



# Delivering long-term value to our stakeholders

hibernia  
— REIT —

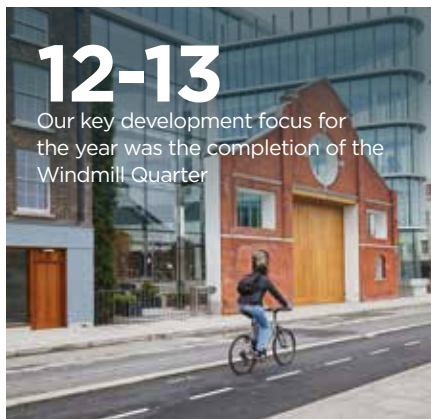
Sustainability Report 2019

# Contents



Living wall at 1SJRQ

- 1** Welcome
- 2** Overview of the business
- 4** Sustainability at Hibernia
- 6** Responsible asset management
- 10** Deliver sustainable buildings
- 16** Positively impact communities
- 18** Support our suppliers
- 19** Governance
- 20** Develop our employees
- 22** Engaging with our stakeholders
- 24** Sustainability performance
- 26** Sustainability performance measures
- 32** Independent assurance note
- IBC** Glossary



## 12-13

Our key development focus for the year was the completion of the Windmill Quarter

## 18

Supporting our suppliers: "We have been working with Hibernia to be carbon neutral by 2023"

**Shane O'Reilly**  
Director, SOS Cleaning Services



## 7

Renewable energy: Our first photovoltaic array installed at 1 Windmill Lane

## 17

Community action: Dragons at the Docks 2018



# Welcome

Welcome to the Hibernia 2019 Sustainability Report (the "Report").

This is our first standalone Sustainability Report, having previously included all sustainability content in our Annual Report. We have changed things this year to give sustainability due prominence and to enable us to give more detail on our targets, initiatives and progress. The two reports are complementary and cross-refer to each other: any key terms within this Sustainability Report that are not in its glossary are defined in the Annual Report, and vice versa.

Sustainability remains a key priority for us: it is an integral part of our strategy and we believe it is crucial to delivering long-term value to our stakeholders. It is an area that occupational and investment markets are increasingly paying attention to, meaning good or bad performance in this area may have commercial consequences. I am pleased to report, therefore, that under our recently introduced new Remuneration Policy, the achievement of sustainability performance targets will have a bearing on annual bonus awards for senior management colleagues and certain other staff.

In this Report, we outline the good progress we are making against the targets set in the five key areas of our Sustainability Strategy and set out our targets for the future. One particular area of effort this year has been reporting to the Global Real Estate Sustainability Benchmark ("GRESB"): we made our first submission on a private basis in 2018 and our 2019 submission results will be available to all GRESB subscribers when published in September 2019. Our 2018 results were in line with our UK and Irish office peers in some areas but we have identified several areas to improve: for example, we have initiated ISO 14001 and ISO 45001 certifications which are the international standards for an effective environmental, health and safety ("EHS") management system.

This Report also contains our detailed performance data as per the requirements of our industry body, the European Public Real Estate Association ("EPRA") Sustainability Best Practices Recommendations ("SBPR"), which now include social and governance factors. EPRA data is reported on an operational control basis and therefore excludes properties which are leased to single occupiers under full repairing and insuring ("FRI") leases or which are indirectly managed.

In order to provide an appropriate level of review of our processes and data, we have engaged JLL Upstream Sustainability Services to provide moderate AA1000 assurance for our EPRA data reporting. JLL's assurance letter is on pages 32 to 34 of this Report.

During the year, we completed two more buildings: 1 Sir John Rogerson's Quay ("1SJRG"), which is expected to be certified LEED Platinum, and the refurbishment and extension of 2 Windmill Lane ("2WML"), which has achieved LEED Gold certification. We decided to extend our WiredScore programme across the portfolio and all our managed office buildings, save those scheduled for refurbishment or redevelopment, have now been certified. WiredScore identifies areas where we can improve the connectivity of our buildings. Over the coming 12 to 24 months, we plan to improve our older buildings where possible, to enhance their connectivity for our tenants. While we did not run a tenant survey in 2018 as we were reorganising the structure of our asset management and building management teams, we will be

running another one shortly to get more feedback from our tenants and to identify further areas for improvement.

In August 2018 we repeated our involvement in the Dragons at the Dock fundraising event. Since its inception, the event has raised over €530k for the nominated Irish charities, principally the Dublin Simon Community, which works to address and prevent homelessness in the Dublin area. Sadly Hibernia did not win any of the races, but this is a great event which brings employees, tenants, the community and local businesses together for a day of fun and fundraising.

I hope you enjoy reading our inaugural standalone Sustainability Report and we will be pleased to receive any feedback you may have.

**Kevin Nowlan**  
Chief Executive Officer  
June 2019



## Overview of the business

We use our knowledge and experience of the Dublin property market, together with modest levels of leverage, to target above average long-term returns for our shareholders.

### About Hibernia

Hibernia is an Irish real estate investment trust ("REIT"), listed on Euronext Dublin and the London Stock Exchange. We own and develop property and have a portfolio worth €1.4bn as at 31 March 2019. Our whole portfolio is located in Dublin, with 85% in city centre offices or office developments across the three main sub-markets, the Traditional Core, the South Docks and the International Financial Services Centre ("IFSC"). We also have 11% in multi-family residential assets in South Dublin and the balance is in industrial and land assets.

### What we do

We use our knowledge and experience of the Dublin property market, together with modest levels of leverage, to target above average long-term returns for our shareholders.

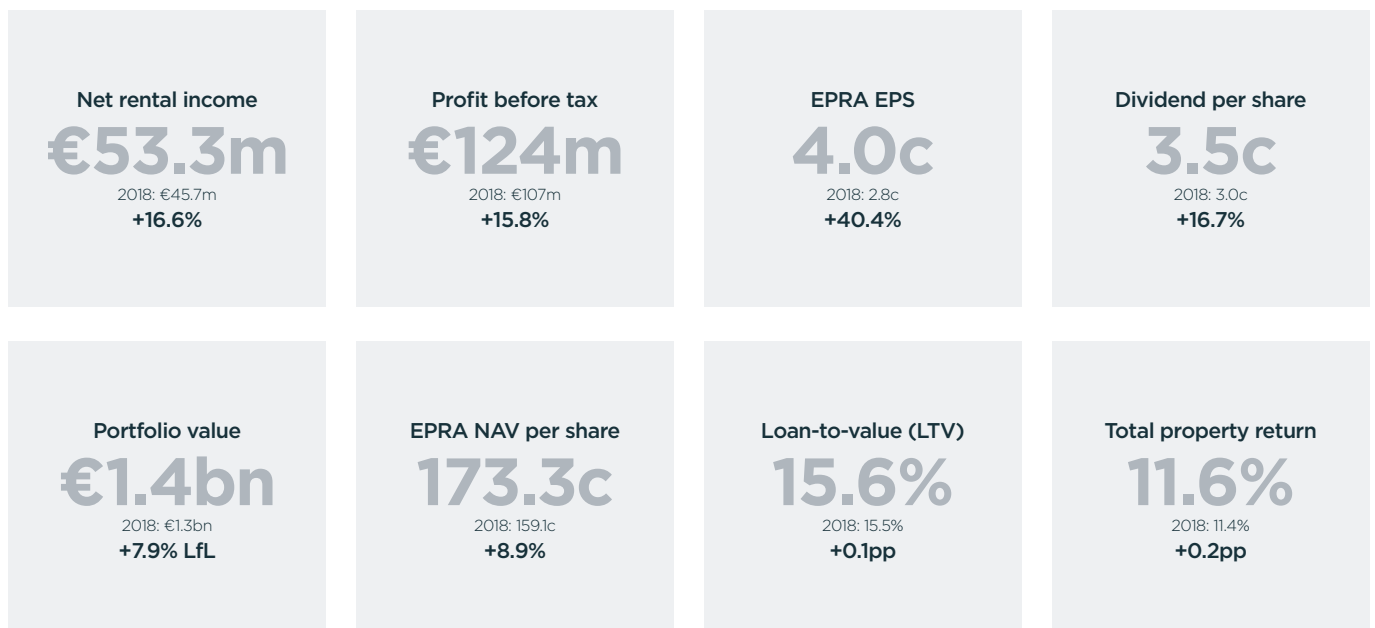
### How we do it

We focus on improving buildings at appropriate times in the property cycle and on growing our income through active asset management. Our portfolio is mainly a mix of redeveloped properties and assets held for future repositioning.

### How sustainability links to our strategy

Sustainability is an integral part of our overall strategy. Improving the environmental efficiency of our portfolio is one of the strategic priorities outlined in our 2018 and 2019 Annual Reports and, following the implementation of the new Remuneration Policy from 27 November 2018, sustainability performance also has a bearing on annual bonus awards for senior management colleagues and certain other employees. Sustainability is also an important component of our ability to deliver on a number of our other strategic priorities: for example, many tenants 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.

### A year of good progress on all fronts



## Delivered two large office developments

Total of 172,000 sq. ft. of offices, achieving LEED Platinum (expected) and LEED Gold and completing the Windmill Quarter, which totals c. 400,000 sq. ft. of offices and further leisure, retail and residential facilities across six adjacent buildings in Dublin's South Docks.



[+](#) Read more on page 12 to 13

## Other key awards

European Public Real Estate Association (EPRA) Gold Award for sustainability reporting 2018.

First submission made to GRESB in 2018 (on private basis) with 2019 submission results to be available to all GRESB subscribers.

Added WiredScore certification to a number of buildings, proportion of office portfolio by area certified as at 31 March 2019 now 80%.



[+](#) Read more on page 6

## Installed our first solar photovoltaic (PV) panels

on a completed office building, generating 2.5% p.a. of the total electricity demand.



[+](#) Read more on page 7

## The bees

We are installing beehives on our buildings where possible.



[+](#) Read more on page 6

## Dragons at the Docks

Hibernia is a lead sponsor and co-founder of this event. Since its inception in 2017, Dragons at the Docks has raised over €530,000 for Dublin Simon and other charities and is growing exponentially, enabling 15 residential units for the homeless to be bought.

[+](#) Read more on page 17

# Sustainability at Hibernia

Our Sustainability Policy (available on our website) has been developed to ensure that Hibernia operates in a responsible and sustainable manner, having regard to its tenants, staff, suppliers, local communities and the environment.

The policy consists of five key principles which run right through the business:

- 1) Responsible asset management
- 2) Deliver sustainable buildings
- 3) Positively impact communities
- 4) Support our suppliers
- 5) Develop our employees

For each of the principles, we have a series of targets. These form our Sustainability Strategy which you can read more about in the coming pages.

### 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 Supplier Code of Conduct, and receives updates from the Sustainability & Marketing Committee, which, along with other Executive Committees, meets at least once every two months. Day-to-day, Hibernia's sustainability programme is run by the Sustainability Manager, with input and support as required from the CFO and other team members.



**Thomas Edwards-Moss,**  
CFO



## How we apply our five key principles

### 1. Responsible asset management



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.

### 2. Deliver sustainable buildings



We improve the local built environment by providing efficient new space, through developments or refurbishments, which offers lower running costs, fewer emissions and an enhanced occupier experience. We have set specific targets for new buildings, both in terms of certifications and more general impacts.

### 3. Positively impact communities



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

### 4. Support our suppliers



We support our suppliers through the prompt payment of invoices. In return, via our contractual relationship, we expect suppliers to adhere to our Supplier Code of Conduct.

### 5. Develop our employees



We have an inclusive and open working environment. We encourage individuals and teams to realise their full potential for personal and collective growth and to enable the business to meet its strategic objectives.



## Responsible asset management

This is a key pillar in our Sustainability Strategy. Our targets for this area reflect our ambition to reduce the impact our managed buildings have on the environment.

Key targets include reducing energy consumption and GHG emissions, managing waste responsibly and, where appropriate, encouraging our tenants to follow suit. We have made good progress and are on track to meet or exceed all targets within the timeframes we have set.

Each of our managed buildings has been assessed for efficiency and, where appropriate, one or more of the initiatives below has been implemented:

- Introduction of LED lighting
- Revised plant operating schedules
- Passive infrared (“PIR”) motion detectors
- Variable speed drives on machinery
- Building Management System (“BMS”) controls
- Photovoltaic (“PV”) panels

We have installed our first retrospective PV array with a capacity of 13.2kWh at 1 Windmill Lane (“1WML”) and have also assessed other buildings in the portfolio with the intention of undertaking similar retrospective installations.



Introduction of beehives

### New initiatives

#### City bees

We have installed beehives on the roofs of three of our buildings to date (1 Cumberland Place, 1WML and the Observatory) and more are planned. As well as producing honey for tenants, the initiative is intended to assist in reversing the decline in the population of the Irish honey bee.

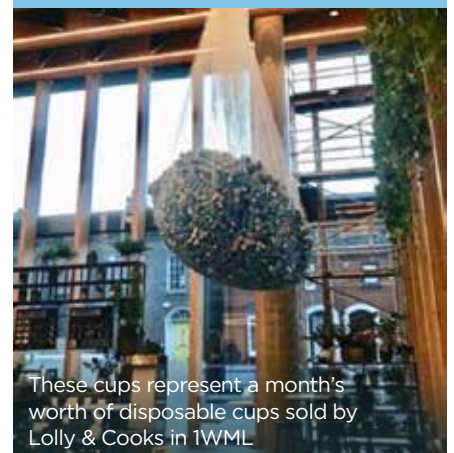
#### Shared bike scheme

As part of our tenant wellness campaign we are considering introducing a shared bike scheme for our tenants and intend to run a limited pilot scheme in a few buildings. The scheme would allow tenants to access shared bikes stored in our buildings to get around Dublin, reducing reliance on vehicles and contributing to more active lifestyles.

### Waste campaign

2018 saw the launch of a portfolio-wide waste management awareness-raising campaign for which we have partnered with REPAK (a not-for-profit packaging recycling scheme funded by members) and Panda Waste. The campaign involved meeting the tenants from each of our managed buildings, listening to their challenges, concerns and questions and incorporating them into the campaign strategy.

The average annual recycling rate for 2018 was 52%, which represents a 3% increase on 2017. The two-month period following the waste campaign launch saw the recycling rate increase to 54%.



These cups represent a month's worth of disposable cups sold by Lolly & Cooks in 1WML

**Key**

✓ Met

⋯ In progress

✗ Not met

2018-19 TARGETS	PROGRESS	2019-20 TARGETS
Achieve a minimum 10% reduction in energy consumption across our multi-let office portfolio on a like-for-like basis by the year ending March 2022 when compared to our March 2018 baseline.	⋯ By introducing the initiatives outlined earlier in the report, we are currently tracking at 5% and are well on our way to achieving this target by March 2022.	Continue progress towards target of 10% reduction in energy consumption across our multi-let investment portfolio on a like-for-like basis by the year ending March 2022 when compared to our March 2018 baseline.
Reduce greenhouse gas intensity based on carbon emissions per units of area by a minimum of 10% on a like-for-like basis by the year ending March 2022 when compared to our March 2018 baseline.	⋯ We are currently tracking at a 2.5% reduction and expect further improvement as we increase efficiencies through responsibly managing our properties.	Continue progress towards the 10% reduction in greenhouse gas intensity based on carbon emissions per units of area on a like-for-like basis by the year ending March 2022 when compared to our March 2018 baseline.
We aim to submit to GRESB in 2018 on a private basis with full disclosure to GRESB subscribers in 2019.	✓ Successfully submitted 2018 submission and the 2019 submission is on track for completion by the July deadline. Results are due to be released in autumn 2019.	Achieve improvement in our 2019 GRESB score when compared to 2018 results. Put in place initiatives to ensure further progress in the 2020 submission.
Own office energy targets to be set in 2018/19.	✗ Energy monitoring is underway at our headquarters.	Expect to move offices shortly and will then set new own office energy targets.
Achieve a recycling rate of 50% or more at properties where we retain management responsibility.	✓ We recycled 60% of our waste in 2018: 44% went to dry recycling and 16% for compost.	Increase to achieving greater than 60% recycling rate over coming year.
a. Continue to work with our tenants to identify areas for improvement and deal with survey items identified where appropriate.	✓ Have met targets a) and b) in the year: Tenant survey was not undertaken in 2018 due to a reorganisation of the asset management and building management teams but the 2019 survey will be undertaken shortly.	a. Continue to work with our tenants to identify areas for improvement and deal with survey items identified where appropriate.
b. Continue to set up Environmental Working Groups for all new multi-let offices of over 25,000 sq. ft.	✓	b. Continue to set up Environmental Working Groups for all new multi-let offices of over 25,000 sq. ft.
c. Repeat tenant survey every year.	✗	c. Repeat tenant survey every year.
<b>New target introduced during the year:</b> as well as getting WiredScore ratings on our developments, ensure the majority of the multi-let office portfolio is certified.	✓ 11 of our managed in-place office buildings and one development are now certified, representing 80% of our in-place office portfolio now certified by floor area (98% of our managed office portfolio).	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.

## Photovoltaic (“PV”) panel installation

We installed our first retrospective solar array on 1WML in January 2019 (1SJRQ’s PV panels were included as part of the development). Other buildings are being assessed for suitability as we seek to reduce the external electrical energy required for our buildings. The key features of the 1WML system are:

- 13.2kWh maximum output from a c. 2,000 sq. ft. array, with annual output of 12,400kWh expected
- This will generate enough power at peak output to offset all of the landlord lighting in 1WML
- The investment was funded through the building’s service charge: the expected payback period is c. 10 years.



PV panels on the roof of 1WML

# Responsible asset management continued

## Adopting new standards: ISO 14001/45001

We are undertaking the accreditation process for the internationally recognised environmental standard ISO 14001 and the occupational health and safety standard ISO 45001. As part of the ongoing evaluation of our performance and continuous progression, we believe that a comprehensive environmental, health and safety (“EHS”) management system will help us add value and structure to our goals and help us minimise risk to the environment and human health. The process of accreditation takes each of the objectives and breaks it down into what we are trying to achieve, the resources required to achieve this, the person with key responsibility, progress against targets and all procedures, records and documentation related to the objective. Achieving these standards will reinforce our commitment to delivering best-in-class performance in environmental and safety matters.



Men at work in 2WML

## WiredScore implementation across the “in-place” office portfolio

We had already been targeting WiredScore Platinum or Gold ratings for all new office developments but, recognising the growing importance of digital connectivity to tenants (both existing and prospective), we took the decision during the year to widen the WiredScore certification to our existing

multi-let office buildings other than those we plan to demolish or refurbish in the near to medium term. We have now certified all such buildings, taking the proportion of our total office portfolio certified to 80% by floor area (98% of our managed office portfolio).



BUILDING	CERTIFICATION LEVEL
Central Quay	Gold
1 Cumberland Place	Silver
Forum	Certified
Hardwicke House	Silver
Montague House	Silver
Observatory	Gold
One Dockland Central	Gold
1SJRQ	Platinum
Two Dockland Central	Gold
1WML	Platinum
2WML	Platinum

## Step Up campaign

In 2018, we rolled out the successful Step Up wellness campaign initiated in 2017. Step Up engages our tenants, visitors and employees with healthier living and has proved extremely popular. The roll out featured:

- The introduction of wellness rooms in 1 Cumberland Place, Central Quay, Hardwicke House and Montague House;
- Launch events held in One and Two Dockland Central, 1 Cumberland Place and Central Quay where healthy snacks and smoothies were provided and tenant engagement was promoted;
- The installation of showers, towels and changing facilities in Central Quay and Clanwilliam Court to encourage healthier commuting modes such as cycling and jogging, and outdoor activity at lunchtime;
- Engaging signage to encourage the use of stairs rather than lifts. This improves fitness and reduces energy consumption at the same time;
- The introduction of bike repair days and the distribution of company-branded high-visibility vests to support our cycle to work initiatives; and
- Working with tenants on jointly promoting a healthy lifestyle.

To catch the eye of visitors and others unaware of Step Up we screen a specially commissioned animation in the majority of our reception areas which can also be viewed via this hyperlink <https://www.youtube.com/watch?v=qMMopFKk6Ak>

### Building on the success of Step Up

- Dialogue with our tenants has resulted in various other wellbeing initiatives being explored and developed.
- Step Up: Think Greener campaign launched to inform and support customers and staff on environmental issues, in particular recycling in the workplace.

Percentage of buildings now covered by Step Up campaign:

**92%** of our multi-let buildings

### What our tenants say:

“The shower rooms and lockers are a welcome addition to the building and well liked by staff. The towels, hair dryers and iron are a nice touch.”

### Ángel Bello Cortés

Senior Manager  
Fragomen (Central Quay)



1 Cumberland Place: wellness room



1 Cumberland Place: motivating messages



1 Cumberland Place: signage

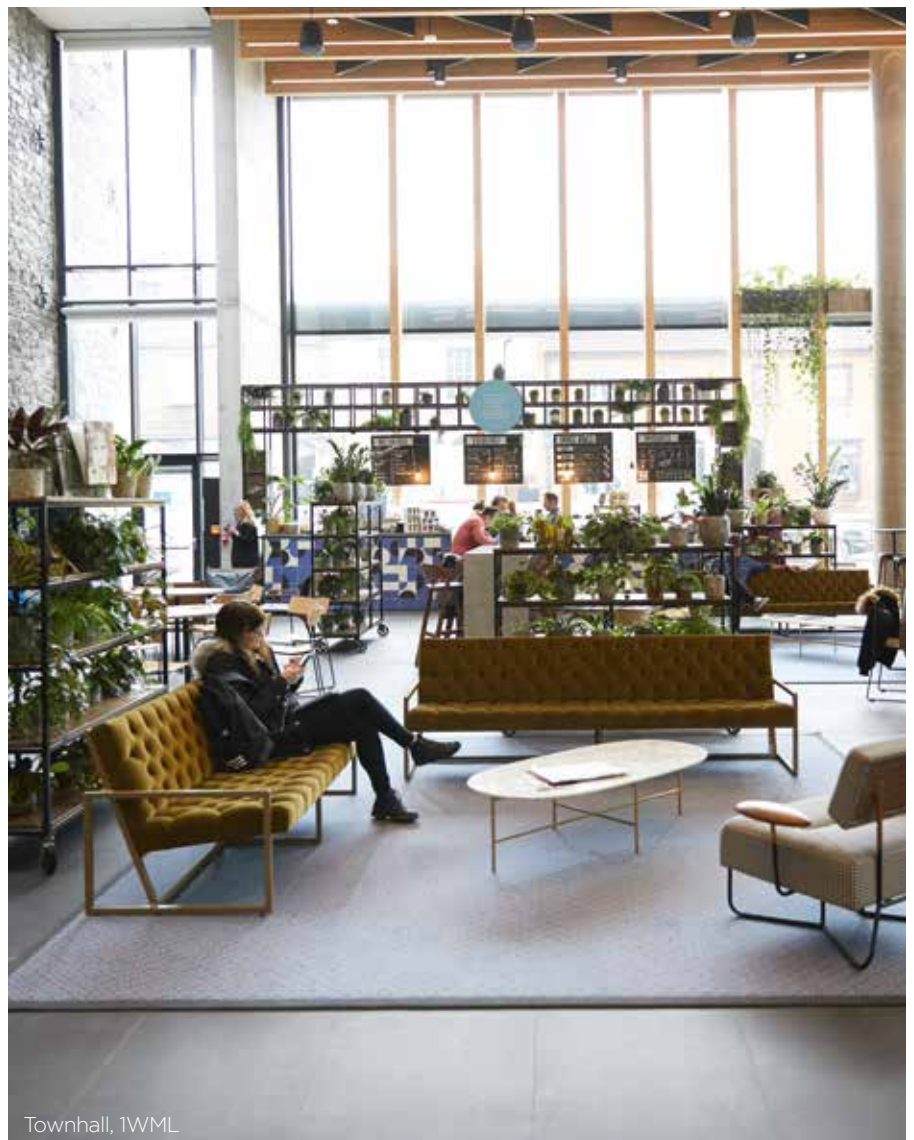


## Deliver sustainable buildings

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, Dublin.

Our clustering strategy for developments and refurbishments means we can deliver not only well-designed buildings but, where possible, sustainable communities, supported by excellent facilities. Typical facilities include shared meeting spaces for business and social events i.e. Townhall space, gyms, retail and food outlets, streetscaping, pooled shower and bicycle facilities and many other benefits that individual tenants would be unlikely to be able to provide for their employees by themselves.

Our first office cluster, the Windmill Quarter, was completed in 2019 and there are several more potential clusters in our development pipeline. For further details on the Windmill Quarter please see the case study on pages 12 to 13.












Townhall, 1WML

**Key**

 Met

 In progress

 Not met

2018-19 TARGETS	PROGRESS	2019-20 TARGETS
Achieve LEED Gold rating or better on all new office developments over 40,000 sq. ft.	 <ul style="list-style-type: none"> <li>1SJQR completed, we expect to receive LEED Platinum</li> <li>2WML completed, received LEED Gold</li> <li>2 Cumberland Place in progress, LEED Platinum is targeted</li> </ul>	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 nearly Zero Energy Buildings (nZEB) compliant.
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.	 <ul style="list-style-type: none"> <li>1SJQR achieved A3 rating</li> <li>2WML achieved A3 rating</li> </ul>	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.
Incorporate the WELL Building Standard in our office development projects where possible and practical.	 Elements of the WELL Building Standard are incorporated into our developments where possible, particularly with respect to those which are also part of LEED. For the remaining elements, the ultimate decision rests with tenants when they take occupation of the building.	Continue to facilitate the incorporation of the WELL Building Standard in our office development projects where possible and where our tenants desire it.
Install water optimisation systems within our new development projects and as part of our refurbishment projects where feasible.	 <ul style="list-style-type: none"> <li>1SJQR has a rainwater harvesting system installed as well as sub-metering for water and energy</li> <li>2WML has sub-metering for water and energy</li> </ul>	Continue to install water optimisation systems within our new development projects and as part of our refurbishment projects where feasible.
Provide shower and bicycle facilities over and above the requirements of the planning regulations within our office development and refurbishment projects.	 <ul style="list-style-type: none"> <li>1SJQR has 20 showers (no legal requirement) and 300 bike spaces (legal requirement 205)</li> <li>2WML has 9 showers (no legal requirement) and 96 bike spaces (legal requirement 94)</li> </ul>	Continue to provide shower and bicycle facilities over and above the requirements of the planning regulations within our office development and refurbishment projects.
Divert 90% of non-hazardous waste generated at our development projects away from landfill.	 Both 1SJQR and 2WML exceeded 90% diversion rate for waste.	Seek to divert 95% of non-hazardous waste generated at our development projects away from landfill in future.
Have regard to the history and character of the areas in which we undertake development projects and integrate historic buildings into our new developments, where possible.	 In the Windmill Quarter, we have incorporated significant amounts of historic features into our buildings – see case study on pages 12 to 13 for further details.	Continue to have regard to the history and character of the areas in which we undertake development projects and integrate historic buildings into our new developments, where possible.
Improve and/or enhance the public realm around our development schemes, where possible.	 In the Windmill Quarter considerable streetscaping has taken place in co-operation with Dublin City Council including reusing thousands of historic cobblestones, improving footpaths and public lighting, planting trees and creating a link to the area's musical past.	Continue to improve and/or enhance the public realm around our development schemes, where possible.
Achieve a WiredScore Platinum or Gold rating for all new office developments.	 Achieved Platinum in 1SJQR and 2WML.	Continue to achieve a WiredScore Platinum or Gold rating for all new office developments.

# Deliver sustainable buildings continued

## The Windmill Quarter

Our key focus for the year was the completion of the Windmill Quarter. Delivery of our 1SJRQ and 2WML development schemes occurred in March and February 2019, respectively. The Windmill Quarter now comprises c. 400,000 sq. ft. of office accommodation plus residential units, food and beverage outlets and leisure facilities across six adjacent buildings and is an exemplar of many aspects of our sustainability efforts.

Underlining our commitment to delivering sustainable buildings and following on from the success of 1WML, which completed in August 2017 and achieved LEED Gold certification. 1SJRQ is expected to receive LEED Platinum and 2WML has received LEED Gold. All three buildings have also received WiredScore Platinum certifications.

The Windmill Quarter is our first cluster of buildings. Clustering allows us to share facilities, events and spaces across our buildings to deliver best-in-class facilities at an affordable cost for our tenants. The Windmill Quarter also demonstrates our commitment to preserving historic features, with the windmill foundations, the old granary wall, the grinding wheel, tram yard gate and the Dockers pub all incorporated.

The Windmill Quarter is situated in what was a key Victorian industrial area. Sir John Rogerson was a 17/18th century developer who was granted the lease on 133 acres on the south bank of the River Liffey, which included the area we now refer to as the Windmill Quarter. A quay was built to service freight vessels, including colliers bringing coal for the gas works at nearby Hanover Quay. By the 20th century, the area was home to a number of shipbuilding and shipping companies, as well as storehouses. At the beginning of the "Lotus-Eaters" episode of James Joyce's Ulysses, set in 1904, Leopold Bloom walks along Sir John Rogerson's Quay. Joyce describes it as busy with lorry traffic, and notes some of the businesses along it - a linseed crusher, the postal telegraph office, and a sailors' home.



Restored tram yard gate at 1SJRQ

In the later 20th century, the industrial workers were replaced by musicians and other creatives, drawn by the reputation of the legendary Windmill Lane Studios. In 1979, U2 recorded their first demo at the Windmill Lane Studios, going on to record a succession of best sellers there too. It's no exaggeration to say that Windmill Lane played an important part in Ireland's elevation to the global stage musically.

The remodeled Windmill Quarter, complete with green space, cafés, co-working spaces and a 12,000 sq. ft. gym, has created a new social space at the heart of the district, turning formerly derelict buildings into hubs of creativity and inspiration once more. 1SJRQ's LEED Platinum sustainability credentials are tangible: its glazing is optimised to reduce passive solar gain; it has high-performance façades, there is



Courtyard, 2WML

abundant landscaping including a living wall and two garden courtyards; and green roofs to enhance the biodiversity aspect of the site. As with a number of our buildings, we are adding beehives to the roof spaces as part of our city bees initiative. We restored the cobbled street and integrated listed and non-listed structures, notably the tram yard gate at 1SJQR, the original grain store and windmill foundations in 1WML and installed a backlit, recessed album display in the pavement in honour of the district's music heritage, the "Vinyl Walkway".

1WML was our first rollout site for rooftop photovoltaic units and 1SJQR has followed suit. These will create our own energy and help lower the buildings' carbon footprint (see page 7).

A sympathetic restoration of the Dockers public house which was on the verge of collapse, has retained many of its original features. It first opened 150 years ago and took its name from those who worked on the quays. Its location just around the corner from the Windmill Lane Studios made the Dockers a favourite of both U2 and their fans before its closure in 2004. But in 2019, it will open its doors once again.

Meanwhile, the "Windmill Live" series of free concerts, organised by Hot Press, kicked off in February 2019 with the legendary Irish band the Hothouse Flowers headlining a line-up that included Moya

Brennan of Clannad as a special guest and Erica CODY as a supporting act.

As part of our enthusiasm for, and commitment to, the area, we have helped to fund a documentary recording its historic significance. "The Windmill Lane Story" will be available for public and educational viewings by arrangement. It tells the story of Windmill Lane Studios, from how they came about to their role in the convergence and explosion of Irish rock music and traditional music in the early 1980s. As well as U2's involvement, there are many other strands in the story, from Clannad to Paul Brady to the Chieftains and Planxty, and on to Riverdance. Mention is also made of the other big international names attracted to the studios, such as Def Leppard, UB40, Kate Bush and Status Quo.

Diversion of non-hazardous waste

**>90%**

Office area in Windmill Quarter

**c. 400,000 sq. ft**



Restored sign from roof of the Dockers pub



Reception, 2WML



Perpetua Gym, Windmill Quarter

# Deliver sustainable buildings continued



Works at 2 Cumberland Place

## 2 Cumberland Place

Targeted completion in H1 2020 calendar year

50,000 sq. ft office building with sustainable features including:

- Registered for LEED Platinum;
- nZEB compliant;
- Rainwater harvesting attenuation tank;
- 102 lockers/140 bicycle spaces; and
- BER A3 rating.

## Marine House refurbishment and extension

Commencement: 2020 onwards

49,000 sq. ft. project with sustainable features including:

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



Marine House refurbishment (CGI)



Blocks 1, 2 & 5 Clanwilliam Court redevelopment (CGI)

## Blocks 1, 2 & 5 Clanwilliam Court redevelopment

**Commencement: 2021 onwards**

Along with Marine House forms Hibernia's second office cluster after Windmill with communal facilities included.

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

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



Harcourt Square redevelopment (CGI)

## Harcourt Square

**Commencement: 2023 onwards**

Hibernia's third office cluster after Windmill and Clanwilliam: communal facilities included again.

310,000 sq. ft. development project with sustainable features including:

- Redevelopment of an existing brownfield site;
- Targeted LEED Platinum;
- nZEB compliant;
- Excellent public transport facilities locally promote non-car commuting;
- Other sustainable features include water efficient appliances, maximised natural daylight, increased ventilation and artificial lighting that responds to changes in ambient light levels;
- Landscaping promotes biodiversity in the city centre;
- Sustainable urban drainage systems reduce storm water runoff;
- Expect to include rainwater harvesting; and
- BER A3 rating.

Key

- ✓ Met
- ⋯ In progress
- ✗ Not met



## Positively impact communities

2018/19 TARGETS	PROGRESS	2019/20 TARGETS
Organise a minimum of two initiatives for the local community during the year ending March 2019.	<ul style="list-style-type: none"> <li>✓ • Sponsored school tour</li> <li>• Donated furniture to St Andrew's Resource Centre</li> <li>• Santa Claus at 1WML for local children</li> <li>• Donated parts of the graffiti wall preserved from the Windmill Lane Studios to Movember, a men's health charity</li> <li>• Sponsored Young Apprenticeship awards</li> </ul>	Organise a minimum of two community initiatives in the current year.
Create and manage a significant charity event for the benefit of our community.	<ul style="list-style-type: none"> <li>✓ • Repeated our success last year with Dragons at the Docks which has raised over €530k for homeless and other local charities since its inception in 2017</li> </ul>	Continue to promote a major charity event.



### Sponsorship of Young Apprenticeship Awards

We sponsored the Houghton and Young Limited (HYL) Young Apprenticeship Awards 2018.

**Supporting local charities**

**Dragons at the Docks**

Hibernia has been an anchor sponsor since the event's inception in 2017. Dragons at the Docks has raised over €530,000 for Dublin Simon and other charities to date. 2017 saw the inaugural Dragons at the Docks, with 60 teams in six sectors (property, legal, financial, construction, etc.) with 720 participants, and 2018 had over 70 teams in 6 sectors with over 840 participants.

The third annual Dragons at the Docks will take place on 29 August 2019 at Grand Canal Dock.

In real terms, over the past two years, Dragons at the Docks has financed the purchase of 15 residential units for the homeless and 25% of funds raised have been donated to other local charities.

In addition to raising funds for good causes, this is a great team-building and networking event.

**Movember Foundation**

In 1988 Windmill Lane Recording Studios relocated to a former power station in Ringsend. The Windmill Lane site was acquired by Hibernia for redevelopment in 2014. Recognising the cultural value of the walls, permission was granted to men's health charity, the Movember Foundation to remove and preserve several sections. A team of experts were gathered to carefully remove sections of the wall intact. Afterwards, the sections underwent painstaking remedial work to ensure this part Dublin's cultural heritage was preserved for future generations.

To date, Movember has raised €120,000 selling parts of this wall.





## Support our suppliers

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.

### Support our suppliers

We launched our Supplier Code of Conduct in 2017, the latest version was published in June 2019. It covers key economic, social and environmental issues and business risks that we believe are of high importance. We are pleased with the positive response we have had from our suppliers and the commitment they have made to honouring the Code and the sustainability commitments we have made as a business. However, we also acknowledge our responsibility to be a supportive and reliable counterparty.

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

On our development projects, we have built strong working relationships with contractors, initially through a fair and transparent tendering system which achieves best value for Hibernia and which gives the contractor a platform to build a solid relationship with us. This approach has proved successful and has allowed us to build on these relationships for further projects with these contractors. This approach allows the contractor to contribute solutions and ideas at a much earlier stage; we foster a two way partnership to maximise results for both the contractors and ourselves.

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.

### Working with suppliers to reduce our carbon footprint

We are working with SOS as our cleaning partner to reduce the carbon footprint of cleaning services on our buildings. As a pilot, we have installed a tersano unit in 1 Cumberland Place. This enables chemical free cleaning through stabilized aqueous ozone which stops toxic chemicals from being emptied into landfill, ground water, streams, and rivers.

“The results of the new machine in 1 Cumberland Place are very impressive and I would have no hesitation in recommending it. We have been working with Hibernia towards our overall goal to be carbon neutral by 2023. Our plans include using only certified chemicals, an electric fleet and buying forestry for carbon offsets.”

**Shane O'Reilly,**  
Director, SOS Cleaning Services



# Governance

We aspire to the highest standards of behaviour based on honesty and transparency in everything we do.

## Governance

We set certain ethical standards for our employees and suppliers.

The key policies which set out our requirements include:

- Code of Conduct
- Anti-Bribery and Corruption Policy
- Modern slavery
- Diversity and Inclusion Policy
- Whistleblowing and grievance procedures
- Employment and labour practices
- Gifts and Inducements Policy

## Health and safety

Our Health and Safety Committee monitors employee and contractor health and safety as well as other aspects. We report EPRA metrics on pages 24 to 31. All personnel visiting building sites must have completed the "Safe Pass" course, must wear appropriate safety equipment Hibernia provides at all times and be supervised by site professionals. We completed working space ergonomic reviews for all our staff in the reporting period and added improvements in working conditions where necessary. We provide standing desks and similar facilities where employees request them. In our new headquarters, we plan to provide adjustable height desks as a standard feature.

## Diversity and equal opportunities

We are committed to developing the skills and diverse talents of our employees and Board members. We foster a culture that promotes fairness and where advancement reflects ability, potential, performance and teamwork.

## Modern slavery

We have zero-tolerance of violations of anti-slavery and human trafficking laws. The risk of slavery and human trafficking in the recruitment and engagement of our employees is negligible as our investment property portfolio is located entirely in Dublin and our employees are all office-based professionals. 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.

## Bribery and corruption

Bribery is not acceptable and is not tolerated, whatever its form. Staff are required to adhere to our gifts and inducements policy. The key principle of this 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.

## Whistleblowing

The Group has detailed whistleblowing procedures to facilitate a confidential and accessible means for employees to raise any concerns in relation to how we conduct our business or interact with employees or other stakeholders.



## Develop our employees

Our people are at the heart of the success of our business and our ability to meet our strategic objectives. Developing and supporting our employees is an important priority for Hibernia.

### CORE VALUES

#### Communication

Regular meetings are held across and within departments to ensure effective communication. The Board and Executive Committees encourage participation by those directly responsible for the topics being discussed at meetings. Additionally, informal team events are held for those wishing to participate.

#### Retention and development

We aim to be a good employer. Apart from it being the right thing to do, it is critical to attracting and retaining talented staff in a labour market that is nearing practical full employment. As well as competitive remuneration packages, we provide a cycle to work scheme and encourage participation in sporting and social activities. Flexible working arrangements are an important way of attracting experienced staff. 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. To address succession planning, we develop junior staff into more senior roles wherever possible. Thus far, our employee retention has been good, with less than 10% of the workforce leaving in the five years since Hibernia's formation.

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.

### 2018-19 TARGETS

Undertake regular employee satisfaction and well-being reviews and implement revised policies and procedures based on their results as required.

Deliver at least six knowledge sharing meetings/presentations for our staff in the year.

### PROGRESS



We undertook our annual employee survey in late 2018 and an all staff meeting was held afterwards to communicate and discuss the results. Employee satisfaction remains high. Improvements suggested included requests for more training on certain topics, better time management of meetings and a request to review certain elements of employee benefits. Where possible these suggestions have been implemented and health insurance has been added to staff benefits.



We held seven sessions in the year covering topics including nZEB, landlord and tenant law, the WELL Building Standard, and cyber security.


### 2019-20 TARGETS

Continue to undertake regular employee satisfaction and well-being reviews and implement revised policies and procedures based on their results as required.

Deliver at least six knowledge sharing meetings/presentations for our staff in the year.

**Key**

 Met

 In progress

 Not met

## Performance

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

## Remuneration

We seek to remunerate our staff on terms in-line with the marketplace and have bonus arrangements to incentivise achievement of personal and Group objectives. In 2018, as part of the new Remuneration Policy, we carried out a major assessment in order to ensure that all employees are fairly and competitively rewarded and in a few cases, an upward adjustment was made.

We also reviewed benefits and made some adjustments to bring them more in line with industry standards; for example, by increasing employer pension contributions and adding health insurance for all our employees.

Our new scheme sets personal and Group targets, focusing on the achievement of our strategic priorities.

Continue to enhance our staff review process in the light of new remuneration policy to be implemented in 2018-19.

Through our cycle to work scheme and the provision of shower facilities and secure bike stores, we continue to encourage staff to help reduce our carbon footprint from commuting.



We introduced our new Remuneration Policy during the year which set targets against Group KPIs and individual targets structured around our strategic goals. Included in these are sustainability objectives.



Cycle to work scheme, shower facilities and secure bike store all provided for employees.

Continue monitoring the staff review process to ensure performance is properly rewarded.

Ensure same facilities are provided in existing office and in new office when Hibernia relocates.

# Engaging with our stakeholders

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

Understanding views, perspectives, concerns and ideas from inside and outside the Group is vital to ensure our operations 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 we react proactively to their concerns.

The purpose of the business is to create value not only for shareholders but also for the wider stakeholder universe. To do this the Group considers not only its investors, but also its tenants, employees, investors, 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 green credentials.



## Tenants

### Why is it important to engage?

Our tenants are our customers: they expect high quality working environments and good service. Engaging with our tenants is crucial to ensuring that we fully meet their needs and requirements. Unlike many of our peers, who outsource this function, we have our own team of asset and building managers because we believe this is the best way to fully understand our tenants' needs.

### How we engage

Our building managers are located in our multi-let office buildings so they interact with our tenants every day. Our asset managers and our Sustainability Manager engage with tenants periodically (e.g. at review meetings) or as required. We run an annual tenant survey and use the information gathered, and feedback on initiatives undertaken, to further enhance our offering and service.

### Outcome

In 2018 no survey was run as we were in the process of reorganising our asset and building management teams to create a simpler structure with less duplication of work and better responsiveness to tenants. As part of this we have also created the position of "Head of Occupier Services" to ensure we are at the forefront of tenant service. Our 2017-18 survey showed that all tenants were either satisfied or very satisfied with the management of their building. Our 2019 tenant survey will be carried out shortly.



## Investors

### Why is it important to engage?

Our shareholders are the owners of Hibernia. Other investors may become shareholders in future. Engagement allows investors to gain a greater understanding of Hibernia, its strategy and the dynamics of the market in which the Company operates. It also gives Hibernia's Board and Senior Management Team an insight into investors' views and any concerns they may have.

### How we engage

With the exception of restricted periods (e.g. in the run-up to releasing financial results), Hibernia's Board and Senior Management are always available to speak to or meet investors on any matter,

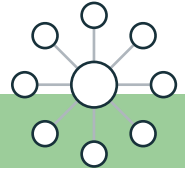
including sustainability. Our Senior Management Team undertakes an extensive scheduled investor relations programme over the course of each year, encompassing both roadshows and attendance at key conferences.

With respect to sustainability performance, Hibernia has started reporting to GRESB and from 2019 onwards its results will be available to investors who subscribe to GRESB. Hibernia also reports sustainability performance figures under the EPRA Sustainability Best Practices Recommendations ("sBPR").

### Outcome

In the year ended March 2019, Hibernia met or spoke to 181 institutional investment firms across ten countries, including Ireland, the United Kingdom, the United States, Canada, the Netherlands, France and Switzerland. Most of these meetings were attended by the CEO and/or CFO but a specific corporate governance roadshow was also undertaken by the Chairman and Company Secretary.

In 2018 Hibernia made its first annual submission to GRESB and received EPRA Gold awards for the quality of its sustainability and financial reporting.



## Communities

### Why is it important to engage?

For Hibernia to be successful in the long term it is important that it is a responsible owner and landlord and that its work brings benefit to the wider community. This is particularly the case where Hibernia is doing development work which potentially brings significant upheaval to surrounding communities. Engaging and supporting these communities is therefore an important part of our approach.

### How we engage

Where new developments are taking place we engage with local communities during the planning process. On a social level, projects, apprenticeships and charity events are among the ways we engage.

### Outcome

Our participation as one of the organisers of the Dragons at the Docks charity regatta is the cornerstone of our charitable giving. (see more on page 17). As part of the development work done in the Windmill

Quarter we have engaged with local organisations in several ways. These have included engagement with local residents before and during the development work, facilitating visits for students from the Technological University Dublin to see the 1SJRQ and 2WML developments, arranging a Christmas event for local children in 1WML and sponsoring the hire of a bus to take local children to a theme park.



## Suppliers

### Why is it important to engage?

Our suppliers provide goods and services to Hibernia, without which we may not be able to achieve our strategic objectives. The successful delivery of our projects requires good relationships with the main contractors. It is important that Hibernia treats suppliers fairly so that they are willing to continue to provide goods and services. It is also important that suppliers fulfil their obligations from a commercial, environmental and social (e.g. health & safety) perspective.

### How we engage

We maintain a team of qualified individuals supporting our business who have good contacts and relationships with suppliers. Whilst we use a tender process to ensure best value, we place a large emphasis on quality and our established track record. We ensure that we support all suppliers through fair and prompt payment. This helps us to keep a good working relationship with quality suppliers to continue to support our future pipeline. We have a Supplier Code of Conduct that

sets out the standards we expect our suppliers to comply with.

### Outcome

We have built strong working relationships with contractors, initially through a fair and transparent tendering system. Our approach allows the contractor to contribute solutions and ideas at a much earlier stage; we foster a two way partnership to maximise results for both the contractors and ourselves.



## Employees

### Why is it important to engage?

Hibernia's employees work to execute the Group's strategy. Proper engagement is necessary to communicate the Group's goals, to encourage personal development and to make sure employees are happy and motivated.

all staff meetings. There is a formal annual review process for every employee and an anonymous annual employee survey. In addition there are periodic training events and social events for those who wish to participate.

a request to review certain elements of employee benefits. Where possible these suggestions have been implemented and employee benefits, in particular health insurance, has been added. In 2018 employee turnover was 3%.

### How we engage

The Board and Management encourage a culture of openness and transparency, which is helped by the Group's single, open-plan office. There are weekly Executive Committee meetings together with regular inter-departmental meetings and quarterly

### Outcome

The results of the last employee survey in 2018 showed employee satisfaction remains high with a high degree of buy-in to the Group's strategy at all levels. Some improvements suggested were requests for more training on certain topics, better time management of meetings and



## Government

### Why is it important to engage?

Government, central and local, sets the rules that govern Hibernia and its properties. Delivering on our development and refurbishment strategy requires interaction with local planning authorities and government.

accordingly. We ensure we are informed of and compliant with all regulations impacting our activities and we use advisers and consultants to aid us in this task. We engage at a community level with local councillors to help target community support priorities. We work closely with the council in order to complete our streetscaping around new buildings. We are a founding member of the Irish Institutional Property representative group which represents the interests of institutional property companies.

### Outcome

Our property developments have received awards and been complimented by stakeholders. Regulatory and other requirements are complied with effectively and we operate in an open and transparent manner with regulators and central and local government agencies.

# Sustainability performance

## Overarching recommendations

### Introduction

We report on our environmental, social and governance impacts in accordance with the third edition of the EPRA Sustainability Best Practice Recommendations (SBPR). The following data and narrative cover the calendar year ending 31 December 2018. Our reporting is split into two sections:

- Overarching recommendations
- 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). In 2018 this included 12 office assets and 293 apartments located over two buildings. This excludes three buildings which were under development during the year, 1 Sir John Rogerson's Quay, 2 Windmill Lane (formerly the Hanover Building) and 2 Cumberland Place.

Data for our own office covers Hibernia's headquarters at South Dock House only.

### 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 2017 and 2018 estimated by extrapolating consumption on a pro-rata basis as water bills do not align exactly with our reporting period. This affects approximately 21% of our data in 2018.

Waste data is provided by Panda for our office buildings and Key Waste in the 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, with the exception of Montague House (office portfolio) which does not have separate metering.

There is no landlord-obtained water data for our residential portfolio as water 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 are calculated using floor area (m<sup>2</sup>) for whole buildings (excluding basements). We are aware of the mismatch between numerator and denominator in some cases, as our consumption for electricity for some properties relates to common areas only, whereas at other properties, data covers the entire building as we cannot separate tenant and landlord consumption.

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 AA1000 standard. JLL's assurance statement can be found on pages 32 to 34 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 29.

### Narrative on performance

Between 2017 and 2018, we reduced electricity consumption across our office portfolio by 5% on a like-for-like basis and fuels consumption by 7% on a like-for-like basis. The reductions can be attributed to various building management energy saving initiatives such as adjusted lighting schedules, more LED roll-outs and the addition of variable speed drives on the air handling units.

The increase of 26% in absolute electricity and 33% fuels consumption in our office portfolio was due to the commencement of operations at two developments/ refurbishments completed in 2017: 1WML and Two Dockland Central.

Despite this increase we have achieved a 2% overall reduction in building energy intensity.

We saw a corresponding increase in our absolute Scope 1 & 2 GHG emissions; however, the GHG emissions intensity of our office portfolio likewise reduced by 3%.

In our residential portfolio, absolute and like-for-like electricity consumption and building energy intensity increased by 2%. 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.

Like-for-like water consumption across our office portfolio increased 4%. 3% of this increase relates to Central Quay where consumption was much higher than is normal across our other buildings. The source of the issue in this building was traced to a blocked valve and has since been corrected. The rest of the increase relates to 1 Cumberland Place where the number of employees in the building has increased over the period. Excluding these two buildings, water consumption is down 2% over the rest of the portfolio on a like-for-like basis. On an absolute basis, water consumption increased by 21% following the commencement of operations at IWML and Two Dockland Central. The 11% increase in the building water intensity of our office portfolio was due to the impacts discussed above.

The total weight of waste generated by our office portfolio reduced by 7% and 18% on an absolute and like-for-like basis respectively. Of this, more than half was either recycled or composted. No waste was sent to landfill. During 2018, as part of our "Think Greener" campaign, we joined REPAK and initiated a waste campaign (see page 6 for more details).

In our residential portfolio, absolute and like-for-like waste decreased by 5% and 10% respectively due to increasing awareness of the importance of recycling amongst our tenants.

100% of assets are BER accredited and one asset has achieved LEED Platinum. A second one achieved LEED Gold during the year (IWML). Two completed buildings, 1SJRQ and 2WML await finalisation of their LEED accreditations which are expected to be Platinum and Gold, respectively. 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 14 to 15 for more on our pipeline).

**Location of EPRA sustainability performance measures**

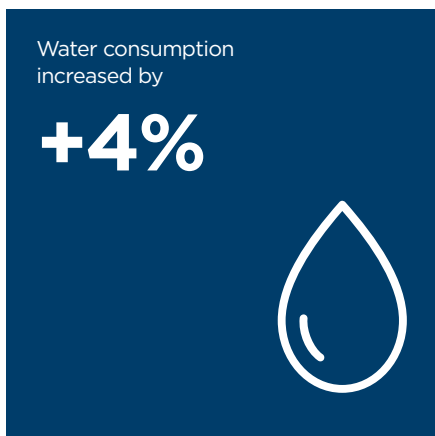
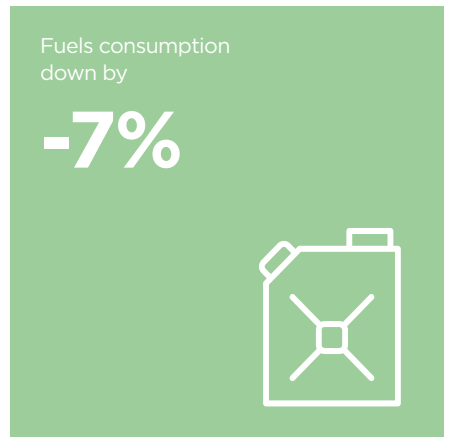
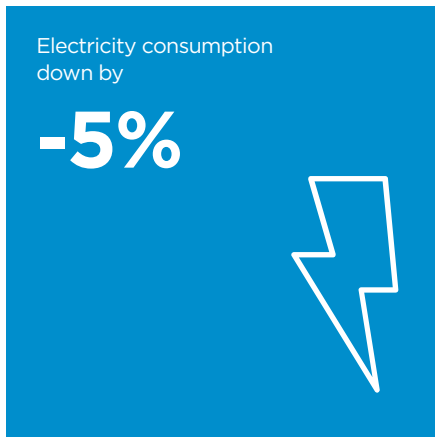
EPRA sustainability performance measures for our portfolio and own offices can be found in the table on pages 26 to 29 of this Report.

**Reporting period**

We provide two years of performance data covering the 2017 and 2018 calendar years for all performance measures.

**Materiality**

We report on all environmental performance measures that we are responsible for across our portfolio and include coverage on social and governance measures.



## Sustainability performance measures

### EPRA total portfolio table

<b>Cert-tot: Certificates 2018</b>	<ul style="list-style-type: none"> <li>• 100% BER</li> <li>• 2 LEED certified in total, 1 in like-for-like</li> <li>• 2 buildings were registered and completed Q1 2019 and await final certification</li> <li>• 1 development in progress</li> <li>• Three pipeline projects</li> </ul>	<ul style="list-style-type: none"> <li>• 18% by total floor area; 24% office area</li> <li>• 13% by total floor area; 17% office area bringing total LEED cover to 31% by total floor area; 42% 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 2017	<ul style="list-style-type: none"> <li>• 100% BER</li> <li>• 1 LEED certified in total, none in LfL</li> </ul>	<ul style="list-style-type: none"> <li>• 22% by floor area</li> </ul>

INDICATOR	EPRA CODE	UNIT OF MEASURE	TOTAL PORTFOLIO		
			2017	2018	CHANGE
Total electricity consumption	Elec-Abs	kWh	5,900,719	7,426,000	25.8%
Like-for-like electricity consumption	Elec-LfL	kWh	5,896,719	5,631,000	-4.5%
Total energy consumption from fuel	Fuels-Abs	kWh	7,586,000	10,092,000	33.0%
Like-for-like consumption from fuel	Fuels-LfL	kWh	7,560,000	7,026,000	-7.1%
Direct GHG emissions (total) Scope 1 (location based)	GHG-Dir-Abs	tCO <sub>2</sub>	1,572	2,099	33.5%
Indirect GHG emissions (total) Scope 2 (location based)	GHG-Indir-Abs	tCO <sub>2</sub>	2,443	3,037	24.3%
Total water consumption	Water-Abs	Total m <sup>3</sup>	35,475	42,765	20.5%
Like-for-like water consumption	Water-LfL	m <sup>3</sup>	33,229	34,589	4.1%
Weight of waste by disposal route (total)	Waste-Abs	tonnes	735	689	-6.2%
Weight of waste by disposal route (like-for-like)	Waste-LfL	tonnes	746	619	-17.0%

### Data qualifying notes:

Data covers the office and residential portfolio.

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 & DH&C-LfL: None of our assets is supplied with District Heating & Cooling so this performance measure is not applicable.

## EPRA office portfolio table

INDICATOR	EPRA CODE	UNIT OF MEASURE	2017	COVERAGE BUILDINGS	2018	COVERAGE BUILDINGS	CHANGE
Total electricity consumption	Elec-Abs	kWh	5,648,719	10 of 10	7,170,000	11 of 12	26.9%
		% from renewable sources	100		100		
Like-for-like electricity consumption	Elec-LfL	kWh	5,644,719	9 of 9	5,375,000	9 of 10	-4.8%
Total energy consumption from fuel	Fuels-Abs	kWh	7,586,000	11 of 11	10,092,000	12 of 12	33.0%
Like-for-like consumption from fuel	Fuels-LfL	kWh	7,560,000	10 of 10	7,026,000	10 of 10	-7.1%
Building energy intensity	GHG-Dir-Abs	kWh/m <sup>2</sup>	206	11 of 11	203	12 of 12	-1.6%
Direct GHG emissions (total) Scope 1			1,572		2,099		33.5%
Indirect GHG emissions (total) Scope 2	GHG-Indir-Abs	tCO <sub>2</sub> (market based)	N/A		N/A		N/A
		tCO <sub>2</sub> (location based)	2,309	10 of 11	2,933	11 of 12	27.0%
Building GHG emissions intensity	GHG-Int	tCO <sub>2</sub> /m <sup>2</sup>	61	11 of 11	59	12 of 12	-2.5%
Total water consumption	Water-Abs	Total m <sup>3</sup>	35,475	10 of 11	42,765	12 of 12	20.5%
Like-for-like water consumption	Water-LfL	m <sup>3</sup>	33,229	5 of 6	34,589	9 of 10	4.1%
Building water consumption intensity	Water-Int	(m <sup>3</sup> /m <sup>2</sup> /ann)	0.57	10 of 11	0.62	10 of 12	8.5%
Weight of waste by disposal route (total)	Waste-Abs	tonnes	553	10 of 11	521	12 of 12	-5.8%
		% recycled	40%		43%		8.1%
		% composted	10%		15%		47.5%
		% sent to incineration	50%		42%		-16.0%
		% other	0%		0%		N/A
Weight of waste by disposal route (Like-for-like)	Waste-LfL	tonnes	553	10 of 10	451	10 of 10	-18.4%
		% recycled	40%		44%		10.8%
		% composted	10%		16%		64.6%
		% sent to incineration	50%		39%		-21.5%
		% other	0%		0%		N/A

### Data qualifying notes:

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

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

## Sustainability performance measures continued

### EPRA residential portfolio table

INDICATOR	EPRA CODE	UNIT OF MEASURE	2017	COVERAGE BUILDINGS	2018	COVERAGE BUILDINGS	CHANGE
Total electricity consumption	Elec-Abs	kWh	252,000	293 of 293	256,000	293 of 293	1.6%
		% from renewable sources	100		100		
Like-for-like electricity consumption	Elec-LfL	kWh	252,000	293 of 293	256,000	293 of 293	1.6%
Building energy intensity (based on number of apartments)	Energy-Int	kWh/m <sup>2</sup>	860	293 of 293	874	293 of 293	1.6%
Indirect GHG emissions (total) Scope 2 (location based)	GHG-Indir-Abs	tCO <sub>2</sub>	103	293 of 293	105	293 of 293	1.7%
Building GHG emissions intensity	GHG-Int	tCO <sub>2</sub> per apartment	0.7	293 of 293	0.7	293 of 293	2.6%
Weight of waste by disposal route (total)	Waste-Abs	tonnes	182	293 of 293	168	293 of 293	-7.7%
		% recycled	47%		37%		-21.2%
		% composted	0%		0%		n/a
		% sent to incineration	53%		64%		20.3%
		% other	0%		0%		n/a
Weight of waste by disposal route (Like-for-like)	Waste-LfL	tonnes	193	293 of 293	168	293 of 293	-13.0%
		% recycled	47%		37%		-21.2%
		% Composted	0%		0%		293%
		% sent to incineration	53%		63%		20.3%
		% other	0%		0%		n/a

#### Data qualifying notes:

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

Fuels-Abs & 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 national emissions factors published by SEAI. 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 & Water-Int: No landlord metered water is consumed across our residential portfolio so these performance measures are not reported.

### EPRA corporate office table

INDICATOR	EPRA CODE	UNIT OF MEASURE	2017	2018	CHANGE
Total electricity consumption	Elec-Abs	kWh	137,000	188,376	37.5%
		% from renewable sources	100	100	
Like-for-like electricity consumption	Elec-LfL	kWh	137,000	188,376	37.5%
Total energy consumption from fuel	Fuels-Abs	kWh	74,000	133,030	79.8%
Like-for-like consumption from fuel	Fuels-LfL	kWh	74,000	133,030	79.8%
Building energy intensity		kWh/m <sup>2</sup>	254	386	52.1%
Direct GHG emissions (total) Scope 1	GHG-Dir-Abs	tCO <sub>2</sub>	15	28	84.5%
		tCO <sub>2</sub> (location based)	56	77	37.6%
Building GHG emissions intensity	GHG-Int	tCO <sub>2</sub> /m <sup>2</sup>	71	85	20.2%
Total water consumption	Water-Abs	Total m <sup>3</sup>	230	331	43.7%
Like-for-like water consumption	Water-LfL	m <sup>3</sup>	230	331	43.7%
Building water consumption intensity	Water-Int	(m <sup>3</sup> /by employee)	7.2	9.7	35.3%

#### Data qualifying notes:

DH&C-Abs & DH&C-LfL: Our corporate offices are not supplied with District Heating & Cooling so these performance measures are not applicable (n/a).

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

Waste-Abs, Waste-LfL: As our corporate offices are located on one floor of a mixed-use building we do not manage the waste contract and are not able to provide data on our waste consumption. These performance measures are therefore not applicable (n/a).

## Sustainability performance measures continued

### EPRA social and governance table

INDICATOR	EPRA CODE	SCOPE	UNITS OF MEASURE	2017	2018	% CHANGE	COVERAGE
Gender diversity	Diversity-Emp	Corporate operations	% of female employees	50%; 0% at management level and above	43% of general employees; 0% all senior levels and Board	-14.0%	100%
Gender pay	Diversity-Pay	Corporate operations	Ratio of female to male pay	Executive staff 92%	Executive staff 86%	-7.0%	100%
Training and development	Emp-Training	Corporate operations	Average hours	11	20		All staff
Performance appraisals	Emp-Dev	Corporate operations (excludes Non-Executive Directors)	% of total workforce	94%	100%	6.0%	100%
New hires	Emp-Turnover	Corporate operations	Total number	13 (2:11 female to male)	4 (female to male 1:3)	-69.2%	100%
		Corporate operations	Rate	42%	13%	-69.2%	
Turnover		Corporate operations	Total number	1 (male)	1 (female)	-	100%
		Corporate operations	Rate	3%	3%	-	
Injury rate	H&S-Emp	Corporate operations	per x hours worked	0	0	-	100%
Lost day rate		Corporate operations	per x hours worked	0	0	-	
Absentees rate		Corporate operations	% of total days scheduled to work	n/a	1.01%	n/a	
Fatalities		Corporate operations	Total number	0	0	-	
H&S impact assessments	H&S-Asset	Office portfolio	% of assets	100%	100%	-	100%
		Residential portfolio		100%	100%	-	
Number of incidents	H&S-Comp	Office portfolio	Total number	No instances of non-compliance	No instances of non-compliance	-	100%
		Residential portfolio		No instances of non-compliance	No instances of non-compliance	-	
Community programmes	Comty-Eng	Office portfolio	% of assets	Not available	Not available	Not available	Not available
		Residential portfolio		Not available	Not available	Not available	
Board composition	Gov-Board	Corporate operations	Total number of Executive members	2	2	-	100%
			Total number of Independent members	5	5	-	
			Average tenure in years	3	4	33.3%	
			Total number with competencies relating to environmental and social topics	0	0	-	

#### Data qualifying notes:

As there were no female employees above executive level, Diversity-Pay is 0% for management and Board members.

H&S-Asset: Health and safety impact assessments are made by external providers every two years. Hibernia carries out its own assessments regularly on all its managed buildings throughout the year. A systems is used to manage this process. Hibernia is working on implementing ISO 14000 and 4500 which will ensure that the processes around health and safety, as well as environment, are managed effectively.

Comty-Eng: This performance measure is not available as community engagement is on a portfolio basis.

Gov-Select & Gov-Col: For information on our Board nomination and selection criteria, and procedures to avoid conflicts of interest, see pages 91 to 92, 64 to 66 and 81 of our Annual Report 2019.

### **Employee diversity and turnover**

In 2018 we recorded a new hire rate of 12% (three male employees and one female employee) which was partially offset by a turnover rate of 3% (one female employee). As a consequence, the proportion of female to male employees decreased from 50% in 2017 to 43% in 2018. In early 2019 a female Non-Executive Director, Roisin Brennan was appointed. In addition with the resignation of Richard Ball as Chief Investment Officer ("CIO") in March 2019, Edwina Governey was appointed as Interim CIO.

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 marketplace. The Group's gender pay ratio of 86% is explained by experience and individual performance only.

For more information on our approach to remuneration and diversity, see pages 19 and 21.

### **Employee training and development**

Developing our employees is one of five key principles within our Sustainability Policy. During 2018, employees received on average 20 hours of training, up from 11 hours in 2017. The training covered topics including nZEB, Landlord and Tenant Law, the WELL Building Standard and cyber security. Furthermore, 100% 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 page 20.

### **Health and safety**

During the year we recorded no reportable injuries meaning our injury rate and lost day rate was 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 page 19.

Hibernia conducts an annual assessment of its assets and has implemented a formal health and safety policy to protect building users. Apart from these, health and safety impact assessments by external inspectors are generally conducted following a reportable incident. No such incidents were reported in 2018.

### **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.

For more information on our approach, see page 16.

### **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 2019.

# Independent assurance note

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 and GHG data used in its EPRA Sustainability Performance Measures disclosure (“EPRA”) for the period 1 January 2018 to 31 December 2018.**

## SCOPE OF WORK

Hibernia engaged Upstream to provide independent assurance of energy (electricity and gas), water, waste and GHG emission factors relevant to its EPRA disclosure. The engagement was Type 2 moderate assurance in accordance with the AA1000AS (2008) standard which consisted of:

- A. Providing moderate assurance against the AA1000 assurance standard of selected environmental data and the AA1000 sustainability principles (inclusivity, materiality and responsiveness);
- B. Providing an assurance statement suitable for public disclosure to support Hibernia's disclosure against the requirements of the EPRA.

## RESPONSIBILITY

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

## METHODOLOGY

Upstream undertook the following assurance activities:

- 1) Interviewed John Cairns, Property Asset Manager at Hibernia, Dan Boyd, Head of Occupier Services, Thomas Edwards-Moss, Chief Financial Officer, Heather Nesbitt, Financial Reporting Manager and Emma Lepretre, Operations Administrator about Hibernia's sustainability principles and their development and implementation.
- 2) Discussed data and evidence with the data managers and users.
- 3) Conducted limited testing of selected energy, water and waste data back to its source material (e.g. energy consumption invoices, meter readings, waste transfer notes).
- 4) Tested a limited sample of detailed GHG emissions data by recalculating the emissions from the energy data report used in the EPRA table.
- 5) Reviewed internal and publicly available information relating to the principles of inclusivity, materiality, responsiveness and impact.

## LEVEL OF ASSURANCE AND LIMITATIONS

Upstream provided a moderate level of assurance which included desktop review, management and asset 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 a sample of data from the calendar year 2018 for 15 sites. Additional data and evidence was reviewed for GHG emission factors applied to energy data.

## **A: EVALUATION OF HIBERNIA'S ADHERENCE TO THE AA1000 ACCOUNTABILITY PRINCIPLES (AA1000APS 2008) OF INCLUSIVITY, MATERIALITY AND RESPONSIVENESS** **Inclusivity – how the organization engages with stakeholders and enables their participation in identifying issues and finding solutions.**

Tenants, investors, suppliers, communities, employees and government were identified by Hibernia as key stakeholders. The key stakeholder list is reviewed annually. Different means and frequency of engagement have been identified per stakeholder. Examples of this include an annual tenant survey, investor corporate governance roadshow, tenant meetings and the annual employee survey. Most of these forms of engagement allow for feedback and participation of the identified stakeholders in the sustainability agenda of Hibernia. Hibernia's Board has ultimate oversight for all aspects of the business including sustainability and reviews and approves the Group's Sustainability Strategy, Sustainability Policy and Supplier Code of Conduct. Regular input is provided by the Sustainability & Marketing Committee, which, along with other Executive Committees, meets at least once every two months. In 2018, Hibernia's sustainability programme was run by the Sustainability & Facilities Manager, Marcus Dillon, with input and support from the CFO and other team members as required. It is clear that implementing Hibernia's sustainability strategy and reporting on sustainability efforts within Hibernia is a collaborative process, with a large group of stakeholders from across the organization continuously contributing. All stakeholders are regularly engaged with and updated on sustainability through the variety of channels, such as the company intranet.

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

The Board of Hibernia has put in place 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 ensure that risk management continues to be 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. The register is reviewed during the year with new risks added to include risk factors around rezoning and environmental issues and the increasing focus on sustainability reporting. The risk register is reviewed and reported to the Board on an annual basis. GHG emissions, energy, water and waste are highlighted as key material issues relating to the environmental performance of the portfolio. In particular energy has been found to be material to Hibernia's tenants as well.

### **Responsiveness – how the organization demonstrates that it responds to its stakeholders and is accountable to them**

Hibernia has identified key five sustainability principles: responsible asset management, delivering sustainable buildings, positively impacting communities, supporting suppliers and developing and supporting its employees. Targets have been set against four of these five principles (all except supporting suppliers). Some of these targets include: greenhouse gas intensity reductions, minimum waste recycling rates, incorporation of the WELL Building Standard in developments, contributions to charity events and delivery of knowledge sharing meetings for Hibernia staff. The wellness-focussed "Step Up" campaign initiated in 2017 focused on engagement with tenants, visitors and employees, aiming to encourage healthier living proved popular, and was rolled out across the managed portfolio in 2018. In 2018, Hibernia also introduced sustainability as a key performance indicator in their remuneration policy, meaning the achievement of sustainability performance will now also have a bearing on annual bonus awards for senior management colleagues and certain other staff members.

### **Impact – how the organisation monitors and measures the effects of its behavior and performance on the economy, the environment, and the 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. The Sustainability Committee meets every 6-8 weeks, to discuss progress against objectives amongst other things. Performance against targets is publicly disclosed on an annual basis. Hibernia monitors its impact on society through employees and tenant surveys, and donations to charities. Hibernia further discloses its sustainability performance the European Public Real Estate Association ("EPRA") Sustainability Best Practices Recommendations. In addition, Hibernia measures the sustainability of its developments through green building standards such as LEED and the WELL Building Standard. In 2018, Hibernia made its first submission on a private basis to the Global Real Estate Sustainability Benchmark ("GRESB"), allowing them to measure performance indicators, management and policies against peers. Within the other areas, Hibernia has identified key areas to improve, for example effective Environmental, Health and Safety management systems ("EHS") through international ISO 14001 and ISO 45001 certification.

### **OBSERVATIONS & RECOMMENDATIONS**

- Hibernia demonstrates continuous efforts to ensure that all relevant stakeholders participate in its strategic response to sustainability. Hibernia strives to provide an inclusive, open environment for its employees with opportunities for individuals and teams to feedback and enable the business to meet its strategic objectives.
- Hibernia's process used to identify sustainability risks is well-established, continuous and fully integrated across the organization.
- Hibernia has a clear, consistently applied process to respond to material issues in place, and has been able to make good progress despite a challenging market. Material issues and stakeholder interests are translated into multiyear sustainability objectives and they guide the implementation of the sustainability strategy. There is a wide range of methods and communication channels for Hibernia to respond to stakeholders and identified material issues.
- Hibernia measures and monitors the effects of its behavior and performance on the environment and the economy. Hibernia publicly discloses its impact using best practice disclosure standards.
- Although Hibernia demonstrates adherence to the AA1000 principles, there is scope to enhance the sustainability practices by formally documenting the criteria used for determining the relevance of stakeholders and material issues to Hibernia's strategic response to sustainability. Hibernia could consider improved the communication of the sustainability strategy & targets internally, the monitoring of its impact on the society (e.g. suppliers and the community) as well as its processes to understanding of climate change related risks and opportunities to their business.

### **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 2018 energy, water and waste data and GHG emissions of Hibernia's EPRA table are not fairly stated.

#### **Data assured**

Energy: 17,518,000 kWh

Water: 43,096 m<sup>3</sup>

Waste: 690 tonnes

Direct (scope 1) GHG emissions: 2,099 tCO<sub>2</sub>

Direct (scope 2) GHG emissions: 2,933 tCO<sub>2</sub>

### **OBSERVATIONS & RECOMMENDATIONS**

- 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 99.3% accuracy.
- Where discrepancies were identified, Hibernia's personnel were collaborative and responsive to requests for additional evidence and clarifications.
- The waste manager that Hibernia works with has a 'zero to landfill' policy, and states on their website that 100% of the waste has been recycled. We recommend requesting formal confirmation from the waste contractor that the waste reported by Hibernia is 100% recycled (this could for example be stated on the invoices).
- Hibernia should consider the possibility of using an online platform for the collection and storage of primary evidence, in line with the platform that is currently available for waste.

### INDEPENDENCE OF ASSURANCE

Due to our expertise and experience with non-financial information, sustainability management and social and environmental issues, we have the competencies required to conduct this independent assurance engagement. We are bound by the JLL Code of Business Ethics and are independent as defined by AA1000AS (2008). Whilst JLL provides other sustainability services to Hibernia, the assurance providers did not participate in these activities or in preparing the sustainability information included in the EPRA submission.

**Marit van Rheenen**



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# Glossary

**AA1000** assurance is a standard for assessing and strengthening the credibility and quality of an organisation's social, economic and environmental reporting.

**BIPV** or Building Integrated Photo Voltaic 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.

**BMS** or 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.

**Building names:** 1SJRQ is 1 Sir John Rogerson's Quay; 1WML is 1 Windmill Lane; 2WML is 2 Windmill Lane.

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

**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.

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

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

**ERV** is estimated rental value and an estimation of the open market rent for a property. This is usually provided by an independent valuer.

**FRI lease** Full Repairing and insuring lease.

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

**GRESB** Global Real Estate Sustainability Benchmark.

**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.

**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.

**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.

**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.

**PIR** or Passive Infrared is used in motion detectors to detect movement of objects, typically to activate automatic lighting.

**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.

**Reversion** is the rent uplift where the ERV is higher than the contracted rent.

**SEAI** Sustainable Energy Authority of Ireland.

**Sq. ft.** square feet.

**RCO** Risk & Compliance Officer.

**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.

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