

Material issues	Long term strategy	KPI	Priorities for 2023: progress on targets	%	Priorities for 2024
Portfolio					
CO₂ reduction/ saving resources	– Reduction of CO ₂ emissions by 50% until 2035 – Net zero CO ₂ emissions by 2050	– kg CO ₂ e/m ² – kWh/m ²	Circular economy: greater integration into processes: some examples of reuse	50%	CO₂ reduction pathway: completion of implementation within the investment planning tool (training, rollout, verification)
Flexible usage	– 100% of landlord-obtained electricity from renewable sources until 2025	– kWp installed photovoltaic capacity	Embodied carbon in new buildings and renovations: organised PSP Academy, prepared data and provided information within Construction Department meeting	100%	
Local development	– Increasing own photovoltaic capacity – Strengthening circular economy – Enhancing the property environment	– % certified properties – Wüest ESG Rating – Size of Green Asset Portfolio	CO₂ reduction pathway: pursued further incorporation into investment planning, carried out analysis with reference to 1.5 °C decarbonisation pathways	100%	Adaptation to climate change: in-depth analysis of individual properties, recording of portfolio resilience
		EPRA environmental performance measures pages 298–299	Physical climate change risks: systematic (quantitative) assessment carried out	100%	
			District heating and cooling networks and photovoltaic installations: continuation of strategy	100%	District heating and cooling networks and photovoltaic installations: continuation of strategy, specific development of photovoltaics strategy
			Biodiversity: pilot project at Seestrasse 353, Zurich finalised, façade greening at the car park P-West, Zurich, potential of roof spaces identified for various types of use	100%	Biodiversity: information event for raising awareness, ensuring transfer of know-how relating to insights from the pilot project at Seestrasse 353, Zurich
			Wüest ESG rating: ratings published for green assets, detailed analysis carried out of data requirements for revised rating	75%	Wüest ESG rating: information events concerning establishment of ESG rating as a working instrument, systematic incorporation of data requirements into tools
Tenants					
Operational efficiency	– High tenant satisfaction	– Yearly LfL improvement of energy and water use (kWh/y and m ³ /y, respectively)	Green leases: expansion of addenda limited to additional major tenants, mandatory inclusion of a sustainability clause in all new leases	100%	Green leases: preparation of action plan for the systematic implementation of sustainability clauses within leases
Service orientation	– thanks to first-class rental space that meets utilisation requirements and promotes well-being – thanks to close support	– Tenant survey trend (internal KPI)	Tenant fit-out: prepared draft for tenant booklet on sustainability in relation to tenant fit-out	25%	Tenant fit-out: completion of tenant booklet on sustainability in relation to tenant fit-out
Tenant wellbeing	– Increased involvement of tenants in sustainability efforts with the goal of – improving energy efficiency – reducing water consumption – reducing the amount of waste	– % Tenant revenue with green lease	Sustainability targets and measures in relation to property management (“Optima”): data requirements incorporated into comprehensive data management project	50%	
		EPRA environmental performance measures pages 298–299 and social performance measures page 301	Optimisation of operations: training events held for Property Management employees and caretakers	100%	Waste: trialling sensible ways of recording the waste generated in our properties
			Tenant electricity: pilot trial concerning the efficient recording of electricity carried out, scope 3 emissions estimated on this basis	100%	Tenant electricity: introduction of a systematic recording process, calculation and auditing of scope 3, category 13 (“Downstream Leased Assets”)
			Tenant survey: carried out, completed in December 2023/ January 2024	100%	Tenant survey: detailed assessment, preparation of measures
Employees					
Corporate culture	– Sustained high level of employee satisfaction	– KPI on diversity	Operational health management: measures continued with a focus on ergonomics, physical health and the holding of a PSP Academy on sleep health	100%	Operational health management: continuation of measures with a focus on physical health and resilience
Support and training	– thanks to a pleasant, respectful corporate culture	– KPI on development, training and turnover	Health survey: follow-up carried out, survey concerning usage of fitness equipment at the Zurich location	100%	Great Place to Work: conduct of a new employee survey
Health and wellbeing	– thanks to excellent employment conditions – thanks to an inspiring and health-promoting office infrastructure	– KPI on health and safety	Sustainability at our own offices: awareness raising in relation to electricity consumption and waste disposal concept partly carried out, made more difficult by construction work	50%	Equal pay: new salary equality analysis
	– Ensuring employability in the labour market – thanks to the promotion of professional skills – thanks to support in professional development – Maintaining a diverse workforce	– Results from employee survey			
		EPRA social performance measures page 300			
Finances and disclosure					
Financial strength	– Conservative financing policy with adequate debt ratio	– Credit rating	Financing: Green Bond Report published in Q1 2023	100%	Green Equity: adaptation of Green Equity Principles and accreditation as “Green Equity” on the Swiss Stock Exchange
Transparency and ethical business practices	– Sustainable financing consistent with the portfolio – EBITDA margin of around 80% – Dividend covered by EPRA earnings – Reporting according to IFRS and EPRA	– Equity ratio – EBITDA – Dividend distributed	Supply chain: rollout of Code of Conduct for Suppliers for Construction and IT departments completed	75%	Supply chain: completion of rollout of Code of Conduct on all levels
		Key figures pages 10–13	Child labour: clarifications carried out concerning the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and child Labour (VSoTR)	75%	Child labour and modern slavery: refine processes for assessments of building materials
		EPRA governance performance measures page 302	Transparency in relation to climate risks: TCFD reporting for the first time within the 2024 Annual Report	100%	Transparency in relation to climate risks: further implementation of TCFD requirements
			Cyber-risks: cyber-risk analysis reviewed and conducted in greater detail by independent partner	100%	