

# PERFORMANCE BASED ON GRI STANDARDS

> GRI 102-40, 102-42

**E**CE's sustainability strategy focuses on a long-term approach and ongoing accountability, as the company is active not only in project development but also as a landlord and property manager, meaning it assumes responsibility for the long term. This has an impact on real estate planning and management and encompasses visitors, tenants, and investors, as well as other effects of the company's business activities. As an integrative part of urban planning, ECE wants to provide solutions to help cities achieve their goals of reducing CO<sub>2</sub> emissions.

To this end, ECE has clearly defined sustainability management structures, the core of which is a sustainability team consisting of 10 sustainability coordinators and the Sustainability Team Leader. The latter reports directly to the Director Sustainability & Corporate Communications, who in turn acts as the point of contact for the ECE board. The Sustainability Team and the Director Sustainability & Corporate Communications strategically manage all of ECE's sustainability activities and monitor the social, economic, and political environment. In addition, they promote knowledge sharing within the company, coordinate sustainability projects throughout the group, and continuously document progress to the board. Furthermore, an external sustainability advisory board has been monitoring ECE's sustainability activities since 2010. ECE maintains an ongoing dialog with its stakeholders to ensure that its sustainability strategy continues to evolve and improve. The focus here is on tenant partners, investors, and visitors to the centers.

## BECOMING MORE SUSTAINABLE TOGETHER

> GRI 102-43

ECE promotes an ongoing dialog with its stakeholders through a variety of different formats. Information on sustainability activities is provided to employees on a regular basis, for example on a dedicated page on the intranet. In addition, ECE has been sharing information on sustainability with tenants via two different formats since 2013: at the Technical Retail Meeting's annual events, where the focus is on technical aspects of sustainability such as energy efficiency and certification criteria, and at the sustainability forum, which focuses on joint workshops and knowledge sharing. Visitors can learn about the individual shopping centers' sustainability activities on their websites, and "Umdenkzettel" posters hanging in the centers call attention to the topic and what ECE is doing to become a more sustainable company.

Sustainability management at ECE includes regularly integrating stakeholders into the process. This is why ECE once again collected data on the relevant stakeholders' views on sustainability through a survey of tenants, visitors, and investors in 2019.

> GRI 102-44, 102-46, 102-47, 102-49

## SUSTAINABILITY STRATEGY

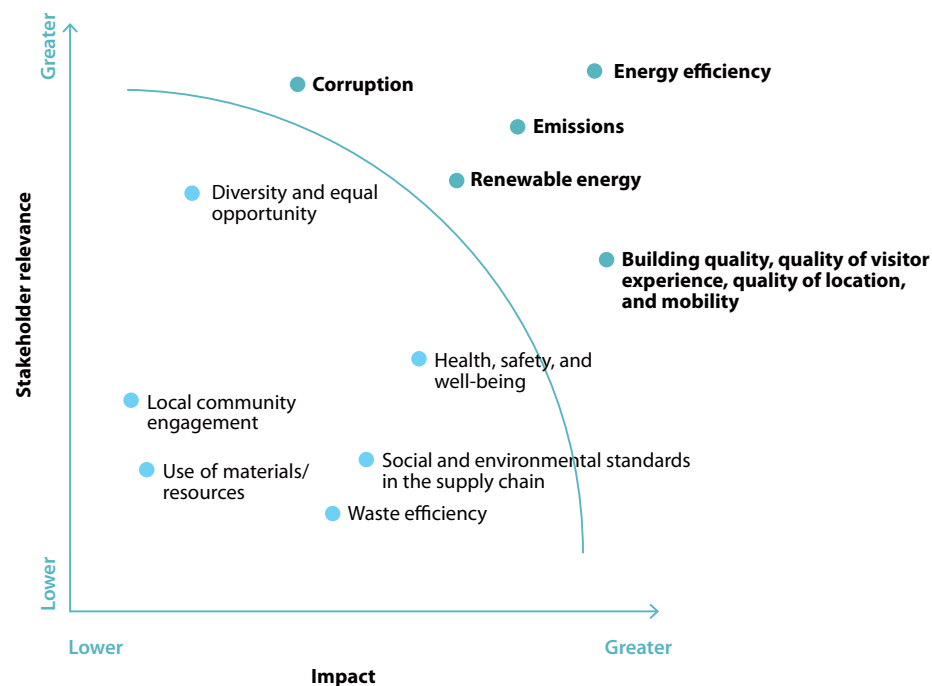
In 2020, ECE revised its sustainability strategy and identified relevant sustainability drivers specific to the company. These include political regulations, investor requirements, and the expectations of other external stakeholders, such as tenants or visitors. Ensuring that the properties retain their value by meeting the relevant climate change mitigation requirements in the present and, in particular, in the future, plays a key role in this context. The company's sustainability strategy represents an important component in this regard.

### MATERIALITY

The sustainability strategy is based on a materiality assessment conducted in 2019. In the process, the relevance of key stakeholder groups was taken into account and the business relevance and impact on the environment and society were assessed in accordance with the requirements of the GRI Standards (Impact of ECE).

For the purpose of reporting in accordance with the GRI Standards, the following topics were determined to be material based on the materiality assessment: anti-corruption and compliance, customer health and safety as well as their impact on the local community, energy efficiency, renewable energy, and emissions.

### IMPACT OF ECE

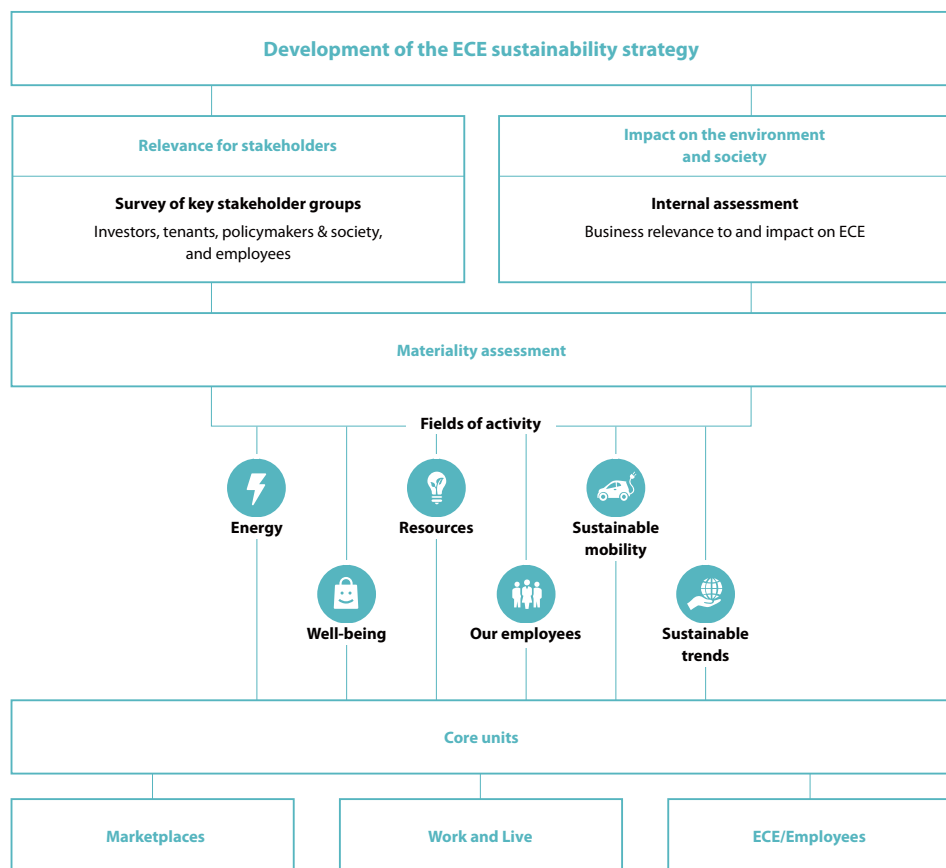


**STRATEGIC ACTION AREAS**

ECE's sustainability strategy is intended to provide long-term guidance and takes into account the expectations of external and internal stakeholder groups (investors, tenants, policymakers, society at large, as well as the company's own employees).

Six strategic fields of activity apply to these core areas: energy, resources, sustainable mobility, well-being, employees, and sustainable trends.

Development of the strategy took ECE's "Marketplaces" as well as "Work and Live" business units into account, as well as overarching issues relevant to the "ECE Group and its employees."



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**TOPICS WITHIN THE FIELDS OF ACTIVITY**

Within the sustainability strategy's six strategic fields of activity, ECE has identified various sustainability topics, see the table below.

Energy	Resources	Sustainable mobility	Well-being	Our employees	Sustainable trends
Monitoring energy consumption	consumption	Monitoring sustainable mobility services	Improving the visitor experience	Health management	Flagship projects
Measures to increase energy efficiency	Reduction measures	Promoting sustainable mobility options for visitors to the centers	Barrier-free property design	Health management	Current trends
Use of energy from renewable sources	Promoting circular economy approaches (e.g. plastics)		Improving indoor air quality	Promoting social engagement	

**GOALS**

In accordance with the six strategic fields of activity, ECE has defined specific sustainability goals in the three core areas Marketplaces, Work and Live, and ECE/Employees. A selection of these goals is listed below.

**MARKETPLACES**

Among other goals, this includes a significant reduction in carbon emissions by 40% compared to the 2019 baseline, the use of green electricity at all of ECE's shopping centers, and the energy certification of the buildings. Furthermore, all of the shopping centers should be equipped with charging infrastructure for electric vehicles and offer more sustainable transportation options. In addition, building users will be integrated into ECE's climate change mitigation measures even more closely by means of lease contracts that comply with the Green Lease standard.

**ECE/EMPLOYEES**

Similarly, ECE intends to achieve a 40% reduction in carbon emissions at its campus compared to the 2019 baseline, increase energy efficiency, and expand the share of energy procured from renewable sources. In the future, all ECE suppliers will need to comply with revised environmental and social standards. ECE also aims to develop a diversity strategy, provide ergonomic workstations to its employees, expand health days for the workforce, and promote employees' social engagement.

**WORK AND LIVE**

In addition to a climate-friendly energy concept, LED lighting concepts, and the assessment of preliminary designs for solar power systems in new construction projects, it will also become standard practice to evaluate the feasibility of green roofs and facades. Furthermore, in addition to installing a charging infrastructure for electric vehicles, the use of sustainable building materials and wooden structures also play an important role.

# OUR EMPLOYEES

## EMPLOYEES BY TYPE OF EMPLOYMENT (AS OF DECEMBER 31)

Number of ECE employees	2019	2020
Full-time, total	2,571	2,537
Full-time, women	1,025	1,009
Full-time, men	1,546	1,528
Part-time, total	719	653
Part-time, women	664	612
Part-time, men	55	41
Inactive, total	131	138
Inactive, women	106	110
Inactive, men	25	28
Permanent contract, total	3,219	3,222
Permanent contract, women	1,654	1,652
Permanent contract, men	1,565	1,570
Temporary contract, total	202	106
Temporary contract, women	141	79
Temporary contract, men	61	27
<b>Number of ECE trainees</b>	<b>2019</b>	<b>2020</b>
Women	21	11
Men	8	1
Total	29	12

## EMPLOYEES BY REGION (AS OF DECEMBER 31)

Number of ECE employees	2019	2020
National	2,584	2,512
International	837	816
At headquarters	1,363	1,315
Total workforce	3,421	3,328
Women	1,795	1,731
Men	1,626	1,597

## EMPLOYEE AGE STRUCTURE (AS OF DECEMBER 31)

Number of ECE employees	2019	2020
Over 50 years of age	1,049	1,092
30–49 years of age	1,986	1,913
Under 30 years of age	386	323

## NEW EMPLOYEES BY REGION AND GENDER (ANNUALIZED)

ECE hired a total of **246** new employees in **2020** (2019: 411), while **348** left the company (2019: 457). The turnover rate stood at **10.1** percent (2019: 13.1 percent).

> *GRI 102-41*

ECE offers its employees a company pension plan and a group accident insurance policy including disability and invalidity coverage for employees in specific positions. Employees with temporary contracts can also participate in the company pension plan. The company does not have any employees subject to collective bargaining agreements.

Number of ECE employees	2019	2020
New hires, women, national	140	94
New hires, men, national	135	98
New hires, women, international	84	37
New hires, men, international	52	17
New hires, women, headquarters	85	39
New hires, men, headquarters	67	51
New hires, women, total	224	131
New hires, men, total	187	115

## EMPLOYEE DEPARTURES BY REGION AND GENDER (ANNUALIZED)

Number of ECE employees	2019	2020
Departures, women, national	144	155
Departures, men, national	133	120
Departures, women, international	88	42
Departures, men, international	92	31
Departures, women, headquarters	73	90
Departures, men, headquarters	61	27
Departures, women, total	232	197
Departures, men, total	225	151

## DEPARTURES BY AGE STRUCTURE (ANNUALIZED)

Number of ECE employees	2019	2020
Departures, national	277	275
Over 50 years of age	83	94
30–49 years of age	156	130
Under 30 years of age	38	49
Departures, international	180	73
Over 50 years of age	11	8
30–49 years of age	130	41
Under 30 years of age	39	24
Departures, headquarters	133	117
Over 50 years of age	30	38
30–49 years of age	84	56
Under 30 years of age	20	23

## TURNOVER RATE (ANNUALIZED)

Rate [%]	2019	2020
Employee turnover, national	10.7%	10.5%
Employee turnover, international	20.4%	8.9%
Employee turnover, total	13.1%	10.1%

## SICK LEAVE RATE (ANNUALIZED)

Rate [%]	2019	2020
Sick leave rate, national	3.6%	2.8%

## PARENTAL LEAVE (ANNUALIZED)

Number of ECE employees	2019	2020
On parental leave, total	220	198
– Women	170	165
– Men	50	33
Returned from parental leave	203	185
– Women	157	153
– Men	46	32
Return rate, women	92.4%	92.7%
Return rate, men	92.0%	97.0%
Returned from parental leave and were still with the company after 12 months	197	170
– Women	154	140
– Men	43	30
Retention rate (women)	90.6%	84.8%
Retention rate (men)	86.0%	90.9%

## WOMEN IN MANAGEMENT POSITIONS (AS OF DECEMBER 31)

Rate [%]	2019	2020
Women in management positions, total	27.1%	26.5%
Team leader	55.6%	53.7%
Technical Manager	0.8%	1.5%
HoD/CM	39.6%	37.4%
Director/Senior Director	16.4%	21.8%
Managing Director	28.6%	28.6%

## ENERGY & RESOURCES

Climate change not only poses major challenges for companies, it also affects every individual's quality of life – now and in the future. Real estate plays a key role in this regard. Buildings account for approximately one third of CO<sub>2</sub> emissions nationwide.

As an integrative part of urban planning, ECE wants to provide solutions to help cities achieve their climate change mitigation goals. In this context, energy efficiency plays an important role. After all, properties consume energy for heating and lighting as well as for ventilation and cooling. The ECE relies on numerous measures to increase energy efficiency. These include the use of modern lighting systems and intelligent lighting and ventilation concepts. The company's efficiency measures are backed up by comprehensive and continuously enhanced energy controlling activities, which makes energy consumption transparent. With the help of this system, ECE manages energy consumption efficiently and reduces emissions. Saving energy has been one of the company's key areas of activity for many years. ECE has introduced extensive measures to promote environmental management, contributing to the achievement of climate targets in the process. The company's shopping centers in Germany and its headquarters purchase certified electricity from renewable energy sources. In addition, the company plans to expand the sourcing of certified green power to its international locations.

To reduce the significant amount of energy required for artificial lighting and to save electricity, ECE relies on state-of-the-art lighting technologies. In this context, ECE engineers work closely with the Technical Managers at the centers. This makes it possible to combine the results of analyses and the development of innovative concepts with on-site experience and test them in the real world. As part of a pilot project, energy experts from ECE are working with the Technical University of Dresden and an engineering firm to develop an energy-related climate change mitigation roadmap. The objective is to identify energy-saving potential in order to determine whether and how the climate policy requirements applicable to shopping centers can be achieved by 2045.

Using the green lease framework, ECE is pushing ahead with additional sustainability measures in the lease areas. The *Sustainable Building Products in Tenant Fit-Out* handbook shows retail partners in the building how to install environmentally friendly materials and resource-friendly technology. In addition, ECE promotes forward-looking mobility concepts in urban areas by making spaces in its parking garages available for charging stations that shoppers can use to charge their electric vehicles.

### ENERGY CONSUMPTION

ECE tracks the energy consumption of its shopping centers and the company headquarters. A total of 94 shopping centers in Germany were included in the calculation of energy and emission data as well as water consumption. Due to the extraordinary year 2020, the consumption at both ECE headquarters and the shopping centers may deviate more sharply in a year-over-year comparison. This is due to the fact that large parts of the ECE

headquarters staff regularly work remotely as well as the implementation of short-time work schedules. The temporary closure of shopping centers during the pandemic may also result in deviations from the previous year's consumption figures.

CONSUMPTION DATA, ECE HEAD-QUARTERS, IN MWH	W2019	2020	DIFFERENCE TO PRIOR YEAR IN %
Electricity	2,822.71*	2,351.51	-16.7
District heating	4,224.90	3,379.92	-20
Natural gas	494.46	313.83	-36.5
Total	7,542.07	6,045.26	-19.9

The decrease in consumption is mainly due to the special circumstances caused by the pandemic. In the case of district heating, optimizations were also achieved through demand-based heating control.

\*The 2019 value was adjusted retroactively.

CONSUMPTION DATA, ECE CENTERS, IN MWH	2019	2020	DIFFERENCE TO PRIOR YEAR IN %
Electricity	315,334.15	288,287.97	-8.6
District heating	161,584.86	152,496.29	-5.6
Natural gas	65,170.309	69,509.173	+6.7

The figures are not adjusted for climate conditions. The decrease in consumption (electricity, district heating) is mainly due to the special circumstances caused by the pandemic. The increase in natural gas consumption is due to the inclusion of four new centers supplied with natural gas.

SPECIFIC CONSUMPTION, ECE CENTERS, IN KWH/M <sup>2</sup>	2019*	2020	DIFFERENCE TO PRIOR YEAR IN %
Electricity	116.67	96.56	-17.2
District heating	34.31	31.36	-8.6
Natural gas	41.85	37.46	-10.5

\*The 2019 values were adjusted retroactively.

Large-scale modernization measures and the installation of energy-efficient LED lighting are helping continuously reduce the amount of electricity consumed. All of ECE's shopping centers in Germany were powered by green electricity in 2020.

### GREENHOUSE GAS EMISSIONS

ECE has been purchasing electricity generated from renewable sources from certified suppliers since 2008. This applies throughout Germany to both the company's shopping centers and its headquarters in Hamburg. Reference values based on the German energy mix were used to calculate location-based greenhouse gas emissions (emission factors for gas, district heating, and electricity). The use of green power produces 0 kg of CO<sub>2</sub>. The market-based values for green electricity, which include the emissions generated by electricity production via hydropower, are shown separately.

T CO <sub>2</sub> EQUIVALENT, HEADQUARTERS	2019	2020	DIFFERENCE TO PRIOR YEAR IN %
<b>Scope 1</b>			
Natural gas	108.68	68.98	-36.5
<b>Scope 2</b>			
Electricity (market-based)	9.81*	8.17	-16.7
Electricity (location-based)	1,388.68	1,147.19	-17.4
District heating	1,242.94	1024.61	-17.6

\*The 2019 values were adjusted retroactively.

KG CO <sub>2</sub> EQUIVALENT/M <sup>2</sup> , HEADQUARTERS	2019	2020	DIFFERENCE TO PRIOR YEAR IN %
<b>Scope 1</b>			
Natural gas	19.38	12.30	-36.5
<b>Scope 2</b>			
Electricity (market-based)	0.19	0.16	-16.7
Electricity (location-based)	26.62	21.99	-17.4
District heating	26.70	22.01	-17.6

\*The 2019 values were adjusted retroactively.

T CO <sub>2</sub> EQUIVALENT, CENTERS	2019	2020	DIFFERENCE TO PRIOR YEAR IN %
<b>Scope 1</b>			
Natural gas	14,324.38	15,278.06	+6.7
<b>Scope 2</b>			
Electricity (market-based)	1,099.65	1,001.57	-8.9
Electricity (location-based)	153,835.89	140,641.40	-8.6
District heating	47,498.70	46,228.66	-2.7

Calculation based on national CO<sub>2</sub> emission factors

KG CO <sub>2</sub> EQUIVALENT/M <sup>2</sup> , CENTERS	2019	2020	DIFFERENCE TO PRIOR YEAR IN %
<b>Scope 1</b>			
Natural gas	9.20	8.23	-10.5
<b>Scope 2</b>			
Electricity (market-based)	0.41	0.34	-17.1
Electricity (location-based)	56.92	47.11	-17.2
District heating	10.09	9.51	-5.7

In 2020, all 94 centers were included in the calculation of green electricity figures. In 2019, 88 national centers were taken into account.

### WATER CONSUMPTION

ECE has implemented various measures to reduce water consumption both at its shopping centers and at its company headquarters – from water-efficient faucets to waterless urinals for new developments.

HEADQUARTERS	2019	2020	DIFFERENCE TO PRIOR YEAR IN %
Water consumption, absolute (m <sup>3</sup> )	20,063	14,503	-27.7
Specific water consumption (liters/employee)	14.90	10.82	-27.3

CENTERS*	2019	2020	DIFFERENCE TO PRIOR YEAR IN %
Water consumption, absolute (m <sup>3</sup> )	2,087,100	1,733,078	-17.0
Specific water consumption (liters/visitor)**	2.0	3.8	+47.4

\*The figures encompass a total of 88 centers. In the case of the remaining six centers, either consumption figures or visitor figures are not available. For 18 centers, either the 2019 values were used or consumption was extrapolated based on partial calculations.

\*\* Specific water consumption (liters/visitor) increased in relative terms due to the low number of visitors in 2020 as a result of the pandemic. The absolute values, on the other hand, decreased.

### ANNUAL OVERVIEW OF RECYCLED WASTE

ECE tracks its generation of the waste types scrap wood, plastic, glass, nonrecyclable waste, organic waste, paper, and electronic waste. ECE had already disposed of 267 printers and 1,675 monitors in 2019 as part of its digitalization efforts, resulting in an increase in electronic waste. In 2019, refurbishments at the company's headquarters and renovations on campus were also responsible for the further increase in waste generated in the previous year. To reduce the environmental impact of its use of copy paper, ECE completely switched to Blue Angel-certified printing paper in 2017.

TYPE OF WASTE (IN TONS)	2019	2020
Scrap wood	4.50	1.40
Nonrecyclable waste	22.28	19.17
Glass	3.56	3.57
Electronic waste	9.68	1.02
Plastic	14.85	4.26
Paper	12.79	9.07

# RESPONSIBLE CORPORATE GOVERNANCE

ECE's corporate values serve as the basic framework that guides the way employees interact with each other and with investors, tenants, and other business partners. The ECE Code of Conduct sets out binding standards of conduct for all ECE employees. Clear compliance requirements for management and employees that apply throughout the company help ensure compliance with laws and regulations, reduce risks, and increase the company's performance. These include, among others:

- Guidelines for donations and sponsorships
- Guidelines for handling grants
- Guidelines for reviewing business partners
- Corporate policy related to antitrust law

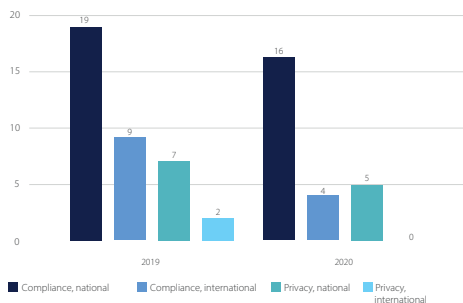
Any violations of the standards laid down in the ECE Code of Conduct can be reported by employees and external parties via a compliance hotline. ECE employees also have access to ECE's electronic whistleblowing system, which they can use to report any violations of the law or internal company policies – including anonymously, if they so desire.

Sustainability and compliance are both an integral part of ECE's corporate values, and are regularly addressed in management and employee training seminars. ECE developed interactive in-person training sessions to convey in-depth knowledge of the compliance policies to senior management and specialist departments with increased compliance risk, and these sessions have been held regularly for selected employees in Germany and abroad since 2013. In addition, every employee in Germany and abroad is required to complete an online training course on the rules laid out in the Code of Conduct. This interactive online training session features case studies and raises employees' awareness of compliance risks during ECE's day-to-day business.

Compliance is also a key element of the annual employee interviews that are conducted with all ECE employees. Guiding questions are used to discuss aspects of daily work relevant to compliance.

ECE introduced a compliance management system in order to implement the legal requirements and regulations, and this system was audited and certified by the Corporate Governance in der deutschen Immobilienwirtschaft (ICG) in 2014. The second and third audits, including subsequent certification by ICG, took place in March 2016 and November 2019.

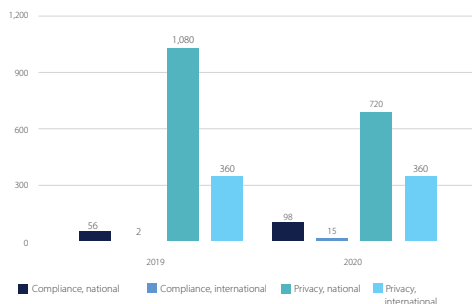
## NUMBER OF SUSPECTED CASES\* OR INCIDENTS\*\*



\*Suspected compliance case: any indication of possible unlawful behavior on the part of ECE employees or (external) third parties acting on ECE's behalf or instructed by ECE employees.

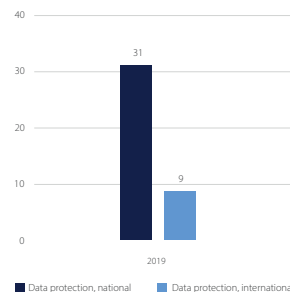
\*\*Data protection incident: detected violations of data protection law and/or internal data protection regulations.

## INQUIRIES\*



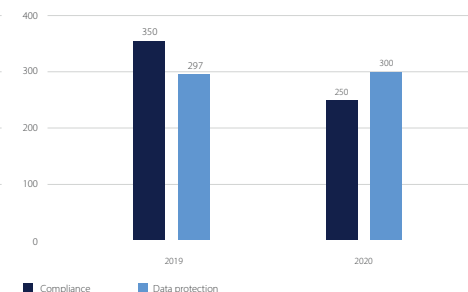
\*The focus of inquiries is on legal, contractual, and other matters specific to individual shopping centers. Since 2018, particularly in the context of asserting data subject rights under the General Data Protection Regulation. Furthermore, questions regarding the lawfulness of gifts/invitations and topics relating to conflicts of interest (compliance).

## ASSERTION OF DATA SUBJECT RIGHTS UNDER THE GENERAL DATA PROTECTION REGULATION\*



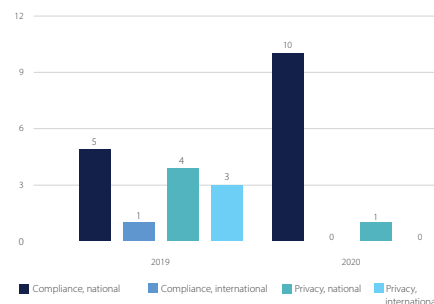
\*Includes requests for deletion of personal data in accordance with article 17 of the GDPR, objections to data processing in accordance with article 21 of the GDPR, and requests for information in accordance with article 15 of the GDPR.

## ONLINE TRAINING SEMINARS\*



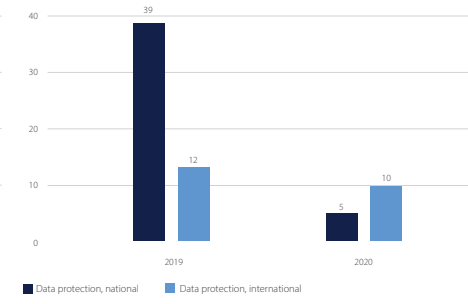
\*All new employees (including temporary campus staff) are trained online. Due to the development of a new training platform, these figures may deviate from comparison values from previous years.

## IN-PERSON TRAINING SEMINARS\*



\*In-person training seminars are only held for certain groups of employees (sections), usually based on risk potential aspects and/or in the event of a specific need (e.g. an increase in the number of suspected compliance cases in a section) and, if necessary, at the specific request of a section.

## NUMBER OF DATA PRIVACY AND IT SECURITY AUDITS AT CENTERS



Remote audits could only be carried out in the second half of 2020 due to the pandemic.

# WELL-BEING & SUSTAINABLE MOBILITY

From improving the overall visitor experience and indoor air quality to barrier-free building design and promoting sustainable mobility, sustainability aspects play an important role in the visitor experience at the centers.

Besides the economical use of building sites and land recycling, ECE's sustainability goals include the high durability and universal usability of buildings as well as their easy conversion and, if necessary, demolition. In addition, the use of environmentally friendly and non-hazardous substances and materials, comprehensive materials management, and the efficient use of energy also play an extremely important role.

At ECE, integrating sustainability aspects into every phase of the construction process is a key element of this strategy. After planning and building its shopping centers, the company remains active during their operation and assumes responsibility for the location. ECE pays particular attention to sustainability aspects during the construction and operation of new shopping centers as well as the modernization and expansion – i.e. the refurbishment – of its existing shopping centers.

ECE has published four handbooks on the sustainability aspects of shopping centers that have been adopted by the industry, and these serve as the basis for a comprehensive approach to sustainability. ECE actively involves tenants in this process and provides practical recommendations for ways to protect the environment and combat climate change. The handbooks, which were developed based on the results of workshops at the sustainability forum, include specific recommendations and checklists. The *Sustainable Shopping Centers* handbook serves as a guideline for the development of shopping centers from the planning stage onwards and outlines all of the sustainability measures that

are necessary during the development of a project. *Sustainable Operation of Shopping Centers* supplements the previous handbook and covers the work of Center Managers and Technical Managers. The *Electric Transportation* handbook provides information on the potential ways to integrate services related to charging stations for electric vehicles at the site, which the company plans to install at all of its shopping centers in 2025. The *Building Products for Tenant Fit-Out* handbook serves as a practical guide to designing stores in order to create environmentally and climate-friendly buildings.

Visitors can find information on sustainability, e.g. green electricity, sustainable mobility, intelligent lighting systems, or sustainable construction certificates, on the shopping centers' websites. Measures specific to individual centers, such as biodiversity conservation initiatives, are also presented on the websites.

ECE relies on internationally recognized certification systems to transparently present information on the quality of its buildings with respect to sustainability aspects. This includes certification by the German Sustainable Building Council (DGNB), which is awarded to both new buildings and buildings already in use. The certification system adopts a holistic approach, which covers not only environmental, but also social, economic, and technical criteria. Depending on the degree to which the building fulfills the DGNB's criteria, certification is awarded in bronze, silver, gold, or platinum. In addition to DGNB certification, ECE also relies on BREEAM certification for existing buildings and for buildings in other European countries. BREEAM is a certification system for buildings that is widely used on an international scale. In the BREEAM system, projects receive ratings that range from Pass, Good, Very Good, Excellent, to Outstanding.

## IMPACT ON HEALTH AND SAFETY

When constructing every new building and carrying out every major refurbishment, ECE assesses the potential for improvement in terms of sustainability. If possible, it has the positive performance of its buildings confirmed via recognized certifications. At the end of the reporting period, 87 of ECE's shopping centers, plus the basic

certificate not applicable to any particular location, had been awarded a main or pre-certificate from the German Sustainable Building Council (DGNB) or had been awarded BREEAM certification. These certifications guarantee that in addition to energy efficiency and other environmental aspects, sociocultural aspects have also been taken into account.

## CERTIFICATES RECEIVED IN 2020

### Shopping



+1 BASIC CERTIFICATE  
Please note that this refers to the certification of a process

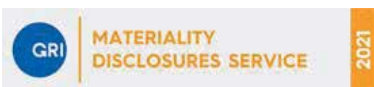
### Special properties and districts



### BREEAM® DE



# GRI CONTENT INDEX



This report was submitted to the GRI for review by the GRI Materiality Disclosures Service. The GRI Services team has confirmed that the materiality disclosures (GRI 102-40 – 102-49) are correctly positioned in the report.

Disclosure	Page number	Comment/omission
<b>GRI 101: Foundation 2016</b>		
<i>GRI 102: General Disclosures 2016</i>		
GRI 102-1: Name of the organization	p. 104	ECE Group GmbH & Co. KG
GRI 102-2: Activities, brands, products, and services	pp. 12 – 13	
GRI 102-3: Location of headquarters		Hamburg
GRI 102-4: Location of operations		Subsidiaries
GRI 102-5: Ownership and legal form		GmbH & Co.KG
GRI 102-6: Markets served		Subsidiaries and joint ventures
GRI 102-7: Scale of the organization	pp. 48, 65, 68	Success you can measure
GRI 102-8: Information on employees and other workers	p. 92	
GRI 102-9: Supply chain	pp. 91, 94	
GRI 102-10: Significant changes to the organization and its supply chain		None
GRI 102-11: Precautionary principle or approach	pp. 94, 96	
GRI 102-12: External initiatives	p. 98	
GRI 102-13: Membership of associations		Memberships
GRI 102-14: Statement from senior decision-maker	p. 3	
GRI 102-15: Key impacts, risks, and opportunities	pp. 6 – 11	
GRI 102-16: Values, principles, standards, and norms of behavior	p. 96	
GRI 102-17: Mechanisms for advice and concerns about ethics	p. 96	
GRI 102-18: Governance structure		Management Board and Supervisory Board
GRI 102-40: List the stakeholder groups	p. 88	
GRI 102-41: Governance structure	p. 92	
GRI 102-42: Identifying and selecting stakeholders	p. 88	
GRI 102-43: Approach to stakeholder engagement	p. 88	
GRI 102-44: Key topics and concerns raised	p. 89	
GRI 102-45: Entities included in the consolidated financial statements		Subsidiaries and joint ventures
GRI 102-46: Defining report content and topic Boundaries	p. 89	
GRI 102-47: List of material topics	p. 89	
GRI 102-48: Restatements of information		Emissions are reported for individual sites and markets. Retroactive adjustments were made.

Disclosure	Page number	Comment/omission
GRI 102-49: Changes in reporting	p. 89	
GRI 102-50: Reporting period		2019 – 2020
GRI 102-51: Date of most recent report		September 2020
GRI 102-52: Reporting cycle		Annual
GRI 102-53: Contact point for questions regarding the report	p. 104	
GRI 102-54: Claims of reporting in accordance with the GRI Standards		This report was prepared in accordance with the GRI Standards using the "Core" option.
GRI 102-55: GRI Content Index	pp. 100 – 103	
GRI 102-56: External assurance		None

## Material topics

### GRI 205: Anti-Corruption 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	p. 96	
GRI 205-2: Communication and training about anti-corruption policies and procedures	pp. 96 – 97	

### GRI 302: Energy 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	p. 94	
GRI 302-1: Energy consumption within the organization	p. 94	

### GRI 305: Emissions 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	p. 94	
GRI 305-1: Direct (Scope 1) GHG emissions	pp. 94 – 95	
GRI 305-2: Energy indirect (Scope 2) GHG emissions	pp. 94 – 95	
GRI 305-4: GHG emissions intensity	p. 95	
GRI 305-5: Reduction of GHG emissions	p. 95	

### GRI 306: Effluents and Waste 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	p. 95	
GRI 306-2: Waste by type and disposal method	p. 95	

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<b>Material topics</b>		
<b>GRI 401: Employment 2016</b>		
GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	pp. 7, 10, 80 – 83	
GRI 401-1: New employee hires and employee turnover	pp. 92 – 93	
GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 92	
GRI 401-3: Parental leave	p. 93	
<b>GRI 405: Diversity and equal opportunity 2016</b>		
GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	pp. 10, 42, 89, 91	
GRI 405-1: Diversity of governance bodies and employees	pp. 3, 12–13, 92	
<b>GRI 413: Local Communities 2016</b>		
GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	pp 49, 84–87	
GRI 413-1: Operations with local community engagement, impact assessments, and development programs	pp. 49, 84 – 87	
<b>GRI 416: Customer Health and Safety 2016</b>		
GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	P. 18–19	
GRI 416-1: Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	pp. 18 – 19	