

Appendix and index

Stakeholders

Allreal wishes to enter into real dialogue with its stakeholders. To this end, the company has created and established various platforms over the last few years. These include customer satisfaction surveys, extended employee surveys and training sessions on the Code of Conduct, which have a direct impact on the continuing development of products and communication channels. The most important stakeholders and the contact intervals are defined as follows:

Administration/authorities	As and when required
Meetings	
Postal mail	
E-mail	
Telephone conversations	
Clients/customers	As and when required
Online surveys	
Meetings	
E-mail	
Telephone conversations	
Events	
Websites	
Contractors/suppliers	Frequently
Meetings	
Postal mail	
E-mail	
Telephone conversations	
Employees	Frequently
Intranet	
E-mail	
Events	
Surveys	
Online form for suggestions for improvement	
Independent notification body in the event of improper conduct	
Training	
Financial analysts/investors	Regularly
Events	
Webcast	
E-mail	
Media	As and when required
Media releases	
E-mail	
Telephone conversations	

The public	As and when required
E-mail	
Websites	
Postal mail	
Telephone conversations	
Events	
Shareholders	Regularly
Reporting	
Annual general meeting	
Website	
Webcast	

Key topics

In dialogue with the most important stakeholders, the company has defined the following key topics for Allreal:

Environment

Allreal has and assumes environmental responsibilities. On the one hand, energy consumption and greenhouse gas emissions can be reduced by renovating buildings and infrastructure in yield-producing properties. On the other hand, Allreal is applying demanding standards and using future-oriented technologies for new builds, especially those it develops in-house.

Employment

Allreal attaches importance to being an attractive employer. Given the current shortage of specialist staff within certain of the professional groups employed at Allreal, it is important that the company's employees can develop further and receive support in the process. As a real estate company with its own Projects & Development division, the prevention of accidents is a top priority for Allreal. Freedom from discrimination as well as equal pay and equal opportunities are all put into practice at Allreal.

Compliance

Allreal treats its contractors, customers and partners as equals, acting as a fair and reliable negotiating partner. Compliance with the applicable rules and laws – especially provisions relating to labour and social security – is of particular importance to the company.

Economic performance

Since its flotation 20 years ago, the company has been successfully operating in the Swiss real estate market and generating stable, recurring returns for its shareholders. A large number of tenants, employees and contractors depend on the healthy financial development of the company. Allreal is convinced that the economic success of a company must be consistent with sustainable and responsible working practices.

GRI Content Index 2021

This report has been prepared in accordance with the GRI Standards: Core option

102	General Disclosures 2016	
	Organisational Profile	
102-1	Name of organisation	Allreal Holding AG
102-2	Activities, brands, products, and services	2021 Annual Report – Business model and strategy 2021 CSR – Economy
102-3	Location of headquarters	Legal HQ: CH-6340 Baar Operational HQ: CH-8152 Glattpark
102-4	Location of operations	Switzerland
102-5	Ownership and legal form	2021 Annual Report – Corporate Governance
102-6	Markets served	Switzerland
102-7	Scale of the organisation	2021 CSR – Society
102-8	Information on employees and other workers	2021 CSR – Society
102-9	Supply chain	2021 CSR – Economy
102-10	Significant changes to the organisation and its supply chain	Acquisition of individual companies belonging to Immosynergies Holding Sàrl, Cointrin, by 15 October 2021
102-11	Precautionary Principle or approach	2021 Annual Report – Notes on the consolidated statement of comprehensive income
102-12	External initiatives	None
102-13	Membership of associations	– Verband der Immobilien-Investoren – Schweizer Verband für Wohnungswesen – Zürcher Hauseigentümergebund – Forum Energie Zürich – Verein Minergie – Zürcher Studiengesellschaft für Bau- und Verkehrsfragen – Kulturmeile Zürich West
	Strategy	
102-14	Statement from senior decision-maker	2021 CSR – Editorial
	Ethics and Integrity	
102-16	Values, principles, standards and norms of behaviour	Code of Conduct of 9 December 2021: www.allreal.ch/fileadmin/user_upload/redakteure/ueber_allreal/allreal-gruppe/allreal-verhaltenskodex.pdf
	Governance	
102-18	Governance structure	2021 Annual Report – Organisation
	Stakeholder Engagement	
102-40	List of stakeholder groups	2021 CSR – GRI
102-41	Collective bargaining agreements	0% of employees covered by collective agreements
102-42	Identifying and selecting stakeholders	2021 CSR – GRI
102-43	Approach to stakeholder engagement	2021 CSR – GRI
102-44	Key topics and concerns raised	2021 CSR – GRI 2021 CSR – Compliance
	Reporting Practice	
102-45	Entities included in the consolidated financial statements	2021 Annual Report – Corporate Governance
102-46	Defining report content and topic boundaries	2021 CSR – GRI
102-47	List of material topics	2021 CSR – GRI
102-48	Restatements of information	Only comparisons were made with previous reports if the data collection was based on the same principles
102-49	Changes in reporting	None
102-50	Reporting period	Calendar year, 1.1.–31.12.2021
102-51	Date of most recent report	24 February 2021

Sustainability Report 20201

Editorial

Goals

Environment

Economy

Society

Compliance

Appendix and index

102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	2021 CSR – Contact
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	
102-56	External assurance	This report has not been externally audited
201	Economic Performance 2016	
103-1/2/3	Management approach	
201-1	Direct economic value generated and distributed	2021 CSR – Economy 2021 Annual Report – Annual accounts
201-3	Defined benefit plan obligations and other retirement plans	2021 Annual Report – Notes to the consolidated financial statements
201-4	Financial assistance received from government	No financial assistance received from government
204	Procurement Practices 2016	
103-1/2/3	Management approach	
204-1	Proportion of spending on local suppliers	2021 CSR – Compliance
205	Anti-Corruption 2016	
103-1/2/3	Management approach	
205-1	Operations assessed for risks related to corruption	2021 none
205-2	Communication and training about anti-corruption policies and procedures	2021 CSR – Compliance
205-3	Confirmed incidents of corruption and actions taken	2021 CSR – Compliance
302	Energy 2016	
103-1/2/3	Management approach	
302-1	Energy consumption within the organisation	2021 CSR – Environment
302-3	Energy intensity	2021 CSR – Environment
305	Emissions 2016	
103-1/2/3	Management approach	
305-1	Direct (Scope 1) GHG emissions	2021 CSR – Environment
305-2	Energy indirect (Scope 2) GHG emissions	2021 CSR – Environment
307	Environmental Compliance 2016	
103-1/2/3	Management approach	
307-1	Non-compliance with environmental laws and regulations	2021 CSR – Compliance
401	Employment 2016	
103-1/2/3	Management approach	
401-1	New employee hires and employee turnover	2021 CSR – Society
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	None. Identical company services and benefits for all employees
403	Occupational Health and Safety 2018	
103-1/2/3	Management approach	
403-5	Worker training on occupational health and safety	2021 CSR – Society
403-9	Work-related injuries	2021 CSR – Society
404	Training and Education 2016	
103-1/2/3	Management approach	
404-1	Average hours of training per year per employee	2021 CSR – Society
404-2	Programs for upgrading employee skills and transition	2021 CSR – Society
404-3	Percentage of employees receiving regular performance and career development reviews	2021 CSR – Society

Sustainability Report 20201

Editorial

Goals

Environment

Economy

Society

Compliance

Appendix and index

405

103-1/2/3	Management approach	
405-1	Diversity of governance bodies and employees	2021 Annual Report – Organisation 2021 CSR – Society
405-2	Ratio of basic salary and remuneration of women to men	

406

Non-Discrimination 2016

103-1/2/3	Management approach	
406-1	Incidents of discrimination and corrective actions taken	2021 CSR – Compliance

418

Customer Privacy 2016

103-1/2/3	Management approach	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2021 CSR – Compliance

419

Socio-economic Compliance 2016

103-1/2/3	Management approach	
419-1	Non-compliance with laws and regulations in the social and economic area	2021 CSR – Compliance

Sustainability Report 20201

Editorial

Goals

Environment

Economy

Society

Compliance

Appendix and index

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