

Appendix 1: Recommended ESG KPIs

Key Factors	Indicator ID	Indicator	Units of Measure
Environmental KPIs (annual disclosure)			
	Fuels		
	ENV29	Fuel consumption, for the proportion of portfolio that is in landlord's control	kWh
	ENV30	Proportion of landlord-controlled fuels from renewable resources ¹	%
	ENV31	Fuel consumption, for the proportion of portfolio that is in tenant's control	kWh
	ENV32	Fuels data coverage, by area ²	% of m2
	District Heating and Cooling		
Energy Consumption	ENV33	District heating and cooling, for the proportion of portfolio that is in landlord's control	kWh
	ENV34	Proportion of landlord-controlled district heating and cooling from renewable resources ¹	%
	ENV35	District heating and cooling, for the proportion of portfolio that is in tenant's control	kWh
	ENV36	District heating and cooling data coverage, by area ¹	% of m2
	Electricity		
	ENV37	Electricity, for the proportion of portfolio that is in landlord's control	kWh
	ENV38	Proportion of landlord-controlled electricity from renewable resources, by on-site and off-site ¹	%
	ENV39	Electricity, for the proportion of portfolio that is in tenant's control	kWh
	ENV40	Electricity data coverage, by area ¹	% of m2
	Renewable Energy		
Greenhouse Gas Emissions	ENV41	Proportion energy from renewable resources, by on-site and off-site	%

(GHG)	ENV42 ³	Embodied carbon measured	tonne CO ₂ e
	ENV43	Total carbon emissions (ENV18+ENV41) (SFDR Annex 1 Table 2 Additional Real Estate PAI - 18)	tonne CO ₂ e
	ENV44	Total carbon intensity (based on ENV43) (SFDR Annex 1 Table 1 Universal PAI - 3) ²	tonne CO ₂ e / m ²
	ENV45 ³	Carbon-offsets acquired (not included in ENV43)	tonne CO ₂ e / m ²
	ENV46	Total carbon emissions, data coverage, by area ²	% of m ²
	ENV47	Scenario pathway targeted for energy and GHG (eg, 1.5 / 2 °C) (eg using CRREM pathways)	Number
	ENV48	Weighted average stranded year for portfolio for energy and GHG (eg using CRREM pathways)	Year
	Climate Change – Transition and Physical Risks and Opportunities	ENV49 ⁴	Proportion of assets in stranding year ranges identified as relevant to the strategy (eg CRREM energy and GHG pathways; before 2030, between 2030 and 2035 etc.)
ENV50 ⁴		Proportion of assets above and under the targeted pathway at points in time relevant to the strategy (eg current year, five years ahead, or year of strategy end etc.)	% of AUM
ENV51 ³		Estimated cost to achieve target year on the pathway that are deemed relevant to the strategy (eg, 2030, 2040, 2050)	Amount in Currency / m ²
ENV52 ³		Proportion of assets that fall into low / medium / high transition risk categories	% of AUM
ENV53 ^{3, 4}		Estimation of Climate Related VaR as percentage of total value per portfolio (considering both transition and physical risks).	% of AUM
ENV54		Water consumption, for the proportion of portfolio that is in tenant's control	m ³
ENV55 ³		Estimated water consumption	m ³
Water Consumption		ENV56	Total water consumption (ENV24+ENV54+ENV55)
	ENV57	Water intensity (based on ENV56) (SFDR Annex 1 Table 2 Additional Universal PAI - 6) ²	m ³ / m ²
	ENV58	Water intensity (based on ENV56), by property type ²	m ³ / m ²
	ENV59	Water consumption data coverage, by area ²	% of m ²
	ENV60	Waste generated, for the proportion of portfolio that is in tenant's control	Tonne
Waste Management	ENV61	Waste estimated	Tonne
	ENV62	Total waste generated (ENV25+ENV60+ENV61)	Tonne
	ENV63	Total waste generated, by waste type (hazardous, non-hazardous)	Tonne

Biodiversity	ENV64	Total waste generated, by property type	Tonne	
	ENV65	Proportion of disposal routes (by reuse, recycling, incineration, biodiesel production, landfill) (SFDR Annex 1 Table 2 Additional Universal PAI - 13)	%	
	ENV66	Waste data coverage, by area	% of m2	
	ENV67	Share of real estate assets not equipped with facilities for waste sorting and not covered by a waste recovery or recycling contract (SFDR Annex 1 Table 2 Additional Real Estate PAI – 20)	% of assets	
	ENV68	Share of raw building materials compared to the total weight of building materials used in new construction and major renovations (SFDR Annex 1 Table 2 Additional Real Estate PAI – 21)	%	
	ENV69	Land artificialisation – Share of non-vegetated surface area compared to the total surface area of the plots of all assets (SFDR Annex 1 Table 2 Additional Real Estate PAI – 22) ⁶	%	
	ENV70	Individual certifications ⁷ (For portfolios with limited number of assets with certificates)	Table	
	ENV71	Percentage of different categories of certificates ⁷ by area and or by AUM	% of m2 / % of AUM	
	ENV72	Individual energy ratings ⁷ (For portfolios with limited number of assets with energy ratings)	Table	
	ENV73	Percentage of different categories of energy ratings ⁷ by area and or by AUM	% of m2 / % of AUM	
Social KPIs (annual disclosure)				
Diversity, Equity and Inclusion (applicable both at vehicle and organisational level)	SOC1	Percentage of female employees	%	
	SOC2	Percentage of people employed who belong to an underrepresented group	%	
	SOC3	Percentage of female members of the board of directors, investment committee or other governing body (SFDR Annex 1 Table 1 Universal PAI – 13)	%	
	SOC4	Percentage of board of directors, investment committee or other governing body members who belong to an under-represented groups	%	
	SOC5	Unadjusted gender pay gap for the board of directors, investment committee and other governing bodies (SFDR Annex 1 Table 1 Universal PAI – 12)	%	
	SOC6	Executive pay ratio; Percentage of the annual total compensation for the highest compensated individual to the median annual total compensation within the board of directors, investment committee or other governing body members (SFDR Annex 1 Table 3 Additional Universal PAI – 8)	%	
	SOC7	Number of incidents of discrimination reported and/or sanctioned (SFDR Annex 1 Table 3 Additional Universal PAI – 7)	Number	
	SOC8	Time dedicated for diversity training for employees (per employee)	Hours	
	Health, Safety and Wellbeing (applicable for portfolio of assets)	SOC9	Number of HSW programs run for different stakeholders (eg employees, tenants, customers etc.) (per asset)	Number
		SOC10	Training on HSW topics run for different stakeholders (per asset)	Hours

Stakeholder Engagement (applicable for portfolio of assets)	SOC11	% of assets with HSW certifications	% by AUM
	SOC12	Cases that resulted in fines or penalties by different stakeholders	Number
	SOC13	Number of currently pending investigations by different stakeholders	Number
	SOC14	Rate of accidents in assets expressed as a weighted average (SFDR Annex 1 Table 3 Additional Indicator Universal PAI – 2)	%
	SOC15	Percentage of assets with implemented stakeholder engagement, including local community development programs based on local community's needs	%
	SOC16	Percentage of assets with formal stakeholder grievance processes	%
	SOC17	Number of grievances / complaints recorded during the reporting period	Number
	SOC18	Percentage of assets with stakeholder ESG training program (eg employees, tenants, customers)	%
	SOC19	Tenant / Occupier satisfaction score (Overall Satisfaction Score / Net Promoter Score)	%
	SOC20	Percentage of assets that have ESG clauses in supply chain contracts (eg, property managers)	% of AUM
Employee Development (applicable both at vehicle and organisational level)	SOC21	Lease contracts with ESG-specific requirements (by number and % in rent (ERV))	Number / % of ERV
	SOC22	Employee satisfaction score (Overall Satisfaction Score / Net Promoter Score)	%
	SOC23	Average hours of training that employees have undertaken, by gender and employee category.	Hours
	SOC24	Percentage of full-time employees who received professional training, by gender and employee category.	%
	SOC25	Healthcare, social care and/or educational units under the vehicle's management	Number
	SOC26	Healthcare, social care and/or educational units projected to be built, renovated, or purchased	Number
Social Impact (for vehicles with a positive impact strategy and targeting underserved communities)	SOC27	Individuals projected to benefit from healthcare, social care and/or educational units as a result of the investments made	Number
	SOC28	Percentage of units to be affordable for those earning less than a predefined percentage of local median income	% of AUM
	SOC29	Number of individuals projected to be housed as a result of affordable housing investments	Number
	Community Impact		
	SOC30	Changes in skills training / courses offered and achieved in area population	YoY
SOC31	Car parking and bike parking spaces for residents / occupiers	M2	

SOC32	Electric vehicle charging points provided	Number
SOC33	Distance from, and number of available, mass transit services / routes	Meters / Feet Number
SOC34	Green spaces and active recreation amenity	M2
SOC35	Commercial or retail infrastructure projected to be built or renovated	% of AUM
SOC36	Percentage of relationships with local businesses in the supply chain	% of AUM

Notes:

1. Investment managers may choose to identify and report on tenant controlled energy consumption from renewable energy sources
2. Recommended unit of measure for data disclosure is by area, investment manager may identify and report on KPIs on value (AUM basis)
3. Explain the methodology used to calculate this indicator and/or to determine the components used
4. Best practice would be for these disclosures to be made using the existing carbon intensity carried forward with no change and also a prediction which would consider planned initiatives to reduce GHG emissions, that have been costed and included in business plans
5. See Appendix 1 under ESG15 in the INREV Sustainability module
6. New registration, might be subject to change
7. For the full list of certificates/energy rating schemes, see INREV ALI ESG data fields which is referenced to GRESB Asset Spreadsheet