



Peach Property Group: sustainability in practice on all levels

For us at Peach Property Group, sustainability is central to our actions. Our holistic approach embeds sustainability in all areas of our business operations. This starts with recognizing the needs of our investors and our tenants.



We create a working environment where our employees feel secure and comfortable, and where there is room for innovation. As a responsible real estate investor, we are fully aware of the impact of our operations on our environment, and we work to reduce our environmental impacts through the implementation of energy-saving measures. We want to deliver a constructive contribution in the sustainable use of our environment, and as a member of our society. Many of these aspects have been central to our operational actions for years. In this sustainability context, we have delivered unparalleled innovations that have set standards in the residential real estate industry.

Our Peach Points, where tenants can meet physically with us, are unique in their form. Events with our tenants such as planting festivals, and food truck tours form an integral part of our efforts to build a common understanding, and create a strong tenant community where dialogue with one another is promoted. We successfully rolled out this community model to our recently acquired real estate portfolio and opened further Peach Points at the start of 2022.

We moved ahead with our efforts in relation to the environmental sustainability of our real estate portfolio during the financial year. We updated the measurement criteria of our environmental footprint to be in line with the criteria developed by the European Public Real Estate Association (EPRA). Following the introduction of a decarbonization tracking tool, we are now able to analyze the energy and CO₂ intensity of our properties in detail while we can also measure the influence of renovation measures aimed at reducing CO₂ emissions. From this base we developed a decarbonization plan for the first time with specific targets for reducing CO₂ intensity. This is a decisive forward step in our journey to own a climate-neutral real estate portfolio.

The Sustainable Development Goals of the United Nations (UN) remain the basis for our ESG activities. Of the 17 goals in total, we identified 9 as particularly relevant to our business. For these goals, we have defined concrete KPIs against which we will measure our progress.

In 2022, we will undergo an external evaluation by an ESG rating agency of our corporate management practices with respect to sustainability.

1

Business performance — responsibility through a strong financial foundation

We see operational sustainability as understanding our responsibility towards all our stakeholders. In this regard, a strong financial foundation is paramount. We also recognize our obligation towards investors to continually increase the overall value of the Peach Property Group. We performed strongly in this regard in the current financial year. The value-creating business developments of

Peach Property Group is reflected, among other, in the diluted FFO I for the financial year of CHF 0.72 per share, an increase of around 31 percent year-on-year. EPRA NTA per share of CHF 68.56 increased by nearly 20 percent year-on-year. The positive development of equity is a pleasing factor for our shareholders - at CHF 1 120 million, the Group's equity exceeded CHF 1 billion for the first time



- EPRA NTA per share: CHF 68.56 (+ 20 %)
- Diluted FFO I per share: CHF 0.72 (+ 31 %)
- IFRS equity ratio: 40.1 % (33.9 % in 2020)
- LTV: 51.9 % (57.5 % in 2020)

in history. As a result, we were able to increase our equity ratio to 40.1 percent, from 33.9 percent at the end of 2020. We continued to reduce our leverage to a Loan-to-Value ratio (LTV) of 51.9 percent, almost 10 percent lower than the 57.5 percent in the previous year. This satisfactory development is further underpinned by our improved credit ratings in the 2021 financial year. We have laid the foundation for favorable refinancing conditions, which in turn will continue to deliver a positive impact on FFO I.

On an operational level we continued to push our growth agenda forward. By increasing our rental units by a further 18 percent to more than 27 400 units, we demonstrated to our investors that we are still firmly on course.

Our operating margin remained stable at around 75 percent. The under proportional increase in overhead costs, compared to the increase in rental income for the current financial year is a satisfying trend. Both personnel costs and other operating expenses have decreased when measured in relation to rental income. This demonstrates the scalability of our platform and the synergy potential.

This business development is also mirrored in an above-average share price development - from December 2020 to December 2021, Peach shares outperformed both the FTSE-EPRA Germany Index, which tracks listed German real estate companies, and the SPI Index. Also in a direct peer group comparison, we delivered a consistent performance.



Source: United Nations

2

Tenant approval — the DNA of our business model

Having a home is a fundamental human need. Offering a safe home where our tenants feel happy is an elementary deliverable of our business. The key for providing this service offering is functioning communication channels, which allow us to react quickly and reliably to any tenant matter. We measure tenant approval continuously through surveys and feedback loops, with the aim of constantly improving our service offering through specifically targeted measures.

Regardless of the communication channel utilized, it takes an average of just under 18 hours for a tenant to receive personal feedback to an inquiry, or a damage report. Matters that can be resolved directly by our Peach Point staff are processed quickly, and efficiently. On average we require just under 27 hours to resolve a tenant matter.

Where we need to engage external service providers, the time to resolve a matter is naturally slightly longer. Our average, of less than five days to resolve a tenant matter, however, remains very competitive when compared to the industry. For every 1 000 apartments, around 284 tickets (155 tickets in 2020) with various inquiries or deficiency reports were opened per month. Around 91.4 percent of these tickets were closed without any time delays or further action from the tenant. We always request feedback from our tenants after closing a ticket. Around 23 percent of all tenants contacted (15 percent in 2020) respond, and in some cases provide very extensive feedback. This important feedback forms the basis of our continuous service improvement, which we will continue to expand in 2022 by extending ticket evaluation.



- › Number of Peach Points: 12 (2020: 9)
- › Vacancy rate: 8.0 % (2020: 7.9 %)
- › Tenant approval after report resolution by external partners: 70 % (2020: 74 %)
- › Time lapse until 1st response to damage report: 18 hrs (2020: 19 hrs)
- › Time lapse until final report resolution by Peach Points (excl. external partners): 26.8 hrs
- › Time lapse until final report resolution (incl. external partners): 5 day (2020: 7 days)

Creating a network for tenants

The cornerstone for direct dialogue with our tenants is our Peach Points model. A Peach Point represents the central point of contact for all rental and administrative matters. Peach Points also promote exchanges between tenants by doubling up as a meeting place for tenants. In total, we are present in twelve locations through Peach Points at the end of 2021. Around 80 percent of our tenants have direct access, often within walking distance, to our Peach Point staff.

Despite the pandemic-related lockdown phases, the Peach Points were open to the public throughout, with the exception of a few weeks, in compliance with strict hygiene

measures. The pandemic did not stop us from opening additional Peach Points in Ludwigshafen, Helmstedt and Minden in 2021. In 2022 we continued the expansion of our Peach Point network; at the beginning of the year, we opened a second location in Dortmund, and new Peach Points in Marl and Fassberg/Munster.

A reliable indicator of tenant approval is the average portfolio rental period. On average, tenants live in a Peach apartment for around 10.1 years, which is above the Germany average of 8.9 years. The low turnover confirms our tenant-focused strategy - satisfied tenants remain in their apartments for a longer time and tenant turnover reduces.

Tenant parties in the form of our food truck tours, and our spring planting campaigns were routine events before the pandemic and are set to again be a component of our tenant-focused strategy going forward. We also continued our tradition of gifting Christmas calendars and distributed over 20 000 calendars to our tenants in 2021.

We constantly strive to improve the surroundings to our properties to the benefit of our tenants. For example, we opened an outdoor physical activity pathway in Kaiserslautern that, for the first time, provides our tenants the opportunity to do sports in the fresh air while still remaining on site. If this initiative is well received by our tenants, we plan to roll it out to other locations as well.



3

Employees – satisfied employees contribute to the employer's success



- › Total female proportion of workforce: 51 % (2020: 56 %)
- › Proportion of female managers: 36 % (2020: 31 %)
- › Proportion of females on the Board of Directors and in Executive Management: 0 % (2020: 0 %)
- › Female:Male wage ratio: 84 % (2020: 100 %)
- › Employee turnover rate: 18 % (2020: 8 %)
- › Absentee rate: 10 days (2020: 8 days)
- › Lost days rate: 0 (2020: 0)
- › Social engagement projects: 2 (2020: 1)

We owe our successful business development and our strong growth primarily to our committed and reliable staff. Next to our significant portfolio expansions, we have also grown in terms of number of people employed. As of the end of 2021, Peach Property Group employs almost 200 staff compared to less than 120 at the end of 2020. To support our future growth, we will need to recruit more qualified professionals and are therefore constantly in the talent acquisition process.

Happy employees are often the most persuasive ambassadors in recruiting new employees. To leverage this, we launched an employee referral program in 2021 under the banner „Give friends the chance to become a Peachie“. Staff who successfully place an applicant are rewarded with a cash bonus when the applicant starts work, and after the successful completion of the probation period.

Key to us in retaining talent over the long term is a respectful interaction, with flat hierarchies and a secure working environment where optimal technical infrastructure is readily available. We offer fair and market-oriented remuneration, which usually consists of a base salary, and a bonus component. The bonus component is based on the achievement of individual and Group targets. In addition, selected employees participate in Performance Stock

Units (PSU) programs and are granted the opportunity to participate in the long-term success of the Peach Property Group. The PSUs are entitlements to Peach Property Group AG shares and are dependent on the achievement of Group targets over a three-year performance period. We review our compensation model on an ongoing basis and make adjustments as deemed necessary. The remuneration of our employees is not subject to any collective agreements.

We consciously strive to create a pleasant working environment. Flat hierarchies and clear communication make it easy for everyone to contribute new ideas and have a creative impact in our rapidly growing Group. We ensure a secure environment where staff feel comfortable. We furthermore offer our employees a modern, digital and mobile infrastructure that allows them to work flexibly, and from any location.

During the difficult phases of the pandemic, many of our employees used the opportunity to work from home. Employees who are tenant facing, such as janitors, or our property managers stationed in the Peach Points continued work on site. We fully support a flexible working time model that is adapted to the unique circumstances of our employees. In the current financial year, around 15 percent of our employees throughout the Group worked part-time and were able to balance their professional and family obligations.

We value regular exchanges between employees and supervisors. Regular department or site assessments, briefings in connection with performance, and downloads around the general state of mind of our employees increase motivation and bring more structure to an average workday.

We again managed to carry out personal performance reviews in 2021 with all our employees despite the increase in employed staff. We are convinced that an integrated and tangible feedback culture is an important tool for measuring employee approval and it enables us to identify potential conflicts at an early stage which allows us time to defuse such potential conflicts through appropriate cooperative measures. We prioritize the further skills development of our employees. In this context, we support our staff in adding to their professional, social or methodical skills. We are convinced that the individual development of each employee is beneficial for the entire Group and that our tenants equally benefit from it. Concretely, we support our employees in further training and development by assuming the training costs, usually up to 80 percent.

The fact that our employee approval remains very high, even in the midst of a very challenging growth phase, is evident from our low turnover rate. Although the turnover rate increased in the current financial year compared to the previous year, our turnover rate of around 18 percent remains well below the Germany average of around 30 percent¹. Diverse teams are known to work in a more efficient and creative manner. Diversity is valued at Peach Property Group and we employ balanced teams in terms of gender, age and cultural backgrounds. Inclusion is furthermore an integral part of our human resources policy. Handicapped individuals do not experience disadvantages either in the application process or as employees in teams. From October 2021, we have employed five employees with handicaps in Germany.²

Overall, female staff represent 51 percent of the Peach Property Group workforce. In 2021, 36 percent of managers were female. In terms of Executive Management, the female proportion of zero percent is well short of the target ratio. We are striving for, and willing to create more gender diversity on our Board of Directors, and Executive Board over the next years.

We have set the goal of ensuring equal compensation opportunities, with equal qualifications for men and women as part of our sustainable personnel development. At 84 percent (total remuneration) and 86 percent (basic salary), the wage ratio between female and male staff across the entire workforce is still slightly below the target range of 100 percent. At management level³, the ratio is slightly higher at around 93 percent, measured both in terms of base salary and overall remuneration.

With respect to the age profile of our workforce, we have found that a healthy mix of different age groups leads to more agility within teams. The age group of between 29 and 48 years is best represented among our employees. Around 15 percent of females and 7 percent of males

are younger than 28 years. 14 percent of females and 13 percent of males are older than 49. The average age of our workforce in the current financial year was just below 40 for both female and male staff.

Having healthy employees that are working in a secure environment is our top priority, regardless of the recent focus brought by the pandemic. In 2021, as in 2020, we report no occupational accidents at work. A further measure of employee approval is days lost due to absentees. With around 4 percent in 2021 our absentee rate is low. Group-wide, this translates to an average of around 10.4 days lost per employee. We remain below the Germany average absentee rate of 11.2 days⁴.

Our employees are free to join worker's unions and have full freedom of association in accordance with the applicable legal framework.

We are furthermore socially engaged outside of the Group and promote equal opportunities through social commitments in clubs located in some of our local communities. In Heidenheim, for example, we have been sponsoring a local sports club to provide children from economically disadvantaged backgrounds free access to sports activities. With free access to sport activities, we encourage participation in regional social structures and the community. In the current financial year, we made a similar commitment by supporting the women's handball club in Ludwigsburg. We value these projects and aim to increase our involvement in similar projects even more in the future. The impact of our commitments is not yet being measured.



Reference to EPRA Sustainability Performance Measures - Social

EPRA Code	Description	Reference
Diversity-Emp	Employee gender diversity	Appendix to ESG Topic, p. 33, rows 1 and 2 in the table
Diversity-Pay	Gender pay ratio	Appendix to ESG Topic, p. 33, row 3 in the table
Emp-Dev	Employee performance appraisals	Appendix to ESG Topic, p. 33, row 4 in the table
Emp-Turnover	Employee turnover and retention	Appendix to ESG Topic, p. 33, rows 6 and 7 in the table
H&S-Emp	Employee health and safety	Appendix to ESG Topic, p. 33, rows 8 through 11 in the table

¹ Source: <https://www.iwkoeln.de/studien/joerg-schmidt-arbeitskraeftefluktuation-im-jahr-2020-pandemie-hinterlaesst-spuren.html>

² In accordance with the Ninth Book of the Social Code, DGB IX.

³ Excl. Executive Management

⁴ Statista

4

Environment – reduction of carbon footprint through responsible real estate management

- › CO₂ emissions: 28.6 kg/m² (2020: 27.5 kg/m²)
- › Energy intensity: 152.4 kWh/m² (2020: 147.8 kWh/m²)
- › Waste recycling rate: 33 % (2020: 30 %)
- › Proportion of electric vehicles deployed in the fleet: 45 % (2020: 20 %)



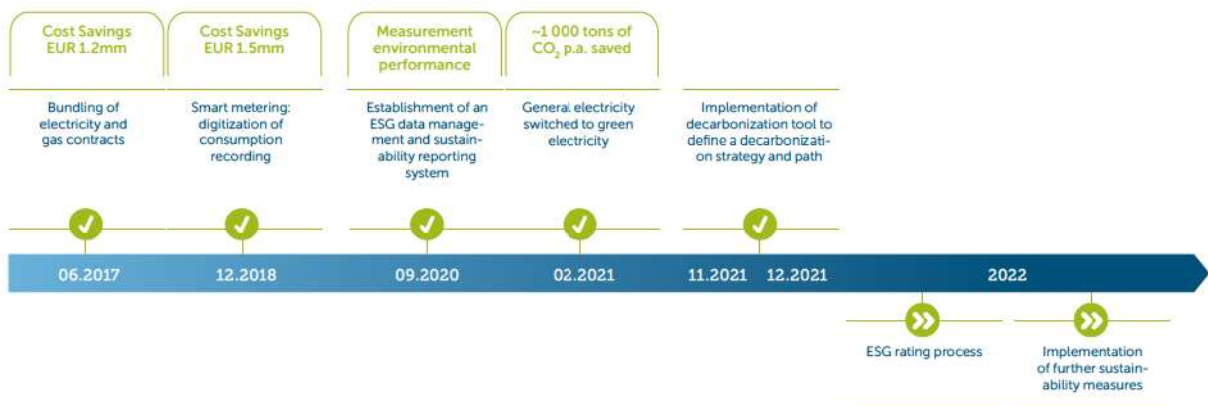
As a real estate investor, we have a unique responsibility with regards to the protection of our environment, and the achievement of national and international climate targets.

The real estate sector accounts for around 40 percent of current CO₂ emissions worldwide. It is therefore important to identify, and implement sustainable solutions to decrease the CO₂ emission, and increase energy efficiency of our real estate portfolio. We have been working tirelessly since 2017 on measures to optimize the use of natural resources in our real estate portfolio. In this regard we converted to smart meters for consumption measurement a couple of years ago, with the sub-meters readings made remotely accessible. We plan to also implement this initiative in our newly acquired portfolios. Tenants can see their monthly consumption via an online portal, or via a smartphone app, and have full transparency to monitor their personal consumption trends. Consequently,

tenants have the direct opportunity to assess and reduce their own CO₂ emissions which translates to a reduction in their ancillary costs. In summary, we have established measures early in the process, with the foresight that these will become mandatory in Germany from 2026, as part of the new heating cost ordinance. Tenant interests and environmental aspects go hand-in-hand.

At the beginning of 2021, we converted the general power supply of our entire portfolio, the Peach Points, our offices, and the electric vehicle charging stations to green electricity. We expect that this block of measures to save around 1000 tons of CO₂ annually from 2021 onwards.

ESG-Roadmap der Peach Property Group



In order to further reduce greenhouse gas emissions, we continuously measure and analyze important environmental KPIs from our rental units. The data is collected and evaluated in accordance with EPRA sBPR. This provides us with a base for strategic sustainability management.

The population reported on is that of all properties that Peach Property Group owned in 2020, where we have specific and attributable consumption data. The relevant portfolio size considered in our ESG reporting, according to EPRA sBPR is as follows:

	ESG Report 2021	ESG Report 2020
Number of rental units	12 096	8 031
Rental space in square meters	768 987	520 038

Like-for-Like comparisons are measurements of the year-on-year change in key indicators in a consistent rental unit portfolio, across the current and previous financial year.

CO₂ emissions from Peach owned properties

Carbon dioxide emissions from our portfolio measured according to EPRA sBPR (Scope 1 and Scope 2) were 16 815 tCO₂e. An average property from the Peach Property Group portfolio, with 21 residential units of 64 m² emits 39.04 tCO₂ per year. In total, direct greenhouse gas emissions (Greenhouse Gas („GHG“), Scope 1) amounted to 9 790 kg CO₂e. The indirect GHG emissions (Scope 2) measured 7 025 kg CO₂e. We have not yet recorded our Scope 3 emissions due to a lack of available data. GHG intensity (Scope 1&2) was 28.6 kg CO₂e/m².

Energy needs of Peach owned properties

The energy intensity of residential units during the year was measured 152.4 kWh/m². The electricity needs of residential units included in the assessment were 2.94 million kWh in the financial year. Here we consider only general electricity, and not the electricity used directly by our tenants. In a Like-for-Like comparison, electricity needs increased by around 16 percent. This trend is further explained by an increase in the time spent at home by our tenants in the wake of COVID-19 restrictions. With the conversion to green electricity, the electricity needs of the future will be fully satisfied by regenerative forms of energy generation. Energy needs satisfied by district heating amounted to 28.8 million kWh in the financial year. In a Like-for-Like comparison, this is an increase of around 1 percent.

Energy needs satisfied through fuel were measured at 52.9 million kWh in the financial year. In a Like-for-Like comparison, we achieved a reduction of 8 percent year-on-year. Considering the negating impact of tenants being physically present for longer times in our properties due to COVID-19 restrictions, the reduction in consumption demonstrates the success of our measures to increase energy efficiency.

Water consumption and waste generation by Peach owned properties

The water intensity of analyzed portfolio was measured at 1.32 m³/m². The total water needs amounted to 0.9 million m³. In a Like-for-Like comparison, we achieved a reduction of 7 percent year-on-year. Water consumed is from the municipal water supply.

Waste intensity was measured at 15.9 kg/m² for our residential properties, which corresponded to around 9 000 tons in the financial year. In a Like-for-Like comparison, waste intensity increased with 30 percent. Similarly, this trend is explained by an increase in the time spent at home by our tenants in the wake of COVID-19 restrictions. On the upside, the recycling rate of our waste is 33 percent (recycling & compost). A high proportion (67 percent) of the non-recycled waste is used for thermal generation (waste incineration to generate energy). This results in a recycling rate of waste of over 99 percent for the Peach Property Group portfolio.

For the financial year, the necessary data required to report on the energy consumption in owner-occupied offices was not available. Through our planned update of the database in 2022, we are endeavoring to collect the necessary data in relation to office spaces that we occupy.

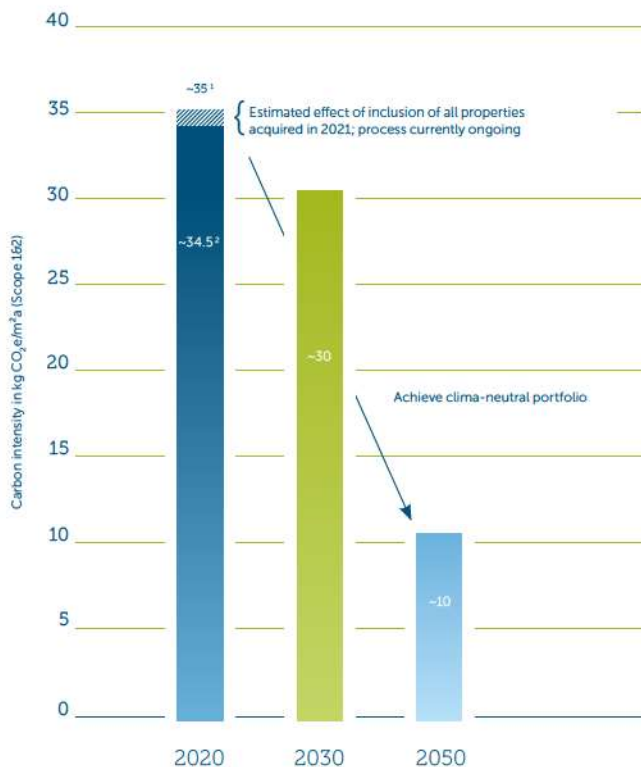
Decarbonization roadmap – climate neutral property portfolio by 2050

As a further step in our journey, we implemented a decarbonization tool based on the energy certificates of our properties in 2021, in cooperation with external specialists. This tool forms the base for scenario planning of our decarbonization measures. We can readily calculate and present the costs associated with, and the expected CO₂ reductions anticipated from, our decarbonization measures. We furthermore have the flexibility to holistically assess renovation and refurbishment measures by also taking the remaining useful life of properties into account. We are well positioned to implement accurate measures with respect to external partner contracting, and materials and products used when considering the entire potential future life cycle of the planned measure. In addition, we will increasingly include considerations relating to the life cycle of a property and the impact on our environmental risk profile when assessing potential acquisitions.

Based on the analysis carried out in the financial year, we have defined a decarbonization roadmap for our real estate portfolio towards a climate-neutral portfolio by 2050. In addition to the data analysis according to EPRA sBPR, the calculation of our starting point also includes properties that we acquired in 2021, for which energy certificates were already available.

A total of 18 917 residential units and 14 commercial units, with a total rental space of 1.2 million square meters were included in the decarbonization analysis. This results in a CO₂ intensity (Scope 1 and 2) of 34.5 kg CO₂e/m². We are currently working on collecting and evaluating data for other properties acquired in 2021. Based on initial estimates, we anticipate that this will increase the CO₂ intensity of our entire portfolio towards 35 kg CO₂e/m². This value, which should be available by the end of 2022 at the latest, represents the starting point of our decarbonization roadmap. On this basis, we are committed to reducing the CO₂ intensity of our portfolio to below 30 kg CO₂e/m² by 2030.

Decarbonization path of Peach Property Group

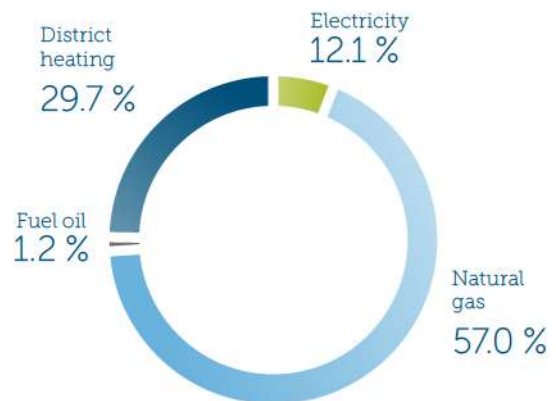


¹ Estimate includes all properties in PPG's German portfolio with an available energy performance certificate (total 3 159 properties).

² Based on properties with available energy performance certificate (2 317 properties); includes part of 2021 acquired properties.

This represents an important intermediate milestone in the journey towards climate neutrality by 2050. With this objective, we are guided by the political and social frameworks for climate neutrality as set out by the Science-Based-Targets Initiative („SBTi“), the Carbon Risk Real Estate Monitor („CRREM“) or the „Wohnen.2050“ („IW.2050“) initiative.

In our ESG evaluation, we found that 88 percent of emissions are from the energy sources natural gas, fuel oil, and district heating.



Against this background, our decarbonization strategy focuses on the energy consumption from heating. The most important measures will therefore be the conversion to a CO₂-neutral heat supply, and improving energy efficiency through building insulation.

Conversion to CO₂-neutral heat supply



- Largest impact from
- › Conversion to district heating
 - › Conversion to modern condensing technology and reduction of oil-dependent heating systems
 - › Replacing CO₂-intensive energy sources with renewable energy sources

An important measure in this context is the replacement of the oil-dependent heating systems in our real estate portfolio. We plan to reduce the proportion of properties heated with oil-dependent heating systems by substituting these systems with less CO₂-intensive heating alternatives. This measure contributes to the reduction of CO₂ emissions, helps to reduce operating costs, increases efficiency, and aligns well to the expected tightening of

regulations in the future. Next to optimizing the source of heating, it is equally important to reduce heat lost due to bad insulation, and consequently lower our CO₂ intensity.

Improvement in building insulation



- Largest impact from
- › Replacement of materials such as windows
 - › Additional insulation layers

These renovations too fall within the scope of prioritizing an energy-focused renovation program for our properties, based on the decarbonization tool.

In the execution, we focus on properties that have the biggest impact on the carbon footprint of our portfolio. Around 18 percent of our properties are currently classified in energy efficiency classes G and H. In comparison, around 30 percent of all residential real estate in Germany is classified in this lowest energy efficiency class ³.

Spread of properties per energy efficiency class



Our refurbishment-focus on energy classes G and H, where we can achieve the biggest impact on the carbon footprint of our portfolio, aligns with tightening regulations of the EU directive on the overall energy efficiency of buildings. The EU directive requires all buildings to be classified as at least energy efficiency class F by 2030.

Case Study – Energy efficiency measures

Case Study Schöningen

- › 2 properties with 14 apartments
- › Capex: EUR 1.02 million
- › Construction year 1953; owned by Peach since 2021
- › Subsidies: EUR 74 thousand

Added value for our tenants...



Energy efficiency measures

- › Renewal heating system
- › Renewal windows
- › Insulation of attic
- › Facade insulation



...and the environment

Energy efficiency class



CO₂ emissions 147.2 kg CO₂e/m²a

Reduction of CO₂ emissions by 80 %



CO₂ emissions: 31.1 kg CO₂e/m²a

³ Allocation of German residential properties per energy efficiency class – Source: dena/ifeu/prognos et al. 2019

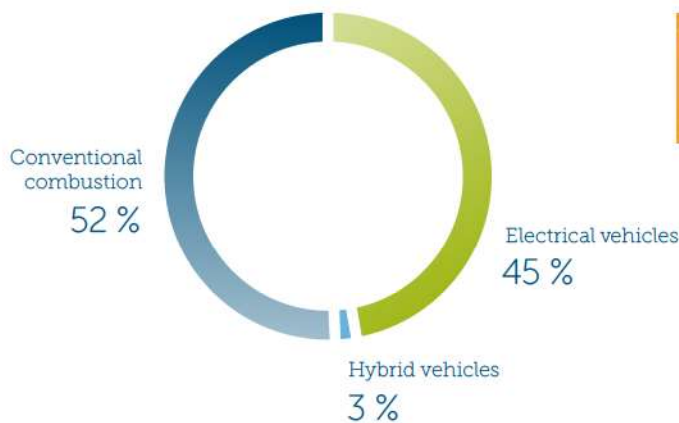
We believe that increasing regulatory pressure to decarbonize the real estate sector will also lead to favorable opportunities on the market for owners who respond actively, and early on with the appropriate measures. In this context, we expect that property portfolios will enter

the market where owners are unable to implement the required measures. We also anticipate that the energy-efficiency upgrade of Peach Property Group's portfolio will be positively received among ESG investors on capital markets.

Green mobility

Decarbonization in our fleet is set to continue. After three electric vehicles were introduced as company cars in 2019, the fleet of electric vehicles doubled in the current financial year - 45 percent of our vehicles are now emission-free. Together with the hybrid vehicles, around half of our fleet is equipped with alternative powered engines.

Depending on the availability of certain types of vehicles, such as small delivery trucks, at least 75 % of our fleet should be converted to e-mobility by 2023. At the same time, we continued the installation of charging stations for electric vehicles at our portfolio locations which increased from five in 2020, to sixteen in 2021. The charging infrastructure is also available to our tenants.



Reference to EPRA Sustainability Performance Measures - Environment

EPRA Code	Description	Verweis
Elect-Abs	Total electricity consumption	Appendix to ESG Topic, p. 34, row 1 in the table
Elect-LfL	Like-for-Like total electricity consumption	Appendix to ESG Topic, p. 34, row 2 in the table
DH&C-Abs	Total district heating & cooling consumption	Appendix to ESG Topic, p. 34, row 3 in the table
DH&C-LfL	Like-for-like total district heating & cooling consumption	Appendix to ESG Topic, p. 34, row 4 in the table
Fuels-Abs	Total fuel consumption	Appendix to ESG Topic, p. 34, row 5 in the table
Fuels-LfL	Like-for-Like total fuel consumption	Appendix to ESG Topic, p. 34, row 6 in the table
Energy-Int	Building energy intensity	Appendix to ESG Topic, p. 34, row 7 in the table
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	Appendix to ESG Topic, p. 36, row 8 in the table
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	Appendix to ESG Topic, p. 36, row 9 in the table
GHG-Int	Greenhouse (GHG) emissions intensity from building energy consumption	Appendix to ESG Topic, p. 36, row 11 in the table
Water-Abs	Total water consumption	Appendix to ESG Topic, p. 36, row 12 in the table
Water-LfL	Like-for-Like total water consumption	Appendix to ESG Topic, p. 36, row 13 in the table
Water-Int	Building water intensity	Appendix to ESG Topic, p. 36, row 14 in the table
Waste-Abs	Total weight of waste by disposal route	Appendix to ESG Topic, p. 36 and 38, rows 16 and 17 in the table
Waste-LfL	Like-for-Like total weight of waste by disposal route	Appendix to ESG Topic, p. 38, rows 19 through 21 in the table

Governance – sound corporate governance underpinned by core ethical values in daily dealings with one another

- Proportion of employees with Code of Conduct training: 100 % (2020: 100 %)
- Violations of the Code of Conduct: 0 (2020: 1)

For us, ethical corporate management practices form the basis of our operational actions. These include combating corruption, avoiding conflicts of interest, avoiding bribery and anti-discrimination. These values form the basis for our internal corporate governance structures, and our Group-wide Code of Conduct while they provide a tangible guideline for operating within the legal boundaries applicable to us. We adhere to these basic values when dealing with employees, business partners, and tenants alike. Treating each other fairly, free from discrimination within the team context, and at management level, is particularly important to us. Responsible for this are not only our management, our Legal team, and Executive Management, but also all our employees. Our Code of Conduct is regularly reviewed and further developed. Considering our recent increase in staff, it is important that all of our new colleagues know and follow our guidelines. Accordingly, receipt and acknowledgment of our Code of Conduct must be confirmed when joining the Peach Property Group. Our management are also mandated to raise awareness among their staff in relation to ethical conduct.

In addition, we plan the implementation of training courses to raise employees' awareness of our compliance principles, and provide them with guidelines to fall back on in the course of their day-to-day activities. Our Legal team provides timely information about significant changes in the relevant legal regulations and remains available to our employees as a contact for compliance-related questions. The Legal team should also be contacted when indicators of compliance violations arise. We raise awareness among our employees with respect to the risk of bribery and corruption through special training programs. Due to the pandemic, we conducted these training sessions virtually during the financial year. Participation in the training courses is mandatory and is verified and recorded by the Legal team.

Our Group has an established a zero-tolerance policy with respect to compliance with legal and internal regulations. We are pleased to report that we had no violations of our Code of Conduct in the financial year.



Disclosure of potential conflicts of interest, especially at management level, is a matter of particular importance to us. Members of the Board of Directors and Executive Management are required to disclose any mandates outside of Peach Property Group. See the relevant disclosure included in the Corporate Governance section of the Annual Report on page 55.

Following the significant expansion of our German property portfolio, we are aware that future acquisitions may also give rise to antitrust issues. Should such issues arise, we will clarify and understand them in detail and, if necessary, obtain the necessary approvals from the responsible antitrust authority.

As a real estate investor with a focus on residential real estate, we consider the non-violation of human dignity and privacy as non-negotiable basic principles which must be adhered to. The sensitive handling of the data of our tenants, business partners and employees as well as compliance with data protection regulations are to be understood within this context. We consider the Swiss Federal Data Protection Act (DSG), the German Federal Data Protection Act (BDSG), and the General Data Protection Regulation (GDPR) of the European Union as our guiding principles with respect to data protection. The GDPR results in stricter requirements for companies regarding the handling of personal data, which can result in substantial fines in the event of violation.

Accordingly, we have appointed a data protection officer within the Group who, together with the Legal team and with the involvement of external specialists, is responsible for maintaining data protection throughout the Group.

In this digital age, it is very important to handle the personal data of our tenants, employees, and business partners responsibly and discreetly. With a secure IT infrastructure and highly qualified employees in data processing, we ensure that this data does not reach third parties and is not misused. Parallel to our strong growth, we are continuously enhancing our IT infrastructure. In the 2021 financial year, we made further progress in this regard, such as the company-wide introduction of multi-factor authentication, and network monitoring at our Peach Points. This allows us to act proactively and quickly in the event of network problems, or potential cyber-attacks.

Peach Property Group was a member of the European Public Real Estate Association (EPRA) during the current financial year, but did not join any other industry associations, and did not incur any expenditure in connection with political consulting services. There were also no expenses in the form of party donations.



Reference to EPRA Sustainability Performance Measures - Governance

EPRA Code	Description	Reference
Gov-Board	Composition of the highest governance body	Corporate Governance and Remuneration Report, Section 3.1, from p.53
Gov-Selec	Nominating and selecting the highest governance body	Corporate Governance and Remuneration Report, Section 3.4, p.56
Gov-Col	Process for managing conflicts of interest	Corporate Governance and Remuneration Report, Section 3.2, p.56
		Organizational Regulations https://www.peachproperty.com/en/investoren/corporate-governance/

Appendix on the ESG topic

Indicator	EPRA	Units of measure	Boundaries		
			Male	Female	Coverage
Gender diversity		% of Total employees	100 %	0 %	Supervisory Board
			100 %	0 %	Executive Board
			48 %	52 %	Other direct employees
			49 %	51 %	Total
Personnel distribution by age and categories	Diversity-Emp	% of Employees	Male	Female	Coverage
			7 %	15 %	≤ 28 yrs
			29 %	22 %	29-48 yrs
		13 %	14 %	≥ 49 yrs	
		% Executive	0 %	0 %	≤ 28 yrs
			67 %	0 %	29-48 yrs
			33 %	0 %	≥ 49 yrs
		% Board	0 %	0 %	≤ 28 yrs
			20 %	0 %	29-48 yrs
			80 %	0 %	≥ 49 yrs
			Base remuneration	Total compensation	Coverage
Gender pay ratio	Diversity-Pay	Ratio	86 %	84 %	Total salary ratio (women/men) ¹ (average)
			92 %	91 %	Total salary ratio (women/men) ¹ (mean)
			93 %	93 %	Management level ² total salary ratio (women/men) (average)
			67 %	60 %	Management level ¹ total salary ratio (women/men) (mean)
			2021		Coverage
Performance appraisals	Emp-Dev	% of Total workforce	100 %		Direct employees
			2021	2020	Coverage
Headcount		Total employees	194	119	Peach Total
			2021		Coverage
New hires	Emp-Turnover	Total hire number	104		Peach total
		Rate	65 %		Peach total
Turnover		Total leavers number	29		Peach total
		Rate	18 %		Peach total
Absentee rate	H&S-Emp	Days lost as % of total working days per employees	4.4 %		Direct employees
Lost day rate		Total lost days relative to total hours worked	0 days		
Injury rate		Number of injuries per multiple of hours worked	0		
Fatalities		Total number	0		

¹ Excluding Executive Board

EPRA sBPR Sustainability Performance Measures 2020 - Environment

					Whole Portfolio 2020					
Indicator	EPRA-Code	GRI-Code	Boundaries	Unit of measure	2020	Lettable area of applicable properties	Number of units of applicable properties	Coverage of lettable area	% Estimation	
Total number of rental units					12 096					
Total lettable area of applicable properties					768 987					
Total electricity consumption	Elec-Abs	302-1	Total energy consumption from electricity	kWh	2 939 032	759 942 m²	11 971.0 out of 12 096.0	99 %	57.52 %	
			Landlord obtained, common areas/shared services		2 939 032	759 942 m²	11 971.0 out of 12 096.0	99 %	9.95 %	
			Tenant obtained, tenant areas		-	0 m²	0 out of 12 096.0	0 %	0.00 %	
Like-for-Like electricity consumption	Elec-LfL		Total energy consumption from electricity		1 935 252	446 877 m²	6 824.0 out of 6 824.0	100 %	51.42 %	
			Landlord obtained, common areas/shared services		1 935 252	446 877 m²	6 824.0 out of 6 824.0	100 %	15.11 %	
			Tenant obtained, tenant areas		-	0 m²	0 out of 6 824.0	0 %	0.00 %	
Total energy consumption from district heating and cooling	DH&C-Abs		Whole building, Landlord obtained		28 883 442	207 645 m²	3 208.0 out of 4 636.0	74 %	6.10 %	
			Whole building, Tenant obtained		-	0 m²	0 out of 0	100 %	0.00 %	
			Like-for-Like energy consumption from district heating and cooling		DH&C-LfL	Whole building, Landlord obtained	14 769 184	107 927 m²	1 757.0 out of 1 757.0	100 %
Whole building, Tenant obtained	-					0 m²	0 out of 0	N/A	0.00 %	
Total energy consumption from fuel	Fuels-Abs					Whole building, Landlord obtained	52 892 778	380 189 m²	5 405.0 out of 7 542.0	76 %
			Whole building, Tenant obtained		-	0 m²	0 out of 426.0	0 %	0.00 %	
			Like-for-Like energy consumption from fuel		Fuels-LfL	Whole building, Landlord obtained	36 504 542	271 207 m²	3 937.0 out of 3 937.0	100 %
Whole building, Tenant obtained	-					0 m²	0 out of 0	N/A	0.00 %	
Building energy Intensity landlord-obtained energy	Energy-Int					Whole building	kWh/m²	152.42	549 497 m²	8 454.0 out of 12 096.0

	Segmental Analysis by region							Segmental Analysis by property type		
Renewable Sources	Baden-Württemberg	Hessen	Nieder-sachsen	Nordrhein-Westfalen	Rheinland-Pfalz	Saarland	Thüringen	Residential	Commercial	Mixed use: Commercial/Residential
	681	715	786	7 624	1 834	48	408	9 579	222	2 295
	45 354	45 246	52 801	486 091	116 909	1 057	21 529	615 081	18 663	135 242
0.00 %	177 094	111 184	160 320	1 802 887	632 571	4 024	50.951	1 814 629	86 489	1 037 914
0.00 %	177 094	111 184	160 320	1 802 887	632 571	4 024	50.951	1 814 629	86 489	1 037 914
N/A	-	-	-	-	-	-	-	-	-	-
0.00 %	165 829	94 495	160 320	995 667	471 590	4 024	43 326	1 562 009	26 131	347 111
0.00 %	165 829	94 495	160 320	995 667	471 590	4 024	43 326	1 562 009	26 131	347 111
N/A	-	-	-	-	-	-	-	-	-	-
0.00 %	3 505 030	-	-	16 116 814	7 495 670	142 749	1 623 179	19 262 555	2 017 143	7 603 744
N/A	-	-	-	-	-	-	-	-	-	-
0.00 %	383 269	-	-	5 546 328	7 495 670	142 749	1 201 168	12 835 726	-	1 933 458
N/A	-	-	-	-	-	-	-	-	-	-
0.00 %	1 581 684	5 722 279	9 301 007	29 585 575	5 980 943	-	721 289	46 658 769	324 385	5 909 624
N/A	-	-	-	-	-	-	-	-	-	-
0.00 %	1 503 479	5 661 091	9 041 956	17 108 449	2 468 278	-	721 289	34 100 337	324 385	2 079 820
N/A	-	-	-	-	-	-	-	-	-	-
0.00 %	145.26	172.64	181.68	148.96	152.81	138.86	111.26	159.39	138.54	128.02

Indicator	EPRA-Code	GRI-Code	Boundaries	Unit of measure	Whole Portfolio 2020				
					2020	Lettable area of applicable properties	Number of units of applicable properties	Coverage of lettable area	% Estimation
Total number of rental units								12 096	
Total lettable area of applicable properties								768 987	
Direct GHG emission (total) Scope 1	GHG-Dir-Abs	305-1	Whole building		9 790	380 189 m ²	5 765.0 out of 7 542.0	76 %	4.74 %
Indirect GHG emission (total) Scope 2	GHG-Indir-Abs	305-2	Whole building	kg CO ₂ e (location based)	7 025	760 559 m ²	11 983.0 out of 12096.0	99 %	10.63 %
Indirect GHG emission (total) Scope 3.13	GHG-Indir-Abs	305-3	Whole building		-	0 m ²	0 out of 12 096.0	0 %	0.00 %
GHG Intensity Scope 1 & 2	GHG-Int		Whole building	kg CO ₂ e/m ²	28.58	549 497 m ²	11 988.0 out of 12 096.0	71 %	7.20 %
Total water consumption	Water-Abs	303-1	Whole building, municipal supply	m ³	888 294	671 197 m ²	8 635.0 out of 12 096.0	87 %	2.79 %
Like-for-Like water consumption	Water-LfL	303-1	Whole building, municipal supply	m ³	529 275	435 358 m ²	6 674.0 out of 6 674.0	100 %	3.74 %
Building water consumption intensity	Water-Int		Whole building	m ³ /m ²	1.32	671 197 m ²	8 635.0 out of 12 096.0	87 %	2.79 %
Total waste			Whole building	Tonnes	8 966				
			Landfill with or without energy recovery		3				
			Incineration with or without energy recovery		5 993				
Weight of waste by disposal route (total)	Waste-Abs	306-2	Reuse	Tonnes	-	564 930 m ²	8 635.0 out of 12 096.0	73 %	11.43 %
			Recycling		2 312				
			Materials Recovery Facility		-				
			Compost		658				
			Other		-				

					Whole Portfolio 2020				
Indicator	EPRA-Code	GRI-Code	Boundaries	Unit of measure	2020	Lettable area of applicable properties	Number of units of applicable properties	Coverage of lettable area	% Estimation
Total number of rental units								12 096	
Total lettable area of applicable properties								768 987	
Weight of waste by disposal route (%)	Waste-Abs	306-2	Landfill with or without energy recovery	% disposal route	0 %	564 930 m²	8 635.0 out of 12 096.0	73 %	11.43 %
			Incineration with or without energy recovery		67 %				
			Reuse		0 %				
			Recycling		26 %				
			Materials Recovery Facility		0 %				
			Compost		7 %				
			Other		0 %				
Waste Intensity			Whole building	kg/m²	15 871	564 930 m²	8 635.0 out of 12 096.0	73 %	11.43 %
Like-for-Like waste			Whole building	Tonnes	5 129				
Like-for-Like weight of waste by disposal route (total)	Waste-LfL	306-2	Landfill with or without energy recovery	Tonnes	2	310 648 m²	4 772.0 out of 4 772.0	100 %	0.96 %
			Incineration with or without energy recovery		3 463				
			Reuse		-				
			Recycling		1 279				
			Materials Recovery Facility		-				
			Compost		385				
			Other		-				
Like-for-Like weight of waste by disposal route (%)	Waste-LfL		Landfill with or without energy recovery	% disposal route	0 %				
			Incineration with or without energy recovery		68 %				
			Reuse		0 %				
			Recycling		25 %				
			Materials Recovery Facility		0 %				
			Compost		8 %				
			Other		0 %				

Methodology for determining key figures

The GHG Protocol Corporate Standard Version 3.5.1 and the EPRA sBRP Guidelines (Third Version, September 2017) were used as the basis for the key figures determined in this report.

Report boundaries

The operational control approach was defined as the organizational boundary according to the GHG protocol. Properties where Peach Property Group, as part of a homeowners association, has residential units, are considered to be beyond the control of Peach Property Group, in accordance with the definition of reporting boundaries. The proportion of these residential units in the total rental floor space was approximately 4 % in the year reported on.

Reporting period

The reporting on the consumption and environmental key figures of the Peach Property Group's portfolio relates to the 2020 calendar year, as consumption data for the 2021 calendar year was not yet available to the extent that a comprehensive evaluation was possible by the editorial deadline for the report. The size of the portfolio that the key figures are based upon has been shown so that the key figures determined can be adequately assessed, especially against the background of the strong growth of the Peach Property Group. In the 2020 calendar year, the number of residential units rose to 27 400 units with a total floor space of 1 700 000 square meters.

Cover

For each key figure, separate disclosure is made with respect to:

- › Which rental space it is based on,
- › What proportion it represents of the total rental floor space that is to be used for the respective key figure
- › How many properties (business units) were recorded and
- › How high the total number of properties (business units) is to be used for the respective key figure.

All evaluated consumption data refer to services (energy and water supply, waste disposal) that were procured by Peach Property Group. Energy purchased directly by the tenants of Peach Property Group was not considered.

Emission factors

To calculate greenhouse gas emissions based on energy consumption data, conversion factors from the International Energy Agency (IEA) and the UK Department for Environment, Food & Rural Affairs (DEFRA) were used. Individual emission figures of the contractual partners of Peach Property Group were not considered separately. The representation of the emissions corresponds to the operational boundaries of the GHG Protocol. Due to the calculation method, the greenhouse emissions are location-based emissions.

Estimates

Where estimates were necessary to close data gaps, such estimates were carried out taking into account the requirements that must be observed in accordance with the framework used for this report (see methodology and determination of key figures). The share of consumption values determined by estimates was shown separately for each key figure.

Waste data in volumetric units has been converted to tons using conversion factors published by the UK Environmental Agency. The proportionate amount of waste that is supplied to the different types of disposal or recovery is determined on the basis of the data from the Federal Statistical Office (waste balance at federal level) upon disposal or recovery for each waste fraction.

Segment analysis

A segment analysis was carried out on the basis of the geographical location and the type of use. The analysis according to geographical location makes a subdivision according to federal states. The analysis according to type of use differentiates between pure residential properties, purely commercial properties and mixed-use properties.

Normalization

To display the intensity indicators, a normalization was carried out based on area-related consumption indicators (intensity indicators), as this represents the predominant method in the business area of Peach Property Group for reporting intensity indicators and allows an appropriate assessment.

Own office space occupied

For the office space occupied by Peach Property Group, consumption data was not available to the extent required for a substantiated analysis in the year reported on.