





ESG Long-term KPIs

ESG	Topics		Sub-topics	Long-term targets
E 	Environmental Matters	7, 11, 12, 13	Climate Change Mitigation	<ul style="list-style-type: none"> Achieve a 40% reduction in CO₂ intensity by 2030 against the 2019 baseline, measured in CO₂-equivalent emissions intensity, CO₂e/m². Achieve a 20% reduction in energy intensity by 2030 against the 2019 baseline, measured in kWh/m². Switch electricity to Power Purchasing Agreements (PPAs) certified renewable electricity from wind, hydro-electric and solar PV sources by 2027.
			Climate Change Adaptation	<ul style="list-style-type: none"> Ensure our portfolio's increasing resilience to climate-related risks through the implementation of adaptation solutions and retrofitting of our assets Continue building climate risk assessment capacities and data collection to allow asset specific and forward-looking planning and actions Follow technological developments in the real estate sector, as well as products and services offered by prop-tech start-ups to adopt cutting-edge climate change adaptation solutions
			Environmental Protection	<ul style="list-style-type: none"> Focus on refurbishment over new construction and demolition Waste minimization and separation Professional and environmentally friendly waste disposal Stronger consideration of biodiversity topics in refurbishment projects and upgrading of assets
S 	Tenant Matters	3, 9, 11	Tenant Satisfaction	<ul style="list-style-type: none"> Retain strong performance in the area of tenant orientated customer service. Continually increase tenant satisfaction
			Tenant Health and Safety	<ul style="list-style-type: none"> Guarantee relevant health & safety standards and ensure compliance with all statutory norms and safety requirements in Aroundtown's countries of operation. Ensure the highest health & safety standards following national laws
	Labor Standards and Employee	3, 4, 5, 8, 10	Employee Satisfaction , Training & Development, Occupational Health & Safety	<ul style="list-style-type: none"> Be among the top ten most attractive employers in the commercial real estate sector by 2030 Maintain zero incidents of discrimination Offer training and development opportunities (minimum 12h per FTE)
	Local Communities & Neighborhood Development	3, 4, 10, 11, 17	Neighborhood Development, Charity Contributions, Affordable Housing, etc.	<ul style="list-style-type: none"> Invest up to €1 million p.a. in community projects via the Aroundtown and GCP Foundations Build partnerships with local stakeholders to achieve targeted impact with communities around Group assets Support measures that aim to achieve several of the United Nations Sustainable Development Goals (UN SDGs)
G 	Governance Matters	8, 16, 17	Fair Business & Compliance	<ul style="list-style-type: none"> Keep our level of fair business relationships with our customers and suppliers Maintain zero tolerance towards compliance violations
			Supply Chain & Human Rights	<ul style="list-style-type: none"> Maintain zero human rights violations in the supply chain Maintain our high standard of business partner scrutiny
			Data Protection	<ul style="list-style-type: none"> Identify risks proactively, to detect and eliminate weaknesses before they can become threats Embed a culture of awareness and vigilance throughout our staff, through consistent training and reinforcement Pursue continual improvement of the security of our digital systems