



PERFORMANCE INDICATORS

ANNUAL REPORT

2015



OUR REPORTING STRATEGY

This Annual Report is divided into three parts, which together form the integrated Annual Report 2015. It will be published in digital form only on the Company's website www.wereldhave.com.

MANAGEMENT SUMMARY

The highlights and a summary of the key items.



READ THE SUMMARY

ANNUAL REPORT

The report from the Board of Management for the year 2015, the property portfolio overview, the financial statements and the report from the Supervisory Board.



READ THE REPORT

PERFORMANCE INDICATORS

Detailed tables on our social and environmental performance.



READ THE REPORT

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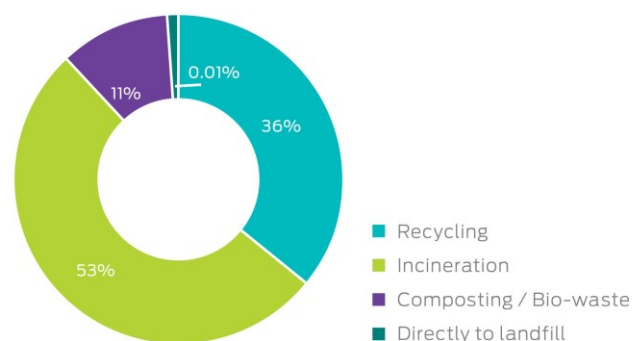
Performance Indicators

Environmental indicators

Environmental performance indicators – Shopping Centres

EPRA Sustainability performance measures	Units	Absolute		Like-for-like comparison						
		2015	Belgium		Finland		Netherlands		Total	
			2015	2014	2015	2014	2015	2014	2015	2014
Energy consumption from electricity (GRI: EN4)	kWh	38,375,197	4,423,787	4,510,512	11,859,246	16,186,909	3,832,904	3,699,820	20,115,937	24,397,241
Electricity exclusively sub-metered to tenants		26,384,831	-	-	14,583,085	11,519,951	3,489,476	4,408,319	18,072,561	15,928,270
Total energy consumption from district heating and cooling (GRI: EN4)		13,925,000	-	-	13,925,000	15,486,690	-	-	13,925,000	15,486,690
Total energy consumption from fuels (GRI: EN3)		6,677,802	2,925,980	2,456,909	-	-	1,265,620	1,394,594	4,191,600	3,851,503
Fuels exclusively sub-metered to tenants		6,621	-	-	-	-	6,100,659	6,050,883	6,100,659	6,050,883
Total energy consumption from all sources		91,983,894	7,349,767	6,967,421	40,367,331	43,193,550	14,688,659	15,553,616	62,405,757	65,714,587
Total direct GHG emissions GHG Protocol Scope 1	kg CO2e	1,165,432	641,658	454,528	-	-	427,515	530,837	1,069,173	985,365
Total indirect GHG emissions GHG Protocol Scope 2		5,908,934	296,394	302,204	1,336,800	1,672,563	3,160,351	2,951,485	4,793,545	4,926,251
Total indirect GHG emissions GHG Protocol Scope 3		3,321,120	-	-	-	-	2,573,016	2,632,191	2,573,016	2,632,191
Total direct and indirect GHG emissions (GRI: EN16)		10,395,485	938,051	756,732	1,336,800	1,672,563	6,160,882	6,114,513	8,435,733	8,543,808
Total water withdrawal (GRI: EN16 partial)	m3	205,560	15,340	23,548	41,849	55,903	7,712	9,765	64,901	89,216
Total weight of waste (GRI: EN22)	Metric tonnes	6,702	1,136	1,163	1,816	1,893	730	611	3,682	3,667
Disposal route	Proportion by weight (%)									
- Reused										
- Recycled		35.0%	41.8%	31.0%	33.1%	60.0%	36.1%	18.0%	36.3%	26.6%
- Landfill facility		8.5%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	3.2%
- Incineration		49.4%	57.9%	69.0%	42.1%	24.0%	63.9%	81.0%	52.6%	78.0%
- Composting/ anaerobic digestion facility		6.8%	0.3%	0.0%	24.8%	14.0%	0.0%	0.0%	11.0%	1.9%
- Other disposal route		0.3%	0.0%	0.0%	0.0%	0.1%	0.0%	1.0%	0.0%	0.0%

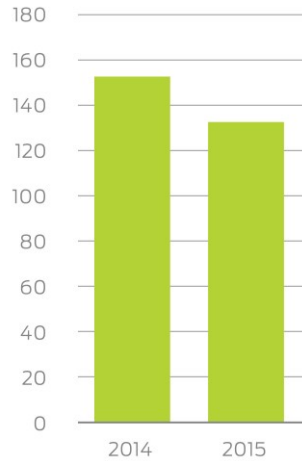
Shopping centres portfolio waste disposal routes in 2015 (%)



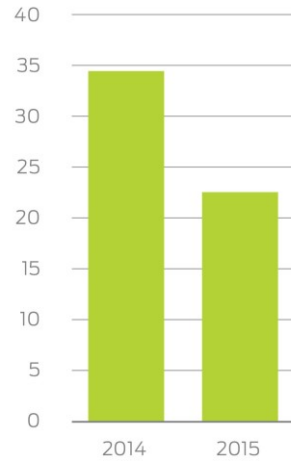
Environmental intensity indicators – Shopping Centres

EPRA Sustainability intensity measures	Units	Absolute		Like-for-like comparison						
		2015	Belgium		Finland		Netherlands		Total	
			2015	2014	2015	2014	2015	2014	2015	2014
Building energy intensity (GRI-CRESS: CRE1)	kWh/m ² /year	84	89.8	85.1	255.2	313.5	46.2	47.6	132.8	152.6
	kWh/visitor/year	0.51	1.53	2.02	1.53	2.02	0.28	0.51	0.82	0.97
Greenhouse gas intensity from building energy (GRI-CRESS: CRE3)	kgCO ₂ e/m ² /year	27.4	8.7	9.2	13.2	16.6	30.8	37.9	22.4	34.7
	kgCO ₂ e/visitor/year	150.2	65.2	65.5	79.4	106.6	173.2	195.4	109.5	168.3
Building water intensity (GRI-CRESS: CRE2)	liter/m ² /year	304.7	187.5	287.8	409.2	553.3	104.2	95.5	238.0	312.9
	Liter/visitor/year	1.9	2.5	3.6	2.5	3.6	0.6	0.5	1.5	2.0

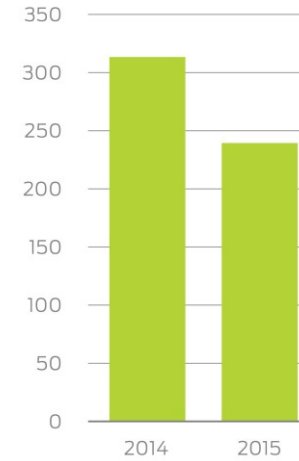
Shopping centres portfolio:
Energy intensity (kWh/m² per year)



Shopping centres portfolio:
GHG intensity (kg CO₂e/m² per year)



Shopping centres portfolio:
Water intensity (liter/visitor per year)



Environmental performance indicators – Offices

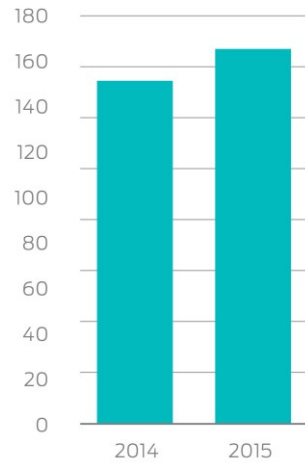
EPRA Sustainability performance measures	Units	Absolute	Like-for-like comparison					
		2015	Belgium		Finland		Total	
			2015	2014	2015	2014	2015	2014
Energy consumption from electricity (GRI: EN4)	kWh	13,433,792	7,327,837	7,004,689	123,460	159,709	7,451,297	7,164,398
Electricity exclusively sub-metered to tenants			3,101,390	4,726,656			3,101,390	4,726,656
Total energy consumption from district heating and cooling (GRI: EN4)		391,880	-	-	391,880	405,000	391,880	405,000
Total energy consumption from fuels (GRI: EN3)		5,590,615	5,590,615	4,701,640			5,590,615	4,701,640
Fuels exclusively sub-metered to tenants			319,085	-	-	-	-	-
Total energy consumption from all sources			16,338,927	16,432,985	515,340	564,709	16,535,182	16,997,694
Total direct GHG emissions GHG Protocol Scope 1	kg CO2e	1,034,264	1,034,264	869,803	-	-	1,034,264	869,803
Total indirect GHG emissions GHG Protocol Scope 2		528,586	490,965	469,314	37,620	43,740	528,586	513,054
Total indirect GHG emissions GHG Protocol Scope 3		266,824	266,824	316,686	-	-	266,824	316,686
Total direct and indirect GHG emissions (GRI: EN16)							1,829,673	1,699,544
Total water withdrawal (GRI: EN16 partial)	m3	29,185	27,508	24,329	1,677	1,633	29,185	25,962
Total weight of waste (GRI: EN22)	Metric tonnes	160	160	289			160	289
Disposal route	Proportion by weight (%)							
- Reused								
- Recycled		33.7%	51.6%	17.3%			33.7%	17.3%
- Landfill facility		0.0%	0.0%	0.0%			0.0%	0.0%
- Incineration		46.1%	46.1%	82.0%			46.1%	82.0%
- Composting/ anaerobic digestion facility		2.3%	2.3%	0.7%			2.3%	0.7%
- Other disposal route		0.0%	0.0%	0.0%			0.0%	0.0%



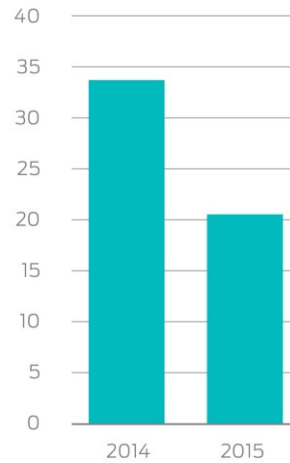
Environmental intensity indicators - Offices

EPRA Sustainability intensity measures	Units	Absolute 2015	Like-for-like comparison					
			Belgium		Finland		Total	
			2015	2014	2015	2014	2015	2014
Building energy intensity (GRI-CRESS: CRE1)	kWh/m ² /year	166.0	164.8	149.3	204.0	223.6	166.0	151.6
Greenhouse gas intensity from building energy (GRI-CRESS: CRE3)	kgCO ₂ e/m ² /year	20.5	20.6	34.2	14.9	17.3	20.5	33.6
Building water intensity (GRI-CRESS: CRE2)	liter/m ² /year	360.6	350.8	310.3	663.9	646.5	360.6	320.8

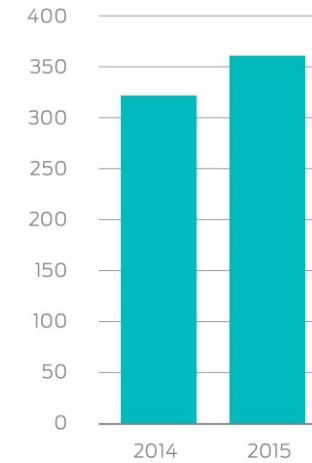
Offices portfolio:
Energy intensity (kWh/m² per year)



Offices portfolio:
GHG intensity (kg CO₂e/m² per year)



Offices portfolio:
Water intensity (liter/m² per year)



Qualifying notes

Wereldhave reports its 2015 performance in accordance with the Global Reporting Initiative (GRI) G4 guidelines (Core), GRI Construction and Real Estate Sector Supplement (CRESS) Disclosures document, and the European Public Real Estate Association (EPRA) Best Practice Recommendations on Sustainability Reporting. See a complete overview of the GRI index in the back of the 2015 Annual Report part 3.

Scope environmental reporting

Wereldhave has made considerable steps in monitoring and improving its environmental performance. We have automatic metering systems in place for 91% of our portfolio based gross market value, enabling us to accurately monitor and manage the energy consumption of our real estate portfolio. Wereldhave reports the environmental performance of assets that are under its operational management, where data on energy efficiency and resources use can be measured and directly managed. In 2015, the portfolio coverage of our environmental reporting is 96% in gross market value.

For 2015 the absolute data disclosed for all energy, greenhouse gas emissions and water performance indicators, for which the landlord has control, is for 27 out of 30 properties. The data disclosed for waste refers to 24 out of 30 properties. For the like-for-like figures, 14 properties are included for the energy and greenhouse gas data, 14 for water and 11 for waste. The reported data contains the total landlord-obtained energy and water consumed by the properties owned and managed by Wereldhave.

All assets which have been acquired, divested or under significant (re)development during the reporting period are excluded for absolute and like-for-like data. Like-for-like data show the change of an indicator over a two year period with a constant portfolio. It provides the most accurate picture of the environmental performance of our real estate portfolio. The 2015 data excludes the sustainable French offices portfolio and the newly acquired Dutch assets, since these assets are not fully owned and in operation control for the reporting period. These new assets will be included in the coming year. Absolute data provides an overview of the environmental impact over 2015. Absolute data is not comparable with 2014 due to significant changes in the portfolio (investments and divestments).

Methodology performance data

Intensity figures are calculated using 'shared services' as numerator and lettable floor area as denominator. These shared services refer to landlord-obtained consumption for common areas and services provided to tenants that do not have sub-meters. Where tenant consumption is sub-metered this is reported separately. Wereldhave acknowledges that the intensity indicator may be affected due to a mismatch between numerator and denominator, as recommended in the EPRA sustainability best practice recommendations.

For energy, GHG emissions and water consumption we use a different reporting period for our external reporting as of 2015 compared to previous years, which enables us to report our environmental footprint in a timely manner. Environmental performance indicators are consolidated on a 12 month rolling period rather than on the financial year, as it was the case in our earlier sustainability reports. For 2015, the reporting period covers a 12 month period, including the fourth quarter of 2014 and the first three



quarters of 2015. To measure the environmental performance of our real estate portfolio, we benchmark and report the same performance over a 12 month period, with a 12 month period the year before. Like-for-like data are therefore compared to two consistent periods. Like-for-like energy consumption for the shopping centres portfolio for the common areas, decreased with 8.0% over the reporting period and like-for-like greenhouse gas emissions (GHG) reduced by 4.6%. This results in a cumulated decrease of our energy (for the shopping centres portfolio) intensity of 17.7% per m² (like-for-like) between 2013-2015 and 15.4% decrease per visitor in 2014-2015. The GHG intensity decrease cumulated with 60.2% per m² (like-for-like) and with 13.5% per visitor for the reporting period. This is well in line with our long term target as mentioned in the 2015 Annual Report. Water consumption decreased by 24.0% per m² and with 26.0% per visitor in 2015 compared to 2014.

Additional notes on environmental impact areas:

- Energy consumption includes both direct and indirect energy consumption. The direct energy refers to primary source energy which is purchased and consumed on site by Wereldhave (e.g. gas and fuel oil). Indirect energy refers to the energy produced by and purchased from a third party in the converted form of electricity or fluid (e.g. electricity, heating and cooling networks).
- Emission factors are based upon the information provided by final energy suppliers for electricity and district heating and national emission factors are used for gas consumption. Carbon emissions relate to the energy consumptions (kWh) reported in the same table. Scope 3 GHG emissions refer to landlord-obtained consumption that is sub-metered to tenants and tenant-obtained energy.

- Water consumption data refers to the water consumed at common areas or for tenant areas without sub-meters.
- Waste management data only includes waste managed by Wereldhave. This includes waste collected at common areas and waste collected for those tenants where Wereldhave provides a service to handle its waste.
- Wereldhave has chosen to assess and certify its shopping centres portfolio with BREEAM. At the end of the fiscal year 2015, Wereldhave has 14 BREEAM certifications in place, covering 72 % (based on gross market value) of its shopping centres portfolio (GRI G4 CRE8). This is well in line with our long term objective to obtain BREEAM certification for 100% of our shopping centres portfolio in 2020.

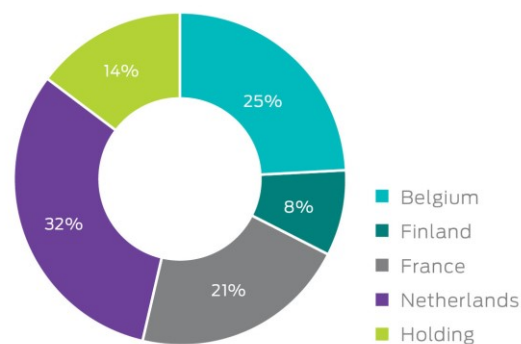


Social indicators

Workforce

Workforce - employment (G4-10)	Units	Total	Belgium	Finland	France	Netherlands	Holding
2015 Number of employees year end	in FTE	193.1	47.3	16.0	40.7	61.1	28.0
2014 Number of employees year end		131.2	48.8	13.0	4.9	39.2	25.3
2015 Part-time employees	in %	5.5%	12.7%	0.0%	1.9%	4.6%	3.6%
2014 Part-time employees		7.7%	13.0%	0.0%	0.0%	7.3%	3.8%
2015 Full time employees		94.5%	87.3%	100.0%	98.1%	95.4%	96.4%
2014 Full time employees		92.3%	87.0%	100.0%	100.0%	92.7%	96.2%
2015 Employees with fixed contract		9.2%	5.5%	0.0%	5.8%	14.3%	15.4%
2014 Employees with fixed contract		11.2%	5.7%	0.0%	0.0%	26.8%	7.7%
2015 Employees with permanent contract		90.8%	94.5%	100.0%	94.2%	85.7%	84.6%
2014 Employees with permanent contract		88.8%	94.3%	100.0%	100.0%	73.2%	92.3%

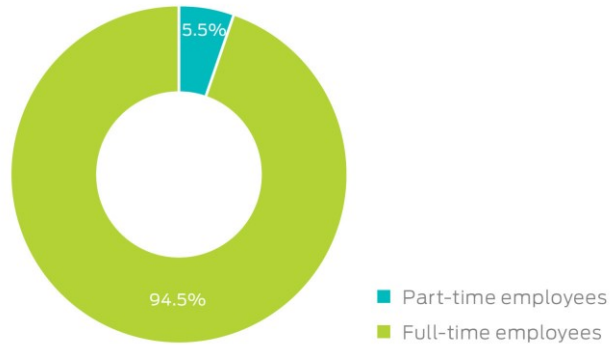
G4-10 Workforce
Employees (in %) split by region in 2015



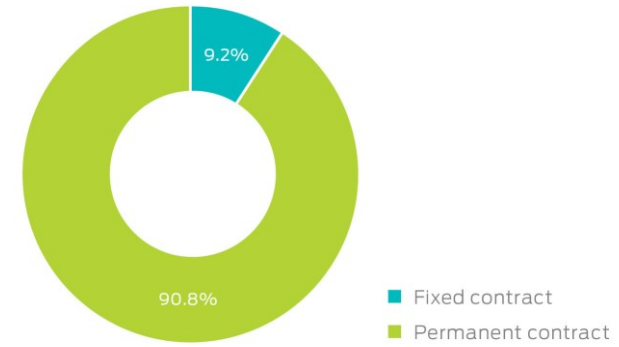
G4-10 Workforce
Number of FTE between 2013-2015



G4-10 Workforce
Part-time versus full-time employees



G4-10 Workforce
Type of employment contract in 2015



Workforce - employment (G4-10)	Units	%	2015		2014		
			Male	Female	Male	Female	
Age group <30	Number	12.0%	7	19	12.6%	2	16
Age group 30-40		39.2%	29	56	31.5%	16	29
Age group 40-50		27.6%	32	28	33.6%	23	25
Age group >50		21.2%	24	22	22.4%	22	10
Total number of employees			92	125		63	80
Employees in senior position		-	73.7%	26.3%	-	73,9%	26,1%
Annual increase in base salary excluding individual STI		4,8%	5.0%	4.6%	1,9%	1,4%	2,3%



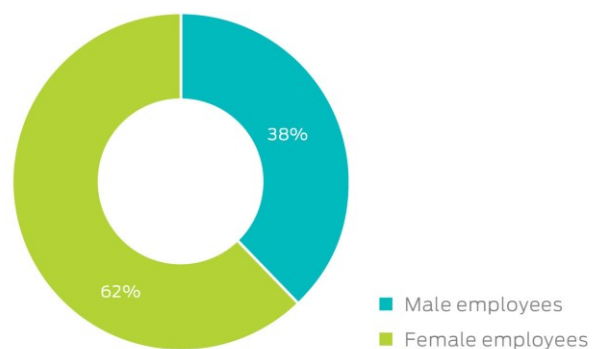
Employee turnover

Total number and rates of new employee hires and employee turnover by age group, gender and region (G4-LA1)

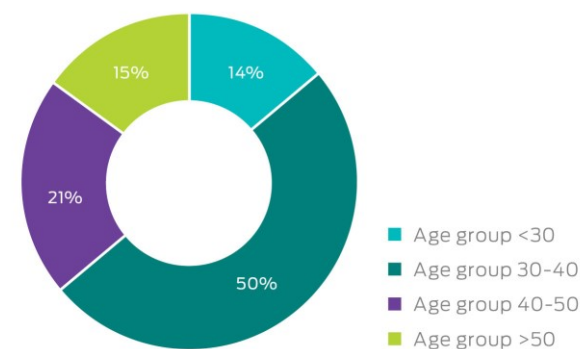
	Units	2015		2014	
		New hires	Departures	New hires	Departures
Male	Number	36	10	12	13
Female		58	15	23	16
Age group <30		13	10	6	5
Age group 30-40		47	5	17	7
Age group 40-50		20	8	10	12
Age group >50		14	2	2	5
Total		94	25	35	29

Reason for departure	Units	2015	2014	2013
Resignations	Number	5	5	0
Dismissals		0	4	0
Mutual agreements		16	13	14
Retirements		1	1	3
Departure during probation period		0	0	0
Expiry of contracts		3	5	3
Outsourcing		0	0	1
Deaths		0	1	0
Totals		25	25	25
Employee turnover (%)		10.5%	20.0%	14.6%

G4-LA1 New employee hires
New employees hired in 2015 by gender



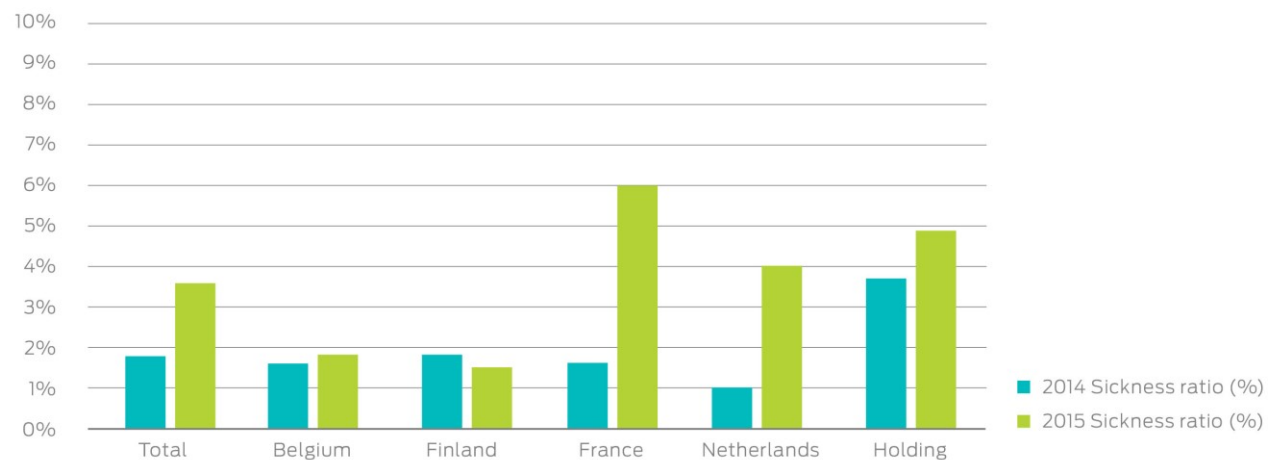
G4-LA1 New employee hires
New employees hired in 2015 by age group



Sickness ratio

Sickness ratio and total number of work-related fatalities	Units	Total	Belgium	Finland	France	Netherlands	Holding
2015 Sickness ratio (%)	%	3.6	1.8	1.5	6.0	4.0	4.8
2014 Sickness ratio (%)		1.8	1.6	1.8	1.6	1.0	3.7
2013 Sickness ratio (%)		1.6	1.6	2.5	0.1	2.2	2.2
2015 Work-related fatalities	Number	0	0	0	0	0	0
2014 Work-related fatalities		0	0	0	0	0	0

G4-LA6 Workforce
Sickness ratio in 2014-2015



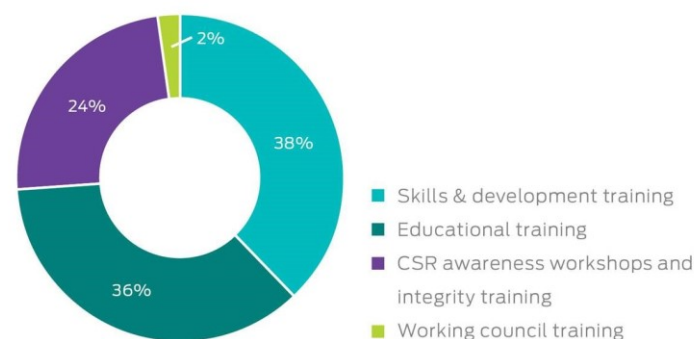
Training & Development

Average hours of training per employee, by gender (G4-LA9)	Units	Total	Belgium	Finland	France	Netherlands	Holding
2015 training hours total	Number	3906	710	698	552	1448	500
2015 training hours per employee		18.0	12.9	41.0	10.6	22.3	17.8
2015 training costs	in Euro	€ 118,015	€ 14,084	€ 23,226	€ 4,375	€ 49,086	€ 29,077
2015 training costs per employee		€ 544	€ 256	€ 1,366	€ 84	€ 755	€ 1,039
2014 training hours total	Number	3841	558	187	109	2035	625
2014 training hours per employee		26.9	10.5	14.4	21.9	49.6	24.1
2014 training costs	in Euro	€ 176,131	€ 24,874	€ 8,965	€ 18,738	€ 81,929	€ 39,138
2014 training costs per employee		€ 1,232	€ 469	€ 690	€ 3,748	€ 1,998	€ 1,505

Trainings hours split per category, by gender (G4-LA9)	Units	2015		2014	
		Male	Female	Male	Female
Educational training	%	38.1%	47.9%	68.0%	32.0%
Skills & development training		46.5%	53.5%	41.9%	58.1%
Wereldhave training		38.2%	61.8%	46.8%	53.2%
Training works council		60.0%	40.0%	60.0%	40.0%
Training hours per employee	Number of hours	17.7	18.3	29.6	22.2

Number of training hours split per category (G4-LA9)	Units	2015	2014
Skills & development training	Number of hours	1,471	1,822
Educational training		1,430	1,115
Wereldhave training (CSR awareness workshops, integrity training)		926	496
Working council training		80	80

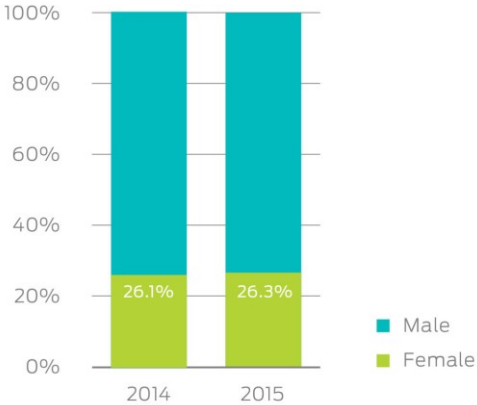
G4-LA9 Training & development
Training hours split per category



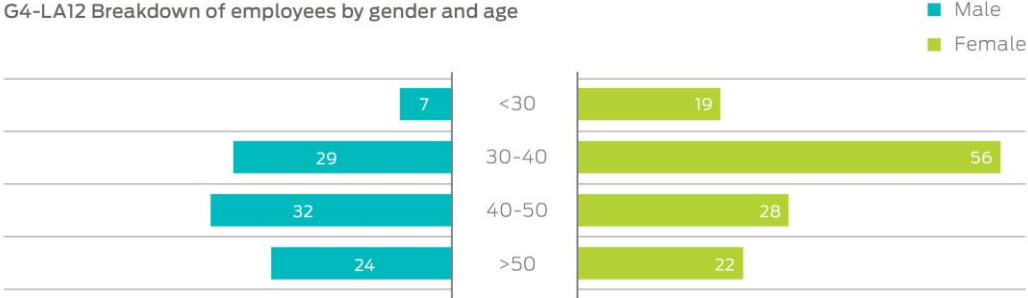
Employee category

Breakdown of employees by employee category (G4-LA12)	Units	2015	2014	2013
Board	Number	2	2	2
Management		20	22	24
Operations		101	90	60
Staff		94	50	51
Total		217	164	137

G4-LA12 Breakdown of employees by gender
Senior management split by gender



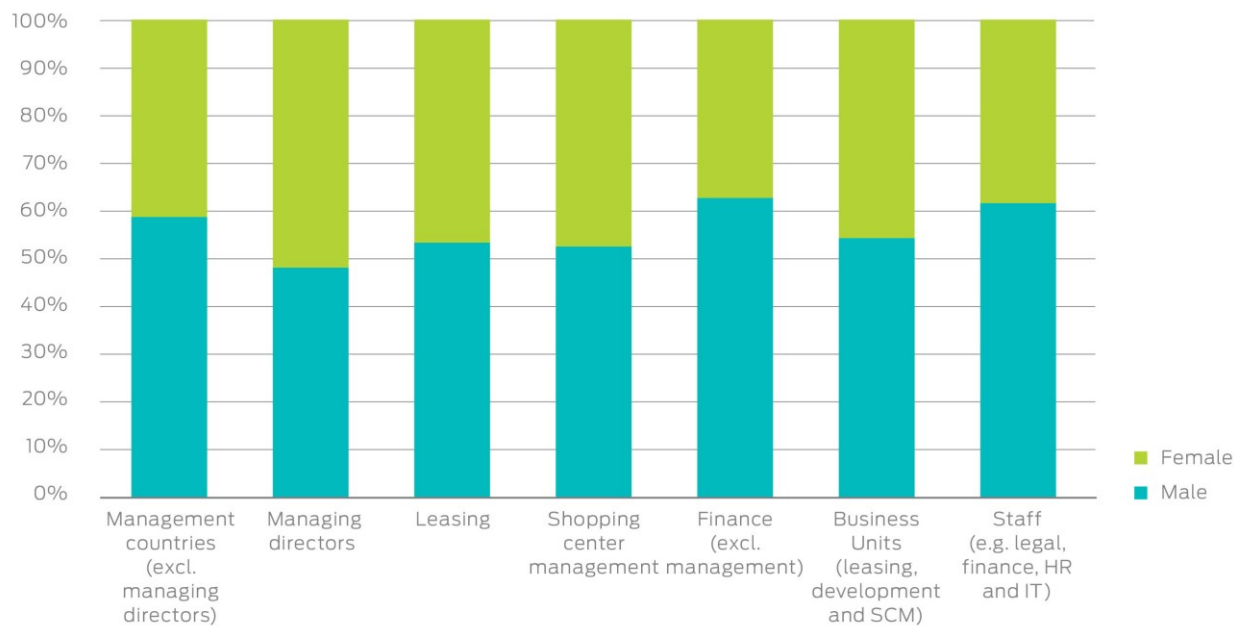
G4-LA12 Breakdown of employees by gender and age



Remuneration

Ratio of base salary and remuneration of women to men by employee category (G4-LA13)	Units	2015		2014	
		Male	Female	Male	Female
Management countries (excl managing directors)	Percentage	59%	41%	52%	48%
Managing directors		48%	52%	50%	50%
Leasing		53%	47%	52%	48%
Shopping center management		52%	48%	51%	49%
Finance (excluding management)		63%	37%	55%	45%
Business Units (leasing, development and SCM)		55%	45%	59%	41%
Staff (e.g. legal, finance, HR and IT)		62%	38%	62%	38%

G4-LA13 ratio of basic salary and remuneration of women to men by employee category in 2015



Employee satisfaction

Employee satisfaction by aspect measured	Units	2014 score
Commitment	Number	7.9
Engagement		7.7
Role clarity		6.8
Vitality		7.7
Work atmosphere		7.8
Loyalty		7.8
Overall score		7.7

Incidents of discrimination

Total number of incidents of discrimination and corrective actions taken (G4-HR3)	Units	2015	2014
Number of incidents of discrimination reported	Number	0	0



GRI G4 Index

Annual report (AR) Full / Partial /
(page) No disclosure

GENERAL STANDARD DISCLOSURE			
Strategy and Analysis			
GRI	Definition	Location of Disclosure	Disclosure
G4-1	Statement from the most senior decision-maker of the organization.	Part 1 - page 5/6 - Message of the CEO	Full
Organizational Profile			
GRI	Definition	Location of Disclosure	Disclosure
G4-3	Name of the organization.	Part 1 - page 3	Full
G4-4	Primary brands, products, and/or services.	Part 1 - page 8	Full
G4-5	Location of organization's headquarters.	Part 1 - page 45	Full
G4-6	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Part 1 - page 22 ff	Full
G4-7	Nature of ownership and legal form.	Part 2 - page 58	Full
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Part 1 - page 22 ff	Full
G4-9	Scale of the reporting organization.	Part 1 - page 7	Full
G4-10	Workforce	Part 2 - page 43	Full
G4-11	Percentage of employees covered by collective bargaining agreements.	49 employees are covered by collective bargaining agreements (in France)	Full
G4-12	Organisation's supply chain	part 1 - page 34	Partial
G4-13	Significant changes during the reporting period regarding size, structure, or ownership.	Part 1 - page 5 & 14	Partial
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Part 2 - page 33 ff	Full
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Part 2 - page 33-36	Full
G4-16	Memberships in associations (such as industry associations)	Part 2 - page 4	Full

Annual report (AR) Full / Partial /
(page) No disclosure

GENERAL STANDARD DISCLOSURE			
Identified Material Aspects and Boundaries			
GRI	Definition	Location of Disclosure	Disclosure
G4-17	List all entities included in organisation's consolidated financial statement.	Part 2 - page 145	Full
G4-18	Process for defining report content (how applied Principles)	Part 1 - page 34/35 Part 3 - page 8/9	Full
G4-19	List all material Aspects identified in the process for defining report content.	Part 1 - page 34/35	Partial
G4-20	For each material Aspect, report the Aspect Boundary within the organisation.	Part 1 - page 34/35	Partial
G4-21	For each material Aspect, report the Aspect Boundary outside the organisation.	Part 1 - page 34/35	Partial
G4-22	Report the effect of any restatements of information provided in previous reports.	Part 1 - page 34/35 Part 3 - page 8/9	Partial
G4-23	Report significant changes from previous reporting period in the Scope and Aspect Boundaries	Part 1 - pages 5/6 34/35, Part 3 - page 8/9	Partial
Stakeholder engagement			
GRI	Definition	Location of Disclosure	Disclosure
G4-24	Provide a list of stakeholder groups engaged by the Organisation	Part 1 - page 34	Full
G4-25	Basis for identification and selection of stakeholders with whom to engage.	Part 1 - page 34	Full
G4-26	Organisation's approach to stakeholder engagement (including frequency by type and stakeholder group, and any specific to report process)	Part 1 - page 34 Part 2 - page 38/39	Full
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Part 1 - page 34 / part 2 - page 38/39	Full



		Annual report (AR) (Page)	Full / Partial / No disclosure
GENERAL STANDARD DISCLOSURE			
Report Profile			
GRI	Definition	Location of Disclosure	Disclosure
G4-28	Reporting period (e.g., fiscal/calendar year) for information provided.	Part 1 - page 2 ff	Full
G4-29	Date of most recent previous report (if any).	Part 1 - page 2 ff	Full
G4-30	Reporting cycle (annual, biennial, etc.)	Part 1 - page 2 ff	Full
G4-31	Contact point for questions regarding the report or its contents.	Part - page 4	Full
G4-32	Report the 'in accordance' option the organisation has chosen; the GRI Content Index for the chosen option; and reference to the External Assurance Report.	Part 3 - page 8	Full
G4-33	Organisation's policy and current practice with regard to seeking external assurance for the report.	External assurance for financial performance only Part 2 - page 162 ff	No disclosure
Governance			
GRI	Definition	Location of Disclosure	Disclosure
G4-34	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Part 2 - page 44 ff	Full
Ethics and Integrity			
GRI	Definition	Location of Disclosure	Disclosure
G4-56	Description of the organisation's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Part 2 - page 58 ff	Full

		Annual report (AR) (page)	Full / Partial / No disclosure
SPECIFIC STANDARD DISCLOSURE			
Economic Indicators			
GRI	Definition	Location of Disclosure	Disclosure
G4-DMA	Disclosure on Management Approach	Part 2 - page 33	Full
G4-EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Part 1 - page 7-9	Full
Environmental Indicators			
GRI	Definition	Location of Disclosure	Disclosure
Energy			
G4-DMA	Disclosure on Management Approach	part 2 - page 33 ff	Full
G4-EN3	Energy consumption within the organisation	part 3 - page 4-7	Full
G4-EN4	Energy consumption outside of the organisation	part 3 - page 4-7	Full
G4-EN5	Energy intensity	part 3 - page 4-7	Full
CRE1	Building energy intensity	part 3 - page 4-7	Full
G4-EN6	Reduction of energy consumption	part 3 - page 4-7	Full
G4-EN7	Reductions in energy requirements of products and services	part 3 - page 4-7	Full
Water			
G4-EN8	Total water withdrawal by source.	part 3 - page 4, 6	Partial
CRE2	Building water intensity	part 3 - page 4, 6	Full
Emissions			
G4-EN15	Direct greenhouse gas emissions (Scope 1)	part 3 - page 4-7	Full
G4-EN16	Energy indirect greenhouse gas emissions (Scope 2)	part 3 - page 4-7	Full
G4-EN17	Other indirect greenhouse gas emissions (Scope 3)	part 3 - page 4-7	Full
G4-EN18	Greenhouse gas emissions intensity	part 3 - page 4-7	Full
CRE3	Greenhouse gas emissions intensity from buildings.	part 3 - page 4-7	Full
CRE4	Greenhouse gas emissions intensity from new construction and redevelopment activity.	part 3 - page 4-7	Full
G4-EN19	Reduction of greenhouse gas emissions	part 3 - page 4-7	Full
Effluents and Waste			
G4-EN23	Total weight of waste by type and disposal method.	part 3 - page 4, 6	Full



SPECIFIC STANDARD DISCLOSURE		Annual report (AR) (page)	Full / Partial / No disclosure
Labour practices			
GRI	Definition	Location of Disclosure	Disclosure
Employment			
G4-DMA	Disclosure on Management Approach	Part 2 - page 36 ff	Partial
G4-LA1	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Part 3 - page 12	Full
Occupational health and safety			
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Part 3 - page 13	Partial
Training and education			
G4-LA9	Average hours of training per year per employee by gender, and by employee category.	Part 3 - page 14	Full
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender.	Part 2 - page 42/43	Full
Diversity and equal opportunity			
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Part 3 - page 15	Full
Equal remuneration for women and men			
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Part 3 - page 16	Full

SPECIFIC STANDARD DISCLOSURE		Annual report (AR) (page)	Full / Partial / No disclosure
Human Rights Indicators			
GRI	Definition	Location of Disclosure	Disclosure
Non-discrimination			
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	Part 2 - page 36	Full
Society indicators			
GRI	Definition	Location of Disclosure	Disclosure
Anti-corruption			
G4-DMA	Disclosure on Management Approach	Part 2 - page 58	Full
G4-SO4	Communication and training on anti-corruption policies and procedures.	Part 3 - page 14	Partial
G4-SO5	Confirmed incidents of corruption and actions taken	Part 2 - page 36	Full
Product Responsibility Indicators			
GRI	Definition	Location of Disclosure	Disclosure
Product and service labelling			
G4-DMA	Disclosure on Management Approach	Part 2 - page 35	Full
CRE8	Type and number of sustainability certification, rating and labelling schemes for new construction, management, occupation and redevelopment.	Part 2 page 35 / part 3 - page 9	Full
G4-PR5	Results of survey measuring customer satisfaction.	Part 2 - page 40	Full

