

# 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 the relevant material Topic-Specific Standards following our most recent materiality review in 2018.

## GENERAL DISCLOSURES

### ORGANIZATIONAL PROFILE

102-1	<b>Name of the organization</b>	<a href="#">Aroundtown SA</a>
102-2	<b>Activities, brands, products, and services</b>	<a href="https://www.aroundtown.de/">https://www.aroundtown.de/</a>
102-3	<b>Location of headquarters</b>	Aroundtown SA, 40, Rue du Curé, L-1368 Luxembourg
102-4	<b>Location of operations</b>	<a href="#">Consolidated Annual Report for the year ended 31 December 2021, pages 24-32</a>
102-5	<b>Ownership and legal form</b>	<a href="#">Consolidated Annual Report for the year ended 31 December 2021, page 93</a>
102-6	<b>Markets served</b>	<a href="#">Consolidated Annual Report for the year ended 31 December 2021, pages 24-32</a>
102-7	<b>Scale of the organization</b>	<a href="#">Consolidated Annual Report for the year ended 31 December 2021, pages 24-32</a>
102-8	<b>Information on employees and other workers</b>	<a href="#">Employee Satisfaction Sustainability Insight</a>
102-9	<b>Supply chain</b>	<a href="#">Supply Chain &amp; Human Rights Sustainability Insight</a>
102-10	<b>Significant changes to the organization and its supply chain</b>	<a href="#">Consolidated Annual Report for the year ended 31 December 2021, pages 128 and 134</a>
102-11	<b>Precautionary Principle or approach</b>	<a href="#">Consolidated Annual Report for the year ended 31 December 2021, page 43</a>
102-12	<b>External initiatives</b>	United Nations Sustainable Development Goals (UN SDGs)
102-13	<b>Membership of associations</b>	<a href="https://www.aroundtown.de/company/memberships/">https://www.aroundtown.de/company/memberships/</a>

### STRATEGY AND ANALYSIS

102-14	<b>Statement from senior decision-maker</b>	<a href="#">Consolidated Annual Report for the year ended 31 December 2021, pages 12-14</a>
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### ETHICS AND INTEGRITY

102-16	<b>Values, principles, standards, and norms of behavior</b>	<a href="#">Fair Business &amp; Compliance Sustainability Insight</a>
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### GOVERNANCE

102-18	<b>Governance structure</b>	<a href="https://www.aroundtown.de/investor-relations/corporate-governance/">https://www.aroundtown.de/investor-relations/corporate-governance/</a>
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## GENERAL DISCLOSURES

### STAKEHOLDER ENGAGEMENT

102-40	<b>List of stakeholder groups</b>	Investors, Employees, Local Communities, Tenants, Suppliers
102-41	<b>Collective bargaining agreements</b>	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	<b>Identifying and selecting stakeholders</b>	Stakeholders are identified and prioritized based Aroundtown's sphere of activity and the significant impacts from our operations.
102-43	<b>Approach to stakeholder engagement</b>	See the following Sustainability Insights; Employee Satisfaction; Supply Chain & Human Rights; Local Communities; Tenant Satisfaction.
102-44	<b>Key topics and concerns raised</b>	See the following Sustainability Insights; Employee Satisfaction; Occupational Health & Safety; Training & Development; Supply Chain & Human Rights; Local Communities; Tenant Satisfaction. We have responded to feedback from investors and analysts by streamlining our sustainability reporting with the publication of a Non-Financial Report and detailed Sustainability Insights that are aligned with the main investor-oriented ESG benchmarks that we participate in.

### REPORTING PRACTICE

102-45	<b>Entities included in the consolidated financial statements</b>	<a href="#">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.</a>
102-46	<b>Defining report content and topic Boundaries</b>	<a href="#">Non-Financial Report, pages 8-11</a>
102-47	<b>List of material topics</b>	<a href="#">Non-Financial Report, pages 8-11</a>
102-48	<b>Restatements of information</b>	See the applicable data qualifying notes for individual indicators in our Sustainability Insights and EPRA sBPR report.
102-49	<b>Changes in reporting</b>	No significant changes in material topics or report boundaries.
102-50	<b>Reporting period</b>	1 January 2021 - 31 December 2021
102-51	<b>Date of most recent report</b>	April 2022
102-52	<b>Reporting cycle</b>	Annual
102-53	<b>Contact point for questions regarding the report</b>	<a href="https://www.aroundtown.de/sustainability/esg-contact/">https://www.aroundtown.de/sustainability/esg-contact/</a>
102-54	<b>Claims of reporting in accordance with the GRI Standards</b>	This report has been prepared in accordance with the GRI Standards: Core option
102-55	<b>GRI content index</b>	This index
102-56	<b>External assurance</b>	<a href="#">The contents of our Non-Financial Report and selected key performance indicators (marked as below) have been independently 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 36 of the Non-Financial Report.</a>

## TOPIC-SPECIFIC STANDARDS

### GRI 200 ECONOMIC

Standards	Response
<b>MATERIAL ASPECT: ANTI-CORRUPTION (2016)</b>	
GRI 103-1 <b>Explanation of the material topic and its Boundaries</b>	<a href="#">Fair Business &amp; Compliance Sustainability Insight</a>
GRI 103-2 <b>The management approach and its components</b>	<a href="#">Fair Business &amp; Compliance Sustainability Insight</a>
GRI 103-3 <b>Evaluation of the management approach</b>	<a href="#">Fair Business &amp; Compliance Sustainability Insight</a>
GRI 205-3 <b>Confirmed incidents of corruption and actions taken</b>	<a href="#">Fair Business &amp; Compliance Sustainability Insight</a>

### GRI 300 ENVIRONMENTAL

DMA and indicators	Response
<b>MATERIAL ASPECT: ENERGY (2016)</b>	
GRI 103-1 <b>Explanation of the material topic and its Boundaries</b>	<a href="#">Energy &amp; Climate Change Sustainability Insight</a>
GRI 103-2 <b>The management approach and its components</b>	<a href="#">Energy &amp; Climate Change Sustainability Insight</a>
GRI 103-3 <b>Evaluation of the management approach</b>	<a href="#">Energy &amp; Climate Change Sustainability Insight</a>
GRI 302-1 <b>Energy consumption within the organization</b>	EPRA sBPR report
GRI 302-3 <b>Energy intensity</b>	EPRA sBPR report

### GRI 400 SOCIAL

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

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

We also reference the following disclosures:

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

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