

NON-FINANCIAL REPORT

Since the financial year 2017, S IMMO has published a non-financial report each year. It contains information about environmental, employee and social issues (including a diversity concept) in connection with the key issues defined by S IMMO as well as about observing human rights and combating corruption and bribery. When preparing this report, S IMMO implements the legal requirements of section 267a of the Austria Commercial Code (UGB). A national, EU-based or international framework is not used in the preparation of the report.

COVID-19 – The impact of the pandemic

This year, the sustainability report begins with a look at how S IMMO AG navigated the COVID-19 pandemic. After all, this global health crisis affected various environmental, employee and social issues even if most of the effects were only temporary. The year 2020 was an enormous challenge for everyone, although the nature of the challenge varied from one person to the next. It is and remains clear that the only way to overcome these challenges is by showing even greater solidarity. S IMMO AG made this philosophy a fundamental tenet of everything it did – from providing the safest work environment possible for all its employees and working with its tenants to maintaining long-standing relationships with charitable organisations.

COVID-19 – Employees

S IMMO AG immediately switched its operations to a working-from-home model once it became clear in March 2020 that a lockdown was coming. It already had a well-developed IT infrastructure that was and is constantly optimised and so the switchover happened smoothly without experiencing any delays. From that moment on, all meetings were held in Microsoft Teams. With the exception of hotel staff, S IMMO AG did not have to lay off employees or introduce short-time work at its headquarters or at its branches.

The S IMMO office maintained limited operations despite switching to the working-from-home model so that certain employees could use the available infrastructure while following strict safety protocols, especially since not everyone had an ideal work environment at home. A separate working group was established to ensure employee safety at the office as well. S IMMO's occupational physician was consulted so that suitable action could be taken following discussions with him. S IMMO ensured from the start that most of the employees worked in separate rooms and consistently maintained social distancing. An additional mask requirement was introduced for all common areas (conference rooms, etc.) in the autumn. At the same time, employees were encouraged to work mainly from home and come to the office only in exceptional circumstances. The goal was to keep the office occupancy rate at or below 50 per cent. Employees were allowed to park in surrounding parking garages at the company's expense in order to make travelling to work as safe as possible. Business travel was reduced to a minimum, if not prohibited entirely, once the first lockdown started.

Starting in November 2020, every employee was also given access to free COVID-19 testing. The current rule is that every S IMMO AG team member has to be tested at least once per week in order to make day-to-day office activities safer for everyone.

In addition, the company drew up a manual that clearly laid out the procedures for handling suspected and confirmed COVID-19 cases for all employees and went beyond the regulatory requirements. Three employees also completed a Red Cross training course to become COVID-19 officers.

COVID-19 – Tenants

S IMMO AG has always done its utmost to maintain a good, open and honest relationship with its tenants. The company thus maintained close, constant communication with its tenants from the start of the COVID-19 pandemic so that both sides could work together and find individually appropriate solutions to this challenging time. S IMMO AG always strives to pursue a cooperative approach that complies with national laws – that is the only way to achieve an outcome acceptable to both parties. S IMMO purchased gift certificates from food service establishments that rent space in the company's buildings and gave them to its employees as Christmas gifts in order to provide extra assistance to tenants in the food service, hospitality and retail industries. The company also donated to Amnesty International Austria, a human rights organisation that is also an S IMMO AG tenant in Vienna.

The pandemic impacted S IMMO AG's supply chain only to a limited extent in the reporting year. There were some delays on an individual project basis in the implementation of maintenance and repair work and in project developments, but these did not have a significant impact on the company's overall business.

COVID-19 – Shareholders

S IMMO has a particular interest in maintaining the safety of its shareholders as well as its teams. At the same time, it takes great care to cultivate relationships with its stakeholders and enable them to personally share their views and experiences at the Annual General Meeting. The Annual General Meeting was originally scheduled for spring 2020 but was postponed after the outbreak of the pandemic. A new date was not initially set in the hopes that the meeting could be held in person after all. However, it eventually became clear that this could not happen during the COVID-19 pandemic, and so the Annual General Meeting was held virtually in October 2020 for everyone's protection. S IMMO also conducted many one-on-one meetings with investors virtually and participated in numerous virtual roadshows in 2020.

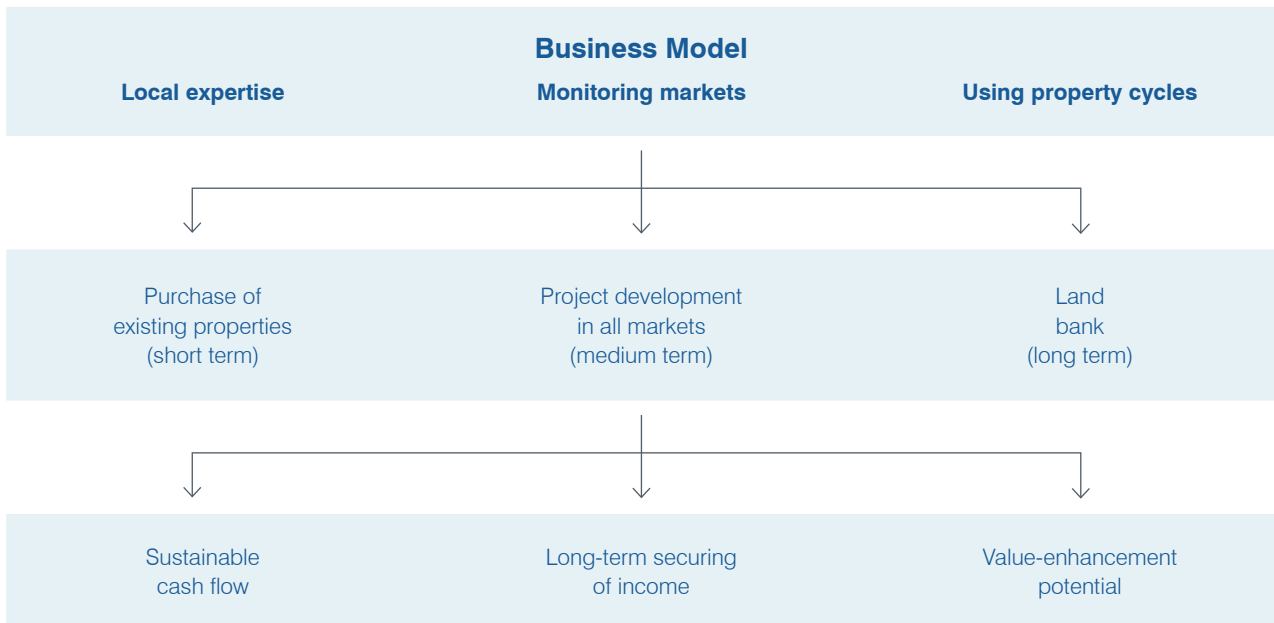
Environmental policy

As a property developer and portfolio manager, S IMMO is constantly faced with environmental and energy considerations. Sustainability and responsible interaction with the environment have therefore been part of S IMMO AG's operating and strategic activities for many years. Environmental aspects are taken into account in economic decisions. S IMMO is aware of its responsibility towards the environment. Its primary goal is therefore to use energy and resources in an efficient and environmentally friendly manner.

The Management Board of S IMMO accepts its environmental responsibility, which is why it takes a comprehensive approach to sustainability. One of its main corporate objectives is to improve the Group's sustainability performance in the next several years. A working group has been established for this very purpose and will start working towards this goal in 2021. Planned measures include optimising data acquisition and analysis and revising the materiality analysis with the involvement of all material stakeholders.

Portfolio properties make up the vast majority of S IMMO's real estate holdings. Through sustainable construction, the environmental impact and emissions are reduced as far as possible in order to preserve a liveable environment for future generations. This chiefly involves seeking green building certification for new construction projects. In the medium term, the energy footprint is to be improved both at the company's locations and in its properties (to the extent this is independent of the tenants), and the transition to renewable energy is to be stepped up. All the energy consumed by the Austrian and German portfolio is already generated using renewable energy sources. S IMMO has set itself the goal of transitioning its entire CEE portfolio by the end of 2022 as well.

S IMMO pledges to comply with all laws and official requirements when it comes to environmental considerations. S IMMO employees' awareness of environmental issues and climate change is raised via the ongoing provision of information as well as tangible measures. Tenants and business partners are also included in environmental activities when this is within the company's power.



Business model

S IMMO AG has been pursuing a sustainable and prudent business policy for more than three decades with the aim of adding value for its investors and protecting the company's income in a sustainable fashion. The company applies its business model, which has proven itself over many years, of anticipating property cycles and benefiting from them. To this end, the company's local experts continuously monitor the markets in which S IMMO operates and associated trends in the property sector. Among other things, they evaluate at what time it makes economic sense to buy or sell portfolio properties and land or project developments.

The company invests in portfolio properties that generate rental income directly. To a lesser extent, it also develops projects that, once complete, will contribute to cash flow in the medium term. The acquisition of land in up-and-coming regions with exciting projects is intended to contribute to the company's long-term success.

In this context, S IMMO's strategic direction is strongly guided by the interests of its stakeholders. The impact of the company's business activities on environmental, employee and social considerations, the observance of human rights and the efforts to combat corruption and bribery have been and will continue to be taken into account on a consistent basis.

Although S IMMO's business model has proven very crisis-resistant over the past months, the COVID-19 pandemic did of course affect ongoing operations and the corresponding income. These effects are described in the section on earnings.

Materiality analysis

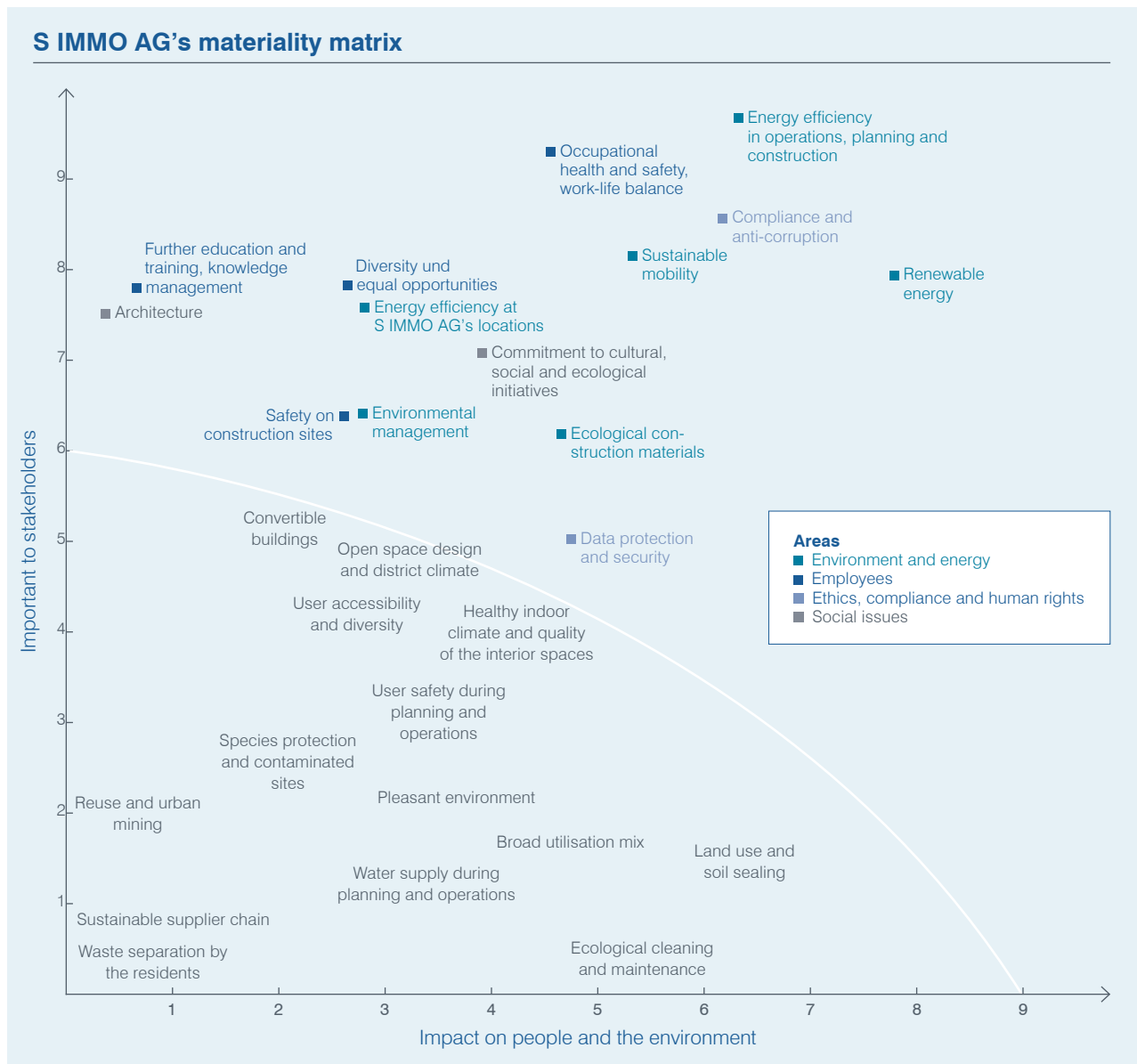
The non-financial report is based on a materiality analysis, which analyses potential areas of sustainable management in connection with the Austrian Sustainability and Diversity Act (NaDiVeG). The possible impacts of the topics selected were examined in the course of a workshop involving in-house and external experts. The effects on people and on the environment (x-axis) were analysed as well as their significance for key stakeholders such as shareholders, tenants, employees, other interest groups and business partners (y-axis). In 2017, the materiality analysis was carried out for the first time as part of a recorded workshop in which employees of S IMMO AG held comprehensive discussions with an external team of consultants and made estimates. The workshop was attended by the department heads of Corporate Communications and Investor Relations, Project Development, Asset Management, Human Resources and Compliance. Steps were taken to ensure due consideration for the interests of material stakeholders (investors, media, tenants, general contractors, subcontractors, employees). Data acquisition and processing experts were represented as well.

The assumptions and estimates are re-evaluated and validated once a year. Minor adjustments were made in consultation with in-house experts from the various departments in the 2019 reporting year. This materiality analysis was retained in the 2020 reporting year, with one notable exception: "Occupational health and safety" was moved to the right on the x-axis in response to current circumstances. This highlighted the fact that, in the current climate, employee health and the measures taken to protect it were important not just for the stakeholders. The various measures are highly relevant for the whole society. The company's response to the various repercussions of the pandemic is described above. S IMMO AG plans to completely overhaul the materiality analysis in 2021 and plans to survey key stakeholders through this process (i.e. a stakeholder analysis).

The topics relevant for S IMMO can be assigned to the following four areas:

- Environment and energy
- Employees
- Ethics, compliance and human rights
- Social issues

The main topics for S IMMO AG are thus those 14 aspects that have the greatest impact and/or are the most important to stakeholders and are of the most significance for S IMMO's business activities. Those topics are presented in the following matrix:



In this non-financial report, S IMMO AG details its activities and the measures adopted in relation to the topics defined as key issues:

Issue	Topic	Description	Considerations under the NaDiVeG
Environment and energy	Energy efficiency in planning, construction and operations	Energy efficiency of buildings (heating, cooling and electricity consumption), for example through the thermal quality of the building envelopes, energy-efficient building services, energy-efficient devices, energy-efficient operation of buildings and energy-efficient practises of users, etc.	Environmental considerations
	Renewable energy	Consideration in connection with energy concepts and the purchase of land, retrofitting capacity to accommodate renewable energy sources	Environmental considerations
	Ecological construction materials	For example, those made of renewable materials, manufactured in an environmentally friendly manner, regionally sourced, free from pollutants, having a multifunctional purpose and recyclable	Environmental considerations
	Sustainable mobility	Connection to public transport networks, footpath and cycle path networks, provision of infrastructure for bicycles, e-mobility, car and bike sharing options, incentive to use environmentally friendly means of transport	Environmental considerations
	Environmental management	Noise and dust prevention, exclusion of contaminated sites, effective waste management, safe handling of chemicals, short transportation distances	Environmental considerations
	Energy efficiency at S IMMO AG's locations	Conservation of resources within the company's facilities (heating, electricity, water, waste avoidance), sustainable mobility for employee commuting	Environmental considerations
Employees	Occupational health and safety, work-life balance	Health and motivation of the team are strengthened, different working patterns and flexible time management are offered	Employee considerations
	Safety on construction sites	Protection from accidents for all persons involved in construction	Employee considerations
	Diversity and equal opportunities	Heterogeneous team structure in relation to employment model, age, gender, background, etc.	Employee considerations
	Further education and training, knowledge management	Sharing information within the company, promoting further education, professional execution of training measures	Employee considerations
Ethics, compliance and human rights	Combating corruption, capital market compliance and corporate governance, human rights	Properly managed contract award processes, sound working relationships with contractors, observance of legal requirements (employment law, competition law etc.), observance of human rights	Combating corruption and bribery, observing human rights
	Data protection and security	Observance of legal requirements	Social issues
Social issues	Architecture	Attractive design, incorporation into the cityscape	Social issues
	Commitment to cultural, social and ecological initiatives	Long-standing cooperation with a variety of institutions, associations and organisations	Social issues, environmental considerations

Potential risks that arise as a result of S IMMO's business activities and could thus have a negative impact on the aforementioned interests are incorporated into the Group's risk management processes, which are the responsibility of the Management Board, and are monitored by an in-house risk manager.

Accordingly, in the run-up to producing this non-financial report, risks arising from social and ecological aspects were also systematically identified and assessed. The identified risks are described in the separate risk report within the management report.

1. Environment and energy

As a portfolio manager and property developer, S IMMO is constantly faced with environmental and energy considerations and, at the same time, strives to act with the greatest possible care and sustainability in all areas. S IMMO is convinced that business activities are compatible with environmentally conscious behaviour. As of 31 December 2020, S IMMO Group had 358 (31 December 2019: 331) properties with a total area of approximately 1.3 million m² (31 December 2019: 1.2 million m²). Based on main types of use, 69.8% (31 December 2019: 71.0%) of the portfolio consisted of commercial properties (office, retail and hotel) and an additional 30.2% (31 December 2019: 29.0%) of residential properties. Two hotels – the Vienna Marriott and Budapest Marriott hotels – are operated under management agreements.

Energy efficiency in planning, construction and operations

Energy consumption (heating demand and electricity consumption) and water usage in the buildings managed by S IMMO is almost exclusively dependent on tenant conduct and is therefore largely outside the company's control. However, S IMMO can influence the energy consumption of its buildings to a certain degree by means of construction measures. Accordingly, as a matter of principle, S IMMO applies the highest standards in development projects, when renovating portfolio properties in terms of their energy consumption and construction, and when

managing its portfolio. In this way, the company takes due account of the energy efficiency of the buildings, including during their operation, and endeavours to use resources in an environmentally friendly manner. As a result, operating costs and emissions can be reduced and a significant contribution made to protecting the environment.

To get a better overview of the consumption at S IMMO's properties, the company collects and analyses data on heating demand, electricity consumption and water usage for the entire portfolio, broken down by region and main types of use.

The consumption and usage data of buildings which have been owned by S IMMO for at least one full calendar year form the basis of the portfolio monitoring. Properties purchased during the year, properties sold in the reporting year and properties under construction therefore do not appear in the following statements on key indicators. If the complete accounting for the calendar year 2020 for selected properties was not yet available, partial data were used to project full-year figures.

It is a challenge to collect qualitatively uniform data, as the data is collected in different countries from different service providers. S IMMO is working to increase the quality of data and to create a valid assessment basis. Nevertheless, the company sees potential for further optimisation in this area in the coming years.

Overview of energy and water consumption for the entire portfolio by type of use in 2020

	Portfolio by main type of use			
	Office	Retail	Hotel	Residential
Heating demand in MWh ¹	37,415 (50.9% gas, 0.8% oil, 48.3% district heating)	10,974 (66.9% gas, 0.8% oil, 32.3% district heating)	10,919 (80.0% gas, 0.1% oil, 19.9% district heating)	33,139 (67.2% gas, 2.7% oil, 30.1% district heating)
Electricity in MWh	11,980 ²	9,440 ²	7,541 ³	1,039 ²
Water in m ³	178,022	90,682	78,688	264,123

¹ The conversion of oil and natural gas into MWh is based on the amended Fuel Ordinance (Kraftstoffverordnung neu) that went into force in 2013.

² Electricity consumption, excluding electricity consumed by tenants

³ The hotels' own energy consumption is only included for the Vienna Marriott and Budapest Marriott hotels. For all other hotels, energy consumption falls under the definition of 'electricity consumed by tenants' and the associated data are not collected by S IMMO AG.

The COVID-19 pandemic and the associated lockdown reduced water and electricity consumption in the hotel and retail types of use. Heating demand declined somewhat for the hotels. Water consumption decreased in the office category, mainly due to the

partial switch to working from home. Electricity and heating demand remained virtually unchanged year-on-year because the IT infrastructure still consumed electricity and the buildings were still heated even if there were fewer employees.

Overview of energy and water consumption for the entire portfolio by type of use in 2019

	Portfolio by main type of use			
	Office	Retail	Hotel	Residential
Heating demand in MWh ¹	34,553 (49.8% gas, 1.1% oil, 49.1% district heating)	11,047 (63.8% gas, 1.3% oil, 34.8% district heating)	14,757 (81.9% gas, 0.1% oil, 18.0% district heating)	33,955 (65.4% gas, 4.2% oil, 30.4% district heating)
Electricity in MWh	10,108 ²	12,061 ²	11,162 ³	957 ²
Water in m ³	204,347	134,511	184,648	265,683

¹ The conversion of oil and natural gas into MWh is based on the amended Fuel Ordinance (Kraftstoffverordnung neu) that went into force in 2013.

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Overview of energy and water consumption for the entire portfolio by region in 2020^{1, 2, 3}

	Region		
	Austria	Germany	CEE
Heating demand in MWh	10,394 (11.3% gas, 88.7% district heating)	53,076 (55.7% gas, 2.4% oil, 41.9% district heating)	28,997 (92.0% gas, 8.0% district heating)
Electricity in MWh	7,392	3,660	18,948
Water in m ³	64,503	373,088	173,924

¹ The conversion of oil and natural gas into MWh is based on the amended Fuel Ordinance (Kraftstoffverordnung neu) that went into force in 2013.

² Electricity consumption, excluding electricity consumed by tenants

³ The hotels' own energy consumption is only included for the Vienna Marriott and Budapest Marriott hotels. For all other hotels, energy consumption falls under the definition of 'electricity consumed by tenants' and the associated data are not collected by S IMMO AG.

S IMMO has been using green electricity and carbon-free gas in its entire property portfolio in Austria and Germany since 2020.

Overview of energy and water consumption for the entire portfolio by region in 2019^{1, 2, 3}

	Region		
	Austria	Germany	CEE
Heating demand in MWh	11,601 (10.2% gas, 89.8% district heating)	54,680 (54.6% gas, 3.6% oil, 41.8% district heating)	28,032 (98.1% gas, 1.9% district heating)
Electricity in MWh	9,818	2,717	21,753
Water in m ³	109,013	380,882	299,294

¹ The conversion of oil and natural gas into MWh is based on the amended Fuel Ordinance (Kraftstoffverordnung neu) that went into force in 2013.

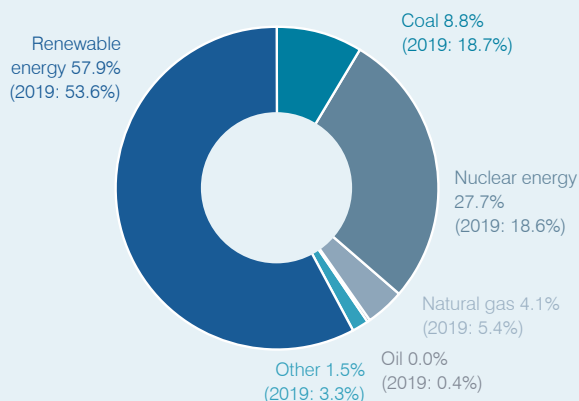
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³ The hotels' own energy consumption is only included for the Vienna Marriott and Budapest Marriott hotels. For all other hotels, energy consumption falls under the definition of 'electricity consumed by tenants' and the associated data are not collected by S IMMO AG.

In order to establish a transparent energy footprint for its portfolio properties, S IMMO records the energy sources used for its entire portfolio. In the tenants' interest, S IMMO selects energy

suppliers for communal areas in accordance with the cost/benefit principle.

Overview of the energy sources used by S IMMO AG in 2020



In 2020, renewable forms of energy made up 57.9% of the energy sources in S IMMO's portfolio (2019: 53.6%), while nuclear energy accounted for 27.7% (2019: 18.6%) and coal 8.8% (2019: 18.7%). The use of renewable energy increased year-on-year again, while the use of coal decreased significantly. All the energy used in the entire region of Austria and Germany came from renewable sources. The percentage of renewable energy rose year-on-year in CEE as well.

The top three energy sources per region in 2020

	Region		
	Austria	Germany	CEE
1	Renewable energy (100.0%)	Renewable energy (100.0%)	Nuclear energy (43.8%)
2			Renewable energy (33.3%)
3			Coal (14.0%)

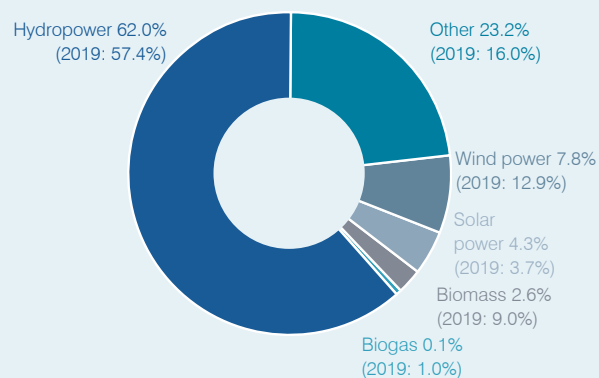
The top three energy sources per region in 2019

	Region		
	Austria	Germany	CEE
1	Renewable energy (99.9%)	Renewable energy (91.0%)	Nuclear energy (29.1%)
2		Coal (5.1%)	Coal (28.8%)
3		Natural gas (2.1%)	Renewable energy (28.1%)

Renewable energy

Based on S IMMO's entire portfolio, hydroelectric power accounted for the largest proportion of renewable forms of energy at 62.0% (2019: 57.4%) in 2020, followed by wind power at 7.8% (2019: 12.9%) and other renewable energy sources at 23.2% (2019: 16.0%). Since energy suppliers in Germany are not required to indicate the composition of renewable energy, it has been assigned to the category 'Other'.

Composition of renewable energy sources in 2020



It is S IMMO AG's medium-term aim to improve its energy footprint over the next several years by switching to green electricity in all the company's markets by 2022 and further reducing carbon emissions as well. However, since the expenses for the energy consumption in communal areas is allocated to all tenants (as part of operating costs), cost and competitive factors must also be taken into account.

Carbon emissions in S IMMO's entire portfolio in 2020 (in tonnes)¹

	Region		
	Austria	Germany	CEE
Heating demand	2,106	10,764	5,794
Electricity	85	216	4,146

¹ The conversion of energy sources into carbon emissions is based on the conversion factors provided by the Environment Agency Austria (<https://secure.umweltbundesamt.at/co2mon/co2mon.html>; updated in January 2020) and country-specific data from ecoinvent version 3.6., scope 2 & 3.

Carbon emissions in S IMMO's entire portfolio in 2019 (in tonnes)¹

	Region		
	Austria	Germany	CEE
Heating demand	2,226	10,870	5,602
Electricity	209	335	9,392

¹ The conversion of energy sources into carbon emissions is based on the conversion factors provided by the Environment Agency Austria (<http://www5.umweltbundesamt.at/emas/co2mon/co2mon.html> dated October 2017) and country-specific data from ecoinvent version 3.4, dated February 2018, scope 2 & 3.

S IMMO has made a clear commitment to climate protection and, as part of its sustainability commitment, is focused on energy efficiency and the use of state-of-the-art technologies. Both in terms of its existing properties and for new project developments, the company always strives to find the best solution to keeping energy consumption, and thus also the operating costs for its tenants, as low as possible. For example, all its development projects have green building certificates attesting to their sustainability. The company's commitment to sustainability is reflected in its first-time issuance of a green bond in January 2021. The proceeds will be used to finance sustainable projects (e.g. properties with high-grade sustainability certificates or measures to enhance energy efficiency).

The data collected, which form the basis of this report, are intended to serve as the basis for monitoring the success of S IMMO's efforts in the future.

Ecological construction materials

Portfolio properties make up the vast majority of S IMMO's real estate holdings. In order to meet the growing demand for sustainable construction, the Group launched the gradual certification of its portfolio properties in 2014. As of 31 December 2020, the area certified under BREEAM stood at 307,560 m² (2019:

272,741 m²) or 25.0% (2019: 22.2%) of the total area in the portfolio (not including development projects or potential projects). BREEAM stands for Building Research Establishment Environmental Assessment Method and has been the leading worldwide certification system for sustainable construction since 1990. So far more than 250,000 buildings in over 50 countries have already been certified by BREEAM and more than one million registered for certification.

S IMMO aims to obtain green building certificates for all its properties – even those it did not build itself. It considers the environmental impact of its purchases, too. The office properties acquired on the campus of the Centre West office market in Bucharest at the end of 2020 – which will be integrated in the S IMMO portfolio in the second quarter of 2021 – have pre-qualified for LEED Gold and WELL Silver certification. These properties have common green areas that serve as co-working space, an outdoor meeting point for small businesses, a rooftop running track, bike racks, showers, electric vehicle charging stations as well as restaurants and cafeterias with patios. They have been designed with an eye to the health of the companies, their employees and guests.

There is also a clear commitment on S IMMO's part regarding ecological construction materials. The company strives for the highest standards in all new development projects and thus to obtain the accompanying certification; it also examines the need for optimisation in the case of ongoing renovations.

Sustainable mobility

S IMMO AG's properties are located in Austria, Germany and the CEE region and, for the most part, are in the capital cities of the European Union. The vast majority of the buildings are therefore easily accessible on account of the well-developed local public transport networks, cycle paths and footpaths. In addition, car-sharing schemes are in operation in an increasing number of cities. Location and the ease of accessibility by public transport are key factors when making decisions in connection with development projects and the purchase of properties.

For example, the two Campus 6 office buildings purchased in Bucharest at the end of 2020 are located in one of the three most vibrant office sub-markets. They are located right by a subway station and various public tram and bus stops.

In the interests of sustainable performance and the satisfaction of its tenants, S IMMO will also attach great importance to location, good infrastructure and convenient transport connections when selecting properties and land in future. In this way, the company is demonstrating its readiness to respond to the ever-growing demands of its tenants for sustainable mobility options such as public transport, bicycle parking, electric charging stations, etc.

Environmental management

When renovating and developing buildings, S IMMO always makes sure to keep noise and dust pollution to a minimum. In addition, effective waste management, the secure handling of chemicals and short transportation distances are key priorities. Efforts are made to exclude contaminated sites by performing thorough location analyses. Where necessary, professional disposal of waste or treatment of contaminated sites is agreed by means of framework construction contracts. Strict compliance with official regulations is guaranteed in all cases.

Energy efficiency at S IMMO AG's locations

In addition to its headquarters in Vienna, S IMMO Group has its own employees in Germany, Hungary, Croatia and Romania. The German-based property management company Maior Domus is part of the Group. Employees at all of S IMMO Group's locations are encouraged to incorporate energy efficiency (e.g. reduction of water, energy and paper use) into their day-to-day work. Given the small number of employees, the branches in Hungary, Croatia and Romania do not have a significant impact on the Group's overall resource consumption. Thus, data in this category is only presented here for the locations in Austria and Germany.

Energy and water consumption at S IMMO's locations in 2020¹

	S IMMO AG (Vienna)	S IMMO Germany (Berlin)	Maior Domus (Berlin)
Heating demand	34,300 kWh	61,782 kWh	106,368 kWh
Electricity	37,105 kWh	14,930 kWh	28,251 kWh
Water	342 m ³	194 m ³	284 m ³

¹ Where information is specific to a location, branches with a team of fewer than 15 employees are not taken into account.

The COVID-19 pandemic, which prompted a partial shift to working from home, is only partially reflected in consumption levels. This is largely because servers continued to run as before, consuming electricity, while stricter hygiene in the form of more frequent hand washing kept water consumption from falling. Heating demand is probably related to increased window ventilation.

Energy and water consumption at S IMMO's locations in 2019¹

	S IMMO AG (Vienna)	S IMMO Germany (Berlin)	Maior Domus (Berlin)
Heating demand	28,700 kWh	63,101 kWh	99,598 kWh
Electricity	38,582 kWh	19,978 kWh	35,172 kWh
Water	339 m ³	181 m ³	287 m ³

¹ Where information is specific to a location, branches with a team of fewer than 15 employees are not taken into account.

Carbon emissions at S IMMO's locations in 2020 (in tonnes)

Carbon emissions	S IMMO AG (Vienna)	S IMMO Germany (Berlin)	Maior Domus (Berlin)
Heating demand	7.0	12.5	21.6
Electricity	0.5	0.9	1.7

Carbon emissions at S IMMO's locations in 2019 (in tonnes)

Carbon emissions	S IMMO AG (Vienna)	S IMMO Germany (Berlin)	Maior Domus (Berlin)
Heating demand	5.5	12.1	19.0
Electricity	0.6	2.5	4.3

Other measures to reduce environmental impacts

Headquarters in Vienna

In the past few years, extensive measures have been taken to minimise environmental impacts. One particular concern is to progressively reduce the company's use of paper to a minimum. That is why the annual and half-year reports – which have been climate neutral since 2018 – are the only reports that the company has printed out and physically sent to shareholders for several years. They are printed on FSC mix paper or PEFC-certified paper. The FSC system guarantees that forests are used in line with the social, economic and ecological requirements of current and future generations. The PEFC (Programme for the Endorsement of Forest Certification Schemes) label identifies paper from forests that are managed actively, sustainably and in a climate-friendly manner.

Furthermore, the S IMMO team is instructed to keep the printing of documents to a minimum – “think before you print”. Last year, around 172,045 (2019: 231,675) pages were printed at the office due to the switch to a working-from-home model during the pandemic. This equates to a yearly paper consumption per person of 3,962 (2019: 5,357) pages. Documents are generally printed on environmentally friendly FSC recycled paper entirely manufactured from waste paper. In addition, employees are asked to avoid printing documents in colour. In February 2020, S IMMO also procured new HP PageWide Technology business printers. The new devices consume up to 84% less energy and employ XL cartridges that can print many more pages and thus

generate less waste. This will reduce the waste from consumables and packaging by up to 94%. Old toner cartridges are currently collected and returned for charitable purposes. This is part of a recycling project for the benefit of the children's cancer charity 'Kinder-Krebs-Hilfe'.

Rubbish has been separated at S IMMO AG's headquarters for years. When supplying mineral water in office spaces, the company also ensures that recyclable glass bottles (return and refill system) are used. Furthermore, plastic caps from bottles and Tetra Pak cartons are collected for the association SPD-EDINOST Bleiburg (www.stoepsel-sammeln.at). These caps are sold to a recycling company in Slovenia, which uses them to make granulate for the production of plastic parts. The proceeds are donated to families with children who need surgeries and therapies.

The COVID-19 pandemic – and the lockdowns and travel restrictions imposed in response to it – had a positive impact on the number of kilometres travelled during the reporting period. Flights originating in Vienna in particular were cut by more than half as travellers were unable to fly due to closed airports and travel warnings. The Austrian and German teams travelled some 323,270 km (2019: 684,000 km) by train, plane and car. In the coming years, S IMMO will continue to endeavour – depending on current projects – to increase the usage of sustainable transport means and to keep travel activity to a minimum by using new forms of communication technology.

Kilometres travelled in 2020 (Austria)

Location/figure in km	Pool of company vehicles/rental vehicles ¹	Train	Plane	Private cars ¹	Total
S IMMO AG in Vienna	3,293	10,504	160,000	8,254	182,051

¹ Based on travel expense settlements

Kilometres travelled in 2019 (Austria)

Location/figure in km	Pool of company vehicles/rental vehicles ¹	Train	Plane	Private cars ¹	Total
S IMMO AG in Vienna	3,995	40,924	464,000	8,109	517,028

¹ Based on travel expense settlements

At the Group's headquarters in Vienna, most of the kilometres travelled in 2020 were by plane despite multiple lockdowns and travel restrictions during the COVID-19 pandemic. This is the result of the company's international business activities. According to atmosfair, a climate protection organisation that focuses on travel, 17.6% (2019: 15.5%) of the 160,000 kilometres flown were short-haul flights (less than 500 km), 79.4% (2019: 81.5%) were medium-haul flights (between 500 and 1,600 km) and 3% (2019: 3%) were long-haul flights (more than 1,600 km). In total, the 165 flights caused carbon emissions of 18.6 tonnes (calculated using the VDR method). The main destination was Bucharest with 55 flights (4.41 tonnes of carbon emissions) due to contract negotiations for a purchase. The company's travel policy requires employees to travel economy class, with the exception of transatlantic flights. 96.4% of all S IMMO flights last year were economy flights. According to atmosfair, flights in economy have a better carbon footprint than flights in business class.

Locations in Germany

Employees at the locations in Germany are also instructed to save paper and to reduce the number of documents printed to the necessary minimum. In the past year, 3,013 (2019: 4,321) pages were printed in Germany per S IMMO Germany employee and 7,069 (2019: 6,960) pages per Major Domus employee.

The composition of the kilometres travelled once again differs significantly in Germany from the data in Austria. This is due to the fact that portfolio and development properties in the CEE region are managed from the Vienna location, making the plane the primary means of transport. In Germany, most of the portfolio is located in the immediate vicinity of Berlin and can therefore be reached by the local team by public transport or car. Car-pools were set up and rail cards for the German rail networks were purchased in order to reduce the number of kilometres travelled by car. In addition, a number of office bicycles have been purchased to be used to travel short distances for work. The showers provided on site make it easier to use a bike to come to work. The pool of company vehicles largely comprises fuel-efficient Smart cars. In addition, an electric vehicle was purchased in Germany at the start of 2020. Employees are also encouraged to use car-sharing services. Moreover, a large kitchen was renovated and set up for preparing meals and holding team events at S IMMO Germany. The kitchen is connected to an outside terrace where employees can have lunch or take short breaks. All the measures taken and planned are appreciated and very positively received by the team.

As in Vienna, mineral water bottles that are part of return and refill systems are also used in Germany.

Kilometres travelled in 2020 (Germany)

Location/figures in km	Pool of company vehicles/rental vehicles	Train	Plane	Private cars	Total
Major Domus	39,322	4,733	3,068	N/A	47,123
S IMMO Germany	71,604	18,000	4,192	300	94,096
Total					141,219

Kilometres travelled in 2019 (Germany)

Location/figures in km	Pool of company vehicles/rental vehicles	Train	Plane	Private cars	Total
Major Domus	47,400	11,000	2,100	N/A	60,500
S IMMO Germany	72,700	23,500	10,000	610	106,810
Total					167,310

The data collected for this report are used to take stock of the current situation. All measures adopted to date will be continued in the future and additional environmentally friendly measures are constantly being examined. In this regard, it is S IMMO's

clear objective to increase employee awareness of the issues identified above at all Group locations and, in doing so, to improve the related key indicators.

2. Employees and diversity

Qualified employees are S IMMO's most important asset. The company attaches particular importance to providing the team with a motivating working environment as well as the personal scope for development and the ability to strike a healthy balance between work and family life. S IMMO supports an open corporate culture in which cooperation as well as the satisfaction and health of all employees are promoted at all levels.

S IMMO aspires to attract the best people for the company in order to shape the company's future together with them each and every day. Knowing that this will only happen if the company empowers its staff to achieve a healthy work-life balance, S IMMO constantly endeavours to provide an environment where employees can reconcile these two aspects of their lives. This generates motivation, promotes team spirit and fosters a feeling of solidarity.

Employee structure

S IMMO's employees are the manifestation of the company's comprehensive expertise and make a significant contribution to the company's success. S IMMO Group had an annual average of 114.5 employees (2019 annual average: 113.4) in Austria, Germany, Hungary, Croatia and Romania (calculated on the basis of full-time equivalents, not including employees on leave). Including hotel staff, the Group employed 555 people (annual average in 2019: 623). The two hotels – Vienna Marriott and Budapest Marriott – are operated under management agreements. Management of the hotel staff is therefore a matter for the two hotels and is not within S IMMO's control. The two Marriott hotels ensure that the guidelines relating to employee matters are observed.

Where reference is made in the following to S IMMO Group, this should be understood to include all employees in Austria, Germany, Hungary, Croatia and Romania, but not employees of the Marriott hotels. If a key indicator does not refer to all locations, this is explicitly stated.

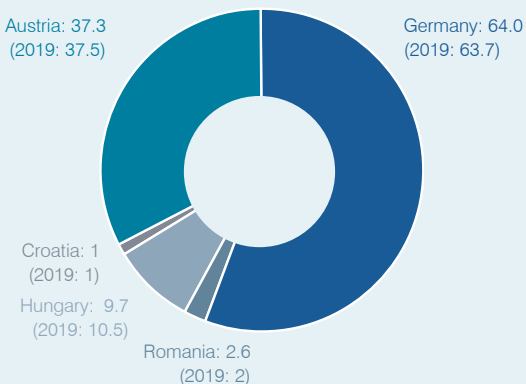
Health and occupational safety

Promoting the health of its employees and reducing the corresponding risk factors for damage to health in the workplace are particularly important to S IMMO. For this reason, a medical check-up is organised at the company's headquarters in Vienna once a year along with various specialised tests at irregular intervals, such as melanoma screening programmes, eye exams and seasonal vaccination programmes. For this purpose, S IMMO is always enquiring about current and new options that can be implemented in the company health promotion plan.

In 2020, all female employees were for the first time offered the opportunity to attend training on early breast cancer detection provided by the organisation Discovering Hands, despite the COVID-19 pandemic – all while observing all safety and hygiene precautions required by COVID-19. Discovering Hands aims to train visually impaired women in 'tactigraphy' (the early detection of breast cancer through tactile examination). In Austria, this precautionary measure can currently only be undertaken as a part of an official study and together with a mammogram and medical consultation. However, the organisation also offers training on tactile self-examination. In this training course, the examiners talk about the anatomy of the breast and teach special finger movements for the early detection of atypical developments in the breast tissue.

Team structure by country¹

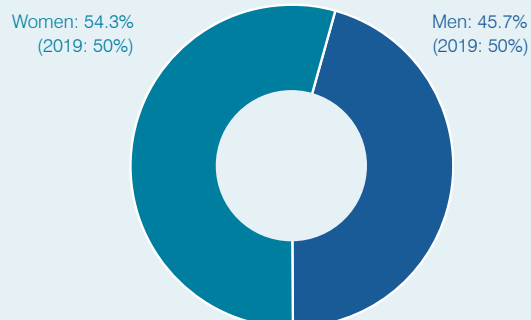
(annual average)



¹ Full-time equivalents excluding the Vienna Marriott and Budapest Marriott hotels

Gender distribution¹

(as of 31 December 2020)



¹ Calculated on the basis of headcounts, excluding the Vienna Marriott and Budapest Marriott hotels

S IMMO's occupational physician was also regularly available to personally answer any questions that employees might have about COVID-19. A manual was developed with the occupational physician's input to explain the response to the pandemic and the associated safety precautions.

In addition, medical advice concerning the ergonomic design of the workplace is provided on a regular basis.

The offers provided are very well received by S IMMO's employees. In order to ensure occupational safety, there are four first-aiders and one safety officer based in Vienna and two employees in Germany are also trained first-aiders.

In the reporting year, S IMMO collected accumulated sick leave data relating to its employees for all locations. On average, employees at all locations took six (counted from the first day) days of sick leave (long-term sick leave is included at a blanket rate of 42 days). In 2019, this figure amounted to seven days. The importance of being cautious about health became particularly clear last year. S IMMO therefore welcomes leave policies that give employees sufficient time to recover from illnesses.

Both management and the S IMMO team are very happy with the measures adopted in relation to occupational health and safety. The company will therefore keep them in place.

Safety in construction

S IMMO's building contractors ensure that everyone involved in construction is protected, taking into account local statutory provisions. S IMMO therefore abides by high quality standards when selecting partner companies and opts for companies which attach great importance to the environment, safety in the workplace and employee protection. For example, in Germany S IMMO works in conjunction with partners who are ISO-certified in the area of energy, environmental and quality management.

In the case of project developments, S IMMO works with general contractors and is therefore able to manage concerns relating to environmental protection and safety in construction when selecting partners. When making such selections, S IMMO will also exercise the utmost care and focus on the highest standards in future.

In 2020, there were no occupational accidents or fatalities at the locations of S IMMO AG.

Diversity and equal opportunities

Diversity, integration and equal opportunities are key competitive advantages for S IMMO's business success and fundamental tenets of its corporate philosophy. S IMMO is committed to providing a work environment characterised by mutual trust in which diversity and inclusion are valued and everyone is treated with dignity and respect. As an internationally operating group, S IMMO employs people from many different countries. The Group considers a wealth of languages and cultures to be an extremely valuable resource.

The average age of employees was 43.8 in the reporting year (2019: 42.6). As of 31 December 2020, there were 14 employees in the < 30 age group (2019: 13), 79 in the 30–50 age group (2019: 77) and 43 in the 50+ age group (2019: 43).

Employees in Austria are covered by a collective agreement. In all other countries in which S IMMO Group has employees, all local legal provisions and requirements are conscientiously observed.

All locations used by S IMMO Group itself are barrier-free, and ease of access is taken into account for all new buildings. As of 31 December 2020, a total of four people (2019: four) were employed with long-term physical, mental or psychological impairments or impairment of their sensory functions.

S IMMO maintains a company-wide "open door policy" and constantly strives to bring all kinds of conflicts to a quick and non-bureaucratic conclusion that is satisfactory to all sides. The satisfaction and well-being of the team is one of S IMMO's key assets, and the greatest care will also be taken to maintain them in future. Making the best possible use of the personal strengths and potential of each individual is not only in the company's own interest, but also increases the motivation and identification of all employees with the company on a sustainable basis. At the same time, the company aims to create a working environment that is free from discrimination and harassment. The work of every team member is appreciated, regardless of gender, age, disability, marital status, sexual orientation, skin colour, religious or political beliefs, ethnic background or nationality. There were no cases of discrimination at S IMMO in the reporting year.

S IMMO AG has set itself the goal of continuously increasing the proportion of women in management positions and is expressly committed to the advancement of women. S IMMO places great emphasis on the advancement of women when filling senior managerial positions. As of 31 December 2020, 54.3% (2019: 50.0%) of the S IMMO Group workforce and 42.9% (2019: 42.9%) of managers (not including the Management Board) were female. With the company's best interests in mind, the emphasis when making appointments to the Management Board and the Supervisory Board has been on the maximum degree of professional skill and international experience possible. In addition, the company makes a conscious effort to ensure a diverse composition with regard to professional qualifications and educational background, regardless of gender. There were no women on the Management Board of S IMMO AG in the reporting year. This situation was considered when replacing Ernst Vejdovszky on the Management Board and appointing a third Management Board member in the first quarter of 2021. The involved consultant was explicitly instructed to consider female candidates. Unfortunately, it was not possible to increase the percentage of women on the company's Management Board despite conscientiously following an appropriate process. The company remains clearly committed to the goal of appointing women to the company's Management Board over the medium term. As of 31 December 2020, the proportion of women on the Supervisory Board was 50.0% (2019: 37.5%).

Women at S IMMO

	in %	Women	Men
Supervisory Board	50	3	3
Management Board	0	0	2
Senior managers	42.9	6	8
Staff	54.3	70	60

Work-life balance

S IMMO attaches the utmost importance to a healthy work-life balance. The company regards this as key to the increased motivation, stronger commitment and improved performance of its employees; in addition, this makes a major contribution to equal opportunities within the company. S IMMO offers, among other things, flexible working hours and the option of personalised working and part-time work patterns, including in conjunction with study or training. Paternal leave and sabbaticals are also supported, as are various schemes to simplify re-entry into the workplace after parental leave. Such opportunities are positively viewed and very well received by S IMMO employees.

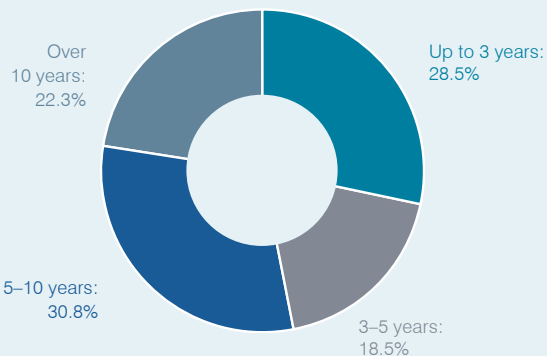
As of 31 December 2020, 29 staff members were employed on a part-time basis at S IMMO (2019: 29), 20 of whom were women. As of 31 December 2020, four employees were on parental or maternity leave (31 December 2019: two).

It is particularly important for S IMMO that employees' families are also involved in various events. Children are happy when they get to know their parents' workplace, spouses and family members gain an understanding for the business model and contact between families strengthens team spirit and promotes identification with the company. In order to continuously encourage a feeling of togetherness, a variety of events are organised such as an annual summer festival, to which families are invited, a Christmas party, team excursions and joint participation in events such as the Business Run in Vienna. Unfortunately, none of these joint events were held last year due to the COVID-19 pandemic. However, S IMMO assumes that it will once again have the opportunity to hold joint events this year as long as certain safety precautions are taken.

Employee satisfaction with the measures adopted and their effectiveness in various areas are also shown by the length of service of employees, which averages 6.2 years (2019: 6.3) across all locations. The turnover rate across all locations is 10.1% (2019: 13.3%) for the reporting year.

Period of service in years ¹

(as of 31 December 2020)



¹ Excluding the Vienna Marriott and Budapest Marriott hotels

Further education and training, knowledge management

S IMMO provides targeted support to its staff in relation to professional and personal further education and training. Along with individual coaching sessions, language courses and part-time study courses, the primary focus in this area is on expanding employees' industry-specific knowledge, for example through the completion of postgraduate programmes in the field of real estate. In 2020, EUR 31,834 (EUR 692 per employee) was spent on further education and training in Austria. S IMMO Germany invested EUR 650 (EUR 35 per employee), Maior Domus EUR 9,645 (EUR 211 per employee) in the training of employees.

Since 2016, apprentices have received training at Maior Domus in Berlin. There are currently three trainees at the company. They spend time in all departments of the property management company as part of their three-year training programme and take on responsibility for properties from their second year, where they are supported by mentors. The first apprentice who started the apprenticeship programme in 2016 has already been taken on by the Maior Domus team on a permanent basis. The current apprentices also show great potential and actively support the work of their colleagues. Apprentice training is an integral part of the company's human resources policy and a valuable investment in the future.

S IMMO regards the annual performance review between employees and their line manager as a key human resources management tool. The aims of the review are, amongst others, to provide the opportunity for reciprocal feedback, to improve the quality of cooperation between employees and their managers, to groom employees in an efficient and targeted manner for their current and future roles, and to improve the corporate culture and climate of communication.

All the aforementioned measures relating to knowledge management are to be continued in the future as well. Safeguarding in-house expertise and ensuring the continuous training of its team is a declared aim of S IMMO and a key component of human resources management.

Internal communication

S IMMO Group's corporate culture is characterised by lean, efficient structures and interdepartmental collaboration. The close ties fostered with management allow for quick and open communication and have long been standard practice at S IMMO. The intranet is an important internal communication channel for employees, which is used to share both internal and industry-related news. Highly relevant or topical information may be provided directly by the Management Board either by email or in a meeting. If necessary, topics that need extra explanation or discussion are dealt with at an employee breakfast.

3. Ethics, compliance and human rights

S IMMO AG respects human rights, supports respect for them in all its operations and does not tolerate discrimination of any kind. The observance of internationally applicable rules, the fair treatment of stakeholders and transparent communication with all target groups are basic cornerstones of S IMMO's corporate culture. As a company listed on the stock exchange, S IMMO AG is subject to the Austrian and European provisions of capital market legislation. Building upon that legislation, the company feels not only bound by the laws but, in addition, has established a code of values as well as a policy which lays down principles of conduct for business activity on a company-wide basis.

Combating corruption

S IMMO AG has a zero-tolerance policy regarding corruption and bribery. Corruption is usually defined as exploiting a position to benefit oneself – often at others' expense. It is characterised by the abuse of a public role or comparable business function. Corruption entails financial losses but also dramatically undermines trust among customers and suppliers and jeopardises the company's competitive edge and thus the jobs it provides. An internal guideline aims to raise employee awareness of the consequences of corruption and the ways to combat it. Official S IMMO contact persons are available to all employees at their request and when a breach is suspected. Local management can also be contacted to report compliance infringements.

No cases of compliance violations were reported in 2020 and there were no indications of corruption or cases leading to disciplinary measures, legal proceedings or the termination of an employment relationship. In addition, no supplier contracts had to be terminated on account of breaches of the compliance guidelines. S IMMO was not required to pay any fines in connection with cases of corruption or breaches of competition law in the reporting year.

Capital market compliance and corporate governance

For the purpose of preventing market abuse and the misuse of insider information, a guideline governing issuer compliance was established and is valid throughout the S IMMO Group. It is binding for all employees, regulates the handling of insider information and the management of capital market compliance, and explains the legal consequences of abusing insider information.

Since 2007, S IMMO AG has been committed to observing the Austrian Code of Corporate Governance (for details, please see the corporate governance report), which contains principles on transparency and good corporate governance. The Management Board has brought corporate governance into line with the principles of the Austrian Code of Corporate Governance and, in conjunction with the Supervisory Board, declares that the company observes and complies with the C Rules (the deviations from the C Rules are also explained in the corporate governance report).

All compliance measures will be continued in the future. Training courses are again planned for the current year and ensuring that all employees are aware of the key principles is a declared aim of the company.

Observance of human rights

S IMMO is aware that companies' activities can have an impact on human rights. This topic – especially with regard to the effects of business activities – is ranking ever higher on the global political agenda.

In this (value) context, the company emphasises that it is dedicated to upholding, protecting and promoting human rights and that all the company's activities comply with the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. S IMMO is committed to complying with the UN Convention on the Rights of the Child and is therefore not at all involved in and does not condone the illegal employment or exploitation of children through work. S IMMO AG operated exclusively within the European Union – a body committed to respecting human rights – during the reporting year.

In addition, S IMMO recognises the right to clean water as a fundamental human right. The company holds the view that sustainable water reserves, safe drinking water and the protection of ecosystems and communities with appropriate sanitation facilities and equipment are basic needs. The company therefore ensures that employees and tenants are supplied with clean water throughout its entire property portfolio, both in property development and in property management.

S IMMO is constantly looking to create an inclusive working environment with no space for harassment or discrimination on the basis of a person's status – their (ethnic) background, religion, nationality, political affiliation, sexual orientation and gender identity, disability, age, sex or other characteristics protected by law. S IMMO has a zero-tolerance policy against sexual harassment and discrimination.

All employees regardless of gender, age, position, type of contract or status are responsible for contributing to a working environment that is free of sexual harassment, putting a stop to unacceptable behaviour and reporting such incidents. The management is obliged to ensure equal opportunities, take action against violations of these standards and impose disciplinary measures.

S IMMO pledges to provide all its employees a safe and healthy working environment and to practise accident prevention for the protection of employees, tenants and visitors. S IMMO only has employees in European Union countries and complies with all legal requirements regarding wages and working hours. The company's standard policies include fair work conditions, competitive salaries and benefits (part-time work, job protection for expectant mothers, regular paid holiday, sick leave and paid parental leave) as well as training and other opportunities for development.

S IMMO forbids all forms of corruption, including extortion and bribery.

The company encourages its employees to report suspected violations of S IMMO's human rights policy and ensures confidentiality. The central point of contact in such cases is S IMMO's Compliance Officer, who will contact management and convene a committee to resolve the case if necessary.

In 2020, there were no human rights violations at any of the S IMMO branches.

Data protection and security

It is essential that the company complies with the obligations of the EU General Data Protection Regulation (GDPR). Processes introduced before the Regulation took effect in May 2018 were further optimised in 2020. An internal working group comprised of employees from various departments is responsible for creating and implementing internal data protection policies and updating the processing register that documents flows of personal data. The working group is an important internal point of contact for employees with regard to data protection law. In addition, the members monitor the decisions of the Austrian Data Protection Authority (DSB) and consult external legal experts as needed.

In order to meet the extensive legal obligations, it is necessary to get the employees involved. They are asked to review their contacts' data at least once a year. This annual data review is intended firstly to ensure that the available data is correct in order to comply with the right to accuracy, and secondly to guarantee that data is only stored for as long as it is necessary.

In the 2020 financial year, S IMMO received no complaints from third parties or supervisory authorities regarding GDPR infringements.

IT security is also increasingly gaining importance. News articles about cyber exploits and ransomware attacks – in which company data is encrypted and not released until large sums are paid – highlight the fact that cyber criminals are increasingly targeting multinational corporations. Business operations can grind to a halt if companies lose data or are temporarily or permanently prevented from accessing it. S IMMO therefore puts a premium on protecting itself from cyber criminals and securing its IT systems.

These risks are addressed by constantly monitoring the IT infrastructure. Artificial intelligence – i.e. machine learning technology – has been scanning the company's systems since 2020 in order to swiftly detect unusual behaviour indicative of cyberattacks. The company employs state-of-the-art IT infrastructure, including current hardware and regular software and operating system updates. Data security is enhanced by educating and informing employees. The company's GDPR compliance efforts include preparing an IT and data protection directive that provides guidance on the secure use of data and IT equipment. Employees are also notified of current threats, such as increases in phishing emails, as needed.

When the first lockdown began in March 2020, the company switched to a working-from-home model. Its well-developed infrastructure allowed a seamless transition. Most employees

already had laptops and company cell phones at that time; those that did not received IT equipment in short order. Operations did not suffer from switching to home-based work. Employees regularly received tips and guidance on working securely in the early phase of the pandemic, including how to use video conferencing software properly and work on a secure VPN.

No cyberattacks on S IMMO AG's IT infrastructure were recorded in 2020.

4. Social responsibility

Architecture and art

Art Supermarket (Kunstsupermarkt)

S IMMO continued its cultural engagement in 2020 and made its facilities at Mariahilfer Strasse 103 available to the Vienna Art Supermarket – one of the largest contemporary art events in Austria – for the 14th time. For four months, original works by international artists were exhibited in a space of over 250 m² with the aim of making art more accessible and offering it to potential buyers at modest prices. The Art Supermarket was also hit by pandemic lockdowns in the 2020 season and so extended its run so that visitors could attend it until 01 April 2021, instead of the end of January. It proved highly popular, as in the years before.

Commitment to cultural, social and ecological initiatives

To support sustainable development and change, S IMMO is keen to pursue long-term partnerships in countries in which it operates.

In addition, it is most important to S IMMO that its employees are actively involved in social projects. In recent years, the S IMMO team has worked on several corporate volunteering projects in Caritas organisations. Volunteers prepared freshly cooked hot meals for those in need at 'Zweite Gruff' in the 18th district of Vienna in 2019. These activities were unfortunately not possible last year due to restrictions related to the pandemic.

S IMMO has supported various charitable Caritas projects in Austria, Hungary, Romania and Bulgaria that have been providing people in need with a home under the motto "Giving shelter" since 2008. The aim of these projects is to provide people in need with a home. In addition, the company is committed to further projects that help young people.

Hoffnungshaus (hope house) and family children's home in Romania

Since 2000, Caritas has operated four hope houses for children and adolescents without parents in Alba Iulia. The aim of the project is to offer young people a safe place to live and positive prospects for the future as well as to support them in their integration into society. Moreover, the company also supported the family children's home in Stremt. The family home takes in children from low-income families who cannot sufficiently provide for them. In addition to food and accommodation, the children receive social care and education and are prepared for life. The COVID-19 pandemic has left deep scars in Romania as well. The extreme situations (isolation, quarantines) and numerous long-running restrictions have adversely affected the children and employees at the hope houses. Remote learning students in elementary school require far more support, which greatly increases staffing requirements. S IMMO's financial contribution provided much-needed help and made urgently needed building rehabilitation and renovation work possible.

Support through mobile care in Bulgaria

The Bulgarian village Pokrovan remains heavily affected by emigration. Its population has shrunk from 110 in 2012 to 68 in 2020. All 68 villagers are over 60 years of age, while young people are highly unlikely to move to the village due to the lack of work. The village has neither a school nor a community centre. Many residents live in poverty and isolation. In 2020, Caritas Sofia supplied 28 people (14 men, 14 women) in Pokrovan with daily hot meals from the soup kitchen. Unfortunately, the COVID-19 crisis prevented Caritas from providing daily meals in its specialised centre. Instead, it focused on preparing and delivering hot meals. These visits were more than just food deliveries: Volunteers talked to the villagers and offered to help them with chores around the house. Arrangements were also made for a doctor to visit the village twice weekly.

Future for children in Hungary

Members of the Roma minority in Hungary are often affected by poverty and unemployment. At the "Unser Haus (Our House)" community centre, care is provided to socially disadvantaged children and adolescents. The number of students varies from year to year but is generally rising. Around 40 school-age children from four elementary schools received support in 2020. The aim of the project is to help these people pull themselves out of poverty. S IMMO supports the "external class" project, which helps pupils to finish school and to start a vocational training programme. Unfortunately, the COVID-19 pandemic had a tremendous impact on disadvantaged children: Schools were closed in the lockdown in March 2020, and classes went virtual. Schools are reopening very slowly, and many indigent children simply lack the resources to attend school online. To address this, other methods are being developed to support children who lack the resources needed for online learning, such as access to electricity, and keep them from falling behind. For example, laptops were purchased for the community centre at the start of the year in order to give children access to online classes and provide them with an opportunity to spend time in the centre, escape crowded living conditions and possibly seek counsel and assistance from the support workers.

Christmas campaign

S IMMO's traditional donation drive reflected the company motto "Giving shelter (Obdach geben)" by focusing on Caritas institutions in 2020. The pandemic overshadowed everyone's lives and further widened the gap between the middle class and people in need. That is why S IMMO was so keen to live up to its social responsibility and assist those people who faced increased need or adversity as a result of the COVID-19 crisis last year. In the end, it opted to support Caritas Learning Cafés and the Caritas "Ein Funken Wärme (A Spark of Heat)" campaign. Caritas Learning Cafés provide free homework assistance and afternoon daycare for school-aged children throughout Austria – and their importance has only increased as children in many families have started home schooling and distance learning during the pandemic. "Ein Funken Wärme (A Spark of Heat)" aims to pay the heating and electricity bills of people who have fallen upon hard times through no fault of their own and cannot pay them any other way. This campaign enabled more than 2,300 households to live in a warm home again last year. Website users interested in participating in the Christmas campaign were invited to take part in an online game, as in previous years. S IMMO then converted earned points into a corresponding cash donation.

Support for grieving children and families

The association TrauerZeit Zentrum für trauernde Kinder und Familien Berlin Brandenburg e.V. specialises in providing professional counselling for grieving children, youths and families. Grief counsellors with psychotherapeutic and pedagogical training help orphans and half-orphans to process the death of a loved one. Age-appropriate, individualised grief counselling takes place in discussions and support groups. S IMMO Germany supports this charitable organisation each year with a donation.

Promoting young talent

S IMMO adopts targeted measures to promote young talent in the industry via the academic sector. As part of the existing collaboration with Danube University Krems, the company has allowed students of the postgraduate real estate programme to undertake a foreign studies module at S IMMO Germany in Berlin in recent years. This module was conducted online in 2020 due to the COVID-19 pandemic.

Financial literacy

Proper money management and basic knowledge about finances and the economy are skills which have a great impact on people's lives. Through its financial literacy initiative, S IMMO has contributed to making it easier for young people to learn about this topic in recent years. The financial blog apropos-geld.at, along with its social media channels, is only one example of S IMMO's efforts in this domain. S IMMO realigned its financial literacy programme at the start of 2021 and now focuses its financial literacy communications on the corporate blog and the company's LinkedIn account.

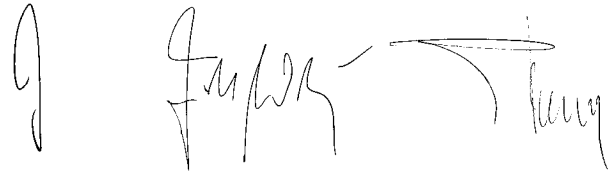
Memberships

For S IMMO, sustainability means taking responsibility for society and the environment. A further expression of the company's well-established CSR concept is its memberships in the corporate platform respACT (Austrian Council for Sustainable Development) and the Austrian Sustainable Building Council (ÖGNI). ÖGNI is committed to creating sustainable living spaces.

S IMMO is convinced that long-term forms of cooperation are the best way of fulfilling its social responsibility on a sustainable basis. For this reason, cooperation with the aforementioned institutions will also be continued in 2021.

Vienna, 22 March 2021

The Management Board



Ernst Vejdovszky

Friedrich Wachernig

Bruno Ettenauer