

## **SUSTAINABILITY STRATEGY**

**Supernova Invest GmbH**

**Society and governance**

**A Sustainable corporate strategy**

1 Development of a sustainability strategy

1 Development of a sustainability strategy for the Supernova Group

## **I. Supernova Group**

Supernova Group is an internationally operating real estate company with a portfolio of high-quality retail properties and more than 20 years of experience.

Supernova Invest GmbH (hereinafter referred to as "SNI") is the parent company of the Supernova Group. It is a limited liability company registered with the Commercial Court of Graz under the company register number FN 161633x and has its registered office in A-8010 Graz, Am Eisernen Tor 1.

As of September 30, 2021, the Group has a portfolio worth approximately EUR 1.4 billion, which will increase sharply again in the fourth quarter due to a significant transaction. The retail assets are located in the core markets of Slovenia, Croatia, Austria, Romania and Slovakia.

The Supernova Group is on an ambitious growth path. In the past, the portfolio has grown by double-digit percentages every year. Such dynamic development is also planned for the future.

Supernova is one of the largest real estate investors in its region.

## II. Preface

Dear business partners, dear stakeholders, dear employees of the Supernova Group,

Sustainability is not just a buzzword for Supernova, but has been lived practice for a long time.

We see ourselves as developers and enablers of sustainable growth for ourselves and our clients. We don't rely on the status quo, but challenge it. We listen, anticipate needs, trends and market dynamics, make quick, experience-based decisions and thus offer customers a special shopping experience in our shopping centres.

We are convinced that sustainable growth is only possible with each other and must serve the interests of all parties. That is why our success is based on lived values such as handshake quality, fairness, long-term partnerships and an unconditional demand for quality when it comes to the development and management of our retail space and real estate. We develop real estate and retail space not for ourselves, but for the market and customers.

We want to make an important contribution to regional value creation with our actions and at the same time contribute to improving people's quality of life.

As the compass of the industry, we want to shape the future of shopping by creating places of interaction and well-being for all generations in responsible partnership with our tenants, the environment and the region.

With our clear focus on quality, top retail expertise and our proximity to tenants and customers, we create strong, future-focused and sustainability-oriented concepts for our locations.

Appreciation, mindfulness, diversity and equality as well as economic thinking and action are part of our DNA and guide our interaction in the team and with clients and partners. In doing so, we ensure that our actions are always in line with our values, our vision, the mission and our economic goals. True to our philosophy: we give our best so that others can give their best.

We enable sustainable growth for ourselves and our partners, offer customers a special shopping experience, contribute to regional value creation and create meaning and joy for the Supernova team.

Environmental protection, reduction of CO<sub>2</sub> emissions, but also our social responsibility are constant drivers of our actions. We are therefore working to ensure that we continue to develop the Supernova Group in line with our partnership with all our stakeholders and in harmony with our rapidly changing world.

### III. Sustainability strategy "Supernova Green 2026"

Supernova sees itself as a sustainable company. What has been lived practice so far is now to be put on paper within the framework of the sustainability strategy "Supernova Green 2026".

As developers and enablers of sustainable growth for ourselves and our customers, we consider not only economic aspects, but also environmental and social interests.

We will report on our sustainability initiatives according to the Global Reporting Initiative (GRI) standards in our annual sustainability report. The GRI standards represent global best practice for public reporting on various economic, environmental and social impacts. Our ESG performance is evaluated by the external rating agency Sustainalytics.

In 2022, we will also participate in the UN Global Compact, the world's largest and most important initiative for responsible corporate governance.

Furthermore, of the 17 Sustainable Development Goals of the United Nations, we have deliberately focused on nine selected SDGs. These goals have the strongest identification with the Supernova Group's business model and accordingly we assume significant responsibility in the following areas:

3 - Health and well-being	10 - Fewer inequalities
5 - Gender equality	11 - Sustainable cities and communities
7 - Affordable and clean energy	13 - Climate protection measures
8 - Decent work and economic growth	17 - Partnerships to achieve the goals
9 - Industry, innovation and infrastructure	

From these SDGs, we have identified the following topics in the three main subject areas and subsequently set targets and measures for these topics:

<b>Sustainable buildings</b>	<b>Attractive employer</b>	<b>Society and Governance</b>
<ul style="list-style-type: none"> <li>- Energy and emissions in planning, construction and operation</li> <li>- Recyclability and durability of building materials</li> <li>- Sustainable mobility</li> </ul>	<ul style="list-style-type: none"> <li>- Employee satisfaction</li> <li>- Training and knowledge management</li> <li>- Diversity and equal opportunities</li> <li>- Reconciliation of career and work</li> </ul>	<ul style="list-style-type: none"> <li>- Sustainable corporate strategy</li> <li>- Business compliance including anti-corruption and money laundering prevention</li> <li>- Regional value creation</li> </ul>
7 goals	9 goals	11 goals
20 measures	26 measures	26 measures

We have set up a separate ESG department that reports directly to the Management as a staff unit. This department has also developed the goals and measures as well as the KPIs.

## a. Sustainable buildings

Supernova's core competence is the acquisition, development and operation of properties in the shopping centre, retail park and DIY market segments in the markets of Slovenia, Croatia, Romania, Austria and Slovakia.

Buildings account for 30% of carbon emissions and 40% of raw material and energy consumption worldwide. Improving the energy efficiency of buildings is therefore crucial for sustainability. A consistent reduction of energy consumption as well as an increase in energy efficiency in the portfolio but also the reduction of CO2 emissions are key factors for the energy transition.

Goal	Measure	KPI	Timescale	
<b>A ENERGY AND EMISSIONS IN PLANNING, CONSTRUCTION AND OPERATION</b>				
1	Certify 100% of properties to Green Building Standards	1 Consider green building requirements in project developments and existing properties and carry out pre-certifications	Number/proportion of certified assets in the total portfolio	2022 until 2025, then ongoing
		2 Carry out life cycle analyses for project developments		2023
2	Design project developments and existing properties in a climate-neutral way	1 Energy efficiency of real estate through the use of Increase energy saving technologies and renewal of energy systems	Energy consumption (in kWh) savings in CO2 tons water consumption	ongoing
		2 Evaluate alternative energy sources for real estate and use them if they are positive	Energy consumption (in kWh) savings in CO2 tons	ongoing
		3 Evaluate green power contracts for real estate and conclude them if they are positive	% share of electricity from renewable energies 2021	2023
		4 Evaluate greening of real estate and implement in case of positive evaluation	Square metres of newly created green space per year 2022	2022
		5 Evaluation of the latest technologies for the automated collection of energy consumption data and their use in the event of a positive assessment	Share of smart metering in the portfolio (in %)	2026
		6 Maintain high quality in development and construction	Planning and local construction supervision in-house because of quality Construction only with internationally renowned construction companies (ESG compliant)	ongoing
		7 Waste management - efficient procurement, waste reduction, waste separation, recyclability	Amount of waste generated Amount of waste recycled	ongoing
		8 Preferably develop already built-up areas		ongoing
3	Using and managing real estate sustainably	1 Evaluate green lease components in project developments and include them in case of a positive assessment	Share/number of leases with green lease components	2022

		2	Introduce environmental guidelines/passages on "Green Lease" in lease contracts incl. obligation to exchange environmental data 2021/ 22		2022
		3	Include green clauses in JV contracts.		2022

4	Establish systematic environment and data management	1	Evaluate participation in Science Based Targets initiative		2024
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#### B RECYCLABILITY AND DURABILITY OF BUILDING MATERIALS

1	Build according to green building standards	1	Reduce material use through design optimisation of real estate		ongoing
		2	Evaluate sustainable and lower-carbon materials and use them if they are positive		2022

#### C SUSTAINABLE MOBILITY

1	Connect project developments and real estate well	1	Ensure that project developments and real estate are conveniently located for transport	Average distance in km from public transport (ÖPNV)	ongoing
		2	Enter into cooperations with bike sharing providers		ongoing
		3	Conversion of employees to e-mobility	Number of vehicles from the total stock	ongoing

2	Provide infrastructure for e-mobility	1	Plan and construct e-vehicle parking spaces and e-charging stations	Number of e-vehicle parking spaces (specific) Number of e-charging stations (specific)	ongoing
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## b. Attractive employer

Employees are the core of Supernova's DNA. Our employees were the only ones who made it possible for us to grow at such a high level in recent years.

Supernova therefore invests in employee satisfaction, training and development, but also in the compatibility of career and work in the Supernova Group - and all this with diversity and equal opportunities in mind.

Goal	Measure	KPI	Timescale
<b>A EMPLOYEE SATISFACTION</b>			
1 Maintain and promote the health of employees	1 Instructing new employees in occupational safety and health protection	Instruction rate 100% of employees	ongoing
	2 Expand the range of training courses on health-related topics such as nutrition, exercise and stress management		ongoing
2 Keeping employee satisfaction at a high level	1 Conduct regular staff development and feedback sessions with staff members	Proportion of employees with a personnel/feedback meeting in the business year	ongoing
	2 Regularly inform employees via internal communication channels and organise site-related events	Employee satisfaction are from the survey Staff turnover rate	Ein Newsletter pro Monat
	3 Ensure modern office equipment in prime inner-city locations		ongoing
	4 Observe intermodal networking and good accessibility of the locations by public transport	ongoing	
	5 Support employees in the use of public transport	Number of employees with ÖKO tickets	ongoing
	6 Birthday is a holiday	Every employee	ongoing
	7 Overpayment of the collective agreement	Every employee	ongoing
	8 Provision of company bicycles/electric scooters for customer appointments/pool car	Every employee	ongoing
	9 Financial support for the individual voluntary commitment of employees	Every employee	ab 2022
	10 Encourage active volunteering by employees	Every employee	ab 2022
<b>B EDUCATION, TRAINING AND KNOWLEDGE MANAGEMENT</b>			
1 Train employees well	1 Offer/promote vocational and academic training for staff	Number of apprentices and trainees/dual students	ongoing
	2 Offer demand-oriented internal and external staff training courses	Number of training hours in total and per staff member employees	ongoing

		3	Conduct regular leadership training	Proportion of managers participating in training	ab 2022
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		4	Introduce Supernova Mentoring Programme for Young Leaders		ongoing
		5	Contribution per employee for technical literature EUR 150	Average amount per employee per year	ongoing

### C DIVERSITY AND EQUAL OPPORTUNITIES

1	Ensure a non-discriminatory working environment	1	Publish Anti-Discrimination Policy and Code of Ethics	Number of discrimination cases	implemented
		2	Establish anonymous contact point for discrimination incidents		implemented
		3	Sign the external diversity initiative "Diversity Charter"		2022

2	Fill at least 25% of management positions with women	1	Set women's quota for leadership positions	Proportion of women in leadership positions in %	2022
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3	Keeping the return-to-work rate of employees after parental leave above 90%	1	Actively promote parental leave and clearly define return to work	Re-entry rate after parental leave in %	ongoing
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### D RECONCILING CAREER AND WORK

1	New Work and Flexible Working Time Models - Examining new concepts and possibilities	1	Qualified part-time solutions, hybrid working, remote workplaces	Proportion of employees with flexible working hours/part-time models	ongoing
		2	Free arrangement of working hours	Proportion of employees with flexitime arrangements	implemented

2	Prevention and health care	1	Integrated occupational health care	AUVA control	ongoing
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3	Employer Branding	1	Cooperation with educational institutions Economy	<a href="https://www.schuelergestalt.enwandel.at/de/teilnehmerinnen">https://www.schuelergestalt.enwandel.at/de/teilnehmerinnen</a>	
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### c. Society and Governance

Sustainable business means for the Supernova Group to assume responsibility towards society and the communities. We have therefore formulated a sustainable corporate strategy, have subjected ourselves to a set of compliance rules and have ourselves regularly audited in this regard. We also invest in our local partnerships and support communities where this seems necessary.

Goal	Measure	KPI	Timescale		
<b>A SUSTAINABLE CORPORATE STRATEGY</b>					
1	Development of a sustainability strategy	1	Development of a sustainability strategy for the Supernova Group		2021
		2	Defining Sustainable Development Goals (SDG) for Supernova Group		2021
		3	Establish a sustainability organisation		2021
		4	Identify sustainability ambassadors		2021
<b>B BUSINESS COMPLIANCE INCLUDING ANTI-CORRUPTION AND MONEY LAUNDERING PREVENTION</b>					
1	Ensure corporate compliance	1	Have compliance management system certified according to ISO		ongoing
		2	Sign UN Global Compact and publish annual progress report		2022
		3	Develop ESG trainings for managers and staff and conduct them annually		ab 2022
		4	Integrate ESG criteria into business travel and mobility policies		2023
		5	Regularly review the compliance management system internally	- Number and scope of compliance audits - Number of compliance violations - Monetary sanctions related to corruption	ongoing
2	Manage ESG risks effectively	1	Identify and assess ESG risks in project developments	Number of breaches of ESG requirements and ESG-relevant laws	2022
		2	Further integrate ESG into risk management		2024
		3	Implement Group-wide ESG due diligence processes for project developments	Number and proportion of project developments that are compliant with the ESG guideline (target value: 100%)	2022
		4	Create ESG guideline for project development		2023
3	Maintain high tenant satisfaction	1	Third-party rents and operating costs and optimisation of tenant mix	Conduct tenant survey	ongoing
		2	Post Sales Responsibility: Securing in FMZ Convenience and in EKZ Experience Factor		ongoing

		3	Implementation Shopping Centre Slovenia visually impaired friendly	Number of shopping centres suitable for the visually impaired	2025
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4	Make supply chain management responsible	1	Expand ESG screening and ESG risk assessment of business partners prior to cooperation	Number of ESG audits of suppliers	2023
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5	Engage in dialogue with stakeholders	1	Conduct property-related dialogues, consultations and participation processes with stakeholders on a regular basis	Number of stakeholder dialogues, visit to trade fairs	ongoing
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6	Expand ESG reporting	1	Evaluate and introduce ESG software for data collection		2022
		2	Expand annual ESG reporting according to GRI standards		2022
		3	Have annual ESG reporting externally audited		2023

7	Have ESG performance externally assessed	1	Conduct regular external ESG ratings	Sustainalytics already commissioned	ongoing
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8	Introduce sustainable financing instruments (for >50% new financing)	1		Volume of sustainable financing (in EUR)	2024
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## C REGIONAL VALUE CREATION

1	Strengthen regional value creation	1	Preferably contract local companies and use regional products	Share of local procurement in total volume (in %)	ongoing
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2	Promoting local communities	1	Engage in ESG-relevant pro bono activities in cities and municipalities (in the fields of arts and culture, social affairs, science and research, youth, financial literacy and environment)	Amount of donations (in EUR)	ongoing
		2	Donate to ESG-related projects, programmes and initiatives (in-kind resources, services, premises)		2022

#### **IV. Contact and imprint**

Supernova Invest GmbH

Conrad-von-Hötzendorf Straße 99

A-8010 Graz

office@supernova.at

+43 (0)50 113