

















Strategy and goals

Material Topics	Goals	KPI	Contribution to the Sustainable Development Goals (SDGs)
Climate change <i>Climate-neutral and climate-resilient portfolio</i>	<ul style="list-style-type: none"> Reduction of operational CO₂e emissions (Scope 1 + 2) by 50% by 2035 compared to base year 2019 Net zero CO₂e emissions by 2050 (operational emissions Scope 1, 2 and 3) 100% of landlord-obtained electricity from renewable sources by 2025 Portfolio-wide implementation of green lease clauses Reduction of embodied energy in new construction and renovation projects 	<ul style="list-style-type: none"> 8.90 kg CO₂e/m² (–24.2% compared to 2019) operational emissions 91.25 kWh/m² operational energy consumption 100% of landlord-obtained electricity from renewable sources as of 2024 2 534 kWp installed photovoltaic capacity Reduction in landlord-obtained energy consumption by 0.4% compared to the previous year (like-for-like) Green Lease addendum finalised for roll-out 4.2 kg CO₂e/m² built-in emissions for renovation project planned in 2025 (compared to 5.0 kg CO₂e/m² basic limit value according to SIA 390/1) 	  13.1 7.2/7.3
Material life cycle <i>Optimised use of resources in renovations and new buildings</i>	<ul style="list-style-type: none"> Sourcing regional or local materials where possible and appropriate Reduction of the proportion of non-renewable primary raw materials in construction projects Strengthening the circular economy 	<ul style="list-style-type: none"> 100% of contractors sign the general terms and conditions, which include sustainability aspects 	   12.2 8.4 9.1
Location attractiveness <i>Promotion of attractive, future-oriented locations</i>	<ul style="list-style-type: none"> Excellent location of the properties High product quality through respectful treatment of historic buildings and certification of properties Enhancement of the property environment 	<ul style="list-style-type: none"> 98% of properties in “well” or “very well” connected locations (public transport quality classes) 48% of the market value of the real estate portfolio is listed 99% of the properties have a RE ESG Plus rating. Portfolio average is 3.75 (scale of 1 to 5) 	  15.5 11.3/11.4/11.6
Dedicated team <i>Motivated and satisfied employees</i>	<ul style="list-style-type: none"> Continued high level of employee satisfaction based on GPTW survey: Trust Index and general satisfaction above 80% Stable turnover around 10% Absence rate less than 3% (excluding absences due to non-occupational accidents) 	<ul style="list-style-type: none"> Trust Index of 87% and general satisfaction of 96% in the employee survey in 2024 13.9% turnover in 2024 1.9% absentee rate in 2024 	   3 4.3/4.4 5.1/5.5
Tenant satisfaction <i>Productive and satisfied tenants</i>	<ul style="list-style-type: none"> Overall tenant satisfaction above benchmark according to tenant survey Response rate to tenant survey higher than industry average 	<ul style="list-style-type: none"> Tenant survey on general satisfaction 7.9 (benchmark: 7.1) Response rate to tenant survey 27% (benchmark: 21%) 	   11.6 3 13.3
Financial resilience <i>Long-term stability and resilience to economic fluctuations</i>	<ul style="list-style-type: none"> High intrinsic value and stability Payment of at least 70% of the consolidated net profit excluding gains/losses on real estate investments as a dividend to shareholders Compliance with sustainable finance criteria 	<ul style="list-style-type: none"> Moody's LT Issuer Rating A3 (“Outlook: stable”) Proposal to the Annual General Meeting for a distribution corresponding to 77% of consolidated net profit excl. gains/losses on real estate investments in 2024 100% of outstanding bonds and loans are linked to sustainability goals 	
Responsible corporate governance <i>High standards of transparency, ethics and sustainability</i>	<ul style="list-style-type: none"> Disclosure in accordance with IFRS, EPRA, GRI Protection of customer data Company-wide compliance with the PSP Code of Conduct Advancing sustainability efforts 	<ul style="list-style-type: none"> No justified reports in the whistleblower system in 2024 No serious violations of the PSP Code of Conduct sanctioned under labour law in 2024 	   10.2 16.5 17.16/17.17