

# Responsibility



– **IMMOFINANZ** –  
Non-financial Statement 2021

**IMMOFINANZ**  
**Four Brands. One Company.**  
**Great Potential.**



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The voluntary non-financial statement was published in the Annual Financial Report 2021.

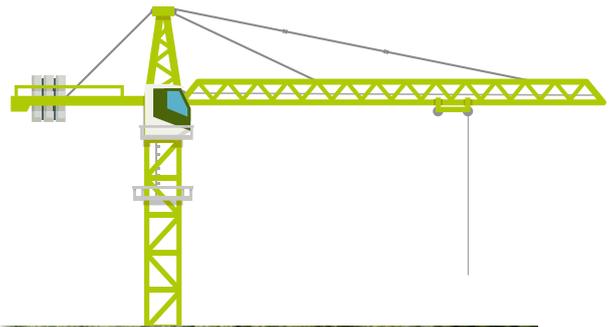
# Our ESG Initiatives

More than 220 office and retail properties with a combined carrying amount of EUR 5.2 billion make us one of the most important players on the European commercial property market. And our standing also brings a very special responsibility for the environment, society and our economy.

This background formed the basis for the development of an ambitious Net Zero Emission Strategy: By 2040, we want to make our entire value chain climate-neutral. Then again, our ESG roadmap also includes other goals – not only for environmental and climate protection, but also for projects in the areas of society and governance.

## → Green technologies and efficiency

Our ESG roadmap calls for the introduction of wide-ranging measures to reduce greenhouse gas emissions over the coming years. In addition to converting to LED lighting, we are increasing the energy efficiency of our portfolio with smart building technology. Our plans also call for the energy-efficient upgrading of at least 5% of the space in our properties each year.



### Sustainable living

IMMOFINANZ is creating environmentally friendly and affordable housing with its On Top Living concept. Instead of sealing new ground areas, existing retail parks will be over-built with apartments.





**Support for e-mobility**

The number of e-charging stations will be increased throughout the entire IMMOFINANZ portfolio. And our own motor pool will also be converted to e-mobility.

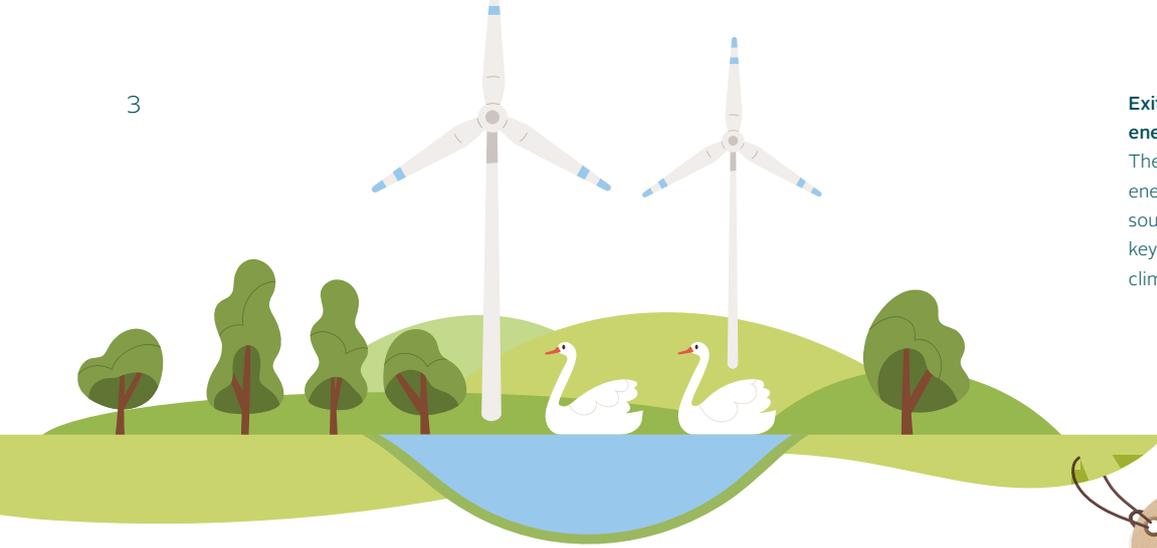
→ **Transition to a resource-friendly circular economy**

Our new construction projects, renovations and refurbishments will make increasing use of locally available recycling materials in the future. Standardised waste management based on strict guidelines will ensure the environmentally safe disposal of waste at all our locations. And strict performance standards will drastically reduce the emissions from all our construction projects.

By 2030, we want to reduce the greenhouse gas emissions in our portfolio by 60% versus 2019.

2030

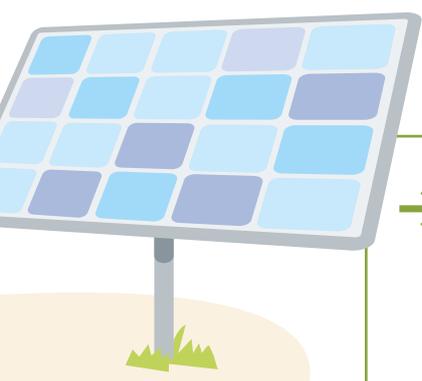
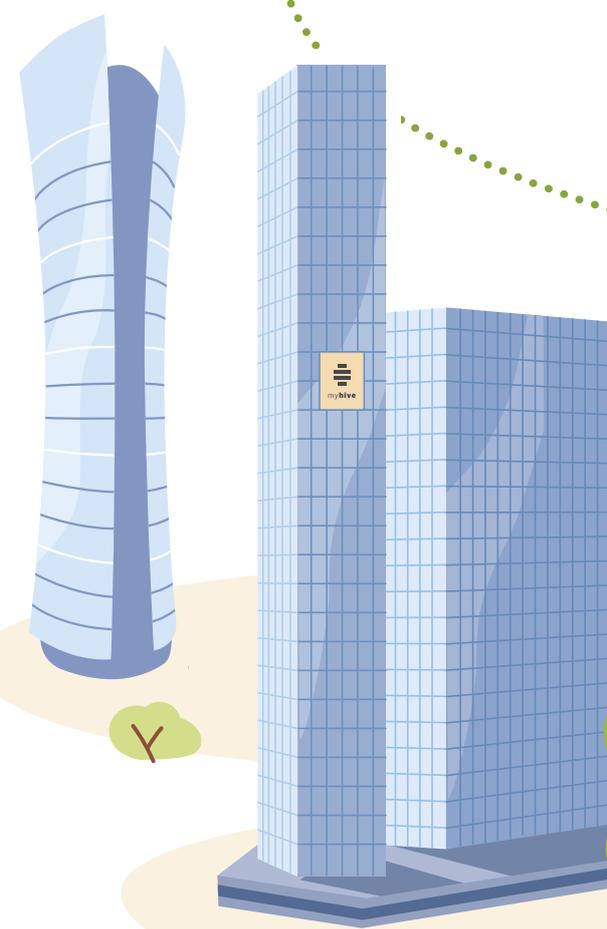




**Exit from fossil energy carriers**  
 The conversion to energy from renewable sources represents a key step on the road to climate neutrality.

“Climate change and its impact are the most urgent challenges of our time, and they demand consequent action from each and everyone of us. IMMOFINANZ accepts its responsibility for people and the environment and plays a leading role in realising sustainable change in our branch.”

Dietmar Reindl  
 COO



→ **IMMOFINANZ**  
 electricity from  
 renewable sources

Over the coming years, we intend to massively expand the production of our own electricity from renewable sources. Photovoltaic equipment will be installed on the rooftops of existing and new buildings, wherever technically possible. External electricity supplies will be converted to 100% renewable energy sources, and fossil fuels will be totally banned from our portfolio.



# Net zero by 2040

## → Responsible use of water

To reduce water consumption in our portfolio, we are installing water-saving fittings and equipping our new construction projects with rainwater utilisation systems.



By 2040, we want to be emission-free along our entire value chain.

That not only applies to the operation of our properties, but also includes all construction and refurbishment projects. We intend to neutralise unavoidable residual emissions with compensation measures. In other words, our goal is more ambitious than that of the European Union.



IMMOFINANZ's net zero emission course will be evaluated every five years up to 2040 and adjusted or improved if necessary.

## → Focus on biodiversity

As part of our biodiversity programme, the green areas surrounding our properties will be designed to enrich and support the local ecosystem. This goal will become an integral part of the planning for all new projects.



### Climate-friendly property use

With "green leases", we want to work together even more closely with our tenants in the future.

### Support for ecosystems

We design the green areas around our properties to respect and support the local ecosystem.



## → Partnership with tenants and users

We are continuously expanding the offering for the tenants and users of our properties – for example, through vaccination and blood donation campaigns or charitable actions. Following the outbreak of the corona pandemic, for example, we quickly implemented measures to assist our tenants. Our activities also include the launch of new digital solutions at our locations to continuously improve the user experience.



### Inspiring people

In cooperation with beekeepers, IMMOFINANZ is positioning beehives on the rooftops of its properties – and tenants can enjoy the harvested honey.



### Building awareness

In 2021, ESG training was introduced for all IMMOFINANZ employees.



## → Measures against corruption

A whistleblowing platform helps us to prevent corruption and unethical actions. The software we use meets the highest security standards for the protection of the whistleblower's personal data.



## → Jobs with potential

The people who work for our company are the most important factor for our success. As an employer, IMMOFINANZ offers an interesting working environment as well as numerous opportunities for personal development. That includes a diverse training and educational programme. In 2021, we registered a total of 23.3 training hours per employee. Special support for our up-and-coming experts is provided by our Young Professional Programme and in the IMMOFINANZ Academy.

### WE SUPPORT



#### Demonstrating commitment

By signing the UN Global Compact, we confirmed our support for the world's greatest sustainability initiative for businesses.

#### Greener living

With its myhive Urban Garden concept, IMMOFINANZ is demonstrating that more green can make living and working in the city more enjoyable.



## → Responsible management

Our actions are based on the principles of responsible management. That includes a clear commitment to and support for internationally recognised human rights. In particular, our social responsibility is expressed by our new membership in the United Nation's Global Compact. The IMMOFINANZ Code of Conduct forms the basis for all our business activities and decisions and applies without limitation to the entire company and all our employees.



## → Responsibility along the supply chain

With a separate code of conduct for our suppliers, we want to anchor the respectful treatment of employees, fair working conditions and environmentally friendly business practices along our entire supply chain.



# Transparency in reporting

We want our reporting to create even greater transparency for our investors and other interest groups. Not least in view of the EU Taxonomy, we will also report additional environmental data and key indicators in the future.

## → Commitments, ratings and rankings



Low ESG risk with a rating of 15.6 (on a scale of 0 to 100); further improvement expected

We have committed to set a science-based target with the Science Based Targets initiative.

Commitment to limit global warming to 1.5° Celsius: declaration of commitment signed



Publication of environmental data on the Carbon Disclosure Project



Honours for IMMOFINANZ's Non-Financial Statement at the EPRA Sustainability Best Practices Recommendations Awards

# Voluntary Consolidated Non-financial Statement 2021 Financial Year

Dear Reader,

Sustainability and climate are given high priority at IMMOFINANZ and are considered in all our business decisions. We are aware of our responsibility towards people, the environment and future generations and have been addressing sustainable trends in our portfolio strategy for many years. This includes, for example, our premium myhive office brand, which combines high flexibility for tenants with sustainable furnishings, a welcoming atmosphere and community, or the photovoltaic systems installed on the roofs of our properties. The increasing number of sustainability certificates in our portfolio confirms that we are on the right path.

In the past financial year, we took further important steps to increase our contribution towards the fight against climate change. With our Net Zero Emission Strategy, we have set the ambitious goal of becoming emission-free in all areas of our company by 2040. By 2030, we aim to reduce all greenhouse gas emissions by 60% compared to 2019 levels. Our strategy comprises a wide range of measures and technologies which will be embedded and rolled out across business segments throughout the company: At least 5% of the property portfolio will undergo extensive energy efficiency refurbishments each year, our own production of renewable energies will be massively increased and our external electricity supplies will be converted to green electricity. Another central element of the Net Zero Emission Strategy is the adoption of principles of circularity across our business model.

We will also be implementing our sustainability activities in specific real estate projects and will expand our property offer to include affordable and sustainable living. Under the new On Top Living brand, single-storey STOP SHOP retail parks will be overbuilt, thus creating low-cost and resource-conserving residential space. With this product, we will be helping to meet the housing needs of many people and, at the same time, making an important contribution to the fight against climate change, ground sealing and exploding housing costs.

Other important measures taken in the past financial year include conducting an external climate audit for our portfolio and signing up to the United Nations Global Compact, the global network of the United Nations for corporate responsibility in the areas of human rights, labour standards, environmental protection and the universal fight against corruption.

We are prepared to take on responsibility and to actively drive sustainable change in our industry. We consider this not only our duty but also a great opportunity to grow our portfolio performance, to secure competitive advantages in the market and to create long-term value for our company.

The Executive Board of IMMOFINANZ

GRI 102-14

The core business of IMMOFINANZ comprises the management and development of office and retail properties in selected countries of Central and Eastern Europe. According to the portfolio report, the property portfolio consisted of 225 properties with a total value of EUR 5.2 billion as of 31 December 2021, of which 153 are standing investments, 24 development projects and 48 pipeline projects including real estate inventories. Properties held for sale (IFRS 5) are not included. In the office sector the company focuses

exclusively on capital cities in its core countries and the major office locations in Germany, operating under its international myhive brand, in addition to its other office properties such as single-tenant buildings. The office portfolio accounted for 62.2% of the total portfolio value at the end of the 2021 financial year and 45.5% of rental income from standing investments. In the retail portfolio expansion, IMMOFINANZ is focused on its STOP SHOP and VIVO! brands, which are primarily aimed at secondary and tertiary cities. The retail portfolio constitutes 36.5% of the total portfolio value and 54.5% of rental income from standing investments. In the past financial year, IMMOFINANZ also announced the expansion of its property offering to include affordable and sustainable housing. In the On Top Living concept, one-storey STOP SHOP retail parks are overbuilt, creating low-cost and resource-conserving housing. IMMOFINANZ's goal is the continuous expansion of a high-quality, sustainable property portfolio generating strong returns, while achieving climate neutrality along the entire value chain by 2040.

GRI 102-1, 102-2, 102-6, 102-7

**myhive Vajnorská – Biodiversity**  
Our beehives enrich the local ecosystem.



## COVID-19

Although COVID-19 and the measures taken to contain the pandemic significantly influenced the 2021 financial year, there was no material detrimental impact on the business model. Building on the measures initiated in 2020, tenants were supported during the difficult phase of closures imposed by authorities. The focus was put on securing strong liquidity in the Group. IMMOFINANZ thereby continued to position itself as a strong partner to its tenants, investors, employees, suppliers and other stakeholders.

Individual solutions were developed with retail tenants to assist them during closing and reopening phases. In the office sector, individual tenants operating in industries that were particularly affected were also given temporary support. As vaccinations progressed, measures were eased in the core markets and retail tenants benefited from this development. Over the course of the year, containment measures focused less and less on closing businesses. While roughly 48% of the retail space offered by IMMOFINANZ was affected by temporary closures at the end of March 2021, only 15% was affected during another lockdown period at the end of November.

In addition, comprehensive hygiene and protection measures for all common areas were implemented to ensure that offices and retail space could be used safely. This included safety concepts and guidelines (for example regarding ventilation), increased cleaning frequency and issuing protective masks and disinfectants. Back-to-office plans with specially developed space utilisation concepts, distancing rules, disinfection, protective measures and access rules were designed to facilitate tenants' return to the office.

Overall, the crisis did not result in any significant changes to IMMOFINANZ's business model, as the pandemic largely accelerated trends that were already underway. In the office sector it gave impetus to digitalisation and strengthened the desire for flexibility among tenants. IMMOFINANZ is very well-positioned for this with its flexible myhive office products. In retail, on the other hand, the temporary closures affected almost all segments, although discount retailers performed significantly better due to increasing price consciousness on the part of consumers. This development is also reflected in our cost-efficient retail formats. Further details can be found in the portfolio report of the 2021 annual report, beginning on page 74.

## About this report

In accordance with § 267a (1) of the Austrian Commercial Code, IMMOFINANZ has not been required to prepare a consolidated non-financial statement/consolidated non-financial report pursuant to § 267a of the Austrian Commercial Code since the 2019 financial year. As a company of public interest, IMMOFINANZ nevertheless voluntarily issues a non-financial statement in accordance with § 267a of the Austrian Commercial Code and thus also discloses information pursuant to the EU Taxonomy (beginning on page 55).

### Non-financial performance indicators

Non-financial performance indicators (pursuant to § 267 (2) of the Austrian Commercial Code) are reported as part of the consolidated non-financial statement.

At the beginning of each section, a table provides an overview of where the non-financial performance indicators required pursuant to § 267 (2) of the Austrian Commercial Code, including environmental and employee issues, can be found. It also indicates where the corresponding information from the voluntary non-financial statement pursuant to § 267a of the Austrian Commercial Code is reported. Recognised frameworks are used in order to meet the legal requirements. Further information on the frameworks used can be found in the section on reporting standards (beginning on page 11).

### Reporting standards

The key indicators reported are based on the Sustainability Best Practices Recommendations Guidelines (2017) issued by the European Public Real Estate Association (EPRA). The selected indicators are listed in the index on page 49 of the non-financial report. This report has been drawn up in accordance with the GRI Standards: Core Option. IMMOFINANZ again received the EPRA Sustainability Best Practices Recommendations Silver Award for its non-financial reporting in the 2020 annual report.

## Reporting period

The non-financial report covers the period from 1 January to 31 December 2021. The last two financial years (2020 and 2021) are reported with respect to the EPRA sustainability indicators.

GRI 102-50

## EPRA reporting standards: introduction

### Scope of companies

This report covers IMMOFINANZ AG and all consolidated subsidiaries (see section 8 of the consolidated financial statements). The portfolio comprised 225 properties (excluding assets held for sale) as of 31 December 2021. 181 properties are included in the reporting of environmental data, as there is an established monitoring system for these properties.

The indicators published concentrate on the activities of IMMOFINANZ in Austria, Germany, Poland, the Czech Republic, Romania, Hungary, Slovakia and the Adriatic region (Slovenia, Serbia, Croatia and Italy). The properties are included in the reporting in accordance with the financial control principle.

GRI 102-4, 102-5, 102-6, 102-7, 102-45

### Coverage and segment analysis

This report refers to IMMOFINANZ's portfolio and its own business activities. To enable a meaningful analysis, the portfolio has been presented as a whole and split into the two main portfolio segments, "office" and "retail". Further information can be found in the table on pages 21–22. The indicators comprise 71 properties in the office sector with an area of roughly 1 million sqm and 110 properties in the retail segment with an area of roughly 1 million sqm.

IMMOFINANZ aims to increase the coverage rate of buildings in its portfolio to 100%. The table on pages 23–26 shows the coverage per indicator. Should a building not be relevant for a certain type of energy, for example, because it is not supplied with district heat, this building has been removed from the denominator for the purpose of KPI coverage.

### Portfolio

The sustainability figures reported for 2021 comprise 181 properties (office and retail) with a total area of roughly 2 million sqm.

### Information on the company's own business premises

The consumption figures for the operation of IMMOFINANZ's own office buildings are also reported separately. The business premises are largely owned by IMMOFINANZ and usage is shared with tenants. IMMOFINANZ's own consumption is not invoiced separately at present; the data is therefore based on projections using tenant consumption and the percentage of total space utilised by IMMOFINANZ. For this reason, the percentage of the estimated data of own consumption is always shown at 100%, even though the actual proportion of the estimation of portfolio consumption is significantly lower. Buildings which are rented from third parties cannot currently be included in the information presented as there is no access to the consumption data. An expansion of the monitoring system is currently in progress. Own consumption is shown separately on pages 54–55.

### Estimated data

The percentage of data that has been estimated is shown in the respective tables on pages 21–26 and 54–55.

### Electricity and water

The objective was to use real data for the twelve-month period. Where no data was available for a single month at the beginning or the end of 2021 (for example December 2021), the real data for December 2020 or January 2022 was used. Therefore, in these instances no linear projection was made. In contrast, if no data was available for another month of 2021, a linear projection was made.

### Gas and district heating

Due to the difference in energy consumption during the winter and summer months, no linear projection was made for missing monthly data. Rather, reference was made to the relevant prior-year periods (e.g. months).

### External audit

This report has not undergone an external audit.

GRI 102-56

### Boundaries of reporting – landlord and tenant utility consumption

IMMOFINANZ reports the water and energy consumption of the owner (IMMOFINANZ). If tenants obtain energy or water directly from the utility company, this is not reflected in the consumption figures due to lack of access to this data.

In the absence of sub-metering, it is currently not possible to separately report the consumption of water/energy obtained by IMMOFINANZ but consumed in tenant areas. Due to this, tenant consumption which was obtained by IMMOFINANZ was indicated in Scope 1 (fuel consumption) and Scope 2 (district heating and electricity) in this year's CO<sub>2</sub> calculation, and no distinction was made between common areas and rented space. A sub-metering project is currently underway with the aim of making this distinction in the next sustainability report possible.

The portfolio data therefore comprises the following areas: common areas and some tenant areas.

### Normalisation

For the intensity indicators (energy intensity, water intensity, CO<sub>2</sub> intensity) the area of the buildings for which data is available is used as denominator. The intensity calculated contains the consumption obtained by IMMOFINANZ, but not the consumption obtained by tenants, unless IMMOFINANZ has full control over the consumption (e.g. at myhive locations), where the rent also includes electricity, heating and water.

### Milestones and performance narrative

Our goal is to make our property portfolio emission-free by 2040 and thus actively contribute to reducing global warming. In the reporting year we took several steps towards reaching this goal, which included, for example, increasing green building certification, energy optimisation and the increased use of photovoltaic systems. In cooperation with internal experts, we further advanced and presented our detailed Net Zero Emission Strategy including measures for our portfolio. In addition, we are working on completing a comprehensive ESG strategy, which will be published in 2022. Explanations on previous performance and improvement measures can be found in the sections of this report and in the explanatory footnotes to the KPIs. Against the background of the climate neutrality goal, IMMOFINANZ considers improving data collection and energy efficiency top priorities.

## Information on indicators

### CO<sub>2</sub> footprint

The CO<sub>2</sub> footprint calculation is based on the GHG Protocol Corporate Standard. Emissions are stated in CO<sub>2</sub>-equivalent terms. The CO<sub>2e</sub> factors for electricity were taken from publicly available sources, including the European data from the Association of Issuing Bodies (AIB) for the Country Production Mix. Emissions from the burning of natural gas are in line with the default value contained in the Intergovernmental Panel on Climate Change (IPCC) guidelines published in 2006 (and the 2019 refinement), the IPCC National Greenhouse Gas Inventories Program and the corresponding emission figures published by the IPCC. For the vehicle fleet, the current emission factors published by the Austrian Environment Agency are used. For the first time, IMMOFINANZ publishes both the market-based and location-based Scope 2 emissions this year. District heating emissions are also published for the first time this year.

### Employee indicators

All indicators in the employee section are stated based on the headcount at all fully consolidated companies as of 31 December (excluding the Executive Board, employees on parental leave, interns and young professionals). If an indicator is calculated on a different basis, this is shown in a footnote. The data underlying the calculation of the indicators is produced by the IMMOFINANZ employee management programme.

## Sustainability at IMMOFINANZ

### Our approach to sustainability

IMMOFINANZ is one of the leading commercial real estate specialists in Central and Eastern Europe and an active portfolio manager of over 200 office and retail properties. The size of this portfolio gives rise to a particular responsibility for us – in economic, social and ecological terms – towards our stakeholders, the environment and society. Our business model is therefore oriented towards long-term, sustainable value creation in line with environmental, economic, and social considerations.

The corporate Code of Conduct forms the basis for exercising our responsibility and for all business activities and decisions within the company. It sets out the fundamental approach and values for responsible corporate governance at IMMOFINANZ. It is the basis for the impeccable moral, ethical, and legal conduct of all employees of the Group.

GRI 102-16

IMMOFINANZ views itself as a partner to its stakeholders and is above all committed to its tenants and their customers with the assurance of quality and safety. Sustainability factors are incorporated in the planning, construction, and operation of our properties in order to meet the needs of our stakeholders and to minimise the environmental impact through business activities. We are making an important contribution to the fight against climate change with our ambitious Net Zero Emission Strategy. By 2030, we aim to reduce all greenhouse gas emissions by 60% compared the level of 2019. By 2040, we will be emission-free along the entire value chain, meaning that we will clearly exceed the goal set by the European Union to attain climate neutrality by 2050.

We aim to be a strong partner to our customers, ensure a high level of customer satisfaction and support them in difficult situations, for example during the COVID-19 pandemic, by taking joint measures.

### **Establishment of the ESG committee, the Strategy and ESG committee of the Supervisory Board and the ESG staff function**

An ESG committee was established at the beginning of 2021 to improve management of the individual sustainability issues and initiatives. It comprises experts from various areas within the Group, including ESG, Asset Management, Development, People & Culture, Procurement, Compliance, Risk Management, Country Execution, Investor Relations & Corporate Communications and Finance. These experts regularly discuss current projects and issues and work on improving communication relating to sustainability across the entire Group and on a further development and optimisation of the company's sustainability strategy. Updates are provided to the Executive Board at least on a quarterly basis and to the Supervisory Board at least once a year. In the Supervisory Board, ESG topics are discussed in the Strategy and ESG Committee. On IMMOFINANZ's Executive Board, COO Dietmar Reindl is responsible for sustainability issues and major projects are approved by the Executive Board in its entirety. Measures are implemented on an operational level in the day-to-day business by the respective area and country heads and their employees. They report progress and results to their managers and monitor achievement against targets. In addition, the new ESG staff function was established in the organisation in February 2022, to which an experienced ESG manager was appointed. She reports directly to COO Dietmar Reindl, coordinates all ESG activities and is responsible for the implementation and further development of the ESG strategy.

GRI 102-20

### **Our stakeholders**

IMMOFINANZ's core business comprises leasing and management of office and retail properties, development projects and the sale of properties. As a result, it involves fundamental human needs but there is also an associated impact on the environment and society. Ongoing communication and the acceptability of the business to our various stakeholders are very important for the commercial success of our business model. We actively factor their views and concerns into the orientation of our business and the further development of our product offering.

Based on regularly conducted stakeholder analyses, our key stakeholders are tenants, their employees and the visitors to our retail properties, potential tenants, employees, shareholders, investors and analysts, buyers and sellers of commercial properties and policymakers at local and federal level. Other interest groups include suppliers and service providers, banks and the media. We identified the stakeholders in the materiality analysis conducted in 2017 and in the materiality analysis update in 2020. Additionally, stakeholders are also defined in numerous other internal projects.

We maintain regular contact with our tenants, which was particularly intensive due to the COVID-19 pandemic and the partnership-based management of the crisis. We also conduct annual surveys and factor the concerns and preferences of our tenants into the further development of our product offering. The ongoing dialogue with our employees includes surveys, annual employee performance reviews, various workshops, an active intranet platform and the open-door policy practised within the Group.

Property buyers and sellers expect us to have swift decision-making processes and to act in a dependable and prudent manner. We treat both groups with integrity as a partner. We provide information to our shareholders, investors, analysts, rating agencies and lending banks several times per year in a transparent and comprehensive manner and maintain an open and constructive dialogue with them. We undertake extensive public relations work, conduct regular meetings with the press and always aim to respond to enquiries as swiftly as possible.

There is close contact with our suppliers and service providers, particularly in relation to structuring and executing contracts. Policymakers, especially at local level, are important partners in the implementation of construction-related measures and development projects. In this area IMMOFINANZ maintains professional contact with all participants and aims to take the concerns of the population as well as the respective overall urban development into consideration.

GRI 102-2, 102-40, 102-42, 102-43, 102-44

## Membership of associations, support of external initiatives and working with universities

IMMOFINANZ is involved in several initiatives, associations and organisations in the real estate sector and economy, which focus their activities on the further development of standard setting in the sector, training, research and representation of interests.

We are a member of bodies including Aktienforum (the Austrian Equity Forum), Austrian Council of Shopping Places, Austrian Prop Tech Initiative, Austrian Real Estate Asset Management Association, Cercle Investor Relations Austria, European Public Real Estate Association, Handelsverband Austria (the Austrian Retail Association), Institut für interne Revision (Austrian Institute for Internal Audit), LBA Leitbetriebe GmbH, IG Lebenszyklus Bau (life cycle construction), Internationaler Controller Verein (International Association of Controllers), Italian National Association of Shopping Malls, Polish Council of Shopping Centers, PRVA – Public Relations Verband Austria, RICS – Royal Institution of Chartered Surveyors.

Additionally, we have entered into a research and development agreement with the Vienna University of Technology (TU Wien). The project “Establishing the Nexus of Human Comfort and Sustainability in Work Environments” is dedicated to climate change and the topic of how office users can be motivated to utilise resources more sustainably. TU Wien is also working together with the Stanford University department of Mechanical Design in this respect. A cooperation with the Vienna University of Economics and Business (WU Wien) was launched in the first quarter of 2022. The aim of the project is to identify current and future requirements of tenants regarding modern work environments.

GRI 102-13

## Materiality analysis

The materiality analysis serves as a means of focusing the non-financial reporting on the key issues of the company and provides guidance for further developing the management of non-financial factors. The material topics of IMMOFINANZ presented in this report were determined as part of the materiality analysis conducted in 2020, the process and results of which are described in detail in the 2020 sustainability report.

Six clusters of topics which are considered to be material for IMMOFINANZ were identified as part of the analysis. The individual clusters contain further material focus areas, which are shown in the following table.

GRI 102-43, 102-46, 102-49

**Material topics for IMMOFINANZ**

	Focus areas
Green buildings and environment	<ul style="list-style-type: none"> <li>– Energy consumption and greenhouse gas emissions</li> <li>– Sustainable mobility</li> <li>– Building design &amp; life cycle management</li> <li>– Water consumption</li> <li>– Sustainability certifications and environmental performance</li> </ul>
Business model and innovation	<ul style="list-style-type: none"> <li>– Integration of sustainability in governance processes</li> <li>– Climate neutrality</li> <li>– Managing risks and opportunities from climate change</li> <li>– Ecological construction &amp; renovation</li> <li>– Innovation in development projects, renovations and services</li> </ul>
Tenants	<ul style="list-style-type: none"> <li>– Cooperation with and support of tenants</li> <li>– Customer satisfaction</li> <li>– Tenant health &amp; safety</li> <li>– Customer-oriented construction and renovation</li> </ul>
Society/Stakeholders	<ul style="list-style-type: none"> <li>– Cooperation with local communities</li> <li>– Engagement with society</li> </ul>
Employees	<ul style="list-style-type: none"> <li>– Education and training, knowledge transfer</li> <li>– Employee health/occupational safety</li> </ul>
Company	<ul style="list-style-type: none"> <li>– Business compliance &amp; ethics</li> <li>– Data protection</li> <li>– Sustainable supply chain and procurement</li> <li>– Tax integrity</li> <li>– Sustainable value creation</li> </ul>

GRI 102-47

**Prioritisation matrix**

Our prioritisation matrix, which was drawn up as part of the 2020 materiality analysis, is available on our website: <https://immofinanz.com/en/sustainability>.

**Sustainability management in terms of the Sustainable Development Goals**

The global challenges of sustainable economic activity can only be resolved through worldwide cooperation. The United Nations defined 17 Sustainable Development Goals (SDGs) as part of the 2030 Agenda for Sustainable Development, with the objective of making the world a place in which activities are conducted in an environmentally sustainable, socially just and economically efficient manner. This action plan has the commitment of 193 countries. We as IMMOFINANZ are also committed to the SDGs.

IMMOFINANZ is fully aware of its responsibility and is making continual progress on the SDGs that relate to the core business. We as IMMOFINANZ have identified the following SDGs for our core activities:



To show the basis for measuring the SDGs, we have linked selected sub-goals to GRI indicators and also identified our main areas of activity, which we address in more detail in the following sections.

SDG	Sub-goal	Indicator	Area of activity
	<b>3.9</b> Significantly reduce the number of fatalities and illnesses due to hazardous chemicals as well as pollution and contamination of air, water and soil by 2030	<b>305-2</b> Energy indirect GHG emissions (Scope 2)	Energy management Energy efficiency
	<b>7.2</b> Significantly increase share of renewable energy in energy mix by 2030	<b>302-1</b> Energy consumption within the organisation	Energy management Mobility Green buildings and infrastructure
	<b>7.3</b> Double the rate of energy efficiency improvement by 2030	<b>302-2</b> Energy consumption outside of the organisation	
	<b>8.5</b> Achieve full productive employment and dignified work for all women and men, including young people and people with disabilities, as well as equal remuneration for equivalent work by 2030	<b>102-8</b> Information on employees and other staff <b>404-1</b> Average hours of training per year and employee <b>404-2</b> Programs for upgrading employee skills and transition assistance programs	Training and education, knowledge transfer Employee satisfaction
	<b>9.1</b> Establish high-quality, reliable, sustainable and durable infrastructure, including regional and cross-border infrastructure, to support economic development and human welfare with a focus on affordable and equal access for all	Key performance indicator under development	Energy management Mobility Water consumption Green buildings and infrastructure
	<b>9.4</b> Modernise the infrastructure by 2030 to make it sustainable, with more efficient resource usage and increased utilisation of clean and sustainable technology		
	<b>13.2</b> Integration of climate protection measures in strategies and planning <b>13.3</b> Improve information and awareness as well as staff and institutional capacities in the area of climate change mitigation and adaptation, reducing climate impact and improving early warnings systems	<b>CRE3</b> Intensity of greenhouse gas emissions from buildings <b>413-1</b> Operations with local community engagement, impact assessments and development programs	Energy management Mobility Energy efficiency CO <sub>2</sub> footprint
	<b>17.1</b> Strengthen mobilisation of domestic resources	<b>204-1</b> Proportion of spending on local suppliers	Sustainable value creation Sustainable procurement

## Green buildings and environment

GRI 103-1, 103-2, 103-3

The acute climate crisis and the associated environmental effects are the most urgent challenges of our times. As one of the leading commercial property groups in Central Europe with a portfolio totalling EUR 5.2 billion, IMMOFINANZ is aware of its responsibility and has been addressing sustainable trends in its portfolio strategy for years. Likewise, our stakeholders also attach great importance to environmental issues. In the future, tenants will place an even stronger focus on sustainable and energy-efficient properties which meet the criteria of the EU Taxonomy – with potential effects on occupancy, rental income and valuation of the properties.

Focus area	Description	Sustainability and Diversity Improvement Act issues
Sustainable mobility	Integration of transportation concepts in project planning and management, e.g. public transportation links and e-charging stations in the immediate or close vicinity.	Environmental issues
Sustainability certifications and environmental performance	Certifications for standing investments and development projects which include ecological, economic and social aspects in equal measure in the assessment, e.g. BREEAM, LEED.	Environmental issues
Energy consumption and greenhouse gas emissions	Relates to energy consumption and emissions in planning and construction, in the portfolio's operations and the own consumption of IMMOFINANZ's administrative buildings. Other GHG emissions come from employee mobility, for example.	Environmental issues
Building design & life cycle management	Concepts for buildings and facilities taking into account the impacts throughout the life cycle. This includes materials selection and consideration of the resource consumption during operation and at the end of the life cycle (disposal/recycling).	Environmental issues
Water consumption	Quantity of water used for building operation (e.g. drinking water, irrigation, process water).	Environmental issues

### Targets and responsibilities

We are making an important contribution to the fight against climate change with our Net Zero Emission Strategy. By 2030, we aim to reduce all greenhouse gas emissions by 60% compared to the level of 2019. By 2040, we will be emission-free along the entire value chain, meaning that we will clearly exceed the goal set by the European Union to attain climate neutrality by 2050.

We ensure responsible treatment of natural resources, utilisation of environmentally friendly technologies, a consistently pursued energy saving strategy, renovation of buildings worthy of preservation and the construction of efficient new properties. Increasing sustainability certifications, sustainable energy management and building design as well as life cycle management are the focus areas relating to the material topic "green buildings and environment".

IMMOFINANZ collects and analyses consumption data and resulting CO<sub>2</sub> emissions from its portfolio as described on the following pages. This data forms the starting point for monitoring the portfolio, based on which technical buildings and energy audits are conducted and measures for improving efficiency are taken. The data also serves as the basis for all measures taken to achieve long-term climate neutrality for the portfolio.

In addition, sustainability certifications for development projects and standing investments will be increased. The certifications reduce environmental risks and help to increase the degree of more environmentally friendly space utilisation as well as improving efficiency.

## Measures and due diligence processes

As buildings are a major producer of GHG emissions, IMMOFINANZ takes measures on an ongoing basis to ensure and improve the energy efficiency of its standing investments and avoid greenhouse gas emissions as far as possible. Information is also provided on this topic in the risk report of the 2021 annual report, beginning on page 110. With respect to development projects, we are responding to this challenge by employing resources efficiently and taking potential climatic changes into consideration at an early stage. This is put into effect, for example, through targeted creation of green spaces, using insulating construction materials which prevent heat loss and have a cooling effect, and architectural features providing shade, etc. In development projects or modernisations, usage of construction materials containing harmful substances may additionally cause environmental damage. In this area, IMMOFINANZ ensures sustainable construction and careful selection of its business partners by means of highly standardised construction and fittings specifications.

GRI 102-15

Ongoing energy management is undertaken in cooperation with the property and facility managers. Energy management essentially comprises the regular services in the day-to-day operations (e.g. energy controlling), the development of optimisation proposals and the implementation of corresponding measures. Energy audits based on ÖNORM EN 16247 are conducted regularly. IMMOFINANZ's goal is to continually reduce resource consumption by means of energy-saving measures and efficient energy utilisation while maintaining or improving the quality of building usage. Potential energy saving measures are regularly evaluated and implemented in the process. Examples include the conversion to LED lighting and the replacement of cooling systems.

IMMOFINANZ is currently preparing to enable the digital capture of all energy flows with a management system, which will collect and record electricity, cooling, heating, water and other data centrally. The recorded data can then be linked in real time to enable meaningful, reliable analyses at the touch of a button. Specific measures are derived from the optimisation potential identified to increase energy efficiency and consequently reduce energy costs on a sustained basis. The digitalisation of the collection of consumption data – both at the building level and the tenant level – is scheduled to be completed by the 2025 financial year and represents a significant contribution to our future ESG reporting.

In addition, IMMOFINANZ has started implementing non-potable water facilities in the portfolio. As a result, rainwater is used for irrigation at individual STOP SHOP locations. Moreover, the first test pilot for an urban forest project based on the Miyawaki afforestation method was launched at a STOP SHOP in Serbia in the 2021 financial year. This is a method for creating a small city forest, which was developed by the Japanese botanist Akira Miyawaki. It involves planting a variety of indigenous plants closely together, so that they only receive sunlight from above and consequently grow upwards more strongly than outwards. In addition to creating small city forests for the population, the main objectives are the preservation of biodiversity as well as the improvement of air quality and the water holding capacity of the soil. Based on the experience gained in the pilot project, a further roll-out of this initiative is also planned in the portfolio.

## Sustainable energy management

EPRA/GRI Code	Unit	Indicator	Scope
<b>Total energy consumption</b>			
GRI 302-1 (2016)	kWh	Energy	Total landlord-obtained energy Total tenant-obtained energy <sup>1</sup>
			Coverage landlord-obtained in %
<b>Electricity consumption</b>			
Elec-Abs	kWh	Electricity	Total landlord-obtained electricity Total tenant-obtained electricity <sup>1</sup>
			% from renewable sources
Landlord-obtained			Coverage
			Share of projections in % <sup>2</sup>
Elec-LfL <sup>3</sup>	kWh	Electricity	Total landlord-obtained electricity Total tenant-obtained electricity <sup>1</sup>
			Coverage
Landlord-obtained			Share of projections in % <sup>2</sup>
<b>District heating/cooling consumption</b>			
DH&C-Abs	kWh	District heating	Total landlord-obtained district heating Total tenant-obtained district heating <sup>1</sup>
			% from renewable sources
Landlord-obtained			Coverage
			Share of projections in % <sup>2</sup>
DH&C-LfL <sup>3</sup>	kWh	District heating	Total landlord-obtained district heating Total tenant-obtained district heating <sup>1</sup>
			Coverage
Landlord-obtained			Share of projections in % <sup>2</sup>
<b>Fuel consumption</b>			
Fuels-Abs	kWh	Natural gas	Total landlord-obtained natural gas Total tenant-obtained natural gas <sup>1</sup>
			% from renewable sources
Landlord-obtained			Coverage
			Share of projections in % <sup>2</sup>
Fuels-LfL <sup>3</sup>	kWh	Natural gas	Total landlord-obtained natural gas Total tenant-obtained natural gas <sup>1</sup>
			Coverage
Landlord-obtained			Share of projections in % <sup>2</sup>
<b>Energy intensity</b>			
Energy-Int CRE 1	kWh/sqm	Energy per square meter of rented space	Total landlord-obtained energy Total tenant-obtained energy <sup>1</sup>
			Rented space in sqm

<sup>1</sup> IMMOFINANZ currently has no access to tenant-obtained data; consequently, only landlord-obtained data is used in the evaluation. Therefore, data of tenants with direct purchases are not included.

<sup>2</sup> "Share of projections in %" was calculated based on consumption.

<sup>3</sup> This calculation only includes properties which were fully owned by IMMOFINANZ in both periods.

Total portfolio consumption			thereof office			thereof retail		
2021	2020	Change in %	2021	2020	Change in %	2021	2020	Change in %
437,968,145	418,255,456	4.7	271,007,660	247,003,194	9.7	166,960,485	171,252,261	-2.5
	n. a.			n. a.			n. a.	
99.4	96.3	n. a.	98.6	100.0	n. a.	100.0	86.7	n. a.
276,596,056	274,910,425	0.6	157,619,422	140,712,076	12.0	118,976,634	134,198,349	-11.3
	n. a.			n. a.			n. a.	
30.6	6.1		32.2	10.0		28.4	0.2	
176/181	149/168	n. a.	67/71	62/63	n. a.	109/110	87/105	n. a.
3.4	5.3		2.3	8.6		4.9	1.7	
269,045,410	256,603,173	4.8	150,593,129	122,404,824	23.0	118,452,281	134,198,349	-11.7
	n. a.			n. a.			n. a.	
159/163	137/163	n. a.	52/56	46/56	n. a.	107/107	91/107	n. a.
3.3	5.6		2.1	1.9		4.9	9.0	
77,765,081	65,074,479	19.5	65,265,354	55,329,145	18.0	12,499,727	9,745,334	28.3
	n. a.			n. a.			n. a.	
41.0	n. a.		47.7	n. a.		5.9	n. a.	
64/108	52/168	n. a.	38/46	32/63	n. a.	26/62	20/105	n. a.
18.9	13.5		21.0	13.5		8.3	13.7	
71,097,056	57,520,382	23.6	58,643,400	47,775,048	22.7	12,453,656	9,745,334	27.8
	n. a.			n. a.			n. a.	
56/94	46/94	n. a.	31/34	26/34	n. a.	25/60	20/60	n. a.
20.4	14.5		23.1	14.6		7.9	13.7	
83,607,008	78,270,552	6.8	48,122,884	50,961,973	-5.6	35,484,124	27,308,578	29.9
	n. a.			n. a.			n. a.	
0.0	n. a.		0.0	n. a.		0.0	n. a.	
79/123	74/168	n. a.	28/36	31/63	n. a.	51/87	43/105	n. a.
10.5	1.4		4.7	1.2		18.3	1.8	
82,825,618	67,700,512	22.3	47,341,505	40,391,934	17.2	35,484,113	27,308,578	29.9
	n. a.			n. a.			n. a.	
75/113	68/113	n. a.	25/28	25/28	n. a.	50/85	43/85	n. a.
10.6	1.7		4.8	1.6		18.3	1.8	
213	232	-8.1	267	246	8.7	160	214	-25.1
	n. a.			n. a.			n. a.	
2,054,656	1,804,217	13.9	1,013,229	1,004,085	0.9	1,041,427	800,194	30.1

CO<sub>2</sub> footprint

EPRA/GRI Code	Unit	Indicator	Scope
<b>Greenhouse gas emissions</b>			
GHG-Dir-Abs GRI 305-1 & GRI 305-2	t CO <sub>2</sub> e	Scope 1 emissions <sup>1</sup>	Total landlord-obtained not sub-metered
		Scope 2 emissions <sup>1</sup>	Total landlord-obtained not sub-metered (location-based)
			Total landlord-obtained not sub-metered (market-based) <sup>2</sup>
GHG-Indir-Abs GRI 305-3 (2016)	t CO <sub>2</sub> e	Scope 3 emissions <sup>1</sup>	Total landlord-obtained energy sub-metered to tenants <sup>3</sup>
			Total tenant-obtained
			Other scope 3 <sup>4</sup>
		Total <sup>5</sup>	Scope 1 + Scope 2 <sup>1</sup>
		Total	Scope 1 + Scope 2 + Scope 3 <sup>1</sup>
	Number of applicable properties	GHG disclosure coverage	
	sqm of applicable properties		
	in %	Proportion of GHG estimated	
GHG-Int CRE 3	kg CO <sub>2</sub> e/sqm	Scope 1 + 2 emissions per sqm <sup>1,6</sup>	
		Scope 3 emissions per sqm <sup>1,6</sup>	
<i>Rented space in sqm</i>			

<sup>1</sup> Regarding allocation to scopes, all CO<sub>2</sub>e values were allocated to the company for the 2021 financial year: Scope 1 (direct greenhouse gas emissions in the company) and Scope 2 (indirect greenhouse gas emissions by energy suppliers). In order to improve comparability, the figures for 2020 (originally presented under Scope 3) have been adjusted accordingly. IMMOFINANZ plans to increase the number of available sub-meters, enabling a better distinction between Scopes 1, 2 and 3 for the portfolio in the future.

<sup>2</sup> Market-based emissions were not published in 2020. IMMOFINANZ has reported "market-based" information for the first time in 2021.

<sup>3</sup> IMMOFINANZ plans to report Scope 3 for the entire portfolio in the future. At present, it is not possible to split consumption into Scopes 1, 2 and 3 based on sub-metering data.

<sup>4</sup> The total of Scope 1 + 2 + 3 cannot be reported in 2021 because IMMOFINANZ does not publish Scope 3 for the entire portfolio.

<sup>5</sup> The increased rate of data collection compared to 2020 explains the increase in CO<sub>2</sub>e emissions.

<sup>6</sup> With regard to CO<sub>2</sub>e intensity, only properties using at least one energy source were included in the calculation of rented space for the 2021 financial year. There is only one property which does not show any real energy values for 2021.

	Total portfolio consumption			thereof office			thereof retail		
	2021	2020	Change in %	2021	2020	Change in %	2021	2020	Change in %
	16,885	15,889	6.3	9,719	10,345	-6.1	7,166	5,544	29.3
	122,061	121,185	0.7	69,077	60,631	13.9	52,984	60,555	-12.5
	90,318	n. a.	n. a.	45,988	n. a.	n. a.	44,329	n. a.	n. a.
	n. a.			n. a.			n. a.		
	n. a.			n. a.			n. a.		
	n. a.			n. a.			n. a.		
	138,946	137,074	1.4	78,796	70,976	11.0	60,150	66,099	-9.0
	n. a.			n. a.			n. a.		
	180	168	7.1	70	63	11.1	110	105	4.8
	2,028,035	1,804,217	12.4	986,608	1,004,085	-1.7	1,041,427	800,194	30.1
	n. a.			n. a.			n. a.		
	69	76	-9.8	80	71	13.0	58	83	-30.1
	n. a.			n. a.			n. a.		
	2,028,035	1,804,217	12.4	986,608	1,004,085	-1.7	1,041,427	800,194	30.1

## Water consumption

EPRA/GRI Code	Unit	Indicator	Scope
<b>Water consumption</b>			
GRI 303-1 (2016) Water-Abs	Liter <sup>1</sup>	Water from municipal sources	Landlord-shared services (Sub) metered exclusively to tenants
			Total landlord-obtained water
			Total tenant-obtained water
			Total water consumption
			<i>Coverage</i>
<i>Share of projections in %</i>			
Water-Lfl <sup>2</sup>	Liter <sup>1</sup>	Water from municipal sources	Total landlord-obtained water
			Total tenant-obtained water
			<i>Coverage</i>
			<i>Share of projections in %</i>
<b>Water intensity<sup>3</sup></b>			
CRE 2	Liter/sqm/year	Liter per sqm of rented space	Total landlord-obtained water
		<i>Rented space in sqm</i>	

<sup>1</sup> As in the previous year, IMMOFINANZ has reported water consumption in liters rather than cubic meters to ensure consistency with the KPIs for water intensity, which was also calculated in liters.

<sup>2</sup> This calculation only includes properties which were fully owned by IMMOFINANZ in both periods.

<sup>3</sup> Where no consumption data was available for individual spaces (buildings) for the calculation of water intensity for 2021, this space in sqm was deducted from the denominator in order to obtain a more accurate intensity value. This explains why the calculation of water intensity shows a different number for space than the calculation of energy intensity.

Total portfolio consumption			thereof office			thereof retail		
2021	2020	Change in %	2021	2020	Change in %	2021	2020	Change in %
728,863,492	793,398,000	-8.1	288,250,788	378,845,000	-23.9	440,612,704	414,553,000	6.3
	n. a.			n. a.			n. a.	
728,863,492	793,398,000	-8.1	288,250,788	378,845,000	-23.9	440,612,704	414,553,000	6.3
	n. a.			n. a.			n. a.	
728,863,492	793,398,000	-8.1	288,250,788	378,845,000	-23.9	440,612,704	414,553,000	6.3
160/181	134/168	n. a.	54/71	47/63	n. a.	106/110	87/105	n. a.
23.6	14.4		34.8	22.9		16.3	6.6	
722,319,130	759,916,000	-4.9	281,749,824	345,363,000	-18.4	440,569,306	414,553,000	6.3
	n. a.			n. a.			n. a.	
152/163	123/163	n. a.	47/56	38/56	n. a.	105/107	85/107	n. a.
23.6	14.7		35.1	24.3		16.3	6.8	
355	440	-19.3	284	377	-24.6	423	518	-18.3
2,054,656	1,804,217	13.9	1,013,229	1,004,085	0.9	1,041,427	800,194	30.1

## Results and performance indicators

### Sustainable energy management

After auditing 28 standing investments in the 2020 financial year, 21 standing investments in Austria, Hungary and Poland with total rentable space of approximately 232,000 sqm were audited as planned in 2021; subsequently, both constructional and technical building optimisations will be implemented supported by energy analyses. The target for the 2022 financial year is to subject at least another 15 standing investments to such an audit.

The expansion of energy data management enabled the coverage rate, in terms of building space covered by the data, to be increased in 2021. This trend can be seen most clearly in the like-for-like indicators, where the number of buildings included increased or at least stayed the same in relation to the total number. For electricity (like-for-like), data was collected for 159/163 buildings this year, compared with 137/163 in the previous year.

Total consumption shows a slightly increasing tendency of 4.7%. This is, however, attributable to the higher coverage (data from more buildings). A higher occupancy rate in the office sector (as a result of the vaccination campaigns, etc.) may also have played a role. Overall, energy intensity decreased significantly by 8.1%, which is due to energy efficiency measures and the fact that the areas associated with the consumption were more accurately recorded.

Details on energy consumption can also be found in the table on pages 21–22.

### Sustainability certifications

Development projects and standing investments in the office and retail sectors are to be certified in accordance with environmental standards. For office buildings this involves BREEAM and LEED certifications and for shopping centers primarily certification according to BREEAM. BREEAM (BRE Environmental Assessment Method) is the leading and most widespread certification method for buildings. It specifies the highest possible standards for sustainable design and has de facto become the yardstick for defining the environmental impact of a building.

As planned, the proportion of certified space was further increased overall in the 2021 financial year. Several office buildings in Bratislava, Budapest, Bucharest and Warsaw, for example, received BREEAM certifications of the categories "Excellent" and "Very Good".

The certified space at the end of 2021 totalled approximately 768,320 sqm or 36.6% of the total area of the standing investment portfolio (compared with 632,900 sqm or 30% at the end of December 2020). This corresponds to an increase by 22.8% compared to the previous year. At the end of 2021, an additional 28 properties with total space of 307,118 sqm were in the process of being certified or undergoing preparations for certification. The certificates for these buildings are expected to be issued during the course of the year. At the end of 2021, approximately 82.5% of the rentable space was certified or undergoing preparation for certification.

Sustainability certifications EPRA Code		LEED Gold		BREEAM very good		BREEAM excellent		Total certified buildings		Change in %
		2021	2020	2021	2020	2021	2020	2021	2020	
Cert-Tot CRE 8	Number of certified buildings	6	7	21	20	6	3	33	30	10.0
	Certified area in sqm	138,158	147,764	423,203	377,097	206,959	108,009	768,320	632,870	21.4
	Share of certified area in the standing investment portfolio in % <sup>1</sup>	6.6	7.0	20.2	17.8	9.9	5.1	36.6	29.8	n. a.

<sup>1</sup> In contrast to the data provided in the portfolio report, the certified area shown above also includes the space in properties held for sale. As properties in developments were included in total space for the first time in 2021, the calculation of the prior year was adjusted accordingly, which leads to minor deviations in the share of certified area in the standing investment portfolio compared to the 2020 report.

## Business model and innovation

GRI 103-1, 103-2, 103-3

We focus on preventive measures, usage of environmentally friendly technologies and the continuous, systematic improvement of the environmental efficiency of our company. This reduces operating costs and emissions and contributes to environmental protection and tenant satisfaction. We thereby ensure that we are able to provide attractive real estate solutions for tenants and investors as well as a sustainable business model. Climate neutrality, managing risks and opportunities from climate change, ecological construction and renovation, innovation in development projects and the integration of sustainability into IMMOFINANZ's governance processes are therefore focus areas of the material topic "Business model and innovation".

Focus area	Description	Sustainability and Diversity Improvement Act issues
Managing risks and opportunities from climate change	Consideration of physical and transitional risks and opportunities from climate change in relation to IMMOFINANZ's activities. This includes analysis of measures to adapt to climate change effects on the portfolio (e.g. due to climatic changes) and consideration of potential changes in regulatory requirements such as the EU Taxonomy and analysis of technological developments.	Environmental issues
Climate neutrality	Reduction of IMMOFINANZ's contribution to climate change through decarbonisation of the business model with the goal of achieving climate neutrality by 2040.	Environmental issues
Ecological construction & renovation	Sustainable portfolio orientation focusing on project development and renovation, taking into account ecological criteria such as energy efficiency, materials and energy types used, thermal insulation and heat recovery.	Environmental issues
Integration of sustainability into governance processes	Consideration of sustainability in IMMOFINANZ's strategic focus, exercising corporate social responsibility and the inclusion of sustainability criteria in company performance measurement.	Social issues Fight against corruption and bribery
Innovation in development projects, renovations and services	Promotion of innovation in project development, renovation and management e.g. with respect to working practices, technology and encouraging creativity.	Environmental issues Social issues

### Targets and responsibilities

The real estate sector contributes to the generation of greenhouse gases primarily as a result of the energy consumed in the construction and operation of properties. At the same time, the requirements for equipping and constructing properties are also evolving due to climate change. When constructing and modernising buildings today, it must be ensured that they can cope with the impact from global warming while minimising their own greenhouse gas emissions.

Further development of our energy and sustainability management and the consistent implementation of our Net Zero Emission Strategy are strategic goals for the coming years. This strategy includes solid and specific targets and milestones. Important goals are to reduce all climate-damaging greenhouse gas emissions (e.g. CO<sub>2</sub>, methane etc.) by 60% below the 2019 level by 2030 and to make the common areas and portfolio space managed by IMMOFINANZ emission-free. The entire value chain is projected to be emission-free by 2040, i.e. including construction and refurbishing measures. Tenants will be supported in reaching net zero emission status. To this end, all greenhouse gas emissions will be significantly reduced, and technologically unavoidable residual emissions will be neutralised through compensation measures. The roadmap will be reviewed at five-year intervals up to 2040 to drive the related measures, utilise opportunities and give customers, tenants and investors a clear impression of the status of target attainment.

The Executive Board is responsible for IMMOFINANZ's strategic direction and sustainable company performance. The Supervisory Board supports and advises the Executive Board. Details on the composition, working practices, the Strategy and ESG Committee established by the Supervisory Board and the sustainability expertise of the Supervisory Board members are provided in the corporate governance report of the 2021 annual report beginning on page 59.

### Measures and due diligence processes

IMMOFINANZ has defined a comprehensive catalogue of requirements based on a modular system for the assessment of existing buildings and technical installations as well as for acquisitions of land and buildings. The individual modules in this Technical Building Audit each relate to specific focal points, such as personal, building and facility safety, energy efficiency and structural engineering. In all real estate transactions (purchases), it is also important to examine the environmental risks alongside the financial, legal, cultural, commercial and technical aspects. The individual due diligence steps range from obtaining information to on-site inspections (for example with respect to air and noise pollution, methane gas, hazardous substances in the building, unauthorised or improper storage of hazardous materials or waste, and vegetation and terrain morphology studies), detailed analyses and quantification of potential environmental risks.

Compliance with standards in the case of development projects and refurbishments is additionally ensured by the development process directive. This directive applies across the Group and governs all activities related to construction projects.

### Approach to climate risks and opportunities

An external climate audit regarding the impact of climate change on IMMOFINANZ's property locations was conducted in the past year. Based on the results, targeted measures to mitigate risks are taken for every single property (see risk report in the 2021 annual report on page 113).

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### Climate neutrality

IMMOFINANZ is implementing a large-scale programme of measures to reduce greenhouse gas emissions in order to meet the ambitious goals of its Net Zero Emission Strategy. Each year, at least 5% of the property portfolio will undergo extensive energy efficiency refurbishment. IMMOFINANZ will also significantly increase its own renewable energy production by installing photovoltaic equipment on the rooftops of the STOP SHOP retail parks and equipping all new locations exclusively with photovoltaic systems. Depending on their location, properties will be upgraded with photovoltaic equipment where possible.

External electricity supplies will be converted to renewable energy sources and the use of fossil fuels will be terminated. Only energy-saving lighting systems will be installed throughout the entire portfolio in the future, and refrigerants with a high greenhouse gas potential will be replaced. In addition, the use of smart technologies for all properties will be massively expanded, including the digitalisation of consumption in all areas. IMMOFINANZ is in close contact with its tenants and will support them in converting to sustainable utilisation.

### Ecological construction and renovation, and innovation in development projects

IMMOFINANZ also implements its sustainability activities in specific property projects in the office, retail and residential segments. This includes, for example, the expansion of the portfolio to include sustainable and affordable housing with On Top Living and the myhive Urban Garden in Vienna, which was started in the past year.

IMMOFINANZ is creating affordable, sustainable living space with its On Top Living concept. Up to 12,000 apartments will be built in modular wood construction on top of the single-storey STOP SHOP retail parks in the coming years. These apartments will meet the highest sustainability and energy-saving standards and will be affordable for many people. This resource-conserving approach will make an important contribution to the fight against climate change, ground sealing and exploding housing costs.

The myhive office brand will be expanded to include an "urban garden" concept. It is characterised by numerous green areas, state-of-the-art energy-saving technologies, and sustainability certification. Green facades, terraced landscapes, gardens and green oases in the offices will create a feel-good atmosphere and an attractive microclimate for tenants.

### Results and performance indicators

IMMOFINANZ is implementing comprehensive measures to reduce greenhouse gases in order to meet the ambitious goals of its Net Zero Emission Strategy, which it presented at the end of 2021. Starting in the coming financial year, we plan to report the progress made in savings in comparison with the 2019 base year. Likewise, in the area of innovative product developments, the progress of the pilot projects, such as On Top Living and myhive Urban Garden, and their subsequent roll-out will be reported.

For the environmental indicator tables, please see pages 21–26.



## Tenants

GRI 103-1, 103-2, 103-3

Tenant loyalty, driven by strong customer satisfaction, and attracting new tenants are key strategic focus areas. IMMOFINANZ's brands serve as a commitment to service and quality in this respect. Other focus areas assigned to this material topic include investing in the quality of properties and strong customer orientation with a diverse range of services.

GRI 102-6

Focus area	Description	Sustainability and Diversity Improvement Act issues
Tenant health & safety	Maintenance, inspection and modernisation of the portfolio to ensure the health and safety of tenants and their customers and employees.	Social issues
Customer-oriented construction and renovation	Projects and renovations undertaken in close coordination with customers to achieve optimal and user-friendly results. Demand-oriented planning and management to increase customer satisfaction and support companies in making economically sustainable investments.	Social issues
Cooperation with and support of tenants	Respectful, long-term partnerships and proposals to support tenants relating to, for example, working together to improve environmental performance or addressing payment difficulties on the part of tenants.	Social issues
Customer satisfaction	Determination and consideration of customer preferences and requirements to optimise services provided to tenants. Open communication with tenants and providing opportunities for feedback and complaints play a central role in this process.	Social issues
Cooperation with local communities	Real estate projects with involvement of the resident/local community. Project execution with balanced consideration given to the interests of the local community as well as interest groups.	Social issues

### Targets and responsibilities

The diversity of our portfolio is reflected in the breadth of our tenant mix in the office and retail segments. Our property solutions range from individual myhive desks for one month to long-term contracts covering areas of over 30,000 sqm. We thereby offer all of our tenants property solutions tailored to their respective needs, regardless of whether they are individual entrepreneurs or large corporations. Innovative developments in our portfolio such as our new flexible myhive products are a result of close and regular contact with our tenants. We are also constantly working on digitalisation initiatives to further improve customer satisfaction and the user experience. In another important step, we are working on the introduction of green leases for our portfolio.

### Measures and due diligence processes

The loss of an unsatisfied anchor tenant in the retail sector and difficulties in subsequently re-letting could impact other tenants due to lower visitor numbers and/or result in a reduction in the range of options offered to visitors. IMMOFINANZ addresses this risk through a high degree of customer orientation and proactive letting management. Additionally, IMMOFINANZ bears responsibility for compliance with construction and safety regulations to protect building occupants and the surrounding vicinity. We therefore aim to ensure that tenants and other users of our property portfolio have a safe environment, and that potential safety hazards are prevented and where necessary promptly identified and removed, pursuant to the applicable legislative framework as well as relevant standards and policies. This relates to, for example, all safety aspects concerning fire precautions, safety and well-being of people and the environment, and organisational safety measures. The properties are constructed and operated in accordance with the applicable legal provisions and where necessary adapted to new legal requirements. Building safety regulations may relate to issues such as fire precautions and emergency exits, which are reviewed regularly.

Additionally, health & safety audits form part of our comprehensive Technical Building Audits. In this process, a certain number of buildings undergo a multi-stage audit conducted by an external expert each year. In 2021, 21 of 181 standing investments underwent a corresponding audit.

We are in close contact with our facility managers and conduct audits which also cover health & safety aspects with respect to the individual properties, in addition to energy management. These range from the proper functioning of heating, ventilation and air conditioning and ensuring swift repairs of defects to fire safety and evacuation measures. The property managers are responsible for monitoring that these measures are properly implemented.

H&S-Asset, H&S-Comp, GRI 416-1

In let buildings, the tenants carry out regular evaluations of compliance with legal requirements with respect to the areas they lease in the course of occupational health and safety inspections. Any deviations are reported as necessary to the property managers, who are responsible for correcting the defects.

GRI 102-15

### **Customer-oriented construction and renovation**

IMMOFINANZ's property portfolio is structured according to a clearly defined brand policy: myhive exemplifies the flexible office of the future, STOP SHOP is a brand for retail parks and VIVO! for comprehensive shopping centers. In the past financial year, we announced the expansion of our portfolio to include sustainable and affordable housing with the On Top Living brand. All our brands represent a quality commitment to tenants and generate assurance and confidence. A high degree of standardisation based on comprehensive catalogues of criteria for planning, facilities and design also supports a sustainable procurement policy.

The myhive offices benefit from a welcoming atmosphere in the common areas, numerous services and optimal infrastructure. They offer space for communication and lively interaction between tenants and their employees, for example in attractive communication zones and tenant lounges, and at regular events including after-work events, business breakfasts with specialist presentations and organised sporting activities (see also the detailed description in the brand section). As a result of the COVID-19 pandemic, these activities were replaced with extensive options for online courses (e.g. yoga, foreign languages and expert talks).

Emphasis is placed on networking among tenants. Dedicated community managers serve as central contact points for tenants and their employees, support interaction among tenants, identify opportunities for cooperation, arrange the corresponding contact and organise events. Furthermore, a cross-border customised myhive offices app was introduced. It provides information on all new developments in the respective office building and the myhive community, facilitates communication with experts from other companies at the location and supports central services provided by IMMOFINANZ, for example with a direct feedback tool. This enables event registrations, suggestions, preferences or damage reports to be simply and quickly communicated.

To maintain both the occupancy rate and customer satisfaction at a high level in the long term, IMMOFINANZ regularly makes targeted investments in the quality of its properties and in the development of innovative products. We have set new standards for flexible office solutions with added value in this respect with the further development of the myhive brand and offer our tenants full flexibility in terms of space, contract duration and location. More sustainable and resource-efficient expansion of leased areas is also being facilitated. By means of modular office layouts and standardised fittings (including flooring manufactured in a climate-neutral process), leased space can also be offered for shorter periods and renovations are no longer necessary if there is a change of tenant. For this reason, a dedicated office design was conceived for myhive, with partitioning systems and high-quality functional furniture. The areas are also offered with full services, including infrastructure and IT maintenance as well as cleaning and plant care. The flexible myhive products range from individual desks in a shared office or separate office units through to customised offices with their own entrance. A dedicated myhive app not only serves as an exclusive platform for communication between tenants – it will also enable users to manage everything over their smartphones in the future: access, booking, networking, events, payments and much more.

## COVID-19

As described in the 2021 annual report on pages 74–75, COVID-19 and the related closures imposed by authorities particularly affected our tenants in the retail sector. We developed individual solutions with them to assist them in dealing with the crisis. We granted temporary rent reductions, which resulted in an overall increase in receivables write-offs from asset management compared with the pre-crisis level (2021: EUR -11.9 million; 2020: EUR -29.2 million). Active marketing measures led to a rapid recovery in visitor numbers following reopening of the business premises. In the office sector, individual tenants operating in industries that were particularly affected were likewise given temporary support and in isolated cases there were space reductions. The occupancy rate in the total portfolio remained unchanged at a high level of 95.1% and there were almost no insolvencies among our tenants. We additionally took extensive hygiene and protective measures and made protective masks and disinfectant widely available.

## Results and performance indicators

### Evaluation of customer satisfaction and customer orientation

Our tenants receive a wide range of information and advice. We support potential tenants in determining respective individual requirements for space and facilities. Existing tenants are supported in the day-to-day business by property managers and facility managers in all property-specific matters.

Our occupancy rate is at a very high level of 95.1%; in the retail segment we are nearly fully rented at 98.7%. Roughly 92.0% of the contract rents invoiced in 2021 (after rent reductions and write-offs) for space in retail and office properties had been paid by the end of March 2022. This high percentage demonstrates the intensive and professional communication of IMMOFINANZ with its tenants and the appropriateness of the temporary support agreements. The rental reductions granted during this period amounted to 6.5% of the contractual rents (retail: 9.6%; office: 3.3%).

In addition to individual talks with tenants, regular tenant surveys have been conducted for a number of years in order to assess customer satisfaction in the office sector. Optimisation measures specific to the location are derived from the results. Suggestions and preferences from diverse tenant surveys are likewise incorporated into the creation of new product offerings, such as the increased flexibility at myhive. Furthermore, community managers act as a central interface for preferences and suggestions expressed by tenants and their employees. The myhive app also enables the myhive community to give direct feedback or report problems.

In the retail sector, tenant satisfaction is analysed by means of two different types of survey method: qualitative and quantitative. We meet with our main anchor tenants at regular intervals in order to assess the past and future working relationship. Contact was particularly close in the past two financial years due to the COVID-19 pandemic. We also consult all tenants in regular surveys.

Percentage of buildings with tenant surveys relating to community management and the corresponding community offering:

2021



<sup>1</sup>Retail in relation to total rentable space

<sup>2</sup>Office rentable space myhive in relation to total office space

Comty-Eng, GRI 413-1GRI 403-2, 403-6

## Society/Stakeholders

GRI 103-1, 103-2, 103-3

In addition to the strong focus on the satisfaction of our tenants, engagement with our communities, which comprise all the people who work and shop at our properties or live in the vicinity, also plays an important role for IMMOFINANZ. The cooperation with local communities and engagement with society were identified as particularly important focus areas for the material topic of engaging with society and IMMOFINANZ's stakeholders.

Focus area	Description	Sustainability and Diversity Improvement Act issues
Cooperation with local communities	Real estate projects with involvement of the resident/local community. Project execution with balanced consideration given to the interests of the local community as well as interest groups.	Social issues
Engagement with society	Support of non-profit projects/associations (typically in local proximity to the business location) by providing funds, resources (buildings/materials), or through provision of working hours and employee contributions.	Social issues

### Targets and responsibilities

We aim to always view our properties in the context of their surroundings and people living there. The integration of a property into its immediate surroundings and the quality of implementing this integration increase the value of the respective premises and, consequently, of the individual properties. The associated measures affect both day-to-day operations of the respective property and development projects.

### Measures and due diligence processes

In our development projects, our development team cooperates with all relevant local stakeholders and thereby with the people who live in vicinity to a new project. In most instances this forms part of a formal process involving the local public authorities.

In the day-to-day operations of the property, the respective myhive community managers or the center management and asset management are responsible for developing offers specific to the location. In addition, we provide WiFi free of charge at our retail properties.

In addition to the events and online event options for our tenants described above, we regularly organise initiatives for our communities, including blood donation campaigns, clothing drives for people in need and exhibitions at our buildings. We also provide support for emergency services personnel, for example during the COVID-19 pandemic. In the first wave of the pandemic, we also implemented a free-of-charge STOP SHOP delivery service in Austria for people who were unable or did not yet want to go shopping in person, for example due to health considerations.

Moreover, many of our VIVO! shopping centers supported vaccination campaigns by setting up vaccination facilities at the shopping centers or by providing parking lots. During the summer months, several retail parks offered open air cinemas in their parking lots, enabling people living in the region to enjoy a safe cinema experience.

At myhive Medienhafen in Düsseldorf, we organised a charity auction to support emerging young artists. As part of a longer-term exhibition, we also gave numerous artists the opportunity to present their works free of charge at myhive Warsaw Spire in Warsaw. Furthermore, we regularly offer pop-up stores, for example at our myhive Wienerberg location, to bring some variety to the property and to offer the community something new.

### Results and performance indicators

IMMOFINANZ regularly supports non-profit projects and associations in the countries in which we are active. As part of our 2021 Christmas campaign, we made donations in the countries in which we operate to institutions and charitable organisations that support children and older people, including the Children's Hospice network in Vienna and retirement homes in Croatia and Serbia. Overall, donations totalled EUR 120,000 in 2021.

From the end of February 2022, the focus was on extensive relief efforts and donations relating to the war in Ukraine.

We are working on developing further indicators related to our engagement with society and will integrate them into reporting in accordance with our comprehensive ESG strategy in the future.

#### STOP SHOP Sremska Mitrovica | RS – Community

Open air cinemas at different STOP SHOP locations across Serbia



## Employees

GRI 103-1, 103-2, 103-3

The expertise and commitment of employees are the foundation of our activities. They bring our values to life and their commitment guarantees a high level of customer satisfaction. We aim to create a work environment based on openness and mutual respect, where talented employees can unlock their full potential, throughout the Group. Especially in times of overall uncertainty, our positioning as a stable employer that is resilient to crises is particularly important. The focus areas of this material topic comprise the education and training of our employees, their health and safety, provision of an adequate work-life balance as well as diversity and equal opportunities. Employer attractiveness as well as employee retention and further development are key priorities. This enables us to ensure that our employees are motivated and contribute to the success of the company on a long-term basis. The measures outlined below address and minimise risks relating to qualifications and expertise.

Focus area	Description	Sustainability and Diversity Improvement Act issues
Education & training, knowledge transfer	Training and education: training opportunities for employees for professional and personal development and future-oriented training models. Knowledge transfer: passing on of information and sharing expertise across generations within the company.	Employee issues
Employee health/ occupational safety	Employee health: relates to the overall physical and psychological welfare of the employee, for example with respect to prevention of illness. Occupational safety: ensuring that the work environment protects employees from health and safety risks. This also relates to workspaces in terms of ergonomic and lighting conditions.	Employee issues
Work-life balance/flexible working practices	Measures for balancing career, leisure time and family as well as flexible working hours and locations.	Employee issues
Diversity and equal opportunities	Equal opportunities for professional development and recruitment, openness towards diversity and harnessing diversity within the company. Relates above all to origin, age, gender, religion/culture, sexual orientation and people with disabilities.	Employee issues
Employee satisfaction	Satisfied employees drive the success of a company; a high level of employee satisfaction can increase overall well-being, the loyalty towards a company, motivation and commitment. Respectful treatment of employees and open communication to identify employee needs play an important role.	Employee issues

### Targets and responsibilities

IMMOFINANZ strives to create the best possible conditions for its employees to optimally develop their potential, strengths and skills. We lead our employees with trust and respect and consider uniform standards in their treatment important. The People & Culture department is responsible for strategic personnel development and further development of the corporate culture in close cooperation with the Executive Board. The Executive Board and the Works Council discuss current company developments at least once every quarter and if required discussions on important issues are arranged at short notice.

In the area of employee development, training is focused on professional as well as social and methodological expertise. The annual performance review discussions between employees and their managers play an important role in human resources management. In these discussions, clear objectives are agreed upon and individual training activities are defined. As in past financial years, in 2021 performance reviews were conducted with 100% of employees. In the reviews, feedback from employees is also collected on various questions relating to personal well-being, further development and teamwork as well as suggestions for improvement.

Emp-Dev, GRI 404-3

## Measures and due diligence processes

### Potential risks

IMMOFINANZ counteracts the risk of negative health effects, or poor motivation or willingness to undertake training on the part of employees with targeted measures in the areas of employee development and health management. These improve the well-being and health of employees on a long-term basis.

GRI 102-15

### IMMOFINANZ Academy

The IMMOFINANZ Academy serves as a Group-wide education and training facility. Personalised training plans in the form of individual and group training play an important role in this respect. Internal training sessions in which experts from IMMOFINANZ hold talks and presentations are also conducted. Examples include workshops on brand strategy and the IMMOFINANZ Real Estate Training series. Due to the pandemic, training primarily took place in virtual form in 2021.

### COVID-19

In the past financial year, the main impact of the pandemic on our employees again resulted from temporary changes to working conditions (remote working, health and safety concepts). At the start of the pandemic, we immediately responded based on Group-wide guidelines for employee health and safety as well as for continuously ensuring the operation of important Group functions. Extensive safety and hygiene measures were also implemented.

Prior to the pandemic, virtually all employees were already technically in a position to work remotely. The switch to remote working was supported by guidelines and tutorials. On-boarding of new employees was mainly conducted with e-learning videos. IMMOFINANZ did not make use of state-funded short-work schemes in relation to the COVID-19 pandemic. Rather, there was a small increase in the workforce (see employee structure below).

The pandemic led to an elevated risk level for our employees with respect to the effects of COVID-19. We addressed the health risk, in the past financial year and at the beginning of 2022, with a comprehensive approach to avoid contagion and illness. This includes the temporary switch to remote working, 50:50 attendance rules, social distancing measures, transparent time and place logging for contact tracing and an advanced hygiene concept.

### Training programmes

With the apprenticeship programme launched in 2016, IMMOFINANZ provides ambitious young people with opportunities to receive training within the Group. The focus is on apprenticeships as real estate agents and financial and accounting assistants. The Young Professional talent promotion programme was also established, which is geared towards students and graduates. Designed as a rotation programme, it focuses on knowledge transfer in the operational business area and the finance departments.

The Leadership Curriculum is a Group-wide series of training courses for managers. In a number of different modules, employees receive training on a range of topics relating to diverse management issues. The transfer and sharing of knowledge within the company also provides support for employees with management responsibilities. In this way, IMMOFINANZ offers optimal development opportunities for managers.

### Transition support programmes

There are provisions to enter into company agreements in the event that a reorganisation with increased headcount reduction becomes necessary. The last such company agreement was in place in Austria covering the period from November 2017 until the end of 2020 to support employees leaving the workforce. Its provisions included voluntary severance payments from the employer, depending on various social factors, training activities and support during the search for new employment.

### Employee health, occupational safety and work-life balance

As a real estate manager and developer, IMMOFINANZ's business is largely office-based and consequently the risk of occupational accidents is relatively low. Healthcare management therefore focuses on preventive healthcare and the promotion of sporting activities.

Employees are offered flexible and partially flexible working hours, as well as part-time working arrangements. These include flexible work time regulations. The period for flexible working hours is between 6:00 and 20:00; general core working hours are not stipulated and employees may decide when their working day begins and ends. These regulations enable employees to achieve a good balance between personal needs and full-time employment, thereby improving satisfaction and performance as well as the attractiveness of IMMOFINANZ as an employer.

IMMOFINANZ supports its employees by offering a wide range of propositions away from the daily work routine, with team building and promotion of work-life balance constituting key focus areas. These include a sixth week of vacation time after three years of employment with the company, sports options such as participation in the Vienna City Marathon or other sports events (during the pandemic on a virtual route), coaching vouchers and various voluntary employee benefits.

To support our employees' healthcare needs, we offer preventive healthcare services and have cooperation arrangements with medical facilities. In addition to meeting all legal requirements, responsibilities include carrying out vaccination programmes, medical check-ups, eye tests and providing advice on preventive healthcare. In this way, typical illnesses associated with office work can be prevented in good time. In the 2021 financial year, the absence rate due to sickness declined to 1.71%, which may have been due to the increased safety measures (distancing rules, etc.) taken in the course of the pandemic.

Health and safety inspections are conducted at IMMOFINANZ's own office locations once a year by the safety officer, the company physician and the Works Council. Occupational safety risks and compliance with statutory workplace and safety regulations are assessed in this process. The inspection results are evaluated in a meeting together with the Head of People & Culture and the Executive Board, at which decisions are taken on measures for improvement. In addition to the annual meeting, IMMOFINANZ has specially trained employees who serve as safety officers and can address any issues as they arise. Employees are also trained in first aid and as evacuation/fire protection officers.

GRI 403-1-7

## Results and performance indicators

### Employee structure

As of 31 December 2021, IMMOFINANZ had 365 employees (31 December 2020: 325). The average number of employees during the year\* was 349 (2020: 317). Overall, employees from 18 countries work at IMMOFINANZ. The average age was 36.5 years (2020: 37.4 years). The proportion of women increased slightly compared to the prior year and stood at 61% as of 31 December 2021 (31 December 2020: 60%).

GRI 102-7

Total number of employees by employment type <sup>1</sup>	2021	2020	Change in %
<b>Full-time</b>	<b>317</b>	<b>290</b>	<b>9.3</b>
thereof female	181	165	9.7
thereof male	136	125	8.8
<b>Part-time</b>	<b>48</b>	<b>35</b>	<b>37.1</b>
thereof female	43	29	48.3
thereof male	5	6	-16.7

<sup>1</sup> Excluding employees on parental leave and the Executive Board; calculation based on absolute number of employees at the end of the month/number of months.

\* Calculation based on absolute number of employees at the end of the month/number of months.

IMMOFINANZ was locally represented by employees in ten countries in 2021. Around half of the employees are based in Austria and the remainder are based in Central and Eastern Europe. The majority (2021: 87%) of our employees are employed on a full-time basis. IMMOFINANZ aims to offer its employees stability as well as the ability to plan with security – employment contracts are therefore to a very high extent for an unlimited duration. In the 2021 financial year, the proportion of temporary employees was 6% of the total headcount.

Employees by employment contract (permanent/temporary)	2021		2020		Change in total in %
	Total number	Share in %	Total number	Share in %	
<b>By region</b>					
Austria	166	45.5	158	48.6	5.1
thereof permanent	162	47.2	156	48.4	3.8
thereof temporary	4	18.2	2	66.7	100.0
Germany	16	4.4	13	4.0	23.1
thereof permanent	14	4.1	13	4.0	7.7
thereof temporary	2	9.1	0	0.0	-
Czech Republic	20	5.5	19	5.8	5.3
thereof permanent	19	5.5	19	5.9	0.0
thereof temporary	1	4.5	0	0.0	-
Serbia	13	3.6	12	3.7	8.3
thereof permanent	12	3.5	12	3.7	0.0
thereof temporary	1	4.5	0	0.0	-
Croatia	13	3.6	1	0.3	> +100.0
thereof permanent	13	3.8	1	0.3	> +100.0
thereof temporary	0	0.0	0	0.0	-
Hungary	24	6.6	21	6.5	14.3
thereof permanent	24	7.0	21	6.5	14.3
thereof temporary	0	0.0	0	0.0	-
Poland	45	12.3	43	13.2	4.7
thereof permanent	41	12.0	42	13.0	-2.4
thereof temporary	4	18.2	1	33.3	> +100.0
Romania	42	11.5	41	12.6	2.4
thereof permanent	38	11.1	41	12.7	-7.3
thereof temporary	4	18.2	0	0.0	-
Slovakia	23	6.3	17	5.2	35.3
thereof permanent	17	5.0	17	5.3	0.0
thereof temporary	6	27.3	0	0.0	-
Italy	3	0.8	0	0.0	-
thereof permanent	3	0.9	0	0.0	-
thereof temporary	0	0.0	0	0.0	-
<b>By gender</b>					
Permanent	343	-	322	-	6.5
thereof female	210	-	193	-	8.8
thereof male	133	-	129	-	3.1
Temporary	22	-	3	-	> +100.0
thereof female	14	-	1	-	> +100.0
thereof male	8	-	2	-	> +100.0

GRI 102-8

### Social dialogue

The employment contracts in Austria are 100% governed by the collective agreement for salaried employees in property management companies. For employees not covered by the tariff, salary schemes customary within the country and industry apply. The company has also entered into a number of agreements with the Works Council, which are based on social partnership and aim to provide additional improvements for employees. In its Code of Conduct, the company undertakes to respect employees' rights to freedom of association. A long-term, constructive dialogue is pursued and maintained with the employee representatives.

GRI Code		2021	2020
GRI 102-41	Percentage of total employees covered by collective bargaining agreements in %	45.5	48.6

GRI 102-41

### Training

As in past years, IMMOFINANZ provided numerous education and training opportunities for its employees in the 2021 financial year. The People & Culture department is responsible for the coordination of ongoing employee development and draws up succession plans for key positions in core areas. In the 2021 financial year, around 5,487 hours of training were completed across the Group, equivalent to 15 hours per employee (HC). The largest proportion of training hours – around 32% – was spent on language courses (2020: 41%), followed by external training and seminars. The decline compared with 2020 may be attributable to the pandemic.

EPRA/ GRI Code	Training hours	2021		2020		Change in hours/HC in %
		Total hours	Hours per employee	Total hours	Hours per employee	
		5,487	15.0	7,566	23.3	-35.4
	<b>By gender</b>					
	Female	3,779	16.9	5,277	27.2	-38.0
	Male	1,708	12.1	2,289	17.5	-30.7
	<b>By age group</b>					
	< 30 years	1,505	16.5	1,857	30.4	-45.7
	30-50 years	3,761	15.0	5,503	22.2	-32.5
	> 50 years	221	9.6	206	12.9	-25.4
	<b>By employee category</b>					
	Management	959	15.5	795	13.7	12.8
	Non-management	4,528	14.9	6,771	25.4	-41.2

### Occupational health and safety

EPRA Code	Occupational health and safety employees <sup>1</sup>	2021	2020
	Number of work-related injuries <sup>2</sup>	1	0
	Injury rate in % <sup>3</sup>	0.00	0.00
	Total lost days <sup>4</sup>	0	0
	Lost day rate in % <sup>5</sup>	0.04	0.00
	Absences in days <sup>6</sup>	1,469	593
	Absentee rate in % <sup>7</sup>	1.71	1.74
	Work-related fatalities	0	0

<sup>1</sup> Limited comparability of indicators since the basis for 2020 was employees only in Austria (51% of the total workforce). In 2021, the assessment and reporting were done Group-wide.

<sup>2</sup> Minor accident in 2021 in the office, which did not lead to any lost days

<sup>3</sup> Number of occupational accidents/total hours worked

<sup>4</sup> Number of days lost due to occupational accidents

<sup>5</sup> Number of days lost due to occupational accidents/total hours worked

<sup>6</sup> Number of absence days (work-related accidents and illness)

<sup>7</sup> Number of absence days due to illness/total days worked

### Attractive employer

The initiatives in the area of human resources are met with approval. On kununu, the largest employer evaluation platform in Europe with around 5.2 million ratings of more than 1 million companies (as of March 2022), IMMOFINANZ receives an above-average rating.

kununu scores in comparison	Ranking	Points
<b>IMMOFINANZ</b>	<b>★★★★</b>	<b>4.1</b>
Branch average (Properties/Facility Management)	<b>★★★</b>	3.4

More information can be found at [www.kununu.com/at/immofinanz](http://www.kununu.com/at/immofinanz).

EPRA/ GRI Code	New employees <sup>1</sup> New employees hired	2021		2020		Change in total in %
		Total number	Rate of new hires in %	Total number	Rate of new hires in %	
		92	25.2	49	15.1	87.8
	<b>By gender</b>					
	Female	58	25.9	33	17.0	75.8
	Male	34	24.1	16	12.2	112.5
	<b>By age group</b>					
	< 30 years	46	50.5	19	31.2	142.1
	30-50 years	44	17.5	28	11.3	57.1
	> 50 years	2	8.7	2	12.5	0.0
	<b>By region</b>					
Emp-Turnover GRI 401-1 (2016)	Austria	33	19.9	20	12.7	65.0
	Germany	6	37.5	4	30.8	50.0
	Czech Republic	5	25.0	3	15.8	66.7
	Hungary	10	41.7	2	9.5	400.0
	Poland	8	17.8	9	20.9	-11.1
	Romania	8	19.0	3	7.3	166.7
	Serbia	4	30.8	5	41.7	-20.0
	Croatia	12	92.3	0	0.0	-
	Slovakia	5	21.7	3	17.7	66.7
	Italy <sup>2</sup>	1	33.3	0	0.0	-

<sup>1</sup> Excluding employees returning from parental leave, interns, young professionals; the calculation is based on the number of employees in the respective category at the end of the year.

<sup>2</sup> Italy: new employees hired refers to an internal posting

In 2021 there was a slight increase in the number of employees leaving the company, resulting in an increase by 3.6 percentage points in the employee turnover rate compared to the prior year.

EPRA/ GRI Code	Employee turnover Employee departures <sup>1</sup>	2021		2020		Change in total in %
		Total number	Turnover rate in %	Total number	Turnover rate in %	
		59	16.2	45	12.6	31.1
	<b>By gender</b>					
	Female	35	15.6	32	15.0	9.4
	Male	24	17.0	13	9.0	84.6
	<b>By age group</b>					
	< 30 years	19	20.9	10	13.2	90.0
	30-50 years	38	15.1	35	13.2	8.6
	> 50 years	2	8.7	0	0.0	
	<b>By region</b>					
Emp-Turnover GRI 401-1 (2016)	Austria	24	14.5	15	9.0	60.0
	Germany	5	31.3	4	25.0	25.0
	Czech Republic	5	25.0	5	22.0	0.0
	Hungary	5	20.8	3	13.0	66.7
	Poland	12	26.7	5	10.0	140.0
	Romania	3	7.1	9	20.0	-66.7
	Serbia	4	30.8	3	20.0	33.3
	Croatia	0	0.0	0	0.0	
	Slovakia	1	4.4	1	6.0	0.0

<sup>1</sup> Departures excl. parental leave; turnover as per Schlüter formula: Departures/(Number as of 1 January + additions)

### Diversity and equal opportunities

At IMMOFINANZ equal opportunities and equal treatment of employees are a matter of course, with no distinction based on factors such as gender, age, nationality or ethnic origin. In our Code of Conduct, we commit to the creation of a work environment based on openness and mutual respect throughout the Group. Diversity considerations are very important to us, particularly in relation to age, gender, national and ethnic origin, religion, sexual orientation, disability, and educational and professional background. These factors are accordingly given particular recognition and consideration in recruitment decisions or proposals alongside criteria such as expertise, specific need, experience and availability.

GRI Code	Parental leave	2021	2020	Change in total number of employees in %
GRI 401-3	<b>Total number of employees that were entitled to parental leave</b>	<b>344</b>	<b>315</b>	<b>9.2</b>
	thereof female	207	194	6.7
	thereof male	127	121	5.0
	<b>Total number of employees that took parental leave</b>	<b>34</b>	<b>25</b>	<b>36.0</b>
	thereof female	33	25	32.0
	thereof male	1	0	n. a.
	<b>Total number of employees that returned to work in the reporting period after parental leave ended</b>	<b>9</b>	<b>14</b>	<b>-35.7</b>
	thereof female	8	14	-42.9
	thereof male	1	n. a. <sup>1</sup>	n. a.
	<b>Total number of employees that returned to work after parental leave ended that were still employed twelve months after their return to work</b>	<b>23</b>	<b>7</b>	<b>228.6</b>
	thereof female	21	7	200.0
	thereof male	2	n. a. <sup>1</sup>	n. a.
	<b>Return to work rate in %</b>	<b>82</b>	<b>70</b>	<b>17.1</b>
	thereof female	80	70	14.3
	thereof male	100	n. a. <sup>1</sup>	n. a.
<b>Retention rate in %</b>	<b>74</b>	<b>64</b>	<b>15.6</b>	
thereof female	72	64	12.5	
thereof male	100	n. a. <sup>1</sup>	n. a.	

<sup>1</sup> No men took parental leave.

GRI 401-3

In the 2021 financial year, the proportion of women in management positions rose from 27.7% to 33.9%. Women account for 67.4% of non-management positions. After the gender pay ratio was reported for the first time throughout the Group for the 2020 financial year, analyses and adaptations were made in 2021. As a result, the gender pay gap was significantly improved for both managers and non-managers. The indicator represents the ratio of the total average remuneration of female employees (per category of employee). It is analysed regularly and work is being undertaken on measures to support alignment.

In the event of questions or potential conflicts, the Group Compliance Officer serves as an independent and confidential point of contact. There were no known cases of discrimination in 2021.

GRI 406-1

EPRA/ GRI Code	Employee diversity	2021		2020		Change in total number of employees in %
		Total number of employees	Total number in %	Total number of employees	Total number in %	
	<b>Employees in governance bodies<sup>1</sup></b>					
	<b>By gender</b>					
	Female	0	0.0	0	0.0	-
	Male	2	100.0	3	100.0	-33.3
	<b>By age group</b>					
	< 30 years	0	0.0	0	0.0	-
	30-50 years	1	50.0	1	33.3	0.0
	> 50 years	1	50.0	2	66.7	-50.0
	<b>Employees with management responsibility<sup>2</sup></b>					
	<b>By gender</b>					
	Female	21	33.9	13	27.7	61.5
	Male	41	66.1	34	72.3	20.6
	<b>By age group</b>					
	< 30 years	1	1.6	1	2.1	0.0
	30-50 years	56	90.3	43	91.5	30.2
	> 50 years	5	8.1	3	6.4	66.7
	<b>Non-management employees<sup>3</sup></b>					
	<b>By gender</b>					
	Female	203	67.4	181	65.1	12.2
	Male	98	32.6	97	34.9	1.0
	<b>By age group</b>					
	< 30 years	90	29.9	60	21.6	50.0
	30-50 years	194	64.5	205	73.7	-5.4
	> 50 years	17	5.7	13	4.7	30.8

<sup>1</sup> Executive Board

<sup>2</sup> All managers, e.g. team leaders, head of's, country boards; excl. Executive Board

<sup>3</sup> Employees without management responsibility

EPRA/GRI Code	Gender payment gap	2021		2020	
		Share of women in %	Pay ratio	Share of women in %	Pay ratio
	<b>Employees by categories</b>				
Diversity-Pay GRI 405-2	Employees in governance bodies <sup>1</sup>	0.0	n. a.	0.0	n. a.
	Employees with management responsibility <sup>2</sup>	33.9	1.22	27.7	1.36
	Non-management employees <sup>3</sup>	67.4	1.15	65.1	1.33

<sup>1</sup> Executive Board

<sup>2</sup> All managers, e.g. team leaders, head of's, country boards; excl. Executive Board

<sup>3</sup> Employees without management responsibility

## Company

GRI 103-1, 103-2, 103-3

Focus area	Description	Sustainability and Diversity Improvement Act issues
Business compliance & Ethics	Standards and processes to promote integrity, anti-corruption, fair competition (competition law), anti-discrimination and prevention of harassment in the workplace. These also apply to dealings with business partners. Ethics: approach and team culture within the company, comprising shared values, standards and attitudes which influence the actions and conduct of all company employees. Set out in writing in the Code of Conduct, <b>Policy Statement on Respecting Human Rights</b> , management principles and compliance regulations.	Social issues Respect for human rights Fight against corruption and bribery
Data protection	Protection of the personal data of employees, customers and business partners with respect to unauthorised collection, storage, analysis and transfer of data. This also covers protection of employees' privacy.	Social issues Fight against corruption and bribery
Sustainable value creation	Value creation in the sense of sustainable corporate performance taking into account economic, ecological and social factors. The Group's core strategic objectives are a high degree of customer orientation as well as growth, long-term value creation and sustainable management of the portfolio.	Social issues
Sustainable supply chain procurement	Consideration of environmental and social factors in awarding contracts, such as adherence to environmental standards and legislation, to employment law and technical safety standards and respect for human rights. Set out in writing in the Policy Statement on Respecting Human Rights and, in the future, in the Supplier Code of Conduct.	Social issues Fight against corruption and bribery
Tax integrity	Transparent disclosure of tax strategy, compliance with taxation law requirements and cooperative working relationship with tax authorities.	Fight against corruption and bribery

### Targets and responsibilities

Variou Group directives relating to the above-mentioned areas have been put into effect by the Executive Board. They apply to all employees of the company and Group companies and are brought to their attention:

The **Code of Conduct** serves as the basis for all business activities and decisions taken within the company and contains, in particular, stipulations on respect for fundamental rights, integrity and fairness, a non-discrimination rule and regulations on relationships with competitors, customers and associations. It was subject to revision in 2021.

The **Policy Statement on Respecting Human Rights** contains the clear commitment to and support of internationally recognised human rights.

The **anti-corruption directive** is based on the UN Convention against Corruption and summarises the principles of conduct and ethical requirements for dealing with corruption.

The **compliance directive** covers the legal prohibition of the usage of insider information for insider trading and the unlawful sharing of insider information. In addition to regular training, the Compliance Officer is available to employees at any time to answer questions. Further details are provided in the consolidated corporate governance report of the 2021 annual report (beginning on page 57).

The **data protection directive** contains mandatory regulations on processing personal data in accordance with data protection requirements and the related obligations of all IMMOFINANZ Group employees. The **IT directive** serves as the basis for data security and the responsible use of information technology facilities. The directive forms an integral part of employment contracts.

### **Respect of human rights**

We act in accordance with the principles of responsible corporate management, which also includes a clear commitment to and the support of internationally recognised human rights. In particular, we are committed to our social and societal responsibility through our membership in the United Nations Global Compact.

In the past year we introduced a due diligence procedure to identify potential and actual human rights issues along the entire value chain and to derive measures. Based on this, we created a Policy Statement on Respecting Human Rights and revised our Code of Conduct.

GRI 102-17

## **Measures and due diligence processes**

### **Potential risks**

The acceptance of gifts, corruption, bribery, discrimination and conflicts of interest constitute a reputational risk and a risk of transactions which are disadvantageous to the IMMOFINANZ Group. The above-mentioned directives mitigate these risks. There are no indications of systematic corruption risks at the present time. Awareness is also raised among employees through regular training measures.

The process to identify actual and potential human rights abuses along the value chain will be conducted regularly in the future. The danger of employee risks with respect to human rights abuses is to be considered low due to the prevailing legal situation in the countries in which IMMOFINANZ operates. We counter the risk of human rights abuses in the supply chain based on the internal Group **procurement directive**, which defines the procedures and rules for procurement for IMMOFINANZ.

As IMMOFINANZ maintains a large number of business relationships, there is a resulting risk of relationships with companies that apply lower ethical standards. IMMOFINANZ mitigates this risk through diligent and responsible selection of its business partners. The risk of violations of human rights is classified as low, as our suppliers are almost exclusively (>99%) based in Europe.

### **Sustainable value growth**

IMMOFINANZ's business model is oriented towards long-term, sustainable value creation aligned with environmental, economic and social considerations. In this context, please refer to the income statement, FFO, personnel expenses and the indicators for employees, economy and society.

### **Compliance training**

IMMOFINANZ employees are familiarised with the principles of the compliance directives in regularly held training sessions. In the past financial year, an interactive e-learning course on the treatment of insider information took place for employees of the headquarters. All employees were likewise given training on compliance basics using an e-learning tool. This also addressed the recognition of and response to possible money laundering activity. In addition, in 2021 a Group-wide anti-corruption course was conducted by means of an e-learning tool, with the goal of providing training on principles of conduct and ethical requirements using practical examples and of raising awareness among employees for the event of potential conflicts of interest. The main focal points were the definition of the term corruption, dealing with officials and the private sector, gifts and benefits as well as consultants and intermediaries. As was the case in 2019 and 2020, 100% of the employees as well as the Executive Board received training on compliance issues in the 2021 financial year. Anti-corruption training is mandatory for all employees and is conducted annually.

GRI 205-2, 205-3

**Data security and cybersecurity**

IMMOFINANZ took steps at an early stage to address the increased requirements for the protection of personal data resulting from the General Data Protection Regulation (GDPR), which became effective in May 2018. It not only led to a broad expansion of the obligations of the data controller and the rights of the data subject but also to a very substantial increase in the penalties for data protection violations. Compliance with applicable data protection regulations is therefore an essential requirement and a legal obligation for the IMMOFINANZ Group.

The necessary measures and investments for implementing the GDPR were defined and put into effect by Corporate Legal Affairs, Compliance, Legal and IT, together with all business areas.

The IT directive forms the basis for data security as well as responsible and cost-conscious use of the information technology facilities. It also governs areas including access to IT systems, usage of IT resources and smartphones, privacy, treatment of sensitive information and the procedure in the event of IT security incidents.

The data protection directive sets out mandatory requirements for the processing of personal data in accordance with data protection standards and the related obligations of all IMMOFINANZ Group employees. Records must furthermore be kept of all processing activities. This directive is designed to ensure that corporate conduct adheres to data protection law, that the rights in particular of data subjects are protected, processes for the treatment of these data subject rights are defined, data protection violations are prevented and financial penalties are thereby avoided.

Mandatory training of employees by the data protection coordinator forms part of the range of organisational measures for data protection and compliance with data protection law. Interactive online training on data protection, the IT directive and cybersecurity took place once again in the past financial year. In addition, various recommendations from the ISO-27002 standard relating to diverse control mechanisms were implemented along with operational measures for monitoring and responding to data protection violations and cyberattacks. In the event of extensive changes to existing systems or if new applications are introduced, internal and external reviews are conducted. For the 2021 financial year, there were no substantiated complaints known to the company from third parties or regulatory authorities in relation to violations of customer data protection.

A wide-ranging initiative has been launched for the purpose of data classification and corresponding risk assessments in order to identify critical company data and the controllers. It also involves a detailed system analysis. Customised training courses for the data controllers and the relevant end-users are being defined and implemented based on the results. Additionally, measures designed to protect internal systems against potential future cyberattacks are being defined and implemented.

GRI 418-1

**Tax integrity**

The management approach to tax compliance at IMMOFINANZ is based on a commercially oriented tax strategy with the primary aim of meeting the applicable tax regulations in all of our countries in a transparent manner. This strategy is monitored by the COO and regularly approved by the entire Executive Board in the case of significant tax-relevant business transactions.

In order to achieve this aim, the internal tax department at IMMOFINANZ is integrated in all business-related processes. The tax department is staffed with experienced tax experts at headquarters as well as at the local subsidiaries in our core countries. It reports directly to the CFO and in relevant business decisions the involvement of the tax department in the approval process is standard practice.

Tax risk reports are collected on a quarterly basis in the entire Group and each individual company is critically analysed with respect to its level of taxation risk, including ongoing reporting of all tax audits and litigation. This tax risk management process is also incorporated in the Group-wide risk management function.

The success of this low-risk approach has been evident in tax audits over the last decade, where the experience has been very positive in that no material findings were identified for IMMOFINANZ Group companies.

Besides the local taxation regulations, IMMOFINANZ also diligently complies with international reporting requirements. For example, a customised reporting process was implemented in order to meet the requirements of the DAC 6 EU Directive in accordance with the Mandatory Disclosure Regime (MDR). Although country-specific reporting does not apply to IMMOFINANZ (as the main criteria of a Group-wide revenue threshold of EUR 750 million as well as EUR 50 million per company are not exceeded), there is a Group-wide transfer price documentation scheme based on OECD standards.

The list of Group companies now only includes a very low number of IMMOFINANZ subsidiaries in Cyprus and the Netherlands. These companies were acquired along with the underlying structures in the course of historical portfolio purchases – predominantly prior to 2008 – and were not for the purpose of tax advantages. Until the point of liquidation, they are being held solely for corporate legal purposes and have no income. The total number of consolidated companies has already been significantly reduced as part of a programme to streamline the structure that has been ongoing since 2015. The goal is to close all of these holding companies in Cyprus and the Netherlands. All income in the IMMOFINANZ Group – in particular rental income, gains on disposals and internal financial income – is generated and taxed exclusively in Austria and at the local operating companies in the individual countries.

GRI 207-1, 207-2

## Results and performance indicators

### **Fight against corruption and bribery**

IMMOFINANZ's anti-corruption directive is based on the UN Convention against Corruption and summarises the principles of conduct and ethical requirements for dealing with corruption. The aims of the directive are to ensure conduct in compliance with legal requirements on the part of employees, business partners and customers, to prevent conflicts of interest arising and raise awareness among employees for the event of potential conflicts of interest, protect employees against criminal activity and prevent damage to IMMOFINANZ's reputation due to inappropriate practices with respect to benefits. The directive includes regulations on the acceptance and granting of benefits, donations and sponsoring, use of intermediaries and money laundering prevention.

IMMOFINANZ does not make political donations. In the 2021 financial year there were no known cases of corruption.

GRI 415-1

### **Sustainable supply chain and procurement**

The process of selecting business partners is based on the internal Group **procurement directive**, which defines the procedures and specifications for IMMOFINANZ's procurement activities. It places emphasis on diligent and responsible supplier selection based on the Code of Conduct. The minimisation of supplier risks resulting from child, forced or compulsory labour as well as risks arising from inadequate social assessment of the supplier form a central consideration.

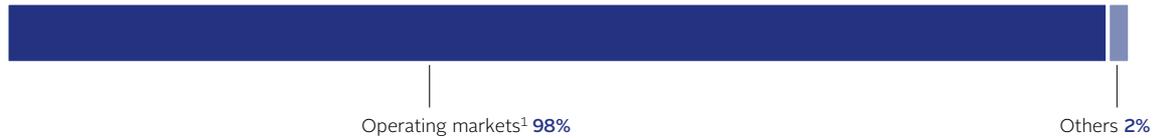
Alongside responsible supplier selection, work is being continually undertaken to increase communication between IMMOFINANZ and its business partners. The implementation of a supplier relationship management tool will contribute significantly to improving management of our supplier networks.

### Sustainable procurement policy

In relationships with suppliers and business partners, the focus in terms of sustainability and continuity is on the development of long-term business alliances. In the 2021 financial year, IMMOFINANZ, as an international Group, worked with suppliers from 26 countries. In order to ensure that procurement practices are sustainable and to maintain long-term, partnership-based relationships with our suppliers, 98% of all providers originate directly from the markets in which IMMOFINANZ operates. Supporting local suppliers and contributing to value creation in our core operating markets are therefore central considerations.

### IMMOFINANZ's suppliers

#### Origin



<sup>1</sup> The operating markets Austria, Germany, the Czech Republic, Slovakia, Romania, Hungary, Poland, Serbia, Croatia, Slovenia and Italy are defined as Significant Locations of Operations.

The suppliers commissioned by IMMOFINANZ are broadly diversified and range from construction companies and property managers to advisory services providers and insurers. In 2021 IMMOFINANZ obtained services and products from a total of 3,243 suppliers with a total order volume of more than EUR 180.2 million, of which 98% was accounted for by suppliers in the operating markets. There were no significant changes in the composition of the supply chain in 2021.

GRI 102-9, 102-10, 204-1

## EPRA index

This sustainability report was prepared in accordance with the principles and criteria of the sustainability reporting framework set out in the EPRA Sustainability Best Practices Recommendations Guidelines – Third Version September 2017 issued by the European Public Real Estate Association (EPRA). A description of the overall recommendations can be found in the section “About this report” on page 11.

EPRA Code		Reference	Comment
<b>Green buildings and environment</b>			
Elec-Abs	Total electricity consumption	21–22, 54	
Elec-LfL	Like-for-like total electricity consumption	21–22	
DH&C-Abs	Total district heating & cooling consumption	21–22, 54	
DH&C-LfL	Like-for-like total district heating & cooling consumption	21–22	
Fuels-Abs	Total fuel consumption	21–22, 54	
Fuels-LfL	Like-for-like total fuel consumption	21–22	
Energy-Int	Building energy intensity	21–22, 54	
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	23–24, 55	Regarding allocation to scopes, all CO <sub>2e</sub> values were allocated to the company in the 2021 financial year because sub-metering is not in place in all properties. This results in a shift in values in 2021 from Scope 3 to Scope 1 (direct greenhouse gas emissions in the company) and Scope 2 (energy indirect greenhouse gas emissions). The values were adjusted accordingly for 2020.
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	23–24, 55	
GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	23–24, 55	
Water-Abs	Total water consumption	25–26, 54	Water is drawn exclusively from municipal utility companies.
Water-LfL	Like-for-like total water consumption	25–26	
Water-Int	Building water intensity	25–26, 54	
Cert-Tot	Type and number of sustainably certified assets	27	Minor change in calculation of the share of certified areas in the standing investment portfolio. Further details can be found on page 27.
<b>Tenants</b>			
Comty-Eng	Community engagement, impact assessments and development programmes	31–34	
H&S-Asset	Asset health and safety assessments	31–32	There is no standardised recording of assessments at the present time; the reporting is under development. A description is provided on pages 31–32.
H&S-Comp	Asset health and safety compliance	15	There is no standardised recording of non-compliance incidents at the present time; the reporting is under development. A description is provided on page 15.
<b>Employees</b>			
Diversity-Emp	Employee gender diversity	43	
Diversity-Pay	Gender pay ratio	43	
Emp-Training	Training and development	40	
Emp-Dev	Employee performance appraisals	38	
Emp-Turnover	Employee turnover and retention	41	
H&S-Emp	Employee health and safety	40	

EPRA Code		Reference	Comment
<b>Company</b>			
Gov-Board	Composition of the highest governance body	Annual report 57–61, 65	
Gov-Select	Nominating and selecting the highest governance body	Annual report 62–64, 67	
Gov-Col	Process for managing conflicts of interest	Annual report 66	

## GRI index

This non-financial statement was prepared in accordance with the principles and criteria of the GRI Standards issued by the Global Reporting Initiative, which form an internationally recognised framework for sustainability reporting. This report has been produced in line with GRI Core. This document refers to the selected GRI Standards disclosures listed in the following index:

GRI Standard		Disclosure	Reference	Comments and omissions
<b>GRI 101</b>				
<b>Foundation 2016</b>				
<b>GRI 102</b>				
<b>General Disclosures 2016</b>				
<b>Organisational profile</b>				
	GRI 102-1	Name of organisation	9–10	
	GRI 102-2	Activities, brands, products and services	9–10	
	GRI 102-3	Location of headquarters	Annual report 178	
	GRI 102-4	Location of operations	12	
	GRI 102-5	Ownership and legal form	5–8	
	GRI 102-6	Markets served	31	
	GRI 102-7	Scale of the organisation	38	
	GRI 102-8	Information on employees and other staff	38–39	
	GRI 102-9	Supply chain	47–48	
	GRI 102-10	Significant changes to the organisation and its supply chain	48	
	GRI 102-11	Precautionary approach or principle	Annual report 107–113	
	GRI 102-12	External initiatives	17–18	
	GRI 102-13	Membership of associations	16	
<b>Strategy</b>				
	GRI 102-14	Statement from the senior decision-maker	9	
	GRI 102-15	Key impacts, risks and opportunities	20, 31–32, 37	
<b>Ethics and integrity</b>				
	GRI 102-16	Values, principles, standards and norms of behaviour	14	
	GRI 102-17	Mechanisms for advice and concerns about ethics	44–45	
<b>Governance</b>				
	GRI 102-18	Governance structure	Annual report 57–67	

GRI Standard	Disclosure	Reference	Comment/Omission
<b>GRI 101</b>			
<b>Foundation 2016</b>			
<b>GRI 102</b>			
<b>General Disclosures 2016</b>			
<b>Stakeholder engagement</b>			
	GRI 102-40	List of stakeholder groups	15–16
	GRI 102-41	Collective bargaining agreements	39–40
	GRI 102-42	Identifying and selecting stakeholders	15
	GRI 102-43	Approach to stakeholder engagement	15–16
	GRI 102-44	Key topics and concerns raised	15
<b>Reporting practice</b>			
	GRI 102-45	Entities included in the consolidated financial statements	12
	GRI 102-46	Defining report content and topic boundaries	16
	GRI 102-47	List of material topics	17
	GRI 102-48	Restatements of information	27
			Minor change in the calculation of the share of certified areas in the standing investment portfolio. Further details can be found on page 27.
	GRI 102-49	Changes in reporting	16
	GRI 102-50	Reporting period	1 January to 31 December 2021
	GRI 102-51	Date of most recent report	12 April 2021
	GRI 102-52	Reporting cycle	Annual
	GRI 102-53	Contact point for questions regarding the report	Bettina Schragl, investor@immofinanz.com
	GRI 102-54	Claims of reporting in accordance with the GRI standards	11–12
	GRI 102-55	GRI content index	50–53
	GRI 102-56	External audit	13
			Not applicable: this report did not undergo an external audit
<b>Green buildings and environment</b>			
<b>GRI 103:</b> Management approach	<b>103-1</b>	Explanation of the material topic and its boundary	19
	<b>103-2</b>	The management approach and its components	19–20
	<b>103-3</b>	Evaluation of the management approach	21–27
<b>GRI 302:</b> Energy 2016	<b>302-1</b>	Energy consumption within the organisation	21–22, 54
	<b>302-3</b>	Energy intensity	21–22
<b>G4 Sector disclosures:</b> construction and real estate	<b>CRE 1</b>	Building energy intensity	21–22
<b>GRI 303:</b> Water 2018	<b>303-3</b>	Water withdrawal	25–26, 54
			Water is drawn exclusively from municipal utility companies.
<b>G4 Sector disclosures:</b> construction and real estate	<b>CRE 2</b>	Building water intensity	25–26, 54
<b>GRI 305:</b> Emissions 2016	<b>305-1</b>	Direct GHG emissions (Scope 1)	23–24, 55
	<b>305-2</b>	Energy indirect GHG emissions (Scope 2)	23–24, 55
	<b>305-3</b>	Other indirect GHG emissions (Scope 3)	23–24
	<b>305-4</b>	GHG emissions intensity	55
<b>G4 Sector disclosures:</b> construction and real estate	<b>CRE 3</b>	Greenhouse gas emissions intensity from buildings	23–24, 55
<b>G4 Sector disclosures:</b> construction and real estate	<b>CRE 8</b>	Type and number of sustainability certifications, ratings and labelling schemes for new construction, management, occupation and redevelopment	27

GRI Standard	Disclosure	Reference	Comment/Omission
<b>Business model and innovation</b>			
<b>GRI 103:</b> Management approach	<b>103-1</b> Explanation of the material topic and its boundary	28–29	
	<b>103-2</b> The management approach and its components	28–29	
	<b>103-3</b> Evaluation of the management approach	30	
<b>Own indicator</b>	<b>Climate neutrality:</b> Implementation of the ESG & Net Zero Emission Strategy	29	KPI is under development. The ESG strategy will be published in 2022.
<b>Own indicator</b>	<b>Creation of sustainable housing:</b> measured against square meters	29–30	KPI is under development.
<b>Tenants</b>			
<b>GRI 103:</b> Management approach	<b>103-1</b> Explanation of the material topic and its boundary	31–32	
	<b>103-2</b> The management approach and its components	31–32	
	<b>103-3</b> Evaluation of the management approach	33–34	
<b>GRI 413:</b> Local communities 2016	<b>413-1</b> Operations with local community engagement, impact assessments, and development programmes	33–34	
<b>GRI 416:</b> Customer health and safety 2016	<b>416-1</b> Assessment of the health and safety impacts of product and service categories	31–32	
<b>Own indicator</b>	Percentage of buildings with tenant survey or community management	34	
<b>Society/Stakeholders</b>			
<b>GRI 103:</b> Management approach	<b>103-1</b> Explanation of the material topic and its boundary	34–35	
	<b>103-2</b> The management approach and its components	34–35	
	<b>103-3</b> Evaluation of the management approach	34–35	
<b>Own indicator</b>	Donations volume	34–35	
<b>Employees</b>			
<b>GRI 103:</b> Management approach	<b>103-1</b> Explanation of the material topic and its boundary	36–37	
	<b>103-2</b> The management approach and its components	36–37	
	<b>103-3</b> Evaluation of the management approach	36–37	
<b>GRI 401:</b> Employment 2016	<b>401-1</b> New employee hires and employee turnover	41	
	<b>401-3</b> Parental leave	42	
<b>GRI 403:</b> Occupational health and safety 2018	<b>403-1 to 403-7</b> Management approach	37–38	
<b>GRI 404:</b> Training and education 2016	<b>404-1</b> Average hours of training per year and employee	37, 40	
	<b>404-3</b> Percentage of employees receiving regular performance and career development reviews	36	
<b>GRI 405:</b> Diversity and equal opportunity 2016	<b>405-1</b> Diversity of governance bodies and employees	43	
	<b>405-2</b> Ratio of basic salary and remuneration of women to men	43	
<b>GRI 406:</b> Non-discrimination 2016	<b>406-1</b> Incidents of discrimination and corrective actions taken	42	

GRI-Standard	Disclosure	Reference	Comment/Omission
<b>Company</b>			
<b>GRI 103:</b> Management approach	<b>103-1</b> Explanation of the material topic and its boundary	44-47	
	<b>103-2</b> The management approach and its components	44-47	
	<b>103-3</b> Evaluation of the management approach	44-47	
<b>GRI 102:</b> General disclosures 2016	<b>102-9</b> Supply chain	47-48	
	<b>102-10</b> Significant changes to the organisation and its supply chain	47-48	
	<b>102-12</b> External initiatives	17-18	
	<b>102-13</b> Membership of associations	16	
<b>GRI 204:</b> Procurement practices 2016	<b>204-1</b> Proportion of spending on local suppliers	48	
<b>GRI 205:</b> Anti-corruption 2016	<b>205-2</b> Communication and training about anti-corruption policies and procedures	45	
	<b>205-3</b> Confirmed incidents of corruption and actions taken	44	
<b>GRI 206:</b> Anti-competitive behaviour 2016	<b>206-1</b> Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		There were no legal proceedings in 2021 based on anti-competitive behaviour, cartel or monopoly building.
<b>GRI 207:</b> Tax 2019	<b>207-1</b> Taxes	47	This indicator was reported for the first time in 2020 and is under development.
	<b>207-2</b> Tax governance, control, and risk management	47	
<b>GRI 415:</b> Public policy 2016	<b>415-1</b> Political contributions	47	
<b>GRI 418:</b> Customer privacy 2016	<b>418-1</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data	46	

## Environmental indicators for IMMOFINANZ locations

IMMOFINANZ's own consumption of water and energy and the environmental impact resulting from the operation of its own office locations constitute only a small proportion of the total portfolio. For the purposes of monitoring and managing the direct impact, the data for the indicators is therefore collected and reported separately.

Energy			Own office locations		
EPRA/GRI Code	Unit	Indicator	2021	2020	Change in %
<b>Total energy consumption</b>					
GRI 302-1 (2016)	kWh	Total energy consumption <sup>1,2,3</sup>	3,482,504	2,672,449	30.3
<b>Fuel consumption</b>					
GRI 302-1 (2016)	kWh	Natural gas	398,232	356,749	11.6
		% from renewable sources	<i>n. a.</i>	<i>n. a.</i>	
		Coverage	4/5	<i>n. a.</i>	
		Share of projections in %	2.0	<i>n. a.</i>	
	kWh	Petrol	78,343	67,774	15.6
	kWh	Diesel	488,547	476,763	2.5
<b>Electricity</b>					
GRI 302-1 (2016)	kWh	Electricity <sup>1,2</sup>	2,035,217	1,237,343	64.5
		% from renewable sources	0.6	<i>n. a.</i>	
		Coverage <sup>2</sup>	10/11	<i>n. a.</i>	
		Share of projections in %	0.2	<i>n. a.</i>	
<b>District heating/cooling consumption</b>					
GRI 302-1 (2016)	kWh	District heating <sup>1,3</sup>	469,526	533,820	-12.0
		% from renewable sources	0.6	<i>n. a.</i>	
		Coverage	7/8	<i>n. a.</i>	
		Share of projections in %	55.4	<i>n. a.</i>	
<b>Energy intensity<sup>4</sup></b>					
Energy-Int GRI 302-5	kWh/sqm	Energy per sqm	276	317	-12.9
		Coverage	11/11	09/11	<i>n. a.</i>
		Share of projections in % <sup>4</sup>	100.0	100.0	<i>n. a.</i>

Water				Own office locations		
EPRA/GRI Code	Unit	Indicator	Scope	2021	2020	Change in %
<b>Water consumption</b>						
GRI 303-1 (2016) Water-Abs	Liter	Water from municipal sources/ total space	Total space	6,800,238	5,078,357	33.9
Water-Int	Liter/ sqm	Water from municipal sources/ total space	Total space	647	602	7.4
		Coverage		10/11	09/11	
		Share of projections in %		100.0	100.0	

<sup>1</sup> The majority of the increase in electricity and district heating consumption is due to higher coverage and to recording the electricity consumption of electric cars for the first time.

<sup>2</sup> Electricity coverage includes 10 of 11 buildings. However, it must be noted that the electricity total also includes the electricity consumption of electric cars.

<sup>3</sup> Regarding district heating, the share of renewable sources in own consumption is significantly higher than in the total portfolio. This is because two buildings in Germany obtain a large part of district heating, which is considered 100% renewable.

<sup>4</sup> Total energy consumption not including fuels (petrol, diesel, and electricity for electric cars) was used as a basis for energy intensity and share of projections.

Emissions				Own office locations		
EPRA/GRI Code	Unit	Indicator	Scope	2021	2020	Change in %
<b>Total energy consumption<sup>3</sup></b>						
GHG-Dir-Abs GRI 305-1 (2016)	t CO <sub>2</sub> e	Scope 1	Total space	264	248	6.5
		Scope 2 (location-based)	Total space	748	344	117.5
GHG-Indir-Abs GRI 305-2 (2016)	t CO <sub>2</sub> e	Scope 2 (market-based)	Total space	338	n. a.	n. a.
		Scope 3	Total space		n. a.	
		Scope 1 + 2 (location-based)	Total space	1,012	592	71.0
GHG-Int CRE 3	kg CO <sub>2</sub> e/sqm	Scope 1 + 2 (location-based)	Total space	79	70	12.6
<i>Coverage</i>				<i>11/11</i>	<i>09/11</i>	<i>n. a.</i>

## Taxonomy Regulation of the European Union

### Overview of the EU Taxonomy

With the entry into force of Regulation (EU) 2020/852 (EU Taxonomy)\* on 12 July 2020, capital market-oriented companies subject to non-financial disclosure obligations (governed by the Sustainability and Diversity Improvement Act in Austria) are required to disclose the proportion of their taxonomy-eligible (covered by taxonomy) and taxonomy-aligned economic activities as of the reporting year 2021.

The EU Taxonomy is a classification system that defines environmentally sustainable economic activities and specifies the corresponding limit values. The regulation is therefore an important tool to create transparency with regard to sustainability and to guide investments towards sustainable transformation in line with the European Green Deal.

At present, the EU Taxonomy covers the highest emission sectors and economic activities, including the real estate sector. Accounting for 40% of energy consumption and 36% of greenhouse gas emissions\*\* (for the construction, use, renovation and demolition phases), buildings play a key role within the EU in achieving climate neutrality by 2050 and have great potential to reduce greenhouse gas emissions.

Although IMMOFINANZ is not required to prepare a non-financial report pursuant to § 243b of the Austrian Commercial Code (UGB), we have opted for the preparation of a voluntary non-financial statement and, consequently, the disclosure of information pursuant to the EU Taxonomy on a voluntary basis. We welcome the EU Taxonomy as an important control instrument to present our own Net Zero Emission Strategy and the related measures in a transparent manner. It is to be expected that as the portfolio's energy efficiency keeps improving, the CO<sub>2</sub> footprint will decrease continuously, and the percentage of green buildings (according to the EU Taxonomy) is likely to increase in the coming years. The EU Taxonomy will enable IMMOFINANZ in the future to present revenues from sustainable buildings, and investments leading to achieving the sustainability strategy, in a standardised framework (see page 19 of the non-financial statement for 2021).

\* Delegated Act C(2021)2800 Annex I to Regulation (EU) 2020/852 of the European Commission ([https://eur-lex.europa.eu/resource.html?uri=cellar:d84ec73c-c773-11eb-a925-01aa75ed71a1.0021.02/DOC\\_2&format=PDF](https://eur-lex.europa.eu/resource.html?uri=cellar:d84ec73c-c773-11eb-a925-01aa75ed71a1.0021.02/DOC_2&format=PDF))

\*\* [https://ec.europa.eu/info/news/focus-energy-efficiency-buildings-2020-lut-17\\_en](https://ec.europa.eu/info/news/focus-energy-efficiency-buildings-2020-lut-17_en)

## For information purposes

For the purpose of general information, the main and most important regulations are listed in the following:

### **Taxonomy Regulation**

Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088.

### **Delegated Act on technical screening criteria**

Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by establishing the technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to climate change mitigation or climate change adaptation and for determining whether that economic activity causes no significant harm to any of the other environmental objectives.

### **Delegated Act on the presentation of KPIs**

Commission Delegated Regulation (EU) 2021/2178 of 6 July 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by specifying the content and presentation of information to be disclosed by undertakings subject to Articles 19a or 29a of Directive 2013/34/EU concerning environmentally sustainable economic activities, and specifying the methodology to comply with that disclosure obligation.

## Regulatory requirements and procedures

Within the EU Taxonomy Regulation, the European Union commits to six environmental objectives to which a significant and ecologically sustainable contribution can be made. These objectives are:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy, waste prevention and recycling
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

At the time of the preparation of this report, only the Delegated Act on the assessment for the first two environmental objectives (climate change mitigation and climate change adaptation) has been defined. Another act for the remaining environmental objectives is expected for the second quarter of 2022.

An economic activity qualifies as environmentally sustainable if it contributes substantially to at least one of the environmental objectives, does not significantly harm any other environmental objective (do no significant harm, “DNSH”) and the economic activity is carried out in compliance with certain social minimum safeguards. Whether a substantial contribution is made to an environmental objective and no significant harm is done to the environmental objectives will be determined based on the technical screening criteria defined in detail by the EU Commission.

Pursuant to Art. 8(2) of the EU Taxonomy Regulation, non-financial undertakings are required to disclose the following information in their non-financial statements:

- The proportion of their turnover from products or services associated with environmentally sustainable economic activities,
- the proportion of their capital and operational expenditures related to assets or processes associated with environmentally sustainable economic activities.

Pursuant to Art. 10(2) of the Delegated Act on the presentation of KPIs, the EU Commission facilitates disclosure in the first year of application. Accordingly, reporting entities only have to disclose the proportions of taxonomy-eligible and taxonomy-non-eligible economic activities in their total turnover, capital expenditure (CapEx) and operational expenditure (OpEx) in the first year. Therefore, the quantitative presentation of the financial performance indicators is limited to the presentation of these proportions in the 2021 reporting year. Mandatory application of the technical screening criteria and the corresponding disclosure of Taxonomy compliance will start for the 2022 reporting year.

In a multi-stage process supported by external specialists, IMMOFINANZ assessed the applicability of the economic activities for section “7. Construction and real estate activities” of the Climate Delegated Act in the context of its business model and narrowed them down accordingly. The decisive factor for narrowing down the economic activities was a narrow interpretation of the economic activities described in the EU Taxonomy and the related revenue generation of IMMOFINANZ.

### Taxonomy eligibility of IMMOFINANZ

The analysis and evaluation of economic activities has demonstrated that IMMOFINANZ can present the economic activity “7.7 Acquisition and ownership of buildings” as taxonomy-eligible for 2021. The economic activity is described as follows in the Climate Delegated Act (Annex I): “Buying real estate and exercising ownership of that real estate”<sup>\*</sup> and corresponds to the core business activity of IMMOFINANZ.

Since the economic activity 7.7. refers to the exercise of ownership of real estate in its designation, description and definition of technical screening criteria, neither revenue, CapEx nor OpEx from letting undeveloped land are subsumed under this economic activity.

The corresponding performance indicators were assessed along the regulatory requirements of Annex I of the Delegated Act supplementing Art. 8 taking into account the facilitated reporting obligation for the 2021 reporting year. In the following, the proportion of economic activities covered (“taxonomy-eligible”) and not covered (“taxonomy-non-eligible”) by Taxonomy and the related performance indicators are reported.

IMMOFINANZ acknowledges that the EU Taxonomy Regulation is subject to regular amendments, clarifications and other directives; in addition, no industry-specific best practice has developed so far. Therefore, a conservative approach to the evaluation of performance indicators has been chosen. According to the present status of interpretation, revenues can be assigned to the environmental objective “climate change mitigation” pursuant to ANNEX 1 in the context of IMMOFINANZ; therefore, double counting pursuant to Art. 1.2.2.2 (c) of Annex I of the Delegated Act supplementing Art. 8 is excluded.

### Derivation of key performance indicators

In accordance with the Delegated Act supplementing Art. 8 of the EU Taxonomy, the key performance indicator **turnover** is based on the consolidated revenues of IMMOFINANZ AG (see consolidated income statement in the consolidated financial statements) and mainly consists of rental income and operating costs charged to tenants. Other income which is not part of revenues is not covered by the definition of turnover in accordance with the EU Taxonomy and has therefore not been included in the denominator to calculate the proportion of taxonomy-eligible and taxonomy-non-eligible turnover.

In accordance with the definition pursuant to the Delegated Act supplementing Art. 8 of the EU Taxonomy, the calculation of **capital expenditure (CapEx)** is based on additions to investment property, tangible assets, intangible assets and rights of use (see notes to the consolidated financial statements, additions to investment property according to Table 4.1.1 and additions to property under construction according to Table 4.2 plus additions to other tangible assets and other intangible assets). Moreover, investments in taxonomy-eligible single measures which lead to the reduction of greenhouse gas emissions or to improved energy efficiency are summed up under CapEx. These include, for example, investments in photovoltaic systems. In addition to such one-off investment costs, selected acquisitions of buildings can lead to fluctuations in the presentation of capital expenditures.

<sup>\*</sup> [https://eur-lex.europa.eu/resource.html?uri=cellard84ec73c-c773-11eb-a925-01aa75ed71a1.0021.02/DOC\\_2&format=PDF](https://eur-lex.europa.eu/resource.html?uri=cellard84ec73c-c773-11eb-a925-01aa75ed71a1.0021.02/DOC_2&format=PDF)

The following types of expenses were classified as **operational expenditures (OpEx)** in accordance with Art 8 of the EU Taxonomy: maintenance and fit-out costs (see notes to the consolidated financial statements Table 5.1.3.).

### Proportion of taxonomy-eligible economic activities for turnover, CapEx and OpEx

	2021		
	Total in MEUR	Proportion of taxonomy-eligible economic activities in %	Proportion of taxonomy-non-eligible economic activities in %
Turnover	375.1	99.7	0.3
Capital expenditures (CapEx)	266.4	81.8	18.2
Operational expenditures (OpEx)	21.5	98.7	1.3

In accordance with the description of economic activity 7.7., which refers to exercising ownership of real estate, the proportion of taxonomy-non-eligible capital expenditures includes the acquisition of undeveloped land in Croatia (EUR 45.4 million) as well as additions to other intangible assets and other tangible assets.

### Minimum safeguards

Starting from the disclosure of Taxonomy alignment, economic activities can only be classified as sustainable within the EU Taxonomy if, in addition to contributing substantially to at least one environmental objective and meeting the DNSH criteria of all other environmental objectives, social minimum standards are also complied with. These minimum safeguards are based on the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights including the Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation (ILO), the eight core conventions of ILO and the International Charter of Human Rights.

IMMOFINANZ implemented the revision of the following steps in 2021: The Code of Conduct was extended with regard to human rights topics, the requirements for human rights due diligence were defined and a Supplier Code of Conduct is in the process of being completed. The requirements of the minimum safeguards were incorporated and integrated into the revision.



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## Disclaimer

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