



DELIVERING  
LONG-TERM  
VALUE TO OUR  
STAKEHOLDERS

hibernia  
— REIT —

Sustainability Report 2020

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# WELCOME TO OUR 2020 SUSTAINABILITY REPORT

## SUSTAINABILITY HIGHLIGHTS OF THE YEAR

Appointment of Neil Menzies as Sustainability Manager

Carried out sustainability materiality assessment and corporate governance roadshow with investors

Alignment to the United Nations Sustainable Development Goals

**13%**

reduction in absolute energy consumption across total portfolio

**13%**

reduction in like-for-like Scope 1 and Scope 2 greenhouse gas (“GHG”) emissions intensity across our multi-let office portfolio

Measured impact of our Scope 3 GHG emissions for the first time

Zero waste sent to landfill

1SJRG development received LEED Platinum certification

**€349,000**

raised for Dublin Simon and other charities through Dragons at the Docks 2019



**“The sustainability priorities we had previously identified remain broadly relevant and are now aligned with the UN SDGs.”**

### Welcome to our Hibernia 2020 Sustainability Report (the “Report”).

Sustainability is an integral part of our strategy and something we believe is crucial to achieving our target of delivering long-term value for our stakeholders. Our ambition is to make Hibernia a leader in sustainability in Ireland, both in the property sector and more broadly, and we set out how we plan to achieve this, and our progress to date, in the following pages.

As we prepared this Report, the COVID-19 pandemic was affecting the health of people around the world and causing serious market disruption. Very few of our stakeholders, from investors to tenants through to our local communities, will not be impacted by the pandemic and we have been working hard to support them. We have provided funding to support local charities and community organisations in giving much needed care and assistance for the vulnerable in our communities and have made available some vacant residential units on a pro-bono basis to medical professionals who have returned to Dublin to help in hospitals. Our teams will continue to adapt and support our stakeholders as the COVID-19 situation develops over the coming months, ensuring that our buildings meet the needs of the post COVID-19 world. Please refer to our 2020 Annual Report (page 15), available on our website for further discussion on the impact of COVID-19 on the business.

LOOKING AHEAD

**New real-time energy monitoring system being installed which should enable further improvements in portfolio energy efficiency**

**Completion of 2 Cumberland Place development – expecting LEED Platinum certification**

**Full disclosure of Scope 3 GHG emissions**

**Increasing interaction with tenants and suppliers on sustainability matters**

**Assessing net zero carbon pathway for the portfolio in line with the Science Based Targets initiative**

**Obtain ISO 14001 and ISO 45001 certifications**

**Start reporting to CDP in 2020 under the climate change questionnaire**

AWARDS



**Three green stars with an overall score of 75% (+17pp on prior year)**



**EPRA sBPR – retained Gold Award in 2019 based on our Sustainability Report**



**WiredScore – proportion of portfolio certified to WiredScore standard as at 31 March 2020 now 74%**



**LEED Platinum certification for 1SJRQ, now home to HubSpot**

Notwithstanding the interruption caused by the pandemic, the conversation around sustainability continues to intensify as the risks of climate change and the impact it may have on all aspects of life are increasingly recognised. We are seeing it within our business: both occupational and investment markets are focussing more on sustainability, and we expect there will be commercial consequences for good or poor performance in this area in future.

Since our first standalone Sustainability Report last year, we have taken the important step of creating a full-time Sustainability Manager position – the first within an Irish property company, we believe – and we are delighted that Neil Menzies joined us in this role in January 2020. He is responsible for all aspects of our sustainability agenda, including:

- Evolving our Sustainability Policy and Sustainability Strategy
- Improving the environmental performance of our portfolio (existing and new)
- Embedding sustainability across all parts of the business
- Engaging with our tenants and other stakeholders on sustainability matters
- Improving and broadening our sustainability reporting

Since Neil joined, we have been looking closely at our sustainability priorities in the context of the views of our stakeholders and wider sustainability frameworks:

- We held another Corporate Governance roadshow in February 2020 (with ‘virtual’ meetings this year), offering our major shareholders the opportunity to meet Danny Kitchen (Chairman), Roisin Brennan (independent Non-Executive Director), and Sean O’Dwyer (Company Secretary and Risk & Compliance Officer)
- We undertook a materiality assessment in which we sought the views of our key stakeholders in determining the environmental, social and governance (“ESG”) issues for Hibernia that are of greatest importance (read more on pages 10-11)
- We have aligned our sustainability priorities with the United Nations Sustainable Development Goals (“UN SDGs”) for the first time (read more on pages 12-13)

Pleasingly, the feedback we have received through this process has been positive about our sustainability efforts to date. The sustainability priorities we had previously identified remain broadly relevant and we have aligned them with the UN SDGs. What our engagement process has reiterated to us is the importance of continuing to evolve and improve our sustainability programme and performance.

As well as continuing to report our performance data under the European Public Real Estate Association (“EPRA”) Best Practices Recommendations for Sustainability Reporting (“sBPR”) and GRESB (formerly the Global Real Estate Sustainability Benchmark), we also intend to start reporting to CDP (formerly the Carbon Disclosure Project) in 2020 and are considering incorporating the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”) into our business and sustainability strategies from 2021 onwards.

Our sustainability performance improved again in 2019 and we are making good progress against the targets set out in the five key principles of our Sustainability Strategy. Under the EPRA sBPRs (see pages 34 to 40), we have reduced greenhouse gas emissions by 13% on a like-for-like basis across our managed office portfolio, energy consumption by 13% on a like-for-like basis across our total portfolio and maintained the proportion of waste recycled at 58% with the remaining waste recovered through energy generation. We were again awarded Gold by EPRA for the quality of our disclosures. We also made our first public submission to GRESB, improving our score by 17 percentage points over 2018 and receiving a three star award, which we hope to improve further in 2020. These are excellent results and are testament to the hard work of our property, building management and asset management teams.

Looking ahead, we are excited about the opportunity for us to reduce our environmental impact and improve our performance further. As well as reporting to CDP and considering incorporating the TCFD recommendations into our strategies as mentioned above, we are assessing pathways to net zero carbon for the entire portfolio to align with the target of limiting global warming to 1.5°C as recommended by the Intergovernmental Panel on Climate Change (“IPCC”) in 2018. We are in the process of implementing a new energy management system which will allow us to receive real-time consumption data for our managed buildings and should enable us to further enhance environmental efficiency. We are also assessing our future development projects for improvements we can make and we will be working more closely with our tenants and suppliers to reduce their environmental impacts, too.

I hope you enjoy reading this Sustainability Report and we will be pleased to receive any feedback you have.

**Kevin Nowlan**  
Chief Executive Officer

# OVERVIEW OF THE BUSINESS

## WHO WE ARE

We are the largest Irish real estate investment trust ("REIT"), owning a property portfolio worth €1.5bn all of which is located in Dublin and mostly comprises city centre offices. We are listed on Euronext Dublin and the London Stock Exchange.

## OUR PURPOSE

Our purpose is to improve the built environment in Dublin, primarily the stock of city centre offices, providing above average long-term returns for our shareholders and bringing benefits to all our stakeholders.

## WHAT WE DO

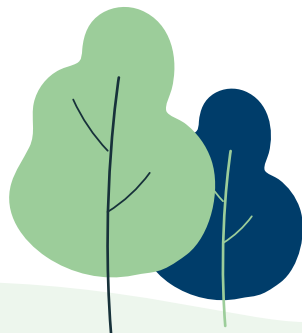
We use our knowledge and experience of the Dublin property market, together with modest levels of leverage, to upgrade buildings or deliver new ones at appropriate times in the property cycle and to grow our income through active asset management. We also recycle capital, selling assets with limited future potential and reinvesting in property with future (re)development opportunities. Our portfolio is mainly a mix of redeveloped properties held for income and assets held for future repositioning.

## HOW SUSTAINABILITY LINKS TO OUR BUSINESS STRATEGY

Sustainability impacts all parts of our business and is an integral part of our overall strategy. Improving the environmental efficiency of our portfolio is one of the priorities outlined in our Annual Report 2020 and sustainability performance also has a bearing on variable remuneration for Senior Management colleagues and certain other employees. As our investment and occupational markets are increasingly focusing on sustainability, so it is becoming an increasingly important component of our ability to deliver on our other strategic priorities. For example, some occupiers now set minimum sustainability standards for buildings they are prepared to rent, so our objective of increasing rental income and duration requires us to deliver and manage our buildings sustainably.



⊕ Read more at  
[www.hiberniareit.com](http://www.hiberniareit.com)



A YEAR OF GOOD  
PROGRESS ON ALL  
FRONTS

Portfolio value

€1,465m

LFL growth +2% 2019: €1,395m

Net debt

€241m

+11% 2019: €217m

Cash and undrawn facilities net of  
committed capital expenditure

€136m

-5% 2019: €143m

Net rental income

€58.6m

+10% 2019: €53.3m

EPRA EPS

5.5c

+40% 2019: 4.0c

EPRA NAV per share

179.3c

+4% 2019: 173.3c

Loan to value

16.5%

+0.9pp 2019: 15.6%

Total property return

5.9%

+1.5pp over benchmark  
2019: 11.6%, +4.1pp

Profit after tax

€61m

-51% 2019: €124m

Dividend per share

4.75c

+36% 2019: 3.5c

## HIGHLIGHTS AND ACHIEVEMENTS



### LEED Platinum

ISJRQ became our second LEED Platinum-certified building upon completion with over 110,000 sq. ft. across six floors. Our next building nearing completion and which is expected to achieve LEED Platinum certification is 2 Cumberland Place, with almost 60,000 sq. ft. of office space.

[+ Read more on page 24 to 25](#)

### Honey harvest

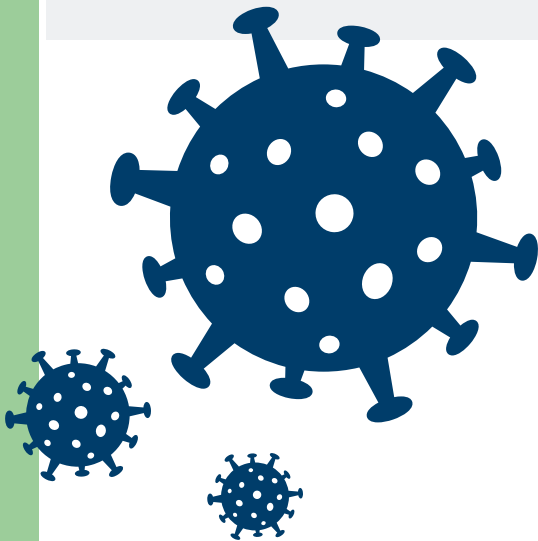
We now have six beehives installed across four buildings and in summer 2019 we shared the first honey harvest with tenants. The bees are a vital part of Dublin's ecosystem, pollinating local plants and encouraging biodiversity.



[+ Read more on page 22](#)

Number of beehives

6



### COVID-19 assistance

During the COVID-19 pandemic, we offered recently refurbished residential units that were still vacant at no charge to doctors and other medical staff who had returned to Dublin to assist in the provision of medical care in local hospitals. We have also provided funding to a local charity and community organisation involved in the provision of assistance to the vulnerable in our local communities.

[+ Read more on page 28](#)

### Culture

1WML's Townhall has a coffee shop open to the public and tenants with spaces for people to relax, hold informal meetings or avail of the public piano and games on offer. Having hosted three WindmillLive concerts during 2019, the Townhall has also been a venue for Culture Night Dublin 2019 and Open House. The documentary 'Windmill Lane' was screened for the first time in 2019 in the Townhall and tells how a warehouse in a corner of Dublin's docklands became a magnet for music and the arts. The space also offers tenants regular classes in yoga and self-defence alongside movie nights and wine tasting courses.

[+ Read more on pages 21 and 28](#)





People helped out of homelessness  
**27**

### Fighting homelessness

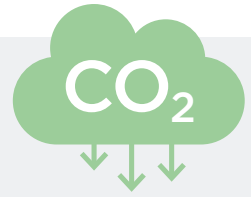
Through Dragons at the Docks, the event we helped fund and continue to support, we have helped secure funding for the development of 21 accommodation units, giving 27 people the opportunity to close the door on homelessness for good.

[Read more on page 29](#)

### Greenhouse gas emissions (“GHG”)

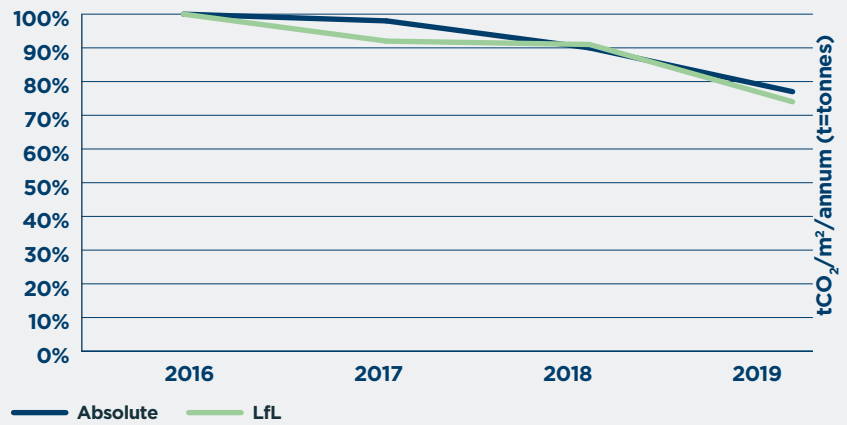
In 2019 we reduced our Scope 1 and 2 GHG emissions 13% like-for-like. We have determined our Scope 3 emissions for the first time in this Report with the intention being to set a net zero carbon pathway for the business.

[Read more on pages 20 and 21](#)



Scope 3 GHG emissions  
**22,000 tCO<sub>2</sub>e**

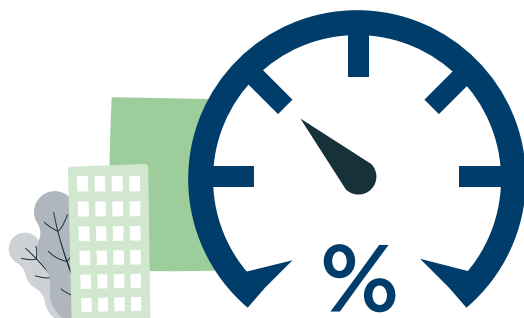
Carbon intensity reduction from 2016 through to 2019 (calendar years)



### Energy management and reporting

We have started rolling out real-time performance measuring and reporting of energy and resource use across our portfolio to help our teams optimise building performance and drive further efficiencies. Data collected will include electricity, gas, water and waste with a possible next step being the real-time monitoring of heating, ventilation and cooling plant and equipment as well as ambient conditions (CO<sub>2</sub>, humidity, temperature, lighting and occupancy) in tenant spaces.<sup>2</sup>

[Read more on page 22](#)



# SUSTAINABILITY AT HIBERNIA

**Our Sustainability Policy has been developed to ensure that Hibernia operates in a responsible and sustainable manner, having regard to its stakeholders and the environment. The Policy’s principles were reviewed in the light of our recent corporate governance roadshow and the materiality assessment carried out in 2020, and have been aligned with the UN SDGs.**



➕ Read our Sustainability Policy at [hiberniareit.com/sustainability](http://hiberniareit.com/sustainability)

## HOW WE DEFINE SUSTAINABILITY

The policy consists of five key principles which are embodied in our day-to-day business:

1. RESPONSIBLE ASSET MANAGEMENT
2. DELIVERING SUSTAINABLE BUILDINGS
3. POSITIVELY IMPACT COMMUNITIES
4. SUPPORTING OUR SUPPLIERS
5. DEVELOPING OUR EMPLOYEES

For each of the principles, we have a series of targets. These form our Sustainability Strategy.

➕ Read more about our targets on pages 20 to 33

## HOW WE MANAGE SUSTAINABILITY

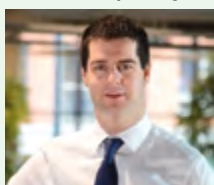
Hibernia’s Board has ultimate oversight for all aspects of the business, including sustainability. The Board reviews and approves the Group’s Sustainability Strategy, Sustainability Policy and other policies, and receives updates from the Sustainability Committee, which, along with other Executive Committees, meets at least once a quarter.

Day-to-day, Hibernia’s sustainability programme is run by Neil Menzies, our Sustainability Manager, with input and support as required from the CFO and other team members.

**Thomas Edwards-Moss**  
CFO



**Neil Menzies**  
Sustainability Manager



## OUR GOVERNANCE FRAMEWORK

### Board of Directors

Sustainability programme oversight

### Sustainability Committee

Sustainability programme implementation  
Chaired by CEO  
Attended by heads of departments and others

### Sustainability Manager

**Neil Menzies**

Management of the programme

#### Internal engagement

Asset management  
Development  
Finance and IR  
Governance and risk  
Investment  
Marketing  
Operations  
Events

#### External engagement

Charities  
Communities  
Consultants  
Educational institutions  
ESG ratings organisations  
Industry organisations  
Industry peers  
Investors  
Local authorities  
Suppliers  
Tenants

## Q & A WITH OUR SUSTAINABILITY MANAGER, NEIL MENZIES



### How have you found your first six months at Hibernia and what are you most excited about?

I've really enjoyed my time so far and the Company's open and collaborative culture. Hibernia has already achieved a lot, but what I am really excited about is the next stage. I will be helping to bring the Sustainability Strategy to the next level and setting new and ambitious targets, informed by new real-time performance data across our managed portfolio, whilst engaging with colleagues, tenants and suppliers to bring about meaningful change. These goals, as well as driving the climate change agenda to reduce the carbon impact of our business, really excite me. Hibernia is in a great position to be at the forefront of change in Ireland and I look forward to helping the Group achieve this.

### What do you see as being the key sustainability challenges?

As we emerge from the COVID-19 pandemic we need to develop a greater understanding of the major risks for our business, in particular climate change and how it impacts our assets and the needs and requirements of our key stakeholders, our investors and tenants. Only then can we develop efficient solutions to mitigate these risks and future proof the business. Achieving a meaningful reduction in our overall environmental impact is also dependent on the actions of our suppliers and tenants so we need to work closely with them in this, as well as other areas.

### To what level is sustainability embraced by Hibernia? Is there room for improvement?

I am pleased to say that sustainability is embraced across the organisation. For example, we had a very good level of engagement from our Non-Executive Directors in the sustainability materiality assessment undertaken to inform the latest strategy and we held, via conference call, another corporate governance roadshow earlier this year. Similarly, our building managers are enthusiastic about learning to make the operation of our managed buildings more efficient, driving down our carbon impact as they do so. The next

## “We consider climate change to be one of the principal risks to the business.”

level will be to set a framework for how we develop buildings more sustainably, working collaboratively with tenants to evolve our sustainability strategy and engaging suppliers to bring about new solutions and technologies that will support our staff in our efforts.

### What drives the emphasis on making a difference in your communities?

We are developing buildings that provide a unique user experience for our tenants but we have to be mindful of the impact that these buildings also have on the local community, from the disturbance that is caused during development right through to the potential for positive interactions and job creation once the building is open. The Windmill Quarter is a great example, where we have sponsored local sports teams and youth group trips, upgraded school facilities and made extensive improvements to the public realm making it a safer and more enjoyable environment in which to live. We have brought local school and university students into our IWML building to show them the finished product and unique design features. One of the five key principles of our Sustainability Policy is to positively impact communities and we must follow through on our commitment and strengthen our community engagement focus by getting all staff involved in the process. I look forward to further developing relationships with universities and outreach groups to support local employment initiatives for the property industry.

### Why has Hibernia chosen to align with the UN SDGs?

I have always been an advocate of the 17 UN SDGs and the role that business should be playing in working towards their 169



targets. By carrying out a sustainability materiality assessment and aligning our Sustainability Strategy with the SDGs, we are demonstrating our commitment to local and global change for the better. An added benefit is how well the SDGs resonate with staff, which will further assist with embedding sustainability within the organisation. You can read more about the SDGs and our alignment with them on pages 12 and 13.

### How is Hibernia addressing the issue of climate change resilience?

We consider climate change to be one of the principal risks to the business. We must fully understand the impact that we are having and the risk that climate change poses to us. We have reported our Scope 1 and 2 emissions for several years now and this year we are also disclosing our estimate of our indirect, Scope 3, emissions. The next step will be to assess pathways to net zero carbon for the business over the next 20 to 30 years, looking at how we remove, reduce and offset our emissions. Alongside this, we will assess the transition risks and physical risks of climate change with a view to adopting the TCFD recommendations.

### And what about your own approach to sustainability, outside of work?

I am passionate about living a sustainable life and believe that we can all do our bit to protect the environment and help to shape better communities. I have been keeping bees in my garden for three years now and have planted flowers and trees to attract not just the honey bees, but lots of other insects and wildlife vital for biodiversity. The honey that I harvest each year is enjoyed by my family and friends. I try to keep my travel-related emissions to a minimum, so I drive a fully electric car and take public transport to get to and from work. Producing your own food is also important and at home I grow my own vegetables and have chickens, whilst a number of years ago I was involved in the development of a community-based allotment project which now has over 300 plots. We can all do our part and have fun doing so.

## STAKEHOLDER ENGAGEMENT

Hibernia recognises the importance of stakeholder engagement in achieving its strategic priorities and ensuring the long-term success of the Group.

### How we engage with our stakeholders

We engage with our stakeholders via all media, including through roadshows, meetings, calls and written communications and on our website as well as social media platforms such as Twitter and LinkedIn.

### Listening to our stakeholders

Understanding views, perspectives, concerns and ideas from inside and outside the Group is vital to ensure we meet the changing needs of our stakeholders. Tenants are at the heart of everything we do and we use daily engagement and regular surveys to ensure that we proactively address any concerns they have.

### Hibernia's approach to stakeholder engagement

The purpose of the business is to create value not only for shareholders but also for the wider stakeholder constituency. To do this, the Group considers its investors, tenants, employees, suppliers and the communities it operates in when planning its strategy and operating its business. Stakeholder engagement and management are key ingredients for the Group's continued success.

Central to our property business is sustainability, not only as this is increasingly a focus of regulation around property development and management, but also because our business can make a positive impact on a sustainable future and our stakeholders care about our environmental credentials.

### What do they care about most?

- Fair pay
- Good working environment
- Clear communication
- Social network
- Opportunities for personal and community development

### How we engage

- Open communication channels
- Departmental meetings
- Regular townhalls
- Clear policies
- Formal review process
- Employee surveys

### How do we respond?

- Performance is rewarded
- Director for Workforce Engagement appointed
- New purpose-designed workspace in 1WML
- Active Social Committee

EMPLOYEES

### What do they care about most?

- Positive engagement
- Provision of retail, social and other amenities
- Improvement of environment
- Community support programmes

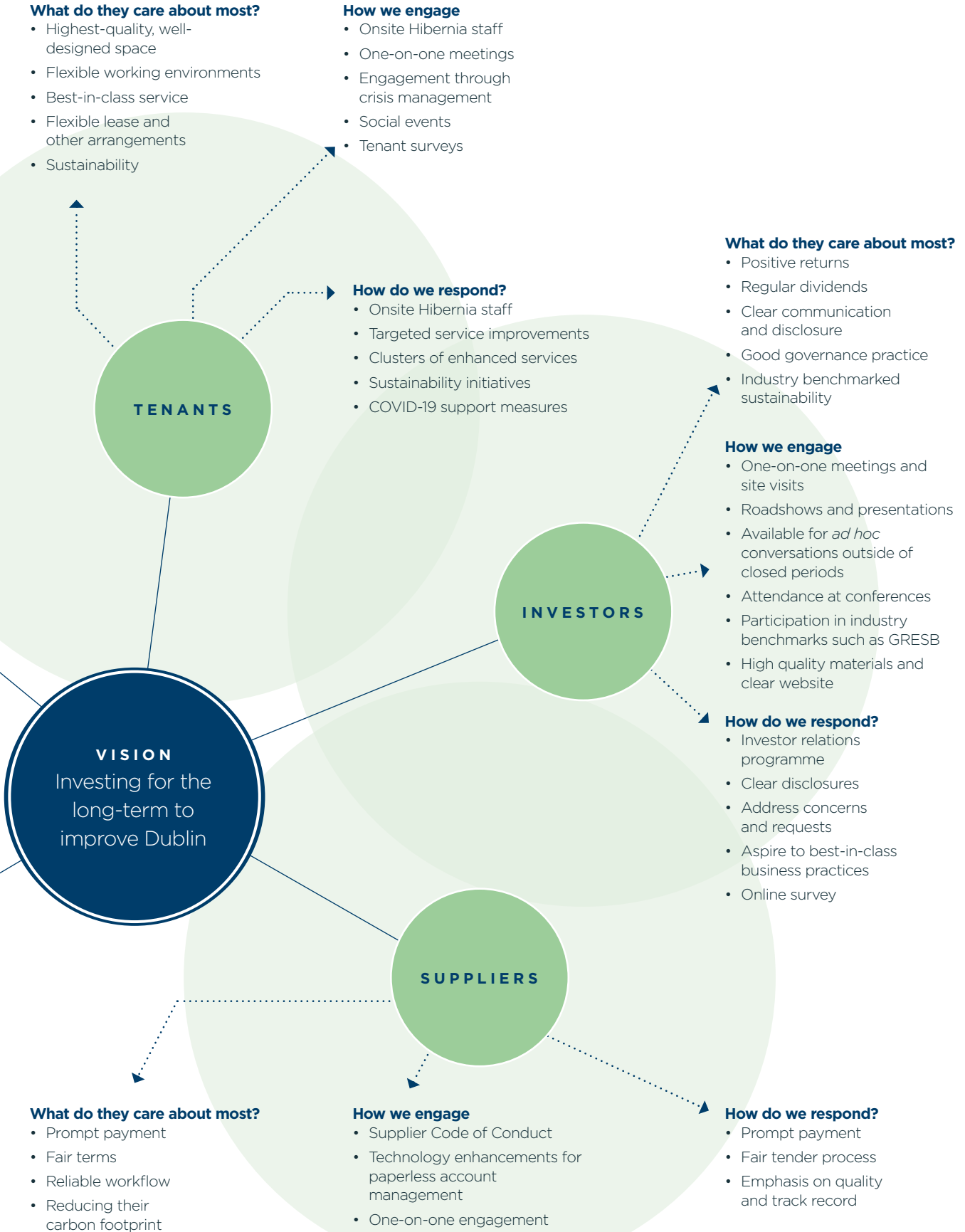
### How do we respond?

- Liaison during development projects
- Public realm improvements
- Quality buildings
- Preservation of historical features
- Charity events
- Local social events
- Sponsoring apprenticeships

COMMUNITIES

### How we engage

- Community liaison during developments
- Support local community projects
- Charitable events
- Social events



## MATERIALITY ASSESSMENT

**To better understand the sustainability issues, risks and opportunities that are most important to Hibernia and our stakeholders, we completed our first sustainability materiality assessment in 2020.**

Carrying out the assessment helped us identify and prioritise the ESG issues that matter most to our stakeholders. Identifying the importance of these issues involves, in part, reaching out to external stakeholders to capture their views as to what is most important for the Group from a sustainability perspective.

Stakeholder feedback helps us understand not only what we need to disclose in our Sustainability Reports, but informs our Sustainability Strategy, too.

The materiality assessment will be repeated every two years.

### OUR MATERIALITY ASSESSMENT WAS A THREE-STEP PROCESS:



#### 1. Identify focus areas

We started with a desktop review to establish the most relevant issues based on real estate sector specific ESG themes and the five key principles of our Sustainability Policy, as well as ESG topics across other industries and central to Dublin. Included in this review were industry standards, peer trends, the regulatory climate and the Global Reporting Initiative (“GRI”) best practice guidelines. From this initial review we were able to create a list of 25 issues for further consideration.

#### 2. Engage stakeholders

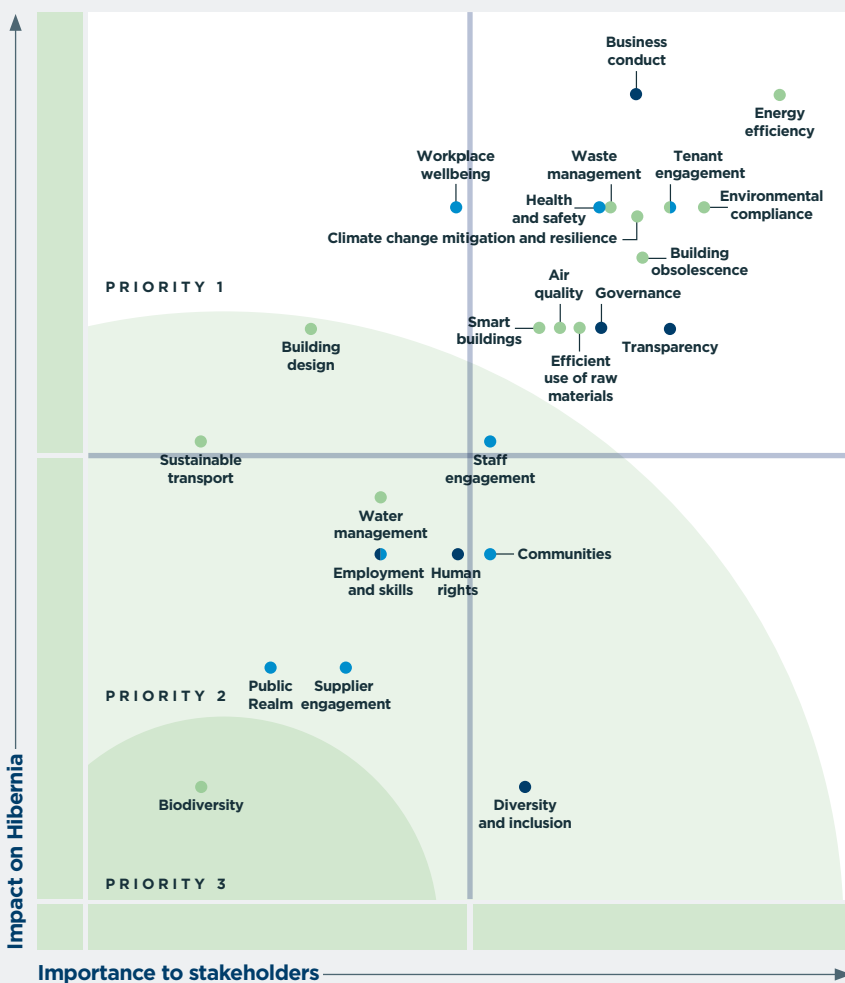
In order to substantiate the chosen 25 material issues, we contacted a number of key stakeholders including investors, our tenants, Directors and Senior Management to understand which topics they thought Hibernia had the most influence on and were important to them. The targeted engagement involved a number of online surveys that allowed the stakeholders to rank the level of importance of each material issue.

#### 3. Build a materiality matrix

The matrix was created by combining the results of the desktop review and the stakeholder engagement to rank all topics based on their importance to, and potential impact on, Hibernia and its stakeholders. The Hibernia Sustainability Committee reviewed the topics and approved the inclusion of them in this year’s Sustainability Report. The results of the review can be seen in the materiality matrix on the opposite page and are integrated within the Sustainability Strategy through alignment with the five key principles.

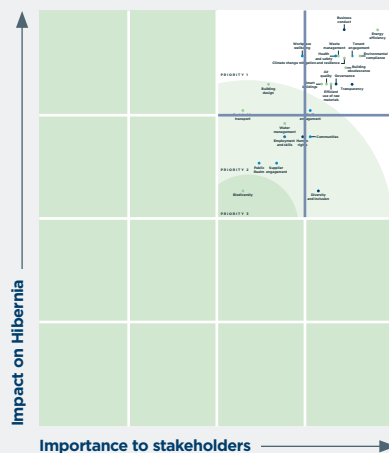
## MATERIALITY MATRIX

The chosen topics can be seen in the materiality matrix below and are integrated into the Sustainability Strategy through alignment with the five key principles.



**Key**  
 ● Environmental ● Social ● Governance

## GRAPH DETAIL



The materiality matrix is broken into three groups based on their level of priority:

### Priority 1:

Report on in detail and where possible include measurable KPI or goal and include external assurance

### Priority 2:

Report at least in narrative and wherever possible include a measurable KPI

### Priority 3:

Topic to be monitored and managed internally but no reporting required

# OUR ALIGNMENT WITH THE UN SDGS REFLECTS OUR COMMITMENT TO A SUSTAINABLE FUTURE

THE UN HAS ESTABLISHED THE UN SDGS THAT REPRESENT THE MOST SIGNIFICANT CHALLENGES AND KNOWLEDGE GAPS IN THE WORLD TODAY



## UN SUSTAINABLE DEVELOPMENT GOALS WITH RELEVANCE TO HIBERNIA

- 3 GOOD HEALTH AND WELL-BEING**

Ensure healthy lives and promote well-being for all at all ages
- 4 QUALITY EDUCATION**

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- 7 AFFORDABLE AND CLEAN ENERGY**

Ensure access to affordable, reliable, sustainable and modern energy for all
- 8 DECENT WORK AND ECONOMIC GROWTH**

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation
- 11 SUSTAINABLE CITIES AND COMMUNITIES**

Make cities and human settlements inclusive, safe, resilient and sustainable
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

Ensure sustainable consumption and production patterns
- 13 CLIMATE ACTION**

Take urgent action to combat climate change and its impacts
- 17 PARTNERSHIPS FOR THE GOALS**

Achieve greater results through collaboration with others



The UN SDGs are a set of 17 interconnected goals with 169 actionable targets designed to help our planet achieve an environmentally and socially sustainable future. The goals address the most pervasive global challenges, including poverty, quality of education, and climate change. As a property owner and developer, we are committed to doing our part in addressing the applicable UN SDGs in the local context.

Furthermore, the Business & Sustainable Development Commission estimates that there are business opportunities worth \$12tn tied to supporting and delivering the UN SDGs, making this a compelling growth and engagement strategy.

In 2020, as part of our materiality assessment, we asked our key stakeholders which UN SDGs they thought were most relevant to Hibernia and our Sustainability Strategy. We mapped those goals which had the most resonance and aligned most closely with our Strategy and how our sustainability priorities relate to those of the wider world.

We have aligned with the UN SDGs (listed opposite) where we believe we have a part to play in meeting the relevant targets, both directly through our products and services and indirectly through our tenants and suppliers and through other stakeholder engagement activities.

We will review our alignment with the UN SDGs every two years to ensure that our Strategy remains relevant, and report on how we impact the targets behind the goals.

## OUR CONTRIBUTION

We build and manage productive spaces for our tenants in which their employees are healthy and safe at all times. All of our new office buildings and refurbishment projects target LEED Gold or Platinum certifications. We run our 'Step Up' campaigns in all managed buildings and are implementing real-time performance monitoring within our buildings.

We engage with local communities and provide educational experiences where possible. We encourage our staff to engage in lifelong learning in the workplace. We have supported apprenticeship schemes and partner with universities and industry organisations to increase awareness of sustainability.

We procure only 100% renewable electricity and, where possible, generate renewable electricity from solar PV. We are putting in place systems to monitor the performance of our buildings in real time to minimise our consumption of resources as part of our sustainability culture and for the benefit of our tenants.

We have policies and codes of practice in place to protect human rights and ensure that we behave in a transparent manner, applying best business conduct practices in our dealings with our employees, our suppliers and our tenants at all times.

We work with our suppliers and the property industry to drive innovation in sustainable buildings and are committed to producing LEED Gold, or Platinum, certified office buildings utilising best practice building techniques.

We develop sustainable spaces and buildings that enhance the lives of our tenants and the local communities in which we operate. Our buildings are located close to sustainable transport modes and other amenities which support our local communities.

We work with our suppliers to minimise the environmental impact of our building projects and management processes and are committed to reducing the impact of the waste generated through our activities.

We are developing low impact buildings to LEED Gold and Platinum standards and are further reducing the climate impact of our buildings by assessing their embodied carbon and optimising their operational performance.

SDG 17 underpins all of our sustainability activities, from our work with suppliers through to our community engagement initiatives. A good example is our partnership with other property developers to raise money to combat homelessness through the Dragons at the Docks event annually.

## FUTURE PRIORITIES

- Gain LEED Platinum certification for 2 Cumberland Place
- Explore opportunities for LEED operations and maintenance certification
- Roll out real-time performance monitoring of buildings

- Create Community Engagement Charter
- Develop university partnership to advance the knowledge and skills of the future workforce

- Complete implementation of real-time monitoring of building consumption
- Assess opportunities for deploying solar PV panels on existing buildings
- Ensure all heating and cooling plant replacements are assessed for potential electric-only and renewable energy operation

- Continue to engage with staff and implement measures to improve working environment and culture where appropriate
- Roll out disability awareness training for all front of house staff
- Work with one major supplier each year to raise sustainability awareness and create innovative ideas

- Gain LEED Platinum certification for 2 Cumberland Place
- Implement smart technologies in the operation of all of our buildings, starting with full coverage real-time energy and resource consumption performance

- Create a Sustainable Development Brief for all new developments
- Create a Community Engagement Charter to include development phase engagement requirements

- Have suppliers complete sustainable procurement questionnaire prior to sign-up
- Create Sustainable Development Brief for all new developments

- Complete climate risk modelling to understand our resilience to climate change
- Assess pathways to net zero carbon for the portfolio
- Gain LEED Platinum certification for 2 Cumberland Place
- Develop Sustainable Investment Policy to include climate impact due diligence

- Work with the property industry to promote new and innovative building materials to reduce the carbon impact of our buildings and to develop innovation hubs for the testing of new technologies to reduce our operational carbon impact
- Collaborate with local university on biodiversity initiatives to create unique green spaces within our developments
- Work with Irish Institutional Property ("IIP") and its members to help achieve its policy priorities on sustainability
- Work with Smart Dublin to understand the latest smart/IoT technologies that could be utilised within the development/management of properties

# RISKS



## SUSTAINABILITY RISK FRAMEWORK

### Risk management structure

The Group’s risk management system involves designing, implementing, monitoring, reviewing and continually improving risk management processes. The risk management system’s inputs include all risks, processes and controls applicable to the Group. Quantitative and qualitative analyses are performed to identify and quantify the most important risks. The system’s outputs include a risk register, risk metrics, risk monitoring plan and risk tolerance limits. The Group’s risk management system and any updates to it are communicated to all relevant staff periodically and at least annually.

### BOARD

- Delegated responsibility for overseeing the effectiveness of the Group’s risk management and internal control systems to the Audit Committee
- Sets the Group strategy, including sustainability

### AUDIT COMMITTEE

- Responsibility for overseeing the effectiveness of the Group’s risk management and internal control systems
- Has oversight of the activities of the Risk & Compliance Executive Committee
- Reviews the Group’s emerging and principle risks
- Responsible for external reporting and oversight of audit and assurance processes

### SUSTAINABILITY COMMITTEE

- Meets at least quarterly (attended by members of the Senior Management Team and other executives)
- Reviews the Group’s emerging and principle sustainability risks at each external reporting date
- Ensures that the identified risks that may threaten the delivery of Hibernia’s Sustainability Strategy are adequately dealt with when setting the Sustainability Policy and Strategy
- Monitors progress with achieving our sustainability targets

### RISK & COMPLIANCE COMMITTEE AND OPERATIONAL MANAGEMENT

- Implements the risk management measures on a daily basis

## OPPORTUNITIES

In 2020 a risk framework review identified that during the lifetime of our existing and new buildings, there will likely be more frequent extreme weather events, such as severe storms and flooding, an increased risk of water shortages due to warmer and drier summer periods and an increased need for heating and cooling during such extreme weather events. The review acknowledged that climate change should be recognised as an emerging and principal risk.

**➕ Read more in our Annual Report 2020 on page 43**

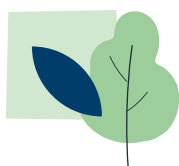
The Sustainability Committee recognises that not only is climate change a risk for the standing portfolio, but also for the business’s developments. Our planning in this area must take account of likely legislative developments.

In the near term, we aim to improve information and real-time consumption data capture across the portfolio that will empower our staff, and drive informed decision making around sustainability and how we tackle climate change issues. Where available, we will use smart technology to achieve this. Our development teams will integrate a formal policy on climate resilience and new builds and refurbishments, and our investment team will widen the scope of its due diligence activities for new acquisitions to include more ESG-specific requirements.

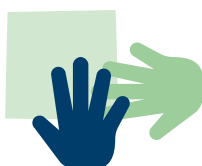
We are assessing a net zero pathway for the Group in the longer term that will ensure we concentrate on:

- Developing buildings with climate change adaptation measures incorporated from the design stage
- Ensuring our existing properties are as energy efficient and low carbon as practicable, aiming for net zero carbon
- Developing a green energy strategy that considers both onsite and offsite renewable electricity generation and renewable energy purchasing options
- Identification of preferred types of offset projects that suit our Sustainability Strategy

## ESG REPORTING



**ENVIRONMENTAL**



**SOCIAL**



**GOVERNANCE**

**A comprehensive ESG programme requires that ESG initiatives are measured and reported on in a transparent manner.**

We monitor our sustainability activity and review our progress and performance against our Sustainability Strategy through our Sustainability Committee meetings. To date, analysis of our buildings' environmental performance has been achieved through utilities invoice data but we are setting up a new system which will give us access to real-time consumption data and enable us to further optimise the performance of our buildings. In the first instance, this will focus on the landlord areas (i.e. common areas) of our buildings only, but we will also offer our tenants the opportunity to participate. The system will provide an overview of all environmental performance metrics and will assist in our ESG reporting activities.

We report annually on how we are progressing against our overall Sustainability Strategy in our Sustainability Report. The Sustainability Report is aligned with the EPRA sBPR reporting guidelines which are informed by the latest Global Reporting Initiative guidelines ("GRI Standard") and cover the ESG impact categories as confirmed by our materiality assessment.

We participate in the GRESB, the leading ESG assessment and benchmark for real estate globally that provides standardised and validated data to the capital markets.

In 2020 we intend to respond to the CDP for the first time and our 2021 Sustainability Report will discuss our inaugural CDP score.

We recognise the importance of disclosing accurate and reliable data as a public company, so our environmental performance data has been externally assured. We have engaged JLL Upstream to ensure that the data contained in our Sustainability Report and submitted to EPRA and GRESB is assured in accordance with the AA1000 AccountAbility Principles (AA1000AP 2018) standard. (read the independent verification statement on pages 44 to 46).

Our Sustainability Report and related information are published on our website and shared electronically with our stakeholders.

**➤ Read more about our ESG performance indicators and the initiatives we have in place to allow us to achieve them on pages 20 to 33**

## ESG RATINGS



In 2020 we will continue to implement sustainability initiatives that assist us in improving our GRESB score further, overseen by our Sustainability Manager with the support of the Sustainability Committee and the various teams. We will complete the resilience element of the GRESB questionnaire in 2020 prior to it being a mandatory section in 2021.



We retained our EPRA Gold Award in 2019 based on our Sustainability Report. This year we have made the decision to have our social and governance performance assured to ensure that we have 100% assurance coverage of our ESG performance. We have also aligned our strategy with the UN SDGs and carried out a materiality assessment to validate our material issues.



This will be the first year that we will report to the CDP and we look forward to reporting to our stakeholders how we have performed and what we intend to do to move us in the direction towards Leadership level on the CDP scoring ladder.

## POLICIES

**Hibernia has created a number of policy documents to ensure we act responsibly in everything that we do across all the material ESG issues identified by our stakeholders.**

These policy documents support our five key principles, laying out how we manage our Sustainability Strategy and implement our processes and procedures to improve our performance in an ethical and transparent manner. We review and amend our policies as our sustainability risks and material issues change, and develop new policies to assist our employees in meeting their own sustainability goals.



**Hibernia’s employees and suppliers are expected to support and adhere to these policies, which are available on our website at [www.hiberniareit.com/about-us/policies](http://www.hiberniareit.com/about-us/policies). Also see sections on “culture and people” and “ethics” on pages 76-77 and 83 respectively in the Annual Report 2020.**

### SUSTAINABILITY POLICY

The Sustainability Policy sets out our overarching commitment to sustainability and to ensuring that Hibernia operates in a responsible and sustainable manner, having regard to its stakeholders including investors, tenants, employees, suppliers, local communities and the environment. It details our statement of intent and the five key principles upon which our Sustainability Strategy is founded and which we will ensure are applied through the life cycle of our buildings.

The policy complies with the requirements of the ISO 14001 Environmental Management System standard.

Our Sustainability Policy can be found [here](#).

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### SUPPLIER CODE OF CONDUCT

Our Supplier Code of Conduct sets out the standards and principles for our suppliers to ensure safe and fair working conditions throughout the supply chain, ensuring our suppliers are aligned with the business values of Hibernia on environmental, social and ethical issues.

The Code sets out Hibernia’s expectations in relation to:

- Community
- Conflicts of interest
- Employment and labour practices
- Environment
- Governance
- Health and safety
- Payment practices
- Privacy
- Reporting

All our suppliers are expected to read, acknowledge and comply with the principles set out in the Code, though we acknowledge that they will apply to suppliers in different ways depending upon the nature of their business.

Our Supplier Code of Conduct can be found [here](#).

## HEALTH AND SAFETY POLICY

Our Health and Safety Policy details our commitment to implementing, supporting and continually improving health and safety systems and performance to ensure the safety of all our employees, tenants, contractors and visitors during development, refurbishment and ongoing management of our portfolio.

Our Health and Safety Committee oversees health and safety practices in the Group and monitors employee and contractor health and safety as well as other aspects.

The Policy complies with the requirements of the ISO 45001 Occupational Health and Safety Management System standard.

Our Health and Safety Policy can be found [here](#).

## MODERN SLAVERY POLICY

Hibernia's Modern Slavery Policy commits us to acting professionally and with integrity in all our business dealings and relationships. Our objective is to ensure that neither modern slavery nor human trafficking is taking place in any part of our business or supply chain. We have zero tolerance of violations of anti-slavery and human trafficking laws. All our suppliers are required to comply with our Supplier Code of Conduct which includes a commitment to abide by anti-slavery and human trafficking laws and regulations.

Our Modern Slavery Policy can be found [here](#).

## DIVERSITY AND EQUAL OPPORTUNITIES POLICY

Our Diversity and Equal Opportunities Policy commits Hibernia to providing equal opportunities to all our employees. We foster a culture that promotes fairness and in which advancement reflects ability, potential, performance and teamwork. The Group has established and maintains appropriate procedures so that employees who feel that they are being unfairly treated can have their complaints investigated. As part of our EPRA sustainability measures, we disclose gender diversity information.

Read more on pages 112 and 113 of the Annual Report 2020.

## BRIBERY AND CORRUPTION POLICY

Hibernia is committed to conducting all aspects of its business in a fair, open and honest manner and to never using bribery or corruption to gain an unfair advantage.

Our Anti-Bribery and Corruption Policy makes it clear that any form of bribery is never acceptable and will not be tolerated. The key principle is that gifts, benefits or inducements should neither be offered nor accepted if they create or appear to create an obligation, affect either party's impartiality or constitute an undue influence on a business decision.

Read more on page 83 of the Annual Report 2020.

Our Bribery and Corruption Policy can be found [here](#).

## REMUNERATION POLICY

The Remuneration Policy and its use of performance metrics appropriately supports long term shareholder value creation by incentivising sustainable performance consistent with the strategic drivers and appropriate risk management and aligning the interests of the Senior Management Team with shareholders. Amongst other things, the Policy details how sustainability performance has a bearing on annual bonus awards for Senior Management and certain other employees.

Read more on pages 106 and 107 of the Annual Report 2020.

Our Remuneration Policy can be found [here](#).



# SUSTAINABILITY: OUR FIVE KEY PRINCIPLES

The following table shows how each of our five key principles, their relevant material issues and the relevant SDGs relate to the overall business strategy.

THE FIVE KEY PRINCIPLES	MATERIAL ISSUES
<div data-bbox="145 775 296 920"> </div> <p><b>1 RESPONSIBLE ASSET MANAGEMENT</b></p> <p>We actively manage our buildings to minimise environmental impact while maximising asset performance and efficiency for our tenants and customers. Where possible, we adopt a “polluter pays” approach: we have set specific targets in this area to improve the performance of our buildings.</p> <p><a href="#">➤ Read more on pages 20 to 23</a></p>	<ul style="list-style-type: none"> <li>• Air quality</li> <li>• Biodiversity</li> <li>• Building obsolescence</li> <li>• Business conduct</li> <li>• Climate change mitigation and resilience</li> <li>• Energy efficiency</li> <li>• Environmental compliance</li> </ul>
<div data-bbox="145 1050 296 1196"> </div> <p><b>2 DELIVERING SUSTAINABLE BUILDINGS</b></p> <p>Through developments or refurbishments we seek to improve the built environment, providing sustainable new spaces for our tenants and customers that are integrated as part of sustainable local communities.</p> <p><a href="#">➤ Read more on pages 24 to 27</a></p>	<ul style="list-style-type: none"> <li>• Air quality</li> <li>• Biodiversity</li> <li>• Building design</li> <li>• Building obsolescence</li> <li>• Business conduct</li> <li>• Climate change mitigation and resilience</li> <li>• Communities</li> <li>• Efficient use of raw materials</li> </ul>
<div data-bbox="145 1326 296 1471"> </div> <p><b>3 POSITIVELY IMPACT COMMUNITIES</b></p> <p>We aim to make the local communities around our assets better places to live and work in through supporting the communities in which we operate and acting as responsible neighbours, always striving to develop and maintain good relationships.</p> <p><a href="#">➤ Read more on pages 28 and 29</a></p>	<ul style="list-style-type: none"> <li>• Air quality</li> <li>• Biodiversity</li> <li>• Communities</li> <li>• Employment and skills</li> <li>• Governance</li> </ul>
<div data-bbox="145 1601 296 1747"> </div> <p><b>4 SUPPORTING OUR SUPPLIERS</b></p> <p>We forge strong relationships with our suppliers, helping them to develop through long term partnerships, working together to ensure excellent health and safety performance and environmental protection.</p> <p><a href="#">➤ Read more on pages 30 and 31</a></p>	<ul style="list-style-type: none"> <li>• Business conduct</li> <li>• Climate change mitigation and resilience</li> <li>• Efficient use of raw materials</li> <li>• Employment and skills</li> <li>• Environmental compliance</li> </ul>
<div data-bbox="145 1877 296 2022"> </div> <p><b>5 DEVELOPING OUR EMPLOYEES</b></p> <p>We empower employees to meet their own goals and those of the Group by promoting an inclusive workplace in which the background and experience of all employees contribute towards greater levels of innovation and ultimately drives improved business performance.</p> <p><a href="#">➤ Read more on pages 32 and 33</a></p>	<ul style="list-style-type: none"> <li>• Business conduct</li> <li>• Diversity and inclusion</li> <li>• Employment and skills</li> <li>• Environmental compliance</li> <li>• Governance</li> <li>• Health and safety</li> </ul>

### THE RELEVANT SDGS

- Governance
- Health and safety
- Public realm
- Smart buildings
- Staff engagement
- Supplier engagement
- Sustainable transport
- Tenant engagement
- Transparency
- Waste management
- Water management
- Workplace wellbeing



- Energy efficiency
- Environmental compliance
- Governance
- Health and safety
- Human rights
- Public realm
- Smart buildings
- Staff engagement
- Sustainable transport
- Supplier engagement
- Transparency
- Waste management
- Water management



- Health and safety
- Public realm
- Transparency
- Waste management



- Governance
- Health and safety
- Human rights
- Staff engagement
- Supplier engagement
- Transparency



- Human rights
- Staff engagement
- Sustainable transport
- Transparency
- Workplace wellbeing





## RESPONSIBLE ASSET MANAGEMENT

### UN SDG ALIGNMENT

Our responsible asset management programme prioritises the efficient use of resources in the management of our buildings and the reduction of our environmental footprint alongside the provision of productive, healthy and safe spaces.



### WHY IS THIS IMPORTANT?

**At Hibernia, our goal is to manage and maintain our buildings in a manner that achieves the highest standards of sustainability and reduces our impact on the environment whilst positively contributing towards climate change adaptation and mitigation measures. At the same time, we manage and adapt our spaces in line with tenant expectations and prioritise tenant and building staff health and wellbeing.**

Key targets include reducing energy consumption and GHG emissions, delivering on the ambitions of our wellness campaign, managing waste responsibly and encouraging our tenants to follow suit. We continue to make good progress and are on track to meet or exceed all targets within the timeframes we have set.

## CARBON IMPACT OF OUR ASSETS

**As one of the largest commercial office owners in Dublin, Hibernia is committed to reducing GHG emissions across our portfolio.**

At Hibernia we have identified that climate change is a significant sustainability challenge to our business, Dublin and the global economy and have therefore recognised it as one of the principal risks in our business risk register. The IPCC suggests that in order to slow rising global temperatures, GHG emissions must be reduced and, in response, the EU Green Deal has introduced a deadline of 2050 for member nations to become net zero in terms of GHG emissions, with particular focus on the built environment. Ireland has shown its support for the EU Green Deal and has laid out a strategy in the Climate Action Plan 2019 to achieve its net zero carbon ambitions by 2050.

**➕ Read more about climate change risk on page 43 of the Annual Report 2020**

Hibernia’s office portfolio generates both direct and indirect GHG emissions through building operations. Direct emissions (Scope 1) are generated on site from the burning of fossil fuels for heating, cooling and hot water supply. Indirect emissions (Scope 2) are generated off site from electricity supplied by local utility providers. In addition to the emissions generated through building operations, there are other indirect upstream and downstream emissions (Scope 3) sources such as the embodied carbon of our developments, tenant electricity consumption, purchase of capital goods and services and business and employee travel.

At Hibernia, we reduce Scope 1 and Scope 2 emissions by optimising building operations, implementing intensive energy management programmes, and deploying capital investment in plant and equipment with lower associated embodied and operating emissions. Having assessed the impact of our Scope 3 emissions, we can now focus on reducing emissions that are outside our direct control by engaging with tenants and suppliers and assisting them in reducing the energy demand within their own spaces and organisations.



Since 2016, we have achieved a reduction of over 25% in GHG emissions intensity from landlord-obtained utilities in our offices on a like-for-like basis and a reduction of over 20% on an absolute basis, which demonstrates our ability to improve the performance of existing assets and develop leading-edge sustainable buildings.

### Tenant engagement on emissions reduction includes:

- Best practice awareness
- Data sharing through our new performance reporting
- Education
- Energy audits
- Green clause elements now standard in all new leases

**GREENHOUSE GAS EMISSIONS**



**SCOPE 1**  
Direct emissions

**SCOPE 2:**  
Indirect emissions

**SCOPE 3:**  
Value chain emissions

**Our plans to further reduce emissions associated with our assets and strengthen our commitment involve:**

- New 'Think Greener' campaign informed by the new real-time performance data management system
- Voluntary participation in CDP, which will evaluate our performance and risk management strategies in relation to climate change and demonstrate our commitment to emissions' management
- Building a database of tenants' Scope 2 energy consumption to develop full building performance data
- Assessing pathways for net zero carbon for the portfolio to include emissions removal, demand reduction and a communications plan to ensure the 'future proofing' of our assets
- Considering setting of science-based targets in line with the IPCC recommended 1.5°C warming scenario as a minimum level of ambition

**TENANT ENGAGEMENT**



**Collaborating with our tenants is advantageous for both tenants as well as our own business and sustainability.**

In 2019 we engaged further with our tenants through face-to-face meetings and a tenant survey that helped to inform the events and initiatives that we ran through our building management teams. We created bespoke events for our buildings, including:

- Wine and beer tasting evenings, and movie nights, for tenant staff in our Windmill Quarter Townhall
- Yoga, Taekwon-Do and HIIT classes for the health and wellbeing of staff across our portfolio

- Concerts and pop-up lunchtime music sessions in our Windmill Quarter Townhall
- Celebration activities for events such as Dublin Pride Festival and Independence Day

In our Windmill Quarter we launched a new website and app for all our occupiers, allowing them to keep up to date with the latest community news and events, to register their interest in events, or to book directly for social events and health and wellness activities.

We have continued to build on our successful wellness campaign, 'Step Up', with our new buildings rolling out the initiative. One unexpected but positive impact of the Step-Up campaign is that lift usage has dropped as more people are choosing to use the staircases, reducing the energy demand for the lifts.

Having listened to tenant concerns about improving recycling and waste management, we launched the 'Think Greener' campaign to inform and support customers and staff on environmental issues, in particular recycling in the workplace.

**HIGHLIGHTS**

Reduction in our LFL energy intensity (kWh/m<sup>2</sup>) for office portfolio

**13%**

Reduction in our LFL carbon intensity (tCO<sub>2</sub>e/m<sup>2</sup>) for office portfolio

**13%**

Waste recycling/composting rate in our like-for-like portfolio

**58%**

Solar PV solar generation

**10,745 kWh/yr**

New Sustainability Manager in place to drive performance

Green clauses now standard in all new leases

The focus of this campaign is to build awareness of:

1. The facts about recycling
2. How to recycle properly
3. The benefits of recycling properly

**"Our tenants are very much aware of the importance of providing their staff with a sustainable working environment, especially one that provides a positive health and wellbeing experience. We have been working closely with our tenants through sustainability meetings and tenant surveys and we have developed an offering of events and activities to match their expectations, the success of which is reflected in the attendance and engagement on our social media platforms."**

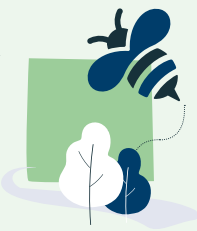
**Rory O'Neill**  
General Manager, Windmill Quarter

# 1: RESPONSIBLE ASSET MANAGEMENT CONTINUED

## A HIVE OF ACTIVITY: AN UPDATE ON OUR URBAN BEES

Over the last year we have installed six beehives across four of our buildings with the latest additions being two hives on our Docklands Central offices. The hives are managed by Bee Green Ireland, which undertakes regular inspections of the bees' health. The hives are harvested for honey twice a year with each hive producing up to 90 jars per harvest for distribution to people working in the buildings. In late summer 2019 we held our first honey harvesting demonstration in a tenant space within 1WML offices. Tenant staff saw how the honey is extracted before each taking a pot of the harvest home for themselves. The hives will also produce beeswax, which can be turned into body balm, lip balm and candles.

Our urban bees project has been a huge success. More tenants are asking to be involved as they understand the importance of building up Irish honey bee populations to support the All Ireland Pollinator Plan and the benefits of consuming natural local honey. In 2020 we plan to allow tenants more insights into their beehives through a research project with Bee Green Ireland. This will see the installation of cameras at hive entrances and in-hive colony health monitors to allow us to understand the condition of the bees and detect any deterioration. We will be able to share this information through building occupier apps and in real-time on information displays in reception areas.



## PERFORMANCE DATA MANAGEMENT

In 2019 we highlighted the need for a more evidence-based approach to sustainability to allow more proactive engagement with our stakeholders and further improvements in the performance of our assets.

To facilitate this, we have started rolling out real-time measuring and reporting of landlord utility consumption across our managed portfolio, which will see our entire landlord metering provision (electricity, gas and water) equipped and connected to our energy monitoring software. This will allow us to understand our energy baselines in more detail and give our building management teams the tools to respond to building conditions in real time by detecting irregularities and monitoring energy use in 30-minute intervals.

We have appointed an energy management and analytics service provider who will assist us in taking our work further. They will collate all data collected from the utilities alongside data for waste management and other relevant data points, building a cloud-based database and reporting platform. Working with our building management teams, the provider will identify usage trends and issues to help the teams optimise building performance and drive further efficiencies. Underpinning our use of technological solutions, we will also put in place energy management plans for a number of our managed properties which will enable us to monitor, measure and report the impact of our efficiency efforts. We look forward to reporting our progress.

We intend to offer the service to tenants so they can understand their electricity consumption in real time and where possible to monitor ambient conditions (CO<sub>2</sub>, relative humidity, temperature, light levels and occupancy levels).

## TARGETS AND PROGRESS

2019-20 targets	Target achieved
Continue progress towards target of 10% reduction in energy (gas and electricity) consumption across our multi-let investment portfolio on a like-for-like basis by the end of 2021 compared with our 2017 baseline.	
Continue progress towards target of 10% reduction in GHG intensity based on carbon emissions per unit of area on a like-for-like basis across our multi-let office portfolio by the end of 2021 compared with our 2017 baseline.	
Achieve improvement in our 2019 GRESB score when compared with 2018 results. Put in place initiatives to ensure further progress in the 2020 submission.	
Set new own office energy targets when office move completed.	
Achieve a recycling/composting rate of greater than 60% at properties where we retain management responsibility.	
Repeat tenant survey every year and implement recommendations where appropriate and through engagement with the tenants.	
Continue to set up environmental working groups for all new multi-let offices of over 25,000 sq. ft.	
Continue to ensure that the majority of our multi-let office portfolio and all major office developments are WiredScore certified and improve the score where possible in buildings scoring lower than Gold	

## Key



Met



In progress



Not met

## Progress

## 2020-21 targets

We achieved a 13% like-for-like reduction across our multi-let office portfolio on prior year: key initiatives in the year included replacement of chillers in two buildings, introduction of PV panels in one building and further building optimisation measures across the portfolio. Compared with our 2017 baseline we are now at a 15% like-for-like reduction and against our previous 2016 baseline we have achieved a 25% like-for-like reduction.

We achieved a 4% like-for-like reduction across our residential portfolio on prior year.

**Continue to reduce energy consumption across our multi-let investment portfolio on a like-for-like basis in 2020 and set longer term targets utilising the outcomes of analysis on science-based targets and possibly a net zero carbon pathway for the portfolio.**

In the year we achieved a 13% like-for-like reduction across our multi-let office portfolio on the prior year. The cumulative reduction against our 2017 baseline is 13% and 25% against our previous 2016 baseline.

**Continue to reduce GHG emissions intensity based on carbon emissions per unit of area on a like-for-like basis in 2020 and set longer term targets utilising the outcomes of analysis on science-based targets and potentially a net zero carbon pathway for the portfolio.**

Received a 2019 score of 75%, an improvement of 17 percentage points versus the previous year. We hope to see further progress in our 2020 score following various initiatives, including the recruitment of our full-time Sustainability Manager.

**Achieve improvement in our 2020 GRESB score when compared with 2019 results. Be in the second quintile of GRESB scores (four star rating) up from the third quintile in 2019 (three star rating).**

We moved into our new head office in 1WML in December 2019 and will use our 2020 consumption data to set targets for 2021 onwards.

**Use 2020 head office consumption data to set targets for 2021 onwards.**

Recycling rate for 2019 was 58%: 39% went to dry recycling and 19% for composting. New strategy for waste management to be developed during 2020.

**Achieve a recycling/composting rate of greater than 60% at properties where we retain management responsibility in 2020.**

Tenant survey completed in July 2019 with recommendations actioned by the Asset Management Committee and the Sustainability Committee, for example request for additional beehives and additional health and safety measures,

**Increase meetings with tenants on both sustainability and non-sustainability matters. Continue to undertake annual tenant surveys and implement recommendations where appropriate.**

No tenant environmental working groups took place during 2019. The new Sustainability Manager has been meeting tenants individually to forge relationships and gauge expectations.

**Continue to set up environmental working groups for all new multi-let offices of over 25,000 sq. ft. if appropriate.**

Eleven office buildings and one development are now certified, representing 74% of our in-place office portfolio certified by floor area (75% once 2 Cumberland Place is completed with an expected LEED Platinum certification). 52% of our in-place portfolio has WiredScore of Gold or better.

**Continue to ensure that the majority of our multi-let office portfolio and all major office developments are WiredScore certified and improve the score where possible in buildings scoring lower than Gold.**

**Hold one sustainability event for all tenants annually. Whether this is feasible in 2020-21 given COVID-19 remains to be seen.**

**Develop quarterly communication updates for all tenants on sustainability performance and initiatives.**

**Achieve and maintain ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System certification.**

2



## DELIVERING SUSTAINABLE BUILDINGS

### UN SDG ALIGNMENT

We design our buildings to be efficient, to meet the needs of our tenants and their employees and to improve the built environment of our home city, Dublin.



### WHY IS THIS IMPORTANT?

## Hibernia’s innovative and exciting developments set the standard for sustainability in Dublin.

We build and refurbish spaces that are well designed, allow for flexibility for our tenants, are efficient to operate and are supported by excellent facilities for their employees. We prioritise clustering where possible, maximising the value for our tenants by, for example, making the procurement and provision of services easier and more efficient.

Our development strategy means we can deliver the highest standards of buildings integrated into sustainable communities. This not only helps to attract tenants but does so on better terms.

Typical facilities at our clustered developments include shared meeting spaces for business and social events (the Townhall space at 1WML, for example), gyms, retail and food outlets, streetscaping, pooled shower and bicycle facilities and many other benefits that most tenants would be unlikely to be able to provide for their employees by themselves.



LEED Platinum targeted

58,000 sq. ft.

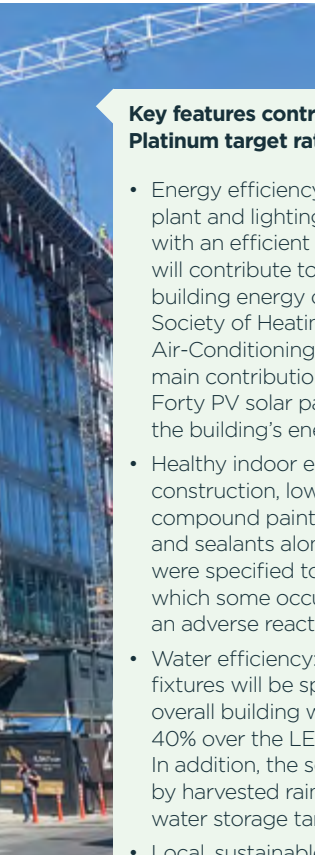
### 2 CUMBERLAND PLACE

When 1 Cumberland Place was completed in 2016 it was one of the first office buildings in Ireland, and the first Twitter office in the world, to achieve LEED Platinum certification for a repurposed building. The project involved the difficult task of repurposing a city landmark and lengthening the life of an existing building; it incorporated innovation at all stages including site acquisition, concept planning, design, construction, and post-occupation operations.

2020 will see the completion of 2 Cumberland Place, meaning the Cumberland place site will then offer tenants almost 200,000 sq. ft. of Grade A space in which their employees can thrive and drive their businesses.

As with 1 Cumberland Place, the vision for this second building is to optimise building performance, integrate the public and private realm, and provide an excellent tenant experience, this time in a new build which will adjoin the existing building at the site. 2 Cumberland Place, when certified, is expected to be the third LEED Platinum building in our portfolio and create office and retail spaces that exemplify the best of sustainable design.

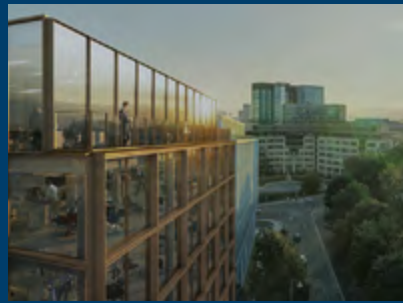
The building will be nearly Zero Energy Buildings (“nZEB”) compliant and have a building energy rating (“BER”) of A3, in line with our target for all new builds, making this an energy efficient building to operate. We will install the latest technology in terms of a building management system. This will be utilised in conjunction with a real-time monitoring system for all mechanical and electrical equipment and high-level utilities consumption to allow building management to react to issues and optimise performance for our tenants.



### Key features contributing to the LEED Platinum target rating:

- Energy efficiency: energy efficient plant and lighting installations, along with an efficient thermal envelope, will contribute to a 28% reduction in building energy costs over the American Society of Heating, Refrigerating and Air-Conditioning Engineers baseline, the main contribution to the Platinum rating. Forty PV solar panels will generate 1% of the building's energy requirements.
- Healthy indoor environment: during construction, low volatile organic compound paints, coatings, adhesives and sealants along with flooring systems were specified to minimise pollutants to which some occupants could experience an adverse reaction.
- Water efficiency: water-efficient sanitary fixtures will be specified to reduce the overall building water consumption by 40% over the LEED Platinum baseline. In addition, the serving of toilet facilities by harvested rainwater with a 15m<sup>3</sup> water storage tank has been specified.
- Local, sustainable building materials: during construction, products and systems produced regionally (more than 20%), containing high levels (more than 20%) of recycled content, and those with sustainable certification, are being prioritised, reducing the building's ecological footprint.
- Transport: the building is served by an extensive public transport network. Commuting by bicycle will be encouraged by the provision of 158 secure bicycle parking spaces (more than twice the legal requirement) serviced by complete bicycle repair stations along with shower facilities, changing rooms and a drying room. For those travelling from further afield, there will also be charging stations for electric bicycles and other e-mobility options.
- Biodiversity: Beehives will be installed on the roof, whilst approximately 400m<sup>2</sup> of green roof and street level planting areas will be provided with native and adaptive plant species prioritised, reducing the need for additional watering, increasing site biodiversity, and enhancing the outlook for occupants.
- Waste recycling: the building will provide excellent waste collection facilities that will enable tenants to streamline waste recycling and achieve noteworthy landfill/incineration diversion rates. During construction, over 95% of waste generated will be diverted from landfill.

## FUTURE DEVELOPMENTS



### Size of project

**49,000 sq. ft.**



### Blocks 1, 2 & 5 Clanwilliam Court redevelopment

**Commencement:** 2021 onwards

Along with Marine House, this redevelopment project will form Hibernia's second office cluster, after the Windmill Quarter, with communal facilities included.

### 152,000 sq. ft. project with sustainable features including:

- Redevelopment of an existing site
- Registered for LEED Platinum
- nZEB compliant
- PV panels (on roof)
- Building-integrated photovoltaic ("BIPV") panels on façade
- Green roof
- High-performance unitised façade
- Target of 360 bicycle spaces
- Low-flow taps/shower heads
- BER A3 rating

### Marine House refurbishment and extension

**Commencement:** 2020 onwards

### Sustainable features include:

- Redevelopment of an existing site
- Registered for LEED Gold
- nZEB compliant targeted
- Green roof
- Electric car charging spaces
- 85 bicycle spaces planned
- Water-efficient appliances
- High-performance façade
- BER A3 rating



### Harcourt Square redevelopment

**Commencement:** 2023 onwards

The Harcourt Square redevelopment will offer a leading-edge flexible workspace in terms of sustainable design and smart technology

### 343,000 sq. ft. development project with sustainable features including:

- Redevelopment of existing site
- Targeted LEED Platinum
- nZEB compliant, with solar panels and air-to-water heat pumps for hot water instead of gas boilers
- Passive design measures to reduce overall energy consumption
- Excellent public transport facilities locally promote non-car commuting
- Other sustainable features include water-efficient appliances, maximised natural daylight, increased ventilation and a lighting system that responds to changes in ambient light levels
- Landscaping promotes biodiversity in the city centre
- Rainwater harvesting
- BER A3 rating

## 2: DELIVERING SUSTAINABLE BUILDINGS CONTINUED

### TARGETS AND PROGRESS

2019-20 targets	Progress
<b>Continue to achieve LEED Gold rating or better on all new office developments of over 40,000 sq. ft.: in addition, all new offices of this scale to be nZEB compliant.</b>	<p>No new developments completed in the year to March 2020; 1SJRQ and 2WML (completed last year) received LEED Platinum and Gold certifications respectively.</p> <p>2 Cumberland Place in progress and targeting LEED Platinum and nZEB compliance.</p>
<b>Continue to achieve a minimum B1 energy rating (and usually A3) for office developments, a minimum A3 energy rating for residential developments and seek to improve ratings on refurbishment projects.</b>	<p>No new developments completed in the year to March 2020.</p> <p>2 Cumberland Place is in progress and targeting A3 rating.</p>
<b>Continue to install water optimisation systems within our new development projects and as part of our refurbishment projects where feasible.</b>	<p>No new developments completed in the year to March 2020.</p> <p>2 Cumberland Place is in progress and is expected to meet water efficiency requirements for LEED Platinum certification (reduced water usage of 40%), and will utilise rainwater harvesting to serve WCs and urinals.</p>
<b>Continue to provide shower and bicycle facilities over and above the requirements of the planning regulations within our office development and refurbishment projects.</b>	<p>No new developments completed in the year to March 2020.</p> <p>2 Cumberland Place is in progress and will provide 158 secure bicycle parking spaces (legal requirement 78 spaces) and showering facilities for tenants.</p>
<b>Seek to divert 95% of non-hazardous waste generated at our development projects away from landfill.</b>	<p>No new developments completed in the year to March 2020.</p> <p>2 Cumberland Place is in progress and is maintaining a 95% diversion rate for all waste generated.</p>
<b>Continue to have regard to the history and character of the areas in which we undertake development projects and integrate historical buildings into our new developments, where possible.</b>	<p>No new developments completed in the year to March 2020.</p> <p>We have obtained a new planning permission for a development at Harcourt Square, and as part of this the two Georgian buildings on Harcourt Street will be sensitively restored and integrated to retain the character of the period streetscape.</p>
<b>Continue to improve and/or enhance the public realm around our development schemes, where possible.</b>	<p>During the year we have made improvements to the local streetscape at our Windmill Quarter, improving the environment further for local residents.</p> <p>The 2 Cumberland Place development is in progress and the public realm will be enhanced with new and improved footpaths and provision of a coffee dock/kiosk.</p>
<b>Continue to achieve a WiredScore Platinum or Gold rating for all new office developments.</b>	<p>Currently on track to achieve WiredScore Platinum Certification for 2 Cumberland Place.</p>

**Key**  
 Met   
  In progress   
  Not met

Target achieved	2020-21 targets
	Continue to achieve LEED Gold rating or better on all new office developments of over 40,000 sq. ft.. Please note nZEB compliance will be mandatory from end of 2020 for all commercial developments.
	Achieve a minimum A3 energy rating for new office and residential developments (in line with nZEB requirements) and seek to improve ratings on refurbishment projects.
	Continue to install water optimisation systems within our new development projects and as part of our refurbishment projects where feasible.
	Continue to provide shower and bicycle facilities over and above the requirements of the planning regulations within our office development and refurbishment projects.
	Seek to divert 95% of non-hazardous waste generated at our development projects away from landfill.
	Continue to have regard to the history and character of the areas in which we undertake development projects and integrate historical buildings into our new developments, where possible.
	Continue to improve and/or enhance the public realm around our development schemes, where possible.
	Continue to achieve a WiredScore Platinum or Gold rating for all new office developments.
	Develop Sustainable Development Brief outlining our sustainability ambitions for all developments, how we plan to achieve them and how we will measure the success or otherwise of each development.
	Assess embodied carbon impact for all new builds and major refurbishments.

3



## POSITIVELY IMPACT COMMUNITIES

### UN SDG ALIGNMENT

Our community programme ensures that we make a positive contribution to the local communities in which we operate. We do this through a selection of fundraising events, community initiatives, educational visits to our buildings and partnerships.



### WHY IS THIS IMPORTANT?

**We support the communities in which we operate. We are responsible neighbours and strive to develop and maintain good relationships.**

At Hibernia, we are aware that our buildings are part of the local community and our city and we will be more successful when the communities around us thrive. We strive to make these communities better places to live and work and recognise we can only do this if we foster and maintain strong relationships in the communities in which we operate and listen to our stakeholders about what matters in their neighbourhoods.



### OPENING THE DOORS OF OUR BUILDINGS TO THE LOCAL COMMUNITY

It is of great importance to all at Hibernia that our office buildings are welcoming to the local community. We host regular events at our buildings and invite the local community to attend. Community events over the past 12 months at the Windmill Quarter include a Santa-attended Christmas party for local children, a concert featuring the concert band and participating in the Open House, an annual weekend of free architecture tours of buildings in Dublin..

Culture Night Dublin is held every year when venues and public spaces across the city open their doors to host a programme of free evening entertainment for this nationwide celebration of arts, heritage and culture. This year, we hosted almost 350 people at our flagship development, the Windmill Quarter, and specifically TWML and its focal point, the innovative Townhall.

**Sam McGuinness,**  
CEO, Dublin Simon Community



### COVID-19 ASSISTANCE

During the COVID-19 pandemic we discussed how we could play our part in the nationwide effort to support those affected.

When we heard that a number of doctors and nurses were returning to Ireland to assist with the Health Service Executive's ("HSE") efforts to treat the increasing numbers of COVID-19 patients, we decided to provide a number of residential units in the vicinity of a major Dublin hospital free of charge to healthcare professionals in need of accommodation whilst the crisis continued. In total, these units were utilised by 21 staff working at the hospital.

In addition, we decided to support the elderly in our local communities who were at most risk from the pandemic and required additional assistance, and donated €5,000 out of our local charity fund, usually reserved for allocation until after our Dragons at the Docks event each year, to the local community charity Age Action Ireland. The charity provides support, advice and information for the elderly in the community who could not leave their houses and our contribution allowed much needed food and basic supplies to be bought and delivered to the homes of those in need.

Separately, Hibernia staff fundraised over €3,000 to assist a local community organisation in Dublin city centre, St. Andrews Resource Centre, in purchasing personal protective equipment for their volunteers to wear when carrying out daily visits to over 130 vulnerable families and individuals, providing meals, shopping and a chat.



## SUPPORTING LOCAL CHARITIES - CLOSING THE DOOR ON HOMELESSNESS

### Dragons at the Docks

Dragons at the Docks is an annual one-day dragon boat regatta held at Dublin's Grand Canal Dock and is an initiative of institutional property companies acting to reduce homelessness in Ireland. Hibernia was a founder and has been a cornerstone sponsor of the event since its inception in 2017. Over the course of the last three years, Dragons at the Docks has raised some €893,000 for Dublin Simon and other local charities. Participation in the event has grown from 60 teams in six sectors with 720 participants in 2017 to 78 teams in seven sectors with 1,000 participants (raising €349,000) in 2019. Over the past three years, Dragons at the Docks has financed the purchase of 21 residential units housing 27 formerly homeless people, and 25% of funds raised have been donated to other local charities. In addition to raising funds for good causes, Dragons at the Docks has built a reputation as a fun day out and a great team building and networking event among all participants.

A person who had previously been homeless and who was a recipient of accommodation funded through the Dragons at the Docks event, showed his appreciation by carving a stunning perpetual trophy for the winning team (pictured left).

Number of participants 2019

1,000

Amount raised since 2017

€893,000

**“No one can open that door; it just feels good to go and sleep in your own home and cook breakfast for your children.”**

Formerly homeless parent who was accommodated in one of the funded residential units in 2019

## TARGETS AND PROGRESS

**Key**  
😊 Met    ⋯ In progress    😞 Not met

2019-20 targets	Progress	Target achieved	2020-21 targets
<b>Organise a minimum of two community initiatives in the financial year ending March 2020.</b>	Sponsored school tour in Dublin Docklands area and Santa Claus at 1WML for local children. Culture Night Dublin at 1WML with over 350 people attending. Dublin Concert Band at 1WML – open to the public.	😊	<b>Organise a minimum of two community initiatives in the current year.</b>  <b>Whether this is feasible in 2020-21 given COVID-19 remains to be seen.</b>
<b>Continue to promote a major charity event for the benefit of our community.</b>	Repeated our success last year with Dragons at the Docks which has raised over €893,000 for homeless and other local charities since its inception in 2017. The 2019 event raised €349,000, the most successful year so far.	😊	<b>Continue to promote a major charity event for the benefit of our community.</b>  <b>Whether this is feasible in 2020-21 given COVID-19 remains to be seen.</b>
			<b>Create a Community Engagement Charter to include how we engage with the local communities at each stage of our properties' life cycle from pre-planning through construction and into operations/management of each asset.</b>
			<b>Continue to develop partnerships with stakeholders to provide apprenticeships, work placements and other learning opportunities to advance the knowledge and skills of the future workforce.</b>

4



## SUPPORTING OUR SUPPLIERS

### UN SDG ALIGNMENT

As we develop our business, we envisage our suppliers developing their businesses too. We have reduced the number of contractors that we are working with, enabling us to forge stronger relationships with a select number of companies that share our principles and values.



### SUPPLIER CODE OF CONDUCT

At Hibernia we work with a diverse range of suppliers, from small independent companies to large multinationals. Whilst we expect all our suppliers to comply with standards and codes that may be specific to their industry, our Supplier Code of Conduct sets out the standards that we require of them in our relationship.

Our Code of Conduct stipulates that suppliers operate ethically and responsibly and that they abide by anti-slavery and human trafficking laws and regulations. Additionally, we expect suppliers to ensure high standards of health and safety, to look after their staff and the occupants of our buildings, to protect our environment, and to engender positive relationships in the communities in which we operate.

Wherever possible, we encourage our suppliers to raise any concerns with their usual point of contact at Hibernia. Alternatively, we have a formal whistleblowing policy which can be found on our website as part of the [Bribery and Corruption Policy](#).



**“The foundation to success on these projects is underpinned by strong relationships and collaboration by all parties.”**

**Mick Flynn**  
Operations Director, Flynn  
(main contractor 1 and 2  
Cumberland Place)



### CONTRACTOR RELATIONSHIPS

Key to the successful and profitable delivery of our developments are our strong working relationships with contractors, initially through a fair and transparent tendering system which achieves best value for Hibernia and which gives our contractors a platform from which to build a solid relationship with us. This approach allows contractors to contribute ideas and solutions at a much earlier stage in our work together and we foster this two-way partnership to maximise its mutual benefits.

**“An uncompromising pursuit of safety, quality and sustainability, when fully aligned between developer and contractor, fosters an atmosphere of teamwork and openness where new ideas and innovations are encouraged and celebrated, ultimately leading to a superior end-product.”**

**Liam Kenny**

Managing Director, John Paul Construction  
(main contractor for 1WML, 2WML and 1SRQ)



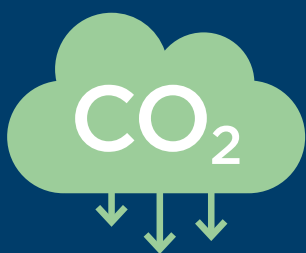
**ENVIRONMENTAL HEALTH AND SAFETY (“EHS”) MANAGEMENT SYSTEM**

As we develop our EHS management system, we are working with our suppliers to raise awareness and ensure their understanding of our health and safety requirements.

Several procedures have been introduced through the ISO 14001 certification process that will improve how we manage our relationships with our suppliers and contractors, such as the approved supplier list, contractor feedback form, and regular audits. We have started engaging with our cleaning partners to ensure that they are procuring cleaning products with sustainable certifications and using waste bags that are all fully compostable to reduce environmental impact.

We have implemented a permit-to-work system with our building managers in each of our managed buildings to ensure the highest standards of health and safety during any works by suppliers or contractors whilst on the premises. Suppliers have embraced this process by ensuring that they provide the required risk assessment and method statement (“RAMS”). The next step will be to roll out health and safety awareness programmes with key suppliers to further embed a culture of safety across our operations.

**Scope 3**



**86% of overall GHG emissions**

**SCOPE 3 GHG EMISSIONS**

We recognise that our largest contribution to climate change as a result of our operations lies in our supply chain; the services and products we procure to construct and operate our buildings and the services and products that our suppliers, in turn, procure.

In 2020 we undertook a gap analysis on our Scope 3 emissions to allow us to quantify the carbon impact of our supply chain and develop a strategy to reduce these emissions.

The next step is to engage with suppliers on how we can start the process of working together to improve efficiency and reduce their environmental impact.

**TARGETS**

**New targets for 2020-21**

**Carry out internal health and safety assessments across 100% of our managed buildings, including the activities of suppliers working in those assets every two years.**

**Deliver EHS awareness with 100% of suppliers carrying out activities within our managed buildings.**

**Ensure all new and existing suppliers contributing greater than 2% of annual overheads sign up to the Supplier Code of Conduct.**

**Work with one supplier to enhance their sustainability/ environmental strategy and performance.**

**Work with suppliers to complete Scope 3 GHG emissions register and reduce their contribution to the overall emissions.**



## DEVELOPING OUR EMPLOYEES

### UN SDG ALIGNMENT

Our highly skilled and motivated staff are at the heart of the success of Hibernia. Staff are encouraged to pursue opportunities that allow them to develop to their full potential whilst we provide a work culture and environment that embraces diversity, inclusiveness and openness.



### WHY IS THIS IMPORTANT?

**Hibernia promotes an inclusive workplace in which the background and experience of all employees is valued. The skills, perspectives and experience that our employees possess promote greater creativity and innovation that better reflect and serve the needs of our diverse customer base, ultimately driving improved business performance.**

### SUPPORT DURING COVID-19

Not only has the COVID-19 pandemic impacted our business operations and progress on our development schemes, we have also had to re-evaluate how we work as a team and transition to a new way of working that supports our staff and enables them to stay positive, connected and productive. Working from home has been embraced by all and during the busiest time of the year all financial reporting obligations and investor relations activities continue to be carried out effectively. A specific taskforce was established from the outset to assess the latest updates from Government on COVID-19 and other best practice recommendations and to support staff and meet their requirements. Staff are kept informed by the CEO and Senior Management through weekly all-hands virtual meetings. Staff health and wellbeing during this time of uncertainty and prolonged isolation is closely monitored by senior managers who actively encourage staff to take breaks, to interact with other colleagues through the various IT software provided and partake in the social distancing activities organised by the Sports and Social Committee. As lockdown measures start to ease, the Company has developed a return to work safely protocol that outlines what employees can expect as they come back to work from the office. A worker representative has been appointed to work with the Company to assist in the implementation of measures and monitor adherence to the protocol which is designed to prevent the spread of COVID-19.



### NEW OFFICES

In 2019 we took the opportunity to move our head office to our flagship LEED Gold Certified 1WML, located in the Windmill Quarter, ensuring the best possible working environment for our staff and access to the same community as we provide for our tenants. By carrying out this move we ensured all staff, including those who are wholly office based, understand what our vision for our buildings looks like and can fully appreciate the expectations of our tenants – for example access to all the amenities of the 1WML Townhall and the impact of clustering.

In advance of the move we carried out a staff survey to understand staff requirements for travel to and from work and their expectations for the ideal work environment. By incorporating their feedback, we have created a work environment to meet all needs.



### EMPLOYEE HEALTH AND WELLBEING

We provide access to bicycle lock ups as well as showers and lockers at our main offices and a fitness incentive that includes a subsidy for gym membership at the onsite gym and access to further fitness/wellness classes within the main building alongside other tenants.

We provide our employees with access to healthy foods at the workplace through lunches during committee meetings and complementary fruit, other healthy snacks in our office canteen and filtered drinking water using mains water.

## CULTURE AND VALUES



### Communication

Clear communications and openness are at the heart of our business. As most of our 36 staff work from a single office communicating is not usually logistically challenging.

During COVID-19, virtual all-hands meetings are being held weekly to discuss Company priorities for the upcoming week.



### Retention and development

We aim to be a good employer. Apart from this being the right thing to do, it is critical to attracting and retaining talented staff.

To address succession planning, we develop junior staff into more senior roles wherever possible.

We encourage our people to undertake training to develop their skills and enhance their careers and arrange for external experts to present to the team on a regular basis to further broaden skills.

We seek to pay our staff fairly and have bonus arrangements to incentivise achievement of personal and Group objectives.



### Performance

Our employees' objectives are aligned with the Group's strategy through our personal development plans and regular performance reviews.



### Inclusion

As well as competitive remuneration, we provide a cycle to work scheme and encourage participation in sporting and social activities. A Sports and Social Committee organises activities and celebrations.

Flexible working arrangements are an important way of attracting experienced staff and have proved essential during the COVID-19 crisis. We have a number of employees who are in the later stages of their careers and enjoy the flexibility of being able to work part-time.

## TARGETS AND PROGRESS

2019-20 targets	Progress	Target Achieved	2020-21 targets
<b>Continue to undertake regular employee satisfaction and wellbeing reviews and implement revised policies and procedures based on their results as required.</b>	<p>We undertook an employee travel survey in advance of our move to our new offices (see page 32 for more detail).</p> <p>A leadership team assessment survey was completed by all staff during 2019 to inform a Rocket Model for the Group, a model which ensures that we build high performing teams.</p> <p>Sports and social events included:</p> <ul style="list-style-type: none"> <li>• 32% of staff participated in team training and racing at Dragons at the Docks charity event 2019</li> <li>• 10% of staff participated in Staff Relay Series 2019</li> <li>• Annual summer outing, attended by all staff</li> <li>• Staff attended WindmillLive events</li> </ul>		<b>Continue to undertake regular employee satisfaction and wellbeing reviews and implement revised policies and procedures based on their results.</b>
<b>Deliver at least six knowledge sharing meetings/presentations for our staff in the year.</b>	<p>We held seven staff CPD training sessions in the year covering topics including nZEB, landlord and tenant law, the WELL Building Standard, what it means to be a plc, and cyber security.</p> <p>The COVID-19 pandemic fast-tracked learning for Company and staff on the technology and work environment requirements for working from home. Familiarity has increased around systems that were already in place, allowing staff improved flexibility in future - for example, apps such as Microsoft Teams.</p>		<b>Deliver at least six knowledge sharing meetings/presentations for our staff in the year. This will be reviewed in light of the ongoing COVID-19 pandemic and the feasibility of carrying out such sessions.</b>
<b>Continue monitoring the staff review process to ensure performance is properly rewarded.</b>	<p>100% of performance reviews completed in 2019 calendar year.</p> <p>The Group met its strategic objectives for the year.</p>		<b>Continue monitoring the staff review process to ensure performance is properly rewarded.</b>
<b>Ensure same facilities are provided in existing office and in new office when Hibernia relocates.</b>	<p>The office move was completed in December 2019 and details of the new facilities that offer much more for our staff can be seen on page 32.</p>		<b>Hold a social activity at least once quarterly, to include one 'away day' annually for team building.</b>

# SUSTAINABILITY PERFORMANCE

We report on our ESG impacts in accordance with the third edition of the EPRA Sustainability Best Practice Recommendations (“sBPR”).

The following data and narrative cover the calendar year ended 31 December 2019. Our reporting is split into two sections:

1. Overarching recommendations
2. Sustainability performance measures



## OVERARCHING RECOMMENDATIONS

### Organisational boundaries

We use the operational control approach for our data boundary for our office and residential assets.

### Coverage

We report on all properties within the organisational boundary defined above and for which we are responsible for utilities consumption (see Boundaries – reporting on landlord and tenant consumption below). In 2019 this included 13 office assets and 293 apartments located over two buildings.

Data for our own office covers Hibernia’s headquarters at South Dock House only. We moved from this office in December 2019 to our new location in 1WML and performance of our new space will be included in the 2021 Sustainability Report.

### Estimation of landlord-obtained utility consumption

All energy consumption is based on meter readings and invoices where applicable. No energy data (for electricity and gas) is estimated.

Water consumption is based on invoices with a small proportion of data from 2018 and 2019 estimated by extrapolating consumption on a pro-rata basis as water bills do not align exactly with our reporting period. This affects approximately 9% of our data in 2019.

Waste data is provided by Panda for our office buildings and residential buildings. No waste data is estimated.

### Boundaries – reporting on landlord and tenant consumption

The consumption reported includes utilities (energy and water) that we purchase as landlords. Tenant data on electricity use is therefore excluded.

There is no landlord-obtained water or gas data for our residential portfolio as consumption is the responsibility of individual tenants.

Waste data covers tenant and landlord waste as we are responsible for waste contracts.

### Analysis – normalisation

Intensity indicators for our managed office portfolio are calculated using floor area (m<sup>2</sup>) for whole buildings (excluding basements).

Intensity indicators for our residential portfolio are calculated using the number of apartments as we do not have floor area (m<sup>2</sup>) for the landlord spaces only.

For our own offices, we report intensity performance measures using the floor area we occupy within the building.

### Analysis – segmental analysis (by property type and geography)

Segmental analysis is reported in a manner consistent with the reporting to the Board of Directors of the Company. Our office portfolio includes Office International Financial Services Centre (“IFSC”), Office South Docks, Office Traditional Core and CBD Office Development sub-portfolios, which together account for 85% of our total portfolio by value.

Our residential portfolio accounts for 11% of our total portfolio by value.

The rest of the portfolio, consisting of industrial units and land held for development, is excluded as it is not directly managed and is not considered material in relation to our other asset types.

### Third party verification

JLL Upstream Sustainability Services has assured this data in line with the AA1000AP (2018) standard. JLL’s assurance statement can be found on pages 44 to 46 of this Report.

### Disclosure on own offices

Our utilities consumption at our own occupied offices is reported separately to our portfolio. Our offices cover part of one floor of a mixed-use building that we occupy as our headquarters – please see the table on page 39. We moved

from this office in December 2019 to our new location and the performance of this new space will be included in the 2021 Sustainability Report.

### Narrative on performance – environmental data

#### Energy

Between 2018 and 2019, we reduced electricity consumption across our office portfolio by 14% on a like-for-like basis and fuels’ consumption by 13% on a like-for-like basis. The reductions can be attributed to various building management energy-saving initiatives, such as replacement of a number of chillers and boilers with more efficient versions, adjusted lighting schedules, more LED roll-outs and the improvement in building management system optimisation by upskilled building managers.

In 2019 we generated 10,745kWh of renewable electricity through onsite generation at our 1WML office building.

The reduction in absolute electricity and gas was 14% and 13%, respectively. The one additional asset included in 2019 was only in operation for two months.

Overall, there has been a 22% decrease in building energy intensity of our office portfolio in 2019.

In our residential portfolio, absolute and like-for-like electricity consumption and building energy intensity decreased by 4%. We have investigated the reasons for this but have found no significant anomalies and it is likely that this is due to seasonal differences between years.

#### Greenhouse gas emissions

We saw a corresponding decrease in our absolute Scope 1 and 2 GHG emissions of 23% across our office portfolio. Scope 3 GHG emissions were reported for the first time and account for 86% of all GHG emissions (see page 41).

**2019 absolute electricity consumption versus previous year****-13%****2019 absolute gas consumption versus previous year****-13%****2019 absolute water consumption versus previous year****+1%****Water**

Like-for-like water consumption across our office portfolio increased by 1%. Most of this can be attributed to a 50% increase in the Observatory Building where a leak was found and fixed. Excluding this building, water consumption is down 6% over the rest of the portfolio on a like-for-like basis.

**Waste**

The total weight of waste generated by our office portfolio increased by 2% on an absolute and like-for-like basis. Of this, 58% was either recycled or composted. The remainder of the waste was recovered as electricity through incineration. No waste was sent to landfill.

In our residential portfolio, absolute and like-for-like waste decreased by 4% due to increasing awareness amongst our tenants of the importance of recycling.

**Certificates**

100% of assets are BER accredited. Two assets are now LEED Platinum certified (1 Cumberland Place and 1SJRQ) and two buildings are LEED Gold certified (1WML and 2WML). Our one current building in development, 2 Cumberland Place, is registered for LEED Platinum and our pipeline project Clanwilliam Court is registered for LEED Platinum. The major refurbishment planned for Marine House is registered for LEED Gold (see pages 24 to 25 for more on our pipeline).

**Narrative on performance – social and governance data****Employee diversity and turnover**

In 2019 we recorded a new hire rate of 21% (five male employees and four female employees) which was partially offset by a turnover rate of 14% (three male employees and three female employees). As a consequence, the proportion of female to male employees decreased from 43% in 2018 to 31% in 2019. In 2019 two female Non-Executive Directors were appointed to the Board and another female was appointed as Chief Investment Officer bringing the proportion of female to male employees at all senior levels and on the Board to 21%.

Our Remuneration Policy ensures that all employees are fairly and competitively rewarded based on their performance against personal and Group objectives, and in line with the market-place. The Group's gender pay ratio of 159% is explained by seniority and individual performance only.

For more information on our approach to remuneration and diversity, see pages 106 to 107 and 113 of the Annual Report 2020.

**Employee training and development**

Developing our employees is one of the five key principles of our Sustainability Policy. During 2019, employees received on average 17 hours of training, down from 20 hours in 2018. Overall hours provided for training increased by 8%, however the number of staff leaving and the number of new hires resulted in a reduced number of staff receiving training. Topics covered included nZEB, landlord and tenant law and the WELL Building standard. Furthermore, 80% of employees receive a regular career development and performance review as part of our Remuneration Policy.

For more information on our approach to employee training and development, see pages 32 and 33.

**Health and safety**

During the year we recorded no reportable injuries meaning our injury rate and lost day rate were both zero. We do not currently collect information on days absence due to illness and non-reportable injuries.

For more information on our approach to employee health and safety, see pages 32 to 33.

Hibernia conducts an annual assessment of its assets and has implemented a formal Health and Safety Policy to protect building users. Health and safety impact assessments were conducted at each of our managed buildings by an external consultant in 2019 as part of the ISO 45001 Occupational Health and Safety Management System development process. Assessments by health and safety inspectors are generally

conducted following a reportable incident. No such incidents were reported in 2019.

**Community engagement**

Our Sustainability Policy sets out our commitment to have a positive impact on the communities in which we operate. We do not have a formal asset-level community engagement programme; instead our community programme is conducted on a corporate basis and includes engagement with local schools, community centres and other community organisations, predominantly around our Windmill Quarter. This programme is currently run by our Sustainability Manager and it is the intention to create a formalised Community Engagement Charter for 2021.

For more information on our approach, see pages 28 to 29.

**Governance**

For information on the composition of our Board, selection criteria and processes to manage conflicts of interest, please see the Governance section of our Annual Report 2020.

**Location of EPRA Sustainability Performance Measures**

EPRA Sustainability Performance Measures for our portfolio and own offices can be found in the tables on pages 36 to 41 of this Report.

**Reporting period**

We provide two years of performance data covering the 2018 and 2019 calendar years for all performance measures.

**Materiality**

We report on all ESG performance measures that we are responsible for across our portfolio and include coverage on social and governance measures. We carried out a materiality assessment in March 2020 with key stakeholders to further define our materiality issues (see pages 10 and 11 for more on our materiality assessment).

## SUSTAINABILITY PERFORMANCE

### EPRA TOTAL PORTFOLIO TABLE

<b>Cert-tot: Certificates 2019</b>	<ul style="list-style-type: none"> <li>• 100% BER</li> <li>• Four LEED certified in total, three in absolute and two in like-for-like</li> <li>• One development in progress</li> <li>• Three pipeline projects</li> </ul>	<ul style="list-style-type: none"> <li>• 29% by total floor area; 39% office area</li> <li>• Registered for LEED Platinum</li> <li>• One registered for LEED Gold, one for LEED Platinum and the third planned for LEED Platinum</li> </ul>
Cert-tot: Certificates 2018	<ul style="list-style-type: none"> <li>• 100% BER</li> <li>• Two LEED certified in to total, one in like-for-like</li> </ul>	<ul style="list-style-type: none"> <li>• 18% by total floor area</li> </ul>

Indicator	EPRA code	Unit of measurement	Total portfolio		
			2018	2019	Change
Total electricity consumption	Elec-Abs	kWh	6,801,606	<b>5,909,745</b>	-13%
Like-for-like electricity consumption	Elec-LFL	kWh	6,801,606	<b>5,883,745</b>	-14%
Total energy consumption from fuel	Fuels-Abs	kWh	10,092,000	<b>8,797,000</b>	-13%
Like-for-like consumption from fuel	Fuels-LFL	kWh	10,092,000	<b>8,797,000</b>	-13%
Direct GHG emissions (total) Scope 1	GHG-Dir-Abs	tCO <sub>2</sub>	2,066	<b>1,801</b>	-13%
Indirect GHG emissions (total) Scope 2	GHG-Indir-Abs	tCO <sub>2</sub> (location based)	1,979	<b>1,713</b>	-13%
Total water consumption	Water-Abs	Total m <sup>3</sup>	42,765	<b>43,132</b>	1%
Like-for-like water consumption	Water-LFL	m <sup>3</sup>	42,765	<b>43,132</b>	1%
Weight of waste by disposal route (total)	Waste-Abs	tonnes	689	<b>692</b>	1%
Weight of waste by disposal route (like-for-like)	Waste-LFL	tonnes	689	<b>692</b>	1%

#### Data qualifying notes:

Data covers the office and residential portfolio.

Cert-tot: Certificates 2019 includes 1SJRQ, LEED Platinum certified. Performance data for this building is not included in the tables as this building is not directly managed by Hibernia.

Elec-Abs & Elec-LFL includes onsite renewable electricity generation from solar PV panels.

Energy-Int, GHG-Int and Water-Int are not aggregated as intensities are reported on an apartment basis for our residential portfolio and on a m<sup>2</sup> basis for our office portfolio.

DH&C-Abs and DH&C-LFL: none of our assets is supplied with District Heating & Cooling so this performance measure is not applicable.



## EPRA OFFICE PORTFOLIO TABLE - ENVIRONMENTAL DATA

Indicator	EPRA code	Unit of measurement	Office portfolio				
			2018	Coverage no. of buildings	2019	Coverage no. of buildings	Change
Total electricity consumption	Elec-Abs	kWh	6,545,606	11 of 12	<b>5,664,745</b>	<b>12 of 13</b>	-14%
		% from renewable sources	100		<b>100</b>		
Like-for-like electricity consumption	Elec-LFL	kWh	6,545,606	11 of 12	<b>5,638,745</b>	<b>11 of 13</b>	-14%
Total energy consumption from fuel	Fuels-Abs	kWh	10,092,000	12 of 12	<b>8,797,000</b>	<b>12 of 13</b>	-13%
Like-for-like consumption from fuel	Fuels-LFL	kWh	10,092,000	12 of 12	<b>8,797,000</b>	<b>12 of 13</b>	-13%
Building energy intensity	Energy - Int-LFL	kWh/m <sup>2</sup>	196	12 of 12	<b>153</b>	<b>13 of 13</b>	-22%
Like-for-like building energy intensity	Energy-Int	kWh/m <sup>2</sup>	196	12 of 12	<b>170</b>	<b>12 of 13</b>	-13%
Direct GHG emissions (total) Scope 1	GHG-Dir-Abs	tCO <sub>2</sub>	2,066	12 of 12	<b>1,801</b>	<b>12 of 13</b>	-13%
Indirect GHG emissions (total) Scope 2	GHG-Indir-Abs	tCO <sub>2</sub> (market based)	0	11 of 12	<b>0</b>	<b>12 of 13</b>	0
		tCO <sub>2</sub> (location based)	1,905		<b>1,642</b>		-14%
Building GHG emissions intensity	GHG-Int	tCO <sub>2</sub> /m <sup>2</sup>	0.047	12 of 12	<b>0.036</b>	<b>13 of 13</b>	-23%
Total water consumption	Water-Abs	Total m <sup>3</sup>	42,765	12 of 12	<b>43,132</b>	<b>12 of 13</b>	1%
Like-for-like water consumption	Water-LFL	m <sup>3</sup>	42,765	12 of 12	<b>43,132</b>	<b>12 of 13</b>	1%
Building water consumption intensity	Water-Int	(m <sup>3</sup> /m <sup>2</sup> .ann)	0.57	12 of 12	<b>0.57</b>	<b>12 of 13</b>	0.4%
Weight of waste by disposal route (total)	Waste-Abs	tonnes	521	12 of 12	<b>531</b>	<b>12 of 12</b>	2%
		% recycled	43%		<b>39%</b>		-10%
		% composted	15%		<b>19%</b>		24%
		% sent to incineration	42%		<b>43%</b>		2%
		% other	0%		<b>0%</b>		n/a
Weight of waste by disposal route (like-for-like)	Waste-LFL	tonnes	521	12 of 12	<b>531</b>	<b>12 of 12</b>	2%
		% recycled	43%		<b>39%</b>		-10%
		% composted	15%		<b>19%</b>		24%
		% sent to incineration	42%		<b>43%</b>		2%
		% other	0%		<b>0%</b>		n/a

### Data qualifying notes:

DH&C-Abs and DH&C-LfL: our office portfolio is not supplied with District Heating & Cooling so these performance measures are not reported.

Elec-Abs & Elec-LFL includes onsite renewable electricity generation from solar PV panels.

Fuels-Abs: fuels relates to natural gas consumption only. The proportion of fuels from renewable resources is not reported as we have no contracts in place to purchase fuels from renewable resources.

GHG-Dir-Abs and GHG-Indir-Abs: Scope 1 and 2 emissions were calculated using the applicable national emissions factors published by the Sustainable Energy Authority of Ireland ("SEAI") and Commission for Regulation of Utilities respectively.

Market-based Scope 2 emissions data is based on electricity provider energy mix as reported on invoices.

Energy-Int and GHG-Int: includes data for 2WML which was only operational for November and December 2019. Without 2WML the reduction in intensity for both KPIs would have been 13%.

## SUSTAINABILITY PERFORMANCE

### EPRA RESIDENTIAL PORTFOLIO TABLE - ENVIRONMENTAL DATA

Indicator	EPRA code	Unit of measurement	Residential portfolio				
			2018	Coverage no. of buildings	2019	Coverage no. of buildings	Change
Total electricity consumption	Elec-Abs	kWh	256,000	293 of 293	<b>245,000</b>	<b>293 of 293</b>	-4%
Like-for-like electricity consumption	Elec-LfL	kWh	256,000		<b>245,000</b>		-4%
Building energy intensity		kWh per apartment	874	293 of 293	<b>836</b>	<b>293 of 293</b>	-4%
Indirect GHG emissions (total) Scope 2 (location based)	GHG-Indir-Abs	tCO <sub>2</sub>	74	293 of 293	<b>71</b>	<b>293 of 293</b>	-4%
Building GHG emissions intensity	GHG-Int	tCO <sub>2</sub> /per apartment	0.254	293 of 293	<b>0.243</b>	<b>293 of 293</b>	-4%
Weight of waste by disposal route (total)	Waste-Abs	tonnes	168	293 of 293	<b>162</b>	<b>293 of 293</b>	-4%
		% recycled	37%		<b>22%</b>		-39%
		% composted	0%		<b>0%</b>		n/a
		% sent to incineration	63%		<b>78%</b>		23%
		% other	0%		<b>0%</b>		n/a
Weight of waste by disposal route (like-for-like)	Waste-LfL	tonnes	168	293 of 293	<b>162</b>	<b>293 of 293</b>	-4%
		% recycled	37%		<b>22%</b>		-39%
		% composted	0%		<b>0%</b>		n/a
		% sent to incineration	63%		<b>78%</b>		23%
		% other	0%		<b>0%</b>		n/a

#### Data qualifying notes:

DH&C-Abs and DH&C-LfL: none of our residential portfolio is supplied with District Heating & Cooling so these performance measures are not reported.

Fuels-Abs and Fuels-LfL: no landlord-metered fuels are consumed across our residential portfolio so these performance measures are not reported.

GHG-Dir-Abs: Scope 1 GHG emissions for our residential portfolio are not applicable as there are no landlord-obtained fuels.

GHG-Indir-Abs: Scope 2 emissions were calculated using the applicable emissions factors published by the Commission for Regulation of Utilities. Market-based Scope 2 emissions data was not available at the time of reporting. Intensity data is calculated on a per apartment basis as the building measurements were not available.

Water-Abs, Water-LfL and Water-Int: no landlord metered water is consumed across our residential portfolio so these performance measures are not reported.



## EPRA CORPORATE OFFICE TABLE - ENVIRONMENTAL DATA

Indicator	EPRA code	Unit of measurement	Total portfolio		
			2018	2019	Change
Total electricity consumption	Elec-Abs	kWh	188,376	<b>211,000</b>	12%
		% from renewable sources	100	<b>100</b>	
Like-for-like electricity consumption	Elec-LFL	kWh	188,376	<b>211,000</b>	12%
Total energy consumption from fuel	Fuels-Abs	kWh	133,030	<b>107,000</b>	-20%
Like-for-like consumption from fuel	Fuels-LFL	kWh	133,030	<b>107,000</b>	-20%
Building energy intensity		kWh/m <sup>2</sup>	370	<b>366</b>	-1%
Direct GHG emissions (total) Scope 1	GHG-Dir-Abs	tCO <sub>2</sub>	27	<b>22</b>	-19%
Indirect GHG emissions (total) Scope 2 (location based)	GHG-Indir-Abs	tCO <sub>2</sub>	55	<b>61</b>	12%
Building GHG emissions intensity	GHG-Int	tCO <sub>2</sub> /m <sup>2</sup>	0.095	<b>0.096</b>	1%
Total water consumption	Water-Abs	Total m <sup>3</sup>	331	<b>277</b>	-16%
Like-for-like water consumption	Water-LFL	m <sup>3</sup>	331	<b>277</b>	-16%
Building water consumption intensity	Water-Int	(m <sup>3</sup> /employee)	9.7	<b>8.2</b>	-18%

### Data qualifying notes:

DH&C-Abs and DH&C-LfL: our corporate offices are not supplied with District Heating & Cooling so these performance measures are not applicable.

Fuels-Abs: fuels relates to natural gas consumption only. The proportion of fuels from renewable sources is not reported as we have no contracts in place to purchase fuels from renewable sources.

GHG-Dir-Abs and GHG-Indir-Abs: Scope 1 and 2 emissions were calculated using the applicable national emissions factors published by the SEAI and the Commission for Regulation of Utilities respectively. Market-based Scope 2 emissions data was not available at the time of reporting.

Waste-Abs and Waste LfL: no corporate office waste data available as waste collected is at a whole building level so these performance measures are not reported.

## SUSTAINABILITY PERFORMANCE

### EPRA SOCIAL AND GOVERNANCE DATA

Indicator	EPRA code	Scope	Unit of measurement	2018	2019	Change	Coverage
Gender diversity	Diversity-Emp	Corporate operations	% of employees	43% executive staff 0% at all senior levels and Board	<b>31% executive staff</b> <b>21% at all senior levels and Board</b>	-12% n/a	100%
Gender pay	Diversity-Pay	Corporate operations	Ratio of male to female pay	197% executive staff 0% at all senior levels and Board	<b>159% executive staff</b> <b>180% at all senior levels and Board</b>	-38% n/a	100%
Training and development	Emp-Training	Corporate operations	Average hours	20	<b>17</b>	-6%	All staff
Performance appraisals	Emp-Dev	Corporate operations (excludes Non-Executive Directors)	% of total workforce	100%	<b>80%</b>	n/a	100%
New hires	Emp-Turnover	Corporate operations	Total number	4 (1:3 female to male)	<b>9 (4:5 female to male)</b>	125%	100%
		Corporate operations	Rate	12%	<b>21%</b>	75%	
Turnover	Emp-Turnover	Corporate operations	Total number	2 (1:1 female to male)	<b>6 (3:3 female to male)</b>	200%	100%
		Corporate operations	Rate	6%	<b>14%</b>	133%	
Injury rate	H&S-Emp	Corporate operations	per x hours works	0	<b>0</b>	-	100%
Lost day rate	H&S-Emp	Corporate operations	per x hours works	0	<b>0</b>	-	
Absentee rate	H&S-Emp	Corporate operations	% of total days scheduled to work	1.01%	<b>0.64%</b>	-37%	
Fatalities	H&S-Emp	Corporate operations	Total number	0	<b>0</b>	-	
H&S impact assessments	H&S-Asset	Office portfolio	% of assets	100%	<b>100%</b>	-	100%
		Residential portfolio		100%	<b>100%</b>	-	
Number of incidents	H&S-Comp	Office portfolio	Total number	No instances of non-compliance	<b>No instances of non-compliance</b>	-	100%
		Residential portfolio		No instances of non-compliance	<b>No instances of non-compliance</b>	-	
Community programmes	Comty-Eng	Office portfolio	% of assets	0	<b>23%</b>	n/a	100%
		Residential portfolio		0	<b>0</b>	-	
Board composition	Gov-Board	Corporate operations	Total number of executive members	2	<b>2</b>	-	100%
			Total number of independent members	5	<b>7</b>	40%	
			Average tenure in years	4	<b>4</b>	-	
			Total number with competencies relating to environmental and social topics	0	<b>5</b>	n/a	

#### Data qualifying notes:

Diversity-Emp and Diversity-Pay: there were two new female employees at Board level and one female employee promoted to senior management level.

Emp-Dev: the 80% includes those employees hired in 2019 who did not have their performance appraisals scheduled for 2019. Excluding those employees the score would have been 100%.

H&S-Asset: health and safety impact assessments are made by external providers at our managed office buildings and residential assets.

Comty-Eng: this performance measure was available for the first time for the Windmill Quarter assets (The Observatory, 1WML and 2WML). All other community engagement is on a portfolio basis.

Gov-Select and Gov-Col: for information on our Board nomination and selection criteria, and procedures to avoid conflicts of interest, see pages 73-75, 83 and 89-91 of our Annual Report 2020.



## GREENHOUSE GAS EMISSIONS SUMMARY TABLE

### Our carbon footprint in tonnes of carbon dioxide equivalent (CO<sub>2</sub>e)

#### Performance and targets

We are committed to operating our business in an increasingly sustainable manner and seek to reduce our environmental impact year on year. 2020 is the first year that we have decided to report on our carbon dioxide equivalent (CO<sub>2</sub>e) emissions and the data for 2019 will be our baseline year. We intend to set ourselves targets to achieve a reduction in CO<sub>2</sub>e per sq. m. from our baseline performance once we have fully assessed a net zero carbon pathway and science-based targets (see pages 20 and 21).

		<b>2019</b>
<b>Scope 1 – total</b>	Tonnes CO <sub>2</sub> e	<b>1,801</b>
<b>Scope 2 – total</b>	Tonnes CO <sub>2</sub> e	<b>1,713</b>
<b>Total Scope 1 and 2</b>	Tonnes CO <sub>2</sub> e	<b>3,514</b>
<b>Scope 3</b>		
1 Purchased goods and services	Tonnes CO <sub>2</sub> e	<b>17,698</b>
2 Capital goods	Tonnes CO <sub>2</sub> e	<b>236</b>
3 Fuel- and energy-related activities	Tonnes CO <sub>2</sub> e	<b>624</b>
4 Upstream transportation and distribution	Tonnes CO <sub>2</sub> e	<b>0</b>
5 Waste generated in operations	Tonnes CO <sub>2</sub> e	<b>6</b>
6 Business travel	Tonnes CO <sub>2</sub> e	<b>22</b>
7 Employee commuting	Tonnes CO <sub>2</sub> e	<b>18</b>
13 Downstream leased assets	Tonnes CO <sub>2</sub> e	<b>3,396</b>
<b>Scope 3 – total</b>		<b>22,000</b>
<b>Total Scope 1, 2 and 3</b>	Tonnes CO <sub>2</sub> e	<b>25,514</b>

#### Data qualifying notes:

Scope 3 data based on extensive gap analysis carried out in Q2 2020.

Purchased goods and services includes the embodied carbon associated with development projects and accounts for over 10,000 tonnes CO<sub>2</sub>e.

Downstream leased assets covers our tenant GHG emissions associated with their own energy consumption.

# OUR PRIORITIES IN 2020



### Real-time data system

In 2020 we will continue to roll out our real-time energy and resource use data monitoring system across all of our managed assets to empower our building managers to make more informed decisions when optimising the building management systems for our tenants. We will allow tenants the option to have their own energy data added to the system and explore further options to monitor plant and equipment and ambient conditions of tenant spaces in real time to further drive efficiencies.



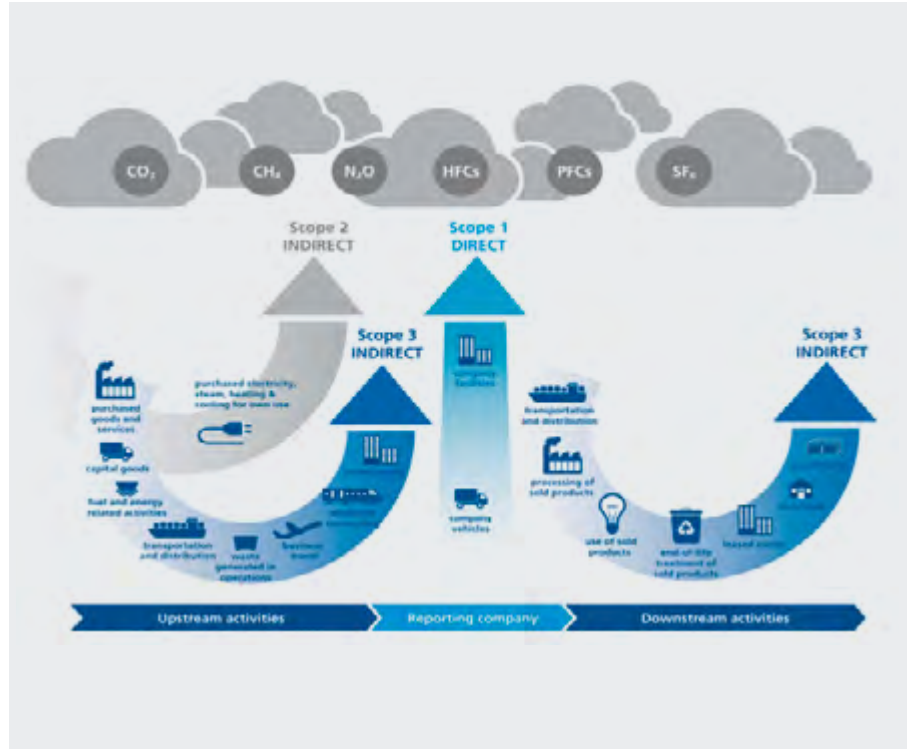
### CDP

We intend to report to CDP under the climate change real estate questionnaire for the first time in summer 2020. This will prepare us for integrating the TCFD recommendations into our Strategy for 2021 and support our overall climate change objectives.



### TCFD integration

We are aware of the importance of having clarity on the climate-related risks to our business and are considering implementing the recommendations of the TCFD. This will involve input from a number of departments and will embed a greater understanding of the risks that face the company and the potential for 'stranded assets' if such risks are left unaddressed.



### Suppliers and tenants scope 3 GHG emissions

Suppliers and tenants contribute to the majority of our Scope 3 GHG emissions. In 2020 we will start to put together a strategy for how we intend to work with both sets of stakeholders, firstly to gain the most accurate information on their associated GHG emissions and, further to this, to support them in how we can work side by side to reduce such emissions. This will create a win-win for both Hibernia as well as our suppliers and tenants.

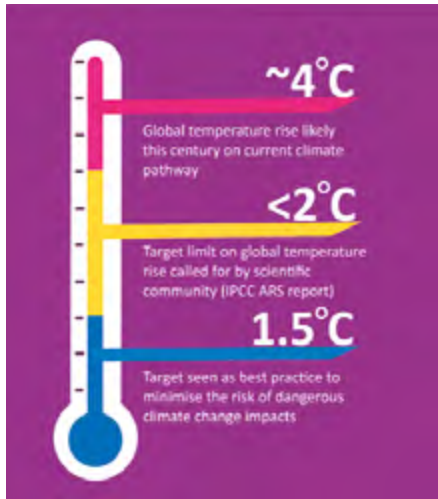
### ESG due diligence in investment decisions

When we acquire new assets, our investment team will be required to delve deeper into the sustainability risks and opportunities associated with target properties and sites. To assist them, we will develop a sustainability investment brief outlining the minimum and additional ESG due diligence requirements that should be completed for each acquisition before Board approval is sought.



### Science-based targets

In line with our plans to develop a net zero carbon pathway and to keep our GHG emissions reduction strategy in check and aligned with the latest findings of the IPCC, we will consider science-based targets that will clearly define our pathway to future proof growth by specifying how quickly and by how much we need to reduce our GHG emissions.



**Net zero carbon pathway**

In order to drive down our carbon footprint and future proof our assets given the certainty of climate change and related increased costs of construction and management of buildings, we are assessing setting out a pathway for the business over the next 10, 20 and 30 years, looking at how we remove, reduce and offset our GHG emissions.



**Tenant engagement**

Our tenant engagement will be bolstered by the introduction of our new Sustainability Manager who will be the face of our Sustainability Strategy, meeting with tenants regularly, hosting sustainability events at our Windmill Quarter Townhall, sending out quarterly communications and partnering with tenants to help them meet their own sustainability goals. We will use our tenant survey to further inform the decisions we make to improve the sustainability of our buildings and inform how we proceed with future developments, particularly in regard to post COVID-19 measures to protect tenant health and safety at all times.



**Development sustainability brief**

Clear sustainability strategies for each new build and refurbishment will future proof our assets. To achieve this, we will create a sustainable development brief that will be the basis of each development's journey to completion, setting out our expectations of all contractors working on the project across all ESG material issues. Central to this will be the carbon footprint of each building and how we reduce the embodied carbon associated with the products and materials used to construct the fabric of each building.



**Community engagement**

How we engage with our communities requires a formal policy, which we intend to implement in 2020, setting out how we will forge long-lasting partnerships and be good neighbours to those living in the vicinity of our buildings. We will include details of how employees can be a part of the process and what we will commit to supporting on an annual basis.

# INDEPENDENT VERIFICATION

**Date: 4 June 2020**

**To: the stakeholders of Hibernia REIT plc**

**Independent assurance statement by Upstream Sustainability Services, JLL (“Upstream”) to the stakeholders of Hibernia REIT plc (“Hibernia”) concerning the energy, water, waste, GHG and social and governance data used in its EPRA Sustainability Performance Measures disclosure (“EPRA”) for the period 1 January 2019 to 31 December 2019.**

## 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 EPRA disclosure. The engagement was Type 2 moderate assurance in accordance with the AA1000AP (2018) standard which consisted of:

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

B. Evaluation of the reliability of the specified sustainability performance information and associated data collection and management processes and systems, as well as a review of Hibernia’s social and governance performance measures.

## Responsibility

The management of Hibernia is responsible for the completion of the EPRA disclosure and all statements and figures contained therein. Upstream’s responsibility was to complete the assurance process and prepare this assurance statement.

## Methodology

Upstream undertook the following assurance activities:

- 1) Interviewed Neil Menzies, Sustainability Manager, John Cairns, Property Asset Manager, Thomas Edwards-Moss, Chief Financial Officer, Heather Nesbitt, Financial Reporting Manager and Emma Lepretre, Operations Administrator about Hibernia’s principles of inclusivity, materiality, responsiveness and impact.
- 2) Reviewed internal and publicly available information relating to the principles of inclusivity, materiality and responsiveness and drew upon information gathered in 2020 through interviews conducted with Hibernia staff.
- 3) Discussed data, evidence and data issues with Hibernia’s Sustainability Manager.

4) 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 2019 calendar year. We tested a sample of 315 data points from a total of 30 data sources (e.g. meters or waste disposal routes) from 15 properties within Hibernia that are reporting environmental data in their EPRA disclosure. In addition, we also reviewed 10 EPRA social and governance performance indicators (Diversity-Emp, Diversity-Pay, Emp-Training, Emp-Dev, Emp-Turnover, H&S-Emp, H&S-Asset, H&S-Comp, Comty-Eng and Gov-Board).

## A: EVALUATION OF HIBERNIA’S ADHERENCE TO THE AA1000 ACCOUNTABILITY PRINCIPLES (AA1000AP 2018) OF INCLUSIVITY, MATERIALITY AND RESPONSIVENESS

Based on the scope of work described above, nothing has come to our attention to suggest that Hibernia REIT did not adhere to the majority of the criteria under the principles of inclusivity, materiality and responsiveness for 2019.

## Inclusivity - how the organisation engages with stakeholders and enables their participation in identifying issues and finding solutions.

Hibernia identifies tenants, staff, investors, suppliers, government and local communities as its key stakeholders and reviews its stakeholder list annually. Hibernia engages with its stakeholders frequently and uses a variety of methods tailored to the needs of each stakeholder group to achieve the highest level of engagement. For example, tenants are

kept engaged through regular face to face meetings as well as tenant surveys. Investors are engaged through corporate governance roadshows, sustainability updates during investor meetings and surveys. Staff are kept engaged through the annual employee survey, attending regular meetings to discuss the firm’s priorities and introduce new policies and through informal team events. Hibernia keeps its local communities engaged through meetings and events before and after a development is built, on an ad hoc basis. Most of these forms of engagement with its key stakeholders (coupled with the Materiality Assessment described below) enabled Hibernia to review and update its Sustainability strategy and policy.

In 2019, Hibernia initiated the transition of its sustainability programme run by the Sustainability & Facilities Manager to a dedicated Sustainability Manager sitting within the Finance Department. Hibernia confirmed the appointment of its 1<sup>st</sup> Sustainability Manager that commenced in January 2020. The Sustainability Manager’s role is to manage Hibernia’s Sustainability Strategy (e.g. improving environmental performance of the portfolio, sustainability reporting, stakeholder engagement), with input and support from the CFO and other team members. Hibernia’s Board has the decisive oversight of all aspects of the business including sustainability. The Board reviews and approves the Group’s Sustainability Strategy, Sustainability Policy and other policies, and receives updates from the Sustainability Committee, which, along with other Executive Committees, meets at least once every quarter. From a communications perspective, all stakeholders are kept updated through Hibernia’s Annual Report and Sustainability Report which indeed have been impactful vehicles to keep stakeholders informed and help Hibernia reap the benefits of stakeholder engagement. Social media platforms such as LinkedIn and Twitter are also used to inform stakeholders about Hibernia’s sustainability initiatives.

### Materiality – how the organisation determines the relevance and significance of an issue to itself and to its stakeholders.

Hibernia has risk management procedures designed to ensure that all applicable risks pertaining to the Group can be identified, monitored and managed at all times. The Group's risk management objectives document that risk management remains an integral part of business processes and maintains an effective system of risk identification, analysis, evaluation and treatment. The Group's risk system and any updates to it are communicated to all relevant staff periodically and at least annually. A Group risk register is maintained that details risks across all areas of the business and includes risks in relation to environmental issues and sustainability reporting. The register is reviewed and updated annually for new risks and reported to the Board on an annual basis.

Hibernia also highlighted its intention to perform a formal sustainability materiality assessment in 2020, which has now been completed, informed by a stakeholder engagement process and led by the newly appointed Sustainability Manager and the Sustainability Committee. The materiality assessment was designed to engage with its key stakeholders to identify the sustainability topics most meaningful and relevant to Hibernia and ensure they align with stakeholder expectations. Stakeholders were engaged through on-line surveys and workshops to determine the topics that they feel Hibernia could have the most impact on; to reiterate the importance and relevance of Hibernia's five key sustainability principles which form the Sustainability Strategy and policy; and to developing and supporting its employees. The materiality assessment was also designed to align Hibernia's material issues to the United Nations Sustainable Development Goals ("UN SDGs"), ensuring this alignment is reviewed biennially, and to establish SDG targets.

In addition to the materiality assessment, Hibernia is also planning to utilise real-time data management to further its understanding of the impact and consumption of its buildings, in order to inform company decisions and stakeholders.

### Responsiveness – how the organisation responds to stakeholder issues affecting sustainability through its performance, actions, decisions and communication.

Hibernia's Sustainability Strategy comprises of five principles, 1) responsible asset management, 2) delivering sustainable buildings, 3) positively impacting communities, 4) supporting suppliers and 5) developing and supporting its employees. Hibernia's sustainable business model is based on addressing these five

principles to which they are accountable to delivering results to their stakeholders.

In 2019 Hibernia updated its response by setting targets for all principles from 2019 up to 2021, except for the 'supporting suppliers' targets that will commence in 2020. Some of the 2019 targets include: engaging and collaborating with tenants, reducing greenhouse gas emissions, bettering buildings performance and ratings, minimising waste, organizing community initiatives and charity events, and delivering knowledge sharing meetings for Hibernia staff. Some of Hibernia's actions addressing these principles include investing in performance data management to enable real-time measuring and reporting of landlord utility meters across Hibernia's managed portfolio, delivering bespoke tenant health & wellbeing schedules designed by incorporating tenants' feedback, and the repeat of the Dragons at the Docks boat regatta, an initiative of listed property companies acting to reduce homelessness in Ireland, with Hibernia being one of the founders and cornerstone sponsors since its inception in 2017.

Furthermore, in 2018 Hibernia introduced sustainability as a key performance indicator in their remuneration policy which continues to apply in 2019, meaning that the achievement of sustainability performance has a bearing on annual bonus awards for senior management colleagues and certain other staff members. Hibernia has incorporated sustainability topics in its knowledge sharing meetings to accommodate the needs of the relevant Hibernia staff.

### Impact – how the organisation monitors and measures the effects of its behaviour and performance on the economy, the environment, and society.

Hibernia actively monitors its performance against the targets set on four of the five sustainability principles: responsible asset management, delivering sustainable buildings, positively impacting communities, and developing and supporting its employees. Hibernia monitors its impact on society through employee and tenant surveys and through donations to charities, whereas to measure the environmental performance of its developments Hibernia currently relies mostly on utility invoice data. In turn, Hibernia measures the sustainability of its developments through the green building standard LEED. The Sustainability Committee meets quarterly to monitor progress against targets and discuss climate related risks and opportunities. The meetings are also attended by several of the Senior Management Team and the Risk and Compliance Officer.

Hibernia publicly discloses performance against its targets on an annual basis through the Sustainability Report, which is aligned with the EPRA sBPR and reporting guidelines which are informed by the Global Reporting Initiative guidelines ("GRI Standard") covering environmental, social and governance impact categories. Hibernia also participates in the Global Real Estate Sustainability Benchmark (GRESB), allowing them to measure performance indicators, management and policies against peers. In the 2019 GRESB assessment Hibernia received three stars and an overall score of 75%. By doing so, Hibernia is monitoring and measuring its impacts and effectively communicating its performance to its stakeholders and shareholders.

Hibernia has also set targets to receive ISO 14001 and ISO 45001 certifications by 2021, which will identify further areas of improvement for the business and its supply chain. As part of the ISO 14001 and 45001 implementation process health and safety assessments were carried out by an external consultant at all managed offices in 2019.

### Observations & recommendations

- Sustainability and stakeholder engagement are embedded throughout Hibernia to deliver long term value to its stakeholders. Hibernia demonstrates continuous and improved engagement with its stakeholders to inform its sustainability strategy. Inclusivity is intrinsic to Hibernia's values and integrated throughout the business and overall strategy.
- Hibernia's processes to identify sustainability risks are well-established, continuous and fully integrated across the organisation.
- Hibernia responds well to its material issues and makes good progress towards meeting its targets. Communication mechanisms are well established to keep stakeholders informed about progress made.
- Hibernia measures and monitors the effects of its behaviour and performance on the environment, the economy and society. Hibernia publicly discloses its impact using best practice disclosure standards.
- Whilst Hibernia demonstrates adherence to the AA1000 principles, there is scope to enhance its ongoing sustainability practices, which include:

1) Measuring the success of the current stakeholder engagement (e.g. set relevant metrics to measure engagement effectiveness, outcomes and impact). Hibernia could assess its impacts beyond 2021 and set longer-term targets for its material issues, aligned to the SDGs and be more ambitious year upon year

2) Increase employee engagement by introducing mandatory sustainability training for all employees that includes the firm’s sustainability strategy and key sustainability issues for the industry

3) Invest in a formal community engagement strategy

4) To further assess and monitor its buildings from a social perspective, Hibernia could prioritize incorporating the WELL Building Standard in key buildings

5) As the climate risk agenda continues to evolve, it is important that Hibernia assess the risks and opportunities that climate change poses on its assets. Hibernia has indicated that it intends to report to the Carbon Disclosure Project (“CDP”) in 2020 to disclose its sustainability performance in line with the new Real Estate questionnaire on climate change, incorporate the recommendations of the Taskforce on Climate Related Financial Disclosures (“TCFD”) into its business and sustainability strategies from 2021 onwards, and develop a net zero carbon pathway for the business over the next 20 to 30 years.

**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 2019 energy, water and waste information, GHG emissions and Social Governance KPIs are not fairly stated for Hibernia.

**Data assured**

**Environmental Performance Data:**

Energy:	14,706,745 kWh
Water:	43,132 m <sup>3</sup>
Waste:	692 tonnes
GHG:	Scope 1 - 1,801 tCO <sub>2</sub> Scope 2 - 1,713 tCO <sub>2</sub>

**EPRA Social and Governance Performance Measures**

Diversity-Emp:	31% (exec staff) 21% (all senior levels and Board)
Diversity-Pay:	159% (exec staff) 180% (all senior levels and Board)
Emp Training:	17 (hours)
Emp-Dev:	100%
Emp-Turnover:	21% (new hires) 14% (Turnover)
H&S-Emp:	0 (injury rate) 0 (lost day rate) 0.64% (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 on non-compliance (residential portfolio)
Comty-Eng:	23% (office portfolio) N/A (residential portfolio)
Gov-Board:	2 (total number of executive members) 7 (total number of independent members) 4 (average tenure in years) 5 (total number with competencies relating to environmental and social topics)

**Observations and recommendations**

**Environmental Performance Data:**

- Evidence was readily available and provided promptly in a format that was straightforward and easily understandable.
- Overall data quality was good. Using primary evidence, energy and water consumption and GHG emissions data were assured with 100% accuracy, and waste was assured with 99% accuracy.
- Hibernia’s personnel demonstrated strong and collaborative engagement with requests for further evidence and clarifications.

- Hibernia should consider implementing an additional quality control check which initiates a review of the final reported consumption data to avoid instances where input errors could arise.
- 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.

**EPRA Social and Governance Performance Measures**

- Personnel at Hibernia were responsive and collaborative towards requests for evidence, which was of good quality and presented clearly.
- Some formulae used in the calculations did not cover the entire data range. Although this has since been amended, an additional check on all figures relying on formulae could prevent this occurring in the future.
- The data table was revised multiple times before verification began. It is imperative to ensure that all data is finalised and frozen at the point that assurance begins to prevent any delays in the process.

**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 AA1000AP (2018).

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.



Tauras Kalasauskas



# GLOSSARY

**1SJRQ** is 1 Sir John Rogerson's Quay.

**1WML** is 1 Windmill Lane.

**2WML** is 2 Windmill Lane.

**AA1000AP 2018 Account Ability Principles** assurance is a standard for assessing and strengthening the inclusivity, materiality, responsiveness and impact of an organisation's social, economic and environmental reporting.

**All Ireland Pollinator Plan** is a framework for empowering stakeholders to come together to try and create an Ireland where pollinators can survive and thrive.

**ASHRAE (The American Society of Heating, Refrigerating and Air-Conditioning Engineers) baseline** is the amount of energy or water the building would consume if it used traditional practices.

**BIPV** or building-integrated photovoltaic is the term used when conventional materials used in the construction of a building are replaced with photovoltaic materials which then provide either a primary or secondary source of electrical power.

**Building Management System** refers to the computer-based control and monitoring of a building's mechanical and electrical equipment, such as that found in the ventilation, lighting, power, fire and security systems.

**BER** stands for building energy rating and indicates a building's energy performance.

**CDP (formerly the Carbon Disclosure Project)** is the global disclosure system for companies, cities, states and regions to manage their environmental impacts against and from which investors or purchasers can obtain environmental information for use in financial decisions.

**Climate Action Plan** is an ambitious action plan implemented by the Irish Government in 2019 to address the impacts on Ireland's environment, society, economic and natural resources posed by climate change.

**CRU** or The Commission for Regulation of Utilities is Ireland's independent energy and water regulator.

**EHS** is an environment, health and safety management system which addresses the environmental, health and safety impact of the Group's activities and establishes goals and procedures that will improve the impact the Group has on the environment and human health.

**EPR** is the European Public Real Estate Association, which is the industry body for European REITs. EPR produces guidelines for a number of standardised performance measures, including sustainability measures.

**EPR sBPR** are the EPR sustainability best practices recommendations to which we adhere. These measures are detailed in the sustainability performance measures section.

**EU Green Deal** is the European Union's roadmap for making the EU's economy sustainable by turning climate and environmental challenges into opportunities across all policy areas and making the transition just and inclusive for all.

**GHG** stands for greenhouse gas which is a gas that absorbs and emits radiant energy within the thermal infrared range.

**GRESB** formerly the Global Real Estate Sustainability Benchmark.

**GRI** or Global Reporting Initiative helps businesses and governments worldwide understand and communicate their impact on critical sustainability issues such as climate change, human rights, governance and social wellbeing.

**Hibernia** is Hibernia REIT plc, the "Group" or the "Company".

**IFSC** is the International Financial Services Centre in Dublin which is a part of the North Docks that was originally set up to attract international financial services companies.

**IPCC** or Intergovernmental Panel on Climate Change was created to provide policymakers with regular scientific assessments on climate change, its implications and potential future risks, as well as to put forward adaptation and mitigation options.

**ISO certification** is the International Standards Organisation's certification, which provides industry standard certifications for peer-to-peer comparisons.

**ISO 14001** is the international standard that specifies requirements for an effective environmental management system (EMS). It provides a framework that an organisation can follow, rather than establishing environmental performance requirements.

**ISO 45001** is the international standard that provides requirements for an effective occupational health and safety management system.

**kWh** is kilowatt-hour

**LEED** (Leadership in Energy and Environmental Design) is a Green Building Certification System developed by the U.S. Green Building Council ("USGBC"). Its aim is to be an objective measure of building sustainability.

**Like-for-like** is used to compare use, for example the electricity consumption of a portfolio, that has been consistently in operation, and not under development, during the most recent two full reporting years.

**nZEB** means nearly Zero Energy Buildings. The European Energy Performance of Buildings Directive requires all new buildings to be nearly Zero Energy Buildings (nZEB) by 31 December 2020. To comply with the nZEB requirement, the Irish Government has issued revised Building Regulations.

**Net Zero Carbon** refers to achieving an overall balance between emissions produced and emissions taken out of the atmosphere.

**PV** or photovoltaic is a means of converting sunlight into electricity.

**REIT** is an Irish Real Estate Investment Trust as set out under section 705E of the Taxes Consolidation Act, 1997.

**Science Based Targets** are a set of goals developed by a business to provide it with a clear route to reduce greenhouse gas emissions.

**Scope 1, 2 & 3 emissions:**

- Scope 1 emissions – direct emissions produced by the burning of fossil fuels (solid, liquid or gas) from an organisation’s owned or controlled sources
- Scope 2 emissions – indirect emissions generated by purchased energy (e.g. electricity from the grid)
- Scope 3 emissions – indirect emissions associated with a product or service provided by a third party, for example employee business travel (airlines) and client reports (manufacturing of paper) etc.

**SEAI** Sustainable Energy Authority of Ireland.

**Smart Dublin** is an initiative of the four Dublin Local Authorities that uses new technologies and new ways of working to improve services and enhance quality of life in the Dublin Region.

**Sq. ft.** square feet.

**TCFD** or Task Force on Climate-related Financial Disclosures is a market-driven initiative, set up to develop a set of recommendations for voluntary and consistent climate-related financial risk disclosures in mainstream filings.

**tCO<sub>2</sub>** is tonnes of carbon dioxide

**UN SDGs** or the United Nations Sustainable Development Goals are a set of 17 interconnected goals with 169 actionable targets designed to help our planet achieve an environmentally and socially sustainable future.

**WELL Building Standard** is a US-originated standard against which features of the built environment are monitored for their impact on health and wellbeing.

**WiredScore** is a commercial real estate rating system that empowers landlords to understand, improve, and promote their buildings’ digital infrastructure.

# HIBERNIA DURING LOCKDOWN

Here are some members of the Hibernia team pictured in their home offices during the COVID-19 lockdown.



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