

Hibernia

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— REIT —

Independent Assurance Statement

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TO: THE STAKEHOLDERS OF HIBERNIA

Independent assurance statement by Upstream Sustainability Services, JLL (“Upstream”) to the stakeholders of Hibernia concerning the data used in its 2022 Sustainability Report and GRESB submission for the period covering 1st January 2021 to 31st December 2021.

SCOPE OF WORK

Hibernia engaged Upstream to provide independent assurance of its energy, water and waste performance information, greenhouse gas (GHG) emissions, and social and governance performance measures relevant to its 2022 Sustainability Report and 2022 GRESB submission. Hibernia’s 2021 performance against its Net Zero Carbon Pathway target has also been assured. The engagement was Type 2 moderate assurance in accordance with the AA1000AS v3 standard which consisted of:

A. Evaluation of Hibernia’s adherence to the AA1000 AccountAbility Principles (AA1000AP 2018) of inclusivity, materiality and responsiveness.

B. Evaluation of the reliability of the specified sustainability performance information and associated data collection and management processes and systems

RESPONSIBILITY

The management of Hibernia is responsible for the completion of the 2022 Sustainability Report and all statements and figures contained therein. Upstream’s responsibility was to complete the assurance process, prepare this assurance statement and to provide a report on its findings for the management of Hibernia.

METHODOLOGY

Upstream undertook the following assurance activities:

- Interviewed:
 - Neil Menzies – Director of Sustainability
 - Thomas Edwards-Moss – CFO
 - John Cairns – Asset Manager
 - Dan Boyd – Head of Occupier Services
- Reviewed internal and publicly available information relating to the principles of inclusivity, materiality and responsiveness and drew upon information gathered in 2021 through interviews conducted with Hibernia staff;
- Discussed data, evidence and data issues with Hibernia data managers and users;
- Reviewed the approach to data collection, management and reporting.

LEVEL OF ASSURANCE AND LIMITATIONS

Upstream provided a moderate level of assurance which included desktop review, management and property level data verification and evidence gathering from internal sources and third parties. The verification did not include financial data, technical descriptions of, or information relating to, buildings or other information not related to sustainability.

The scope of our data testing was limited to the 2021 calendar year. We tested a sample of 216 data points from a total of 18 data sources (e.g. meters or waste disposal routes) from 11 properties within Hibernia that are reporting environmental data in their 2022 Sustainability Report, a sample of occupier controlled meters were also selected and assured. We also assured a selection of social and governance data by testing each metric reported. Progress against Hibernia's Net Zero Carbon Pathway target were included as part of the assurance process. The energy use intensity (EUI) calculation was reviewed (kWh/m²/yr) in relation to the percentage reduction against the baseline year (2019).

The scope of AA1000 Assurance is based on the amount of interaction and information provided. **A:**

EVALUATION OF HIBERNIA REIT'S ADHERENCE TO THE AA1000 ACCOUNTABILITY PRINCIPLES (AA1000AP 2018) OF INCLUSIVITY, MATERIALITY, RESPONSIVENESS, AND IMPACT

Based on the scope of work described above, nothing has come to our attention to suggest that Hibernia did not adhere to the majority of the criteria under the principles of inclusivity, materiality, responsiveness and impact for 2021.

INCLUSIVITY - HOW THE ORGANISATION ENGAGES WITH STAKEHOLDERS AND ENABLES THEIR PARTICIPATION IN IDENTIFYING ISSUES AND FINDING SOLUTIONS

Hibernia have demonstrated the integration of stakeholder engagement into strategy and decision making across the organization. Key stakeholders have been identified as being both internal and external including occupiers, employees, suppliers, and local communities. Internally, the Sustainability Committee continues to facilitate cross functional engagement on sustainability issues and is made up of representatives from across the business. The Board have overall responsibility and oversight of sustainability issues and there are governance structures in place to ensure that stakeholder expectations are understood and accounted for in ESG related decision making. Hibernia's Sustainability Policy outlines the businesses commitment to stakeholder engagement as a means of ensuring that material issues are considered and communicated effectively. Ongoing communication with investors is used to understand client expectations and enable the business to respond appropriately.

Information on sustainability strategy, areas of focus and industry initiatives and trends are communicated via a number of different formats, including regular all-team meetings, training sessions and the distribution of relevant articles and newsletters. Employees are encouraged to share best practice between teams and to work with tenants on sustainability initiatives. At the asset level,

communication with building management teams and occupiers helps ensure that they are engaged with business level sustainability strategy and provides a bottom-up involvement in the process of responding to material issues.

MATERIALITY – HOW THE ORGANISATION DETERMINES THE RELEVANCE AND SIGNIFICANCE OF AN ISSUE TO ITSELF AND TO ITS STAKEHOLDER

Hibernia undertook its first Materiality Assessment in 2020 and intend to conduct regular re-assessment to ensure that its sustainability program remains responsive to market trends and the expectations of stakeholders. A second assessment was undertaken by an independent consultant in 2022 which involved stakeholder engagement, peer review, and an assessment of compliance obligations. Hibernia have demonstrated the implementation of an ongoing materiality determination process. This is supported by the Risk and Compliance Committee who are responsible for reviewing emerging and principal sustainability risk. Hibernia have also engaged with external consultants to support the identification of issues and the determination of their relevance. This process is supported through industry engagement with organizations such as the Better Buildings Partnership, The World Green Building Council, GRESB etc. By having an in-house Director of Sustainability and a network of sustainability professionals that contribute to its ESG strategy, Hibernia have demonstrated the relevant competencies and resources to integrate assessment processes and implement actions to manage ESG risk and opportunity.

RESPONSIVENESS – HOW THE ORGANISATION RESPONDS TO STAKEHOLDER ISSUES AFFECTING SUSTAINABILITY THROUGH ITS PERFORMANCE, ACTIONS, DECISIONS AND COMMUNICAITON

Hibernia continue to communicate climate-related activities and performance by disclosing relevant consumption metrics and emissions data across its portfolio of assets. Stakeholder reporting is comprehensive and makes use of suitable reporting principles and guidelines, supporting the comparability of information. Hibernia's response to stakeholder issues is maintained by a well-developed sustainability governance structure which helps ensure that the necessary competencies and resources are provided to respond appropriately to material topics. Internally, communication of key issues and performance is enabled through regular team catch-ups, Hibernia regularly circulate ESG information throughout the organization, and have supported apprenticeship/internship schemes to increase awareness of sustainability and to enable stakeholders to support the development of responses to material ESG topics. There is evidence to demonstrate that Hibernia respond to issues in a way that considers the expectations of stakeholders including its Net Zero Carbon Pathway and Sustainability Statement of Intent at the whole organization level, and through communication with occupiers, suppliers and building management teams at an asset level.

IMPACT – HOW THE ORGANISATION MONITORS AND MEASURES THE EFFECTS OF ITS BEHAVIOUR AND PERFORMANCE ON THE ECONOMY, THE ENVIRONMENT, AND SOCIETY

Hibernia have a collection of processes in place to monitor performance and work towards the requirements of its sustainability strategy and associated policies. Progress is tracked against the activities it undertakes; annual targets are published demonstrating accountability to stakeholders in achieving its strategic ESG goals. Environmental impact is quantified in terms of utility consumption, and waste production data. Asset level performance is monitored via assessments and certifications and performance is benchmarked externally through Hibernia's involvement in reporting frameworks such as GRESB. Senior Management have direct oversight over Hibernia's process of evaluating and managing ESG impact via its Director of Sustainability, who reports performance to the Board on a quarterly basis. Although impact measurement is most well developed in relation to environmental aspects, progress is being made on understanding the social impact of assets and the business. Hibernia also regularly disclose social and governance metrics. Information on ongoing performance is made available via its corporate website.

OBSERVATIONS & RECOMMENDATIONS

- Hibernia demonstrate efforts to understand and respond to sustainability issues in an inclusive way, guided by its Net Zero Carbon Pathway and Sustainability Statement of Intent.
- Hibernia demonstrate a process of ongoing materiality assessment, supported by relevant organisational processes and governance structures. Prioritisation of issues is supported by ongoing communication with investors, occupiers and through engagement with employees and service partners.
- A sound governance structure including input from the Senior Management team via Hibernia's Director of Sustainability and ongoing opportunities for knowledge sharing throughout the business, helps ensure that Hibernia maintain a good understanding of impact and is able to respond to stakeholder expectations appropriately.
- As Hibernia continue to develop their approach to measure the social impact of the business, it is recommended that response is validated with internal and external stakeholder groups.

The above findings and additional observations and recommendations have been presented to the Management of Hibernia in a more detailed management report.

B: EVALUATION OF THE RELIABILITY OF THE SPECIFIED SUSTAINABILITY PERFORMANCE INFORMATION AND ASSOCIATED DATA COLLECTION AND MANAGEMENT PROCESSES AND SYSTEMS

Based on the scope of work described above, nothing has come to Upstream's attention that causes it to believe that the specified 2021 energy (gas and electricity), water and waste performance information, GHG emissions and Social Governance KPIs are not fairly stated for Hibernia.

Based on the scope of work described above, nothing has come to Upstream's attention that causes it to believe that the 2021 progress against the NZC Target is not fairly stated for Hibernia.

Environmental performance data:

Energy: 9,439,727 kWh

Water: 10,041 m³

Waste: 263 tonnes

GHG: Scope 1: 1,164tCO₂e
Scope 2: 866 tCO₂e
Scope 3: 8,922.58 tCO₂e

EPRA Social and Governance Performance Measures:

Diversity-Emp: 31% (executive staff)
25% (all senior levels and Board)

Diversity-Pay: 168% (executive staff)
172% (all senior levels and Board)

Emp-Training: 21 (hours)

Emp-Dev: 89%

Emp-Turnover: 12% (new hires)
9% (turnover)

H&S-Emp: 0 (injury rate)
0 (lost day rate)
0.73% (absentee rate)

	0 (fatalities)
H&S-Asset:	100% (office portfolio)
	100% (residential portfolio)
H&S-Comp:	No instances of non-compliance (office portfolio)
	No instances of non-compliance (residential portfolio)
Compty-Eng:	31% (office portfolio)
	N/A (residential portfolio)
Gov-Board:	2 (total number of executive members)
	8 (total number of independent members)
	4.03 (average tenure in years)
	9 (total number with competencies relating to environmental and social topics)

OBSERVATIONS & RECOMMENDATIONS

- All evidence was provided promptly and in a format that was straightforward to understand, Hibernia staff were responsive and collaborative towards queries and requests for additional evidence/explanation.
- Scope 3 calculations were organised and easy to follow with sources of emission factors available.
- Please ensure queries are fully addressed in the first instance to avoid multiple follow-ups, such as providing all missing evidence where requested.
- It is essential that data is finalised and remains frozen once the assurance process has begun to ensure that the sample stays representative of the data being assured. Any changes to the data must be agreed prior to enacting them and clearly communicated.
- Social and governance data was well presented with easy to follow calculations, and evidence was made available on request.

The above findings and additional observations and recommendations have been presented to the management of Hibernia in a more detailed management report.

INDEPENDENCE OF ASSURANCE

Due to our expertise and experience with non-financial information, sustainability management and social and environmental issues, we have the competencies required to conduct this independent assurance engagement. We are bound by the JLL Code of Business Ethics and are independent as defined by AA1000AS V3.

Upstream is a consultant to Hibernia and provides support on their environmental, social and governance programme. The assurance team has not been involved in the delivery of these other services for Hibernia and we do not consider that there is any conflict of interest between these other services and this verification engagement



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