

GRI CONTENT INDEX

Aroundtown's sustainability reporting has been prepared using the guidelines developed by the Global Reporting Initiative (GRI). This content index demonstrates our alignment with the General Disclosures and Topic-Specific Standards for the Priority 1 material topics that were identified following our most recent materiality review in 2018.

GENERAL DISCLOSURES

ORGANIZATIONAL PROFILE

102-1	Name of the organization	Aroundtown SA
102-2	Activities, brands, products, and services	https://www.aroundtown.de/
102-3	Location of headquarters	Aroundtown SA, 40, Rue du Curé, L-1368 Luxembourg
102-4	Location of operations	Consolidated Annual Report for the year ended 31 December 2020, pages 24-32
102-5	Ownership and legal form	Consolidated Annual Report for the year ended 31 December 2020, pages 93
102-6	Markets served	Consolidated Annual Report for the year ended 31 December 2020, pages 24-32
102-7	Scale of the organization	Consolidated Annual Report for the year ended 31 December 2020, pages 24-32
102-8	Information on employees and other workers	Employee Satisfaction Sustainability Insight
102-9	Supply chain	Supply Chain & Human Rights Sustainability Insight
102-10	Significant changes to the organization and its supply chain	Consolidated Annual Report for the year ended 31 December 2020, pages 123 and 127
102-11	Precautionary Principle or approach	Consolidated Annual Report for the year ended 31 December 2020, page 39
102-12	External initiatives	United Nations Sustainable Development Goals (UN SDGs)
102-13	Membership of associations	https://www.aroundtown.de/company/memberships/

STRATEGY AND ANALYSIS

102-14	Statement from senior decision-maker	Consolidated Annual Report for the year ended 31 December 2020, pages 10-12
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ETHICS AND INTEGRITY

102-16	Values, principles, standards, and norms of behaviour	Fair Business & Compliance Sustainability Insight
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GOVERNANCE

102-18	Governance structure	https://www.aroundtown.de/investor-relations/corporate-governance/
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GENERAL DISCLOSURES

STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups	Investors, Employees, Local Communities, Tenants, Suppliers
102-41	Collective bargaining agreements	Aroundtown SA is located exclusively in countries that protect freedom of association by law. Freedom of association is regulated in the German Constitution, article 9. Collective Bargaining is regulated in the Collective Bargaining Act (Tarifvertragsgesetz). This legislation applies to our employees as well.
102-42	Identifying and selecting stakeholders	Stakeholder are identified and prioritised based Aroundtown's sphere of activity and the significant impacts from our operations.
102-43	Approach to stakeholder engagement	See the following Sustainability Insights; Employee Satisfaction; Supply Chain & Human Rights; Local Communities; Tenant Satisfaction.
102-44	Key topics and concerns raised	See the following Sustainability Insights; Employee Satisfaction; Supply Chain & Human Rights; Local Communities; Tenant Satisfaction. Specifically, we have responded to feedback from investors and analysts by streamlining our sustainability reporting in 2020 with the publication of a Non-Financial Report and detailed Sustainability Insights that are aligned with the main investor-orientated ESG benchmarks that we participate in.

REPORTING PRACTICE

102-45	Entities included in the consolidated financial statements	Consolidated Annual Report for the year ended 31 December 2020, pages 97 and 148. Our sustainability reporting covers the Group employees and commercial portfolio in Germany and The Netherland, and excludes the activities of Grand City Properties. See the EPRA sBPR report and relevant Sustainability Insights available to download of the sustainability section of our website for further information on the scope of individual Disclosures.
102-46	Defining report content and topic Boundaries	Non-Financial Report, pages 6-8
102-47	List of material topics	Non-Financial Report, pages 6-8
102-48	Restatements of information	See the applicable data qualifying notes for individual indicators in our Sustainability Insights and EPRA sBPR report.
102-49	Changes in reporting	No significant changes in material topics or report boundaries.
102-50	Reporting period	1 January 2020 - 31 December 2020
102-51	Date of most recent report	May 2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	https://www.aroundtown.de/sustainability/esg-contact/
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	This index
102-56	External assurance	The contents of our Non-Financial Report and selected key performance indicators (marked as below) have been independent reviewed with a limited assurance according to the International Standard on Assurance Engagements (ISAE) 3000 (Revised). A statement from the assurance provider can be found on page 23 of the Non-Financial Report.

TOPIC-SPECIFIC STANDARDS

GRI 200 ECONOMIC

Standards	Response
MATERIAL ASPECT: ANTI-CORRUPTION (2016)	
GRI 103-1 Explanation of the material topic and its Boundaries	Fair Business & Compliance Sustainability Insight
GRI 103-2 The management approach and its components	Fair Business & Compliance Sustainability Insight
GRI 103-3 Evaluation of the management approach	Fair Business & Compliance Sustainability Insight
GRI 205-3 Confirmed incidents of corruption and actions taken	Fair Business & Compliance Sustainability Insight

GRI 300 ENVIRONMENTAL

DMA and indicators	Response
MATERIAL ASPECT: ENERGY (2016)	
GRI 103-1 Explanation of the material topic and its Boundaries	Energy & Climate Change Sustainability Insight
GRI 103-2 The management approach and its components	Energy & Climate Change Sustainability Insight
GRI 103-3 Evaluation of the management approach	Energy & Climate Change Sustainability Insight
GRI 302-1 Energy consumption within the organization	EPRA sBPR report
GRI 302-3 Energy intensity	EPRA sBPR report

GRI 400 SOCIAL

DMA and indicators	Response
MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY (2016)	
GRI 103-1 Explanation of the material topic and its Boundaries	Tenant Health & Safety Sustainability Insight
GRI 103-2 The management approach and its components	Tenant Health & Safety Sustainability Insight
GRI 103-3 Evaluation of the management approach	Tenant Health & Safety Sustainability Insight
GRI 416-1 Assessment of the health and safety impacts of product and service categories	Tenant Health & Safety Sustainability Insight
GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Tenant Health & Safety Sustainability Insight

DMA and indicators		Response
MATERIAL ASPECT: CUSTOMER PRIVACY (2016)		
GRI 103-1	Explanation of the material topic and its Boundaries	Data Protection Sustainability Insight
GRI 103-2	The management approach and its components	Data Protection Sustainability Insight
GRI 103-3	Evaluation of the management approach	Data Protection Sustainability Insight
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Protection Sustainability Insight
NON-GRI MATERIAL ASPECT: CUSTOMER SATISFACTION		
GRI 103-1	Explanation of the material topic and its Boundaries	Tenant Satisfaction Sustainability Insight
GRI 103-2	The management approach and its components	Tenant Satisfaction Sustainability Insight
GRI 103-3	Evaluation of the management approach	Tenant Satisfaction Sustainability Insight

We also reference the following disclosures:

TOPIC-SPECIFIC STANDARDS		
Standards		Response
ANTI CORRUPTION (2016)		
205-2 b), c) and e)	Communication and training about anti-corruption policies and procedures	Fair Business & Compliance Sustainability Insight
WATER AND EFFLUENTS (2018)		
303-5 a)	Water consumption	Water & Waste Sustainability Insight
EMISSIONS (2016)		
305-1	Direct (Scope 1) GHG emissions	EPRA sBPR Report
305-2	Energy indirect (Scope 2) GHG emissions	EPRA sBPR Report
305-4	GHG emissions intensity	EPRA sBPR Report
WASTE (2016)		
306-1 a) ii	Waste generation and significant waste-related impacts	EPRA sBPR Report
306-3	Waste generated	EPRA sBPR Report
306-4 a)	Waste diverted from disposal	EPRA sBPR Report
306-5 a)	Waste directed to disposal	EPRA sBPR Report

Standards	Response
OCCUPATIONAL HEALTH AND SAFETY (2018)	
GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Tenant Health & Safety Sustainability Insight
403-9 a i. iii. Work related injuries	Occupational Health and Safety Sustainability Insight
TRAINING AND EDUCATION (2016)	
404-1 a) i. Average hours of training per year per employee	Training and Development Sustainability Insight
404-3 Percentage of employees receiving regular performance and career development reviews	Training and Development Sustainability Insight
DIVERSITY AND EQUAL OPPORTUNITY (2016)	
405-1 Diversity of governance bodies and employees	Diversity and Equal Opportunities Sustainability Insight
405-2 Ratio of basic salary and remuneration of women to men	Diversity and Equal Opportunities Sustainability Insight
LOCAL COMMUNITIES (2016)	
413-1 Operations with local community engagement, impact assessments, and development programs	Local Communities Sustainability Insight
PUBLIC POLICY (2016)	
415-1 Political contributions	Fair Business & Compliance Sustainability Insight