

Sustainability Key Indicators

Environmental

GHG Emissions	2018	2017	Annual Report 2018	Annual Report 2017	Sustainability Report 2017
Real Estate Portfolio					
Total GHG Emissions (tCO ₂ e-eq)	39 074	38 372	Strategy and Management Report p. 26 – 31		p. 23, 31
Scope 1 Emissions (tCO ₂ e-eq)	16 234	15 352	Strategy and Management Report p. 26 – 31		p. 31
Scope 2 Emissions (tCO ₂ e-eq)	22 840	23 020	Strategy and Management Report p. 26 – 31		p. 31
Scope 3 Emissions (tCO ₂ e-eq)	in progress	in progress	Strategy and Management Report p. 26 – 31		p. 33–34
Building greenhouse gas emissions (Scope 1 + Scope 2) intensity (kg CO ₂ -eq / m ²)	26.1	25.7	Strategy and Management Report p. 26 – 31		p. 32
Services					
Total GHG Emissions (tCO ₂ e-eq)	6 888	8 843	Strategy and Management Report p. 26 – 31		p. 23
Scope 1 Emissions (tCO ₂ e-eq)	5 760	7 917	Strategy and Management Report p. 26 – 31		
Scope 2 Emissions (tCO ₂ e-eq)	1 128	926	Strategy and Management Report p. 26 – 31		
Scope 3 Emissions (tCO ₂ e-eq)	in progress	in progress	Strategy and Management Report p. 26 – 31		
Building greenhouse gas emissions (Scope 1 + Scope 2) intensity (kg CO ₂ -eq / m ²)	13.8	17.1	Strategy and Management Report p. 26 – 31		p. 23
Real Estate Portfolio & Services					
Targets to Reduce GHG Emissions	in progress	no			p. 5
Science-based Targets (SBT)	in progress	no			p. 5

Environmental

	2018	2017	Annual Report 2018	Annual Report 2017	Sustainability Report 2017
Energy					
Real Estate Portfolio					
Total Energy Consumption (in MWh)	216 476	211 833	Strategy and Management Report p. 26 – 31		p. 23, 31
Building total energy intensity (MWh / m ²)	144.5	141.6			p. 32
Total electricity consumption (in MWh)	92 880	91 233			p. 31
Building electricity intensity (MWh/m ²)	0.062	0.061			p. 32
Building heating energy consumption (in MWh)	123 596	120 600			p. 31
Total fuel consumption	80 172	74 577			p. 31
Total distirct heating consumption (in MWh)	43 114	45 301			p. 31
Total renewable energy consumption (in MWh)	95 576	n/a			p. 31
Services					
Total Energy Consumption (in MWh)	62 852	67 028			
Building total energy intensity (kWh / m ²)	126	130			
Total electricity consumption (in MWh)	31 158	30 133			
Building electricity intensity (kWh/m ²)	62	58			
Building heating energy consumption (in MWh)	31 694	36 895			
Total fuel consumption (in MWh)	23 503	30 796			
Total distirct heating consumption (in MWh)	6 489	4 705			
Total renewable energy consumption (in MWh)	34 936	n/a			
Water					
Real Estate Portfolio					
Total Water Use (in m ³)	874 334	888 586	Strategy and Management Report p. 26 – 31		
Building water intensity (water m ³ /m ²)	0.58	0.56			
Services					
Total Water Use (in m ³)	551 946	486 047	Strategy and Management Report p. 26 – 31		p. 23
Building water intensity (water m ³ /m ²)	1.11	0.94			
Waste					
Services					
Policy to Reduce Waste	(yes)	(yes)			p. 79 (Jelmoli)

(yes): applies only partially,
see references

Environmental

Climate Change Vulnerability	2018	2017	Annual Report 2018	Annual Report 2017	Sustainability Report 2017
Climate risk assessment	in progress	no			p. 5
Climate Change Policy	in progress	no			p. 5

Environmental Policies & Initiatives	2018	2017	Annual Report 2018	Annual Report 2017	Sustainability Report 2017
Type and number of sustainably certified assets	7	7			p. 47
Type and number of sustainably certified assets (% of total buildings/floorspace)	15	15			p. 47

Social

	2018	2017	Annual Report 2018	Annual Report 2017	Sustainability Report 2017
Employment					
Total number of employees	6 295	5 820	Strategy and Management Report p. 26		p. 23
Employee turnover (in %)	25.9	21.7	Strategy and Management Report p. 26		p. 38
Major layoffs in the last three years (affecting 10% of staff or over 1,000 employees)	no	no			
Formal grievance escalation / reporting (integrity line)	yes	yes			p. 36
Company monitors employee satisfaction on a regular basis	(yes)	(yes)			p. 59 (Wincasa) p. 75 (Jelmoli)
Diversity & Inclusion					
Women in workforce (%)	72	75			p. 37
Women in executive management (%)	18.42	18.18			
Equal opportunity policy	yes	yes	Strategy and Management Report p. 24		p. 36
Health & Safety					
Health and safety policy	(yes)	(yes)			p. 50 (Swiss Prime Site Immobilien), p. 60 (Wincasa), p. 69 (Tertianum), p. 79 (Jelmoli)
Total absentee rate (illness + accidents in %)	5.0	4.3	Strategy and Management Report p. 26		p. 38
Labor & Human Rights					
UN Global Compact Signatory	no	no			
Human rights policy	no	no			
Training & Human Capital Development					
Investment in continuing education as a percentage of annual salary costs	0.90	1.04			p. 23
Talent pipeline development strategy (forecasts hiring needs, actively develops new pools of talent)	(yes)	(yes)			p. 49 (Swiss Prime Site Immobilien), p. 60 (Wincasa), p. 71 (Tertianum), p. 80 (Jelmoli)
Apprenticeship/ intern program	(yes)	(yes)			p. 60 (Wincasa), p. 71 (Tertianum), p. 80 (Jelmoli)
Job-specific development and leadership training programs	(yes)	(yes)			p. 49 (Swiss Prime Site Immobilien), p. 60 (Wincasa), p. 71 (Tertianum), p. 80 (Jelmoli)
Regular performance appraisals and feedback processes	(yes)	(yes)			p. 49 (Swiss Prime Site Immobilien), p. 60 (Wincasa), p. 71 (Tertianum), p. 80 (Jelmoli)

(yes): applies only partially,
see references

Social

	2018	2017	Annual Report 2018	Annual Report 2017	Sustainability Report 2017
Supply Chain					
Sustainable supplier guidelines encompassing ESG areas that are publicly disclosed	(yes)	(yes)			p. 47 (Swiss Prime Site Immobilien), p. 59 (Wincasa), p. 68 (Tertianum), p. 78 (Jelmoli)
Compliance Programme					
Code of Conduct	yes	yes	Strategy and Management Report p. 24		p. 29
Employee training on the Code of Conduct	yes	yes			p. 29
Reporting of irregularities	yes	yes			p. 29
Anti-Corruption / Ethics					
Anti-corruption/ anti-bribery guideline	yes	yes			p. 28
Privacy & Data Security					
Information security and data protection policy	yes	yes			p. 29
Company collects information about its customers or other individuals	yes	yes			p. 29
External initiatives					
Reference to Sustainable Development Goals (SDGs)	yes	yes			p. 14

(yes): applies only partially,
see references

Governance

	2018	2017	Annual Report 2018	Annual Report 2017	Sustainability Report 2017
Board of Directors					
Total directors	7	6	Corporate Governance Report p. 10	p. 53	
Board independence (%)	100	100	Corporate Governance Report p. 10	p. 53	
Board duration (average in years)	9	10	Corporate Governance Report p. 10	p. 53	
CEO duality	no	no	Corporate Governance Report p. 10	p. 53	
Independent chairperson	yes	yes	Corporate Governance Report p. 10	p. 53	
Former CEO or equivalent on Board	no	yes	Corporate Governance Report p. 10	p. 88	
Process for nominating and selecting the highest governance body	yes	yes	Corporate Governance Report p. 10	p. 53	
Process for managing conflicts of interest	yes	yes	Corporate Governance Report p. 11	p. 54	
Board Diversity					
Number of women on Board	1	1	Corporate Governance Report p. 10	p. 53	
Women on Board (in %)	14.3	16.7	Corporate Governance Report p. 10	p. 53	
Director average age	59	59	Corporate Governance Report p. 13 – 16	p. 56 – 59	
Age limit for directors	70	70	Corporate Governance Report p. 10	p. 53	
CSR Governance					
CSR/Sustainability committee	no	no			
Executive Director with sustainability responsibilities	yes	yes			Impressum
Compensation					
Total directors and executive board compensation (in CHF million)	8.2	8.6	Compensation Report p. 17 – 18	p. 90	
Clawback policy	no	no			
Significant vote against pay practices	no	no			
Equal remuneration policy	yes	yes			p. 36
Executive compensation linked to ESG Performance	no	no			
Ownership & Control					
Controlling shareholder	no	no			
Voting shares held by largest shareholder or block (%)	>10	>5	Corporate Governance Report p. 6	p. 49	
Deviation from one share one vote	no	no	Corporate Governance Report p. 7	p. 66	
Risk Management					
Company has a risk management framework	yes	yes	Strategy and Management Report p. 10		p. 20
Risk management framework covers ESG risks	yes	no	Strategy and Management Report p. 10		
Board oversight of risk management	yes	yes	Strategy and Management Report p. 10		p. 20