2022
ESG report

hbreavis

Contents

1 Company Introduction 3

1.1 Statement from our CEOs 6

2 Our ESG Commitment 8

2.1 ESG Strategy Update in 2022 9

2.2 Materiality Assessment 12

2.3 Planet 13

2.3.1 Decarbonisation 14

2.3.2 Corporate Energy Consumption 18

2.3.3 Our Portfolio 20

2.4 ESG spotlight 26

2.4.1. PLTFRM Berlin 26

2.4.2. Worship Square 28

2.5 People 30

2.5.1 Focus on People 31

2.5.2 Health, Well-being, and Safety 32

2.5.3 Local Community Impact 35

3 Governance 38

4 Appendix 41

4.1 GRI Index 42

1 Company Introduction

Welcome to the 2022 Environmental, Social, and Governance (ESG) Report for HB Reavis, where we take pride in our commitment to building a sustainable future. As a leading international workspace provider, we recognize the profound impact our activities have on the environment and society.

At HB Reavis, we are committed to creating innovative and sustainable workspaces that prioritize functionality, user experience, and environmental sustainability. Our company was founded in Slovakia in 1993 and has since expanded its presence to various European cities, including London, Berlin, Warsaw, Prague, Budapest, and Bratislava. Our holistic approach to real estate development incorporates elements of urban planning, architecture, and technology to create dynamic and efficient spaces. We place a strong emphasis on the well-being of occupants and the surrounding community. Health, well-being, productivity, and happiness are at the core of our development process. We incorporate green spaces, amenities, and smart technologies to enhance the overall quality of life for people working in or around our developments.

We believe that real estate development should go beyond the creation of physical spaces; it should contribute positively to the well-being of communities, minimize environmental footprints, and adhere to the highest standards of corporate governance. Our ESG initiatives are driven by a deep sense of responsibility towards the planet and the people who inhabit it.

The year 2022 marked the launch of our UK portfolio Net Zero strategy 'Straight to Zero'. The strategy highlights our ambition and drive our UK business to deliver on Net Zero – a campaign that we have expanded across our operations. This report serves as a transparent account of our efforts to integrate sustainability into every facet of our operations. The ambitious and clear targets to become net zero carbon are in line with the UK Green Building Council's (UKGBC) definitions and framework for net zero carbon.

In the fourth quarter of 2022, we separated our investment arm, HB Reavis Investments Holding S.A., transforming HB Reavis Holding S.A. into our development arm. This was a significant accomplishment that was the result of over two and a half years of planning and preparation. The separation impacts how we operate as a business, therefore we plan to update our ESG commitments and carbon footprint baseline. We will communicate the updated commitments in our future ESG reports.

In this report, we invite you to explore our approach to ESG, highlighting the efforts we have made in further developing our own environmental awareness, our commitment to social responsibility, and the governance structures in place. Through collaboration, innovation, and continuous improvement, we aim to set new benchmarks for sustainability within the real estate industry.

We remain dedicated to fostering a culture of sustainability, transparency, and ethical business practices. Our 2022 ESG Report, which we have aligned to the GRI Reporting Standards, is a testament to our ongoing journey toward a more resilient, responsible, and inclusive future. Comprehensive set of ESG data is provided in the Appendix of this report. Thank you for joining us in our commitment to building better, together.

1.1 Statement from our CEOs

Dear valued stakeholders,

We are pleased to present HB Reavis' 2022 Environmental, Social, and Governance (ESG) Report: a testament to our unwavering continued commitment to building a sustainable future. In a world that's facing unprecedented challenges, we believe in the transformative power of responsible real estate development and asset management. This report is more than a collection of data; it is a narrative of our journey towards a resilient, responsible and inclusive future.

The Q4 of 2022 will be remembered in HB Reavis' history as the moment when our single business line split into two separate corporate structures focusing on Real Estate Development and Asset Management. We believe that the clear business line separation helps us to focus on delivering the highest value and to help our stakeholders recognize our efforts in the Real Estate Development and Asset Management domains.

In 2022, we took a bold step forward with the launch of our UK portfolio Net Zero strategy, 'Straight to Zero.' This ambitious initiative signifies our dedication to reducing our environmental impact and shaping a future where our operations align with the framework set by the UK Green Building Council.

As a European real estate development company, we understand the significant impact our activities have on our environment and society. Our commitment goes beyond constructing physical spaces; it extends to fostering well-being, minimizing environmental footprints and adhering to the highest standards of corporate governance. This report encapsulates our comprehensive approach to ESG, highlighting our progress in environmental awareness, social responsibility, and robust governance structures. Our Materiality Assessment involved collaboration with seven stakeholder groups, ensuring that our sustainability strategy addresses the most significant impacts of our business operations. Thirteen material topics were identified and categorized into planet, people and governance, guiding our strategies within each impact area.

In collaboration with industry experts, we made significant strides in our ESG ambitions. We calculated our 2021 carbon baseline, engaged in peer review analysis, set decarbonization targets, and developed a Carbon Reduction Roadmap. This aligns with our commitment to Science Based Targets and sets the stage for our 2024 ESG ambitions.

Our ESG journey in 2022 saw notable progress in decarbonization, corporate energy consumption, and the direct real estate asset portfolio. We actively focused on green transport, decreasing scope 3 emissions, and enhancing energy efficiency. Key development projects like PLTFRM.Berlin and Worship Square, London, showcase our dedication to sustainable and community-centric development.

We take great pride in our distinguished portfolio of assets, many of which are recognised as iconic projects within their respective countries. Varso Tower, for example, not only gained its fame as the tallest tower in the EU, but also has been a torch bearer in setting new standards for human-centric design validated by the WELL certification at 'Gold' level.

In 2022, Bloom Clerkenwell was the first development to achieve the trifecta of certifications at the highest levels (BREEAM, WELL and WiredScore) which have proven to be critical success factors in securing the anchor occupier.

As we navigate the complexities of the modern world, we remain steadfast in fostering a culture of sustainability, transparency and ethical business practices. We invite you to explore the details of our journey and share in our vision for a future where real estate development positively impacts the planet and its inhabitants.

Sincerely,
Marcel Sedlák & Steven Skinner

2 Our ESG Commitment

2.1 ESG Strategy Update in 2022

"In 2022, HB Reavis embarked on a transformative journey with the launch of 'Straight to Zero' for our UK arm, a commitment that rippled into crafting the Net Zero Carbon Strategy at the Group level, to be unveiled in 2023. The unwavering dedication to ensuring the success of this strategy has been nothing short of extraordinary—a testament to our commitment to a sustainable future. Here's to the incredible journey ahead!"

- Abhishek Parmar, Head of Sustainable Development.

"Our commitment to create value through sustainability is clearly manifested in the actions we undertook in 2022. We believe in the importance of data in measuring our progress. Therefore, we are proud that we can openly communicate our efforts in the first ESG Report to share the ambitions and achievements with our valued stakeholders."

- Ivan Balogh, Head of Business Transformation & Treasury.

In 2022, to further work on our commitment to the wider ESG agenda we engaged with Arcadis, a global Design & Consultancy Firm, to assist us in driving forward our ESG ambitions as a business with operations across the EU and the UK.

We commissioned Arcadis to assist us in undertaking the following scope of works:

- Calculate our 2021 carbon baseline
- Undertake a peer review analysis for ESG reporting and strategy
- Provide a recommendation of decarbonisation targets
- Set out a carbon reduction roadmap
- Propose a carbon offsetting strategy
- Provide a strategy for HB Reavis Group

Based on the Materiality Assessment, emissions generated during the lifecycle of our buildings and our own business operations were ranked the 3rd highest scoring topic of material significance to our stakeholders. With this in mind, we identified 2021 as our baseline year and calculated the carbon footprint in line with the GHG Protocol. While choosing a baseline year that fell within the years that saw significant COVID-19 impacts could be controversial, for us at HB Reavis was the year that saw our highest scope 3 emissions due to the significant number of projects that were delivered in that year. The high number of projects completed during 2021 resulted in higher levels of embodied carbon compared to previous years which could have been chosen as our baseline year. The following page summarizes our baseline emissions. As a follow up to the calculation of our baseline year we are aiming to set reduction targets in line with the Science Based Target Initiative (SBTi), this is an ambition for 2024.

Following on from the setting of and calculation of our baseline year we also wanted to see where we ranked amongst our peers to allow ourselves to develop a pathway to where we want to be in terms of our ESG goals, objectives, strategy and communication. As a result of this research, we have decided to issue our first standalone ESG report for the reporting year 2022. This will become an annual disclosure which will also help us comply with ESG regulations in the markets in which we operate, even though mandatory compliance does not come into effect untill 2026.

The issuance of an annual ESG disclosure is to also be able to communicate to our stakeholders our progress on the decarbonisation targets we have set alongside developing a Carbon Reduction Roadmap that we have put together in collaboration with the team at Arcadis as part of the work done over the course of 2022. The Carbon Reduction Roadmap which lays out the strategy for us as a business to reduce both our embodied and operational carbon footprint. We also began exploring the avenues of setting an internal price of carbon, something we will look to achieve in the coming years. We are committed to ensuring that we follow industry best practice when it comes to executing the Carbon Reduction Roadmap and are therefore striving to reduce our carbon through all viable means in our control before we consider carbon offsets. We understand that offsets should only be used as the last resort and will therefore only look to offset the residual carbon from our extensive carbon reduction efforts across our operations including construction. With Arcadis acting as our ESG advisory partners throughout this process, we have been able to set a robust foundation for our 2023 ESG ambitions.

Emissions Summary

GHG emissions baseline

Figure 1: Baseline GHG Emission Summary

Corporate

Scope 1-2 emissions from energy use in office that HB Reavis occupies and fuel used in company-owned vehicles. Scope 3 indirect emissions from the value chain.

4,571 tCO_2e

2%

Direct Real Estate Holdings

Direct Real Estate: Emissions from energy consumption, waste and water in assets owned by HB Reavis that are leased out to occupiers. This includes HB Reavis scope 1-2 emission from landlord consumption and scope 3 emissions from occupier energy consumption.

19,967 tCO_2e

9%

Development and Construction activities

Development and Construction: Emissions from construction of developments that were completed during 2021, including embodied emissions from materials and construction process emissions.

194,075 tCO_2e

89%

(2021 Completion)

Total Emissions

218,613

tCO_2e

2.2 Materiality Assessment

In 2022, we undertook our first comprehensive double materiality assessment to identify and prioritise sustainability topics relevant for the HB Reavis Group, allowing us to further develop our sustainability strategy and reporting. We acknowledge that understanding, identifying and prioritising the most significant impacts of our business operations is one of the key principles of sustainability strategy and reporting. The double materiality perspective allowed us to assess inward and outward materiality and provides the foundation for reporting under Corporate Sustainability Reporting Directive (CSRD). Seven different stakeholder groups were consulted including occupiers, suppliers, community representatives, and senior management teams, through interactive workshop sessions. Overall, we identified thirteen topics as having a material impact both inwardly and outwardly which we will use to inform our future ESG strategy areas . The materiality assessment was further supported by comprehensive surveys shared with 1200+ individual stakeholders.

We have categorised the most material topics identified into planet, people and governance, which we will take forward to guide our strategies in each of these impact areas.

Planet	People	Governance
Energy	Supplier social performance	Procurement practices
Emissions	Occupier health, safety and well-being	Anti-corruption
Waste	Occupational health and safety	
Climate adaptation	Diversity equal opportunity, and non-discrimination	
Green mobility	Impact on local communities	
Materials		

Learn more in the HB Reavis Materiality Matrix

2.3 Planet

Our ESG journey began with identifying eight key priorities, two of which were within the environmental impact area. Since then, we have utilised the materiality assessment to understand where to best focus within our ESG strategy. For the environmental area, the assessment identified energy as a key significant topic, followed by emissions, waste, climate adaptation and green mobility. The assessment highlighted the importance of reporting on all these areas and widening our focus to include climate adaptation.

2.3.1 Decarbonisation

2.3.1.1 Targets

In 2022 we embarked on the journey to develop our short and long-term targets aligned to the Science Based Initiative (SBTi) with the aim of registering our targets in 2023. We will be committing to reducing scope 1, 2, and 3 emissions by 90% relative to a 2021 baseline by 2050 with residual emissions offset through carbon removals. Our targets are aligned with keeping global temperatures below 1.5°C, by achieving 42% reduction in scope 1 and 2 emissions by 2030 and 25% reduction in scope 3 by 2030.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Table 2. Decarbonisation targets.

Net zero targets	Yearly % reduction	Overall % reduction	Target emissions (tCO2e) market-based
Short term goal	**Reduction by 2030**		
Scope 1 & 2	-4.2%	-42%	8,622
Scope 3	-2.5%	-25%	152,811
Long-term goal	**Reduction by 2050**		
Scope 1 & 2	-	-90%	1,486
Scope 3	-	-90%	20,375

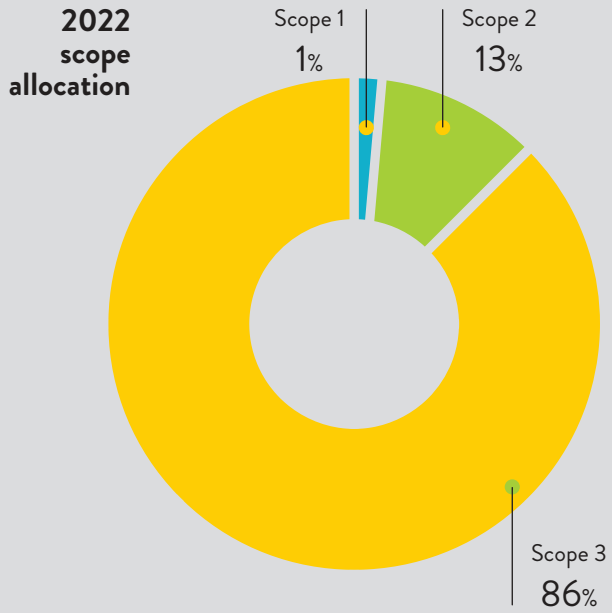
2.3.1.2 Progress in 2022

In 2022 we published our 'Straight to Zero' net zero carbon pathway for our UK operations. We have defined a carbon management plan and net zero carbon pathway allowing us to establish our carbon baseline and support the decarbonisation strategy in line with our upcoming SBTi commitments, discussed in section 4.4.1.1. Through our decarbonisation initiatives, we have decreased our total scope 1 emissions by 24% and scope 3 emissions by 11.1% compared to 2021 for the HB Reavis Group. The increase seen in scope 2 emissions in the following table represents the increase in the number of assets in our portfolio and the uptake in usage of the portfolio by occupiers as business implement return to work policies meaning our workspaces had a higher occupancy compared to previous years. 2022 saw great improvements in our emissions monitoring and reporting, giving us the foundation to support our ambition of achieving carbon neutrality. Our portfolio in Hungary, Slovakia, the UK and Poland also held educational events around reducing carbon footprints by educating occupants on individual responsible behaviour and best practices within the building.

Table 3. Decarbonisation progress

Scopes	2022 MB[1] Emissions (tCO2e)	2021 MB Emissions (tCO2e)	Difference MB Emissions (tCO2e)	% change in MB Emissions (tCO2e)
Total scope 1	2,056	2,706	-650	-24.0%
Total scope 2	27,617	12,159	+15,458	+127.1%
Total scope 3	181,114	203,748	-22,634	-11.1%
Total scope 1, 2 & 3	210,788	218,613	-7,825	-3.6%

[1] Market based (MB) emissions shown as opposed to location based as this used for the baseline for SBTi targets.



Our focus on green transport has contributed to an 11.1% decrease in scope 3 emissions from employee commuting from 2021 to 2022 and over a 29% decrease in scope 1 emissions from our vehicle fleet. Our focus on green mobility extends to our asset portfolio too. We actively advocate the use of green transport through our free bike and e-scooter rental for our employees and occupiers across our portfolio. In 2022 we had 767 users of this service, totalling 5776 hours rent time.

In 2022 our scope 3 emissions accounted for a large proportion of our emission sources despite an overall decrease of carbon footprint by 3.6% compared to 2021. As expected in our nature of work a significant proportion, 93% of scope 3 emissions, in 2022 were from raw materials and capital goods purchased for use in construction and development such as machinery and equipment. It is evident from this, that we must continue to focus on reducing embodied carbon in our asset developments, and highlights the importance of our net zero commitment in construction and operations in projects like Worship Square (please see section 2.4.2).

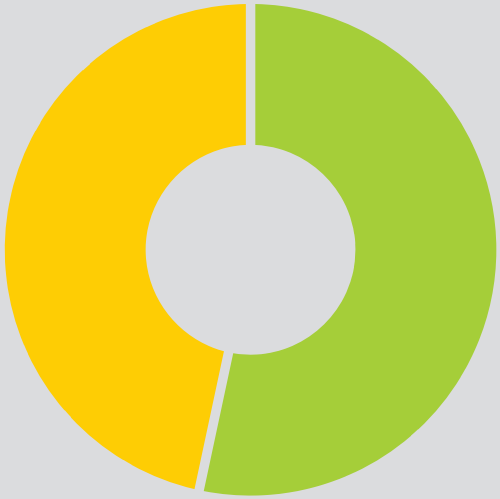
2.3.2 Corporate Energy Consumption

Energy has been identified as a key impact for HB Reavis and we will continue to prioritise energy performance in our ESG initiatives (see section 2.2 for our materiality assessment). Our energy consumption is divided into our corporate office energy consumption and direct real estate asset portfolio consumption. Our monitoring of energy consumption and reporting was another key improvement made in 2022, supporting our ability to track progress made from our energy efficiency and performance initiatives.

Table 4. Corporate office electricity usage

Country of Operations	Total Electricity usage (kWh)	Percent met by renewables
Cyprus	20,622	0%
Czech Republic	747,937	2%
Hungary	9,286	0%
Poland	223,306	53%
Slovakia	854,970	92%
United Kingdom	243,740	73%
Germany	43,976	56%
Luxembourg	6,440	0%
Netherlands	2,655	0%
Total of all offices	2,152,932	52%

[2] Energy includes the total electricity consumption, district heating, and gas usage of the corporate office buildings.



52% from renewable energy

52% of our global corporate office electricity usage was met by renewable energy sources in 2022.

4 out of our 9 country of operations have more than 50% of their office electrical usage met by renewable energy sources. We are provided with Renewable Energy Guarantees of Origin (REGO) certifications, certifying that this energy has come from renewable sources.

26%

of our corporate office energy consumption was met by renewable energy sources

28%

of our corporate office energy consumption was via district heating

Table 5. Corporate office energy consumption

Country of operations	Total energy consumption (kWh)	Percent met by renewables	Percent from gas usage for heating	Percent used by district heating
Cyprus	23,586	-	13%	-
Czech Republic	1,244,039	1%	39%	1%
Hungary	20,992	0%	56%	0%
Poland	752,001	16%	-	70%
Slovakia	1,402,393	56%	30%	9%
United Kingdom	846,018	21%	9%	62%
Germany	64,591	38%	-	32%
Luxembourg	10,264	-	37%	0%
Netherlands	4,707	-	44%	0%
Total of all offices	4,368,591	26%	23%	28%

2.3.3 Our portfolio

2.3.3.1 Energy consumption

In 2022 we met 31% of our direct real estate electricity usage by renewable energy. This was mainly through the use of REGO Certifications[3] but in Slovakia we successfully generated over 21,000 kWh through onsite renewable energy sources.

We are driven to continue to make progress and increase our renewable energy sources portfolio and consider this important for upcoming years, with a special focus on maximising on-site renewable energy generation where possible.

Table 6. Direct real estate asset electricity usage 2022

Country of operations	Total electricity usage (kWh)	Percent met by renewables
Hungary	8,701,215	0%
Poland	23,325,873	0%
Slovakia	25,908,073	70%
United Kingdom	550,017	0%
Germany	2,876,730	30%
Total of all assets	61,361,907	31%

[3] Renewable Energy Guarantees of Origin (REGO) providing certificates that energy is generated from renewable sources.

Our real estate asset energy intensity for 2022 was 102.61 kWh/m² which is over a 7% decrease in intensity from 2021 highlighting the progress made in implementing energy-efficient solutions and optimisation techniques. We have also focussed particularly on educating building occupants on energy-saving opportunities, sending out digital knowledge/learning moments on the importance of increasing building energy performance and simple initiatives that can be undertaken by occupants and building management.

Table 7. Direct Real Estate Asset Energy Consumption 2022

Country of operations (kWh/m2)	Total building energy consumption (kWh)	Percent from district heating	Energy intensity
Hungary	13,243,450	33%	106.72
Poland	42,642,278	45%	109.99
Slovakia	38,326,406	9%	95.10
United Kingdom	1,358,708	60%	74.34
Germany	5,238,829	45%	106.21
Total of all assets	**100,809,671**	**30%**	**102.61**

We have seen an increase in our managed portfolio energy consumption. This is due to increasing our portfolio by 4 assets, in turn increasing our floor area (GIA) by 38.8%. Despite this large increase in assets, our energy intensity across our portfolio decreased by 7.1% from 2021 to 2022. We have continued to increase our use of district heating, increasing by over 23% from 2021 and decreasing our reliance on direct gas consumption by over 15%. District heating now accounts for 30% of our energy consumption across all our assets, but we have begun to implement energy-saving designs to also decrease our reliance on district heating.

Table 8. Managed portfolio energy consumption change

	2022/2021 change
Number of assets	+44.4%
Landlord electricity (kWh)	+42.8%
Occupier electricity (kWh)	+44.8%
Total building electricity (kWh)	+43.5%
Gas whole building (kWh)	-15.8%
District heating whole building (kWh)	+23.4%
Total building energy (kWh)	+29.0%
Floor area (GIA)	+38.8%
Energy intensity (kWh/m²)	-7.1%
Floor area (GIA)	+38.8%
Energy intensity (kWh/m²)	-7.1%

2.3.3.2 Water consumption

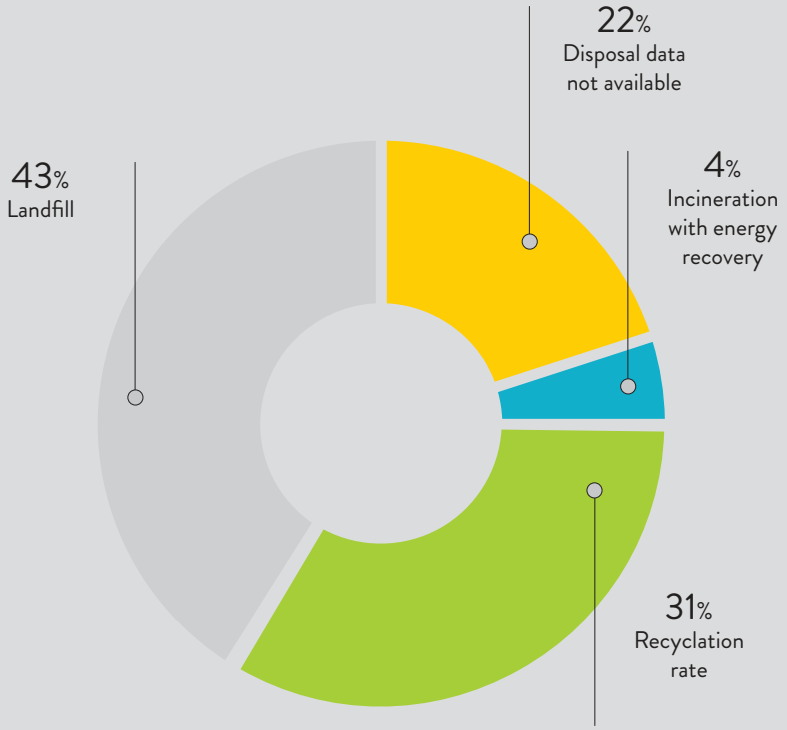
Aiming for continuous improvement in reducing water consumption, we have continued to optimise our processes by implementing efficient technologies and improving water management. For our portfolio assets in Hungary and Slovakia, we held educational events on water consumption, actively sharing knowledge and information on ways individuals can reduce their own water consumption.

Table 9. 2022 Portfolio water intensity

Country of operations	Water intensity (m^3/m^2)
Hungary	0.42
Poland	0.32
Slovakia	0.24
United Kingdom	0.11
Germany	0.30
Total of all assets	**0.30**

Our water consumption intensity is 0.3m^3/m^2 in total across all our assets. All our current assets have been certified Excellent, Very Good or Outstanding by BREEAM demonstrating they meet high water efficiency standards. Our Bloom Clerkenwell building met all 5 credits available under BREEAM for water consumption. These credits assess the buildings sustainable water sustainable usage and ability to reduce water consumption through efficient technologies and recycling systems.

2.3.3.3 Waste



Across our portfolio assets in operation, we successfully diverted 35% of our total waste from landfill and recycled 31% in 2022, utilising our Environmental Code of Practice (ECoP). Our ECoP establishes a focus on sustainably managing construction and operational waste and maximising material reuse. This allows us to ensure compliance with certifications such as BREEAM and LEED.

We require all contractors and construction managers to comply with our ECoP during construction to ensure all our HB Reavis Group projects are delivered to the highest environmental standards. Our ECoP not only focuses on waste but has 12 other components with individual measures and objectives to be followed in the construction activities. It also outlines 19 sustainable construction KPIs across seven key areas: waste, energy, water, materials, procurement, environmental practices and BREEAM.

2.4 ESG SPOTLIGHTS

2.4.1 PLTFRM.Berlin

2022 marked the conceptualisation of our PLTFRM.Berlin workspace project. PLTFRM.Berlin is a project representative of our people and ESG-centric design approaches. It will be net zero carbon emissions in operation, use smart office technology, contain terraces to ensure greenery is integrated and will be a place where talent can thrive.

27.000 m² office space	**Net zero carbon** in operation	**100%** Renewable energy	**20%** electricity generated on site	**>600 m²** of terraces	**400** indoor bike parking space

With the design of PLTFRM Berlin we are targeting:

- **Platinum LEED certification** (pre certified)
- **Platinum WELL certification** (pre certified)
- **WELL Health and Safety**

Energy saving:

Using an innovative energy-saving method we will recover energy from a wastewater duct using a heat exchanger. A heat pump will repurpose this recovered energy to cater to the requirements of the building.

Energy production:

Our design utilises over 1000m² of the roof and façade panels for solar energy production. Externally sourced energy requirements as a result will be 2/3rds less than a non-energy efficient building of the same size[4].

Health and well-being:

PLTFRM.Berlin will provide over 600m2 of outdoors spaces across terraces, using biophilic design to support mental health and enhancing the office experience.

[4] Calculations using End Energy according to GEG (German Energy Act). Reference building planned with District Heating for heat cooling and without solar panels.

2.4.2 Worship Square

Introducing Worship Square, our inaugural fully net-zero project in both construction and operation. This sets high sustainability benchmarks, aiming for BREEAM Outstanding, WELL Platinum and designed to achieve an ambitious 5.5* NABERS rating. Striving for sustainability excellence, the project targets a mere 492 kgCO2e/m² of upfront carbon, showcasing a remarkable 50% reduction compared to a benchmark office building constructed in 2020. Currently under construction, Worship Square is on track to meet its targets.

2021

In 2021 construction began on Worship Square in London to deliver our first project net zero in construction and operation

2022

In order to continue our commitment, we follow six key guiding principles: protecting the planet, nurturing well-being, working smart, tailoring services, being flexible and creating community

In line with our commitment to a circular economy, Worship Square incorporates innovative features such as an in-house wormery transforming food waste into compost for its edible rooftop gardens. Beyond sustainability, the building will be fully electric. Operational energy efficiency is ensured through high-efficiency air-source heat pumps catering to heating, cooling, and hot water needs, complemented by smart energy management. Over 70m² of photovoltaic cells on the roof will contribute to onsite renewable energy generation.

Worship Square's commitment to transparency extends to its energy usage, allowing occupiers to monitor live data for enhanced ESG reporting. This real-time monitoring fosters a culture of efficient energy use, aligning with our continuous dedication to sustainability.

In 2022, Worship Square earned the prestigious title of Best Community Project at the BPIC Awards, showcasing our unwavering commitment to enhancing social value within the local community. One notable initiative that played a pivotal role in securing this accolade was our collaboration with Rise-365. This partnership created 14 paid work placements for young individuals from Hackney. The idea of these placements was to create activities that underscored the inclusivity of the newly pedestrianised square adjacent to the Worship Square site. Rise 365 is a built environment inclusion business that works with organisations to improve ethnic minority representation and retention.

Furthermore, we hosted a career day at Worship Square. This event welcomed 20 female students from Wakefield Grammar School Foundation, offering them valuable insights into diverse roles within the construction and design industry, with a focus on our net-zero design project. In addition to these efforts, our team dedicated 94 hours to community volunteering and worked closely with closely with a neighbouring school to plant over 500 plants in local area planters. This multi-faceted approach exemplifies our holistic dedication to community engagement and the success of Worship Square as a beacon of positive people and planet impact.

2.5 People

The materiality assessment has given us the insight to adapt our people impact strategy to focus on the material topics of health, well-being and safety, diversity and equal opportunity, supplier social performance and local community impact.

2.5.1 Focus on People

44%
of all employees are women

32%
of direct reports to executive committee members are women

We are committed to ensuring continual improvement in our diversity and inclusion within all our teams. Our company highly values meritocratic principles to reward hard work and professionalism. Our UK Equality, Diversity and Inclusion policy outlines our commitments to establishing a fair and inclusive culture and work environment, where our people are valued, their differences are respected, and discrimination is eliminated.

We are proud to have received the award for the 'Office Developer of the Year' in central and eastern Europe, for the 2022 Eurobuild CEE awards. This represents our commitment to be at the forefront of creating and delivering healthier, sustainable workspaces, and services in line with our core ESG values.

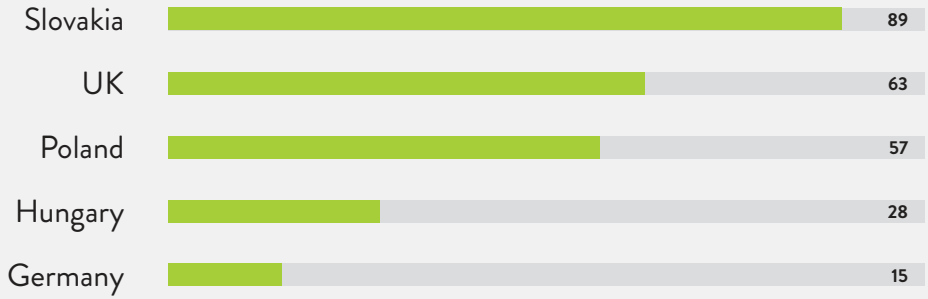
We focus on people-centric offices. In 2022 we teamed up with Leesman to assess our own work environments in Bratislava and London, scoring outstanding for both locations using the Leesman hybrid, based on a survey with 500 employees. Based on the Leesman 2020 report both our offices were in the top 30 workplaces in the world based on their scores.

2.5.2 Health, Well-being and Safety

242 health and well-being events

In 2022, 242 health and wellbeing events were held in the buildings we operate which included educating the occupiers on the benefits of the buildings being WELL certified.

The number of health and well-being events per country of operation



Zero fatalities for employees and external contractors. We continue to monitor and report on the number of work-related fatalities and ensure everyone receives relevant education on safety and securing a safe environment.

As part of our ESG strategy we aspire for WELL health and safety rating for all our newly constructed buildings. In 2022 our newly built Nivy Tower was awarded with the WELL health and safety rating, validating our efforts to ensure a healthy work environment with high air and water quality and low disease transmission risk.

In 2022 Bloom Clerkenwell was the first commercial building in the UK to achieve BREEAM Outstanding, WELL Platinum, WiredScore Platinum and EPC rating A, altogether.

These are the highest accreditations for well-being, sustainability and digital connectivity.

Design features that helped us achieve WELL Platinum include landscaped terraces comprising 11% of the building, a communal edible garden and a multi-purpose fitness studio. Also, we incorporated technology ensuring maximum air and acoustic quality.

Fewer than 1% of non-domestic UK buildings have achieved BREEAM Outstanding, highlighting the significance of this achievement and our place as industry leaders. BREEAM scores the building against 9 key categories, including energy efficiency, construction sustainability, user comfort, pollution reduction and water reduction. We use a formal systematic process in design decision making to reduce embodied and operational carbon in all our design projects. This process enables us to maximise carbon reduction and has contributed to our ability to reach BREEAM Outstanding.

Varso Tower was successfully completed in 2022

Pre-certified as outstanding by BREEAM highlighting a great achievement in our sustainable design.

Certified as WELL Gold rating shows the health, well-being and productivity of the occupants is at the heart of our design. Varso Tower focuses on maximising the quality of the 10 concepts within the WELL standard; air, water, nourishment, light, movement, thermal comfort, sound, materials, mind, and community.

Our other assets that have achieved WELL certification are Varso 1 and 2, Agora Hub and Agora Tower, achieving gold certification, and Bloom achieving Platinum. Our ESG strategy has focused on aiming for at least a 'Gold' level of WELL, which we have met and surpassed in 2022.

2.5.3 Local Community Impact

In 2022 we launched a partnership with the Southbank Centre in London, to support business development through access to art and culture.

Culture Works:

- Focuses on networking and collaboration, allowing small and medium enterprises to gain insights from in person and online events.
- Promotes cross sector learning and fostering diverse skills.

It is freely accessible to all SMEs (small and medium enterprises) operating in Greater London. Culture Works involves quarterly newsletters with business insights, upcoming event details, free tickets to Southbank Centre exhibitions and opportunities for their own business promotion.

FOREST Campus

In line with our keen focus on engaging with our communities we continued the tradition of a community picnic on the Forest campus in Warsaw. Accessible for everyone, incuding office workers, their families, building neighbours and others attended the event, taking part in activities and eating from the barbecue that used fresh herbs from the rooftop garden. We strive to continue running these community events, continuing to build our international business community.

Our contributions in 2022

In 2022 we gave a total of $575,342 financial and non-financial support towards helping Ukraine and Ukrainian people displaced due to the conflict in the region.

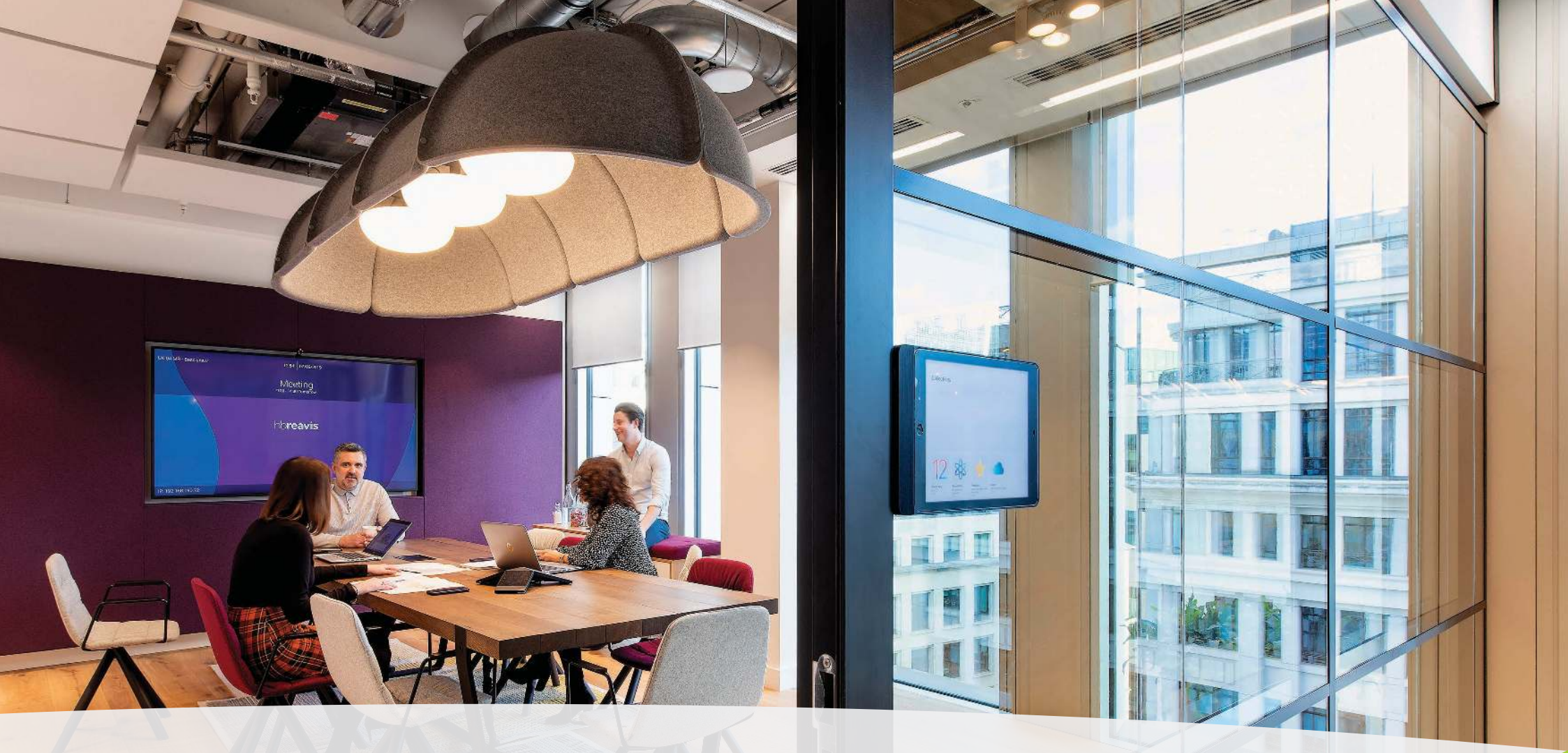
The first Varso Tower run took place where participants climbed 1400 stairs.

The main aim was to provide support to the victims of the war in Ukraine. HB Reavis donated more than $8200 to the Polish Humanitarian action in this support.

We are proud that Assistance Centre of Help for Ukrainian refugees was established on our premises at Bottova Street. The creation of the Assistance Centre is the result of cooperation between the Bratislava City Hall, government institutions, NGOs and HB Reavis providing the premises, as well as other companies that contributed financially, materially or through volunteering. The refugees can apply there for temporary shelter, file their material need benefits papers, get accommodation, Slovak phone number (SIM card) or legal help. Finally, we take immense pride in that many of our employees very keenly volunteered at the Assistance Centre to support this cause.

Table 10. Financial and non-financial support towards helping Ukraine and Ukrainian people in 2022

Type of support	2022 contribution (in EUR)
Total financial and non-financial support	575,342
Direct financial support	438,751
Indirect financial support for Bottova center adaptation	101,280
Non-financial contribution	35,310



3 Governance

The Board of Directors at HB Reavis is collectively responsible for the general affairs of the Company and overseeing the Group's management decisions and the business connected with it. The board is responsible for setting and overseeing the company's executive management and business strategies. The Board of Directors also have oversight into our tax compliance and strategy which aligns with the markets in which we operate. Risk management and Conflict of Interest are other main areas where the Board of Directors have full responsibility for oversight of risk management, internal control, and compliance system within the Group.

Our governance structures ensure we as a business behave ethically and responsibly, and effectively respond to matters that have the potential to impact our financial, operational, and reputational performance across the regions in which we operate. We regularly (annually) review and maintain our management systems including EN ISO 14001:2015.

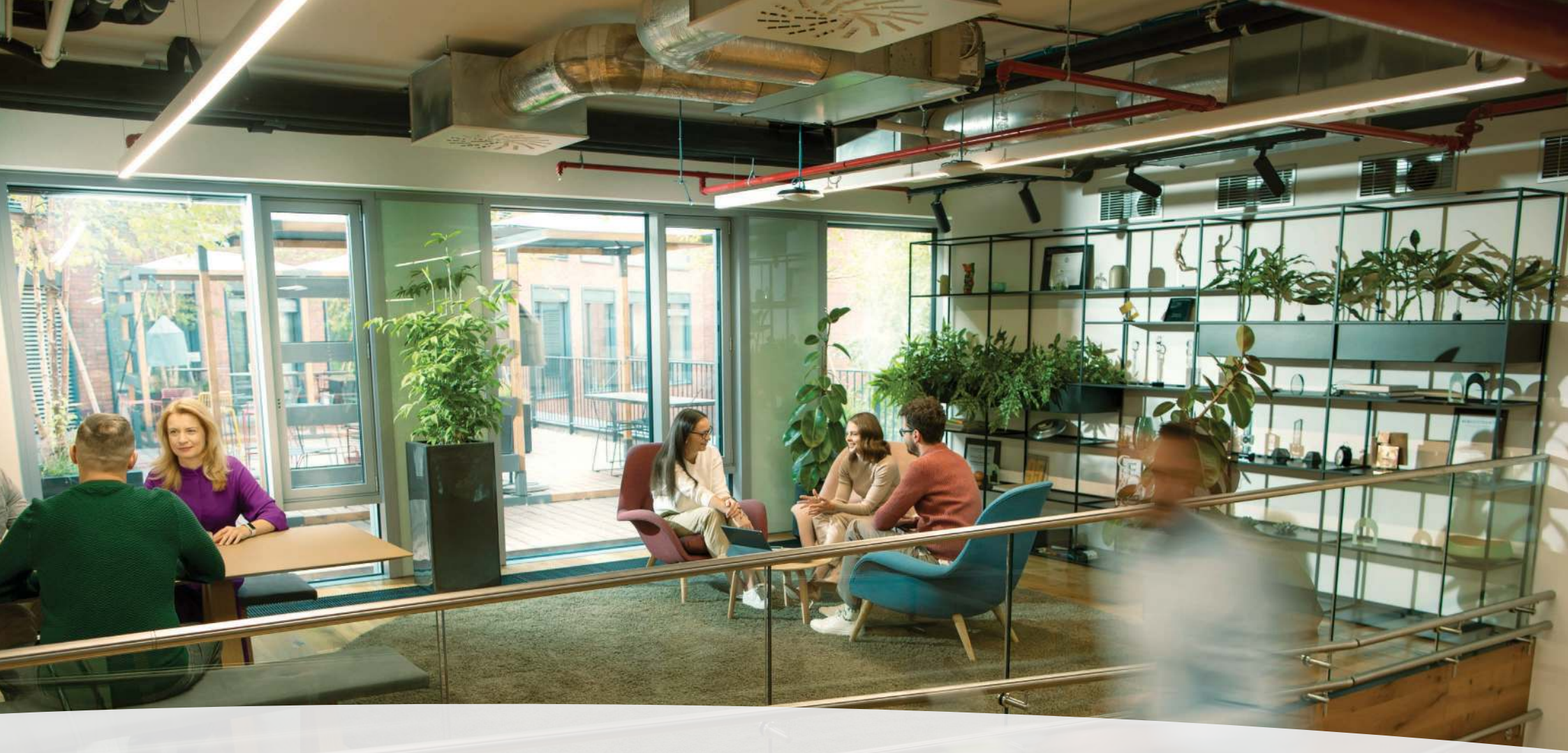
In 2022, the Board focused on enhancing the Governance related frameworks for Anti-Corruption and Procurement Practices. Our Anti-Corruption framework is structured around our Code of Ethics which sets out our guidelines for how

we interact with our internal and external stakeholders. The Speak Up platform (https://speakup.hbreavis.com/) has been championed by the Board to ensure that all those we engage with – internal and external - can raise any concerns they might have in an anonymous manner to ensure that we are always acting and operating by the Code of Ethics that we have set for ourselves. These policies are communicated to our internal and external stakeholders via various communication channels including internal training and induction as well as having these policies and commitments included on our website. During the reporting period, there were no reported incidents of anti-corruption or anti-competitive behaviour, anti-trust, and monopoly practices. These are statistics we are very proud of and seek to continuously maintain across our operations. Reporting incidents of such nature are encouraged via our 'Speak Up' culture and handled independently. Should incidents occur, our internal governance processes are well poised to ensure that remediation measures implemented to avoid reoccurrence.

Furthermore, HB Reavis champions the inclusion of sustainability into existing procurement practices, which saw our UK & German operations include sustainability questions as part of the "Pre-qualification questionnaire", thereby demonstrating our commitment to embedding sustainability into how we procure for our projects from the outset. Over the coming years we will look to expand embedding of sustainability in our Procurement Practices across all operating markets in a systematic manner.

The Environmental Code of Practice (ECoP) further underpins our commitment to ESG and ensures that all our Contractors adhere to these via regular supply chain engagement on all levels of the contractor's organization to further demonstrate importance to not just the ECoP but also our ESG commitments as business during a time of transition.

To further strengthen the company's commitment to ESG, the Board was involved in the work done by Arcadis during the reporting period. Throughout the project, the Board received concise summaries and proposals, guiding crucial decisions on our ESG strategy. Discussions covered selecting the baseline year for carbon footprint, assessing decarbonization targets, approving the Carbon Reduction Roadmap, and developing the Internal Carbon Pricing strategy—all set for finalisation and implementation in the upcoming reporting years, showcasing our firm commitment to environmental sustainability.



4 Appendix

4.1. GRI INDEX

Statement of use	**HB Reavis has reported the information cited in this GRI content index for the period 1/1/2022 - 31/12/2022 with reference to the GRI Standards.**
GRI 1 used	**GRI 1: Foundation 2021**

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-23 Policy Commitments	Governance Section Pages 38 onwards
	2-24 Embedding Policy Commitments	Governance Section Pages 38 onwards
	2-25 Processes to remediate negative impacts	Governance Section Pages 38 onwards
	2-27 Compliance with laws and regulations	Governance Section Pages 38 onwards
	2-29 Approach to stakeholder engagement	Governance Section and Materiality Assessment Page 12
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our ESG Commitment Pages 3 onwards
	3-2 List of material topics	Materiality Assessment Page 12
	3-3 Management of material topics	Our ESG Commitment Pages 3 onwards
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Governance Section Pages 38 onwards
	205-2 Communication and training about anti-corruption policies and procedures	Governance Section Pages 38 onwards
	205-3 Confirmed incidents of corruption and actions taken	AND Table 17.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance Section Pages 38 onwards
GRI 207: Tax 2019	207-1 Approach to tax	Governance Section Pages 38 onwards
	207-2 Tax governance, control, and risk management	Governance Section Pages 38 onwards
	207-3 Stakeholder engagement and management of concerns related to tax	Governance Section Pages 38 onwards

GRI Standard	Disclosure	Location[1]
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Planet Section Page 6 onwards
	302-2 Energy consumption outside of the organization	Planet Section Page 6 onwards
	302-3 Energy intensity	Planet Section Page 18 onwards
	302-4 Reduction of energy consumption	Planet Section Page 6 onwards
GRI 303: Water and Effluents 2018	303-5 Water consumption	Page 24 without onwards since it is on one page
GRI 305: Emissions 2016	305-1 Direct (scope 1) GHG emissions	Planet Section Page 5 onwards
	305-2 Energy indirect (scope 2) GHG emissions	Planet Section Page 14 onwards
	305-3 Other indirect (scope 3) GHG emissions	Planet Section Page 5 onwards
	305-5 Reduction of GHG emissions	Planet Section Page 5 onwards
GRI 306: Waste 2020	306-3 Waste generated	Planet Section Page 10 onwards
	306-4 Waste diverted from disposal	Page 25 without onwards since it is on one page
	306-5 Waste directed to disposal	Planet Section Page 10 onwards
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	ESG Spotlight Section Page 11 onwards Page 30 onwards ESG Spotlights 11 to 26 onwards

HB Reavis Responsibility Data Report 2022

Contents

Table name	Sheet
Table 1. Corporate offices energy consumptions	1 Corporate offices
Table 2. Actual vs. estimated offices consumptions data	1 Corporate offices
Table 3. Direct real-estate assets energy consumptions	2 Assets energy consumption
Table 4. Managed portfolio energy consumption change	3 Portfolio consumption change
Table 5. Like-for-like portfolio energy consumption change	3 Portfolio consumption change
Table 6. Assets water consumption	4 Assets water consumption
Table 7. Portfolio water intensity and consumption change	4 Assets water consumption
Table 8. HB Reavis Group scope 1-3 carbon footprint	5 Carbon footprint
Table 9. HB Reavis carbon footprint for like-for-like portfolio	5 Carbon footprint
Table 10. Operational carbon emission for assets	6 Carbon footprint of assets
Table 11. Embodied carbon emission for assets	6 Carbon footprint of assets
Table 12. HB Reavis Group net-zero SBTi aligned targets	7 Decarbonsation
Table 13. Decarbonisation progress	7 Decarbonsation
Table 14. HB Reavis portfolio assets certifications	8 Certifications
Table 15. Type of waste generated by portfolio assets in operation	9 Waste
Table 16. Type of waste disposal	9 Waste
Table 17. Anti-corruption and conflicts of interest	10 Anti-corruption
Table 18. Health & Safety performance	11 Health & safety
Table 19. Number of fatalities on construction	11 Health & safety
Table 20. Employment diversity in 2022	12 Diversity & equal opportunity
Table 21. Financial and non-financial support towards Ukraine	13 Local communities
Graph 1. HB Reavis Materiality Matrix	14 Materiality

Table 1. Corporate offices energy consumption in 2022

Country of operations	Total (all in kWh)	Electricity (total)	Electricity (non-renewable)	Electricity (renewable)	District heating	Gas
Cyprus	23,586	20,622	20,622	-	-	2,964
Czech Republic	1,244,039	747,937	735,918	12,019	8,333	487,769
Hungary	20,992	9,286	9,286	-	-	11,706
Poland	752,001	223,306	104,382	118,924	528,696	-
Slovakia	1,402,393	854,970	65,820	789,151	132,456	414,967
United Kingdom	846,018	243,740	66,746	176,994	526,914	75,364
Germany	64,591	43,976	19,498	24,478	20,615	-
Luxembourg	10,264	6,440	6,440	-	-	3,824
Netherlands	4,707	2,655	2,655	-	-	2,052
Total of all offices	4,368,591	2,152,932	1,031,366	1,121,566	1,217,013	998,646

Table 2. Actual vs. estimated offices consumptions data in 2022

	Total	Electricity	Gas	Heating
Activity data metered (in kWh)	3,810,391	2,137,962	984,113	688,317
Activity data estimated (in kWh)	558,200	14,970	14,534	528,696
Total (in kWh)	4,368,591	2,152,932	998,646	1,217,013
% of Consumptions metered	87.2%	99.3%	98.5%	56.6%

Notes
Data for our corporate offices, HubHubs and Qubes except the consumption of offices that are inside of our own active assets. Consumption of offices within our owned assets is included in the 302-2.
The following conversion factor applies: 1 000 kWh = 1 MWh = 3600 Megajoules

Table 3. Direct Real-Estate Assets energy consumptions in 2022

Country	Location	Total building energy consumption	Energy consumptions (all data in kWh)						Floor area GIA (m²)	Energy intensity (kWh/m²)
			Electricity total	Electricity (non-renewable)	Electricity (renewable on-site)	Electricity (renewable - REGO)	District heating	Gas		
Poland	Varso I	7,667,787	4,380,511	4,380,511	-	-	3,287,276	-	53,527	143.25
Poland	Varso II	10,413,613	5,550,834	5,550,834	-	-	4,862,779	-	79,349	131.24
Poland	Varso Tower	12,702,741	6,984,817	6,984,817	-	-	5,717,925	-	109,823	115.67
Poland	Forest Campus	3,683,410	1,773,132	1,773,132	-	-	1,910,278	-	48,005	76.73
Poland	Forest Tower	8,174,727	4,636,579	4,636,579	-	-	3 538 148	-	97,002	84.27
Poland SUB-TOTAL		**42,642,278**	**23,325,873**	**23,325,873**	**-**	**-**	**19,316,405**	**-**	**387,706**	**109.99**
Slovakia	Nivy Tower	3,137,397	1,792,640	-	-	1,792,640	-	1,344,757	45,870	68.40
Slovakia	Nivy Mall	22,882,367	18,724,874	5,944,354	-	12,780,520	3,505,730	651,763	274,626	83.32
Slovakia	Apollo BC III	5,250,467	2,897,012	936,165	14,216	1,946,631	-	2,353,455	29,565	177.59
Slovakia	Apollo BC V	7,056,176	2,493,547	794,290	6,962	1,692,295	-	4,562,629	52,952	133.26
Slovakia SUB-TOTAL		**38,326,406**	**25,908,073**	**7,674,809**	**21,179**	**18,212,085**	**3,505,730**	**8,912,604**	**403,014**	**95.10**
Hungary	Agora Hub	6,326,327	4,449,955	4,449,955	-	-	1,806,139	70,233	60,060	105.33
Hungary	Agora Tower	6,917,123	4,251,260	4,251,260	-	-	2,542,500	123,363	64,033	108.03
Hungary SUB-TOTAL		**13,243,450**	**8,701,215**	**8,701,215**	**-**	**-**	**4,348,639**	**193,597**	**124,093**	**106.72**
Germany	DSTRCT.Berlin 1	5,238,829	2,876,730	2,016,130	-	860,600	2,362,099	-	49,326	106.21
United Kindgom	Bloom Clerken-well	1,358,708	550,017	550,017	-	-	808,691	-	18,277	74.34
All assets		**100,809,671**	**61,361,907**	**42,268,043**	**21,179**	**19,072,685**	**30,341,564**	**9,106,200**	**982,416**	**102.61**

Notes:
GIA is used as floor are measurement as either 1. GIA measurement (Bloom Clerkenwell) or 2. 97% estimation of the GBA measurement (all other buildings).
All energy consumptions in this table are both base-build and occupiers consumption.
Energy intensity ratio uses Total building energy consumption and includes electricity, district heating and gas consumption with both base-build and occupiers energy consumption.
As Varso Tower, Forest Tower, DSTRCT 1 and Bloom Clerkenwell were delivered within 2022, their energy consumption is estimated for 12 months consumption and full occupancy.

Table 4. Managed portfolio energy consumption change (all assets comparison)

Year	2022	2021	2022/2021 change
Number of assets	13	9	+44.4%
Landlord electricity (kWh)	39,203,973	27,450,730	+42.8%
Occupier electricity (kWh)	22,157,934	15,305,028	+44.8%
Total building electricity (kWh)	61,361,907	42,755,758	+43.5%
Gas whole building (kWh)	9,106,200	10,819,541	-15.8%
District heating whole building (kWh)	30,341,564	24,584,665	+23.4%
Total building energy (kWh)	100,809,671	78,159,964	+29.0%
Floor area (GIA)	982,416	707,987	+38.8%
Energy intensity (kWh/m²)	102.6	110.4	-7.1%

Table 5. Like-for-like portfolio energy consumption change (change of performance of assets delivered in 2021)

Year	2022	2021	2022/2021 change
Number of assets	9	9	+0.0%
Landlord electricity (kWh)	25,226,589	27,450,730	-8.1%
Occupier electricity (kWh)	21,065,997	15,305,028	+37.6%
Total building electricity (kWh)	46,292,586	42,755,758	+8.3%
Gas whole building (kWh)	9,106,200	10,819,541	-15.8%
District heating whole building (kWh)	17,914,701	24,584,665	-27.1%
Total building energy (kWh)	73,313,488	78,159,964	-6.2%
Floor area GIA (m²)	707,987	707,987	+0.0%
Energy intensity (kWh/m²)	103.6	110.4	-6.2%

Notes:
Data for our corporate offices, HubHubs and Qubes except the consumption of offices that are inside of our own assets. Consumption of offices within our owned assets is included in the 302-2.
Following conversion factor applies: 1 000 kWh = 1 MWh = 3600 Megajoules

Table 6. Assets water consumption

Country	All	Poland	Poland	Poland	Poland	Poland	Slovakia	Slovakia	Slovakia	Slovakia	Hungary	Hungary	Germany	United Kingdom
Asset	All	Varso I	Varso II	Varso Tower	Forest Cam-pus	Forest Tower	Nivy Mall	Nivy Tower	Apollo BC III	Apollo BC V	Agora A	Agora B	DSRTCT 1	Bloom
Type of asset	Total	Hotel/Of-fice	Office	Office	Office	Office	Retail	Office	Office	Office	Office	Office	Office	Office
All assets water consumption (m3)	291,516	27,501	17,951	52,401	6,040	21,143	77,745	8,058	4,978	6,446	31,046	21,288	14,916	2,003
All assets water consumption (ML)	291.5	27.5	18.0	52.4	6.0	21.1	77.7	8.1	5.0	6.4	31.0	21.3	14.9	2.0

Table 7. Portfolio water intensity and consumption change

			Whole building water consumption (m^3)			Intensity (m^3/m^2)	
Country	Asset	Type of Asset	2022	2021	2022/2021 change	Floor area in m2 (GIA)	2022 intensity
Poland	Varso I	Hotel/Office	27,501	12,532	+119.4%	53,527	0.51
Poland	Varso II	Office	17,951	14,421	+24.5%	79,349	0.23
Poland	Varso Tower	Office	52,401	N/A	N/A	109,823	0.48
Poland	Forest Campus	Office	6,040	5,101	+18.4%	48,005	0.13
Poland	Forest Tower	Office	21,143	N/A	N/A	97,002	0.22
Slovakia	Nivy Mall	Retail	77,745	39,832	+95.2%	274,626	0.28
Slovakia	Nivy Tower	Office	8,058	8,308	-3.0%	45,870	0.18
Slovakia	Apollo BC III	Office	4,978	4,058	+22.7%	29,565	0.17
Slovakia	Apollo BC V	Office	6,446	5,624	+14.6%	52,952	0.12
Hungary	Agora Hub	Office	31,046	23,818	+30.3%	60,060	0.52
Hungary	Agora Tower	Office	21,288	13,828	+53.9%	64,033	0.33
Germany	DSTRCT.Berlin 1	Office	14,916	N/A	N/A	49,326	0.30
United Kingdom	Bloom Clerkenwell	Office	2,003	N/A	N/A	18,277	0.11
Managed portfolio	**All**	**All**	**291,516**	**127,522**	**+128.6%**	**982,416**	**0.30**
Like-for-like portfolio[1]	**All**	**All**	201,054	127,522	+57.7%	-	-

Notes:
Following conversion factor applies: 1 000 m3 = 1 Megaliter (ML)
[1]Like-for-like is the same projects compared between 2022 and 2021

Table 8. HB Reavis Group scope 1-3 carbon footprint

Scope	Category	Emissions source	2022		2021		2022/2021 change	
			Emissions (tCO2e) location-based	Emissions (tCO2e) market-based	Emissions (tCO2e) location-based	Emissions (tCO2e) market-based	Emissions (tCO2e) location-based	Emissions (tCO2e) market-based
Scope 1	Scope 1	Gas	1,721	1,721	2,231	2,231	-22.9%	-22.9%
		Vehicle fleet	335	335	474	474	-29.4%	-29.4%
Total scope 1			2,056	2,056	2,706	2,706	-24.0%	-24.0%
Scope 2	Scope 2	District heating	7,662	7,662	4,147	4,147	+84.8%	+84.8%
		Electricity	17,087	19,955	8,173	8,013	+109.1%	+149.0%
Total scope 2			24,750	27,617	12,319	12,159	+100.9%	+127.1%
Scope 3 upstream	1	Purchased goods and services (incl. water)	2,293	2,293	1,687	1,687	+35.9%	+35.9%
	2	Capital goods (dev & construction)	169,171	169,171	194,075	194,075	-12.8%	-12.8%
	3	Fuel and energy related activites	308	308	362	362	-15.1%	-15.1%
	4	Upstream transport and distribution	-	-	-	-	-	-
	5	**Waste generated in operations**	**37**	**37**	**21**	**21**	**+70.1%**	**+70.1%**
	6	Business travel	433	433	99	99	+336.8%	+336.8%
	7	Employee commuting	379	379	426	426	-11.1%	-11.1%
	8	**Upstream leased assets**	**-**	**-**	**-**	**-**	**-**	**-**
Scope 3 downstream	9	Downstream transport and distribution	-	-	-	-	-	-
	10	Processing of dold products	-	-	-	-	-	-
	11	**Use of sold products**	**-**	**-**	**-**	**-**	**-**	**-**
	12	**End-of-life treatment of sold products**	**-**	**-**	**-**	**-**	**-**	**-**
	13	**Downstream leased assets (dir. real estate)**	**8,106**	**8,495**	**7,650**	**7,077**	**+6.0%**	**+20.0%**
	14	**Franchises**	**-**	**-**	**-**	**-**	**-**	**-**
	15	**Investments**	**-**	**-**	**-**	**-**	**-**	**-**
Total scope 3			**180,726**	**181,114**	**204,22**	**203,748**	**-11.5%**	**-11.1%**
Total scope 1, 2 & 3 emissions			**207,532**	**210,788**	**219,346**	**218,613**	**-5.4%**	**-3.6%**

Notes:
Carbon footprint was calculated for both 2021 and 2022 for both investment and asset management business lines and taking into consideration of both HubHub and Qubes co-working consumptions. As Varso Tower, Forest Tower, DSTRCT 1 and Bloom Clerkenwell were delivered within 2022, their energy consumption is estimated for 12 months consumption and full occupancy. Thus carbon footprint is normalized as well. GHG protocol was followed for the Carbon footprint calculation and operational control approach was used for consolidation. Baseline year for all decarbonisation activities was selected 2021. Despite the year being affected by COVID-19 pandemics, there were 6 new assets delivered since 2019 and the overall carbon footprint in 2021 is a more thruthfull representation of real carbon footprint than 2019. Main sources of emission factors: DEFRA, European Environmental agency (location-based electricity), Association of Issuing Bodies (market-based electricity from European Residual Mixes), US Environmental Protection Agecy (purchased goods & services) and local District Heating providers.

Table 9. HB Reavis carbon footprint for like-for-like portfolio (corporate emissions and operational carbon for assets excluding ebodied carbon)

Scope	Emissions source	2022		2021		2022/2021 change	
		Location-based emissions (tCO2e)	Market-based emissions (tCO2e)	Location-based emissions (tCO2e)	Market-based emissions (tCO2e)	Location-based emissions (tCO2e)	Market-based emissions (tCO2e)
Scope 1	Gas	1,721	1,721	2,231	2,231	-22.9%	-22.9%
	Vehicle fleet	335	335	474	474	-29.4%	-29.4%
Total scope 1		2,056	2,056	2,706	2,706	-24.0%	-24.0%
Scope 2	District heating	4,027	4,027	4,147	4,147	-2.9%	-2.9%
	Electricity	8,307	9,263	8,173	8,013	+1.6%	+15.6%
Total scope 2		12,334	13,290	12,319	12,159	+0.1%	+9.3%
Scope 3 upstream	3. Fuel and energy related activities	308	308	362	362	-15.1%	-15.1%
	5. Waste generated in operations	37	37	21	21	+70.1%	+70.1%
	6. Business travel	433	433	99	99	+336.8%	+336.8%
	7. Employee commuting	379	379	426	426	-11.1%	-11.1%
Scope 3 downstream	13. Downstream leased assets (occupiers energy & consumptions)	7,333	7,566	7,650	7,077	-4.2%	+6.9%
Total scope 3		8,489	8,722	8,559	7,986	-0.8%	+9.2%
Total scope 1, 2 & 3		22,878	24,068	23,584	22,851	-3.0%	+5.3%

Table 10. Operational carbon emission for assets

		Carbon intensity in kgCO2/m2 (GIA)	Total building emissions (market-based) in tCO2e				Building emissions breakdown for 2022 in tCO2e					
Country	Location		2022	2021	2022/2021 difference	2022/2021 change in %	Electricity	Heating	Gas	Waste	Water	Refrigerants
Poland	**Varso I**	90	4,829	4,634	+195	+4.2%	3,759	1,053	-	6	12	-
Poland	**Varso II**	80	6,355	5,762	+593	+10.3%	4,763	1,557	-	27	8	-
Poland	**Varso Tower**	71	7,849	delivered 2022	not available	not available	5,994	1,831	-	2	22	-
Poland	**Forest Campus**	45	2,153	1,186	+967	+81.5%	1,522	612	-	17	3	-
Poland	**Forest Tower**	53	5,136	delivered 2022	not available	not available	3,979	1,133	-	15	9	-
Slovakia	**Nivy Mall**	6	270	366	-97	-26.3%	-	-	245	21	3	-
Slovakia	**Nivy Tower**	10	2,724	3,330	-606	-18.2%	1,103	1,192	119	277	33	-
Slovakia	**Apollo BC III**	21	623	538	+85	+15.8%	176	-	430	10	2	5
Slovakia	**Apollo BC V**	20	1,058	1,093	-35	-3.2%	149	-	833	41	3	33
Hungary	**Agora Hub**	29	1,732	1,583	+149	+9.4%	1,424	263	13	20	13	-
Hungary	**Agora Tower**	28	1,781	1,474	+307	+20.8%	1,360	370	23	20	9	-
Germany	**DSTRCT. Berlin 1**	39	1,931	delivered 2022	not available	not available	1,379	534	-	12	6	-
United Kindgom	**Bloom Clerkenwell**	19	340	delivered 2022	not available	not available	201	138	-	0	1	-
Total		37	36,780	19,967	+16,814	+84.2%	25,808	8,682	1,662	468	123	38

Notes:
As Varso Tower, Forrest Tower, DSTRCT 1 and Bloom were delivered within 2022, their energy consumption is estimated for 12 months consumption and full occupancy. Thus carbon footprint is normalized as well. As Forrest Campus and Nivy Mall were delivered within 2021, their energy consumption is estimated for 12 months consumption and full occupancy. Thus carbon footprint is normalized as well.

Table 11. Embodied carbon emission for assets

Country	Location	Floor area GIA (m²)	Year completed	Type of construction	Embodied upfront carbon (LCA A1-A5)		Whole-life carbon (LCA A1-A5, B1-B5, C1-4)	
					Absolute in tCO2e	Intensity in kgCO2/m2	Absolute in tCO2e	Intensity in kgCO2/m2
Slovakia	Apollo BC III	29,565	2008	New build	not available	not available	not available	not available
Slovakia	Apollo BC V	52,952	2008	New build	not available	not available	not available	not available
Slovakia	Nivy Tower	45,870	2019	New build	18,720	408	30,279	660
Poland	Varso I	53,527	2020	New build	27,834	520	42,821	800
Poland	Varso II	79,349	2020	New build	32,125	405	51,538	650
Hungary	Agora Hub	60,060	2020	New build	27,671	461	44,100	734
Hungary	Agora Tower	64,033	2020	New build	31,017	484	49,008	765
Poland	Forest Campus	48,005	2021	New build	22,709	473	37,689	785
Slovakia	Nivy Mall	274,626	2021	New build	171,367	624	263,641	960
Poland	Forest Tower	97,002	2022	New build	59,911	618	97,311	1,003
Poland	Varso Tower	109,823	2022	New build	72,029	656	112,806	1,027
Germany	DSTRCT.Berlin 1	49,326	2022	New build	25,412	515	41,495	841
United Kindgom	Bloom Clerkenwell	18,277	2022	New build	11,819	647	17,181	940

Notes:
Various LCA methodologies were used over the years for embodied carbon calculation so when setting the baseline for carbon footprint calculation, we estimated all the missing elements of the buildings from specific LCAs (if any were missing) in line with the RICS methodology. Going forward, we will use RICS methodology to calculate both the embodied upfront carbon and whole-life carbon.

Table 12. HB Reavis Group net-zero SBTi aligned targets

HB Reavis Group carbon footprint 2021 baseline	Emissions (tCO2e) market-based
Scope 1 & 2	14,865
Scope 3	203,748

Net-Zero SBTi aligned targets	Yearly % reduction	Overall % reduction	Target emissions (tCO2e) market-Based
Short term goal	Reduction by 2030		
Scope 1 & 2	-4.2%	-42%	8,622
Scope 3	-2.5%	-25%	152,811
Long-term goal	Reduction by 2050		
Scope 1 & 2	-	-90%	1,486
Scope 3	-	-90%	20,375

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Table 13. Decarbonisation progress

	2022		2021 (baseline)		2022/2021 difference		2022/2021 change in %	
Scopes	Location-based emissions (tCO2e)	Market-based emissions (tCO2e)	Location-based emissions (tCO2e)	Market-based emissions (tCO2e)	Location-based emissions (tCO2e)	Market-based emissions (tCO2e)	Location-based emissions (tCO2e)	Market-based emissions (tCO2e)
Total scope 1	2,056	2,056	2,706	2,706	-650	-650	-24.0%	-24.0%
Total scope 2	24,750	27,617	12,319	12,159	+12,431	+15,458	+100.9%	+127.1%
Total scope 3	180,726	181,114	204,322	203,748	-23,595	-22,634	-11.5%	-11.1%
Total scope 1, 2 & 3	207,532	210,788	219,346	218,613	-11,814	-7,825	-5.4%	-3.6%

Table 14. HB Reavis portfolio assets certifications

Country	Location	BREEAM	WELL	Other	Energy Performance Certificate
Poland	Varso I	Outstanding (in progress)	Gold	Health & Safety, No barrier	174,5 kWh/m²/y
Poland	Varso II	Outstanding (in progress)	Gold	Health & Safety, No barrier	144,3 kWh/m²/y
Poland	Varso Tower	Outstanding (in progress)	Gold (precertification)	Health & Safety, No barrier	139,5 kWh/m²/y
Poland	Forest Campus	Excellent	Gold (precertification)	Very good BREEAM Communities	176, 42 kWh/m²/y
Poland	Forest Tower	Excellent (in progress)	Gold (precertification)	Very good BREEAM Communities	175,56 kWh/m²/y
Slovakia	Nivy Tower	Excellent (in progress)	Platinum (precertification)	Excellent BREEAM Communities, Gold Smart Building Certification, Health & Safety	A1
Slovakia	Nivy Mall	Excellent	N/A	Excellent BREEAM Communities	A1
Slovakia	Nove Apollo	Outstanding (in progress)	Platinum (precertification)	Excellent BREEAM Communities, Health & Safety	A1
Slovakia	Apollo BC III	Very Good (BREEAM In-use)	N/A		A1
Slovakia	Apollo BC V	Very Good (BREEAM In-use)	N/A		A1
Hungary	Agora Hub	Excellent	Gold	Very good BREEAM Communities	CC
Hungary	Agora Tower	Outstanding	Gold	Very good BREEAM Communities	CC
Germany	DSTRCT.Berlin 1		Gold (precertification)	Gold DGNB (precertification), Platinum Wired	103 kWh/m²/Y
United Kindgom	Bloom Clerkenwell	Outstanding	Platinum	Platinum Wired	A
United Kindgom	Worship Square	Outstanding (Interim)	Platinum (precertification)	Platinum Wired (in progress), Platinum Smartscore (in progress), designed to achieve 5.5* NABERS UK	A

Table 15. Type of waste generated by portfolio assets in operation in 2022

Hazardousness	Type of waste	Country	All	Poland	Poland	Poland	Poland	Poland	Slovakia	Slovakia	Slovakia	Slovakia	Hungary	Hungary	Germany	United Kingdom
		Asset	All	Varso I	Varso II	Varso Tower	Forest Cam-pus	Forest Tower	Nivy Mall	Nivy Tower	Apollo BC III	Apollo BC V	Agora Hub	Agora Tower	DSTRCT. Berlin 1	Bloom Clerkenwell
		Type of Asset	All	Hotel/Office	Office	Office	Office	Office	Retail	Office	Office	Office	Office	Office	Office	Office
Hazardous	Absorbents, filter materials and other	Weight (t)	0.03						0.02	0.009						
		Landfill (t)	0.03						0.02	0.009						
	Decommissioned equipment containing chlo-rofluorocarbons, HCFCs, HFCs	Weight (t)	0.20						0.2							
		Recycling (t)	0.20						0.2							
	Oily water from oil separators	Weight (t)	0.00													
		Recycling (t)	0.00													
	Motor and other oils	Weight (t)	0.05							0.05						
		Recycling (t)	0.05							0.05						
Non-hazardous	Paper and card-board	Weight (t)	301.42				2.01	1.78	233.93	12.03	5.39	16.17	7.86	7.86	14.41	
		Recycling (t)	267.51						233.93	12.03	5.39	16.17				
	Plastic	Weight (t)	64.70				8.53	7.53	45.01	1.16	0.11	0.17				2.19
		Recycling (t)	12.01						9.82							2.19
		Incineration with energy recovery (t)	36.63						35.19	1.16	0.21	0.17				
	Wood	Weight (t)	29.03						29.03							
		Recycling (t)	29.03						29.03							
	Metal	Weight (t)	0.60						0.6							
		Recycling (t)	0.60						0.6							

		Country	All	Poland	Poland	Poland	Poland	Poland	Slovakia	Slovakia	Slovakia	Slovakia	Hungary	Hungary	Germany	United Kingdom
		Asset	All	Varso I	Varso II	Varso Tower	Forest Cam-pus	Forest Tower	Nivy Mall	Nivy Tower	Apollo BC III	Apollo BC V	Agora Hub	Agora Tower	DSTRCT. Berlin 1	Bloom Clerkenwell
Hazardousness	Type of waste	Type of Asset	All	Hotel/Office	Office	Office	Office	Office	Retail	Office	Office	Office	Office	Office	Office	Office
	Glass	Weight (t)	18.34						17.67	0.602						0.07
		Recycling (t)	18.34						17.67	0.602						0.07
	Used activated carbon	Weight (t)	0.48						0.48							
		Incineration with energy recovery (t)	0.48						0.48							
	Biodegradable waste	Weight (t)	91.08						90.4							0.68
		Recycling (biofuel station) (t)	91.08						90.4							0.68
	Edible oils and fats	Weight (t)	0.10						0.1							
		Recycling (biofuel station) (t)	0.00													
		Recycling (t)	0.10						0.1							
	Mixed waste	Weight (t)	849.33	12.59	58.50	3.98	36.68	32.36	442.98	43.58	20.63	86.30	41.51	41.51	25.53	3.19
		Incineration with energy recovery (t)	21.60							4.76	2.75	10.90				3.19
		Landfill (t)	575.08						442.98	38.819	17.88	75.401				
		Overall info not available on dis-posal (t)	302.62	12.59	58.50	3.98	47.22	41.67	0	0	0,00	0	49.36	49.36	39.94	0
		Weight of waste without paper & plastic	989.24	12.59	58.50	3.98	36.68	32.36	581.48	44.244	20.628	86.298	41.506	41.506	25.53	3.94
		Total waste gener-ated (t)	1355.36	12.59	58.50	3.8	47.22	41.67	860.42	57.43	26.13	102.63	49.36	49.36	39.94	6.12

Table 16. Type of waste disposal

Country	All	Poland	Poland	Poland	Poland	Poland	Slovakia	Slovakia	Slovakia	Slovakia	Hungary	Hungary	Germany	United Kingdom
Asset	All	Varso I	Varso II	Varso Tower	Forest Campus	Forest Tower	Nivy Mall	Nivy Tower	Apollo BC III	Apollo BC V	Agora Hub	Agora Tower	DSTRCT. Berlin 1	Bloom Clerkenwell
Landfill (t)	575.11	0.00	0.00	0.00	0.00	0.00	443	38.828	17.88	75.40	0.00	0.00	0.00	0.00
Recycling (t)	327.84	0.00	0.00	0.00	0.00	0.00	291.35	12.6818	5.39	16.17	0.00	0.00	0.00	2.26
Incineration with energy recovery (t)	58.71	0.00	0.00	0.00	0.00	0.00	35.67	5.9191	2.86	11.07	0.00	0.00	0.00	3.19
Incineration without energy recovery (t)	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Recycling (biofuel station) (t)	91.08	0.00	0.00	0.00	0.00	0.00	90.40	0.00	0.00	0.00	0.00	0.00	0.00	0.68
Disposal information not available (t)	302.62	12.59	58.50	3.98	47.22	41.67	0.00	0.00	0.00	0.00	49.36	49.36	39.94	0.00
Diversion from landfill (%)	**35.2%**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**48.5%**	**32.4%**	**31.6%**	**26.5%**	**N/A**	**N/A**	**N/A**	**100.0%**
Recyclation rate (%)	**30.9%**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**44.4%**	**22.1%**	**20.6%**	**15.8%**	**N/A**	**N/A**	**N/A**	**47.9%**
Share of non-mix waste on total waste (%)	37.3%	N/A	N/A	N/A	22.3%	22.3%	48.5%	24.1%	21.1%	15.9%	N/A	N/A	N/A	47.9%
Share of waste disposal data not available (%)	22.3%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%

Notes:
Source of data for Varso I, Varso II, Varso Tower, Forest Campus and Forest Tower is the following: Weight of waste estimated based on the volume of containers and number of containers transported.
Source of data for Nivy Mall, Nivy Tower, Apollo BC III, Apollo BC V and Bloom Clerkenwell is the following: Waste management company and provided in real weight in metric tonnes.
Note for Agora Hub and Agora Tower data: 2021 data used as 2022 data was not available.
Note for DSTRCT.Berlin 1 data: No summary report available on the disposal of waste.

Table 17. Anti-corruption and conflicts of interest

Type of incidents	2022
Total number and nature of confirmed incidents of corruption.	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	0
Total number of confirmed incidents of acting in conflict of interest	2
Total number of confirmed incidents in which employees were dismissed or disciplined for acting in conflict of interest	2

Table 18. Health & safety 2022 performance

	Corporate offices	Portfolio assets		Construc-tion	
	Employees	Employees	Occupiers, customers & other	Employees	Contractors
The number of fatalities as a result of work-related injury	0	0	0	0	0
The number of high-consequence work-related injuries (excluding fatalities)*	0	0	0	0	0
The number of recordable work-related injuries (including fatalities) **	0	1	19	0	0

Table 19. Number of fatalities on construction 2020-2022

Country	2022		2021		2020	
	Employees	External contractors	Employees	External contractors	Employees	External contractors
Slovakia	0	0	0	0	0	0
Poland	0	0	0	0	0	0
Germany	0	0	0	0	0	1
United Kingdom	0	0	0	0	0	0
Total	0	0	0	0	0	1

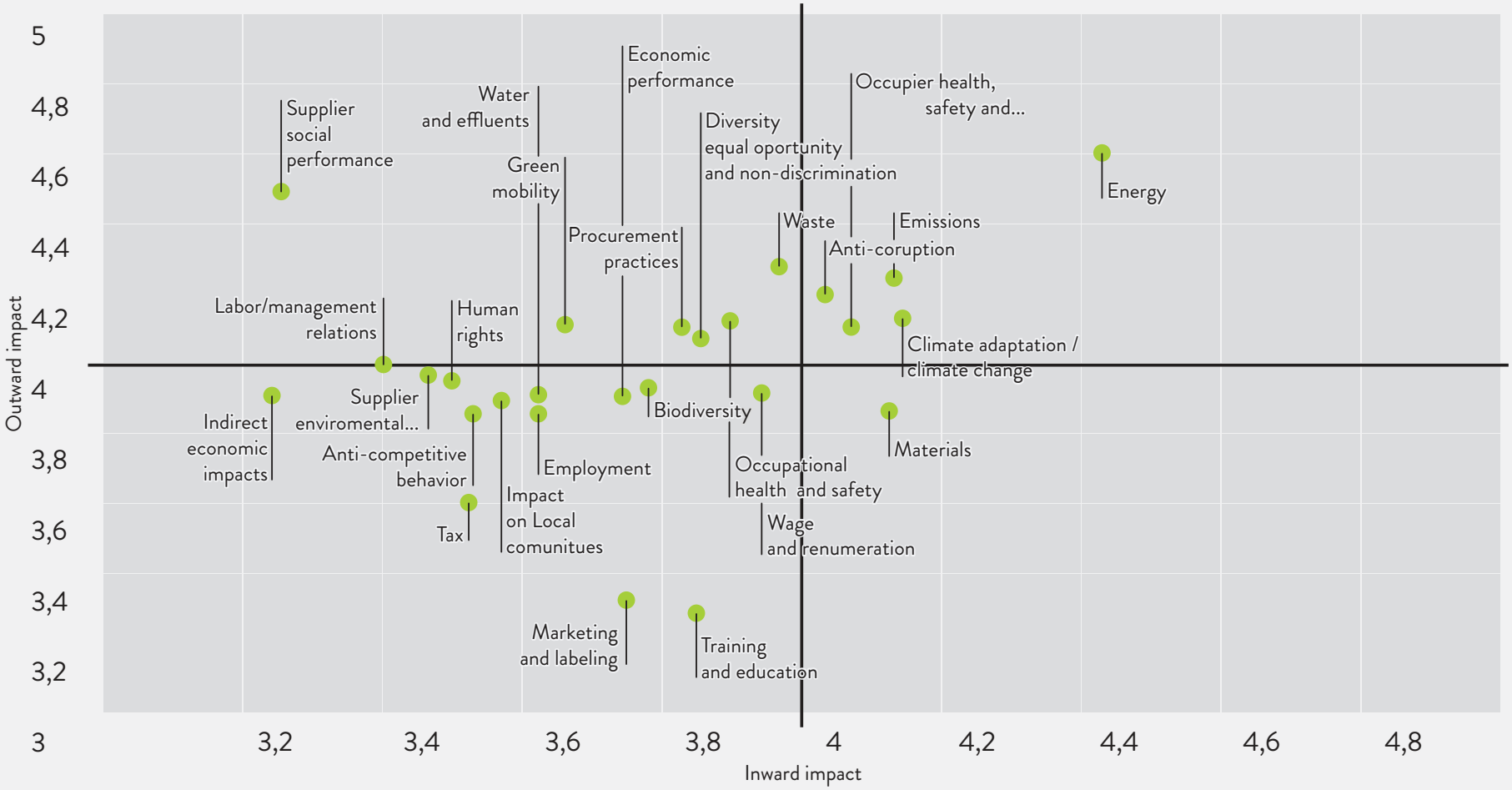
Table 20. Employment diversity in 2022

Employee category	All employees	Share on all or subgroup (%)	Board level positions	Share on all or subgroup (%)	C-level positions	Share on all or subgroup (%)	Executive committee members/SML - senior management level	Share on all or subgroup (%)	Direct reports to executive committee members (managers, people leaders)	Share on all or subgroup (%)
Total number of employees (share on all employees)	654	100.00%	7	1.07%	9	1.38%	10	1.53%	104	15.90%
Women total (share within Employee category)	289	44.19%	0	0.00%	0	0.00%	0	0.00%	33	31.73%
Woman average age	36.4	-	-	-	-	-	-	-	39.60	-
Women under 30 (share on women)	64	22.15%	0	0.00%	0	0.00%	0	0.00%	2	6.06%
Women 30-50	208	71,97%	0	0.00%	0	0.00%	0	0.00%	30	90.91%
Women over 50	17	5.88%	0	0.00%	0	0.00%	0	0.00%	1	3.03%
Men total	365	55.81%	7	100.00%	9	100.00%	10	100.00%	71	68.27%
Men average age	39.37	-	48.24	-	44.66	-	45,63	-	41.89	-
Men under 30 (share on men)	41	11.23%	0	0.00%	0	0.00%	0	0.00%	3	4.23%
Men 30-50	293	80.27%	4	57.14%	7	77.78%	9	90.00%	61	85.92%
Men over 50	31	8.49%	3	42.86%	2	22.22%	1	10.00%	7	9.86%

Table 21. Financial and non-financial support towards helping Ukraine and Ukranians in 2022

Type of support (in EURO)	2022
Total financial and non-financial support	575,342 €
Direct financial support	438,751 €
Indirect financial support for Bottova center adaptation	101,280 €
Non-financial contribution	35,310 €

Graph 1. HB Reavis materiality matrix



Notes:
List of Material Topics: Energy, Supplier Social performance, Emissions, Anti-corruption, Waste, Climate adaptation/Climate change, Occupier Health, Safety and well-being, Occupational health and safety, Green mobility, Procurement practices, Diversity, equal opportunity and non-discrimination, Materials, Impacts on Local Communities
List of Stakeholders: Business partners (bank, JV partner, bond holder or investor), Occupiers and employees of Occupiers, Suppliers and contractors, Local communities, Local authorities, Designers and Employees

At HB Reavis, we continuously work on improving our products and the way we work.
The data and descriptions in this report are for informational purposes only.

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