanced studies), compared with eleven employees in the previous year.

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.

Career levels



Mobimo has clear career levels within the organisation, which enables successful career progression. The members of the Executive Board and the heads of department are Mobimo's senior management. They have joint power of representation (two managers together). In 2021, nine people were promoted to a higher level of seniority, all of whom were women.

To develop the next generation, Mobimo trains apprentices who work towards a federal proficiency certificate (EFZ) in fiduciary/real estate. Four apprentices were employed at Mobimo in 2021. 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 goal of exiting fossil fuels.

Mobimo sets great store by making high-calibre spaces available to its tenants that are geared around actual needs. 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 former office building "Im Tiergarten" in the city of Zurich, which Mobimo transformed into a residential property.

For Mobimo, the contemporary way of living together means achieving a mix of uses in districts and spaces. It therefore opts for multifunctional, flexible spaces and compact forms of construction. Mobimo promotes social cohesion in part through communal areas, events for residents of districts and co-working spaces.

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 of course generous numbers of cycle parking spaces and charging points for e-bikes.

E-mobility

Mobimo attaches high operative importance to the topic of e-mobility. 50% of parking spaces in newly developed residential or mixed-use properties have been prepared for the installation of charging stations. In the case of purely commercial and office buildings, this figure is 20%, since experience shows that vehicles are usually charged at home. Mobimo proceeds with implementation when a specific need is established on the part of tenants. This also applies to properties in the portfolio, i.e. to those that Mobimo has not newly developed or constructed. Visitor parking spaces at large properties are also equipped with charging stations on a selective basis.

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 that meet the exacting IT security requirements. Documents are mainly stored online, which makes sharing easier and increases staff mobility.



The background image shows a child on a blue and white scooter on a paved path in a park. In the foreground, a large, curved, rusted metal sculpture dominates the right side of the frame. In the background, there are modern buildings and trees. The title text is overlaid on a semi-transparent white banner across the top half of the image.

EPRA SUSTAINABILITY BEST PRACTICE RECOMMENDATIONS REPORT 2021

1. Overarching recommendations

Introduction

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

- › Overarching recommendations
- › Sustainability performance measures

Overarching recommendations

Organisational boundaries

The portfolio of Mobimo Holding AG (equivalent to a Gross Asset Value (GAV) of CHF 3,599 million) consists of investment properties (87% by GAV) and development properties (13% by GAV). We report on all properties in our investment portfolio for which we have operational control.

Coverage

The table "Portfolio" represents the scope of our 2021 EPRA submission and includes the total standing investments portfolio (100%) of the investible entity (commercial and residential). In total this covers 107 assets and 663,275 square meters.

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

The data were collected between 1 July 2020 and 30 June 2021. Waste data for own offices were collected between 1 January 2021 and 31 December 2021.

Estimation of landlord-obtained utility consumption

All data for the assets which are included in the organisational boundary are based on invoices received for the reporting period (since 2013) covering electricity, district heating, cooling, energy consumption from fuel and water.

Scope 1 and 2 GHG emissions are calculated based on energy consumption by type of energy (fuels, gas, district heating, etc.) which in turn are based on invoices. No data are estimated. Where no bills are available, data are extrapolated from previous years.

Boundaries – Reporting on landlord and tenant consumption

The consumption reported includes only utilities which we purchase as landlords. Tenant obtained data (i.e. from bills which the tenant receives directly) are excluded.

Waste data (incineration, recycling, PET, paper and cardboard) are collected and reported only for our owned offices. Every building in Switzerland is connected to the country's highly sophisticated public waste system. This developed waste separation system optimises usage and waste disposal. Its usage is managed directly by the tenants (including invoices). For the purposes of this report, the average values for the waste production of own office spaces are taken and extrapolated to the commercial portfolio. For the residential portfolio, Swiss average waste values are used.

Analysis – Normalisation

We have calculated intensity indicators for heating, cooling and electricity based on the energy consumption per investment property measured and billed for the accounting period. The energy consumption for heating is recorded over several reporting years (since 2013) for the purposes of plausibility testing and control. The total energy use from heating, cooling and electricity is then divided by the total floor area (including tenant areas) to calculate the intensity rate. The energy-consuming space for each property is calculated based on the plans in accordance with Swiss Society of Engineers and Architects (SIA) guidelines (since 2018: SIA 416/1). Emission factors were adjusted in 2020.

The basis used to calculate CO₂ emissions consists of the heating system, type of energy, respective emission factors and consumption in kWh. The calculation method is according to the greenhouse gas protocol.

Water consumption corresponds to the consumption per investment property, measured and billed for the accounting period. The intensity is calculated by dividing the total water consumption by the total floor area.

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

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

Analysis – Segmental analysis (by property type, geography)

Segmental analysis is defined by the property classification used in our financial reporting (see our Annual Report, p. 108) which organises our investment portfolio into commercial and residential properties. Segmental analysis by geography is not relevant for our portfolio given that our assets are all located in the same climatic zone within Switzerland.

Disclosure on own offices

Utilities consumption for which we are responsible at our own offices is reported separately. Please see EPRA Table “EPRA Performance measures” on [page 46](#).

Narrative on performance

For a full narrative on our performance in 2021, please see the following sections of our Sustainability Report 2021:

- › Energy, water and waste: Environment ([pages 22 – 29](#))
- › Employee training and development: Employees ([pages 36 – 38](#))
- › Community engagement: Society ([pages 30 – 35](#))
- › Own offices, environmental indicators: Environment ([pages 24 and 25](#))

Information on our governance procedures and Board of Directors can be found in the corporate governance report of our Annual Report 2021 which is available for download here: www.mobimo.ch/en > Investors > Reporting

Location of EPRA sustainability performance measures

EPRA sustainability performance measures for our portfolio, own offices and corporate operations can be found in the tables on [pages 44 – 47](#) of this report.

Third party assurance

Energy and GHG emissions data are independently assured by EY. The assurance statement can be found on [pages 57 – 58](#) of our Sustainability Report 2021.

Materiality

Regarding sustainability, Mobimo Holding AG reports in accordance with GRI Standards (since 2013), CDP (since 2012), GRESB (since 2013) and EPRA (since 2017) and integrates internal and external stakeholders on an annual basis for the determination and evaluation of material aspects. Three criteria are applied to determine materiality: the strategic relevance of the individual theme; the possibility of exercisable influence; and the aspects’ effects within and outside the organisation. At this time, all important KPIs that have been identified as material according to the results of our materiality review are reported. The full list of material issues can be found on [pages 9 – 11](#) of our Sustainability Report 2021.

2. Sustainability performance measures

Indicator	EPRA	Unit of measure	Portfolio total				% change
			Absolute		Like-for-like		
			2020	2021	2020	2021	
Electricity consumption for landlord-controlled areas ¹	Elec-Abs, Elec-LfL	MWh	6,293	8,445	6,248	7,172	14.8
Proportion of electricity consumption from renewable sources		%	79.3	95.0	79.3	95.0	19.8
Energy consumption from landlord-obtained district heating and cooling	DH&C-Abs, DH&C-LfL	MWh	16,931	22,833	16,931	20,369	20.3
Proportion of district heating & cooling from renewable sources		%	58.6	74.8	58.6	72.5	23.7
Energy consumption from landlord-obtained fuels	Fuels-Abs, Fuels-LfL	MWh	17,425	17,140	17,155	16,608	−3.2
Proportion of fuels from renewable sources		%	7.7	7.7	7.7	7.7	0.0
Building energy intensity ¹	Energy-Int	kWh/m ²	75	73	75	73	−2.7
Direct Scope 1 GHG emissions (total)	GHG-Dir-Abs	tCO ₂	3,586	3,932	3,531	3,823	8.3
Total Scope 2 indirect GHG emissions (location based)	GHG-Indir-Abs	tCO ₂	4,310	2,432	7,623	2,237	−70.7
Total Scope 2 indirect GHG emissions (market based)		tCO ₂	2,845	2,432	6,158	2,237	−63.7
Building GHG emissions intensity	GHG-Int	kg CO ₂ /m ²	11	10	11	10	−9.1
Total water consumption	Water-Abs, Water-LfL	m ³	408,097	412,421	408,095	412,409	1.1
Building water consumption intensity	Water-Int	m ³ /m ²	0.654	0.622	0.654	0.622	−4.9
Weight of waste by disposal route (total)	Waste-Abs, Waste-LfL	tonnes	6,007	6,071	6,007	6,071	1.1
		% recycled	53	53	53	53	0.0
		% sent to landfill	47	47	47	47	0.0

¹ Only general electricity is used for the calculation. The previous year's figure is adjusted accordingly.

Indicator	EPRA	Unit of measure	Investment portfolio	Development portfolio
Type and number of assets certified	Cert-Tot	% of portfolio certified OR number of certified assets	2021: 25% are at least Minergie-certified (2020: 27%)	2021 (and before): 100% certified or in accordance with a certification standard

Commercial						Residential				
Absolute		Like-for-like		% change		Absolute		Like-for-like		% change
2020	2021	2020	2021			2020	2021	2020	2021	
4,433	5,251	4,388	5,206	18.6		1,860	3,195	1,860	1,967	5.8
78.3	95.0	78.3	95.0	21.3		82.4	95.0	82.4	95.0	15.3
10,906	14,326	10,906	14,326	31.4		6,025	8,508	6,025	6,044	0.3
57.8	72.4	57.8	72.4	25.3		60.0	80.3	60.0	80.3	33.8
7,311	8,257	7,041	7,987	13.4		10,114	8,882	10,114	8,620	-14.8
7.1	7.7	7.1	7.7	8.5		8.2	8.2	8.2	8.2	0.0
78	77	78	77	-1.3		78	77	78	77	-1.3
1,507	1,858	1,452	1,803	24.2		2,079	2,062	2,079	2,008	-3.4
3,210	1,507	3,210	1,502	-53.2		1,109	937	1,109	747	-32.6
2,119	1,507	2,119	1,502	-29.1		735	937	735	747	1.6
10	9	10	9	-10.0		11	10	11	10	-9.1
185,187	188,536	185,185	188,534	1.8		222,910	223,885	222,910	223,875	0.4
0.478	0.521	0.478	0.521	9.0		0.942	0.74	0.942	0.743	-21.1
1,783	1,815	1,783	1,815	1.8		4,224	4,242	4,224	4,242	0.4
53	53	53	53	0.0		53	53	53	53	0.0
47	47	47	47	0.0		47	47	47	47	0.0

Data qualifying notes

Waste-Abs & Waste-LfL

Waste data are not directly available for our investment properties. For the purposes of this report, the average values of the waste production for the own office spaces surveyed are and extrapolated to the commercial portfolio. For the residential portfolio, Swiss average waste values are used.

Every building in Switzerland is connected to the country's highly sophisticated public waste system. This developed waste separation system optimises usage and waste disposal. Its usage is managed directly by the tenants (including invoices). We support tenants by providing facilities and systems to, for example, segregate waste according to type (e.g. compostable materials, recycling, refuse, PET, etc.).

Cert-Tot

Minergie is a Swiss certification label protected and supported by the Swiss Confederation, the cantons and the economy. Minergie-certified buildings are mainly characterised by very low energy consumption (high energy efficiency) and the highest possible share of renewable energies. For more information, see www.minergie.ch.

Minergie certification is the minimum standard required for all development properties. For other labels used (e.g. DGNB, 2000-Watt) see [pages 4, 5, 27, 28 and 29](#) of our Sustainability Report 2021.

EPRA environmental performance measures (own office and headquarters)

Indicator	EPRA	Unit of measure	Absolute		Like-for-like		% change
			2020	2021	2020	2021	
Electricity consumption	Elec-Abs, Elec-LfL	kWh	231,820	246,948	231,820	246,948	6.5
Proportion of electricity consumption from renewable sources		%	100	100	100	100	0.0
Energy consumption from district heating and cooling	DH&C-Abs, DH&C-LfL	kWh	292,839	243,346	292,839	243,346	-16.9
Proportion of district heating & cooling from renewable sources ¹		%	65	78	65	78	20.0
Energy consumption from fuel	Fuels-Abs, Fuels-LfL	kWh	0	0	0	0	n/a
Proportion of fuels from renewable sources		%	0	0	0	0	n/a
Building energy intensity	Energy-Int	kWh/m ²	164	153	164	153	-6.8
Direct Scope 1 GHG emissions (total)	GHG-Dir-Abs	kgCO ₂	0	0	0	0	n/a
Total Scope 2 indirect GHG emissions (location based)	GHG-Indir-Abs	kgCO ₂	67,920	49,985	67,920	49,985	-26.4
Total Scope 2 indirect GHG emissions (market based)		kgCO ₂	67,920	49,985	67,920	49,985	-26.4
Building GHG emissions intensity	GHG-Int	kg CO ₂ /m ²	21.2	15.6	21.2	15.6	-26.4
Total water consumption	Water-Abs, Water-LfL	m ³	963	1,439	963	1,439	49.4
Building water consumption intensity	Water-Int	m ³ /m ²	0.300	0.450	0.300	0.450	50.0
Weight of waste by disposal route (total)	Waste-Abs, Waste-LfL	kg	10,813	9,442	10,813	9,442	-12.7
		Recycled	5,295	4,102	5,295	4,102	-22.5
		Sent to incineration	5,518	5,340	5,518	5,340	-3.2

Indicator	Status 2021	
Type and number of assets certified, own offices	The main office in Küsnacht is Minergie-certified	83% (in m ²) of the own offices are Minergie-certified

Data qualifying notes

Cert-Tot

Minergie is a Swiss certification label protected and supported by the Swiss Confederation, the cantons and the economy. Minergie-certified buildings are mainly characterised by very low energy consumption (high energy efficiency) and the highest possible share of renewable energies. For more information, see www.minergie.ch.

EPRA social and governance performance measures (portfolio and corporate)

Indicator	EPRA	Unit of measure	Scope	2020	2021
Employee diversity	Diversity-Emp	Number of male/female (Board)	Corporate operations	4/2	3/3
		Number of male/female (Executive Board)		6/0	6/0
		Number of male/female (middle management)		14/8	13/9
		Number of male/female (employees)		79/94	65/83
Employee training and development	Emp-Training	Average hours per employee	Corporate operations	15	15
	Emp-Dev	% of total workforce with performance appraisals	Corporate operations	100	100
	Emp-Turnover	Total number of new hires	Corporate operations	28	28
		Rate (in %)		16	16
		Total number of leavers		32	25
		Rate (in %)		18	14
Health and safety	H&S-Emp	Occupational accident rate (in %)	Corporate operations	0.6	2.8
		Lost day rate (in %)		0	0
		Absentee rate (in % relative to total target hours)		3.3	2.4
		Fatalities (total number)		0	0
	H&S-Asset	% of assets undergoing health & safety assessments	Portfolio	100	100
	H&S-Comp	Total number of incidents of non-compliance from health & safety assessments	Portfolio	0	0
Communities	Comty-Eng	% of assets with community engagement initiatives	Portfolio	100	100
Governance	Gov-Board	Total number of executive members	Corporate operations	0	0
		Total number of independent members		6	6
		Average tenure in years		8	7
		Total number with competencies relating to environmental and social topics		6 of 6	6 of 6
	Gov-Select	Description	Corporate operations	The process is defined and requires that: <ul style="list-style-type: none"> › Nominations are prepared in consultation with internal and external stakeholders (advice, suggestions, recommendations); › The candidates meet certain criteria: diversity, regional representation from German-speaking and French-speaking Switzerland, representation from the merger company (Lausanne), sector and branch representation, real estate expertise, good business and political contacts, and independence. Since the 2021 Annual General Meeting, the Board of Directors has had a balanced gender mix, with three women and three men; › Members of the highest governance body are elected annually (including re-election) by the shareholders' meeting. For more information, see page 21f. of the Annual Report 2021 .	
	Gov-Col	Description	Corporate operations	All members of the Board are non-executive members pursuant to the Swiss Code of Best Practice for Corporate Governance. None of the members of the Board of Directors have any significant business relationships with Mobimo Holding AG or with a Mobimo Group company. Full details of Board memberships are disclosed in our Annual Report 2021 .	

Data qualifying notes

Diversity-Pay

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

H&S-Asset

Clearly defined quality management for development properties is implemented on building sites and in services, with an emphasis on health and safety aspects for the future users and the building site operators. Health and safety checks are carried out on products and services at all stages of the process (purchase, development and construction, moving in, use and operation, waste disposal). In addition to the standard requirements laid down by the federal government, cantons, Suva, SIA, police, fire service, etc., measures also comply with internal regulations. For more information, see [pages 30 – 38](#) of our Sustainability Report 2021.

Comty-Eng:

The figure relates to the Development portfolio only. For more information on our approach to community engagement, see [pages 30 – 38](#) of our Sustainability Report 2021.

Gov-Board

Board profiles and competencies can be found on [page 21f. of the Annual Report 2021](#).

APPENDIX



GRI Content Index



Reporting principles (GRI 101)

The Mobimo Sustainability Report 2021 is the fifth 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 2021 (page 106) are included in the scope of reporting.

This is the ninth sustainability report drawn up in accordance with the GRI Guidelines and the fifth such report in accordance with the GRI Standards. Continuity in terms of content is assured by the long-term strategy, which defines the core content, and the confirmation of the orientation by the stakeholders. The 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 including the EPRA Sustainability Report are published on Mobimo's website.

GRI Content Index 2021

In this Sustainability Report, Mobimo reports on its sustainability performance in 2021. This report has been prepared in accordance with the GRI Standards: Core option.

For the Materiality Disclosures Service, GRI Services reviewed that the GRI Content Index is clearly presented and the references for Disclosures 102-40 to 102-49 align with the appropriate sections in the body of the report. The service was performed on the German version of the report.

GRI Standard/Disclosure	Publication year of the Standard	Page/Note AR: Annual Report (www.mobimo.ch > Investors > Reporting) SR: Sustainability Report	External assurance
Universal Standards			
GRI 101: Foundation	2016		
Reporting Principles		SR 50	
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 10–13	
102-3 Location of headquarters		Lucerne	
102-4 Location of operations		SR 59	
102-5 Ownership and legal form		AR 9	
102-6 Markets served		AR 6–8	
102-7 Scale of the organisation		SR 36 (employees), SR 59 (offices), AR 1 (financial results), AR 18 (market capitalisation), AR 48 (equity and debt), AR 6 (portfolio)	
102-8 Information on employees and other workers		SR 36	
102-9 Supply chain		SR 34	
102-10 Significant changes to the organisation and its supply chain		None of a material nature.	
102-11 Precautionary principle or approach		SR 20, 21	
102-12 External initiatives		SR 8	
102-13 Membership of associations		SR 8	
2 Strategy			
102-14 Statement from senior decision-maker		SR 3	
102-15 Key impacts, risks and opportunities		SR 20, 21	
3 Ethics and integrity			
102-16 Values, principles, standards and norms of behaviour		SR 18	
102-17 Mechanisms for advice and concerns about ethics		SR 18	
4 Governance			
102-18 Governance structure		SR 16, 17, 59, AR 21–35	
102-19 Delegating authority		SR 16, 17, 59, AR 27–30	
102-20 Executive-level responsibility for economic, environmental and social topics		SR 17	
102-21 Consulting stakeholders on economic, environmental and social topics		SR 8–12 Formal: General Meeting, involvement of Executive Board for stakeholder engagement and interviews; informal: network, regular dialogue.	
102-22 Composition of the highest governance body and its committees		AR 21–30	
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 26, 27	
102-25 Conflicts of interest		AR 26	
102-26 Role of highest governance body in setting purpose, values and strategy		AR 27–30	
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 17, 20, 21, AR 28	
102-30 Effectiveness of risk management processes		AR 30	
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 (Investment and Sustainability 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 2021.	
102-35 Remuneration policies		AR 38–44	
102-36 Process for determining remuneration		AR 38–44	
102-37 Stakeholders' involvement in remuneration		AR 38, 39	
5 Stakeholder engagement			
102-40 List of stakeholder groups		SR 8	
102-41 Collective bargaining agreements		As at 31 December 2021, 19 of the 176 employees were covered by a collective bargaining agreement (around 11%).	
102-42 Identifying and selecting stakeholders		SR 8	
102-43 Approach to stakeholder engagement		SR 8	
102-44 Key topics and concerns raised		SR 9	
6 Reporting practice			
102-45 Entities included in the consolidated financial statements		AR 106	
102-46 Defining report content and topic boundaries		SR 9	
102-47 List of material topics		SR 9	
102-48 Restatements of information		None	
102-49 Changes in reporting		None (SR 9)	
102-50 Reporting period		1 January 2021 – 31 December 2021	
102-51 Date of most recent report		June 2021	
102-52 Reporting cycle		Annually	
102-53 Contact point for questions regarding the report		SR 59	
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 50	
102-56 External assurance		SR 57, 58	

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 14–15	
201-1 Direct economic value generated and distributed		AR 42, 43, 48, 50, 85, 150	
201-2 Financial implications and other risks and opportunities due to climate change		SR 20	
201-3 Defined benefit plan obligations and other retirement plans		AR 91–93	
GRI 203: Indirect Economic Impacts	2016		
GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3	2016	SR 15, 31, 39	
203-1 Infrastructure investments and services supported		SR 15, 31, 39	
203-2 Significant indirect economic impacts		SR 15, 31	
GRI 204: Procurement Practices	2016		
GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3	2016	SR 34	
204-1 Proportion of spending on local suppliers		SR 34	
GRI 205: Anti-corruption	2016		
GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3	2016	SR 18	
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 18	
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 23–25	
301-1 Materials used by weight or volume		SR 25	
GRI 302: Energy	2016		
GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3	2016	SR 23, 24, 42, 43	
302-1 Energy consumption within the organisation		SR 24, 44–46, AR 14	Yes, SR 57, 58
302-3 Energy intensity		SR 4, 24, 44–46, AR 14	Yes, SR 57, 58
302-4 Reduction of energy consumption		SR 4, 24, 44–46, AR 14	Yes, SR 57, 58
GRI 303: Water and Effluents	2018		
GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3	2016	SR 23, 24, 42, 43	
303-1 Interactions with water as a shared resource		SR 24, 25, 44–46	
303-2 Management of water discharge-related impacts		100% of water is returned to the waste water system.	
303-3 Water withdrawal		SR 24; 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 25		
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 25		
304-3 Habitats protected or restored		SR 25		
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 23, 24, 42, 43		
305-1 Direct (Scope 1) GHG emissions		SR 24, 44–46, AR 14		Yes, SR 57, 58
305-2 Energy indirect (Scope 2) GHG emissions		SR 24, 44–46, AR 14		Yes, SR 57, 58
305-4 GHG emissions intensity		SR 4, 24, 44–46, AR 14		Yes, SR 57, 58
305-5 Reduction of GHG emissions		SR 4, 24, 44–46, AR 14		Yes, SR 57, 58
GRI 306: Waste	2020			
GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3	2016	SR 24, 25, 42, 43		
306-1 Waste generation and significant waste-related impacts		SR 24, 25, 42		
306-2 Management of significant waste-related impacts		SR 24, 25, 42		
306-3 Waste generated		SR 25, 44–46		
306-4 Waste diverted from disposal		SR 25, 44–46		
306-5 Waste directed to disposal		SR 25, 44–46		
GRI 307: Environmental Compliance	2016			
GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3	2016	SR 18		
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 36–38		
401-1 New employee hires and employee turnover		SR 36, 47		
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 37		
402-1 Minimum notice periods regarding operational changes		SR 37		

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 38, 42, 48		
403-1 Occupational health and safety management system		SR 38, 48		
403-2 Hazard identification, risk assessment and incident investigation		SR 38, 47		
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 38		
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 38, 47		
403-10 Work-related ill health		SR 38, 47		
GRI 404: Training and Education	2016			
GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3	2016	SR 38		
404-2 Programmes for upgrading employee skills and transition assistance programmes		SR 38, 47		
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 36, 37, 48		
405-1 Diversity of governance bodies and employees		SR 16, 36, 47		
405-2 Ratio of basic salary and remuneration of women to men		SR 36, 37		
GRI 406: Non-discrimination	2016			
GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3	2016	SR 18		
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 18		
412-1 Operations that have been subject to human rights reviews or impact assessments		SR 18		
GRI 413: Local Communities	2016			
GRI 103: Management Approach, Disclosures 103-1, 103-2, 103-3	2016	SR 31		
413-1 Operations with local community engagement, impact assessments and development programmes		SR 31		
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 32, 33	
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 32, 33	
417-1 Requirements for product and service information and labelling		SR 33	
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 32, 33	
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 18	
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, 24 May 2022

Independent assurance report

We have been engaged to perform a limited assurance engagement on 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 2021 to 31 December 2021:


- ▶ Table on portfolio data for energy and emissions on page 14 of the Annual Report 2021 and on page 24 of the Sustainability Report 2021

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»):

- ▶ Selected GRI Sustainability Reporting Standards

The guidelines are presented on the GRI homepage (online at <https://www.globalreporting.org/standards/download-the-standards/>). We believe that these criteria are a suitable basis for our limited assurance engagement.

The quantification of greenhouse gases (GHG) is subject to inherent uncertainty because of incomplete scientific knowledge used to determine 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 International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

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



Our responsibility

Our responsibility is to express an opinion on the above mentioned KPIs based on the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised) *Assurance Engagements Other than Audits or Reviews of Historical Financial Information (ISAE 3000 Revised)*. That 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, whether due to fraud or error.

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



Summary of work performed

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

- ▶ Assessment of the suitability of the underlying criteria and their consistent application
- ▶ Inquiries of company's representatives responsible for collecting, consolidating and calculating the KPIs marked with a «☑» in the 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
- ▶ Testing, inquiries and inspection of documents on a sample basis with respect to the compilation and reporting of quantitative data
- ▶ Analytical review of the two reports regarding plausibility and consistency of the information marked with a «☑» in the two reports

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



Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the KPIs marked with a «☑» in the Annual Report 2021 and in the Sustainability Report 2021 are not prepared, in all material respects, in accordance with the applicable criteria.

Ernst & Young AG



Tobias Meyer
(Qualified
Signature)

Partner



Mark Vesper
(Qualified
Signature)

Director

(Translation of the original report in German language)

Additional information

Publication overview

Annual Report



Half-Year Report



Sustainability Report



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

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

Publishing details

Overall responsibility:
Mobimo Holding AG

Project management:
Tanja Nay, Investor Relations Manager
Marion Schihin, Head of Corporate Communications

Independent assurance report (limited assurance):
Ernst & Young AG, Zurich

Data collection:
pom+, Zurich

Mobimo sustainability team:
Marco Tondel (Member of the Executive Board, Head of Development, Sustainability Manager)
Andreas Wende (Project Manager, Development & Sustainability)
Tanja Nay (Investor Relations Manager)
Marion Schihin (Head of Corporate Communications)

Expanded sustainability team:
Jean-Christophe Dejoux (Realisation)
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