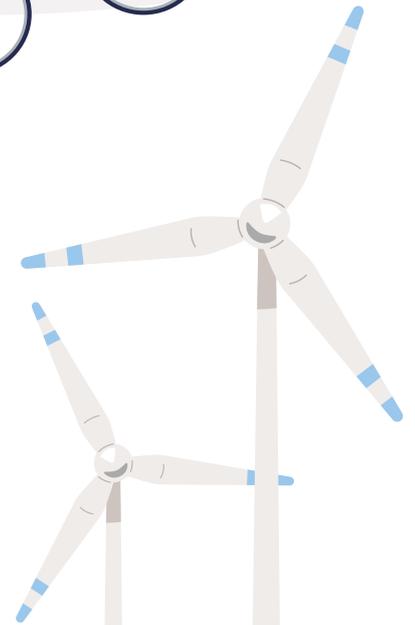
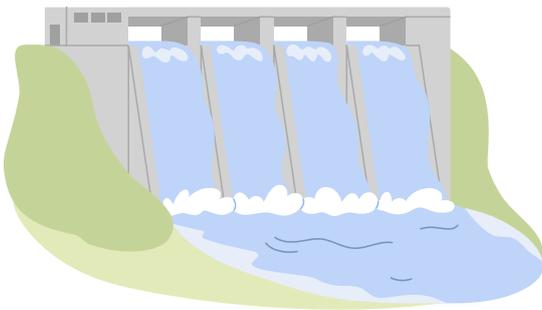




Responsibility



– **IMMOFINANZ** –
GROUP

Non-financial Statement 2022

IMMOFINANZ
Strong portfolio.
Attractive markets.
High potential.



Our ESG Strategy 2

Non-financial Statement 7

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The voluntary non-financial statement was published in the Annual Financial Report 2022.

Our ESG Strategy

We are a major player on the European commercial property market. Following the full consolidation of S IMMO at the end of 2022, our portfolio covers 3.5 million sqm of rentable space. That means we also have a special responsibility for the environment, society and the economy. Against this backdrop, the reduction of our greenhouse gas emissions has high priority.

Our ESG roadmap also defines a framework to meet other important goals related to the environment, social and governance focus areas. The roadmap points the way into a sustainable future for the IMMOFINANZ Group. In all three areas, we have set concrete goals based on measurable, transparent and comparable indicators.

→ IMMOFINANZ's ESG understanding

Consistent with the values defined by governance and ethics, our sustainability strategy is concentrated on green and climate-resilient buildings, socially sustainable living areas and customer satisfaction, socially sustainable workplaces and satisfied employees as well as a sustainable supply chain.



→ Measurable and comparable indicators

An important part of our ESG strategy is the collection of concrete data to make our progress in the key focus areas – environment, social and governance – measurable, transparent and comparable. We made significant progress in collecting this data during the past year, not least due to our participation in the Carbon Disclosure Project.

→ Energy efficiency and photovoltaics

Most of our portfolio properties have already been refitted with LED lighting to reduce our greenhouse gas emissions. Our plans for the coming years include the use of smart building technology and refurbishment projects as well as the extensive expansion of photovoltaic capacity at our locations to improve energy efficiency.



→ Green light for electromobility

The IMMOFINANZ portfolio included 435 electric charging stations at the end of 2022, and our plans include a massive increase in this offering over the coming years. And what's more: we are gradually converting our own motor pool to electric mobility.

By 2030, we want to reduce the greenhouse gas emissions in our portfolio by 60% compared with 2019. That is an important as well as an ambitious interim goal.

Ambitious interim goal

→ myhive Urban Garden: a green oasis in the midst of the city

With the myhive Urban Garden office project in Vienna, we will be introducing a completely new concept by August 2023 to improve our tenants' well-being and protect species diversity in urban areas. Green facades and rooftops, terrace landscapes and gardens will create an independent microclimate and support biodiversity. Tenants commit to careful energy consumption and the avoidance of waste in green lease contracts. In turn, they benefit from a relaxing environment in the heart of the city. The entire energy requirements of the office building will be covered by electricity from renewable energy carriers. And the technical facilities include, among others, public e-charging stations and green mobility solutions.



We published our total greenhouse gas emissions for the first time, including changes versus the 2019 base year, for the 2022 financial year. This information is based on the most important international standards and guidelines. For our investors as well as all other stakeholders, that guarantees full transparency and comparability.

Transparent reporting

→ Our own electricity from renewable sources

We want to completely ban fossil fuels from our portfolio over the medium term. To help us meet this goal, we have massively increased the installation of photovoltaic equipment on the roofs of our existing and new buildings and are equipping our properties with heat pumps. And external electricity supplies will be converted to 100% renewable energy sources.

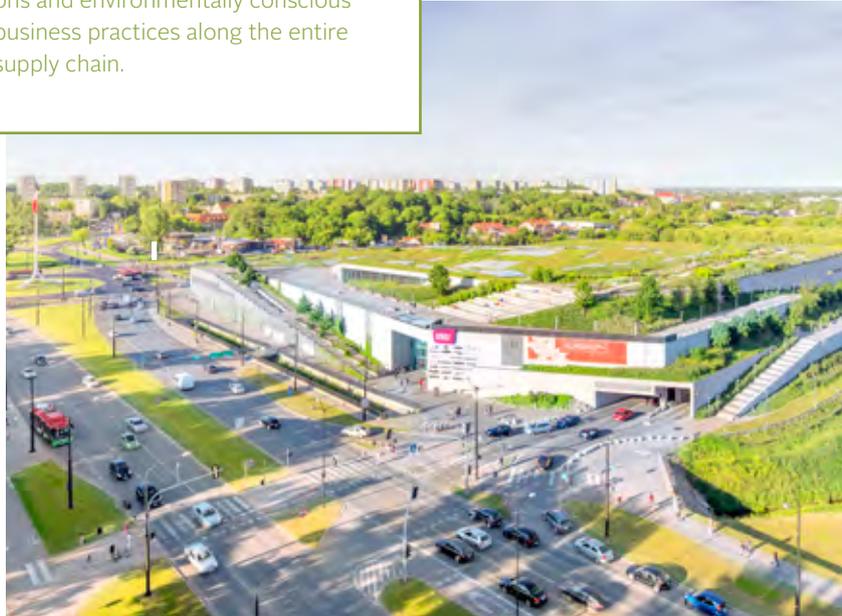
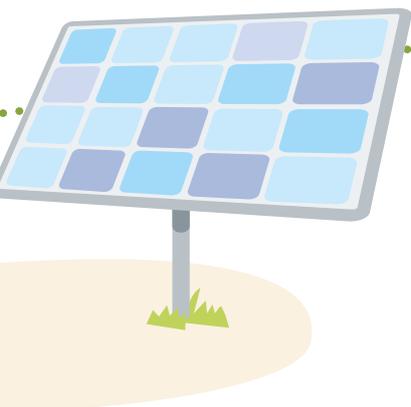
→ Attractive employer

The women and men who work for our company every day with great commitment are one of our most important success factors. As a responsible employer, we offer them an exciting working environment as well as numerous opportunities for professional and personal development.



→ Responsibility along the supply chain

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





Together for a better future!

Dear reader,

The climate crisis and the associated environmental, economic and social impacts are among the most urgent challenges of our time. We all have a duty to act, including, and especially, the real estate sector, which is one of the largest greenhouse gas emitters. Nearly 40% of the global CO₂ emissions are generated in the construction and operation of buildings. This high percentage is attributable to energy- and raw material-intensive building activities as well as to the energy consumption required for heating, cooling, lighting, and maintaining buildings over many years.

IMMOFINANZ is one of the biggest players in the European office and retail property market. After the full consolidation of S IMMO at the end of 2022, our portfolio includes a total of 3,531,706 sqm of rentable space. Due to this size alone, the strategic measures we take to enhance sustainability make a significant contribution. This results in a very major responsibility.

In 2022, we completed the formulation of our ESG strategy for the coming years. It sets out our path to a sustainable future: Along the three focus areas environment, social and governance, we set goals that can be measured and are readily comprehensible and comparable against specific indicators. Based on governance and ethics, our strategy focuses on green and climate-resilient buildings, socially sustainable spaces and customer satisfaction, socially sustainable workplaces and satisfied employees as well as on a sustainable supply chain.

However, last year we not only succeeded in adopting our sustainability strategy. Other successes include a significant improvement in data quality. It enables us to make progress measurable on the basis of comparable key figures. IMMOFINANZ's participation in the Carbon Disclosure Project also helped us to improve the quality of our data collection.

In the long term we are adhering to our net zero target, and we aim to cut IMMOFINANZ's emissions by roughly 60% already by 2030. The reduction of our greenhouse gas footprint is, and will remain, our top priority. Against this backdrop, we are increasingly focusing on installing photovoltaic systems on our properties. We also aim to catch up in the area of the supply chain as soon as possible.

Our reporting is based on the most important international standards and frameworks: This year, for the first time, we are disclosing our full greenhouse gas emissions for the 2022 financial year, including changes in comparison to the 2019 baseline, and are thus providing our investors as well as all other stakeholders with full transparency and comparability.

I am also pleased to confirm that IMMOFINANZ reaffirms its support for the Ten Principles of the Global Compact of the United Nations in the areas of human rights, labour, environment and anti-corruption. In this report, we disclose our continuous progress in integrating the Ten Principles in our business strategy and our everyday operations and thereby contributing to the UN Sustainable Development Goals.

In addition to the fight against climate change, the war in Ukraine and the energy crisis currently also pose challenges for our business model. We are convinced that our solid and resilient portfolio and our focused ESG strategy will set us up for sustainable success, even in this difficult environment. The most important prerequisite is the commitment and dedication of all IMMOFINANZ employees, of which I have gained a very positive impression since I joined the company in May 2022. Let me therefore say with full conviction that we are well on track on our journey into a sustainable future.

Best regards,

A handwritten signature in black ink, appearing to read 'Radka Doehring', is centered on the page. The signature is fluid and cursive, with a small mark above the final 'g'.

Radka Doehring

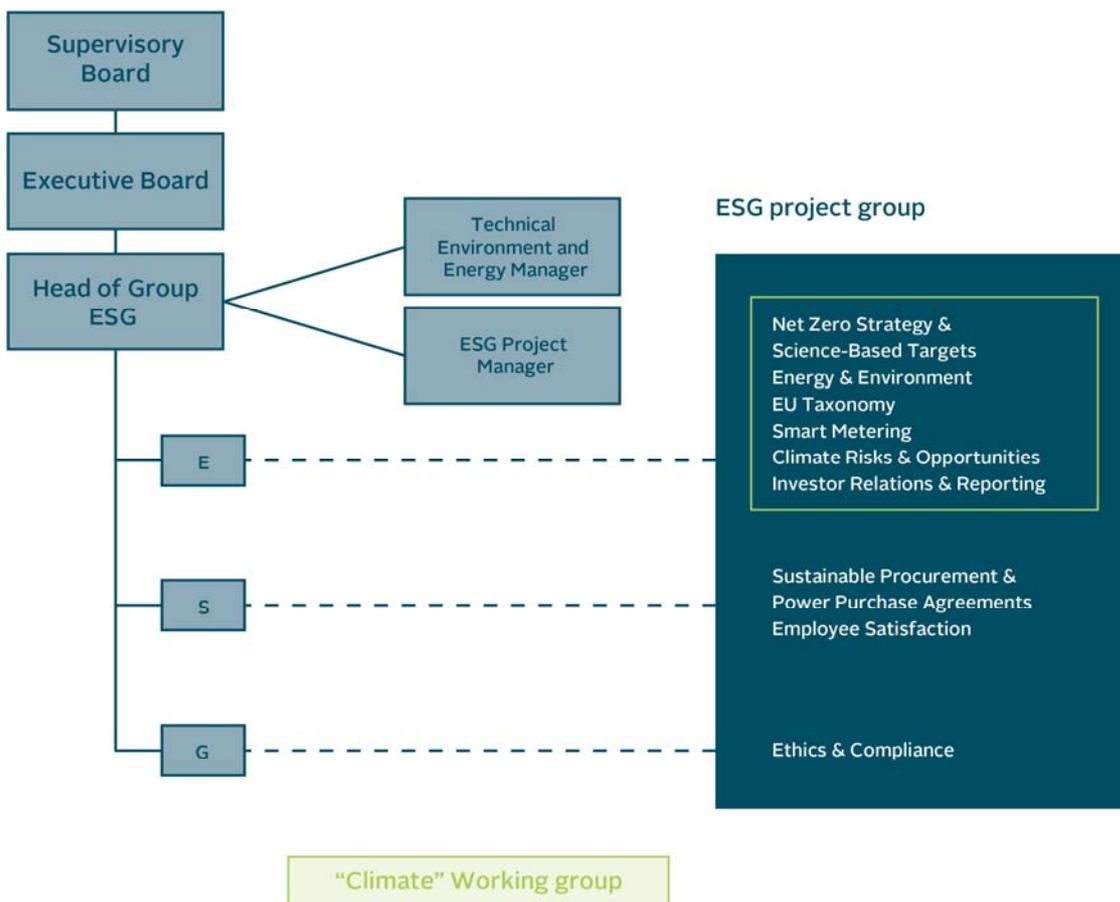
General information

ESG governance

ESG governance structure

The ESG Committee of IMMOFINANZ is responsible for all sustainability matters, discusses and exchanges information on current projects and conducts regular reviews of progress, relevant opportunities and risks. It also works on continuously embedding sustainability in the Group, as well as on advancing and optimising the sustainability strategy. Within the Group, the Executive Board is responsible for sustainability topics and formally reports to the Supervisory Board at least once a year, while an informal exchange also takes place on a regular basis.

In addition, the new ESG staff position was anchored in the organisation and filled by Ulrike Gehmacher, an experienced Head of Group ESG. She has been responsible for the Group-wide coordination and implementation of IMMOFINANZ's sustainability strategy since the beginning of February 2022 and chairs the cross-functional ESG Committee. This committee is also implementing the development of sustainable supply chain management in the company.



S IMMO

For information on environmental, employee and social concerns at S IMMO, please refer to the non-financial report in the S IMMO 2022 annual report.

ESG strategy

IMMOFINANZ is a commercial real estate group that focuses on the acquisition, management and development of properties in Europe. The company operates in eight core markets in Europe: Austria, Germany, Poland, the Czech Republic, Slovakia, Hungary, Romania and the Adriatic Region, which includes the countries of Serbia, Slovenia, Croatia and Italy. The portfolio focuses on office buildings, retail parks and shopping centers.

According to the portfolio report, the IMMOFINANZ property portfolio (not including S IMMO) comprised 265 properties as of 31 December 2022 with a combined value of EUR 5.2 billion, including 208 standing investments, 17 development projects and 40 pipeline projects including real estate inventories. Unlike in the previous year, properties that are held for sale and fall under IFRS 5 are included in this non-financial statement (31 December 2022: EUR 548.5 million; see section 4.10 of the notes to the consolidated financial statements of the 2022 annual report for details). However, the comparative figures of the previous year do not include these properties due to immateriality.

In the office sector the company focuses exclusively on the 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. In the expansion of its retail portfolio, IMMOFINANZ is focused on its STOP SHOP and VIVO! brands, which are primarily aimed at secondary and tertiary cities. The size of our portfolio gives rise to a particular responsibility in economic, social and ecological terms towards our stakeholders as well as towards the environment and society. Further details and indicators for the portfolio can be found in the portfolio report of the 2022 annual report starting on page 66.

The goal of IMMOFINANZ is the continuous expansion of a high-quality, sustainable property portfolio generating strong returns, while achieving long-term climate neutrality along the entire value chain.

IMMOFINANZ ESG framework



Materiality

IMMOFINANZ prioritises ESG topics according to their relevance for and impact on its business activities and its stakeholders. In the 2022 financial year, IMMOFINANZ's material topics were revised based on the materiality analysis of 2020. As part of a desk research and a benchmarking analysis of the peer group, relevant future trends regarding regulatory developments within the industry were identified. In addition, focus interviews with IMMOFINANZ stakeholders involved in the process were conducted to reflect the actual situation and subsequently derive a joint ESG vision. At two workshops, several business activities of IMMOFINANZ and their effects were clustered in five topic areas and assessed by materiality. Based on this assessment, the following material topics were subsequently identified:

Key areas	Material topics
Governance & ethics	<ul style="list-style-type: none"> – Governance body – Business compliance and ethics – Anti-bribery and anti-corruption – Data privacy and data protection – Risk management
Green & climate-resilient buildings	<ul style="list-style-type: none"> – CO₂ reduction – Energy efficiency – Renewable energy – Building circularity and life cycle management – Green mobility – Biodiversity and responsible land use
Socially sustainable spaces & customer satisfaction	<ul style="list-style-type: none"> – Customer centricity – Socially sustainable spaces
Socially sustainable workplaces & employee satisfaction	<ul style="list-style-type: none"> – Employee development – Diversity, equality and inclusion – Employee satisfaction – Community investment
Sustainable supply chain	<ul style="list-style-type: none"> – Environmental and social impact across the supply chain

Based on the revised material topics, the company's ESG strategy was derived and first targets, together with measures for their implementation, were developed in all areas of the company.

Focus area	Goal	By	Progress
CO ₂ reduction	Net zero emissions (Scope 1, 2 and 3)	2040	Scope 1, 2, 3 emissions (market-based) have been reduced by approx. 38% compared with the 2019 baseline, above all by purchasing green electricity and CO ₂ allowances
	60% reduction of absolute emissions (Scope 1, 2 and 3)	2030 (2019 baseline)	
	Net zero emissions (Scope 1, 2 and 3) per sqm of controlled space ¹	2030	Scope 1, 2, 3 emissions (market-based) were reduced from 116 kgCO ₂ /sqm GLA to 76 kgCO ₂ /sqm GLA. This corresponds to a decrease of nearly 35%.
Energy efficiency	Energy efficiency refurbishments of a minimum annual value of 5% of total gross lettable area (GLA)	annual	Urban Garden office project, feasibility study of VIVO! Bratislava
	Digitalisation of consumption data and rollout of smart metering	2025	Start of pilot project Austria 2023, planned rollout to the portfolio
Renewable energies	Purchase of 100% renewable energy of controlled space ¹	2024	Approx. 71% electricity from renewable energy sources purchased in 2022
	Installation of photovoltaic systems on 60% of the STOP SHOP/retail park roofs	2030	Three PV systems in operation in 2022, another 10-15 scheduled to be completed in 2023
Socially sustainable spaces and customer satisfaction	Development and rollout of green lease strategy	2023	Green lease contract aligned Group-wide, pilot project Urban Garden and start of rollout in 2023
	Development of criteria for sustainable and healthy areas	2024	Schedule and implementation in 2024
	Achieving top building certification throughout entire portfolio and adaptation to EU Taxonomy	ongoing	Overall, approx. 42% of all space certified, further increase by more than 17% of the share of certified buildings in 2022, see page 28 (section "Energy efficiency")
	Active involvement in the development and orientation of building certificates	ongoing	Classification of buildings according to EU Taxonomy carried out, potential analysis incl. capex plans in 2023
Socially sustainable workplaces and employee satisfaction	Strengthen employees in their current and future function and support them in their career path	ongoing	Talent management and performance review of employees, apprenticeship programme, programme for young professionals, management training
	Diversity, equal opportunities and inclusion	2025	Promotion of equal opportunities, prevention of any kind of discrimination established in the Code of Conduct Share of women in management positions directly reporting to the Executive Board at 40%, gender pay ratio analysis
Ecological and social impact along the supply chain	Supplier assessment: identification and assessment of social and ecological impact for all material supplier groups	2023	Rollout for 2023 on schedule
	Establishment of an audit programme to assess and identify preventive measures and monitoring of these measures	2024	Schedule and implementation in 2024

¹ Areas over which IMMOFINANZ can exercise influence.

Stakeholder engagement

The core business of IMMOFINANZ comprises the management and development of office and retail properties as well as the sale of properties. Ongoing communication and the acceptance of the business by our various stakeholders are very important to the economic success of our business model. We actively include their views and concerns into the orientation of our business and the further development of our product offering.

IMMOFINANZ views itself as a partner to its stakeholders and is above all committed to its tenants and their customers with the promise of quality and safety. Sustainability aspects are integrated in the planning, construction and operation of our properties in order to meet the needs of our stakeholders.

In 2022, IMMOFINANZ's individual stakeholder groups were again identified in the course of a formal and informal stakeholder analysis. In addition, the results of a media analysis, a topic-specific screening, issue monitoring as well as the existing materiality analysis from 2020 were taken into account when identifying stakeholders. IMMOFINANZ maintains different forms of engagement with stakeholders, including bilateral, formal and informal exchanges with them. During the 2022 reporting period, IMMOFINANZ adapted materiality within the framework of the ESG strategy and also reports on its stakeholders to a larger extent for the first time.

Investors

In our reporting we want to further increase transparency for our investors and other stakeholders, who are increasingly interested in climate-related topics. To this end, IMMOFINANZ participated in multiple ESG ratings and rankings again in 2022. For the first time, the company's environmental data was fully and formally disclosed to the Carbon Disclosure Project (CDP) in 2022 and received a "D" rating from CDP. Moreover, the result of the Sustainalytics rating also improved compared to the previous year. With a rating of 13.1, the ESG risk was considered to be low, compared with 15.6 in 2021 (on a scale from 0 to 100).

Tenants

A major focus in the previous year was on Scope 3 emissions, which are published for the first time for 2022 in order to increasingly include our tenants in the value chain. Regular meetings with our tenants took place throughout the year, during which we presented our net zero plans and looked for ways of working together. We want to be a reliable partner for our tenants in this context, maintain regular contact in order to learn from each other and thus mutually support each other in decarbonisation.

Employees

The engagement with our employees takes place in both physical and virtual meetings. Ongoing communication and a fast switch to remote working during the COVID-19 pandemic were possible via the myNet intranet. This way, our employees were always able to find information about current issues such as safety measures in the offices or the vaccines offered. The developed ESG strategy was also communicated to our employees across the Group. Moreover, the year 2022 was characterised by strong change, which was on the one hand due to the challenging economic environment, and on the other hand due to changes in the shareholder structure and the takeover by the new core shareholder, the CPI Property Group (CPIPG).

Suppliers

IMMOFINANZ continued to work on improving sustainability along the value chain in 2022. Several environmental and human rights aspects were included in the procurement process, which was developed as part of the ESG strategy and is laid down in the internal Group Procurement Policy. This guideline defines all procedures and regulations for IMMOFINANZ procurement and the basis for the selection of business partners is presented.

Communities

Although the operations of IMMOFINANZ are decentralised, the engagement with the communities takes place at both the local and Group levels. The focus is on a variety of topics and current events. In 2022, these included above all the shocking war in Ukraine and the related humanitarian crisis. In this context, our local teams in the neighbouring countries worked closely with NGOs, local authorities and the national Red Cross to provide assistance as fast as possible.

Cooperation and initiatives

Over the years, IMMOFINANZ has developed a variety of partnerships throughout the industry. In the university sector, the company closely collaborates with the Vienna University of Technology (TU Wien), Stanford University and the Vienna University of Economics and Business (WU Wien). IMMOFINANZ entered into a research and development agreement with TU Wien and the project "ESG in Practice" was set up in collaboration with the Stanford University Mechanical Design department. Our Head of Group ESG also held a presentation in this context at the 15th International Facility Management Congress at TU Wien in November 2022. In addition, a cooperation project with WU Wien was launched in the first quarter of 2022. The objective of the project is to identify current and future tenant requirements of modern working environments.

IMMOFINANZ is also a member of numerous associations and institutions such as IG Lebenszyklus, Austrian Council of Shopping Places or Green Building Council and thus regularly engages with other companies and organisations.

Reporting – international standards and frameworks

IMMOFINANZ adheres to leading international standards in its sustainability reporting. For example, the non-financial statement is published in accordance with the standards of the Global Reporting Initiative (GRI Universal Standards, see GRI index, page 65). The key indicators reported are also based on the Sustainability Best Practices Recommendations Guidelines (2017) of the European Public Real Estate Association (EPRA, see EPRA index, page 64). In addition, a full formal reporting to CDP was made for the first time in 2022. IMMOFINANZ also meets the legal requirements resulting from the EU Non-Financial Reporting Directive.

IMMOFINANZ follows leading standards and frameworks

Carbon Disclosure Project (CDP)	First full annual climate submission to CDP
Global Reporting Initiative (GRI)	Non-financial reporting in compliance with GRI Universal Standards
UN Global Compact	Member of the UN Global Compact committed to the UN SDGs
EU Taxonomy	Reporting meets the EU Non-Financial Reporting Directive; first-time publication of taxonomy-aligned CapEx, OpEx and revenue for 2022
Sustainalytics	Further improvement in ESG rating: low risk with an ESG risk rating of 13.1 (on a scale from 0 to 100)
European Public Real Estate Association (EPRA)	EPRA Sustainability Best Practices Recommendations SILVER



IMMOFINANZ's sustainability management is aligned with the 17 Sustainable Development Goals (SDGs) of the United Nations and continuously advances the SDGs falling under its core business. By signing the UN Global Compact, IMMOFINANZ supports the world's largest sustainability initiative for businesses, thus confirming its social responsibility. IMMOFINANZ also proudly hosted this year's general assembly of the Global Compact Network Austria on the topic of sustainable supply chains. Representatives from business, society, academia and the public sector attended the event at the IMMOFINANZ headquarters at the myhive am Wienerberg site.

EU Taxonomy

As part of the voluntary disclosure of the non-financial statement, IMMOFINANZ also reports information in accordance with the EU Taxonomy (see section "EU Taxonomy", page 74).

Local authorities

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 parties involved and aims to take the concerns of the population as well as the respective overall urban development into account.

Governance

Introduction

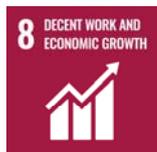
IMMOFINANZ's business model is oriented towards long-term, sustainable value creation that is aligned with environmental, economic and social considerations. For further information on this topic, please see the income statement, FFO, personnel expenses and the indicators for employees, economy and society.

The acceptance of gifts, corruption, bribery, discrimination, and conflicts of interest constitute a reputational risk and a risk of financial damage for IMMOFINANZ. In line with our zero-tolerance approach to bribery and corruption, several directives are in place to mitigate these risks. There are currently no indications of systematic corruption risks. We encourage awareness raising among employees via regular courses and anti-corruption training.

We have made a clear commitment to our social and societal responsibility and to respecting human rights through our membership in the UN Global Compact and recognition of its Ten Principles. Therefore, a due diligence process to identify actual and potential human rights abuses along the value chain will be conducted in the future on a regular basis. We consider there to be a low risk in relation to human rights abuses of employees due to the prevailing legal situation in the countries in which IMMOFINANZ operates. The Group Procurement Policy and careful and responsible selection of suppliers helps us to further manage the risk of human rights abuses in the supply chain. The directive defines the rules and procedures for procurement for IMMOFINANZ.



Governance and ethics



Governance body

The Executive Board is responsible for IMMOFINANZ’s strategic direction and company performance in relation to sustainability. The Supervisory Board supports and advises the Executive Board. Further details on the composition and working practices of the Strategy and ESG Committee, which was established by the Supervisory Board, are provided in the corporate governance report of the 2022 annual report beginning on page 50. This corporate governance report also contains further information on governance diversity KPIs (Gov-Board, Gov-Select, Gov-Col).

Business compliance and ethics

Management approach

Impacts, risks and opportunities	Ensuring compliance with legal and voluntary obligations and principles Potential loss of reputation in case of non-compliance Potential convictions and fines
Policies and obligations	Compliance directives including Code of Conduct Code of Conduct Policy statement on respecting human rights
Objectives and targets	100% of the Executive Board and employees received training on ethics, compliance and ESG by 2022
Measures taken	Compliance training Anti-corruption training
Relevant key indicators	GRI 207-1 Approach to tax GRI 207-2 Tax governance, control and risk management GRI 207-3 Stakeholder engagement and management of concerns related to tax GRI 207-4 Country-by-country reporting

IMMOFINANZ employees are familiarised with the principles of the Corporate Code and the compliance guidelines in regularly held training sessions. During the past financial year, an interactive e-learning course on the handling of insider information was held for employees at the headquarters. In addition, all employees and the Executive Board were trained on compliance issues, also via an e-learning tool. This also covered how to recognise and act in the event of possible money laundering activity. In 2022, a Group-wide anti-corruption course was also carried out using an e-learning tool. The Supervisory Board is excluded from compliance training.

The Code of Conduct forms the basis for the fulfilment of our responsibility and for all business activities and decisions within the company. This code defines the basic principles and values for responsible corporate governance at IMMOFINANZ. It forms the basis for morally, ethically, and legally sound conduct of all employees of the Group. In particular, the Code of Conduct includes guidelines for respecting fundamental rights, integrity and fairness, for relationships with competitors, customers and associations as well as a ban on discrimination.

In addition, various Group directives and declarations have been adopted by the Executive Board. They apply to all employees of the company and Group companies and are communicated to them on a regular basis. All Group policies are available to all employees on the intranet.

The IMMOFINANZ compliance directive covers the legal prohibition on the use of insider information for insider trading and the unlawful disclosure of insider information. In addition to regular training sessions, the compliance officer is available to employees at any time to answer questions.

Advice on the implementation of the organisation's policies and practices for responsible business conduct can be obtained from the persons responsible in the respective departments. The Corporate Legal Affairs and Compliance departments as well as the Legal department are responsible for monitoring new legislation and requirements in the areas of corporate and operative law.

Anti-bribery and anti-corruption

Management approach

Impacts, risks and opportunities	Ensuring ethical principles Avoidance of financial damage Reputational loss
Policies and obligations	Anti-corruption directive Management approach to tax compliance Tax risk management process DAC 6 EU Directive in accordance with the Mandatory Disclosure Regime (MDR)
Objectives and targets	100% of the Executive Board and employees trained on ethics, compliance and ESG by 2022
Measures taken	Anti-corruption training
Relevant key indicators	GRI 205-1 Operations assessed for risks related to corruption GRI 205-2 Communication and training about anti-corruption policies and procedures GRI 205-3 Confirmed incidents of corruption and actions taken GRI 206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices GRI 207-1 Approach to tax GRI 207-2 Tax governance, control and risk management GRI 207-3 Stakeholder engagement and management of concerns related to tax GRI 207-4 Country-by-country reporting GRI 415-1 Political contributions

In accordance with the UN Convention against Corruption and the tenth principle of the UN Global Compact, IMMOFINANZ summarises all principles of conduct and requirements for dealing with corruption in its anti-corruption directive. The goal of this guideline is to ensure that employees, business partners and customers act in accordance with the law, to prevent conflicts of interest from arising and to protect employees from criminal acts as well as to prevent damage to IMMOFINANZ's reputation due to inappropriate donations. The guideline includes regulations on the acceptance and granting of benefits, donations and sponsoring, the use of intermediaries and the prevention of money laundering.

The Group-wide anti-corruption course held in 2022 aimed to provide training on principles of conduct and ethical requirements using practical examples and to raise employees' awareness of potential conflicts of interest. It was attended by 100% of the employees and the Executive Board. The focus was on the definition of corruption, dealing with public officials and persons from the private environment, gifts and benefits as well as consultants and intermediaries. Anti-corruption training is mandatory for all employees and is held on an annual basis. In addition, employees and other stakeholders can report relevant information or suspicions of corruption confidentially and anonymously via the specially established whistleblower system (<https://immofinanz.whistleblownetwork.net/>). No confirmed cases of corruption were reported in the fiscal year 2022. There were also no legal proceedings pending due to anti-competitive behaviour or the formation of cartels and monopolies.

The management approach to tax compliance at IMMOFINANZ is based on a commercially-oriented tax strategy with the overriding goal of complying with applicable tax regulations in all of our countries in a transparent manner. This strategy is monitored by the Executive Board, and significant tax-relevant business transactions must be approved by the Executive Board each time.

In order to achieve this goal, the IMMOFINANZ internal Tax department is integrated into all business-related processes. The Tax department is staffed with experienced tax experts at the headquarters as well as in the local subsidiaries in our core countries. Reporting is made directly to the Executive Board and the Tax department is involved in the approval process for relevant business decisions in a standardised manner.

The tax compliance process includes a four-eyes principle. In addition to internal controls, external advisers are also involved in the review process of tax returns.

In addition, tax risk reporting is collected quarterly throughout the Group and each individual company is critically analysed in terms of its tax risk level including ongoing reporting of all tax audits and litigation. This tax risk management process is also embedded in the Group-wide risk management function. The tax risk management process was audited in the fiscal year 2022 by a firm of certified public accountants in the form of a maturity analysis based on the legal requirements of the Austrian tax control system. The audit resulted in a very good assessment of the functioning of the tax risk management system.

The success of this low-risk approach has been evident in tax audits over the last decade, where no material findings were identified.

As part of the ongoing assessment of tax returns, there are regular consultations with the relevant tax offices. In addition to regular telephone consultations, supplementary requests and questions are answered in writing via the tax office's online portal. In all communications with the tax authorities, care is taken to ensure that all questions are answered comprehensively, on time and in full.

In the event that errors are identified during the course of internal controls, comprehensive and timely disclosure is made in the form of corrected tax returns or – if legally required – by means of a voluntary disclosure to avoid penalty.

In addition to local tax requirements, IMMOFINANZ also carefully observes international reporting requirements. For example, a customised reporting process has been implemented to meet the requirements of the DAC 6 EU Directive in accordance with the Mandatory Disclosure Regime (MDR).

Until now, country-by-country reporting (CbCR) requirements did not apply to IMMOFINANZ, as the relevant revenue threshold of EUR 750 million was not exceeded. This changed in the 2022 financial year insofar as CPI Property Group acquired a majority shareholding in both IMMOFINANZ and SMMO, and revenue of the entire Group including IMMOFINANZ now exceeds this revenue threshold. Accordingly, at the end of 2022, a report for each individual company in the Group was submitted to the local tax authorities, stating that reporting according to the CbCR principles will be conducted for the 2022 financial year for the first time in 2023. This reporting obligation and the relevant deadlines will of course be met in 2023.

In addition, as in the past, comprehensive transfer price documentation is prepared annually in accordance with OECD principles.

As shown in the list of Group companies (section 8 of the consolidated financial statements of the 2022 annual report) IMMOFINANZ now has only a very small number of subsidiaries in Cyprus and the Netherlands. These companies were acquired along with the underlying structures during historical portfolio purchases – predominantly before 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. As part of a structural simplification programme that has been underway since 2015, the total number of consolidated companies has already been significantly reduced. 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, capital gains and internal financial income – is generated and taxed exclusively in Austria and in the operating country companies.

IMMOFINANZ does not make political donations.

Data privacy and data protection

Management approach

Impacts, risks and opportunities	Ensuring that corporate conduct adheres to data protection law Protecting the rights of data subjects Potential data protection violations and financial penalties
Policies and obligations	Data protection directive IT directive (data security) General Data Protection Regulation (GDPR)
Objectives and targets	100% of employees received training
Measures taken	Interactive online training on data protection, IT directive and cybersecurity Implementation of operational measures for monitoring and reaction to data protection violations and cyber attacks Initiative for data classification and risk assessment
Relevant key indicators	GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

IMMOFINANZ dealt proactively with the increased requirements for the protection of personal data resulting from the General Data Protection Regulation (GDPR), which came into force in May 2018. This regulation not only entails an extensive expansion of the obligations of those responsible and the rights of those affected, but also a very substantial increase in the penalties for data protection violations. Compliance with applicable data protection regulations is therefore essential for IMMOFINANZ and a legal requirement.

The measures and investments required to implement the GDPR were defined and implemented by the Corporate Legal Affairs and Compliance, Legal and IT departments, together with all business units.

The data protection directive sets out mandatory requirements for the processing of personal data in accordance with data protection standards and the associated obligations of all IMMOFINANZ employees. Compliance with this guideline is intended to ensure that the company acts in accordance with data protection law, in particular to safeguard data subject rights, define processes for dealing with these data subject rights and avoid financial penalties resulting from data protection violations.

The IT directive forms the basis for data security as well as responsible and cost-conscious use of the information technology facilities. It also regulates, among other things, access to IT systems, usage of IT resources and smartphones and the procedure for dealing with IT security incidents. The guideline is an integral part of employment contracts.

Part of the organisational measures to protect data and ensure compliance with data privacy law is mandatory training of employees by the data protection coordinator. In the past fiscal year, another interactive online training course was held on the topics of data protection, the IT directive and cybersecurity. In the event of more extensive changes to existing systems or the introduction of new applications, internal and external reviews are also carried out. For the 2022 financial year, IMMOFINANZ is not aware of any substantiated complaints, either from third parties or regulatory authorities, regarding breaches of customer data protection.

Risk management

IMMOFINANZ has established a Group-wide risk management system. The risk catalogue includes, among others, environmental, governance and social risks. In recent years, IMMOFINANZ has placed a special focus on the identification of existing climate risks in the portfolio and their mitigation. These climate risks are identified and analysed by internal and external experts based on annually updated climate models for each location. While the area of natural hazards has already been taken into consideration in the past and IMMOFINANZ insures its properties against damage resulting from natural hazards, climate change poses new risks (see climate risk analysis, page 21) that require increased attention for mitigation. The risk position of IMMOFINANZ is addressed in detail in the risk report of the 2022 annual report beginning on page 99.

Climate and environment

Introduction

The acute climate crisis and the associated economic and ecological impacts are the most pressing challenges of our time. As one of the leading commercial property groups in Central and Eastern Europe with a property portfolio totalling EUR 5.2 billion, IMMOFINANZ is aware of its responsibility. Our stakeholders also place high priority on environmental issues. Sustainable and energy-efficient properties that meet the criteria of the EU Taxonomy will therefore become an even greater focus for tenants in the future – with potential effects on occupancy, rental income and property valuations.

In the past year, we focused on improving our CO₂ footprint. Reducing our greenhouse gas emissions is a key strategic priority in this respect. In 2022, we succeeded in reporting our Scope 3 data for the first time and in significantly improving data quality. We also aim to be a reliable partner for our tenants on their path to decarbonisation.

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 2019.

In addition to the CO₂ reduction targets, we continuously work to improve our energy efficiency and to increasingly use renewable energies. Furthermore, we are also taking measures in the areas of building circularity, life cycle management and green mobility. Biodiversity and responsible land use are also among the material topics identified in the area of “Green & climate resilient buildings”.

IMMOFINANZ collects and analyses consumption data and the resulting CO₂ emissions from its portfolio as described on the following pages. This data (see page 25) forms the starting point for monitoring the portfolio, based on which technical building and energy audits are conducted and efficiency improvement measures are implemented. The data also serves as the basis for all measures taken to achieve long-term climate neutrality for our 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.

Climate risk analysis

The climate crisis poses numerous risks to the business, at both an operational and strategic level. These climate risks can be roughly divided into physical and transition risks. Physical risks include, for example, droughts, floods or severe storms, but also permanent effects such as the rising sea level or increasingly longer periods of heat. Transition risks are risks arising from economic change. For example, some business models will no longer be successful in the future due to new technologies, rising CO₂ prices or changes in consumer behaviour.

Based on the four pillars of the Task Force on Climate-related Financial Disclosures (TCFD), IMMOFINANZ carried out climate risk analyses for a large number of its properties last year.

IMMOFINANZ used Blue Auditor, an integrated and holistic ESG management platform, to assess physical climate risks and additional ESG indicators. In this process, both individual projects and the entire portfolio were taken into account. The results are incorporated in IMMOFINANZ's EU Taxonomy assessment as well as the company's broader ESG strategy, including climate change adaptation plans.

In response to the identified climate risks, IMMOFINANZ works closely with its tenants and wants to be a reliable partner in this context. The joint plans include in particular the reduction of the Scope 3 emissions, the transition to the net zero path and the implementation of the green lease strategy.

Green & climate resilient buildings



CO₂ reduction

Management approach

Impacts, risks and opportunities	<p>Material contribution to achieving the 1.5 °C target by transforming the portfolio to zero-emission and climate-resilient assets</p> <p>Physical impacts of climate change on buildings due to longer dry and hot periods of drought and heat</p> <p>Rising carbon pricing</p> <p>Lower demand for CO₂-intensive and energy-inefficient buildings</p> <p>Climate lawsuits</p>
Policies and obligations	<p>Net Zero Emission Strategy</p> <p>CDP reporting</p> <p>Green lease strategy</p>
Objectives and targets	<p>Absolute emissions reduction by 60% (Scope 1, 2 and 3) by 2030 (baseline 2019)</p> <p>Net zero emissions (Scope 1, 2 and 3) per sqm of controlled area¹ by 2030</p> <p>Net zero by 2040 (Scope 1, 2 and 3)</p> <p>Alignment of ESG risk assessment with the Task Force on Climate-related Financial Disclosures (TCFD) by 2023</p>
Measures taken	<p>Calculation of total greenhouse gas emissions as a basis for the preparation of CapEx plans</p> <p>First Scope 3 analysis in 2022</p> <p>Full disclosure to CDP</p> <p>Entire portfolio was analysed and reported for EU Taxonomy alignment</p> <p>Development of the green lease strategy and rollout of a pilot project</p>
Relevant key indicators	<p>GRI 305-1 Direct (Scope 1) GHG emissions</p> <p>GRI 305-2 Indirect energy-related GHG emissions (Scope 2)</p> <p>GRI 305-3 Other indirect GHG emissions (Scope 3)</p> <p>GRI 305-4 GHG emission intensity in tCO₂e/sqm</p> <p>CRE 3 GHG intensity of buildings</p> <p>EPRA GHG-Int, GHG-Indir-Abs, GHG-Dir-Abs</p> <p>Taxonomy:</p> <ul style="list-style-type: none"> - Number of assets - Area (GLA) - CapEx, OpEx, revenue

¹ Area over which IMMOFINANZ can exercise influence.

A strategic goal for the coming years is the further development of our energy and sustainability management and the consistent implementation of our Net Zero Emission Strategy. This strategy includes solid and specific targets and milestones. The main goals are to reduce all climate-damaging greenhouse gas emissions (e.g. CO₂, methane, etc.) by 60% by 2030 compared to 2019 and to make common areas and portfolio space managed by IMMOFINANZ emission-free. By 2040, the entire value chain, including construction and renovation measures, is projected to be emission-free.

To this end, all greenhouse gas emissions will be significantly reduced, and only technologically unavoidable residual emissions will be compensated through offset measures. The transition plan will be reviewed at five-year intervals up to 2040 to drive the related measures, seize opportunities and report to all our stakeholders on the progress and status target achievement.

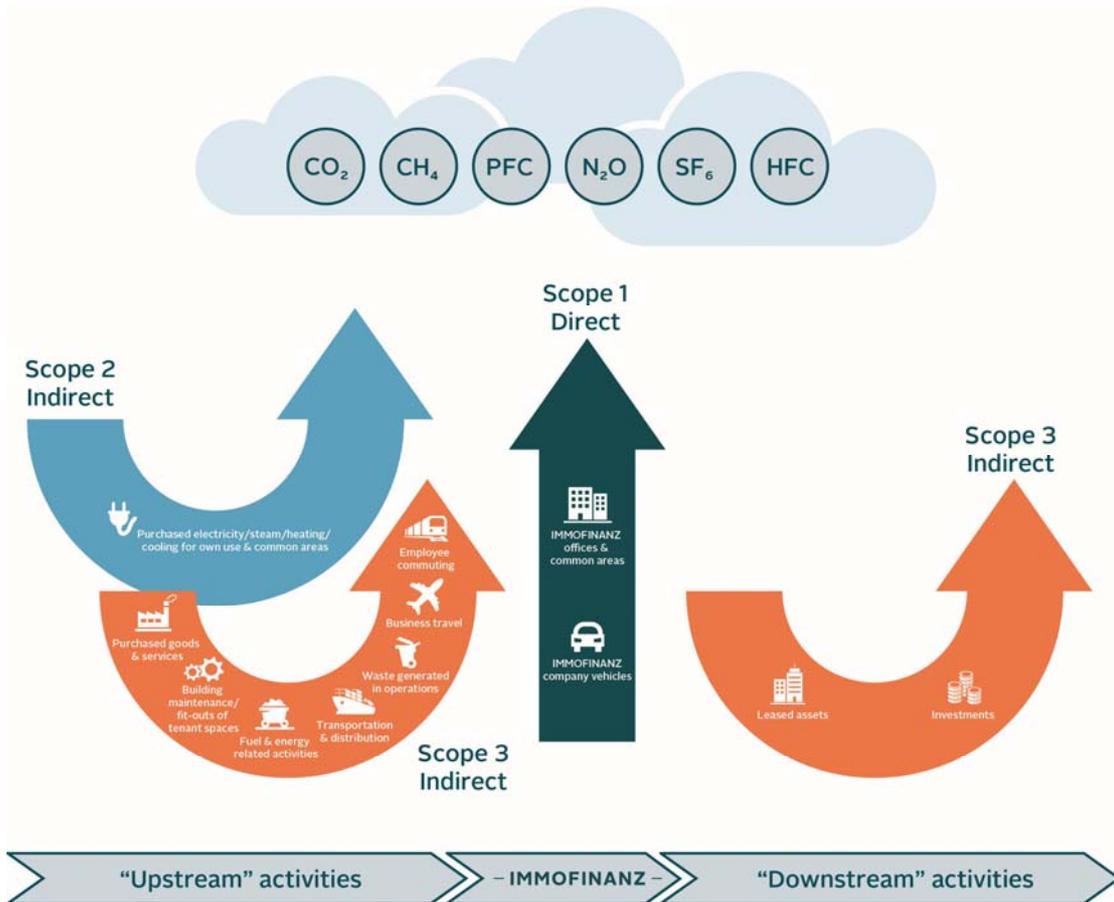
The GHG emissions baseline is disclosed for the first time as part of the NFI report this year. In the reporting year, the 2019 baseline was adjusted and the retail portfolio acquired from CPI Property Group in the third quarter of 2022 was added. This adjustment was made on a pro-rata basis, as the acquisition of the portfolio took place in multiple steps throughout the year. Consequently, only data for three months of 2022 was included in the baseline. We plan to make a further adjustment to the 2019 baseline as soon as a full year of ownership has been reached. In addition, we continuously monitor any structural changes and assess whether these require an additional adjustment of the baseline.

In previous reporting periods, IMMOFINANZ allocated all GHG emissions to Scopes 1 and 2. This was because our data was not sufficiently granular to distinguish between emissions which should fall under Scopes 1 and 2 and emissions that could be allocated to Scope 3, category 13, Downstream Leased Assets. In addition, we had not conducted a Scope 3 screening or a calculation for the other Scope 3 categories. For this reporting year, we conducted a full Scope 3 analysis for the first time and presented all relevant categories. Based on a detailed analysis of the landlord and tenant spaces, we were able to also allocate emissions to Scope 3, category 13, Downstream Leased Assets. It is therefore not possible to compare the individual categories or total emissions in this table.

The key levers in reducing IMMOFINANZ's greenhouse gas emissions are the electrification of heating systems and the vehicle fleet, the expansion of photovoltaic systems, and the switch to renewable energies, in terms of both the energy purchased by the company and tenants' energy consumption.

The green lease strategy is one of the measures taken as part of the transition plan. A green lease is a lease intended to enable both the tenant and the landlord to use or manage a leased property in a way that is as sustainable as possible. The advantages of green leases include cost savings due to lower consumption on the one hand, while contributing to environmental and climate protection through a reduction of emissions and waste on the other; this, in turn, makes the property more attractive for financing or a sale. IMMOFINANZ has defined eight goals as part of its green lease strategy and developed specific measures to achieve these goals. The expansion of photovoltaic systems and the focus on green energy were also identified as key drivers in this area.

Emission categories (scopes) according to the Greenhouse Gas Protocol



In Scope 1 all emissions directly caused by operations (e.g. gas boilers or vehicle fleet) are taken into account. Scope 2 covers “upstream” activities; these include emissions from the consumption of purchased energy for own use or for common areas. Scope 3 includes all emissions not directly attributable to the company. They include, for example, emissions from purchased goods and services, business travel and all emissions caused by tenants.

No ozone-depleting substances, nitrogen oxides (NOx), sulphur oxides (SOx) or other significant air emissions are emitted.

In 2022 we reduced our greenhouse gas emissions (market-based) by 38% in comparison with the 2019 baseline. IMMOFINANZ's total CO₂ equivalent emissions (market-based) amounted to 176,000 tonnes in the reporting period, compared to 283,000 tonnes in 2019. The following table shows the split of emissions in Scopes 1, 2 and 3:

CO₂ emissions IMMOFINANZ

Category	2022				2019			
	Market-based in t CO ₂ e	Emission intensity market-based in kg CO ₂ e/sqm _{GLA}	Location-based in t CO ₂ e	Emission intensity location-based in kg CO ₂ e/sqm _{GLA}	Market-based in t CO ₂ e	Emission intensity market-based in kg CO ₂ e/sqm _{GLA}	Location-based in t CO ₂ e	Emission intensity location-based in kg CO ₂ e/sqm _{GLA}
Scope 1	2,397	1	2,397	1	2,559	1	2,559	1
Scope 2	7,576	3	31,454	14	21,653	9	32,716	13
Scope 3	165,663	72	249,078	108	259,046	106	270,320	111
IMMOFINANZ	175,637	76	282,930	122	283,257	116	305,594	125

CO₂ emissions S IMMO

Information on S IMMO's key CO₂ figures are available on the website of S IMMO (www.simmoag.at/en/sustainability.html).

Energy efficiency

Management approach

Impacts, risks and opportunities	Creating transparency towards our stakeholders Lower operating costs due to reduced energy consumption Higher energy consumption due to extreme weather events, e.g. increased cooling
Policies and obligations	EU Taxonomy Technical Building Audit based on a modular system on the basis of ÖNORM EN 16247 Building certifications according to BREEAM and LEED Ongoing energy data management
Objectives and targets	Energy efficiency refurbishments at an annual minimum rate of 5% of the total gross lettable area (GLA) Digitalisation of consumption data and rollout of smart metering by 2025
Measures taken	Screening and analysis of energy performance certificates of the entire portfolio Climate-resilient construction, e.g. architectural features providing shade, green façades Exchange of cooling systems with heat recovery using refrigerants with limited global warming potential Implementation of structural and technical building optimisations
Relevant key indicators	GRI 302-1 Energy consumption within the organisation GRI 302-3 Energy intensity GRI 302-4 Reduction of energy consumption CRE 1 Building energy intensity CRE 8 Sustainability certification Cert-Tot Type and number of sustainably certified assets EPRA Elec-Abs, Elec-Lfl, DH & C Abs, DH&C Lfl, Fuels-Abs, Fuels-Lfl, Energy-Int

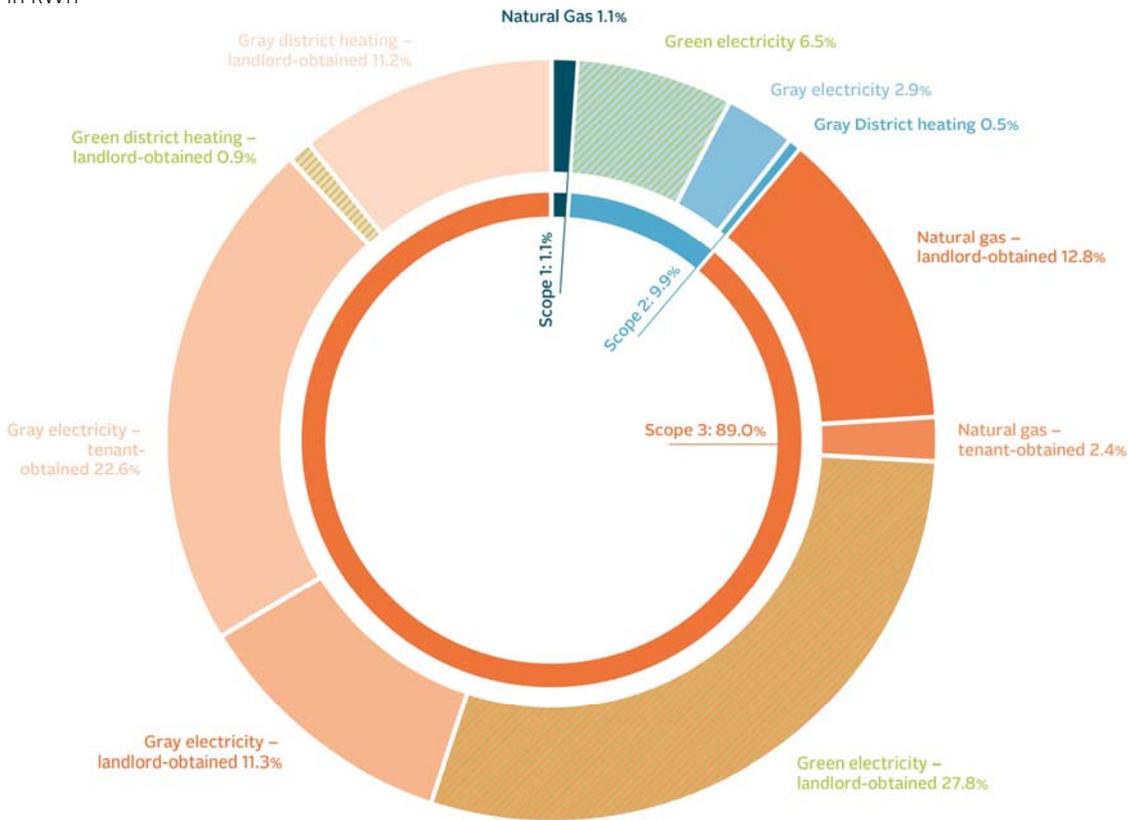
Buildings are a major source of emissions. IMMOFINANZ therefore relies on continuous measures to ensure and improve the energy efficiency and to avoid greenhouse gas emissions of its standing investments as much as possible (GHG, see risk report in the 2022 annual report, beginning on page 99). With respect to development projects, we are responding to this challenge by an efficient use of resources, ensuring that operations are carbon-neutral and considering potential climate changes at an early stage through climate risk analysis.

Continuous energy management is carried out in cooperation with the property and facility managers. Energy management essentially comprises the regular services in the day-to-day business (e.g. energy controlling), the development of optimisation measures and their implementation. IMMOFINANZ's goal is to continually reduce the use of resources by means of energy-saving measures and responsible 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 implementation of combined heat and cooling plants or upgrading variable volumetric flow controllers to enable demand-oriented ventilation.

IMMOFINANZ is currently working on digitally and centrally recording all energy consumption data such as electricity, cooling, heating, water or natural gas. The collected data can then be linked nearly in real time, profound and reliable analyses can be made fully automatically and, if necessary, corrective action can be taken to improve energy efficiency and thus further reduce energy costs in the long run.

Split of energy sources for building operation

in kWh



After auditing 21 standing investments in the 2021 financial year, 20 standing investments in Austria, Germany, Serbia and Poland with total lettable space of approximately 225,000 sqm were audited as planned in 2022; subsequently, both constructional and technical building optimisation measures will be implemented supported by energy analyses.

Due to the expansion of energy data management, the degree of coverage of buildings could be increased to 100% in 2022.

Total consumption shows a slight upward trend of approximately 10%. This is caused by the higher coverage rate (data from more buildings) and by a higher occupancy rate as result of the abolition of most COVID-19 measures. The completion of new developments in Poland and Croatia as well as the acquisition of 36 retail properties in the third quarter of 2022 also contributed to the increase. Overall, CO₂ emissions caused by the operation of our properties were reduced by around 38% compared to the 2019 baseline year by switching to electricity from renewable sources or the purchase of CO₂ certificates.

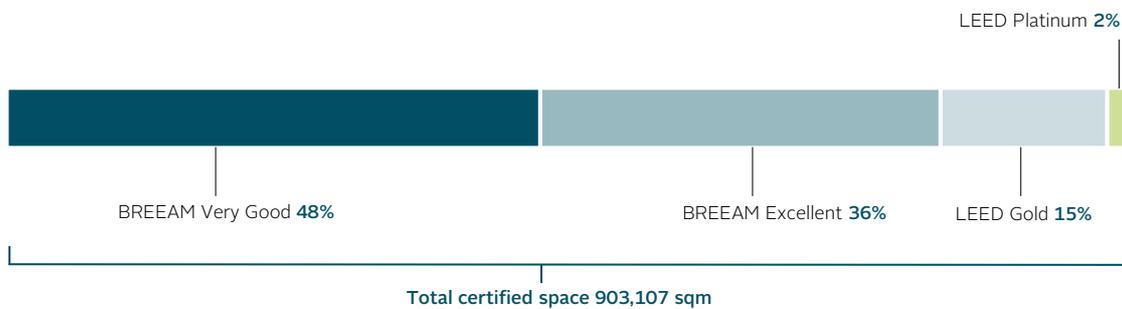
Details on energy consumption can also be found in the table on pages 52–53.

IMMOFINANZ has defined a comprehensive catalogue of requirements for the evaluation of existing buildings and technical facilities based on a modular system. The individual modules in this Technical Building Audit relate to specific key points, such as health & safety, energy efficiency and structural engineering. An ESG module has now been added to the scope of work to address environmental risks in addition to financial, legal, cultural, commercial and technical aspects.

Development projects and standing investments in the office and retail segment are to be certified in accordance with environmental standards. For office buildings BREEAM and LEED certifications are used, shopping centers and retail parks should primarily receive a certification according to BREEAM. BREEAM (BRE Environmental Assessment Method) is the leading and most common certification method for buildings.

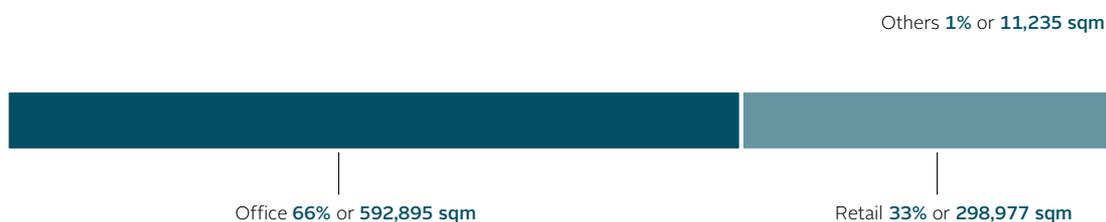
As planned, the proportion of certified space was significantly increased in the 2022 financial year. Several office buildings in Vienna, Bucharest and Zagreb received BREEAM certifications of the categories “Excellent” and “Very Good”. Various office buildings in Prague received LEED certification in the “Gold” category. In addition, all STOP SHOP locations in Serbia and a shopping center in Romania received BREEAM certification of the categories “Excellent” and “Very Good”.

Shares of certification categories



The certified space at the end of 2022 summed up to approximately 903,107 sqm or 41.9% of the total area of the standing investment portfolio (compared with 768,320 sqm or 36.6% at the end of December 2021). This corresponds to an increase by 17.5% compared to the previous year. At the end of 2022 an additional 12 properties with total space of 134,800 sqm were in the process of being certified or undergoing preparations for certification. The certificates for these buildings are expected to be issued during 2023. At the end of 2022, approximately 83.4% of the lettable office area was certified or undergoing preparation for certification.

Total certified lettable area by type of use



The share of certified space of commercial standing investments of S IMMO amounts to 45%. The majority of buildings have been awarded with BREEAM certificates.

Renewable energy

Management approach

Impacts, risks and opportunities	Conversion to renewable energies as an important contribution to the Net Zero Emission Strategy “Clean” and green alternatives to gas are more cost-effective than conventional energy sources in the short and medium term Potential reputational damage due to high CO ₂ emissions among various stakeholders (banks, tenants, investors, etc.) Potential higher CO ₂ emissions block transformation
Policies and obligations	Net Zero Emission Strategy Phase-out of fossil fuels
Objectives and targets	100% renewable electricity supply for controlled space ¹ by 2024 60% STOP SHOP rooftops equipped with photovoltaic systems by 2030 100% renewable energy supply for controlled space ¹ by 2030 (electricity, water, etc.)
Measures taken	Energy efficiency refurbishments Installation of photovoltaic systems Conversion of electricity supply to renewable energy sources
Relevant key indicators	GRI 302-1 Energy consumption within the organisation GRI 302-3 Energy intensity GRI 302-4 Reduction of energy consumption CRE 1 Building energy intensity

¹ Areas over which IMMOFINANZ can exercise influence.

IMMOFINANZ is implementing a large-scale programme of measures to reduce greenhouse gas emissions in order to meet the ambitious target of its Net Zero Emission Strategy. For example, at least 5% of the property portfolio (GLA) will undergo energy efficiency refurbishments each year. IMMOFINANZ will also massively expand its own renewable energy production by installing photovoltaic equipment on the rooftops of its STOP SHOPS and other retail parks and equipping all new locations solely with photovoltaic systems. In 2022, our installed photovoltaic systems already produced more than 600 MWh of green energy. 100% of the electricity for all spaces controlled/supplied by IMMOFINANZ will come from renewable sources by 2024; all other energy sources will be renewable by 2030. Moreover, refrigerants with high global warming potential will be replaced. IMMOFINANZ is in close contact with its tenants and through green lease contracts supports the transition to the energy-efficient and resource-saving use of leased areas.

Photovoltaic systems			2022			
Location	Country	Asset class	Total capacity installed in KWp	Total energy produced in 2022 in KWh	Total space of photovoltaic systems installed in sqm	Full potential of photovoltaic systems in sqm
STOP SHOP Stockerau	Austria	Retail	378	363,860	1,683	4,000
Dresdner Strasse	Austria	Office	31	14,018	150	-
STOP SHOP Bratislava Raca	Slovakia	Retail	239	244,301	1,395	5,800

In 2023 IMMOFINANZ plans to install photovoltaic systems with a capacity of up to 10 MWp in Austria, Croatia, the Czech Republic, Hungary, Serbia and Slovenia.

Building circularity and life cycle management

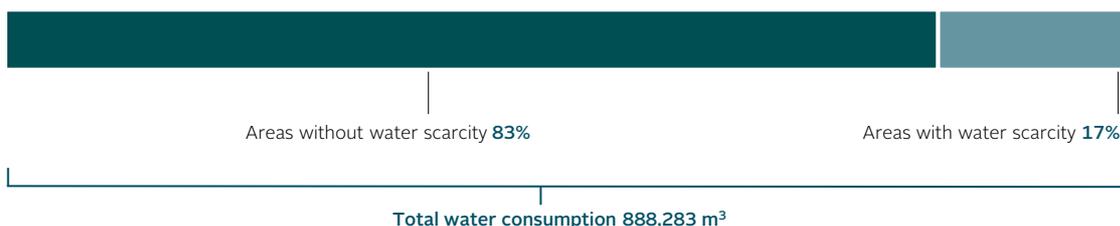
Management approach

Impacts, risks and opportunities	Use of pollutant-free construction materials to avoid environmental damage Responsible use of resources Loss of value due to insufficient information on materials used Potentially higher consumption of resources leads to pressure on raw materials and biodiversity as well as higher CO ₂ emissions Potentially higher waste generation with low circularity
Policies and obligations	Standardised building and equipment specifications Compliance with minimum requirements of building certifications for new buildings or renovations
Objectives and targets	Development of a specific circular economy plan considering the EU Taxonomy by 2025 Reduction of water consumption Reduction of waste
Measures taken	Installation of rainwater utilisation plants Use of cradle-to-cradle products such as carpet tiles
Relevant key indicators	GRI 303-1 Water as a shared resource GRI 303-3 Water withdrawal GRI 306-1 Waste generation and significant waste-related impacts GRI 306-2 Management of significant waste-related impacts GRI 306-3 Waste generated GRI 306-4 Waste diverted from disposal GRI 306-5 Waste directed to disposal CRE 2 Building water intensity EPRA Water-Abs, Water-Lfl, Water-Int, Waste-Abs, Waste-Lfl

Usage of construction materials containing harmful substances can have a negative impact on the environment during development projects or refurbishments. IMMOFINANZ takes precautions to ensure sustainable construction and careful selection of its business partners through highly standardised building and equipment specifications. In 2022, for example, all newly built mycowork spaces throughout the Group were furnished with cradle-to-cradle carpet tiles. The cradle-to-cradle principle describes a closed cycle of raw materials based on the model of nature, where all raw materials of a product remain in the cycle after the usage period and can be reused. When developing office space, we rely on system partition walls for tenant fit-out which can be moved according to tenants' needs. This way, no waste is created when conventional (e.g. plasterboard) partitioning walls are taken down or reinstalled. Moreover, the implementation of service water utilisation systems in the portfolio has begun, so that rainwater can be used for irrigation.

The consequences of climate change make it increasingly difficult to predict the availability of water. Acute extreme weather events such as droughts, heavy rain or floods have become more frequent over the past years. Although 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, the company nevertheless aims to further minimise its water consumption. For monitoring and managing of direct impacts, the key indicators are therefore collected and reported separately. Water consumption amounted to 888,283 m³ in 2022. Of this, 146,721 m³ of water was sourced from areas with water scarcity in Romania and Serbia. For the definition of areas with water scarcity, the climate risk analysis of each location was used via our ESG management platform, Blue Auditor.

Water consumption in areas with and without water scarcity



Green mobility

Management approach

Impacts, risks and opportunities	<ul style="list-style-type: none"> Enabling the transformation towards green mobility through installation of e-charging stations Pioneering role regarding the trend towards e-mobility Expansion of infrastructure to the extent of future needs Unattractiveness of locations due to lack of e-mobility Failure to achieve the net zero target due to slow transformation to green mobility
Policies and obligations	Car policy with incentive to use e-mobility
Objectives and targets	Creation of relevant infrastructure to enable conversion to environmentally friendly mobility
Measures taken	Installation of e-charging stations
Relevant key indicators	Number of charging stations

Climate targets cannot be achieved alone. It also takes our tenants, employees and suppliers to accomplish emission reductions, make our shopping centers fit for the future and embrace a lower-carbon lifestyle. IMMOFINANZ supports the transformation towards e-mobility and the use of renewable energies and aims to play a pioneering role in providing the necessary infrastructure for this. The goal is therefore to continuously expand the number of charging stations for electric vehicles, with 435 charging stations already available at the Group's locations at the end of 2022. This way, we want to contribute to CO₂ reduction, while ensuring that IMMOFINANZ's properties remain preferred places for shopping and working given the increasing trend towards e-mobility.

In cooperation with the charging station operator AMIC Energy powered by SMATRICS, IMMOFINANZ is continuously increasing the offer of fast charging stations at the STOP SHOP locations in Austria. The offering has thus been extended to the locations in Simmering and Stadlau in Vienna as well as to Tulln-Langenrohr. Most recently, the location in Stockerau was equipped with an ultra-fast charging station. The remaining 13 STOP SHOP locations in Austria will follow. Furthermore, the offering of e-charging zones was expanded by a total of 39 stations for office tenants at the myhive location am Wienerberg in early 2023.

In Romania, a Tesla fast charging station has been installed on the premises of the VIVO! shopping center in Cluj-Napoca. An expansion of the offering is also planned in 2023.



STOP SHOP Stockerau, Austria, from left to right: Leon Vakovits, Lead Asset Management Retail Austria & Slovenia, Kathrin Goegele-Celeda, Country Manager Austria & Adriatic, Günter Maier, Managing Director AMIC Energy, Ronald Lausch, Head of Sales SMATRICES

myhive Urban Garden Vienna | AT |

Approx. 17,600 sqm gross lettable area with a green façade and numerous green spaces



Biodiversity and responsible land use

Management approach

Impacts, risks and opportunities	Responsible management of soil sealing due to construction activity Measures to preserve biodiversity Minimisation of impact and compensation measures Recultivation and improvement of biodiversity Non-compliance leads to vulnerable ecosystems, pressure on biodiversity remains high Clean environment depends on biodiversity
Policies and obligations	Biodiversity strategy
Objectives and targets	Support of local ecosystems by transforming the environment of properties Definition of criteria for biodiversity management in the entire portfolio Consideration of the EU Taxonomy by 2024
Measures taken	Urban forest project based on the Miyawaki afforestation method Green spaces, green terraces and façades, etc. Keeping bee colonies
Relevant key indicators	GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas GRI 304-2 Significant impacts of activities, products, and services on biodiversity GRI 304-3 Habitats protected or restored GRI 304-4 IUCN (International Union for Conservation of Nature) Red List species and national conservation list species with habitats in areas affected by operations

In its risk report for 2023, the World Economic Forum ranks global risks by their short and long-term severity. According to the report, biodiversity loss and ecosystem collapse consequently represent the fourth largest risk for our planet over a timeframe of ten years. The interconnections between the economy and the environment are more tangible than ever. Against this backdrop, IMMOFINANZ is working on the development of a biodiversity management strategy and has already implemented first measures.

One example in this area is the myhive Urban Garden office project in Vienna, which is scheduled to be completed in August 2023. An office oasis with living room character is being created on an area of approximately 15,000 sqm. The project takes sustainable working to the next level and will be subject to BREEAM certification once completed. It features several green spaces as well as state-of-the-art and energy-efficient technology. Green façades, roofs and terrace landscapes, gardens and green oases in the offices provide a feel-good atmosphere and an attractive microclimate for tenants. In addition, tenants commit to responsible energy consumption and the greatest possible waste avoidance. Myhive Urban Garden thus offers tenants a perfect work-and-life balance while at the same time supporting the implementation of IMMOFINANZ's Net Zero Emission Strategy. The entire energy demand of the property is covered by green electricity from renewable sources. Facilities also include public e-charging stations and a mobility concept offering the option to use e-scooters and e-bikes. The property's primary energy efficiency will be class A and currently meets the criteria of EU Taxonomy alignment.

In cooperation with local beekeepers, IMMOFINANZ has been placing beehives on the rooftops of its properties for several years now to support biodiversity and the enrichment of local ecosystems. The tenants can then enjoy the harvested honey. More than 100,000 bees have been settled on the rooftop of myhive Vajnorská in Bratislava alone.

myhive Vajnorská | SK | Biodiversity

Our beehives enrich the local ecosystem.



myhive Urban Garden Vienna | AT |

Approx. 17,600 sqm gross lettable area with a green façade and numerous green spaces



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 financial year 2021. This is a method for creating small urban forests, whereby the plants only receive sunlight from above and therefore grow upwards more strongly than outwards. In addition to creating small urban forests for the population, the main targets are the preservation of biodiversity as well as the improvement of air quality and the increase of the water holding capacity of the soil. In 2023, the expansion of the urban forest project to two more STOP SHOP locations in Serbia is planned.

STOP SHOP Lazarevac | RS |
Urban forest project according to the Miyawaki
afforestation method



Social

Introduction

Our society is faced with multiple crises, including the war in Ukraine, the energy crisis, climate change, extreme weather events, as well as supply chain disruptions and ongoing inflation. These multiple crises and the complex challenges they present have a strong impact on the business world and require a high level of adaptability. Our tenants and employees are also affected by these developments, such as by the rising cost of living, which was classified as the highest risk for the next two years in the current risk report of the World Economy Forum.

In times like this, IMMOFINANZ wants to remain a reliable partner and employer and make a sustainable contribution to customer and employee satisfaction. IMMOFINANZ has a number of ways to contribute to a more sustainable world. On the customer side, we achieve this via a high level of customer orientation and the creation of socially sustainable spaces. We offer our employees numerous opportunities for professional and personal development and see benefits such as workplace health promotion or flexible working models as a matter of course. We also play our part in society and work continuously to increase the standards along our value chain in terms of sustainability and transparency.

Socially sustainable spaces & customer centricity



Customer centricity

Management approach

Impacts, risks and opportunities

Tenant loyalty and attraction of new tenants through high customer satisfaction

Reduced demand for unsustainable products

Unfavourable environments affect the health and well-being of users

Policies and obligations

High degree of customer orientation and proactive letting management

Catalogues of criteria for planning, facilities and design

Investment in property quality and further development of innovative products

Temporary support agreements in case of crisis, e.g. rent reductions

Legal building and safety regulations

Objectives and targets

Conduction of regular customer satisfaction assessments

Customer-oriented operations with services tailored to our tenants' needs

Consistent focus on customer needs and sustainability requirements

Measures taken

Innovative property portfolio

Broad tenant mix and needs-oriented, individual property solutions

Regular tenant surveys and regular communication

Relevant key indicators

GRI 416-1 Assessment of the health and safety impacts of product and service categories

GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

EPRA H&S-Asset

An important strategic focus is on tenant retention through high customer satisfaction as well as the acquisition of new tenants. IMMOFINANZ achieves this, among other things, through a diversified property portfolio, that is structured according to a clearly defined brand policy:

- **myhive** embodies the flexible office of the future and offers a modern and sustainable working environment for companies of all sizes.
- **STOP SHOP** is our brand for retail parks in Central and Eastern Europe. A friendly and convenient local supplier offering a wide range of goods at an attractive price-performance ratio.
- **VIVO!** is our brand for shopping centers with a valuable recognition value.

All our brands are a promise of quality to tenants and create security and trust.

The diversity of our real estate portfolio is reflected in the broad tenant mix from the office and retail sectors. Our property solutions range from individual myhive desks for one month to long-term contracts covering areas of over 30,000 sqm. We 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 support our tenants with a wide range of information and advice. We help potential tenants to explore their individual needs in terms of space and facilities. Existing tenants are supported on a day-to-day basis by property and facility managers in all property-specific matters. We are also continuously working to further increase customer satisfaction and user experience through digitalisation measures. Another important step is the introduction of green leases for our portfolio (see green lease strategy, page 23).

In addition to individual discussions with tenants, regular tenant surveys have been conducted for several years to evaluate customer satisfaction in the office sector. Site-specific optimisation measures are derived from the results. Suggestions and requests from various tenant surveys have also been incorporated into the design of new product offerings, such as the increased flexibility at myhive. In addition, community managers act as a central interface for the wishes and suggestions of tenants and their employees. The cross-border myhive app provides information about all news in the respective office building and the myhive community, facilitates communication with experts from other companies at the location and supports central IMMOFINANZ services provided by, for example, a direct feedback tool. This makes it possible to communicate registrations for events, suggestions and requests or damage reports quickly and easily.



In the retail area, tenant satisfaction is analysed using two different types of survey method: qualitative and quantitative. Firstly, regular meetings with our tenants take place in order to evaluate past and future cooperation. Secondly, we also conduct structured tenant surveys in the retail area as needed.

IMMOFINANZ is responsible for compliance with construction and safety regulations to protect building users and the neighbourhood. We therefore aim to ensure a safe environment for tenants and other users of our property portfolio, to prevent potential safety hazards and, if the need arises, to identify and eliminate them in good time – all in accordance with the applicable legislative framework as well as relevant standards and policies. This applies, for example, to all safety-specific aspects relating to fire protection, safety and well-being of people and the environment, and organisational safety measures. Our properties are constructed and operated in accordance with the applicable legal provisions and adapted where necessary to new legal requirements.

In addition, health & safety audits are part of our comprehensive technical building audits. Each year a certain number of buildings undergo a multi-stage audit by external experts. In 2022, the remaining 20 of 208 standing investments were audited in this way. We are in close contact with our facility and property managers when carrying out these audits.

Socially sustainable spaces

Management approach

Impacts, risks and opportunities	Climate change
	Soil sealing
	Lack of social interaction reduces sense of belonging and participation
	Neglect of social activities can lead to reduced performance
Policies and obligations	Green lease strategy
Objectives and targets	Development of a green lease strategy and rollout by 2023
	Development of criteria for sustainable and healthy spaces by 2024
	Top building certifications across the portfolio and alignment with the EU Taxonomy
	Active contribution to the development and orientation of building certification
	Building a tenant community
Measures taken	Rollout and green lease pilot project in 2023
	Achieve top building certifications and recertifications
Relevant key indicators	GRI 203-1 Infrastructure investments and services supported

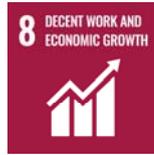
IMMOFINANZ also implements its sustainability activities in specific real estate projects in the office and retail sectors. These include, for example, the portfolio expansion launched in the previous year as part of the myhive Urban Garden project in Vienna (see page 33).

The myhive offices score points with a feel-good atmosphere in the common areas, numerous services and the best infrastructure. They offer space for communicative and lively interaction between tenants and their employees, for example in attractive communication zones and tenant lounges, and during regular events such as after-work events, business breakfasts with expert lectures or the organisation of sports activities.

Particular importance is attached to networking among tenants. Dedicated community managers are the central point of contact for tenants and their employees. They take care of the exchange among tenants, identify opportunities for cooperation, arrange appropriate contacts and organise events. Via the myhive app, the myhive community can also provide feedback directly or report problems.

Currently, almost 3,000 users use the myhive app and the number of followers on social media (Instagram, Facebook, LinkedIn) totals more than 545,000.

Socially sustainable workplaces & employee satisfaction



We are committed to creating an inclusive working environment in the Group, characterised by openness and mutual respect where every employee feels valued and heard. The focus is on our attractiveness as an employer and on employee retention. Derived from this, employee development and satisfaction, our social commitment as well as diversity, equal opportunities and inclusion are material topics in this focus area.

After the majority takeover by the CPI Property Group (CPIPG), an optimisation of organisational structures was agreed upon, whereby local IMMOFINANZ teams were merged into central service companies within CPIPG. The individual teams in Poland, Romania, Slovakia, the Czech Republic and Hungary have been working within the new structure as CPIPG employees since August, the teams in Croatia and Serbia since September. Compared with the headcount as of 31 December 2021, approximately 73% of the employees in the countries that were transferred in summer 2022 switched to CPIPG.

Total number of employees by employment type ¹	2022	2021	Change in %
Full-time IMMOFINANZ	137	317	-56.8
thereof female	67	181	-63.0
thereof male	70	136	-48.5
Part-time IMMOFINANZ	33	48	-31.3
thereof female	30	43	-30.2
thereof male	3	5	-40.0
S IMMO²	132	133	-0.8

¹ Headcount as of 31 December not including Executive Board and employees on parental leave

² Headcount as of 31 December not including interns, seasonal workers, employees on parental/educational leave, military/alternative service, sabbatical, temporary retirement/pension and other suspended employment relationships

Against the background of the restructuring, IMMOFINANZ, with the involvement of the Works Council, in 2022 decided on a package of measures to prevent, eliminate and mitigate the associated implications for its employees in Austria. This includes, in particular, voluntary severance payments and one-off payments and is designed to mitigate potential negative economic consequences for employees.

Employee development

Management approach

Impacts, risks and opportunities	Supporting employees in their current and future roles Ensuring competitiveness High engagement and motivation of employees Talent management Potential lack of innovative strength Potential increase in turnover rate
Policies and obligations	Performance management Performance review of employees Training and development programmes
Objectives and targets	Empowering employees to be successful in their current and future roles based on career and succession planning
Measures taken	Apprenticeship programmes Programme for young professionals Leadership Curriculum
Relevant key indicators	GRI 404-1 Average hours of training per year and employee GRI 404-2 Programmes for upgrading employee skills and transition assistance programmes GRI 404-3 Percentage of employees receiving regular performance and career development reviews GRI 401-1 New employee hires and employee turnover GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees GRI 401-3 Parental leave EPRA Emp-Training, Emp-Dev

IMMOFINANZ strives to create a framework for its employees in which they can develop their potential, strengths and competencies to the best of their abilities. We lead our employees in a trusting manner and place great value on open and respectful interaction with each other. The People & Culture department is responsible for strategic personnel development and further development of the corporate culture in close cooperation with the Executive Board, which discusses current company developments with the Works Council at least once a month.

In connection with employee development, the focus of training is on expanding professional as well as personal and leadership skills. An important instrument in the context of performance management is the annual performance review between employees and their managers. These define clear targets and individual training activities. As in previous financial years, performance reviews were conducted with 100% of employees in 2022. These interviews also include feedback from employees on several questions relating to personal well-being, further development and teamwork as well as suggestions for improvement.

Leadership development

Developing strong leaders is essential to overcome the complex and multifaceted challenges arising from the current multiple crises and to develop the necessary skills to address them effectively. IMMOFINANZ supports its managers by providing appropriate methods and tools. In 2022, managers had the opportunity to participate in the "Leading and Communication in Times of Change" programme, which was held in the form of workshops. New managers had the opportunity to be part of the "First Manager Programme", which is designed to support them in their new function.

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. In addition, the Young Professional programme was established for students and graduates. Designed as a rotation programme, it focused on knowledge transfer in the operational business area and the finance departments. In the reporting year 2022, 12 people from Austria, Poland, Romania, Slovakia, the Czech Republic, Hungary and Serbia participated. The programme was completed in the reporting year. Due to the restructuring, no new programme was started in autumn 2022.

IMMOFINANZ also offers its employees the opportunity to attend conferences and coaching sessions on relevant topics. Language courses as well as various types of individual and group training are offered on a regular basis and taken advantage of by employees.

In the 2022 financial year, around 2,630 hours of training were completed across the Group by employees active as of 31 December 2022, equivalent to 15.6 hours per employee (headcount, HC). The largest share of training hours was accounted for by the leadership programme and compliance training (each accounting for around 30%), followed by external training and language courses. The majority of the training courses were held in Austria.

Diversity, equality and inclusion

Management approach

Impacts, risks and opportunities	<ul style="list-style-type: none"> Cultural diversity Strengthening innovative power and ability to find solutions based on diverse teams Increased productivity and motivation Strengthening team spirit Promotion of equal opportunities Prevention of social discrimination
Policies and obligations	Corporate Code
Objectives and targets	<ul style="list-style-type: none"> At least 33% women in management positions reporting directly to the Executive Board (B-1) by 2025 Ensure gender and national diversity in the entire organisation at Group and local level
Measures taken	Analysis of gender pay ratios
Relevant key indicators	<ul style="list-style-type: none"> GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees GRI 401-3 Parental leave GRI 405-1 Diversity of governance bodies and employees GRI 405-2 Ratio of basic salary and remuneration of women to men GRI 406-1 Incidents of discrimination and corrective actions taken EPRA Diversity-Emp, Diversity-Pay

At IMMOFINANZ, we firmly believe that a diverse and inclusive work environment benefits not only our employees but also our company as a whole. By valuing and embracing the unique perspectives and backgrounds of our team members, which is established in our Code of Conduct, we foster a culture of engagement and open communication. We know that our employees are more likely to work innovatively and share their ideas when they feel valued and included. In this way, they contribute to the growth and success of our company. Therefore, diversity characteristics, especially with regard to age, gender, national or ethnic origin, religion, sexual orientation, disability and educational and professional background are very important to us as an employer.

As of 31 December 2022, 14 different nationalities were represented among our employees, while the average age was 37.7 years. The share of women in management positions reporting directly to the Executive Board was 40%. In the 2022 financial year, the proportion of women in management positions decreased from 33.9% to 27.5% due to the transfer of employees in the respective countries. Women account for 66.2% (2021: 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 has already been 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 further equalisation is being worked on.

Gender pay ratio

		2022	2021
EPRA/ GRI Code	Gender payment gap	Pay ratio	Pay ratio
	IMMOFINANZ	1.18	1.36
	Employees by category		
Diversity-Pay	Country boards	1.05	1.01
GRI 405-2	Department heads	1.18	1.22
	Team leaders	1.13	1.37
	Non-management employees ¹	1.32	1.33

¹ Employees without management responsibility

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 2022.

Diversity indicators

EPRA/ GRI Code	Employee diversity	2022		2021		Change in total number of employees in %
		Number of employees	Total number in %	Number of employees	Total number in %	
	Employees in govern- ance bodies¹					
	By gender					
	Female	1	100.0	0	0.0	-
	Male	0	0.0	2	100.0	-100.0
	By age group					
	< 30 years	0	0.0	0	0.0	-
	30–50 years	0	0.0	1	50.0	-100.0
	> 50 years	1	100.0	1	50.0	0.0
	Employees with man- agement responsibil- ity²					
	By gender					
Diversity-Emp	Female	11	27.5	21	33.9	-47.6
GRI 405-1	Male	29	72.5	41	66.1	-29.3
	By age group					
	< 30 years	2	5.0	1	1.6	100
	30–50 years	31	77.5	56	90.3	-44.6
	> 50 years	7	17.5	5	8.1	40.0
	Non-management em- ployees³					
	By gender					
	Female	86	66.2	203	67.4	-57.6
	Male	44	33.8	98	32.6	-55.1
	By age group					
	< 30 years	40	30.8	90	29.9	-55.6
	30–50 years	75	57.7	194	64.5	-61.3
	> 50 years	15	11.5	17	5.7	-11.8

¹ Executive Board² All managers, e.g. team leaders, department heads, country boards; excl. Executive Board³ Employees without management responsibility

Employee satisfaction

Management approach

Impacts, risks and opportunities	Satisfaction with the corporate culture and one's own job Good working atmosphere Employee involvement and strengthening of employee health Identification with the employer Work-life balance Potential increase in the absentee rate
Policies and obligations	Flexible working time arrangements and part-time working models Healthcare management with a focus on preventive healthcare and promotion of sporting activities Collective agreement for salaried employees in property management companies and additional company agreements
Objectives and targets	Conducting an employee engagement survey (EES) every two years starting in 2023 Entry into force of the remote working directive by 2022
Measures taken	Rollout of the remote working policy
Relevant key indicators	GRI 401-1 New employee hires and employee turnover GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees GRI 401-3 Parental leave EPRA H&S-Emp, Emp-Turnover

In order to strengthen the health of our employees and promote their motivation for further training, IMMOFINANZ implements targeted measures in the areas of personnel development and health management. This strengthens the well-being and health of our employees.

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

Employees are offered flexible and partially flexible working hours, as well as part-time working models. In addition, a remote working policy was adopted in 2022, which allows our employees to also work outside the office. This allows them to better balance full-time employment and personal needs, which increases satisfaction and performance as well as the attractiveness of IMMOFINANZ as an employer.

IMMOFINANZ supports its employees with a variety of offerings outside of the workplace, with team building and promotion of work-life balance being at the forefront. These include, for example, a sixth week of vacation time after three years of service, sports options via the myclubs app and participation in the Vienna City Marathon.

To support our employees' healthcare needs, we offer a preventive healthcare scheme. In addition to measures meeting all legal requirements, responsibilities include carrying out vaccinations, medical check-ups, eye tests and providing advice on preventive healthcare. In the 2022 financial year, the absence rate due to sickness increased slightly to 3.86% (2021: 3.36%, number adjusted), which is attributable to absences due to long-term leave.

In addition to health care, IMMOFINANZ offers other company benefits. No distinction is made between full-time and part-time employees. For example, all employees can choose between inheritance and death insurance. The Executive Board is also entitled to disability and invalidity insurance as well as a retirement pension. Other company benefits, such as share participation, are not offered.

Health and safety inspections are conducted at IMMOFINANZ's own office locations at least once a year by the safety officer, the company physician, the Works Council and the head of People & Culture. Occupational safety risks are evaluated and compliance with statutory workplace and safety regulations is checked. Together with the head of the People & Culture department and the Executive Board, the inspection results are evaluated in a meeting and measures for improvement are decided. 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.

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. IMMOFINANZ has also entered into a number of agreements with the Works Council, which are based on social partnership and are designed to improve the position of employees.

In addition, our Code of Conduct includes a commitment to respect employees' rights to freedom of association. We strive for and maintain a long-term and constructive dialogue with employee representatives.

In 2022, the number of employees leaving the company was higher than in the previous year. Employee turnover increased by 7.4 percentage points. This is mainly due to the Group-wide restructuring.

The average employment with the company was 5.65 years in 2022.

Community investment

Management approach	
Impacts, risks and opportunities	Social commitment as corporate responsibility Promotion of charitable work Part of corporate culture Creating value for the company and our communities in the medium and long term
Policies and obligations	Development of a Community Investment Strategy and Guideline by 2023
Objectives and targets	Definition of IMMOFINANZ's core themes for community investment Establishment of a structure for emergency relief by 2023
Measures taken	Projects and partnerships with non-profit organisations Emergency aid for those affected by the war in Ukraine
Relevant key indicators	To be integrated into reporting as part of the ESG strategy in the future GRI 413-1 Operations with local community engagement, impact assessments, and development programmes

As part of its social commitment, IMMOFINANZ aims to provide support not only financially but also through the diverse resources and competencies of the company and its employees. In this way, sustainable benefits can be created for our different stakeholders. Through our social commitment, we would also like to encourage employee engagement, thus strengthening employee loyalty.

Engagement with our communities, i.e. all those people who work and shop at our properties or live in the neighbourhood, plays an important role for IMMOFINANZ. We always aim to 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 thus of the individual properties.

Related measures concern both day-to-day operations of the respective property and development projects. In our development projects, our development team cooperates with all relevant local stakeholders including the neighbourhood of a new project. In most cases, this forms part of a formal process involving the local public authorities.

In addition to the events and online event options for our tenants described above, we regularly launch initiatives for our communities, including blood donation campaigns, clothing collections 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 addition to recurring initiatives, IMMOFINANZ also responds to current events by taking appropriate support measures. For example, in response to the outbreak of the war in Ukraine, local teams in neighbouring countries joined forces with NGOs, local authorities and the national Red Cross in order to provide support and relief as quickly as possible. In this context, for example, EUR 30,000 was donated for the provision of beds and sleeping bags for refugees in Romania. In Poland, co-working spaces and desks were made available to more than 270 Ukrainian entrepreneurs, and in cooperation with ITSA, the telecommunication provider in our office buildings, telephone lines to Ukraine were set up free of charge. We also provided space in our buildings to set up schools or to store clothing and medical equipment. Other relief activities included blood donation campaigns and clothing collections as well as support of the "Help for Ukraine" charity concert, which was organised by the "Nachbar in Not" (Neighbour in Need) relief scheme.

In addition, IMMOFINANZ organised a donation matching campaign to also offer its employees an opportunity to help. Each euro given was doubled by IMMOFINANZ and donated to the Red Cross. This way, we made donations of EUR 20,000 for relief activities in Ukraine including first aid measures, the distribution of food and goods for daily needs, supplies for emergency shelters or psychological support.

Donation to the Red Cross



From left to right: Ulrike Gehmacher, Head of ESG (IMMOFINANZ), Peter Kaiser, Deputy Secretary General of the Austrian Red Cross

Every year, as part of its Christmas campaigns, IMMOFINANZ supports charitable projects and associations both in Austria and in countries in which we operate. As part of this year's Christmas campaign we made a donation of EUR 20,000 to St. Anna Children's Hospital in Vienna.

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

Sustainable supply chain



Management approach

Impacts, risks and opportunities	<p>Ensuring compliance with social and environmental standards along the supply chain</p> <p>Longer-term, reliable and resilient business relationships with our suppliers</p> <p>Support of local suppliers in the operating markets</p> <p>Ensuring resilience of our supply chain</p>
Policies and obligations	<p>Group Procurement Policy</p> <p>Corporate Code</p>
Objectives and targets	<p>Supplier assessment: identification and assessment of social and environmental impacts for all key supplier groups by 2023</p> <p>Establishment of an audit programme for assessment, definition of preventive measures and monitoring by 2024</p>
Measures taken	<p>Development of a supplier code of conduct by 2023</p>
Relevant key indicators	<p>GRI 204-1 Proportion of spending on local suppliers</p> <p>GRI 308-1 New suppliers that were screened using environmental criteria</p> <p>GRI 308-2 Negative environmental impacts in the supply chain and actions taken</p> <p>GRI 408-1 Operations and suppliers at significant risk for incidents of child labour</p> <p>GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour</p> <p>GRI 414-1 New suppliers that were screened using social criteria</p> <p>GRI 414-2 Negative social impacts in the supply chain and actions taken</p>

Building a sustainable and transparent supply chain is one of the greatest challenges in sustainability management for many companies. Recent crises such as the COVID-19 pandemic or the war in Ukraine have demonstrated the importance of resilient value chains. This is also reflected in current regulations on corporate due diligence, in particular the German Supply Chain Act (LkSG) or the Corporate Sustainability Due Diligence Directive (CSDDD). In this context, IMMOFINANZ is also working continuously to establish sustainable supply chain management.

The suppliers commissioned by IMMOFINANZ during the reporting period are broadly diversified and range from construction companies and property management firms to consulting service providers and insurance companies. In 2022, IMMOFINANZ procured services and products from more than 3,000 suppliers with a total order volume of more than EUR 201.5 million. As an international company, IMMOFINANZ worked with suppliers from 29 countries in the 2022 financial year. In order to ensure that procurement practices are sustainable and to maintain long-term, partnership-based relationships with our suppliers, 97% of all providers come directly from the markets in which IMMOFINANZ operates. Supporting these local suppliers and contributing to value creation in our core operating markets are therefore central considerations.

The process of selecting business partners is based on the internal Group **Procurement Policy**, which defines the procedures and specifications for IMMOFINANZ's procurement activities. In line with the Corporate Code, these guidelines call for the careful selection of suppliers. A key concern is to minimise supplier risks resulting from child, forced or compulsory labour as well as risks arising from inadequate social assessment of the supplier. To this end, work is currently underway on a risk mapping process that will be applied to all IMMOFINANZ's suppliers. The Procurement department reviews every new supplier based on their external presence (e.g. website) for indications which might call the company's integrity and authenticity into question. In addition, Procurement conducts credit risk assessments for potential suppliers which are expected to be material. In the event of a negative rating, the suppliers will not be listed. In addition to the responsible selection of suppliers, continuous efforts are made to intensify the exchange of communication between IMMOFINANZ and its business partners.

As part of the ESG strategy, a supplier code of conduct is also being developed, which includes the implementation of supplier-based risk management as well as the set-up of supplier audits by 2024.

Basis for preparation

As a company of public interest, IMMOFINANZ voluntarily prepares a non-financial statement in accordance with § 267a of the Austrian Commercial Code (UGB) and thus also discloses information pursuant to the EU Taxonomy (beginning on page 74).

Reporting standards

This report has been drawn up in accordance with the GRI standards. IMMOFINANZ again received the EPRA Sustainability Best Practices Recommendations Silver Award for its non-financial reporting in the 2021 annual report. The key indicators reported are based on the Sustainability Best Practices Recommendations Guidelines (2017) issued by the European Public Real Estate Association (EPRA).

Reporting period

The non-financial statement covers the period from 1 January to 31 December 2022. The indicators for 2021 are reported to allow comparability.

Scope of companies and portfolio

This report covers IMMOFINANZ AG and all consolidated subsidiaries excluding S IMMO (see section 8 of the consolidated financial statements of the 2022 annual report). The portfolio of the company excluding S IMMO comprised 265 properties as of 31 December 2022. 207 properties are included in the non-financial reporting, 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, Slovenia, Serbia, Croatia and Italy. The properties are included in the reporting in accordance with the financial control principle. The operational control principle was used for the greenhouse gas accounting.

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 53ff. The indicators comprise 53 properties in the office sector with an area of roughly 1 million sqm and 154 properties in the retail segment with an area of roughly 1.3 million sqm.

IMMOFINANZ has increased the coverage rate regarding the environmental indicators of buildings in its portfolio to 100%. The table on pages 52ff shows the coverage per indicator.

Information on the company's own business premises

The consumption figures for the operation of IMMOFINANZ's own office spaces 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.

Estimated data

The percentage of data that has been estimated is shown in the respective tables on pages 52ff. Estimated data is necessary to ensure coverage of 100% and thus provide a complete overview of portfolio consumption.

Tenant-obtained data

IMMOFINANZ included tenant-obtained data based on estimates for the first time in 2022. This leads to a complete Scope 3 calculation and enables full CO₂ accounting of the entire value chain for the first time. The data quality was consequently improved in comparison to the previous year as a result of increased KPI granularity.

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 2022 (for example December 2022), the real data for December 2021 was used. Therefore, in these instances no linear projection was made, but rather real data of the comparable prior-year period was used. Where no data was available for the prior-year period, data from 2020 was used.

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).

Waste

Waste data is disclosed in absolute figures for the first time this year. Where data was not available for individual sites, it was complemented with comparable figures, calculated using country- and asset-specific real data, or estimated.

External audit

This report has not undergone an external audit.

CO₂ footprint

The CO₂ footprint calculation is based on the GHG Protocol Corporate Standard. Emissions are stated in CO₂-equivalent terms. The CO₂e 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 Programme and the corresponding emission figures published by the IPCC. The current emission factors published by the Austrian Environment Agency are used for the vehicle fleet. Missing Scope 3 emissions which could not be recorded in the past were estimated based on real data and area to allow a more complete picture of the GHG footprint.

Employee indicators

All indicators in the employee section are stated based on the headcount (HC) at all fully consolidated companies excluding S IMMO as of 31 December 2022 (excluding the Executive Board and employees on parental leave). 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.

Boundaries of reporting – landlord and tenant utility consumption

IMMOFINANZ reports the water and energy consumption of the owner (IMMOFINANZ). If tenants obtained energy or water directly from the utility company and the data was not provided, this share was added based on comparative values specific to the building. We are planning to digitalise the collection of consumption data to enable a more accurate assessment and data split in the future. The first pilot project will be launched 2023.

Normalisation

For the intensity indicators (energy intensity, water intensity, CO₂ intensity) the total area of the buildings for which data is available is used as denominator. The intensity calculated contains the consumption obtained by IMMOFINANZ as well as by tenants (in part estimated).

Indicators and indexes

Climate and environmental indicators

Sustainable energy management

EPRA/GRI Code	Unit	Indicator	Scope
Total energy consumption			
GRI 302-2 (2016)	kWh	Energy	Total landlord-obtained energy Total tenant-obtained energy ¹ Total obtained energy
			Coverage in %
Electricity consumption			
Elec-Abs	kWh	Electricity	Total landlord-obtained electricity % from renewable sources Total tenant-obtained electricity ¹
			Share of projections landlord-obtained in % ² Coverage in %
Elec-LfL ³	kWh	Electricity	Total landlord-obtained electricity Total tenant-obtained electricity ¹
			Share of projections landlord-obtained in % ² Coverage in %
District heating/cooling			
DH&C-Abs	kWh	District heating	Total landlord-obtained district heating % from renewable sources Total tenant-obtained district heating ¹
			Share of projections landlord-obtained in % ² Coverage in % ⁴
DH&C-LfL ³	kWh	District heating	Total landlord-obtained district heating Total tenant-obtained district heating ¹
			Share of projections landlord-obtained in % ² Coverage in % ⁴
Fuels			
Fuels-Abs	kWh	Natural gas	Total landlord-obtained natural gas % from renewable sources Total tenant-obtained natural gas ¹
			Share of projections landlord-obtained in % ² Coverage in % ⁴
Fuels-LfL ³	kWh	Natural gas	Total landlord-obtained natural gas Total tenant-obtained natural gas ¹
			Share of projections landlord-obtained in % ² Coverage in % ⁴
Energy intensity			
Energy-Int ⁵ CRE 1	kWh/sqm	Energy per square meter of rented space	Total obtained energy Rented space in sqm

¹ Where IMMOFINANZ has no access to tenant-obtained data, a projection was made to enable the disclosure of "tenant-obtained" and Scope 3 CO₂ emissions.

² Estimated consumption is shown as a percentage of total "landlord-obtained" consumption.

³ For the like-for-like calculation (LfL) 2021, data for 2021 less the buildings sold in 2022 was used. For the like-for-like calculation 2022, data for 2022 less the buildings purchased or sold in 2022 was used.

⁴ The population corresponds to the number of locations with natural gas and/or district heating connections.

⁵ In the previous year, energy intensity was calculated on the basis of landlord-obtained consumption values.

Total consumption portfolio			thereof office			thereof retail		
2022	2021	Change in %	2022	2021	Change in %	2022	2021	Change in %
438,429,278	437,968,145	0.1	245,291,614	271,007,660	-9.5	193,137,664	166,960,485	15.7
159,219,425	n.a.	n.a.	43,704,036	n.a.	n.a.	115,515,388	n.a.	n.a.
597,648,702	n.a.	n.a.	288,995,650	n.a.	n.a.	308,653,052	n.a.	n.a.
100	99	n.a.	100	99	n.a.	100	100	n.a.
290,142,800	276,596,056	4.9	144,779,522	157,619,422	-8.1	145,363,278	118,976,634	22.2
71	31	n.a.	85	32	n.a.	57	28	n.a.
135,217,619	n.a.	n.a.	39,507,330	n.a.	n.a.	95,710,289	n.a.	n.a.
29	3	n.a.	27	2	n.a.	30	5	n.a.
207/207	176/181	n.a.	53/53	67/71	n.a.	154/154	109/110	n.a.
283,409,536	262,793,446	7.8	140,790,279	144,246,126	-2.4	142,619,257	118,547,320	20.3
118,567,973	n.a.	n.a.	36,820,962	n.a.	n.a.	81,747,012	n.a.	n.a.
28	3	n.a.	27	2	n.a.	30	4	n.a.
156/156	156/156	n.a.	48/48	48/48	n.a.	108/108	108/108	n.a.
65,608,352	77,765,081	-15.6	53,224,864	65,265,354	-18.4	12,383,488	12,499,727	-0.9
8	41	n.a.	10	48	n.a.	0	6	n.a.
9,759,517	n.a.	n.a.	4,196,706	n.a.	n.a.	5,562,811	n.a.	n.a.
74	19	n.a.	83	21	n.a.	34	8	n.a.
80/80	64/108	n.a.	30/30	38/46	n.a.	50/50	26/62	n.a.
62,806,190	64,991,576	-3.4	50,863,268	52,876,434	-3.8	11,942,922	12,115,142	-1.4
6,510,116	n.a.	n.a.	4,121,162	n.a.	n.a.	2,388,954	n.a.	n.a.
75	13	n.a.	86	14	n.a.	31	5	n.a.
53/53	53/53	n.a.	26/26	26/26	n.a.	27/27	27/27	n.a.
82,678,126	83,607,008	-1.1	47,287,228	48,122,884	-1.7	35,390,898	35,484,124	-0.3
0	0	n.a.	0	0	n.a.	0	0	n.a.
14,242,288	n.a.	n.a.	0	n.a.	n.a.	14,242,288	n.a.	n.a.
44	10	n.a.	43	5	n.a.	45	18	n.a.
115/115	79/123	n.a.	27/27	28/36	n.a.	88/88	51/87	n.a.
82,423,916	82,253,071	0.2	47,280,333	47,325,480	-0.1	35,143,583	34,927,591	0.6
8,275,519	n.a.	n.a.	0	n.a.	n.a.	8,275,519	n.a.	n.a.
44	8	n.a.	43	2	n.a.	45	16	n.a.
94/94	94/94	n.a.	26/26	26/26	n.a.	68/68	68/68	n.a.
259	213	21.3	282	267	5.5	240	160	49.6
2,311,681	2,054,656	12.5	1,024,403	1,013,229	1.1	1,287,278	1,041,427	23.6

CO₂ footprint

EPRA/GRI Code	Unit	Indicator	Scope
Greenhouse gas emissions			
GHG-Dir-Abs GRI 305-1 & GRI 305-2	t CO ₂ e	Scope 1 emissions	Total landlord-obtained, not sub-metered
		Scope 2 emissions	Total landlord-obtained, not sub-metered (location-based)
			Total landlord-obtained, not sub-metered (market-based) ²
		Scope 3 emissions	Scope 3 total (location-based) ²
			Scope 3 total (market-based) ²
		Total	Scope 1 + 2 (location-based)
			Scope 1 + 2 (market-based)
			Scope 1 + 2 + 3 (location-based)
			Scope 1 + 2 + 3 (market-based)
		Number of applicable properties	GHG disclosure coverage
sqm of applicable properties	Proportion of GHG estimated		
in %	Scope 1 + 2 emissions per sqm (location-based)		
GHG-Int CRE 3	kg CO ₂ e/sqm	Scope 1 + 2 emissions per sqm (market-based)	
		Scope 1 + 2 + 3 (location-based)	
		Scope 1 + 2 + 3 (market-based)	
		<i>Rented space in sqm</i>	

¹ Due to the iterative process used and the improved methodology, a direct comparison between 2021 and 2022 is currently not possible (see pages 52–53). Regarding allocation to scopes, all CO₂e values were allocated to the company in the 2021 financial year. This results in a shift in values from Scope 1 and Scope 2 to Scope 3.

² Where IMMOFINANZ has no access to tenant-obtained data, a projection was made to enable the disclosure of "tenant-obtained" and Scope 3 CO₂ emissions.

Sustainability certifications

EPRA Code		LEED Gold		LEED Platinum	
		2022	2021	2022	2021
Cert-Tot CRE 8	Number of certified buildings	8	6	1	0
	Certified area in sqm	131,634	138,158	17,247	0
	Share of certified area in the standing investment portfolio in %	6.1	6.6	0.8	0.0

	Total consumption portfolio			thereof office			thereof retail		
	2022	2021	Change in %	2022	2021	Change in %	2022	2021	Change in %
	2,397	16,885	n.a. ¹	833	9,719	n.a. ¹	1,564	7,166	n.a. ¹
	31,454	122,061	n.a. ¹	14,067	69,077	n.a. ¹	17,387	52,984	n.a. ¹
	7,576	90,318	n.a. ¹	355	45,988	n.a. ¹	7,221	44,329	n.a. ¹
	249,078	n.a.	n.a. ¹	102,823	n.a.	n.a. ¹	146,255	n.a.	n.a. ¹
	165,663	n.a.	n.a. ¹	56,713	n.a.	n.a. ¹	108,950	n.a.	n.a. ¹
	33,852	138,946	n.a. ¹	14,900	78,796	n.a. ¹	18,951	60,150	n.a. ¹
	9,974	107,203	n.a. ¹	1,188	55,707	n.a. ¹	8,785	51,496	n.a. ¹
	282,930	n.a.	n.a. ¹	117,723	n.a.	n.a. ¹	165,206	n.a.	n.a. ¹
	175,637	n.a.	n.a. ¹	57,901	n.a.	n.a. ¹	117,735	n.a.	n.a. ¹
	207	180	15.0	53	70	-24.3	154	110	40.0
	2,311,681	2,028,035	14.0	1,024,403	986,608	3.8	1,287,278	1,041,427	23.6
	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
	15	69	-78.6	15	80	-81.8	15	58	-74.5
	4	53	-91.8	1	80	-98.5	7	58	-88.2
	122	n.a.	n.a. ¹	115	n.a.	n.a. ¹	128	n.a.	n.a. ¹
	76	n.a.	n.a. ¹	57	n.a.	n.a. ¹	91	n.a.	n.a. ¹
	2,311,681	2,028,035	14.0	1,024,403	986,608	3.8	1,287,278	1,041,427	23.6

	BREEAM Very Good		BREEAM Excellent		Total certified buildings		Change in %
	2022	2021	2022	2021	2022	2021	
	32	21	12	6	53	33	60.6
	431,724	423,203	322,502	206,959	903,107	768,320	17.5
	20.0	20.2	15.0	9.9	41.9	36.6	14.6

Water consumption

EPRA/GRI Code	Unit	Indicator	Scope
Water consumption			
GRI 303-1 (2016) Water-Abs	liter ¹	Water from municipal sources	Landlord-shared services
			(Sub-)metered exclusively to tenants
			Total landlord-obtained water
			Total tenant-obtained water ²
			Total water consumption
			<i>Share of projections landlord-obtained in %³</i>
			<i>Coverage</i>
Water-LfL ⁴	liter ¹	Water from municipal sources	Total landlord-obtained water
			Total tenant-obtained water ²
			<i>Share of projections landlord-obtained in %³</i>
			<i>Coverage</i>
Water intensity			
CRE 2	liter/sqm/year	Liter per sqm of rented space	Total landlord-obtained water
			<i>Rented space in sqm</i>

¹ 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.

² Where IMMOFINANZ has no access to tenant-obtained data, a projection was made to enable the disclosure of "tenant-obtained" and Scope 3 CO₂ emissions.

³ Estimated consumption is shown as a percentage of total (landlord-obtained) consumption.

⁴ For the like-for-like calculation (LfL) 2021, data for 2021 less the buildings sold in 2022 was used. For the like-for-like calculation 2022, data for 2022 less the buildings purchased or sold in 2022 was used.

Waste

EPRA/GRI Code	Unit	Indicator	Scope
Waste generated¹			
GRI 306-3 (2020) Waste-Abs	tonnes	Waste generated	Total waste
			Total waste by type of disposal
			Landfill
			Recycled
			Composted
			<i>Share of projections landlord-obtained in %²</i>
			<i>Coverage</i>
GRI 306-3 (2020) Waste-LFL ³	tonnes	Waste generated	Total waste
			Total waste by type of disposal
			Landfill
			Recycled
			Composted
			<i>Share of projections landlord-obtained in %²</i>
			<i>Coverage</i>
Intensity of waste			
		kg per square meter of rented space	Total landlord-generated waste
			<i>Rented space in sqm</i>

¹ Waste data is reported for the first time in 2022. Waste is shown as a total because no separation of "landlord-obtained" and "tenant-obtained" is possible.

² Estimated consumption is shown as a percentage of total "landlord-obtained" consumption.

³ For the like-for-like calculation (LFL) 2021, data for 2021 less the buildings sold in 2022 was used. For the like-for-like calculation 2022, data for 2022 less the buildings purchased or sold in 2022 was used.

Total consumption portfolio			thereof office			thereof retail		
2022	2021	Change in %	2022	2021	Change in %	2022	2021	Change in %
802,491,293	728,863,492	10.1	302,495,922	288,250,788	4.9	499,995,371	440,612,704	13.5
	n.a.			n.a.			n.a.	
802,491,293	728,863,492	10.1	302,495,922	288,250,788	4.9	499,995,371	440,612,704	13.5
85,791,305	n.a.	n.a.	62,957,030	n.a.	n.a.	22,834,275	n.a.	n.a.
888,282,599	728,863,492	21.9	365,452,952	288,250,788	26.8	522,829,646	440,612,704	18.7
47	24	n.a.	62	35	n.a.	39	16	n.a.
207/207	160/181	n.a.	53/53	54/71	n.a.	154/154	106/110	n.a.
746,810,159	700,737,953	6.6	286,892,764	261,442,752	9.7	459,917,395	439,295,201	4.7
69,096,238	n.a.	n.a.	53,314,024	n.a.	n.a.	15,782,214	n.a.	n.a.
51	23	n.a.	64	36	n.a.	42	15	n.a.
156/156	156/156	n.a.	48/48	48/48	n.a.	108/108	108/108	n.a.
347	355	-2.1	295	284	3.8	388	423	-8.2
2,311,681	2,054,656	12.5	1,024,403	1,013,229	1.1	1,287,278	1,041,427	23.6

Total consumption portfolio			thereof office			thereof retail		
2022	2021	Change in %	2022	2021	Change in %	2022	2021	Change in %
43,594	n.a.	n.a.	14,656	n.a.	n.a.	28,938	n.a.	n.a.
43,594	n.a.	n.a.	14,656	n.a.	n.a.	28,938	n.a.	n.a.
61	n.a.	n.a.	65	n.a.	n.a.	58	n.a.	n.a.
39	n.a.	n.a.	34	n.a.	n.a.	42	n.a.	n.a.
0	n.a.	n.a.	1	n.a.	n.a.	0	n.a.	n.a.
31	n.a.	n.a.	37	n.a.	n.a.	28	n.a.	n.a.
207/207	n.a.	n.a.	53/53	n.a.	n.a.	154/154	n.a.	n.a.
38,247	n.a.	n.a.	13,695	n.a.	n.a.	24,553	n.a.	n.a.
38,247	n.a.	n.a.	13,695	n.a.	n.a.	24,553	n.a.	n.a.
61	n.a.	n.a.	65	n.a.	n.a.	60	n.a.	n.a.
38	n.a.	n.a.	35	n.a.	n.a.	40	n.a.	n.a.
0	n.a.	n.a.	1	n.a.	n.a.	0	n.a.	n.a.
24	n.a.	n.a.	35	n.a.	n.a.	18	n.a.	n.a.
156/156	n.a.	n.a.	48/48	n.a.	n.a.	108/108	n.a.	n.a.
19	n.a.	n.a.	14	n.a.	n.a.	22	n.a.	n.a.
2,311,681	n.a.	n.a.	1,024,403	n.a.	n.a.	1,287,278	n.a.	n.a.

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	2022	2021	Change in %
Total energy consumption					
GRI 302-1 (2016)	kWh	Total energy	3,418,933	3,482,504	-1.8
Fuels					
GRI 302-1 (2016)	kWh	Natural gas	318,927	398,232	-19.9
		<i>% from renewable sources</i>	0.0	0.0	0.0
		<i>Coverage¹</i>	6/6	4/5	n. a.
		<i>Share of projections in %</i>	39.9	2.0	
	kWh	Petrol	148,497	78,343	89.5
	kWh	Diesel	504,343	488,547	3.2
Electricity					
GRI 302-1 (2016)	kWh	Electricity	2,317,834	2,035,217	13.9
		<i>% from renewable sources</i>	82.7	64.5	28.3
		<i>Coverage²</i>	15/15	10/11	n. a.
		<i>Share of projections in %</i>	28.5	0.2	
District heating/cooling					
GRI 302-1 (2016)	kWh	District heating	782,172	469,526	66.6
		<i>% from renewable sources</i>	2.7	59.0	-95.4
		<i>Coverage³</i>	10/10	7/8	n. a.
		<i>Share of projections in %</i>	87.3	55.4	
Energy intensity					
Energy-Int GRI 302-5	kWh/sqm	Energy per sqm ^{2,4}	323	276	16.9
		<i>Coverage²</i>	15/15	11/11	n. a.
		<i>Share of projections in %</i>	47.1	100.0	

¹ The population for 2022 corresponds to the number of locations with a natural gas connection.

² The population for 2022 corresponds to the total number of IMMOFINANZ's own locations.

³ The population for 2022 corresponds to the total number of locations with a district heat connection.

⁴ Total energy consumption without fuels (petrol, diesel and electricity for e-vehicles) and water was used for 2022.

Water			Own office locations		
EPRA/GRI Code	Unit	Indicator	2022	2021	Change in %
Water consumption					
GRI 303-1 (2016) Water-Abs	liter	Water from municipal sources/total space	7,834,888	6,800,238	15.2
Water-Int	liter/ sqm	Water from municipal sources/total space	740	647	14.4
		<i>Coverage</i>	15/15	10/11	
		<i>Share of projections in %</i>	81.1	100.0	

Waste			Own office locations		
EPRA/GRI Code	Unit	Indicator	2022	2021	Change in %
Waste generated					
GRI 306-3 (2020) Waste-Abs	tonnes	Waste generated	82		
		Waste generated by type of disposal	82.1		
	in %	Landfilled	68.0	n.a.	n.a.
		Recycled	30.0		
		Composted	2.0		
Waste-Int	kg per sqm	Waste generated	8		
		Coverage	15/15		
		Share of projections in %	36.4	100.0	

Emissions			Own office locations		
EPRA/GRI Code	Unit	Indicator	2022	2021	Change in %
Greenhouse gas emissions¹					
GHG-Dir-Abs GRI 305-1 (2016)		Scope 1	242	264	-8.4
GHG-Indir-Abs GRI 305-2 (2016)		Scope 2 (location-based)	463	748	-38.2
	t CO ₂ e	Scope 2 (market-based)	236	338	-30.0
GHG-Indir-Abs GRI 305-2 (2016)		Scope 3	1,147	n.a.	n.a.
		Scope 1 + 2 (location-based)	705	1,012	-30.4
		Scope 1 + 2 (market-based)	478	602	-20.5
		Scope 1 + 2 + 3 (location-based)	1,852	n.a.	n.a.
		Scope 1 + 2 + 3 (market-based)	1,626	n.a.	n.a.
GHG-Int CRE 3	kg CO ₂ e/sqm	Scope 1 + 2 (location-based)	67	79	-15.6
		Scope 1 + 2 (market-based)	45	602	-92.5
		Scope 1 + 2 + 3 (location-based)	175	n.a.	n.a.
		Scope 1 + 2 + 3 (market-based)	154	n.a.	n.a.
		Coverage	15/15	11/11	

¹ Due to the iterative process used and the improved methodology, a direct comparison between 2021 and 2022 is currently not possible. Regarding allocation to scopes, all CO₂e values were allocated to the company in the 2021 financial year. This results in a shift in values from Scope 1 and Scope 2 to Scope 3.

Indicators on socially sustainable workplaces & employee satisfaction at IMMOFINANZ

	2022	2021	
Employees by employment contract (permanent/temporary)	Number	Number	Change in total number in %
By region			
Austria	151	166	-9.0
thereof permanent	151	162	-6.8
thereof temporary	0	4	-100.0
Germany	15	16	-6.3
thereof permanent	13	14	-7.1
thereof temporary	2	2	0.0
Czech Republic	0	20	-100.0
thereof permanent	0	19	-100.0
thereof temporary	0	1	-100.0
Serbia	0	13	-100.0
thereof permanent	0	12	-100.0
thereof temporary	0	1	-100.0
Croatia	1	13	-92.3
thereof permanent	1	13	-92.3
thereof temporary	0	0	0.0
Hungary	0	24	-100.0
thereof permanent	0	24	-100.0
thereof temporary	0	0	0.0
Poland	0	45	-100.0
thereof permanent	0	41	-100.0
thereof temporary	0	4	-100.0
Romania	0	42	-100.0
thereof permanent	0	38	-100.0
thereof temporary	0	4	-100.0
Slovakia	0	23	-100.0
thereof permanent	0	17	-100.0
thereof temporary	0	6	-100.0
Italy	3	3	0.0
thereof permanent	3	3	0.0
thereof temporary	0	0	0.0
By gender			
Permanent	168	343	-51.0
thereof female	95	210	-54.8
thereof male	73	133	-45.1
Temporary	2	22	-90.9
thereof female	2	14	-85.7
thereof male	0	8	-100.0

GRI Code		2022	2021
GRI 2-30	Percentage of total employees covered by collective bargaining agreements in %	88.8	45.5

EPRA/ GRI Code	Training hours ¹	2022		2021		Change in hours hours/HC in %
		Total hours	Per employee	Total hours	Per employee	
	IMMOFINANZ	2,630	16	5,487	15	3.7
	By gender					
	thereof female	1,358	14	3,779	17	-17.2
	thereof male	1,272	17	1,708	12	43.9
	By age group					
Emp-Training	thereof < 30 years	499	12	1,505	17	-26.3
GRI 404-1	thereof 30-50 years	1,795	17	3,761	15	10.8
	thereof > 50 years	337	16	221	10	66.9
	By employee category					
	thereof managers	862	22	959	16	39.0
	thereof non- management employees	1,768	14	4,528	15	-8.7

¹ Training hours refer to the number of hours completed by employees active as at 31 December.

EPRA Code	Occupational health and safety employees ¹	2022	2021
	Number of work-related injuries ²	2	1
	Injury rate in % ³	0.0	0.0
H&S-Emp	Total lost days ⁴	0	0
	Lost day rate in % ⁵	0.0	0.0
	Absences in days ⁶	1,348	1,469
	Absentee rate in % ⁷	3.9	3.4
	Work-related fatalities	0	0

¹ Limited comparability of indicators: the assessment and reporting for 2021 was done for Austria while indicators for 2022 referred to employees in Austria, Italy and Germany.

² Minor accident in 2021 in the office, which did not lead to any lost days, same in 2022.

³ Number of occupational accidents/total hours worked

⁴ Number of days lost due to occupational accidents

⁵ Number of days lost due to occupational accidents/total hours worked. Due to an error in calculation, the rate for 2021 was corrected from 0.04 to 0.00.

⁶ Number of absence days (work-related accidents and illness)

⁷ Number of absence days due to illness/total days worked.

EPRA/ GRI Code	New employees ¹	2022		2021		Change in total in %
		Total number	Rate for new hires in %	Total number	Rate for new hires in % ²	
	IMMOFINANZ	63	37.1	92	25.2	-31.5
	By gender					
	thereof female	40	63.5	58	63.0	-31.0
	thereof male	23	36.5	34	37.0	-32.4
	By age group					
	thereof < 30 years	22	34.9	46	50.0	-52.2
	thereof 30–50 years	36	57.1	44	47.8	-18.2
	thereof > 50 years	5	7.9	2	2.2	150.0
	By region					
Emp-Turnover GRI 401-1 (2016)	thereof Austria	30	47.6	33	35.9	-9.1
	thereof Germany	4	6.3	6	6.5	-33.3
	thereof Czech Re- public	3	4.8	5	5.4	-40.0
	thereof Hungary	6	9.5	10	10.9	-40.0
	thereof Poland	6	9.5	8	8.7	-25.0
	thereof Romania	4	6.3	8	8.7	-50.0
	thereof Serbia	3	4.8	4	4.3	-25.0
	thereof Croatia	3	4.8	12	13.0	-75.0
	thereof Slovakia	3	4.8	5	5.4	-40.0
	thereof Italy	1	1.6	1	1.1	0.0

¹ 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.

² Due to a deviation in methodology, the "Rate for new hires" for 2021 was corrected to make it comparable with 2022.

EPRA/ GRI Code	Employee turnover	2022		2021		Change in total in %
		Total number	Turnover rate in %	Total number	Turnover rate in % ²	
	IMMOFINANZ	92	21.6	59	14.3	55.9
	By gender					
	thereof female	51	19.5	35	14.0	45.7
	thereof male	41	25.2	24	14.7	70.8
	By age group					
	thereof < 30 years	27	27.0	19	17.6	42.1
	thereof 30–50 years	58	19.9	38	13.2	52.6
	thereof > 50 years	7	20.6	2	11.1	250.0
	By region					
Emp-Turnover GRI 401-1 (2016)	thereof Austria	38	19.6	24	12.6	58.3
	thereof Germany	5	25.0	5	27.8	0.0
	thereof Czech Re- public	12	48.0	5	20.8	140.0
	thereof Hungary	10	33.3	5	16.1	100.0
	thereof Poland	19	38.8	12	25.0	58.3
	thereof Romania	4	8.5	3	6.1	33.3
	thereof Serbia	2	12.5	4	22.2	-50.0
	thereof Croatia	0	0.0	0	n.a.	0.0
	thereof Slovakia	1	4.2	1	4.5	0.0
	thereof Italy	1	25.0	n.a.	n.a.	n.a.

¹ Departures excluding parental leave; turnover as per Schlüter formula: Departures/(Number as of 1 January + additions)

² Due to a deviation in methodology, the "Turnover rate" for 2021 was corrected to make it comparable with 2022.

GRI Code	Parental leave	2022	2021	Change in total number of employees in %
	Total number of employees that were entitled to parental leave	166	344	-51.7
	thereof female	97	207	-53.1
	thereof male	69	127	-45.7
	Total number of employees that took parental leave	13	34	-61.8
	thereof female	11	33	-66.7
	thereof male	2	1	n.a.
	Total number of employees that returned to work in the reporting period after parental leave ended	6	9	-33.3
	thereof female	4	8	-50.0
GRI 401-3	thereof male	2	1	n.a.
	Total number of employees that returned to work after parental leave ended that were still employed twelve months after their return to work	9	23	-60.9
	thereof female	8	21	-61.9
	thereof male	1	2	n.a.
	Return to work rate in %	100	82	22.0
	thereof female	100	80	25.0
	thereof male	100	100	n.a.
	Retention rate in %	75	74	1.4
	thereof female	73	72	1.4
	thereof male	100	100	n.a.

EPRA index

This sustainability report has been prepared in accordance with the principles and criteria of the sustainability reporting framework “EPRA Sustainability Best Practices Recommendations Guidelines – Third Version September 2017” of the European Public Real Estate Association (EPRA). The description of the Overall Recommendations can be found in the section “Basis for preparation” on page 49.

EPRA Code		Page	Note
Green buildings and environment			
Elec-Abs	Total electricity consumption	52-53	
Elec-LfL	Like-for-like total electricity consumption	52-53	
DH&C-Abs	Total district heating & cooling consumption	52-53	
DH&C-LfL	Like-for-like total district heating & cooling consumption	52-53	
Fuels-Abs	Total fuel consumption	52-53	
Fuels-LfL	Like-for-like total fuel consumption	52-53	
Energy-Int	Building energy intensity	52-53	
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	54-55, 59	
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	59	
GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	54-55, 59	
Water-Abs	Total water consumption	56-57, 58	Water is obtained exclusively from municipal utilities.
Water-LfL	Like-for-like total water consumption	56-57	
Water-Int	Building water intensity	56-57, 58	
Waste-Abs	Total weight of waste by disposal route	56-57, 59	
Waste-LfL	Like-for-like total weight of waste by disposal route	56-57	Not reported this year as waste is reported for the first time.
Tenant			
Cert-Tot	Type and number of sustainably certified assets	55-56	
H&S-Asset	Asset health and safety assessments	38	
H&S-Comp	Asset health and safety compliance		There is currently no uniform recording of incidents of non-compliance; reporting is under development. A qualitative description is given on page 38.
Employees			
Diversity-Emp	Employee gender diversity	43	
Diversity-Pay	Gender pay ratio	42	
Emp-Training	Training and development	61	
Emp-Dev	Employee performance appraisals	40	
Emp-Turnover	Employee turnover and retention	62	
H&S-Emp	Employee health and safety	61	
Company			
Gov-Board	Composition of the highest governance body	16	
Gov-Select	Nominating and selecting the highest governance body	16	
Gov-Col	Process for managing conflicts of interest	16	

GRI index

This non-financial statement has been prepared in accordance with the principles and criteria of the Global Reporting Initiative's internationally recognised Sustainability Reporting Framework. This report has been prepared in accordance with the GRI standards. This document refers to the selective disclosures of the GRI standards listed in the following index:

GRI 2	GRI standard	Disclosure	Page	Remarks & omissions
The organisation and its reporting practices				
	GRI 2-1	Organisational details		
	GRI 2-1	Location of its headquarters		IMMOFINANZ AG Wienerbergstrasse 9 1100 Vienna Austria
	GRI 2-2	Entities included in the organisation's sustainability reporting	49	
	GRI 2-3	Reporting period, frequency and contact point		01 01 2022–31 12 2022, yearly, Ulrike Gehmacher, ulrike-gehmacher@immofinanz.com Publication date: 30 03 2023
	GRI 2-4	Restatements of information		Due to a methodological discrepancy, the sick leave, absenteeism and turnover rates for 2021 were corrected to be comparable with 2022.
	GRI 2-5	External assurance		Not applicable as no external assurance will take place.
Activities and workers				
	GRI 2-6	Activities, value chain and other business relationships	7, 48–49	
	GRI 2-7	Employees	47, 60	
	GRI 2-8	Workers who are not employees		Not applicable as there are no non-employees.
Governance				
	GRI 2-9	Governance structure and composition		See corporate governance report in the 2022 annual report.
	GRI 2-10	Nomination and selection of the highest governance body		See corporate governance report in the 2022 annual report.
	GRI 2-11	Chair of the highest governance body		See corporate governance report in the 2022 annual report.
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts		See corporate governance report in the 2022 annual report.
	GRI 2-13	Delegation of responsibility for managing impacts	9	See corporate governance report in the 2022 annual report.
	GRI 2-14	Role of the highest governance body in sustainability reporting	9	
	GRI 2-15	Conflicts of interest		See corporate governance report in the 2022 annual report.
	GRI 2-16	Communication of critical concerns		In accordance with the Stock Corporation Act, critical issues can be communicated in the Supervisory Board meetings. See the rules of procedure of the Executive & Supervisory Board.
	GRI 2-17	Collective knowledge of the highest governance body		See corporate governance report in the 2022 annual report.
	GRI 2-18	Evaluation of the performance of the highest governance body		See corporate governance report in the 2022 annual report.
	GRI 2-19	Remuneration policies		See compensation on IMMOFINANZ website https://immofinanz.com .
	GRI 2-20	Process to determine remuneration		See corporate governance report in the 2022 annual report.
	GRI 2-21	Annual total compensation ratio		See compensation report on IMMOFINANZ website https://immofinanz.com .

GRI 2	GRI standard	Disclosure	Page	Remarks & omissions
Strategy, policies and practices				
	GRI 2-22	Statement on sustainable development strategy	7	
	GRI 2-23	Policy commitments	13–14, 16–17, 19, 49	
	GRI 2-23	b. ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organisation gives particular attention to in the commitment		See the Human Rights Policy Statement starting on page 16.
	GRI 2-23	c. provide links to the policy commitments		Human Rights Policy Statement https://immofinanz.com/en/sustainability , IMMOFINANZ website https://immofinanz.com
	GRI 2-24	Embedding policy commitments	16–17, 19, 22, 26, 29–30, 33, 36, 38, 40–41, 44, 46, 48	
	GRI 2-25	Processes to remediate negative impacts	17, 49	
	GRI 2-25	d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms		Not relevant. To date, no stakeholders have been involved in the design, review, operation and improvement of the whistleblower hotline.
	GRI 2-25	e. describe how the organisation tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback		Not relevant. To date, no stakeholder feedback has been obtained in relation to the whistleblower hotline.
	GRI 2-26	Mechanisms for seeking advice and raising concerns	16–17	
	GRI 2-27	Compliance with laws and regulations		Not relevant. There were no violations of laws and regulations in the 2022 financial year.
	GRI 2-28	Membership associations	14f	
Stakeholder engagement				
	GRI 2-29	Approach to stakeholder engagement	12f	
	GRI 2-30	Collective bargaining agreements	60	

GRI 2	GRI standard	Disclosure	Page	Remarks & omissions
Disclosures on material topics				
	GRI 3-1	Process to determine material topics	10f	
	GRI 3-2	List of material topics	11	
Governance body				
	GRI 3-3	Management of material topics	15	
	GRI 2-9	Governance structure and composition		See corporate governance report in the 2022 annual report.
	GRI 2-10	Nomination and selection of the highest governance body		See corporate governance report in the 2022 annual report.
	GRI 2-15	Conflicts of interest		See corporate governance report in the 2022 annual report.
Business Compliance and Ethics				
	GRI 3-3	Management of material topics	16	
	GRI 3-3	d. ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.
	GRI 3-3	e. iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.
	GRI 3-3	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.
GRI 207: Tax 2019	GRI 207-1	Approach to tax	18	
	GRI 207-2	Tax governance, control, and risk management	18	
	GRI 207-3	Stakeholder engagement and management of concerns related to tax		This information is not yet available. The first disclosure will take place in FY 2023.
	GRI 207-4	Country-by-country reporting		Not relevant. The revenue threshold was exceeded for the first time in FY 2022. The first disclosure will take place in in FY 2023.
Anti-Bribery and Anti-Corruption				
	GRI 3-3	Management of material topics	17	
	GRI 3-3	d. ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.
	GRI 3-3	e. iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.
	GRI 3-3	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.

GRI 2	GRI standard	Disclosure	Page	Remarks & omissions
Disclosures on material topics				
Anti-Bribery and Anti-Corruption				
GRI 205: Anti-corruption 2016	GRI 205-1	Operations assessed for risks related to corruption	14	
	GRI 205-1	a. Total number and percentage of operations assessed for risks related to corruption.		See risk report in the 2022 annual report starting on page 99.
	GRI 205-2	Communication and training about anti-corruption policies and procedures	16	
	GRI 205-2	c. Total number and percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region.		The information is not yet available. Development of a supplier code of conduct is planned by FY 2024.
	GRI 205-3	Confirmed incidents of corruption and actions taken	17	
GRI 206: Anti-competitive Behavior 2016	GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	17	
GRI 207: Tax 2019	GRI 207-1	Approach to tax	18	
	GRI 207-2	Tax governance, control, and risk management	18	
	GRI 207-3	Stakeholder engagement and management of concerns related to tax		This information is not yet available. The first disclosure will take place in FY 2023.
	GRI 207-4	Country-by-country reporting		Not relevant. The revenue threshold was exceeded for the first time in FY 2022. The first disclosure will take place in FY 2023.
GRI 415: Public Policy 2016	GRI 415-1	Political contributions	18	
Data protection and data safety				
	GRI 3-3	Management of material topics	19	
	GRI 3-3	e. iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.
	GRI 3-3	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.
GRI 418: Customer Privacy 2016	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	19	
Risk management				
	GRI 3-3	Management of material topics	19	See risk report in the 2022 annual report starting on page 99.

GRI 2	GRI standard	Disclosure	Page	Remarks & omissions
Disclosures on material topics				
CO₂ reduction				
	GRI 3-3	Management of material topics	22	
GRI 305: Emissions 2016	GRI 305-1	Direct (Scope 1) GHG emissions	25	
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	25	
	GRI 305-3	Other indirect (Scope 3) GHG emissions	25	
	GRI 305-4	GHG emissions intensity	25	
CRE 3		Greenhouse gas intensity of buildings	25	
Energy efficiency				
	GRI 3-3	Management of material topics	26	
GRI 302: Energy 2016	GRI 302-1	Energy consumption within the organisation	52	
	GRI 302-3	Energy intensity	52	
	GRI 302-4	Reduction of energy consumption		The information is not yet available. Smart meter rollout is planned for FY 2025.
Renewable energy				
	GRI 3-3	Management of material topics	29	
	GRI 3-3	e. iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.
	GRI 3-3	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.
GRI 302: Energy 2016	GRI 302-1	Energy consumption within the organisation	52	
	GRI 302-3	Energy intensity	52	
	GRI 302-4	Reduction of energy consumption		The information is not yet available. Smart meter rollout is planned for FY 2025.
CRE 1		Energy intensity of buildings	52	
CRE 8		Sustainability certifications	28	
Cert-Tot		Type and number of sustainably certified assets	28	
Circularity & Life Cycle Management				
	GRI 3-3	Management of material topics	30	
	GRI 3-3	d. ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation		The information is not yet available. A circular economy plan is to be drawn up in FY 2024.
	GRI 3-3	e. iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures		The information is not yet available. A circular economy plan is to be drawn up in FY 2024.
GRI 306: Waste 2020	GRI 306-1	Waste generation and significant waste-related impacts		The information is not yet available. The development of a strategy is planned.
	GRI 306-2	Management of significant waste-related impacts		The information is not yet available. The development of a strategy is planned.
	GRI 306-3	Waste generated	56	
	GRI 306-4	Waste diverted from disposal	56	
	GRI 306-5	Waste directed to disposal	56	

GRI 2	GRI standard	Disclosure	Page	Remarks & omissions
Disclosures on material topics				
Circularity & Life Cycle Management				
GRI 303: Water and Effluents 2018	GRI 303-1	Interactions with water as a shared resource	56	
	GRI 303-1	b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used		The information is not yet available. The development of a strategy is planned.
	GRI 303-1	c. A description of how water-related impacts are addressed, including how the organisation works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts		The information is not yet available. The development of a strategy is planned.
	GRI 303-1	d. An explanation of the process for setting any water-related goals and targets that are part of the organisation's approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress		The information is not yet available. The development of a strategy is planned.
	GRI 303-3	Water withdrawal	56	
CRE 2		Water intensity of buildings	56	
Green mobility				
	GRI 3-3	Management of material topics	31	
	GRI 3-3	d. describe actions taken to manage the topic and related impacts		The information is not yet available. No Group-wide rollout plan due to the transformation.
	GRI 3-3	e. i. processes used to track the effectiveness of the actions		The information is not yet available. No Group-wide rollout plan due to the transformation.
	GRI 3-3	e. iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures;		The information is not yet available. No Group-wide rollout plan due to the transformation.
Own indicator		Number of charging stations	31	
Biodiversity & responsible land use				
	GRI 3-3	Management of material topics	33	
	GRI 3-3	d. i. actions to prevent or mitigate potential negative impacts		The information is not yet available. In the future, criteria for biodiversity management will be defined taking into account the EU Taxonomy.
	GRI 3-3	d. ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation		The information is not yet available. In the future, criteria for biodiversity management will be defined taking into account the EU Taxonomy.
	GRI 3-3	e. iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures		The information is not yet available. In the future, criteria for biodiversity management will be defined taking into account the EU Taxonomy.
	GRI 3-3	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)		The information is not yet available. In the future, criteria for biodiversity management will be defined taking into account the EU Taxonomy.

GRI 2	GRI standard	Disclosure	Page	Remarks & omissions
Disclosures on material topics				
Biodiversity & responsible land use				
GRI 304: Biodiversity 2016	GRI 304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas		The information is not yet available. First disclosure in FY 2023.
	GRI 304-2	Significant impacts of activities, products and services on biodiversity		The information is not yet available. First disclosure in FY 2023.
	GRI 304-3	Habitats protected or restored		Not relevant. No building permits are issued on protected areas.
	GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		Not relevant. No building permits are issued on protected areas.
Customer focus				
GRI 416: Customer Health and Safety 2016	GRI 3-3	Management of material topics	36	
	GRI 416-1	Assessment of the health and safety impacts of product and service categories	38	
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		The information is not yet available. The development of a strategy is planned.
Socially sustainable living space				
GRI 203: Indirect Economic Impacts 2016	GRI 3-3	Management of material topics	38	
	GRI 3-3	e. iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.
	GRI 203-1	Infrastructure investments and services supported	31, 38	
Employee development				
GRI 404: Training and Education 2016	GRI 3-3	Management of material topics	40	
	GRI 3-3	e. iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.
	GRI 3-3	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.
	GRI 404-1	Average hours of training per year per employee	61	
	GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes	40-41	
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	40	

GRI 2	GRI standard	Disclosure	Page	Remarks & omissions
Disclosures on material topics				
Employee development				
GRI 401: Employment 2016	GRI 401-1	New employee hires and employee turnover	62	
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	35	
	GRI 401-3	Parental leave	63	
Diversity, Equal Opportunity and Inclusion				
GRI 401: Employment 2016	GRI 3-3	Management of material topics	41	
	GRI 3-3	b. report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships		Embedded in the company's Code of Conduct. However, no DEI policy is in place yet.
	GRI 3-3	e. iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures		The gender pay ratio was analysed in the reporting period and corresponding salary adjustments were made.
GRI 401: Employment 2016	GRI 401-1	New employee hires and employee turnover	62	
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	35	
	GRI 401-3	Parental leave	63	
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1	Diversity of governance bodies and employees	43	
	GRI 405-2	Ratio of basic salary and remuneration of women to men	42	
GRI 406: Non-discrimination 2016	GRI 406-1	Incidents of discrimination and corrective actions taken	42	
Employee satisfaction				
GRI 401: Employment 2016	GRI 3-3	Management of material topics	44	
	GRI 3-3	e. iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures		The information is not yet available. The project started in FY 2022. The evaluation is planned for the coming years.
	GRI 401-1	New employee hires and employee turnover	62	
GRI 401: Employment 2016	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	35	
	GRI 401-3	Parental leave	63	

GRI 2	GRI standard	Disclosure	Page	Remarks & omissions
Disclosures on material topics				
Social Commitment				
	GRI 3-3	Management of material topics	46	
	GRI 3-3	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights		The information is not yet available. The emergency relief structure will be in place by FY 2023. Group-wide key topics in the area of social commitment still have to be defined.
	GRI 3-3	b. report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships		The information is not yet available. The emergency relief structure will be in place by FY 2023. Group-wide key topics in the area of social commitment still have to be defined.
	GRI 3-3	e. iii. the effectiveness of the actions, including progress toward the goals and targets		The information is not yet available. The emergency relief structure will be in place by FY 2023. Group-wide key topics in the area of social commitment still have to be defined.
GRI 413: Local Communities 2016	GRI 413-1	Operations with local community engagement, impact assessments, and development programmes	46	
Environmental and social impacts along the supply chain				
	GRI 3-3	Management of material topics	48	
	GRI 3-3	b. report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships		This information is not yet available. Implementation of the auditing programme and supplier evaluation is planned by FY 2024.
	GRI 3-3	e. report the following information about tracking the effectiveness of the actions taken		This information is not yet available. Implementation of the auditing programme and supplier evaluation is planned by FY 2024.
GRI 204: Procurement Practices 2016	GRI 204-1	Proportion of spending on local suppliers	48	
GRI 308: Supplier Environmental Assessment 2016	GRI 308-1	New suppliers that were screened using environmental criteria		This information is not yet available. Implementation of the auditing programme and supplier evaluation is planned by FY 2024.
	GRI 308-2	Negative environmental impacts in the supply chain and actions taken		
GRI 414: Supplier Social Assessment 2016	GRI 414-1	New suppliers that were screened using social criteria		This information is not yet available. Implementation of the auditing programme and supplier evaluation is planned by FY 2024.
	GRI 414-2	Negative social impacts in the supply chain and actions taken		This information is not yet available. Implementation of the auditing programme and supplier evaluation is planned by FY 2024.
GRI 408: Child Labour 2016	GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	49	
GRI 409: Forced or Compulsory Labour 2016	GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour		The information is not yet available. Human Rights Due Diligence and Minimum Social Safeguards review is planned for FY 2023.

Reporting according to Art. 8 of the Taxonomy Regulation of the European Union

Reporting practice

Taxonomy eligibility of the IMMOFINANZ Group

In 2021, the IMMOFINANZ Group thoroughly analysed the criteria of the Commission Delegated Regulation (EU) 2021/2139 in a multi-stage process. In this process, only the economic activity under “7.7 Acquisition and ownership of buildings” was identified as a relevant economic activity for the business model of the IMMOFINANZ Group. The process was repeated in 2022. However, no new economic activities were identified.

As the economic activity “7.7 Acquisition and ownership of buildings” does not constitute an enabling activity pursuant to Article 16 of Regulation (EU) 2020/852, no revenues may be reported as taxonomy-eligible or taxonomy-aligned under the environmental objective climate change adaptation*. In addition, no adaptation solutions for significant physical climate risks have been implemented so far, which is why no capital expenditures (CapEx) or operating expenditures (OpEx) can currently be reported under the above-mentioned environmental objective. As currently only criteria for the environmental objectives climate change mitigation and climate change adaptation have been published by the European Commission, the following disclosures are limited to the first environmental objective, climate change mitigation; therefore, multiple counting pursuant to Art. 1.2.2.2 (c) of Annex I of the Delegated Act supplementing Art. 8 is excluded.

The economic activity is described as follows in the Climate Delegated Act (Annex I): “Buying of real estate and exercising ownership of that real estate”** and thus corresponds to the core business activity of the IMMOFINANZ Group, which aims to generate rental income from rented office buildings, retail parks and shopping centers.

Since the description of economic activity 7.7 and the definition of the technical screening criteria are based on the exercise of ownership of real estate, neither revenues, CapEx nor OpEx in connection with undeveloped land are subsumed under this economic activity.

Additions to other intangible assets and other tangible assets are also classified as non-taxonomy-eligible.

With effect from 27 December 2022, IMMOFINANZ acquired a majority stake in S IMMO, which is consequently included through full consolidation in the 2022 consolidated financial statements. The consolidated approach is also decisive for the assessment of key performance indicators within the framework of the EU Taxonomy. The additions to assets resulting from the initial consolidation of S IMMO are reported as capital expenditures pursuant to the EU Taxonomy. Starting on 27 December 2022, the S IMMO Group did not contribute to revenues and net profit or loss for the period. Consolidated revenues and operating expenses of the IMMOFINANZ Group therefore do not include those of the S IMMO Group.

Taxonomy alignment of the IMMOFINANZ Group

The 2022 financial year is the first year of application for reporting on taxonomy alignment. The Taxonomy Regulation and the corresponding delegated acts still contain open definitions and criteria requiring explanation whose interpretation is subject to uncertainties. In addition, no sector-specific best practice approach to interpreting the criteria has yet developed. Therefore, the IMMOFINANZ Group has decided to choose a conservative and strict assessment approach in accordance with the entire non-financial reporting. The IMMOFINANZ Group is aware that a less stringent interpretation of the criteria by other market participants may possibly lead to significantly higher shares of taxonomy-aligned activities.

* FAQ 18: Draft commission notice on the interpretation and implementation of certain legal provisions of the Disclosures Delegated Act under Article 8 of EU Taxonomy Regulation on the reporting of taxonomy-eligible and taxonomy-aligned economic activities and assets (second Commission Notice)

** https://eur-lex.europa.eu/resource.html?uri=cellard84ec73c-c773-11eb-a925-01aa75ed71a1.0014.02/DOC_2&format=PDF

Substantial contribution to climate change mitigation (SC)

To analyse whether a building of the IMMOFINANZ Group's portfolio makes a substantial contribution to the environmental objective climate change mitigation, the first step was to differentiate whether or not the application for a building permit for the respective building was submitted before 31 December 2020. This leads to different assessment criteria for a significant contribution in the economic activity 7.7.

For buildings for which an application for a building permit was submitted before 31 December 2020, it was first examined whether the energy performance certificate (EPC) of the building shows an energy class. A substantial contribution to climate change mitigation is made if the energy class of the building is at least class A. This calculation method was applied to all countries relevant for the IMMOFINANZ Group, apart from Poland and Germany. As no energy classes exist in these exceptional cases, an alternative calculation method was used here. Instead of the energy class, the primary energy demand (PED) of the building is considered, as is done for buildings for which the building permit application was submitted after 31 December 2020. If the nationally defined threshold value for nearly zero-energy buildings is undercut by at least 10%, this part of the criterion is also considered to be met. The IMMOFINANZ Group currently refrains from an assessment based on the top 15% of the national or regional building stock in relation to primary energy demand due to lack of feasibility and data. For office buildings, retail parks and shopping centers with heating systems, systems for combined space heating and ventilation, air-conditioning systems or systems for combined air conditioning and ventilation with more than 290 kW, it was subsequently examined whether they are efficiently operated.

For buildings for which the building permit application was submitted after 31 December 2020, it must be verified whether the primary energy demand of the respective building is at least 10% below the national threshold for nearly zero-energy buildings. In addition, it must be determined, whether the usable space of the building exceeds 5,000 sqm. If this is the case, these buildings must additionally undergo testing for airtightness and thermal integration upon completion, and the life cycle global warming potential (GWP) must be disclosed for each stage of the life cycle. Since there are currently no life cycle assessments for these properties, taxonomy alignment cannot yet be shown in this category.

Do no significant harm (DNSH)

In accordance with the requirements of the economic activity "7.7 Acquisition and ownership of buildings", the IMMOFINANZ Group conducts a climate risk and vulnerability assessment at the site level for the entire economic activity in order to prevent significant harm to the environmental objective climate change adaptation. The specific climate-related hazards at the affected sites were substantiated using future projections. In doing so, a model of a time horizon until 2050 has been used so far assuming the worst-case scenario (RCP 8.5). The resulting adaptation measures will be reviewed in the 2023 financial year in order to further improve the resilience of the IMMOFINANZ Group to physical climate risks through future investments. DNSH criteria regarding other environmental objectives are not planned for the economic activity 7.7 according to the Commission Delegated Regulation (EU) 2021/2139.

Minimum social safeguards (MSS)

Since the European Commission has not specified a detailed approach for the application of the minimum social safeguards requirements in its most recently published FAQs, the IMMOFINANZ Group has based the screening of the criteria on the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights including the ILO Fundamental Principles and Rights at Work and the International Charter of Human Rights as well as the recommendations of the Platform on Sustainable Finance (PSF) and their "Final Report on Minimum Safeguards" of October 2022.

In this context, the topics of human rights (including labour and consumer rights), anti-bribery and anti-corruption, taxes and fair competition were addressed. On the topic of human rights, the IMMOFINANZ Group adheres to the six-step due diligence process to prevent significant harm according to the guidelines within the OECD.

Performance indicators of the EU Taxonomy

The key performance indicators at a glance

	2022			
	Total in MEUR	Proportion of taxonomy-aligned economic activities in %	Proportion of taxonomy-eligible economic activities (not taxonomy-aligned) in %	Proportion of non-taxonomy-eligible economic activities in %
Revenue	422.2	14.2	85.7	0.1
Capital expenditures (CapEx)	3,702.3	7.4	92.2	0.4
Operating expenditures (OpEx)	25.6	12.0	87.9	0.0

The complete tables on Art. 2 no. 2 Commission Delegated Regulation 2021/2178 can be found on pages 78–83.

Revenues

The proportion of taxonomy-aligned economic activities in total revenues was calculated as the part of net revenues derived from products and services associated with taxonomy-aligned economic activities (numerator), divided by net revenues (denominator), each for the financial year from 1 January 2022 to 31 December 2022.

In accordance with the Delegated Act on Art. 8 of the EU Taxonomy, the revenue KPI is based on the consolidated revenues of the IMMOFINANZ Group (see the consolidated income statement in the consolidated financial statements of the 2022 annual report, page 191) and relates primarily to rental income and operating costs charged to tenants. The numerator of the revenue KPI is based on the taxonomy-aligned proportion of the economic activity “7.7 Acquisition and ownership of buildings” with reference to making a substantial contribution to the environmental objective climate change mitigation and is broken down into the following items:

	in MEUR
Revenues from contracts with customers	118.6
Revenues from leases	300.2
Other revenues	3.4
Total	422.2

Capital expenditures (CapEx)

The key performance indicator capital expenditure (CapEx) is defined as the proportion of taxonomy-aligned capital expenditures (numerator) divided by the IMMOFINANZ Group's total capital expenditures (denominator).

The denominator comprises additions to investment property, property under construction, owner-operated property, other tangible assets and intangible assets for the 2022 financial year before depreciation and amortisation and revaluations. In the denominator, additions resulting from business combinations are taken into account analogously. Our total capital expenditures essentially correspond to the sum of additions including changes in the scope of consolidation in accordance with the statement of changes in fixed assets (see pages 216 and 227 of our 2022 annual report's consolidated financial statements). Differences result from including additions to owner-operated property, other tangible assets and intangible assets in the denominator of the CapEx KPI which are not presented separately in the notes.

The numerator includes capital expenditures related to assets or processes that are associated with taxonomy-aligned proportions of economic activity 7.7. Here, the IMMOFINANZ Group considered capital expenditures that are material to maintaining and performing the economic activity. The principle of allocation here is the generation of external revenues through the economic activity “7.7 Acquisition and ownership of buildings”.

Consequently, all capital expenditures in taxonomy-aligned properties are considered in the numerator of the performance indicator.

The IMMOFINANZ Group analysed the requirements for a CapEx plan, and came to the decision not to prepare a CapEx plan in the 2022 financial year. This is because prior to preparing the CapEx plan it must be ensured that any upgrading measures can actually guarantee meeting the criteria to make a substantial contribution to one of the environmental objectives. The preparation of a CapEx plan shall therefore be aimed for in the 2023 financial year.

As demonstrating the acquisition of taxonomy-aligned products or services in line with CapEx category C was not feasible in the first year of taxonomy alignment reporting from the IMMOFINANZ Group's perspective and no certificates to confirm taxonomy alignment have been implemented to date, the presentation of taxonomy-aligned capital expenditures of category C is not possible at the present time. In order to avoid double counting of capital expenditures, the IMMOFINANZ Group recognised capital expenditures which would fall under both category A and category C under category A, provided that they relate to properties in the rented portfolio.

The numerator of taxonomy-aligned capital expenditures can be broken down as follows in accordance with Annex 1 of the Commission Delegated Regulation (EU) 2021/2178:

	in MEUR
IAS 16 Property, Plant and Equipment	0.0
IAS 40 Investment Property	275.6
IFRS 16 Leases (>12 months)	0.0
Total	275.6
thereof resulting from changes in the scope of consolidation	232.5

Operating expenditure (OpEx)

The key performance indicator operating expenditure (OpEx) is defined as the proportion of taxonomy-aligned operating expenditures (numerator) divided by total operating expenditures (denominator). The classification of the operating expenditures can be derived analogously from the categories of capital expenditures.

Total operating expenditures consist of non-capitalised costs that relate to building renovation measures, maintenance and repair as well as any other direct expenditures in connection with the day-to-day servicing of investment property, property under construction and owner-operated property.

The numerator of taxonomy-aligned operating expenditure can be broken down as follows pursuant to Annex 1 of the Commission Delegated Regulation (EU) 2021/2178:

	in MEUR
Costs related to building renovation measures	0.4
Maintenance and repair costs	2.7
Total	3.1

We exclude direct training costs from the denominator and the numerator. The reason is that Annex I of the Delegated Act on the disclosure only lists these costs for the numerator, which does not allow for a mathematically meaningful calculation of the OpEx KPI.

Notification form: Revenue share of goods and services associated with taxonomy-aligned economic activities – Disclosure for financial year 2022

Economic activities (1)	Code(s) (2)	Absolute revenues (3) in MEUR	Proportion of revenues (4) in %	Substantial contribution criteria					
				Climate Change Mitigation (CCM) (5) in %	Climate Change Adaptation (CCA) (6) in %	Water and marine resources (7) in %	Circular economy (8) in %	Pollution (9) in %	Biodiversity and ecosystems (10) in %
A. Taxonomy-eligible activities									
A.1. Environmentally sustainable activities (taxonomy-aligned)									
Acquisition and ownership of buildings	7.7 (Annex I)/ L68	59.9	14.2	14.2	0.0	-	-	-	-
Revenues of environmentally sustainable activities (taxonomy-aligned) (A.1)		59.9	14.2	14.2	0.0	-	-	-	-
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned)									
Acquisition and ownership of buildings	7.7 (Annex I)/ L68	362.0	85.7						
Revenues of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned) (A.2)		362.0	85.7						
Total (A.1 + A.2)		421.9	99.9						
B. Taxonomy-non-eligible activities									
Revenues of taxonomy-non-eligible activities (B)		0.3	0.1						
Total (A + B)		422.2	100.0						

Notification form: OpEx share of goods and services associated with taxonomy-aligned economic activities – Disclosure for financial year 2022

Economic activities (1)	Code(s) (2)	Absolute OpEx (3) in MEUR	Proportion of OpEx (4) in %	Substantial contribution criteria					
				Climate Change Mitigation (CCM) (5) in %	Climate Change Adaptation (CCA) (6) in %	Water and marine resources (7) in %	Circular economy (8) in %	Pollution (9) in %	Biodiversity and ecosystems (10) in %
A. Taxonomy-eligible activities									
A.1. Environmentally sustainable activities (taxonomy-aligned)									
Acquisition and ownership of buildings	7.7 (Annex I)/ L68	3.1	12.0	12.0	0.0	-	-	-	-
OpEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		3.1	12.0	12.0	0.0	-	-	-	-
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned)									
Acquisition and ownership of buildings	7.7 (Annex I)/ L68	22.5	87.9						
OpEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned) (A.2)		22.5	87.9						
Total (A.1 + A.2)		25.6	100.0						
B. Taxonomy-non-eligible activities									
OpEx of taxonomy-non-eligible activities (B)		0.0	0.0						
Total (A + B)		25.6	100.0						

Notification form: CapEx share of goods and services associated with taxonomy-aligned economic activities – Disclosure for financial year 2022

Economic activities (1)	Code(s) (2)	Absolute CapEx (3) in MEUR	Proportion of CapEx (4) in %	Substantial contribution criteria					
				Climate Change Mitigation (CCM) (5) in %	Climate Change Adaptation (CCA) (6) in %	Water and marine resources (7) in %	Circular economy (8) in %	Pollution (9) in %	Biodiversity and ecosystems (10) in %
A. Taxonomy-eligible activities									
A.1. Environmentally sustainable activities (taxonomy-aligned)									
Acquisition and ownership of buildings	7.7 (Annex I)/ L68	275.6	7.4	7.4	0.0	-	-	-	-
CapEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		275.6	7.4	7.4	0.0	-	-	-	-
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned)									
Acquisition and ownership of buildings	7.7 (Annex I)/ L68	3,412.5	92.2						
CapEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned) (A.2)		3,412.5	92.2						
Total (A.1 + A.2)		3,688.0	99.6						
B. Taxonomy-non-eligible activities									
CapEx of taxonomy-non-eligible activities (B)		14.3	0.4						
Total (A + B)		3,702.3	100.0						

Climate Change Mitigation (CCM) (11) Y/N	Climate Change Adaptation (CCA) (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	DNSH		Taxonomy-aligned proportion CapEx, year 2022 (18) in %	Taxonomy-aligned proportion CapEx, year 2021 (19) in %	Category (enabling activity) (20) E	Category (transition activity) (21) T
					Bio-diversity and eco-systems (16) Y/N	Minimum safeguards (17) Y/N				
-	Y	Y	Y	Y	Y	Y	7.4	-	-	-
-	Y	Y	Y	Y	Y	Y	7.4	-	-	-



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