

Non-financial report

Foreword

It is no secret that sustainability has established itself in every major economic sector and is becoming an increasingly topical and urgent issue. In the last two years, S IMMO has intensified its efforts across the board in this area. Activities in 2021 focused on putting sustainability into practice systematically and structurally. An ESG staff unit reporting directly to the Management Board was created, while an ESG Committee was established in the Supervisory Board. ESG stands for Environment, Social and Governance, meaning that it encompasses three major aspects of modern sustainability management in a corporate context. We worked intensively to define an ESG strategy and set out the corresponding measures and objectives in 2022 building on these developments. Furthermore, we also drew up guiding principles that reflect the key pillars of our efforts.

Responsible interaction with our environment has been an integral part of S IMMO's operating and strategic activities for many years. The company pursues the goal of designing its properties to be resource-efficient, low-emission and user-friendly. At the same time, we not only play an important role in society as an employer, but we also provide real estate that meets people's basic need for space to live and work. In addition to encompassing labour standards, diversity and remuneration within our company, our aspiration demands a commitment to society and the local community. Handling the capital provided to us sustainably and with integrity is a key part of our corporate self-image. As a listed company, we are thus obliged to our shareholders at all times, but we are naturally also responsible to all other stakeholders at all times.



Herwig
Teufelsdorfer

Our ESG strategy is built on this fundamental insight. Broken down into the three core areas of "Environment", "Social" and "Governance", we have defined a total of 49 goals along with the corresponding measures and key performance indicators. With regard to our environmental goals, our aim is to reduce energy and water intensity and property-related greenhouse gas emissions, switch entirely to electricity from renewable energy sources and promote environmentally friendly mobility. Our social goals include a 50% share of female employees and senior managers, further progress with the introduction of green leases when concluding new contracts and an annual increase in tenant satisfaction. Healthcare and training for our team also forms part of our core objectives. In terms of governance goals, we aim to establish sustainable supply chain management, provide regular compliance training and increasingly align Management Board remuneration to ESG criteria. All our other goals, the measures and key performance indicators that have been defined in detail and the corresponding scheduling can be found on page 7 of this non-financial report.

We have extensively addressed risks in connection with climate change and considerably expanded our Group-wide risk management in this respect. Details can be found in the annual report starting on page 102.

There is no doubt that the current geopolitical and economic uncertainties pose challenges with regard to sustainability. Furthermore, the regulatory environment remains highly dynamic and is subject to rapid change. We are attempting to take this circumstance into account through ongoing adaptation within the company. The transition to a conservation-oriented mindset when it comes to our resources, the environment and society as a whole is not always easy, but there is no longer any alternative. We firmly believe that every change and every action matters and that everyone's efforts are required in order to achieve the necessary turnaround.

Regulatory frameworks, principles and standards

S IMMO has published a non-financial report annually since the financial year 2017. It contains information about environmental, employee and social issues in connection with the topics defined as material by S IMMO as well as the subject of human rights, corruption and bribery prevention. In preparing this report, S IMMO implements the legal requirements of section 267a of the Austrian Commercial Code (UGB) in full as required by the Austrian Sustainability and Diversity Act (NaDiVeG). In addition, information is disclosed in line with the EU Taxonomy Regulation (Regulation (EU) 2020/852).

S IMMO undertakes to comply with national, international and internal principles. Since 2007, S IMMO has been committed to observing the Austrian Code of Corporate Governance, which is available on the website of the Austrian Working Group for Corporate Governance. Details on the implementation of the Code at S IMMO can be found in the annual report starting on page 22.

At an international level, the company applies various frameworks for the protection of human rights. Details of S IMMO's activities in the area of human rights issues, and especially the scope and content of these activities and their organisational and procedural implementation, can be found in the Human rights section starting on page 12 and in the Organisational Policy for Human Rights at www.simmoag.at/sustainability/governance. S IMMO's Code of Conduct for all executive bodies and employees of the company also covers human rights issues as well as compliance-related and environmental content. This Code, which is publicly accessible at www.simmoag.at/sustainability/governance, is binding for all executive bodies and employees and has been the subject of annual training since the year under review.

The Management Board of S IMMO approves of the company's commitment to these principles and supports them fully. These frameworks currently apply only to S IMMO and all its fully consolidated subsidiaries. The plan is for them to be expanded to include external business relationships.

To facilitate the transparency and comparability of strategies, measures and results in the area of sustainability, S IMMO has applied international frameworks for its non-financial disclosures since the publication of the report on the financial year 2021. In line with its ESG strategy, S IMMO prepares and publishes a non-financial report in accordance with the applicable Global Reporting Initiative (GRI) Standards once a year. The GRI content index provides an overview of the standards applied in this report and the sections containing the relevant information (starting on page 51).

Moreover, disclosures are made in accordance with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), the Greenhouse Gas Protocol (GHG Protocol) and the EPRA Sustainability Best Practice Recommendations (EPRA sBPR). The EPRA Sustainability Performance Measures can be found starting on page 55. The application of additional standards in non-financial reporting is continuously examined in terms of relevance and viability.

Scope and boundaries of the report

The company publishes the non-financial report each year as part of its annual report. The reporting period for this report is identical to that of the financial report and thus covers the period from 01 January 2022 to 31 December 2022. The report includes the key figures for the reporting year and, where possible, for the previous year. In the future, S IMMO will endeavour to extend the non-financial reporting to two preceding periods to improve the traceability of the development of key figures. Significant events between the balance sheet date (31 December 2022) and the editorial deadline for this report (20 March 2023) are disclosed in the notes to the consolidated financial statements set out in section 5.7. This report was published on 30 March 2023.

This non-financial report was published in accordance with the operational control approach (for the purposes of non-financial reporting) and hence deviates from the prior-year report, which was prepared in accordance with the financial control approach. The decision to change the reporting approach was taken in order to facilitate increased transparency and comparability with the non-financial reporting of the two controlling shareholders of S IMMO AG – IMMOFINANZ AG and CPI Property Group S.A. – both of which report in accordance with the operational control approach.

This did not affect the overall scope of reporting, which encompasses S IMMO and all subsidiaries over whose operational decisions S IMMO can exercise a controlling influence. As in the previous year, this corresponds to all fully consolidated S IMMO companies (see annual report page 121 et seq.).

The Vienna Marriott and Budapest Marriott hotels are operated by fully consolidated subsidiaries under management agreements. S IMMO exercises a controlling influence over many operating activities in the area of hotel management, and can exercise operational control with regard to environmental factors in particular. However, the management of the hotel staff is the sole responsibility of the respective hotel's management and lies outside S IMMO's control. Accordingly, the employees of the two hotel companies do not fall within the operational control approach and, unlike in the previous year, are not included in staff-related key indicators for the purposes of non-financial reporting with the exception of the total number of S IMMO employees. For this reason, the values from 2021 are presented according to the new methods excluding hotel employees.

Where reference is made to S IMMO elsewhere in the non-financial report, this should be understood to include all fully consolidated companies and properties of S IMMO and its employees in Austria, Germany, Hungary, Croatia and Romania, but not the employees of the two hotels in Vienna and Budapest. If a key indicator does not refer to all locations, this is explicitly stated.

Real estate-related key indicators refer to S IMMO's entire property portfolio. As in the past, this includes all lettable buildings and the owner-operated hotels. For the first time, leasehold properties, development projects and land banks as well as acquisitions and sales during the year are also included on a monthly basis for key indicators such as energy consumption. This means that all fully consolidated properties are covered in full. The three buildings held by associates and joint ventures and accounted for using the equity method, which are therefore not fully consolidated, are only taken into account when calculating greenhouse gas emissions under the category Investments.

Audits

The Management Board submitted the non-financial report to the entire Supervisory Board for review. The Supervisory Board received, reviewed and discussed the non-financial report and found no reasons for objection. As part of the audit of the financial statements, the disclosure of all legally required information was reviewed by the appointed auditor KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft. The non-financial report has not been subjected to any further separate external audit.

ESG strategy and sustainability management

Guiding principles

Experience shows that a company-wide approach to the topics of ESG and sustainability requires above all an intensive analysis of the company’s identity and values and its corporate culture at the very outset. That is why S IMMO decided to revise and hone its guiding principles at the start of 2022 in a participative process with its employees. The company is characterised

by lean structures and open cooperation across departments. It actively designs living environments by means of its properties and acts prudently and responsibly in this process. The S IMMO guiding principles consist of four related elements: purpose, vision, mission and values. Together, they describe S IMMO’s identity and how it acts.

IMMO guiding principles

Purpose	Investing in lasting values: people and real estate
Vision	We design valuable living environments for today and tomorrow
Mission	We use our experience, passion and local know-how to turn individual properties into a future-proof and high-performing portfolio based on forward-looking decisions
Values	Quality: Tenant satisfaction and consistently increasing business value thanks to highest standards Tradition: Stability and reliability rooted in a successful past Responsibility: Foresighted action for the benefit of our stakeholders and the environment Collaboration: Achieving success as a team and together with our stakeholders

Materiality analysis

This non-financial report is based on a materiality analysis conducted in 2021 in which potential areas of sustainable management were examined and assessed with internal and external experts in connection with the Nachhaltigkeits- und Diversitätsverbesserungsgesetz (NaDiVeG – Austrian Sustainability and Diversity Improvement Act) and the Global Reporting Initiative (GRI) Standards. The impacts on people and the environment and the significance to key stakeholders such as shareholders, tenants, employees, other interest groups and business partners were addressed here. The materiality analysis was performed with assistance from the consulting firm Deloitte.

Two workshops were conducted with the responsible Management Board member and representatives of various specialist departments (Corporate Communications and Investor Relations, Project Development, Portfolio Management, HR, Compliance, Works Council) in which stakeholder groups were identified and the stakeholders were assigned a weighting based on the criteria “influence on S IMMO” and “interest in S IMMO”. As a result, the following stakeholder groups were identified as relevant:

- Supervisory Board
- Management Board
- Local managing directors
- Employees
- Works Council
- Tenants and brokers
- Core shareholders
- Institutional investors
- Small investors
- Banks and analysts

Given the low level of construction activity, stakeholder groups such as general contractors and suppliers were rated as non-material.

Topics for the stakeholder survey were then determined in a multi-stage process. In the first step, the external consulting firm drew up a shortlist of possible topics for the survey on the basis of sector benchmarking, an analysis of reporting standards, current trends and an analysis of current and forthcoming legal conditions relating to non-financial reporting. These topics were verified at a workshop with Deloitte, and any existing gaps were scrutinised.

The identified topics were assessed on two levels: their influence on decisions of the stakeholders and their potential economic, environmental and social impacts. Stakeholder representatives were then questioned via an online survey (period: July to September 2021) and in individual interviews. The aim of these surveys was to assess the impacts of economic, environmental and social aspects on S IMMO and to gauge the influence of these aspects on stakeholder decisions. Subsequently, the importance of the economic, environmental and social

impacts of the topics was specified in the context of a workshop and a meeting with the Management Board member responsible for ESG.

The material topics for S IMMO are therefore the 14 aspects that have the greatest impacts on society and the environment, are the most important to stakeholders and are rated as the most significant for S IMMO's business activities.

Material topics

Environment	Climate change adaptation Energy consumption and use of resources Renewable energy sources Sustainable operation of buildings Maintenance, repair, modernisation and renovation Sustainable mobility
Social	Diversity and equal opportunities Employee satisfaction and employer attractiveness Training Tenant satisfaction Data protection
Governance	Combating corruption
Overarching topics	Digitalisation Sustainable value enhancement

In this non-financial report, S IMMO details its activities and the measures adopted in relation to the topics identified as material topics. The vast majority of the material topics are dealt with in the following sections: Environment, Social and Governance. Two of the material topics, digitalisation and sustainable value enhancement, are to be considered as overarching topics that are closely linked with the development of S IMMO as a whole. These two topics are addressed below. In order to reflect the importance of human rights, this topic is covered in detail in the section on General topics.

Digitalisation

S IMMO deals intensively with the opportunities and risks of digitalisation in light of the company's activities and workflows. To take account of its growing importance, the topic was integrated into the Management Board's responsibilities in the financial year 2021. The aim is to continue to develop the company from a process-led to a data-led organisation in the medium term. External consulting firms and IT service providers are also involved in this process in addition to the Management Board and internal experts. The scope of the project ranges from IT governance and security issues to collaboration processes and reporting routines.

Digitalisation enables work processes and workflows to be optimised and automated and employees' skills to be enhanced. These measures aim to raise productivity and efficiency. The digitalisation initiative additionally aims to play a part in ensuring

competitiveness and to increase flexibility in a changing business and working world.

S IMMO also sees potential in the digitalisation measures to reduce emissions resulting from business trips and other travel. Virtual meetings have a role to play in saving costs and emissions by reducing the need for travel. These meetings do not require additional IT equipment to be purchased to any significant extent, meaning that S IMMO will not make materially negative contributions to electronic waste or increased energy consumption in this regard. If new company mobile phones, laptops, etc., have to be purchased, the emphasis will be placed on high-quality products with a long useful life. Old devices that are still serviceable will be given to an external company, which will refurbish and sell them to private users at affordable prices. The product lifecycle of the IT equipment can be extended in this way.

With regard to its employees, the company sees benefits in terms of the increase in efficiency and flexibility and also in the active and passive travel time that can be saved. More efficient workflows will minimise sources of errors and save time. The company is aware that the increased flexibility might also have a negative impact on work-life balance, however.

Against the backdrop of the increasing digitalisation of company workflows, IT security risks are becoming more significant. S IMMO defines IT security risks as the danger that the confidentiality, availability or integrity of business data may be

breached as a result of unauthorised disclosures, encryption or losses and the company or individuals will be prevented from successfully carrying out their tasks or processes in a timely manner. This can be the result especially of inadequate permission concepts, cyberattacks and the theft of hardware. In order to minimise these risks, an external penetration test was introduced in the year under review and will be conducted annually to identify and rectify IT security vulnerabilities. S IMMO employs a central user and log management system and runs an intelligent cyberdefence program and other programs to automatically identify data security risks around the clock. Moreover, hard drives, data storage media and mobile devices are encrypted and servers are hosted in a fail-safe data centre of an external service provider. The company's data security policy is constantly being refined. Mandatory annual staff training on data security was introduced in the reporting year. For details, please see page 38 onwards.

Sustainable value enhancement

S IMMO has now been pursuing a prudent and proven business policy for 35 years. Sustainable value enhancement in the interest of shareholders is a key aspect of the corporate strategy. The company's business activities are not geared towards short-term profits, but pursue balanced and consistent development that takes into consideration both financial success and social and ecological impacts. Details of the business model can be found in the annual report starting on page 90.

The company plays its part in local value creation through its business activities by promoting economic and infrastructure development and creating and securing jobs. From the revenues that are generated, taxes are paid in turn to the states in which the company operates.

The focus of companies on making profits, however, can also have negative impacts on people and the environment. The most significant of these include negative impacts on employees and pressures on the environment and climate. As explained in the other sections of this non-financial report, the company has set itself the goal of continually identifying and minimising any negative impacts it creates. For example, one of S IMMO's undertakings is always to provide its employees with fair working conditions, and it supports charitable commitments in the countries in which it operates. Also with regard to environmental impacts, the company implements measures ensuring its properties are designed to be resource-efficient, low-emission and user-friendly.

ESG strategy

An ESG strategy that is applicable throughout the Group was developed and presented in the 2022 financial year. The implementation of some of the measures was started on in the same year, while integrated implementation across all action areas will begin in 2023. The strategy includes 49 targets – including 15 core targets – as well as related measures and key performance indicators in the areas of environment, social and governance as well as in relation to general topics.

The relevant specialist departments, based on the specific topics, are responsible for tracking individual targets and implementing measures, and the Sustainability Management staff unit takes on the responsibility for coordinating implementation. The Management Board is responsible for ensuring compliance with the strategic objectives.

In the course of the consolidation of S IMMO AG by IMMO-FINANZ AG and subsequently by CPI Property Group S.A., adjustments were made when the non-financial report was prepared in the interests of efficient data management and transparent reporting. It seems sensible in the medium term to also consolidate the targets that have been set in the areas of environment, social and governance, including those relating to the protection of human rights, in order to be able to bundle the future endeavours in these areas in the best possible way. Against this backdrop, changes to the current ESG strategy may arise in the years to come. One adjustment that has already been made to this effect is the change in the reference value of some targets and key performance indicators from main lettable area to gross lettable area, as the latter is used in similar form by CPI Property Group S.A. and IMMOFINANZ AG as a basis for non-financial disclosures. This will enable greater comparability of developments and measures. The change does not have a material effect on the informative value of the targets.

Our ESG strategy

Our core goals

General topics



Certification of at least 40% of the commercial gross lettable area according to BREEAM, DGNB, LEED or WELL by 2025

Environment



Environment



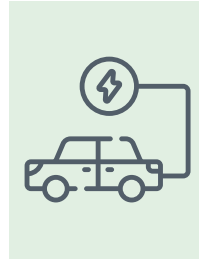
25% reduction in energy intensity by 2030 (base year 2021)



Purchase of electricity exclusively from 100% renewable sources by 2022



25% reduction in water intensity by 2030 (base year 2021)



Promotion of environmentally friendly mobility of employees and electrification of corporate fleet by 2026

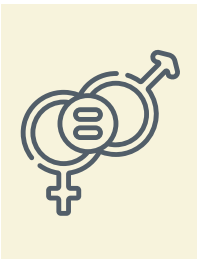


30% reduction in intensity of property-related, market-based greenhouse gas emissions by 2030 (base year 2021)

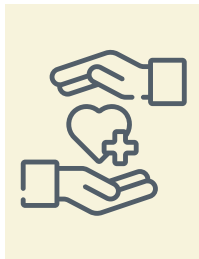
Social



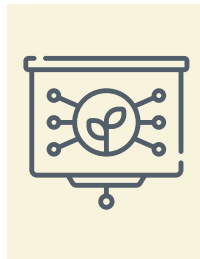
Social



50% share of female employees and senior managers by 2025



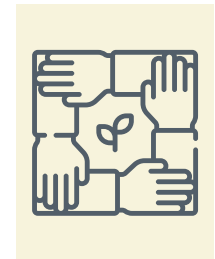
Free access to preventive physical and mental healthcare for all employees by 2023



Internal and external training hours for all employees



Introduction of binding green leases



Annual tenant satisfaction surveys

Governance



Governance



Alignment of 25% of the variable Management Board remuneration to ESG criteria by 2025



Mandatory annual employee training on compliance and human rights policies



Establishment of sustainable supply chain management processes by 2025



External audit of the non-financial reporting with reasonable assurance by 2026

Our goals in detail

ESG focus area	Strategic goal	Time horizon	Key performance indicator	Measures
General topics				
Regulatory frameworks, principles and standards	Annual non-financial reporting according to GRI Standards	ongoing	–	Annually updated reporting on all material topics in the areas of environment, social and governance as well as general topics according to applicable GRI Standards
	Application of additional global standards in non-financial reporting	ongoing	–	Application of the disclosure recommendations of EPRA sBPR, GHG Protocol and TCFD; assessment of additional standards in terms of relevance and feasibility
Partnerships, memberships, ESG ratings and certifications	Strengthening and improvement of relevant ESG ratings	ongoing	ISS ESG Corporate Rating and QualityScore, MSCI ESG Rating, Sustainalytics ESG Risk Rating	Active participation in the ESG ratings of ISS, MSCI and Sustainalytics; assessment of additional ESG ratings in terms of relevance and feasibility
	Certification of at least 40% of the gross lettable area of commercial properties according to BREEAM, DGNB, LEED or WELL	2025	Percentage of the gross lettable area of commercial properties certified according to BREEAM, DGNB, LEED or WELL	Emphasis on pre-certification, certification or future certifiability according to BREEAM, DGNB, LEED or WELL during the acquisition process; certification of all in-house project developments and suitable existing buildings according to BREEAM, DGNB, LEED or WELL
ESG risk management	Establishment of comprehensive ESG risk management processes	ongoing	–	Identification of the material ESG risk areas and individual risks as well as potential interactions with other risk areas; integration of climate risk management processes; ESG risk monitoring and control; identification of mitigation measures
	Establishment of science-based climate risk management processes	2023	–	Identification of the regulatory requirements and additional relevant standards (in particular EU Taxonomy and TCFD); identification of material physical and transitory climate risks; integration into the general ESG risk management processes; introduction of a digital solution for climate risk monitoring and control based on scientific climate scenarios; identification of climate adaptation measures
Environment				
Implementation of the EU Taxonomy	Increase in EU Taxonomy alignment of economic activities	ongoing	Percentage of taxonomy-aligned turnover, capital expenditure (CapEx) and operational expenditure (OpEx)	Assessment of all economic activities for taxonomy eligibility; identification of current and potential taxonomy-aligned economic activities based on technical screening and DNSH criteria; identification of required data and data sources; establishment of standardised processes for data collection and storage; ensuring the minimum safeguards through organisational and procedural establishment of human rights management processes
	25% reduction in energy intensity (base year 2021)	2030	Energy intensity in kWh/m ² (gross lettable area)	Digital consumption data management and identification of potential efficiency improvements; fitting of digital main meters for near real-time consumption data collection; assessment and wherever possible installation of intelligent building management systems; optimisation of pre-set operating times and setpoints of building services; use of building thermography; assessment and wherever possible implementation of energy-efficient refurbishment measures (insulation, windows, building services, heat recovery); installation of LED lighting; assessment and wherever possible fitting of contact sensors and motion detectors; raising awareness among service providers and tenants
Energy management	Annual energy-efficient refurbishment of at least 20,000 m ² of gross lettable area	ongoing	Gross lettable area for which energy-efficient refurbishments have been completed in m ²	Calculation of building-specific decarbonisation pathways and prioritisation of actions; assessment and wherever possible improvement of exterior and interior insulation (roof, basement, exterior walls); window renovations; modernisation of building services (in particular HVAC systems) and implementation of heat recovery solutions
	Purchase of electricity exclusively from 100% renewable sources	2022	Percentage of electricity from 100% renewable sources	Purchase of electricity exclusively from 100% verifiably renewable sources and wherever possible on the basis of direct power purchase agreements; raising awareness among tenants and wherever possible expansion of purchasing to include tenants
Energy management	Annual installation of renewable energy systems with a total nominal power output of at least 1,000 kW	ongoing	Total nominal power output of installed renewable energy systems in kW	Assessment and wherever possible installation of photovoltaic systems, heat pumps and other renewable energy systems for existing buildings and project developments
	Assessment of a switch from natural gas, liquefied petroleum gas and heating oil to district heating, geothermal energy, heat pumps or renewable fuels	ongoing	Percentage of buildings with heating systems using district heating, geothermal energy, heat pumps or renewable fuels	Assessment and wherever possible replacement of heating systems using natural gas, liquefied petroleum gas and heating oil with more environmentally friendly alternatives using district heating, geothermal energy, heat pumps or renewable fuels
Water management	Fitting of all buildings with digital main meters for electricity and heat	2025	Percentage of buildings with digital main meters	Replacement of non-digital main meters for electricity and heat with digital meters or installation of digital sub-meter
	25% reduction in water intensity (base year 2021)	2030	Water intensity in l/m ² (gross lettable area)	Installation of water-saving tap aerators and plumbing fixtures in existing buildings and project developments; consideration of ease of cleaning in project developments; optimisation of flushing systems; leak tests; assessment and installation of grey water and rainwater systems; raising awareness among service providers and tenants
Water management	30% reduction in water intensity in areas subject to water stress (base year 2021)	2030	Water intensity in l/m ² (gross lettable area)	Identification of areas with elevated water stress; installation of water-saving tap aerators and plumbing fixtures in existing buildings and project developments; consideration of ease of cleaning in project developments; optimisation of flushing systems; leak tests; assessment and installation of grey water and rainwater systems; raising awareness among service providers and tenants
	Fitting of all buildings with digital main water meters	2026	Percentage of buildings with digital main meters	Replacement of non-digital main water meters with digital meters or installation of digital sub-meter

ESG focus area	Strategic goal	Time horizon	Key performance indicator	Measures
Raw materials and waste management	Assessment of building materials as well as construction and deconstruction processes with regard to circularity	ongoing	–	Assessment and wherever possible consideration of circularity principles in project developments, renovations and deconstruction; assessment of raw materials and building components used with regard to sortability, reusability and recyclability; assessment and wherever possible use of environmentally friendly building materials; raising awareness among service providers
	Use of digital material registry for all project developments and full renovations	2025	Percentage of project developments and full renovations for which a digital material registry is used	Selection and introduction of a digital material registry for use along the supply chain during project developments and full renovations
	Establishment of portfolio-wide waste data collection	2024	–	Identification of required data and data sources; establishment of standardised processes for data collection and calculation of waste flows; assessment and wherever possible implementation of measures for reducing waste generation (in particular general waste) and improving waste separation; raising awareness among service providers and tenants
	Expansion of natural greening of buildings and open spaces	ongoing	–	Assessment and wherever possible implementation of natural extensive and intensive greening solutions for rooftops, façades and open spaces; planting of wildflower meadows instead of lawn areas; assessment and wherever possible incorporation of measures into local biodiversity strategies
Biodiversity and land use	Assessment of possible soil desealing	ongoing	Desealed area in m ²	Assessment and wherever possible implementation of full and partial soil desealing measures taking into account underground sealing; assessment and wherever possible implementation of rainwater management systems
	Transition of corporate fleet to electric or hybrid vehicles	2026	Percentage of electric and hybrid vehicles	Procurement of fit-for-purpose electric vehicles (and hybrid vehicles if needed) as replacements for internal combustion engine vehicles; assessment and wherever possible execution of procurement in alignment with the EU Taxonomy; further development of the vehicle fleet procurement policy
Mobility	Promotion of environmentally friendly mobility of employees	ongoing	–	Reimbursement of costs for tickets for regular commuting on public transport; expansion of provision of secure bicycle storage and showering facilities; purchase of bicycles and electric scooters for travelling short distances for work and borrowing for personal use; further development of the business travel policy into a mobility concept; raising awareness among employees
	Promotion of environmentally friendly mobility of tenants	ongoing	–	Visible and wherever possible near real-time information about the building's connections to public transport; expansion of the provision of secure bicycle storage and showering facilities; expansion of the installation of electric vehicle charging stations in short-term parking spaces; assessment and wherever possible development of bike and car-sharing offers; raising awareness among tenants
	30% reduction in intensity of property-related, market-based greenhouse gas emissions (base year 2021)	2030	Intensity of property-related, market-based greenhouse gas emissions in kg CO ₂ e/m ² (gross lettable area)	Calculation of building-specific decarbonisation pathways and prioritisation of actions; reduction in energy intensity (digitalisation of consumption data management, optimisation of building services, energy-efficient refurbishments); purchase of electricity exclusively from 100% renewable sources; installation of renewable energy systems and more environmentally friendly heating systems; further development of the calculation of greenhouse gas emissions according to the GHG Protocol; raising awareness among service providers and tenants
Greenhouse gas emissions	Preparation of life cycle assessments for all project developments and full renovations	2025	Percentage of project developments and full renovations for which a life cycle assessment was prepared	Preparation of life cycle assessments and comparative calculations over the entire life cycle of the buildings during the planning of project developments and full renovations
Social				
Diversity, equity and inclusion	No confirmed cases of discrimination or sexual harassment	ongoing	Number of confirmed cases of discrimination and sexual harassment	Agreement on the Code of Conduct with all employees; establishment of a working group on the topics of diversity, equity and inclusion; raising awareness for the role of the digital whistleblower system; mandatory annual employee training
	50% share of female employees	ongoing	Share of women	Consideration of gender diversity within departments; inclusive candidate communication; flexible working models; identification and elimination of gender pay gaps
	50% share of female senior managers	2025	Share of women	Active outreach to existing female employees in case of vacancies and support and individual training for transition into a senior management role; inclusive candidate communication; flexible working models; identification and elimination of gender pay gaps
	Establishment of an accessible and inclusive application process	2023	–	Identification of potential systemic obstacles and unequal opportunities in the application process; redesign of the application process based on diversity, equity and inclusion principles; inclusive candidate communication; raising awareness among employees
Labour standards and occupational safety	Annual employee surveys on diversity, equity and inclusion in the workplace	ongoing	Response rate	Establishment of a working group on the topics of diversity, equity and inclusion; design and conducting of anonymous and voluntary employee surveys on the topics of diversity, equity and inclusion; analysis and communication of aggregated results to employees and joint development of improvements; selection of and participation in relevant initiatives
	Ergonomic workspaces for all employees	2024	Percentage of employees with ergonomic workspaces	Inspection of computer workstations and individual consultation with ergonomics experts; provision of ergonomic office furniture and work equipment; raising awareness among employees
Labour standards and occupational safety	Free access to preventive physical and mental healthcare for all employees	2023	Percentage of employees who made use of the services offered	Expansion of annual health check-ups and vaccination campaigns; development of counselling offer for exercise and nutrition; development of anonymous counselling offer and activities for stress and burnout prevention; mandatory annual training for senior managers on stress and burnout prevention; raising awareness among employees
	No workplace accidents	ongoing	Number of workplace accidents	Appointment of health and safety officers at every office location; provision of ergonomic workspaces; identification and elimination of workplace hazards; mandatory annual employee training; voluntary first aid courses

ESG focus area	Strategic goal	Time horizon	Key performance indicator	Measures
Remuneration, training and employee retention	Annual adjustment of base salaries to inflation for all employees	2023	–	Annual country-specific adjustment of base salaries to inflation for all employees
	Annual performance development reviews for all employees	ongoing	Percentage of employees who had a performance development review	Performance development reviews at least once a year and more often if necessary; individual agreement of annual objectives and biannual progress review; fostering of a proactive and two-way feedback culture
	Completion of at least eight hours of training per employee per year	ongoing	Percentage of employees who completed at least eight hours of training	Allowance of at least four internal and four external training hours per employee as approved by the senior manager (with the exception of mandatory training); preparation of department-specific budgets and training catalogues; collection of employee feedback; expansion of the digital learning platform; development of a strategic knowledge management framework
	Maximum employee turnover of 15%	2025	Employee turnover rate	Expansion of personal development opportunities (in particular performance development reviews and training offers); further development of employee benefits; fostering of a proactive and two-way feedback culture; establishment of a standardised offboarding process and exit interviews to ascertain reason for leaving and identify possible improvements
Tenant communication	Introduction of binding green leases	ongoing	Percentage of rental income on the basis of binding green leases	Development of a framework for tenant communication in order to raise awareness with regard to sustainability issues and promote open dialogue; introduction of binding lease agreements and addendums stipulating the joint sustainable operation of the building (green leases); systematic recording of the green leases in place
Tenant satisfaction	Annual tenant satisfaction surveys	ongoing	Tenant satisfaction level	Design and conducting of tenant satisfaction surveys for buildings representative of the portfolio; analysis and communication of results to tenants and joint development of improvements
Privacy, data protection and data security	No violations of the General Data Protection Regulation	ongoing	Number of violations of the General Data Protection Regulation	Use of an intelligent program for the automated identification of GDPR-related risks; further development of the GDPR policy; mandatory annual employee training
	No unauthorised publication, encryption or loss of data	ongoing	Number of incidents involving the unauthorised publication, encryption or loss of data	Annual external penetration testing; centralised user and log management; use of intelligent cyberdefence software and programs for the automated identification of data security risks; encryption of hard drives and data storage devices; further development of the data security policy; mandatory annual employee training
Governance				
Management structure and remuneration	Alignment of 25% of the variable Management Board remuneration to ESG criteria	2025	Percentage of variable Management Board remuneration aligned to ESG criteria	Increase in the alignment of variable Management Board remuneration to ESG criteria from 10% to 25%; annual determination of strategic priorities and linking of remuneration to corresponding key performance indicators
Diversity, structure and independence of the Supervisory Board	At least 40% share of women on the Supervisory Board	2025	Share of women	Consideration of gender diversity in the nomination process
Code of Conduct and whistleblowing	Agreement on the Code of Conduct with all employees	2023	Percentage of employees who agreed on the Code of Conduct	Written agreement on the Code of Conduct with all employees; further development of the Code of Conduct; raising awareness for the role of the digital whistleblower system; mandatory annual employee training
	Disclosure of the handling of violations of the Code of Conduct, compliance and human rights policies	ongoing	–	Raising awareness for the role of the digital whistleblower system; documentation and anonymised publication of the grievance mechanisms, the number and type of complaints lodged and confirmed and the remediation measures taken in response; mandatory annual employee training
Prevention of bribery, acceptance of benefits and corruption	Mandatory annual employee training on compliance and human rights policies	ongoing	–	Mandatory employee training on compliance (in particular anti-corruption and issuer compliance) and human rights policies; raising awareness for the role of the digital whistleblower system; further development of the compliance and human rights policies
Supply chain management	Establishment of sustainable supply chain management processes	2025	–	Organisational and procedural establishment of sustainable supply chain management processes focusing on environment and human rights; development of an environmental policy and further development of the organisational policy on human rights for implementation and fulfilment by service providers; establishment of monitoring and improvement mechanisms; raising awareness among service providers
Audits	External audit of the non-financial reporting with reasonable assurance	2026	Audit opinion	External audit of the non-financial reporting without publication of an audit opinion for the 2023 financial year and implementation of improvements; external audit of the non-financial reporting with limited assurance for the 2024 financial year; external audit of the non-financial reporting with reasonable assurance for the 2025 financial year

The core goals are highlighted in colour in the column "Strategic goal".

Sustainability management

To take account of the increased requirements placed on sustainability management, the topic was firmly anchored within the S IMMO organisation in 2021. To this end, the area of digitalisation/ESG was established as a Management Board responsibility and assigned to a board member. Furthermore, the Sustainability Management staff unit was created as a central point where sustainability issues across all departments and subsidiaries are consolidated and coordinated on a central basis. The unit reports directly to the Management Board. The Supervisory Board set up its own dedicated ESG committee as a control and management body in the autumn of the same year. This committee monitors the company's activities and its social, economic and environmental responsibility and is informed by the Management Board and the staff unit in detail about current focal points and areas of activity during its meetings.

In the business operations, the Sustainability Management unit works intensively with the individual departments on implementing S IMMO's strategic ESG goals and is responsible at the same time for collecting and analysing data on relevant key performance indicators. The awareness and understanding of ESG and sustainability is thus promoted in dialogue with the specialist departments throughout the Group and among all the employees. Moreover, S IMMO's Sustainability Management unit is responsible for selecting and implementing international standards in the non-financial reporting.

Existing and potential risks that arise in the context of S IMMO's business activities and could have an impact on various sustainability matters have been incorporated into the Group's general risk management since the year under review. This risk management is the responsibility of the correspondingly named function within S IMMO and responsibility for its implementation is currently also assigned to a member of the Management Board. Another independent function, which is currently fulfilled operationally by a member of the Management Board, is Compliance Management, which is responsible for the areas of capital market and criminal compliance, including the associated organisational guidelines and employee training, as well as the Code of Conduct.

ESG risk management

As part of S IMMO's ESG strategy, which was published in September 2022, a comprehensive ESG risk management process was established and the ESG risks were fully integrated in all of the company's risk management processes in the year under review. To this end, the existing risk catalogue was revised to include all material ESG risks. In terms of processes and contents, environmental, social and governance risks are handled in the same way as all other risks. Consideration of the double materiality plays an important role here, as both risks that have an impact on the company from outside and risks that may have an impact on the environment and other stakeholders from within the company as a result of its business activities are assessed.

Special points of focus in the year under review included the detailed consideration of human rights risks and the expansion of Group Risk Management as a result of the introduction of science-based climate risk management processes. This latter focus serves primarily to ensure that the increased requirements that the company has to fulfil for example as a result of the EU Taxonomy and the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) are satisfied. Details of the material ESG risks and the measures for identifying, assessing, preventing and mitigating them are described in the annual report starting on page 102.

General topics

Human rights

S IMMO is aware that it comes into direct and indirect contact with questions relating to human rights as a result of its business activity. Against this backdrop, we revised and expanded our Group-wide approach to human rights in the 2022 reporting year. To this end, Compliance Management at S IMMO replaced the company's previous human rights policy with a significantly more extensive organisational policy on respecting human rights and established uniform processes and workflows in the area of human rights management. In addition, relevant human rights issues were integrated in the Group-wide risk catalogue and thus in S IMMO's active risk management.

S IMMO is committed to respecting, protecting and promoting international human rights in the course of all of its activities and does not tolerate any form of discrimination. This involves preventing and dealing with human rights violations that may arise as a result of the company's activities on the one hand and, on the other, investing efforts in preventing or mitigating any negative impacts on human rights that may arise in the course of direct business relationships. S IMMO has undertaken to maintain a work environment that is characterised by mutual trust, in which diversity and inclusion are valued and in which everyone is treated with dignity and respect. S IMMO complies with laws and regulations on the protection of human rights, fair working conditions and other provisions of labour law and refers here explicitly to

- the International Bill of Human Rights, including the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Covenant on Civil and Political Rights,
- the Fundamental Principles and Core Labour Standards of the International Labour Organisation (ILO),
- the UN Guiding Principles on Business and Human Rights and
- the OECD Guidelines for Multinational Enterprises

as frameworks for defining its publicly available organisational policy on human rights, which governs our Group-wide approach to human rights issues. This relates to how human rights are embedded in our organisation and operations and also includes the existing complaint mechanisms and the procedures for monitoring effectiveness and publishing disclosures.

The employees and the members of the executive bodies of S IMMO are required by the company's Code of Conduct to observe the precepts of this organisational policy and the rights and principles it contains in their day-to-day activities. Furthermore, S IMMO expects our non-Group service providers and suppliers, irrespective of their size, to observe the contents of this policy. A commitment from these external business partners is not currently in place yet, but the preparation of a declaration to this effect is planned.

The implementation of human rights does not fall under the company's active sphere of influence in all cases, as most of the requirements have to be established and maintained at the state level. S IMMO has therefore identified human rights issues that it classes as particularly relevant and actively addresses in relation to its business activities and supply chains. A selection of these issues is listed below in line with the scope of application at S IMMO and briefly defined from the company's perspective. A general overview can be found in the relevant organisational policy at www.simmoag.at/sustainability/governance.

S IMMO is committed to equal treatment and prohibits any discrimination on the basis of ethnic origin or nationality, language, social origin, age, gender, gender identity, sexual orientation, religion, political or other belief, mental or physical ability or other status. Every kind of sexual harassment, hatred and war propaganda is also prohibited. S IMMO protects the rights of ethnic, religious and linguistic minorities and recognises the freedom of thought, conscience and religion of every individual.

S IMMO also recognises the right to just and favourable conditions of work and social security and undertakes to pay its employees a fair and living wage or salary and to fully respect both the right to and the results of collective bargaining. The company is committed to freedom of association and ensures that the interests of its employees are represented by the Works Council, which they freely elect. S IMMO's corporate culture includes professional interaction with employee representatives without any preferential or disadvantageous treatment whatsoever. The company maintains an open relationship with the Works Council based on a foundation of trust and conducts constructive and collaborative dialogue with this body in order to pursue a fair balance of interests. As of 31 December 2022, only the location in Vienna had a Works Council.

The company prohibits any form of exploitation and explicitly forbids slavery, torture, forced and compulsory labour as well as child labour. Violations of occupational health and safety provi-

sions or of employee rights are not permitted. Everyone has a right to physical and mental health, while mothers enjoy special protection for a reasonable period before and after giving birth. Everyone has the right to file a complaint in the event of a violation of human rights and employees are required to report complaints and suspected incidents involving actual and potential human rights violations through the established complaint mechanisms.

The Management Board of S IMMO has adopted and supports the organisational policy introduced in the reporting year. The operational implementation and continual guarantee of human rights due diligence is the responsibility of S IMMO's Compliance Management, a Group-wide function that is currently performed by one of the members of the Management Board. This includes both the ongoing identification and assessment of actual and potential human rights violations in accordance with the precautionary principle and the initiation and follow-up of preventive, mitigation and remedial measures within the company's sphere of influence, if necessary in consultation with the rest of the Management Board and in so far as this lies within the company's control. In order to identify and address specific issues in the best possible way, Compliance Management coordinates closely with the Group departments or local management of the S IMMO branches when necessary.

The central point of contact for all complaints and suspicious activity reports regarding actual and potential human rights violations is S IMMO's Compliance Management. In addition, the local management in the branches can also be contacted in the first instance. An anonymous report can also be submitted through the Group's digital whistleblower system. All three channels are always open to employees and non-employees alike. All reported incidents are received by Compliance Management and are treated confidentially and with the assurance that anonymity is guaranteed. Once an incident is confirmed, possible countermeasures are identified. At least one additional member of the Management Board will be involved in this process.

Should several human rights violations occur at the same time, the violations that involve serious and time-critical impacts will be prioritised. These complaint mechanisms pursue the goal of meeting the requirements of legitimacy, accessibility, predictability, equitability, transparency and compatibility with human rights at all times. The type of measures that are taken is decided entirely on a case-by-case basis and is determined individually in accordance with applicable law and, where possible, in dialogue with the parties concerned.

S IMMO's Compliance Management continuously documents actual and potential human rights violations that are identified, complaints that are received and measures that are implement-

ed. This also includes measures for actively promoting human rights regardless of any complaints and suspicious activity reports as well as the further development of this organisational policy in general terms. This information, in particular the number of complaints that are received and confirmed and the measures that are implemented, is published annually in anonymised form. Cases are also processed internally in accordance with the confidentiality principle as learning examples in order to prevent similar cases from recurring as far as possible.

With the exception of test runs conducted on the processes, no complaints or suspicious activity reports were received and no human rights violations were identified at S IMMO's branches in the reporting year.

Since 2022, employees have received annual training on the contents and implementation of the organisational policy on human rights as well as on the digital whistleblower system, which plays a key role in the anonymous reporting of human rights violations.

Building certifications

One of the biggest levers S IMMO as a real estate company has for making a significant contribution to a sustainable economy and society lies in designing the construction, operation and modernisation of the properties in a way that conserves as many resources, produces as few emissions and is as user-friendly as possible. This is why the Group started the step-by-step certification of its properties using internationally recognised certification frameworks for buildings with sustainable features – known as green buildings – in 2012. All S IMMO's development projects are now planned and implemented in accordance with these standards, while acquisitions of properties are also evaluated with a view to certification or their ability to be certified. As part of its ESG strategy, S IMMO has set itself the goal of obtaining BREEAM, DGNB, LEED or WELL certification for at least 40% of the gross lettable area of its commercial properties.

S IMMO already succeeded in achieving this goal at the end of 2022. As of 31 December 2022, S IMMO's property portfolio that was certified under BREEAM, LEED and WELL comprised a total of 23 properties (2021: 11) with a gross lettable area of 496,375 m² (2021: 248,658 m²). This corresponds to 34.8% (2021: 21.0%) of the gross lettable area of the entire portfolio and a year-on-year increase of 99.6%. This also means that, as of the reporting date, 45.4% of the gross lettable area of commercial properties in the portfolio was certified in accordance with green building standards and the target set for 2025 has already been exceeded.

Certified properties as of 31 December 2022

Property	Country	Property type	Certification	Certified gross lettable area in m ²
10000 Zagreb, Miramarska cesta 23 (Eurocenter)	Croatia	Office	BREEAM Very Good	8,638
010735 Bucharest, Calea Griviței 82-98 (The Mark)	Romania	Office	BREEAM Excellent	26,278
012095 Bucharest, Strada Aviator Popișteanu 54A (EXPO Business Park)	Romania	Office	BREEAM Outstanding and WELL Health-Safety	42,859
040055 Bucharest, Calea Văcărești 391 (Sun Offices)	Romania	Office	BREEAM Good	10,037
040055 Bucharest, Calea Văcărești 391 (Sun Plaza)	Romania	Retail	BREEAM Pass	81,448
061102 Bucharest, Bulevardul Iuliu Maniu 6N (Campus 6.2)	Romania	Office	LEED Platinum and WELL Core Gold	20,014
061102 Bucharest, Bulevardul Iuliu Maniu 6P (Campus 6.3)	Romania	Office	LEED Platinum and WELL Core Gold	17,922
1016 Budapest, Hegyalja út 7-13. (Buda Center)	Hungary	Office	BREEAM Very Good	6,618
1037 Budapest, Szépvölgyi út 35-37. (Szépvölgyi Business Park)	Hungary	Office	BREEAM Very Good	10,352
1065 Budapest, Nagymező utca 44. (Pódium)	Hungary	Office	BREEAM Very Good	6,080
1077 Budapest, Kéthly Anna tér 1. (Greenpoint 7)	Hungary	Office	BREEAM Very Good	15,402
1087 Budapest, Hungária körút 40-44. (Arena Corner)	Hungary	Office	BREEAM Very Good	29,713
1095 Budapest, Soroksári út 30-34. (Haller Gardens)	Hungary	Office	BREEAM Very Good	35,479
1117 Budapest, Garda utca 2. (BudaPart Gate)	Hungary	Office	LEED Gold	20,290
1134 Budapest, Váci út 35. (River Estates)	Hungary	Office	BREEAM Very Good	21,341
1134 Budapest, Váci út 45. (Átrium Park)	Hungary	Office	BREEAM Very Good	38,919
1138 Budapest, Dunavirág utca 2-6. (Gateway Office Park)	Hungary	Office	BREEAM Very Good	36,176
1138 Budapest, Váci út 182. (Blue Cube)	Hungary	Office	BREEAM Very Good	10,863
1139 Budapest, Pap Károly utca 4-6. (Thirteen Xenter)	Hungary	Office	BREEAM Very Good	8,291
1139 Budapest, Teve utca 1a-c. (Thirteen Globe)	Hungary	Office	BREEAM Very Good	17,311
1139 Budapest, Váci út 99. (Balance Hall)	Hungary	Office	BREEAM Very Good	16,070
1139 Budapest, Váci út 99. (Balance Loft)	Hungary	Office	BREEAM Very Good	6,792
1139 Budapest, Váci út 99. (Balance Tower)	Hungary	Office	BREEAM Very Good	9,482
Total				496,375

This significant increase was achieved because almost all the buildings acquired in the year under review have green building certification. The company also plans to continue to increase the proportion of certified properties through acquisitions, developments and modernisations.

The proceeds from the two green bonds issued by S IMMO in 2021 and 2022 respectively, which total EUR 95.5m following a partial repayment as a result of a change of control event in June 2022, went in their entirety into the (re)financing of acquisitions of properties certified as green buildings and were allocated in full as of the reporting date of 31 December 2022.

Partnerships and memberships

S IMMO uses partnerships and memberships to meet its social responsibility in terms of sustainability at the sector and economic level and to promote dialogue between companies and organisations. As a member of the Austrian Business Council for Sustainable Development (respACT), the European Public Real Estate Association (EPRA) and the Austrian Sustainable Building Council (ÖGNI), the company is committed to the transfer of knowledge to increase sustainability. In 2022, for example, ÖGNI published a position paper on the interplay between digitalisation and sustainability in the property sector on which S IMMO had worked for a year together with other industry representatives. These partnerships will also be continued in 2023.

ESG ratings

In order to improve the transparency and comparability of how companies deal with different sustainability issues, ESG rating agencies have been established around the world that can offer institutional investors in particular guidance when it comes to assessing companies and investment decisions. As part of its ESG strategy, S IMMO has decided to make active use of the ESG ratings provided by ISS, MSCI and Sustainalytics and to have its sustainability work and reporting assessed. Other ESG ratings are continually examined to see whether they are relevant and feasible. In 2022, S IMMO was able to achieve some significant improvements in its ESG ratings thanks to the measures it implemented and its expanded reporting.

The ISS ESG QualityScore comprises three individual assessments rated from 1 to 10 in the areas of environment, social and governance. In the last assessment conducted on 02 December 2022, S IMMO recorded a large positive jump from 5.67 to 2.33 on average in comparison to the prior year and even achieved the highest mark of 1 in the area of governance. With the MSCI ESG Rating, MSCI rates risk exposure in the areas of environment, social and governance on a scale from AAA to CCC. S IMMO increased its MSCI ESG rating at the end of 2021 from BBB to A and has maintained it ever since. In its assessments, Sustainalytics places the focus on the future viability and the risk management of companies in view of financial losses that might be incurred from ESG risks. S IMMO succeeded in improving its Sustainalytics ESG Risk Rating year-on-year from 21.2 to 15.0 in 2022 and is thus rated as “low risk”. S IMMO is ranked in the top third of companies in an industry comparison. The company intends to consolidate and, where possible, improve on these results in the ESG ratings in the future.

Environment

Consideration of environmental aspects has been an integral part of S IMMO's strategic and operational activities for many years. In order to ensure that the responsible treatment of the environment is formalised, concrete environmental goals were defined during the reporting year that pursue, among other things, the reduction of energy and water consumption as well as the reduction of greenhouse gas emissions by 2030. These environmental goals, which are anchored in the ESG strategy, also reflect the results of the materiality analysis conducted in 2021. With the involvement of various stakeholder groups, the following environmental topics were identified as material:

- Climate change adaptation
- Energy consumption and use of resources
- Renewable energy sources
- Sustainable operation of buildings
- Maintenance, repair, modernisation and renovation
- Sustainable mobility

Within the framework of the ESG strategy, ESG focus areas were defined on the basis of which goals and measures are set. These are closely linked both in their implementation and in their objectives, and against this backdrop, reporting on the six material environmental issues is carried out along operational fields of action as presented in the ESG strategy.

The Management Board of S IMMO is responsible for compliance with the goals set out in the ESG strategy. At the time of publication of this report, the allocation of operational responsibilities for both the pursuit of individual goals and the implementation of the defined measures was still in progress. In principle, responsibility for resource-efficient building operation lies with the employees and service providers assigned to the respective buildings.

In view of the ever advancing process of climate change, it has become essential that, in the sense of double materiality, we understand and take into account the mutual effects of environmental changes and business activities on each other. S IMMO therefore introduced a science-based climate risk management system during the reporting year and integrated it into the Group-wide risk management. By incorporating climate scenarios based on different greenhouse gas concentrations in the atmosphere – the Representative Concentration Pathways RCP2.6, RCP4.5, RCP6.0 and RCP8.5 – this takes into account, for example, the requirements of the EU Taxonomy and the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) for state-of-the-art climate risk manage-

ment. Further details can be found in the annual report starting on page 102.

In the reporting year, the IT-supported data collection and analysis in the area of energy and water consumption data of the real estate portfolio and vehicle fleet data was further optimised and expanded to include data on refrigerant consumption and waste streams. The resulting enhancement of the data quality enables the company to record, manage and optimise the consumption of energy and resources in a targeted way in the future. Especially in regard to the properties, it is now possible to evaluate the operational optimisation measures that have been implemented thanks to continuous monitoring at property level. Together with other measures such as the increase in the share of renewable energy sources and the modernisation of buildings, S IMMO is setting out to gradually reduce its ecological footprint in accordance with the environmental objectives set out by the company.

Boundaries on environmental key figures

The key performance figures reported in this section relate essentially to the group of fully consolidated companies of S IMMO (annual report starting on page 121) and follow the operational control approach. Shares accounted for using the equity method are only taken into account when calculating greenhouse gas emissions under the category Investments.

As of 31 December 2022, S IMMO's property portfolio, which includes lettable buildings, owner-operated hotels, development projects and land banks, consisted of 364 properties (2021: 375) with a gross lettable area of around 1.4 million m² (2021: 1.2 million m²). Based on book value, properties in Austria accounted for 14.5% (2021: 17.3%) of the portfolio, while properties in Germany accounted for 38.3% (2021: 48.2%). Properties in CEE made up 47.2% of the portfolio (2021: 34.5%). Looking at the portfolio broken down by main type of use not including plots of land and based on book values, offices accounted for 56.5% (2021: 45.4%), retail properties for 12.2% (2021: 14.6%), residential properties for 25.2% (2021: 32.7%) and hotels for 6.1% (2021: 7.3%) as of 31 December 2022.

The property-related consumption and emissions data in this section refers to the entire real estate portfolio of S IMMO. As in the past, this includes all lettable buildings and the owner-operated hotels. For the first time, leasehold properties, development projects and land banks as well as acquisitions and sales during the year are also included on a monthly basis for

key indicators such as energy consumption. This means that all fully consolidated properties are covered in full.

The three buildings held by associates and joint ventures and accounted for using the equity method, which are therefore not fully consolidated, are only taken into account when calculating greenhouse gas emissions in under the category Investments. The reference value of property-related environmental indicators is the gross lettable area. The gross lettable area of buildings that were bought or sold during the year is adjusted to the exact month so that the area corresponds proportionately to the number of months relevant for the report.

Implementation of the EU Taxonomy

With the EU Taxonomy Regulation (Regulation (EU) 2020/852), the European Union presented a standardised set of rules for classifying environmentally sustainable economic activities that were applied for the first time in the last financial year 2021. Economic activities should substantially support one or more defined environmental objectives and not negatively impact any of the others (Do No Significant Harm principle, DNSH). At present, the objectives “climate change mitigation” and “climate change adaptation” have been defined in more detail and are being implemented by the European Union and businesses.

In the previous year, S IMMO was required to disclose the economic activities classified as taxonomy-eligible in accordance with the regulation in the form of the share in turnover, capital expenditure (CapEx) and operating expenditure (OpEx) these activities account for. Taxonomy-eligible means in this case that an economic activity has been defined in the delegated acts of the EU Taxonomy and thus comes under the regulation’s sphere of influence. For the 2022 reporting year, S IMMO is also required for the first time to disclose taxonomy-aligned economic activities, i.e. sustainable activities in accordance with the environmental objectives and technical assessment criteria of the taxonomy.

All disclosures are made on the basis of the current interpretation of the legal situation and the EU Taxonomy FAQ, although uncertainties in interpretation can result from legal terms that have not yet been adequately defined. Because the legal situation continues to change at the moment, S IMMO adopts a conservative approach in its declaration of taxonomy-eligible and taxonomy-aligned economic activities.

Determination of taxonomy alignment

S IMMO has identified the economic activity “acquisition and ownership of buildings” as relevant and taxonomy-eligible in accordance with section 7.7 (Annex I), which avoids possible double counting.

With its taxonomy-eligible economic activity, S IMMO pursues the environmental goal of “climate change mitigation”, thus double counting is avoided in this respect as well. In order to determine taxonomy alignment for the economic activity “acquisition and ownership of buildings” and the significant contribution to the environmental goal “climate change mitigation”, several factors were taken into account to ensure alignment with the requirements of the EU Taxonomy and its criteria.

During the reporting year, S IMMO replaced the company’s previous human rights policy with a significantly more extensive organisational policy on human rights and established uniform processes and workflows in the area of human rights management. Among other things, this also fulfils the explicit requirements of the EU Taxonomy for minimum safeguards within S IMMO Group. Furthermore, there were no known violations of these or other organisational policies in the area of compliance during the reporting year. More details can be found in the Governance section starting on page 41.

With regard to the technical screening criteria relevant to the economic activity “acquisition and ownership of buildings” under the environmental goal “climate change mitigation”, the buildings of S IMMO were checked individually for the date of the application for a construction permit and the existence of a valid Class A energy performance certificate, if possible based on the primary energy efficiency. If a class A energy performance certificate is available and the building is a non-residential building, the nominal capacity of the HVAC systems (heating, ventilation, air conditioning, refrigeration) was recorded and, if the threshold value of 290 kW was exceeded, the efficient operation according to the EU Taxonomy was verified.

In addition, a climate risk assessment of all buildings in the S IMMO portfolio was carried out on the basis of so-called Representative Concentration Pathways (RCP). The RCPs, which were developed by scientists, describe scenarios for different increases in greenhouse gas concentrations in the atmosphere and their amplifying effect on climate change. The climate risk assessment was carried out according to the Representative Concentration Pathways RCP2.6, RCP4.5, RCP6.0 and RCP8.5 in order to avoid significant negative impacts. More information on this can be found in the annual report starting on page 102.

In total, S IMMO has identified five buildings that currently meet the general and specific criteria according to the economic activity "acquisition and ownership of buildings". They consist of one residential building in Leipzig and four commercial properties in Bucharest. These buildings all have a Class A energy performance certificate and the application for a construction permit was submitted before 31 December 2020. If HVAC systems with a nominal capacity of more than 290 kW are installed, they are operated efficiently, although in some cases the identification of efficiency losses and opportunities for energy efficiency improvements is regularly carried out by the local technicians and not automatically by the building services.

The Bucharest location is fundamentally affected by the chronic physical risks of heat stress and water stress. According to the company's assessment, the building's operation in its current use is not significantly impaired even if the water availability is reduced but not permanently heavily restricted. First response fire protection, for example by sprinkler systems, is ensured even if the water supply is interrupted. The direct impact of the climate risk of heat stress on the buildings is significantly greater, but the cooling capacity of the HVAC systems installed in the four Bucharest properties is considered sufficient for a foreseeable rise in temperature in the coming years, as evidenced by the building documentation. In total, five properties thus form the scope of the key performance indicators for taxonomy alignment.

Determination of the EU Taxonomy indicators

Starting out from the total revenues recognised in the consolidated financial statements prepared according to IFRS, the taxonomy-eligible turnover consists of the rental income and revenues from operating costs that S IMMO generates in the course of renting out its properties.

The basis for the capital expenditure (CapEx) according to IFRS that is considered is provided by all additions to properties, intangible assets and property, plant and equipment (before depreciation, amortisation, revaluations and impairments), including additions resulting from acquisitions. In terms of taxonomy eligibility, this relates to the purchase of buildings and capitalisations directly associated with existing buildings at S IMMO.

The relevant categories for determining the taxonomy-eligible operating expenses (OpEx) consist of direct, non-capitalised costs of research and development, building renovation measures, short-term leasing, maintenance and repairs as well as all other direct expenses in connection with the daily maintenance of property, plant and equipment. For S IMMO, only maintenance costs related to its property portfolio according to IFRS are of material importance. S IMMO does not conduct any research and development. Short-term leasing is carried out only to an extremely limited extent and is thus not taken into

consideration. The maintenance expenditure associated with existing buildings is therefore classified as taxonomy-eligible.

Turnover, CapEx and OpEx are always considered taxonomy-aligned if the taxonomy-eligible proportions of turnover, CapEx and OpEx are attributable to the five buildings classified as taxonomy-aligned. None of the taxonomy-aligned amounts are for own use. These key performance indicators are being calculated for the first time for 2022, which means that they are not reported for the previous year 2021. The tables with the EU Taxonomy key performance indicators can be found from page 45 onwards. For further information on the underlying financial figures, please refer to the consolidated financial statements (annual report from page 114) and the related notes (annual report from page 121).

Use of resources

S IMMO is convinced that its business activities are compatible with environmentally conscious behaviour. That is why the company attaches great importance to handling the resources and raw materials it uses sparingly and carefully. This includes energy sources and water especially in the operation of the buildings on the one hand, but also raw materials and local land use and biodiversity on the other. Moreover, waste management and the offer of sustainable mobility solutions are topics that S IMMO actively addresses in the course of its activities.

Energy management

By their nature, the construction and operation of buildings are very energy-intensive – and this is also true of the S IMMO portfolio. The high global energy consumption contributes significantly to global warming and thus to climate change. In particular, the use of fossil fuels such as coal, oil and gas have a negative impact on the climate, as they release large amounts of greenhouse gases when burned. The associated rise in average global temperature has potentially negative impacts on humans and the environment. These include, for example, the rise in sea levels, the increase in extreme weather events such as heat waves and droughts, but also flooding due to precipitation events, as well as the loss of biodiversity and negative impacts on human health.

The company strives, both for its existing properties and for project developments, to find solutions to keep energy consumption, and thus also the operating costs for its tenants, as low as possible. In this regard, the ESG strategy defined the goal of reducing the energy intensity of the buildings by 25% by 2030 compared to 2021. S IMMO's local teams and service providers are instructed to take into account a catalogue of measures for the quick identification and implementation of optimisation and savings measures in their daily work in and around the buildings.

Actual energy consumption – consisting of heating demand and electricity consumption – in the buildings managed by S IMMO is almost exclusively dependent on tenant behaviour and is therefore largely outside the company's direct control. However, S IMMO can exert a certain influence on the energy efficiency of the buildings through structural measures in the course of maintenance work and modernisation, including for example by upgrading the building services, replacing the heating system or optimising the insulation, and therefore applies as a matter of principle the highest standards in development projects and in energy-efficient and structural renovations of portfolio properties.

When looking at energy management, it generally has to be noted that S IMMO is not able in every case to make the decision on the use of energy sources. In principle, it is responsible as the landlord for purchasing energy sources to meet the respective heating demand of the entire building, where it subsequently charges the costs on to the tenants. However, there are several exceptions, especially in Germany in the case of gas heating, where the tenants themselves obtain their heating supplies and consequently do not have to provide S IMMO with consumption information. S IMMO therefore endeavours to contribute to lower energy consumption by its tenants at least indirectly by increasing the energy efficiency of the buildings.

It is also the case in almost every Austrian and German property that S IMMO purchases electricity only for the common areas in the buildings. The areas exclusively for tenants are supplied through the tenants' own contracts. Here, too, there is no obligation on their part to provide information to S IMMO as the landlord. In CEE, S IMMO is – apart from a few exceptional cases – the sole contracting partner of the local utility companies and thus responsible for the entire energy procurement.

Against the backdrop of the allocation of costs to the tenants as part of service charge reconciliations, when entering into supply contracts S IMMO always pays attention to relevant cost and competition factors, in addition to the energy mix, in order to maintain conformity with the market.

Natural gas and district heating, and in isolated cases also liquefied petroleum gas and heat pumps, are used in the properties of S IMMO to cover the heating demand. In rare cases, domestic heating oil is still used, although the replacement of almost all of these systems was prepared towards the end of the reporting year and has already been implemented in part.

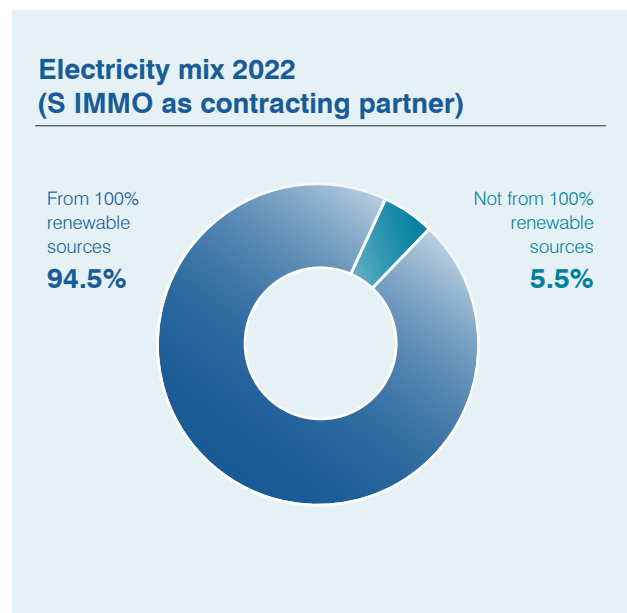
The electricity demand on the landlord's side for the whole of the property portfolio in Austria and for the most part in Germany has been covered since 2020 by purchased electricity from 100% renewable sources (solar energy, hydropower and wind energy as well as biofuels). The statement made in previous years' reports that all German buildings are already supplied with electricity from purely renewable sources turned out to be

incorrect during the more detailed data collection and is hereby corrected. During 2021, the buildings in Croatia, Romania and Slovakia were switched to the purchase of electricity purely from sustainable sources, followed by the Hungarian properties in 2022.

Even before the presentation of the ESG strategy, S IMMO had set itself the goal of switching its electricity purchases portfolio-wide to 100% renewable sources by the end of 2022. This target was not fully met, but 94.5% of the electricity purchased by S IMMO in 2022 came from 100% renewable sources. Moreover, portfolio properties are gradually being fitted with photovoltaic systems in order to offer the possibility for buildings to have their own, independent electricity supply. For this purpose, two photovoltaic systems in Vienna and Budapest with a total output of 415 kWp (kilowatt peak) were commissioned in 2022.

Another project that contributes to the target of an improved energy footprint is the use of a portfolio-wide environmental data management system to monitor environmentally relevant key figures. Against the backdrop that this data is supplied by a variety of service providers from several countries, the system serves to continually enhance and harmonise the quality of environmental data and also to recognise deviations and incorrect data more quickly. At the same time, it enables the properties to be compared in terms of their environmental performance and allows needs for action and optimisation to be identified. Measures to continually improve energy consumption in the buildings can thus be implemented in a targeted way.

Furthermore, digital consumption meters, known as smart meters, were installed in the vast majority of German properties in 2022 and connected to the IT infrastructure, where the aim is to record energy data in near real time and to be able to take corrective action when necessary and consequently optimise



consumption. Both the ongoing conversion to renewable energy sources and the digitalisation of the data recording and analysis are playing a part in increasing sustainability in the operation of the buildings and consequently in improving the carbon footprint of S IMMO (for more details on this, please see page 25 et seq.).

As part of the change in reporting approach from financial to operational control, there were changes in the scope and calculation methods of the energy data. This data is recorded specifically for each building by the respective property manager, managed centrally and, when necessary, harmonised for analysis by using conversion factors from the local utility companies. The most significant change compared to the previous year's report is that consumption that can be attributed exclusively to tenant spaces is now considered to be outside the organisation, even if it is procured by S IMMO. Together with the disclosures on energy consumption when obtained directly by tenants in accordance with category 13 of the Greenhouse Gas Protocol (see page 27), the energy data now represents the entire consumption in the building.

As tenants who purchase their own energy are not required to disclose their consumption, the disclosures relating to this consumption are based almost exclusively on projections on the basis of actual consumption in comparable buildings in the company's portfolio as well as standard industry benchmarks at building level. Adapted to the type and size of the property, these benchmarks originate primarily from publications of the Bundesinstitut für Bau-, Stadt- und Raumforschung (BBSR – Federal Institute for Research on Building, Urban Affairs and Spatial Development), the German Federal Ministry of Transport, Building and Urban Development (now the Federal Ministry for Digital and Transport) and the German Energy Agency (dena).

In some cases (primarily German residential buildings), exact figures were not yet available for consumption on the part of S IMMO for this reporting year. These have also been extrapolated accordingly or comparable figures from the previous year were used. As the office areas that S IMMO uses itself are all located in properties in the company's portfolio, there was no need for an additional disclosure of this consumption, as it is already included. Significant consumption of fuels from renewable sources or the sale of energy do not take place. Any consumption of cooling energy and steam is contained in the data on electricity and district heating and is not recorded separately.

Moreover, the energy data also includes consumption by the Group's own vehicle fleet based on mileage, the consumption according to the manufacturer's specifications and conversion factors from the Environment Agency (Republic of Austria). Energy consumption outside the organisation, which relates to business travel and employee commuting and the three buildings accounted for using the equity method, are not considered to be directly relevant from an energy management standpoint and are therefore not calculated. Instead, the kilometres travelled and greenhouse gas emissions are recorded as the aim is to reduce the carbon footprint. For more information on this, please see page 25. For an overview of the energy consumption related solely to S IMMO's property portfolio, the EPRA Sustainability Performance Measures are provided starting on page 55.

Compared to the calendar year 2021, a reduction in energy intensity was recorded across all regions in the reporting year. Absolute consumption increased in CEE due to acquisitions, yet the share of electricity from 100% renewable sources was significantly increased. The consumption of some properties increased in 2022, in particular retail properties and hotels, as they had a higher level of operation than in the previous year following the COVID-19 pandemic.

Energy consumption

Energy consumption indicator	Definition	Unit	Austria		Germany		CEE		Total	
			2022	2021	2022	2021	2022	2021	2022	2021
Energy consumption within the organisation (vehicle fleet and obtained by S IMMO for shared services)	Fuel consumption from non-renewable sources	MWh	2,778	2,298	29,004	29,006	31,333	29,286	63,115	60,590
	of which petrol consumption	MWh	7	3	53	55	0	0	60	58
	of which diesel consumption	MWh	24	36	14	7	0	0	37	44
	of which natural gas consumption	MWh	2,747	2,259	26,481	27,020	31,333	29,286	60,562	58,565
	of which liquefied petroleum gas consumption	MWh	0	0	333	297	0	0	333	297
	of which heating oil consumption	MWh	0	0	2,123	1,627	0	0	2,123	1,627
	Electricity consumption	MWh	7,028	6,764	3,822	3,756	25,897	23,242	36,747	33,762
	of which from 100% renewable sources	MWh	7,028	6,764	2,645	2,514	25,025	12,835	34,698	22,112
	Heating consumption	MWh	7,864	9,177	22,566	24,319	3,249	548	33,680	34,043
	of which from 100% renewable sources	MWh	0	0	0	0	118	0	118	0
Total energy consumption	MWh	17,670	18,238	55,392	57,081	60,480	53,077	133,543	128,396	
Energy consumption outside the organisation (obtained and/or consumed exclusively by tenants)	Energy consumption of downstream leased assets (GHG Protocol category 13)	MWh	13,499	13,744	47,537	47,670	55,517	48,114	116,553	109,528
Energy intensity	Energy intensity ratio (total energy consumption within and outside the organisation)	kWh/m ²	204	210	173	177	242	254	204	208
	Gross lettable area	m ²	152,815	152,083	594,083	593,273	478,236	398,197	1,225,134	1,143,553

Water management

Providing clean water is a matter of course for S IMMO. The company holds the view that sustainable water reserves, safe drinking water and the protection of ecosystems through 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. Water is supplied to and discharged from the properties through connections to the municipal water networks and these processes are thus subject to the local regulations as well as requirements within the European Union.

Attention is paid here to proportionate and economical use of water as a resource, especially since a large proportion of S IMMO's properties in Germany and Romania are located in an area with increased or high water stress according to the Group's own climate risk assessment based on the Representative Concentration Pathways and are therefore exposed to the risk of a potential water scarcity. Water stress occurs when water consumption exceeds the amount of water available in a region. Specifically, this affects properties in the cities of Berlin, Bremen, Erfurt, Halle (Saale), Kiel, Leipzig, Potsdam, Puchheim, Rostock and Weimar, as well as Bucharest.

The operation of the properties does not involve any major water usage or water storage on an industrial scale and thus also does not trigger any impacts caused by process water. Nevertheless, in the future S IMMO will endeavour to monitor the use of water even more closely and to consult with its stakeholders, especially in the regions suffering from increased water stress, and therefore evaluate possible measures to be taken. In this regard, the ESG strategy has set a target to reduce water intensity by 25% overall and 30% in areas of water stress by 2030 compared to 2021. The installation of digital main water meters and water-saving fittings will play a central role in reaching this target.

In almost all its properties, ensuring the overall water supply from the local utility companies is the responsibility of S IMMO. Only in 12 properties is water obtained partly or directly by tenants on the basis of their own contracts, where there is no obligation for them to provide information to S IMMO. The data for the water consumption of the properties is recorded in parallel with the energy data at building level, transmitted by the property managers, consolidated on a central basis and evaluated at portfolio level. Recognising and responding to irregularities that can be attributed to increased consumption, for example as a result of a leak, forms part of the responsibilities of the local property management and service providers of the properties. This also includes the identification of water saving opportunities and the implementation of corresponding measures.

In order to ensure consistent comparability, the water consumption of the twelve properties in which the water is procured by the tenants is also included in the key figures. As accurate data is not continuously available in these cases because there is no obligation on the part of the tenants to provide this information, it has been extrapolated using the actual consumption of comparable properties in the portfolio after being adjusted to the size of the property in question. An extrapolation of this kind was also carried out in the few cases where no accurate figures were yet available for the consumption on the part of S IMMO.

Water consumption

Water consumption indicator	Definition	Unit	Austria		Germany		CEE		Total	
			2022	2021	2022	2021	2022	2021	2022	2021
Water consumption	Total water consumption	m ³	85,848	75,764	379,839	371,232	279,836	209,524	745,523	656,521
	of which in areas subject to water stress	m ³	0	0	348,743	340,546	115,748	88,227	464,491	428,773
Water intensity	Water intensity ratio	l/m ²	562	498	639	626	585	526	609	574
	Gross lettable area	m ²	152,815	152,083	594,083	593,273	478,236	398,197	1,225,134	1,143,553

Water intensity increased in 2022 compared to the previous year, as restrictions due to the COVID-19 pandemic were largely lifted, resulting in increased use of properties. Hotels in particular are water-intensive due to their use.

Raw materials and waste management

Resources are committed and waste of various kinds is produced over a long period during the construction and operating phases of properties. S IMMO is aware of its central role and responsibility here and actively takes steps to reduce the nega-

tive impacts to the minimum possible level. With the transition to the circular economy, S IMMO sees general potential for optimisation and an industry-wide need for action in this area. The company has set itself the goal of continuously checking the recyclability of the building materials it uses and is planning to use a digital material registry for all project developments and full refurbishments by 2025. When properties are maintained and renovated, building materials are replaced where possible with environmentally compatible alternatives. In addition to reducing noise and dust pollution for residents, effective con-

struction site waste management, the secure handling of dangerous substances and short transportation distances are also key priorities. Where necessary, professional disposal of waste or treatment of contaminated sites is agreed by means of framework construction contracts. Efforts are made to exclude contaminated sites by performing thorough location analyses during acquisitions.

S IMMO is additionally working on developing a portfolio-wide and system-supported process for recording the generation of waste in the operation of its properties similar to what it is doing with energy consumption data. It is planned to record and subsequently monitor both the type and quantity of the waste and its treatment and ability to be recycled. Because of the large local differences across the portfolio and the fact that information is not completely available from the municipal institutions, it is not yet possible to present an overall view of the waste management at the moment. Nevertheless, complete data for the last two years are available at least for all buildings in Croatia and Romania. Thus, a cumulative total of 3,201 t (2021: 1,991 t) of non-hazardous waste was generated in these two CEE countries in the reporting year. Of this, 668 t (2021: 559 t) were recycled and 2,533 t (2021: 1,433 t) were consigned to landfills. The increase is largely due to the increased waste accumulation at Bucharest's Sun Plaza shopping centre, which is experiencing increased operations again after the COVID-19 pandemic.

In its own office premises, S IMMO attaches great importance to waste separation and avoidance and, in addition to the use of environmentally friendly paper, also utilises intelligent follow-me printer technology with minimal toner consumption.

Biodiversity and land use

In view of climate change and biodiversity loss, S IMMO is engaged in the issues of biodiversity and land use. The greening of open spaces, building façades and roof areas serves in the urban area to create a more pleasant microclimate and reduces heat and noise inside and also in the immediate vicinity of the building. Because the properties enjoy a central location and because of the very high-density development of the plots of land, S IMMO's properties have few areas that are suitable for greening. It is planned to expand greening projects, taking economic viability into consideration, with the enhanced attractiveness for the users of the building also playing an important role. Extensive green areas around and on the buildings have been considered from the outset in the development projects currently planned in Bratislava and Budapest.

In times of increasing soil sealing in the course of ever more high-density developments, property construction projects on sites that are already sealed, known as brownfield developments, are gaining importance. These contrast with greenfield developments, where construction on areas that were previously totally undeveloped produces additional sealing of the soil. The result of soil sealing is that rainwater can no longer drain away, which in turn increases the risk of flooding. Moreover, these areas boost the rise in temperatures in the summer, as sealed ground surfaces heat up more than planted areas.

All S IMMO's current building developments are located in urban areas in capital cities in CEE and the majority of them are on previously developed sites, which means the company is not contributing to significant additional soil sealing. The only exception to these brownfield developments is a project on an inner-city meadow site in Bratislava. In order to reduce the negative impacts, the property will be equipped with a partially greened façade and extensive roof greening. S IMMO does not have any completely greenfield developments, meaning additional land use outside of urban zones, in its portfolio. In addition, possible soil desealing measures for existing properties are to be continuously examined and implemented where possible.

As part of the land bank in the areas surrounding Berlin, S IMMO manages approximately 240 ha of land area, including forests and meadows. Some of these areas are located in nature and water conservation areas in the state of Brandenburg. All the areas are managed in accordance with the applicable regulations and in harmony with nature. No properties are developed or operated in these areas. Having plots in a land bank is a long-term investment that could provide areas for later development if they are zoned in a different way and a legally valid land use plan is produced in this connection. S IMMO is not planning any independent developments in these areas.

Mobility

In addition to the development and operation of buildings, the theme of sustainable mobility also plays an essential role for S IMMO in many respects, as the greenhouse gas emissions caused by travel also have direct impacts on the environment and climate change. Here the company can exercise direct control over the Group's own vehicle fleet as well as national and international business trips on the one hand, while, on the other, a positive influence can be exerted on the commuting and travel behaviour of employees, tenants and other users of the properties, meaning that negative environmental impacts can be minimised.

S IMMO's vehicle fleet consists of company cars and pool vehicles. As of 31 December 2022, it included a total of 17 vehicles (2021: 17) at locations in Germany and Austria, which are managed and maintained by local management. No cars belonging to the company are held at the locations in the CEE countries. The size and cost of the vehicles are adapted to their respective purpose and procurement has been subject to a separate organisational policy since the year under review. In addition to hybrid vehicles, a purely electric vehicle can also be found among the latest purchases. The distribution of the German property portfolio across several cities separated in some cases by a large distance requires a degree of flexibility that, in the company's opinion, can best be guaranteed by having a corporate fleet of its own. As part of the company-wide ESG strategy, the vehicle fleet will be completely converted to electric and hybrid vehicles by 2026. Several office bicycles have additionally been bought for short business journeys. The fleet is managed using a management software program and mobile applications.

In addition to journeys using the company's own vehicles, various kinds of business trips are necessary at all locations. The

local on-site management of the properties requires a large number of short journeys, which can mainly be completed using public transport, although private cars may be needed in some cases. The Vienna location plays a special role here, as the portfolio and development projects in the CEE countries are covered from here and the aeroplane thus represents a frequently used means of transport. The company's travel policy explicitly encourages employees not to travel when it is not absolutely necessary and to hold online meetings instead or to travel by train where possible. For flights, only seats in economy class are booked in principle, although an exception is made for intercontinental flights. A greater need for international travel by plane also arises at the hotel operating companies in Vienna and Budapest as a result of their involvement in roadshows.

Kilometres travelled are recorded on a local basis by the individual S IMMO locations. An accurate record of the kilometres travelled is not always possible especially when employees take a private car, taxi or public transport. The disclosures therefore also contain estimates based on the average travel patterns of the employees in question, which comprise routes and frequency.

Business travel

Means of transport	Unit	Austria		Germany		CEE		Total	
		2022	2021	2022	2021	2022	2021	2022	2021
Company car	km	85,367	79,000	151,241	140,706	0	0	236,608	219,706
Private car	km	10,403	7,956	3,015	7,399	35,675	26,654	49,093	42,009
Hire car and taxi	km	5,386	5,167	511	346	6,699	26,788	12,596	32,301
Public transport	km	49,366	30,575	48,734	27,283	5,163	17,525	103,263	75,383
Aeroplane	km	353,840	184,190	10,854	4,220	31,678	40,626	396,372	229,036
Total	km	504,362	306,888	214,355	179,954	79,215	111,593	797,932	598,435

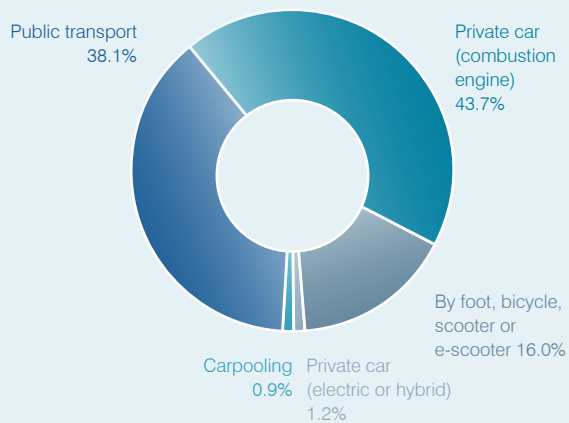
In 2022, there was an increase in travel with the successive end of pandemic-related restrictions. Air travel, but also travel by public transport show the largest relative increase.

In the coming years, S IMMO will also endeavour – as far as the current projects allow – to increase the use of more fuel-efficient and public means of transport and to keep travel activity to a necessary minimum by using new forms of communication technology.

In 2021, S IMMO conducted a voluntary survey to record for the first time the commuting patterns of its employees at all locations and would like to continue this practice every two years in the future. The survey included questions on the average commuting distance and the means of transport primarily used for

this. The results were extrapolated on a location-specific basis to the entire workforce, with the hotel operating companies being excluded from this year's representation in accordance with the reporting approach. From a Group-wide perspective, a number of different means of transport are used as a result of the different local circumstances and routes to the workplace. The company endeavours to actively encourage its employees to use environmentally friendly options for their commute. The central location of the workplaces featuring well-developed local public transport networks, cycle paths and footpaths is an important factor here. The reimbursement of the costs of discount cards and annual season tickets for public transport and the creation of carpools are other measures that have already been implemented. In addition, the take-up of the offer to employees to work from home reduces the overall commuting distance.

Main means of transport for daily commute



The fact that the connection to the local public transport network is within walking distance is also an attractive benefit for the employees and the users of properties and helps to minimise the impact on the environment during operations. S IMMO therefore attaches special importance to the existing infrastructure for developments and acquisitions. Bike racks, showers and electric vehicle charging stations reinforce the incentive for more sustainable mobility among employees and visitors and are taken into consideration from the outset in new developments and when properties are modernised.

Greenhouse gas emissions

S IMMO's efforts to reduce its own energy consumption and that of its tenants and where possible to cover the energy demand using renewable energy sources not only serve to increase energy efficiency, but also pursue the goal of reducing the carbon footprint related to the business activities. As climate change progresses, it poses new challenges for the economy and society and demands that companies live up to their responsibility in this respect. Not only the impacts of climate change on the company and its actions play a role here, but also the influence the company can exert on climate change. In this regard, S IMMO has defined in its ESG strategy that the intensity of its property-related greenhouse gas emissions is to be reduced by 30% by 2030 compared to 2021.

In the context of this double materiality, i.e. the mutual influences of climate and business activities on each other, S IMMO has, on the one hand, supplemented its climate risk management with reference to the requirements of the EU Taxonomy and the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) with scientific scenarios based on the Representative Concentration Pathways (see annual report

starting on page 102) and, on the other hand, once again expanded the calculation of the greenhouse gas emissions associated with its activities. This expansion concerns, among other things, refrigerant leakages and the emissions of the three buildings accounted for using the equity method under the category Investments. Following the recommendations of the Greenhouse Gas Protocol (GHG Protocol) and in accordance with the operational control approach, the basic scope of the reporting for this carbon accounting is formed by the group of fully consolidated companies of S IMMO (see annual report from page 121).

With regard to the energy consumption of the property portfolio, this means that only the energy and refrigerants purchased by S IMMO and not directly attributable to tenants are included in the calculation of direct and indirect emissions according to Scope 1 and Scope 2 of the GHG Protocol. Energy and refrigerant consumption that is directly and exclusively procured or used by the tenants is considered as Scope 3 emissions, as there is no operational control according to the reporting approach.

All emission values are calculated in CO₂ equivalents and on the basis of the collected energy consumption data (see page 21), refrigerant leakages as well as the kilometres travelled for business or commuting purposes (see page 24). In the case of the company's own vehicles for which no emission factors expressed in CO₂ equivalents are available, a pure CO₂ emission factor has been used. Other greenhouse gases are not shown on an itemised basis in light of the existing data. As biomass is not burned to any significant extent, no biogenic greenhouse gas emissions are recorded. Based on data availability and the gradual return to normal operation of the properties after the COVID-19-related restrictions in 2020, S IMMO has decided to select 2021 as the base year and thus the starting point for the future strategic reduction of its greenhouse gas emissions. The IT-supported and central monitoring and local optimisation of consumption, which is also linked to the relevant emission factors, also plays a key role here, as do the previously described use of renewable energy sources and the modernisation of infrastructure.

Direct and indirect energy-related emissions (Scope 1 and Scope 2)

S IMMO's direct greenhouse gas emissions under Scope 1 of the GHG Protocol arise on the one hand through the operation of the property portfolio and, on the other, as a result of the use of the Group's own vehicle fleet. The crucial factor here is that greenhouse gas emissions are released directly when fuel is consumed or when there is a refrigerant leakage. In the operation of buildings, natural gas, liquefied petroleum gas and heating oil are used as fossil fuel sources alongside various refrigerants. The company's own vehicles with internal combustion engines use petrol and diesel fuels. In the case of the proper-

ties, emission factors of the State Environmental Office (State of Brandenburg) and of the Environment Agency (Republic of Austria) that are related to the types of consumption are used to calculate the emissions, where possible while taking regional differences within the portfolio into consideration. Emissions calculations for refrigerants are based on the Global Warming Potential (GWP) according to the Fourth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC). Emissions data related to the vehicle fleet use engine-specific emission factors in accordance with the vehicle registration documents and the manufacturer's specifications.

In the case of S IMMO, supplying the properties with electricity and district heating is the driver of the indirect energy-related emissions where energy is purchased externally and emissions arise in the course of this driver. In addition, the company's own electric and hybrid vehicles are also supplied with electricity. The GHG Protocol divides these Scope 2 greenhouse gas emissions into location-based and market-based emissions. The emission factors of the respective overall local or national energy network are used as the basis here for calculating the location-based emissions of the energy consumption. The market-based emissions, in contrast, take into consideration contractual agreements between companies and utility companies and thus also specific emission factors that are guaranteed to the users by the utility companies. As S IMMO attaches great importance to renewable sources as the origin when purchasing electricity and regards this as a significant contribution to strengthening a sustainable energy network, the emissions from the consumption of electricity and district heating are calculated using both the location-based and the market-based method. The difference, in S IMMO's opinion, corresponds to an active saving of greenhouse gas emissions as a result of its deliberate choice of renewable energy sources.

The location-based Scope 2 emissions are calculated using country-specific emission factors that are provided by ecoinvent (version 3.8), the International Energy Agency (IEA) and the Environment Agency (Republic of Austria). Electricity from 100% renewable sources is regarded as carbon-neutral for the calculation of the market-based emissions. An emission factor of the local utility company Wien Energie is additionally applied for the district heating obtained for the Vienna properties. On account of the lack of binding commitments on the part of the utilities, the location-based country-specific emission factors are used for all other market-based calculations.

Other indirect emissions (Scope 3)

For the calculation of the other indirect greenhouse gas emissions, the Scope 3 emissions, the upstream and downstream supply chains of a company are evaluated for their relevance for the company's own emissions inventory. S IMMO has classified the following four out of a total of 15 categories pursuant to the GHG Protocol as relevant:

- Category 6: Business travel
- Category 7: Employee commuting
- Category 13: Downstream leased assets
- Category 15: Investments

The reason these categories have been selected is that the energy and refrigerant consumption of the properties, which can be exclusively allocated to the tenants or which is based on direct supply contracts between the tenants and the utility company, is directly related to the operation of the buildings and thus the core activity of S IMMO as a portfolio manager. The resulting category 13 emissions are thus an integral element of S IMMO's climate footprint, even if it can exert only a limited influence on the consumption patterns of the tenants. The same applies to the three buildings accounted for using the equity method under category 15. The company has a more direct influence over the frequency and nature of business trips and, as a result of incentives, on the means of transport that its employees choose for their commute, which is why categories 6 and 7 have also been selected. The inclusion of other categories in the greenhouse gas inventory in the future is being evaluated on an ongoing basis, but at the moment not all the necessary data is consistently available for this yet.

In the case of energy-related emissions, the calculations of Scope 3 emissions also follow the distinction between location-based and market-based calculations in order to be able to show the positive effects on building operations when tenants choose renewable energy sources, and thus to further incentivise the society-wide transition to green energy. The property-related Scope 3 emissions were consequently calculated using the emission factors specified under Scope 1 and Scope 2. Emissions associated with business travel and commuting were determined using emission factors of the Department for Environment, Food and Rural Affairs (United Kingdom).

Greenhouse gas emissions

Emissions indicator	Definition	Unit	Austria		Germany		CEE		Total		
			2022	2021	2022	2021	2022	2021	2022	2021	
Direct GHG emissions (Scope 1)	Direct GHG emissions	t CO ₂ e	558	462	6,013	5,980	6,952	6,454	13,522	12,896	
Indirect energy-related GHG emissions (Scope 2)	Location-based indirect energy-related GHG emissions	t CO ₂ e	2,467	2,623	3,394	3,566	7,354	6,323	13,215	12,512	
	Market-based indirect energy-related GHG emissions	t CO ₂ e	173	202	2,513	2,729	732	2,615	3,418	5,546	
Other indirect GHG emissions (Scope 3)	Location-based other indirect GHG emissions	t CO ₂ e	2,889	2,930	14,125	14,165	15,009	13,033	32,024	30,128	
	of which category 6	t CO ₂ e	59	32	4	3	12	16	76	51	
	of which category 7	t CO ₂ e	18	16	72	77	12	12	102	105	
	of which category 13	t CO ₂ e	2,572	2,602	14,049	14,085	14,216	12,116	30,837	28,803	
	of which category 15	t CO ₂ e	240	280	0	0	768	889	1,009	1,168	
	Market-based other indirect GHG emissions	t CO ₂ e	2,358	2,330	14,125	14,165	4,161	5,735	20,644	22,230	
	of which category 6	t CO ₂ e	59	32	4	3	12	16	76	51	
	of which category 7	t CO ₂ e	18	16	72	77	12	12	102	105	
	of which category 13	t CO ₂ e	2,099	2,095	14,049	14,085	3,808	5,278	19,957	21,458	
	of which category 15	t CO ₂ e	181	187	0	0	327	429	509	616	
	GHG emissions intensity	GHG emissions intensity ratio (Scope 1, 2 and 3, location-based)	kg CO ₂ e/m ²	39	40	40	40	61	65	48	49
		GHG emissions intensity ratio (Scope 1, 2 and 3, market-based)	kg CO ₂ e/m ²	20	20	38	39	25	37	31	36
Gross lettable area		m ²	152,815	152,083	594,083	593,273	478,236	398,197	1,225,134	1,143,553	

Along with the reduction of energy intensity across all regions, the intensity of greenhouse gas emissions was also reduced in 2022 compared to the previous year. In both the location-based and the market-based analysis, the largest savings were in the CEE countries. In general, the market-based emissions are sig-

nificantly lower than the location-based emissions, which is mainly due to the extensive purchase of electricity from 100% renewable sources. The market-based emissions were also reduced as an absolute amount compared to the previous year and now amount to 37,585 t CO₂e (2021: 40,671 t CO₂e).

Social

S IMMO is not just an employer but a provider of real estate that meets people's basic need for space to live and work. This mission gives rise to a particularly close relationship with and responsibility to our community at large. This responsibility is also reflected in the material topics our stakeholders defined during the materiality analysis conducted in 2021.

The following material topics are explained in this section:

- Diversity and equal opportunities
- Employee satisfaction and employer attractiveness
- Training
- Tenant satisfaction
- Data protection

The first three topics deal with employees, who are the lifeblood of S IMMO. After all, highly qualified and satisfied employees are an essential factor for the success of any company. Respect, trust and mutual esteem are the key pillars of social interaction at S IMMO. 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. This promotes team spirit and fosters a feeling of solidarity. 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.

Attaining these goals requires effective personnel management spearheaded locally by the subsidiaries at the various locations. This approach enables local managing directors to react to the needs and challenges of their local teams and provide them with support in specific issues.

In addition, S IMMO defined 16 social goals in 2022 as part of its ESG strategy, extracts of which are discussed at several junctures in the following pages. A complete overview of the social goals and the ESG strategy as a whole can be found starting on page 7.

Changes from the previous year

S IMMO has changed the scope of its reporting regarding employee data. In contrast to the previous report, the employees of the two owner-operated hotels – the Vienna Marriott and the Budapest Marriott – are not taken into consideration (details of this are explained in section scope and boundaries of the report of this non-financial report). For this reason, some data deviates from that reported in the previous year. In order to ensure the comparability of key performance indicators, the figures for 2021 are presented according to the revised methodology and do not include hotel employees.

Where reference is made in the following to S IMMO, this includes all employees in Austria, Germany, Hungary, Croatia and Romania. If a key indicator does not refer to all locations, this is explicitly stated.

Employees

In 2022, S IMMO had employees in five countries (Austria, Germany, Hungary, Croatia and Romania). The local teams also manage business activities in Slovakia, the Czech Republic and Bulgaria. Responsibility for human resources activities and compliance with all country-specific and labour law requirements lies with the relevant subsidiaries. Moreover, team size and structure and the focus of business activities vary, sometimes substantially, from subsidiary to subsidiary, which is why uniform standards and processes relating to HR issues have not been consistently implemented across the S IMMO Group to date. S IMMO values direct channels of communication and the most immediate possible exchange of information between employees and their supervisors.

S IMMO's employees are the manifestation of the company's comprehensive expertise and make a significant contribution to the company's success. The Group employed an annual average of 138 people (2021: 137) on a headcount basis, excluding dormant staff and trainees. Including hotel employees, but excluding dormant staff and trainees, the annual average number of employees totalled 585 (2021: 543).

Overview of employees as of 31 December

	Austria		Germany		CEE		Total	
	2022	2021	2022	2021	2022	2021	2022	2021
Number of employees (headcount)	48	46	66	70	18	17	132	133
Women, total	22	23	34	34	14	13	70	70
Men, total	26	23	32	36	4	4	62	63
Average age in years	44.1	44.7	44.5	42.6	44.8	44.7	44.4	43.6
Number of employees under 30 years old	4	4	10	11	1	0	15	15
Women	1	2	6	6	1	0	8	8
Men	3	2	4	5	0	0	7	7
Number of employees 30–50 years old	28	28	31	34	12	11	71	73
Women	16	16	20	20	8	7	44	43
Men	12	12	11	14	4	4	27	30
Number of employees over 50 years old	16	14	25	25	5	6	46	45
Women	5	5	8	8	5	6	18	19
Men	11	9	17	17	0	0	28	26
Women, total in %	45.8	50.0	51.5	48.6	77.8	76.5	53.0	52.6
Men, total in %	54.2	50.0	48.5	51.4	22.2	23.5	47.0	47.4
Number of employees under 30 years old in %	8.3	8.7	15.2	15.7	5.6	0.0	11.4	11.3
Women in %	25.0	50.0	60.0	54.5	100.0	0.0	53.3	53.3
Men in %	75.0	50.0	40.0	45.5	0.0	0.0	46.7	46.7
Number of employees 30–50 years old in %	58.3	60.9	47.0	48.6	66.7	64.7	53.8	54.9
Women in %	57.1	57.1	64.5	58.8	66.7	63.6	62.0	58.9
Men in %	42.9	42.9	35.5	41.2	33.3	36.4	38.0	41.1
Number of employees over 50 years old in %	33.3	30.4	37.9	35.7	27.8	35.3	34.8	33.8
Women in %	31.3	35.7	32.0	32.0	100.0	100.0	39.1	42.2
Men in %	68.8	64.3	68.0	68.0	0.0	0.0	60.9	57.8

In Austria and Germany, employees have the option to indicate other genders in addition to “male” and “female” in the human resources management system. No employees have made use of this option to date, which is why only the categories “women”

and “men” are indicated in the presentation of the employee data. There is currently no legal basis in CEE countries for specifying gender options that are not categorised as either female or male.

Employees by type of contract as of 31 December

	Austria		Germany		CEE		Total	
	2022	2021	2022	2021	2022	2021	2022	2021
Number of employees with a permanent contract	46	43	66	70	17	17	129	130
Women	22	23	34	33	13	13	69	69
Men	24	20	32	37	4	4	60	61
Number of employees with a temporary contract	2	3	0	0	1	0	3	3
Women	0	0	0	0	1	0	1	0
Men	2	3	0	0	0	0	2	3
Total	48	46	66	70	18	17	132	133

Employees by type of employment as of 31 December

	Austria		Germany		CEE		Total	
	2022	2021	2022	2021	2022	2021	2022	2021
Number of full-time employees	38	35	55	56	15	14	108	105
Women	13	13	28	27	11	10	52	50
Men	25	22	27	29	4	4	56	55
Number of part-time employees	10	11	11	14	3	3	24	28
Women	9	10	5	7	3	3	17	20
Men	1	1	6	7	0	0	7	8
Total	48	46	66	70	18	17	132	133

Diversity, equal opportunities and inclusion

Diversity, equal opportunities and integration are key competitive advantages and fundamental tenets at S IMMO. 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. People from different backgrounds and with different perspectives encourage creativity and innovation and play a role in reducing discrimination and prejudices and promoting social cohesion.

A lack of diversity can have negative impacts on the company and its business relationships. For example, a shortage of employees from a variety of cultural backgrounds or with a variety of language skills can make the cooperation with business partners in other countries more difficult. Furthermore, companies that lack diversity can be more susceptible to discrimination, while employees from different groups may not feel valued or, in the worst case, not comfortable or safe.

S IMMO is committed in its Code of Conduct to providing a discrimination-free work environment characterised by mutual trust in which everyone is valued and treated with dignity and respect. All people are equal and therefore enjoy the same rights and the same protection. Any discrimination on the basis of ethnic origin or nationality, language, social origin, age,

gender, gender identity, sexual orientation, religion, political or other belief, mental or physical ability or other status is prohibited at S IMMO. It is not least against this backdrop that S IMMO is committed to respecting, protecting and promoting international human rights. For details, please see page 12 onwards.

Employees received training on the currently applicable Code of Conduct in a series of online courses in 2022, and this practice will be continued every year. During the training, employees' attention was expressly drawn to the fact that cases of discrimination can be reported to defined points of contact in the company or anonymously through the established digital whistleblower system.

Further measures to raise awareness are planned for 2023, such as the establishment of a separate working group on diversity, equal opportunities and inclusion as well as the establishment of an accessible and inclusive application process. Moreover, any issues will be identified through annual anonymous employee surveys and, as a result, subsequently remedied.

No cases of discrimination on the basis of ethnic origin or nationality, language, social origin, age, gender, gender identity, sexual orientation, religion, political or other belief, mental or physical ability or other status in accordance with the definitions of the international frameworks forming the basis of the Code of Conduct were reported in the 2022 reporting year (2021: 0).

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. Female employees accounted for 53.0% of the workforce as of 31 December 2022 (2021: 52.6%), which means that the goal the company has set itself of having a workforce in which 50% are women has been achieved. Senior managers are defined at S IMMO as employees at the Vienna location with HR responsibility (excluding the Management Board) and the managing directors of the subsidiaries. As of 31 December 2022, the proportion of women in senior management was 42.9% (2021: 42.9%). S IMMO has set itself the goal of employing women in 50% of senior management positions by 2025, which the company plans to pursue through active outreach to existing female employees when vacancies arise and by providing support and individual training during their transition to a senior management role.

Diversity by gender and age group in % as of 31 December

	Austria		Germany		CEE		Total	
	2022	2021	2022	2021	2022	2021	2022	2021
Senior managers								
Women	33.3	33.3	50.0	50.0	66.7	66.7	42.9	42.9
Men	66.7	66.7	50.0	50.0	33.3	33.3	57.1	57.1
Non-management employees								
Women	51.4	58.8	51.6	48.5	80.0	78.6	55.2	55.2
Men	48.6	41.2	48.4	51.5	20.0	21.4	44.8	44.8
Under 30 years old	10.8	8.8	15.6	16.2	6.7	0.0	12.9	12.1
30–50 years old	62.2	64.7	46.9	50.0	66.7	78.6	54.3	57.8
Over 50 years old	27.0	26.5	37.5	33.8	26.7	21.4	32.8	30.2

With the company's best interests in mind, the emphasis when making appointments to the Management Board and the Supervisory Board is on having the maximum degree of professional skill and international experience possible. In addition, the com-

pany makes a conscious effort to ensure a diverse composition in terms of professional qualifications and educational background, regardless of gender.

The Management Board team of S IMMO AG was restructured in the past financial year. Bruno Ettenauer's Management Board contract was terminated by mutual agreement with effect from 06 September 2022. Friedrich Wachernig's Management Board contract was also terminated on 11 October 2022. Holger Schmidtmayr was appointed to the Management Board at the same time. The Management Board therefore consisted of two members as of 31 December 2022. There were no women on the Management Board of S IMMO AG in the reporting year.

The company remains clearly committed to the goal of appointing women to the company's Management Board over the medium term. In accordance with the legal requirements for a 30% quota of women, two members of the Supervisory Board must be female. S IMMO met these requirements as of 31 December 2022.

Members of the Supervisory Board and Management Board as of 31 December

	Supervisory Board		Management Board	
	2022	2021	2022	2021
By gender				
Women	2	3	0	0
Men	4	8	2	3
By age group				
Under 30 years old	0	0	0	0
30–50 years old	1	5	0	0
Over 50 years old	5	6	2	3
Total	6	11	2	3
By gender in %				
Women	33.3	27.3	0.0	0.0
Men	66.7	72.7	100.0	100.0
By age group in %				
Under 30 years old	0.0	0.0	0.0	0.0
30–50 years old	16.7	45.5	0.0	0.0
Over 50 years old	83.3	54.5	100.0	100.0

The locations in which S IMMO subsidiaries operate are wheelchair-friendly and ease of access is taken into account for all new buildings. As of 31 December 2022, a total of 5 people (2021: 6) with long-term physical, mental or psychological impairments or impairment of their sensory functions were employed.

S IMMO is committed to the idea that a positive work-life balance is a key factor in ensuring greater motivation and dedication as well as improved performance by employees. In addition, a good work-life balance contributes substantially to equal oppor-

tunities within the company. S IMMO strives to offer all employees flexible working hours, working from home 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. These opportunities are positively viewed and very well received by S IMMO employees.

As of the reporting date of 31 December 2022, 18.2% of staff members were employed on a part-time basis (2021: 21.1%), of whom 70.8% were women (2021: 71.4%). At the end of 2022, 129 employees were entitled to parental leave, of whom 67 were women and 62 were men. A total of five employees were on parental leave as of the reporting date of 31 December 2022, all of them women (2021: 3 – 2 women, 1 man). In the 2022 reporting year, one employee returned from parental leave (2021: 5 – 4 women and 1 man). The return rate is 100% and is comprised in this case exclusively of men. Two women and no men continued to be employed in the company twelve months after returning to the workplace from parental leave. This results in a retention rate of 50% for women and 0% for men.

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 of the business model and contact between families strengthens team spirit and promotes identification with the company. A variety of events are organised in order to continuously encourage a feeling of togetherness. In Austria, these include an annual summer festival, to which families are also sometimes invited, a Christmas party, team excursions and joint participation in events such as the Business Run in Vienna. It proved possible to hold the majority of these events again in the year under review after two years of COVID-19 restrictions.

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 this in future. Making the best possible use of the personal strengths and potential of all employees 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. S IMMO intends to remain an employer of choice and to continue to meet employee needs. 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 average period of service across all locations is 7.1 years (2021: 7.5 years). Despite a slight decline in this figure resulting from the recruitment of new employees, S IMMO considers this period of service to be a positive sign that the company is viewed as a desirable employer by employees. The turnover rate for the reporting year was 13.8% (2021: 14.6%). S IMMO implements targeted measures to continue to limit the turnover rate to a maximum of 15%. These measures include expanding individual development opportunities, enhancing employee benefits and also establishing a standardised offboarding process in the future in order to record the reasons for leaving the company and identify potential for improvement.

Hires, 01 January to 31 December

	Austria		Germany		CEE		Total	
	2022	2021	2022	2021	2022	2021	2022	2021
By gender								
Women	3	2	5	7	3	2	11	11
Men	5	5	6	6	0	0	11	11
By age group								
Under 30 years old	2	2	4	5	1	0	7	7
30–50 years old	4	1	4	4	1	0	9	5
Over 50 years old	2	4	3	4	1	2	6	10
Total	8	7	11	13	3	2	22	22
By gender in %								
Women	37.5	28.6	45.5	53.8	100.0	100.0	50.0	50.0
Men	62.5	71.4	54.5	46.2	0.0	0.0	50.0	50.0
By age group in %								
Under 30 years old	25.0	28.6	36.4	38.5	33.3	0.0	31.8	31.8
30–50 years old	50.0	14.3	36.4	30.8	33.3	0.0	40.9	22.7
Over 50 years old	25.0	57.1	27.3	30.8	33.3	100.0	27.3	45.5

Departures and turnover, 01 January to 31 December

	Austria		Germany		CEE		Total	
	2022	2021	2022	2021	2022	2021	2022	2021
Departures								
By gender								
Women	1	2	4	9	1	0	6	11
Men	2	1	11	8	0	0	13	9
By age group								
Under 30 years old	0	1	4	5	0	0	4	6
30–50 years old	1	1	7	7	0	0	8	8
Over 50 years old	2	1	4	5	1	0	7	6
Total	3	3	15	17	1	0	19	20
Turnover in %	5.9	6.5	21.8	22.8	5.5	0.0	13.8	14.6
By gender								
Women	2.0	4.3	5.8	12.1	5.5	0.0	4.3	8.0
Men	3.9	2.2	16.0	10.7	0.0	0.0	9.4	6.6
By age group								
Under 30 years old	0.0	2.2	5.8	6.7	0.0	0.0	2.9	4.4
30–50 years old	2.0	2.2	10.2	9.4	0.0	0.0	5.8	5.8
Over 50 years old	3.9	2.2	5.8	6.7	5.5	0.0	5.1	4.4

Turnover is calculated using the Confederation of German Employers' Associations (Bundesvereinigung der Deutschen Arbeitgeberverbände) formula and does not distinguish between voluntary and involuntary departures (departures/average headcount in the period).

Labour standards and occupational safety

Healthy employees are the foundation of a successful company. This is why preserving and promoting the health of its employees is so important for S IMMO. S IMMO pledges to provide a safe and healthy working environment for all its employees and to practise accident prevention for the protection of employees, tenants and visitors.

The company employs its staff exclusively in countries in the European Union and pledges to pay all of its employees a fair and living wage or salary and to fully respect the results of collective bargaining. Standard policies include fair work conditions and benefits based on the applicable legal entitlements (such as part-time work, job protection for expectant mothers, regular paid holiday, sick leave and paid parental leave).

A Works Council, an in-house governing body representing employee interests, was elected at the Vienna location in January 2021. It has three members (two women and one man) and two deputy members (two women). The Works Council is authorised, for example, to enter into works agreements and is involved in dismissals and redundancies. Moreover, two members (one woman and one man) are delegated to the Supervisory Board and one member each is delegated to the ESG and Audit Committees, thus providing additional representation of employee interests in these bodies.

The Management Board maintains an open relationship with the Works Council in Vienna based on a foundation of trust and conducts constructive and collaborative dialogue with this body to ensure a fair balance of interests. As a matter of course, S IMMO's corporate culture includes professional interaction with employee representatives without any preferential or disadvantageous treatment whatsoever.

With regard to employee health and occupational safety, S IMMO focuses primarily on prevention, offering employees various preventive programmes as part of the company's health services. At the Vienna location, for instance, employees can take advantage of an annual health check-up, melanoma screening and seasonal vaccinations. For this purpose, S IMMO is always looking into current and new options that can be implemented in the company health promotion plan. As in the previous year, an occupational physician was also regularly available in Vienna in 2022 to answer any questions employees might have, including about COVID-19.

S IMMO ensures that local occupational safety laws are implemented in order to guarantee employee safety. These include first aid and fire prevention measures in particular. The Vienna location has a safety officer and several first-aiders on staff.

The company assesses the risk of accidents and injuries to be comparatively low for employees at the S IMMO locations as their primary activity involves office work. Preserving and promoting the health of staff and avoiding workplace accidents and work-related illnesses are clear goals the company pursues. However, the company considers sick days to be only minimally suitable as a performance indicator for assessing the health and well-being of employees. Employees are encouraged to recover fully from illnesses and injuries before returning to work. In addition, the company is dedicated to enabling employees to balance work and their personal lives, not least to offset stress and encourage mental health.

It is planned to extend the free access to preventive physical and mental health care for all employees. In addition, it is planned to furnish all employees with ergonomic workstations from 2024 onwards.

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 10 (counted from the first day) days of sick leave (2021: 7). An additional three employees were on long-term sick leave in 2022 (2021: 2). The definition of long-term sick leave is country-specific. Sick leave counted from the date on which the government, rather than the company, begins to pay continued wages is considered long-term sick leave by the company. Long-term sick leave has been taken into account up to now when calculating the average number of sick leave days in order not to distort the informative value of this figure.

In terms of employee health, COVID-19 became less of an urgent issue in the 2022 reporting year thanks to the high vaccination rate among the workforce and the flattening of the infection curve over the course of the year. The remote working and work-

place safety rules previously established have continued to pay off, while the robust testing system at the Vienna location has also been continued. A working group continues to monitor the current legal situation on an ongoing basis and modifies the applicable rules in the offices.

In addition to all applicable rules and regulations, S IMMO always considered it vital to be able to address individual needs, challenges and sometimes risks faced by employees with great flexibility. The idea that the pandemic is just a health crisis falls short. It was and continues to be important to also take into account the psychological effects and the particular situation of individuals and to ensure the well-being of the team beyond just their physical safety.

S IMMO recorded two work-related injuries in 2022 (2021: no data collected). There were no work-related illnesses in 2022 (2021: 0), no workplace accidents (2021: 0) and no deaths (2021: 0).

In addition to the safety of its own employees, S IMMO is also dedicated to ensuring safety at the company's construction sites. S IMMO's service providers and partner companies ensure that everyone involved in construction is protected in line with local statutory provisions. S IMMO therefore abides by high quality standards when selecting partner companies and opts for companies which attach great importance to factors such as 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. None of S IMMO's employees work primarily on construction sites. When selecting service providers, S IMMO will also exercise the utmost care and focus on the highest safety standards in the future.

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 and will expand them in places in a targeted way in line with the ESG strategy.

Remuneration, training and employee retention

S IMMO considers remunerating employees appropriately to be very important. In all countries in which S IMMO has employees, all legal provisions and requirements are conscientiously observed. Employees in Austria are covered by a collective agreement. The company compensates employees at market rates. Remuneration comprises a fixed salary – depending on the position – and often includes performance-based variable remuneration components as well. (For details, see the remuneration report, which is published on the company's website along with

the other mandatory reporting no later than 21 days prior to the Annual General Meeting.) The principle of equal opportunity underpins the company's remuneration policy as well as its personnel development efforts.

In order to provide employees with support in light of the rise in inflation in the year under review, their basic salaries were adjusted to inflation (except in a few cases where no contractual agreement on this was in place) depending on the basic (collective) contractual agreements. It is planned to conduct this country-specific adjustment annually in the future.

Many of S IMMO's employees have completed high-quality training programmes and have many years of professional experience, which is also reflected in the statistics on age groups and years of service. The company therefore has a wealth of expertise to draw on. Attracting and retaining highly qualified and motivated employees is a major factor in the company's success. The company is negatively affected when employees of this kind leave. In addition to the loss of knowledge, a departure can also adversely affect business activities, for instance if projects are delayed as a result. Moreover, filling positions and training new employees takes up resources.

Human resources management is handled locally by the individual subsidiaries so that individual employees' needs may be met optimally and to ensure that local law is followed. Focused support for employee training and continuing education in both the personal and the professional realms is important to S IMMO. S IMMO regards performance reviews between employees and their line managers as a key tool for identifying training and continuing education potential. In addition to goal setting, the aims of the review are, amongst others, to provide the opportunity for reciprocal feedback, to improve the quality of the cooperation between employees and their managers, to prepare employees in an efficient and targeted manner for their current and future roles and to improve the corporate culture and climate of communication.

Performance reviews were conducted with 87.1% of the employees in the year under review. Broken down by gender, 81.4% of the women and 93.5% of the men underwent a performance review with their supervisor. Broken down by employee category, a performance review was conducted with 78.6% of the senior managers and 87.1% of the non-management employees. Annual professional development interviews and the conclusion of individual agreements on annual targets with all employees are planned from 2023 onwards.

S IMMO has identified the continuous professional development of its employees as a material topic and supports this with training and continuing education. Failure to provide training measures or adequate support for them can have negative impacts on employee satisfaction and consequently on productivity and staff turnover and even result in employees not possessing the required skills and knowledge to meet new challenges they may face in their departments. Against this backdrop, the primary focus is on expanding the employees' industry-specific expertise, for example through seminars from the fields of property management or ESG. The company also supports staff who wish to take advantage of coaching and language courses. The agreed training courses are provided by third-party institutions and service providers.

In-house training was expanded in 2022 with the goal of enabling knowledge existing within the company to be utilised more extensively and enhancing employees' digital skills. A digital learning platform was introduced in this connection in the course of a broad-based digital transformation initiative. This platform will offer employees software training for example, but will also be used to conduct mandatory training courses on topics such as data security and compliance policies.

S IMMO employees completed 14 hours of professional training on average in 2022 (women: 16 hours; men: 11 hours). Senior managers participated in 21 hours of training and non-management employees in 10 hours on average. Complete data was not available for 2022 at the Vienna location; work on data collection will be carried out for 2023. As part of its ESG strategy, S IMMO has set itself the target that all employees will complete a minimum of eight hours of training each year starting in 2023.

In Austria, around EUR 18,100 (EUR 378 per employee) was spent on training and continuous professional development. In Germany, around EUR 29,000 (EUR 437 per employee) was invested in training. In addition, around EUR 5,100 (EUR 1,700 per apprentice) was spent on funding the training of the three Maior Domus apprentices at a private vocational college. In CEE, around EUR 4,800 (EUR 265 per employee) was spent on the training of the employees.

Three apprentices underwent training at the property management company Maior Domus in Germany on average during the year under review (2021: 2.5). The apprentices are able to attend a private vocational college to provide them with a demanding training programme and the best possible preparation for their professional career. They spend time in all departments of the property management company as part of their three-year training programme and take on responsibility for overseeing their own properties from their second year, where they are supported by mentors. Apprentice training is an integral part of Maior Domus's human resources policy and a valuable investment in the future.

Tenants

As a property holding company, tenants play a central role for S IMMO. Properties are designed for people and intended to meet their need for living and work space. S IMMO treats its tenants as equal partners and always strives for respectful dialogue. A positive relationship between S IMMO and its tenants is essential for the success of the business and the company's reputation.

Tenant communication

S IMMO has always done its utmost to maintain a good, open and honest relationship with its tenants. At the start of the COVID-19 pandemic in particular, many questions remained unanswered and the ongoing exchange of information with tenants was key to working together to quickly find suitable solutions for individual tenants. S IMMO is also meeting the current challenges resulting from rising inflation and interest rates by maintaining an ongoing and constructive dialogue with all tenants. S IMMO always strives to pursue a cooperative approach that complies with national laws – this is the only way to achieve an outcome acceptable to both parties. In this connection, the company benefits from being represented in the majority of its markets by on-site teams or otherwise by competent service providers that have often been in business for many years and that are not only fully familiar with local conditions but that can also build partnerships based on mutual trust with all stakeholders in the course of their day-to-day work.

Tenant satisfaction

It is particularly important for S IMMO to ensure that satisfied tenants occupy the company's properties for the long term. The company aims to achieve this goal by maintaining respectful and continual communications with tenants as equals, but especially by offering tenants a complete range of management services. A poor relationship with the tenants has the potential to exert a negative impact on the terms of tenancy agreements, vacancy rates and rental income and thus directly on S IMMO's

business activities. On top of that, there is a risk to the company's reputation that could additionally complicate future lettings.

Due to their in-depth knowledge of the properties and management of contacts with potential and current tenants, the local teams on-site play a key role in maintaining a positive relationship with the tenants. Maior Domus is S IMMO's own property management company, which manages properties and tenants in its own real estate portfolio in Germany. Also at the other locations, tenants and properties are managed by their own teams, which are supported by external experts and service providers.

This approach allows S IMMO to quickly and flexibly act and react in all situations. For the company, regular dialogue and direct contact with its tenants are the foundation for long-term partnerships based on mutual trust and a key success factor.

Tenant satisfaction can be assessed in the day-to-day work and by using criteria such as the rental term, the renewal of existing tenancy agreements and the success in reletting properties. To be able to continue evaluating this indicator in the future, annual tenant satisfaction surveys are planned for selected properties starting in 2023.

Quality, safety and consumer protection

All of S IMMO's properties provide an excellent quality of life. Regular maintenance, inspections as well as repair and modernisation projects at the individual properties ensure a safe and healthy environment for tenants and are an integral part of the company's day-to-day business. When any existing property is renovated or when the company develops a new project, the top priorities are always achieving a high level of tenant satisfaction while guaranteeing profitability and conserving resources at the same time.

S IMMO is working on introducing binding green leases in this connection. These are tenancy agreements that set out to encourage landlords and tenants to use the properties jointly in the most sustainable way possible. Green leases include, for example, regulations on the use of energy and water and how to handle waste as well as requirements for exchanging related data.

Stakeholders and society

S IMMO takes care to cultivate relationships with its stakeholders and enable them to personally share their views and experiences. The COVID-19 pandemic meant that both the Annual General Meeting in June and the Extraordinary General Meeting in September were also held online in 2022. The company is confident that the Annual General Meeting for 2023 will again be held in the traditional format and that shareholders will be able to attend in person. In addition, many individual discussions were held with investors in 2022 – some in virtual form – while the Management Board and the Investor Relations team also took part in several roadshows. The Management Board and the Supervisory Board published detailed statements in connection with the takeover bid from CPI Property Group S.A. last spring and recommended to the shareholders that they accept the offer.

Stakeholder communication

Continual dialogue with various stakeholder groups is important to S IMMO. Regular communication allows the company to identify the needs and concerns of the stakeholders – whether they are shareholders, employees or tenants – and to respond to these as quickly as possible. This has a positive effect on key performance indicators, such as the share price, the turnover rate or the occupancy rate and can play a part in identifying potentially negative impacts for or caused by S IMMO.

The teams in the company's markets are familiar with local conditions and in some cases have long-standing relationships with the relevant stakeholders. Respectful interaction and communication with all stakeholder groups as equals is the foundation for successful cooperation. The company communicates with individual stakeholder groups through the relevant departments or the local teams. A materiality analysis conducted in 2021 identified the following stakeholder groups whose influence on and interest in the company is particularly large. The details of the process for identifying the relevant stakeholders are explained in depth from page 4 onwards.

- Supervisory Board
- Management Board
- Local managing directors
- Employees
- Works council
- Tenants and brokers
- Core shareholders
- Institutional investors
- Small investors
- Banks and analysts

A constructive partnership between the Management Board and the Supervisory Board that is based on transparency is key to maintaining a rigorous corporate strategy. The Management Board provides the Supervisory Board at its meetings with detailed information on all the relevant business areas. In addition, the Supervisory Board is notified, also at short notice and if possible immediately, of all developments that are critical for the management of the company.

The employees are informed about recent developments using established channels of communication. In specific instances, the Management Board addressed the team in real time in order to provide information and context for the current situation. Moreover, employees are always free to meet one-on-one with the Management Board members. As the representative of the employees' interests at the Vienna location, the Works Council has the opportunity to present employee concerns to the Management Board, but also to the Supervisory Board, to which two members are delegated.

In order to ensure optimal tenant satisfaction, S IMMO maintains an ongoing dialogue with its tenants and agents, while its local teams serve as their expert point of contact on site. These teams seek solutions that are individually tailored to meet our tenants' needs. Thanks to the close contact and regular dialogue, the expectations on the company as well as tenant satisfaction are met and continually improved on. For more information on this, please see the section on tenant satisfaction.

The company has a responsibility to core shareholders, institutional investors and small investors alike. S IMMO maintains a direct dialogue with the capital markets during its Annual General Meeting, roadshows, investor conferences and personal meetings. Regular communication with service providers, lending banks, analyst firms and brokers, etc., also forms part of our day-to-day business activities. S IMMO places great value on transparency and communication on an equal footing in all of its business relationships.

Privacy, data protection and data security

Respecting personal privacy and protecting data are key issues for S IMMO and its stakeholders. Special importance is attached here to protecting the personal data of employees, tenants and business partners. The theft and loss of personal data can have a negative impact on the company and have a lasting effect on the foundation of trust between it and its stakeholder groups. Business operations can grind to a halt if companies lose business data or are permanently or even only temporarily prevented from accessing it by third parties. This can also tarnish the company's reputation.

The issue of data protection is anchored in the structure of the Management Board's digitalisation responsibilities. An internal working group comprising employees from the Legal, IT and Corporate Communications and Investor Relations departments has operational responsibility 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 in matters involving data protection law. In addition, the members monitor the decisions of the Austrian Data Protection Authority (DSB) along with recent developments and consult external legal experts as needed. The Works Council of S IMMO AG is also included in meetings when necessary in order to ensure that the interests and rights of the employees are represented. A works agreement laying down restrictions on access to employees' personal data was additionally entered into as part of the extensive digital transformation initiative.

One of the issues that the working group dealt with in the year under review was the updating of the processing register, and it also held discussions on the topics involving digitalisation and data protection. In addition, IT and data protection instructions were revised and an online course was organised to raise employees' awareness and provide them with training on this. There were no complaints of GDPR violations by S IMMO in the 2022 financial year.

Secure IT infrastructure and protection against cybercrime are critically important for guaranteeing that both personal and business data and processes remain protected. The IT department at S IMMO is responsible for providing state-of-the-art IT infrastructure and reports directly to the Management Board. IT is additionally supported by a well-known IT services company that has been in business for many years. S IMMO implements a large number of measures and solutions to prevent breaches of the confidentiality, availability or integrity of business data as a result of unauthorised disclosures, encryption or losses. For example, S IMMO has a central user and log management system and runs an intelligent cyberdefence program and other programs to automatically identify data security risks around the clock. Moreover, hard drives, data storage media and mobile devices are encrypted and servers are hosted in a fail-safe data

centre of an external service provider. The latest hardware is always used, while operating systems and software are regularly updated. The company's data security policy is constantly being refined.

A penetration test was carried out by an external service provider in the 2022 reporting year. Attacks on the system were simulated in the course of this test in order to identify vulnerabilities and gaps in security and to assess the system security. Concrete measures to enhance the resilience of the IT systems were derived from the test results and subsequently implemented. Furthermore, additional security updates were carried out on the IT systems and an online course on data security was organised to provide employees with training on this. These measures are set to be continued on an annual basis. No cyberattacks on S IMMO's IT infrastructure were recorded in 2022. There were also no leaks, thefts or loss of personal data.

Commitment to society and the local community

At S IMMO, we consider it important to take responsibility for issues beyond just our core business and to support charitable projects in the countries in which we do business. These include various projects by Caritas to provide shelter in Austria, Hungary, Romania and Bulgaria by giving people in crisis a place to live and young people prospects for the future.

For example, we support four Hope Houses serving orphaned children and youth in Alba Iulia (Romania), a children's home in Stremț (Romania) and a facility in Pokrovan (Bulgaria), a village that has long seen a high emigration rate, which is why many of its inhabitants live alone and in poverty. Members of the Roma minority in Hungary are often affected by poverty and unemployment. Here, S IMMO supports the "Unser Haus" ("Our House") community centre, which provides care to socially disadvantaged children and adolescents. To promote sustainable development and change, S IMMO is keen to commit to long-term partnerships in countries in which it operates.

After the war in Ukraine broke out, S IMMO decided to significantly expand its commitment this year and to donate generous sums to the Caritas and Red Cross aid organisations as well as local organisations in Hungary and Romania to provide care for

refugees from the war. S IMMO Germany additionally provided shelter for refugee women and children in one of its properties and organised medical care and hot meals for them.

The traditional Christmas campaign this year saw the company support the Caritas fundraiser "Ein Funken Wärme" ("A Spark of Warmth"), which finances the heating and energy costs of families and individuals experiencing poverty if they are no longer able to pay these themselves in light of the various price rises.

S IMMO is also active in the art world. In 2022, it made its facilities at Mariahilfer Strasse 103 available to the Vienna Art Supermarket – one of the largest contemporary art events in Austria – for the 16th time. For around four months, original works by national and 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 event was held from autumn 2022 to spring 2023 and, as in previous years, proved very popular again. The exhibits are the works of national and international creators. They include both young talents and well-established, internationally renowned artists.

S IMMO also supported the International Summer Academy operated by the University of Music and Performing Arts, Vienna (mdw Universität für Musik und darstellende Kunst Wien) and presented the Viennese Classicism Award.

Besides donating to charitable causes, S IMMO additionally focuses on promoting young talent in the academic arena. As part of the existing collaboration with Danube University Krems, the company has allowed students of the postgraduate real estate management programme to undertake a foreign studies module at S IMMO Germany in Berlin in recent years. The module was most recently taught in September 2022, when it enjoyed great popularity.

Governance

As a listed company, S IMMO has a constant obligation to its shareholders. Handling the capital provided sustainably and with integrity is a key part of the company's corporate self-image. This responsibility is fulfilled both by the in-house team and in the context of cooperation with our business partners.

In addition to the section below, the corporate governance report (annual report starting on page 22) and the Code of Conduct, the Organisational Policy for Human Rights, the Organisational Policy for Issuer Compliance and the Organisational Policy for the Prevention of Bribery, Acceptance of Benefits and Corruption are available on the Group's website (www.simmoag.at/sustainability/governance) for further information.

Responsible governance

Along with a corporate culture geared towards fairness and equality, S IMMO maintains clear guidelines as well as company-wide standards and pursues a transparent information and training policy in order to make all relevant parties aware of governance-related issues. 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 the company's 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 of the Code (deviations from the C Rules are also explained in the corporate governance report).

Shareholder structure, democracy and rights

The rights and obligations of shareholders arise from the Austrian Stock Corporation Act (AktG) and the articles of association of S IMMO (www.simmoag.at/corporategovernance). The main rights include the right to profit-sharing and the right to participate in, vote and receive information at the Annual General Meeting. Shareholders with shareholdings above clearly defined thresholds also have rights such as the right to add items to the agenda. All rights of shareholders are published annually on the website in the notice of convening of the Annual General Meeting.

Details of the shareholder structure and the company's Investor Relations activities can be found in the "S IMMO in the capital market" section and at www.simmoag.at/share.

Management structure and remuneration

In line with the Austrian Stock Corporation Act (AktG), the Management Board of S IMMO runs the company under its own responsibility, taking the interests of all stakeholders into account. The Management Board is in charge of the operational management team, which is responsible in turn for the various divisions and functions. This cooperation is based on a constant, open exchange of information and short decision-making channels. The Supervisory Board is responsible for appointing the Management Board. In doing so, it pays particular attention to market expertise, experience, relevant skills and an appropriate track record. The key consideration regarding the composition of the Management Board is that a wide range of skills must be covered while ensuring cordial and targeted cooperation.

S IMMO is committed to performance-oriented remuneration in line with market conditions for its Management Board members with the aim of enabling the company to attract qualified managers and retain their services. In spring 2020, the S IMMO Supervisory Board set out the principles for the remuneration of members of the Management Board (remuneration policy) in accordance with section 78a AktG. This remuneration policy was submitted to and adopted by the 31st Annual General Meeting of S IMMO in October 2020 (www.simmoag.at/agm) with a majority of 75.58% of the vote.

The remuneration policy ensures that the total pay of the members of the Management Board is commensurate with the situation of the company and customary remuneration, long-term incentives for sustainable corporate development are set and the company's business strategy and long-term development are furthered. The aim is to create sustainable, value-creating and growth-oriented corporate development by reconciling the interests of the company, shareholders and members of the Management Board. Based on this remuneration policy, a remuneration report is now submitted to the Annual General Meeting each year, and is published on the company's website (www.simmoag.at/agm) no later than three weeks before the respective Annual General Meeting. The remuneration report must be approved by the Annual General Meeting; the results of the vote are published on the company's website after the Annual General Meeting. The remuneration report presents the main features of the remuneration policy for the Management Board and Supervisory Board of S IMMO AG in the past financial year. In addition, the remuneration paid to current and former members of the Management Board and Supervisory Board during the reporting year is disclosed individually. Also disclosed is the average salary of all employees as well as the

percentage increase year-on-year and in comparison to the Management Board salaries.

In line with its ESG strategy, S IMMO has set itself the goal of increasing the percentage of variable Management Board remuneration tied to ESG criteria from the current level of 10% to 25% by 2025.

Diversity, structure and independence of the Supervisory Board

The structure, composition and allocation of responsibilities of the Supervisory Board and the diversity concept of the company are set out in detail in the Supervisory Board report (annual report starting on page 19) and the corporate governance report (annual report starting on page 26). In 2021, the Supervisory Board formed an ESG Committee from among its members that deals predominantly with the strategy and objectives in relation to sustainability criteria. In keeping with this, a member of the Management Board has also been explicitly assigned to ESG matters.

Collectively, the Supervisory Board has the relevant experience and expertise in the international property sector, finance sector, capital markets and law that are required in order to perform all its supervisory duties effectively. Accordingly, when looking for new members of the Supervisory Board, it prioritises the expertise required to strengthen the Supervisory Board, taking the avoidance of conflicts of interest and the number of existing Supervisory Board appointments into account in the selection process.

Members are elected to the Supervisory Board at the Annual General Meeting. Under the articles of association of S IMMO, no shareholder has the right to nominate a member of the Supervisory Board for appointment. The CVs and declarations pursuant to section 87 (2) AktG are published on the issuer's website in good time before the Annual General Meeting. In accordance with the statutory provisions, the Works Council is also entitled to delegate Supervisory Board members from among its own members.

The term of office of all Supervisory Board members is published on the company's website (www.simmoag.at/boards), and the number of members who have declared themselves independent is disclosed in the annual report starting on page 23. Business relationships with related parties, including with members of the Supervisory Board, require the approval of the Supervisory Board and are disclosed on page 167 of the annual report. Transactions undertaken by the Management Board, members of the Supervisory Board or related parties involving securities of S IMMO are reported as directors' dealings and published on S IMMO's website (www.simmoag.at/corporategovernance).

Compliance

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 listed company, S IMMO is subject to the provisions of Austrian and European capital market legislation. It has also established a Code of Conduct as well as binding guidelines which lay down principles of conduct for business activity on a company-wide basis.

The members of the Management Board and Supervisory Board must make their decisions without being influenced by their own interests or those of controlling shareholders, on an informed basis and in compliance with all relevant legislation. Any conflicts of interest must be disclosed immediately, and executive functions – including those of senior management – at other companies must be approved by the Management Board and Supervisory Board. The statutory prohibition on competition also applies. Critical issues such as complaints or processes with potentially negative consequences for the organisation or stakeholders must be reported to the Management Board and may also need to be communicated to the Supervisory Board.

In 2022, there were no cases of compliance violations, allegations of corruption or cases leading to disciplinary measures, legal proceedings or the termination of an employment relationship. Similarly, no critical issues were reported. 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 year under review.

Code of Conduct and whistleblowing

S IMMO has a Group-wide Code of Conduct that obliges all executive bodies and employees to act in accordance with the company's ethical standards and to ensure the prevention of bribery, acceptance of benefits and corruption. In this Code of Conduct, S IMMO has additionally undertaken not to make political contributions or donations to political parties or to engage in political lobbying.

If employees become aware of any demonstrable or potential violations of the Code of Conduct, they must immediately report them to Compliance Management at S IMMO or submit a corresponding anonymous notification via the digital whistleblower system that is publicly accessible on the company's website. Reported incidents are treated in confidence and whistleblowers are guaranteed anonymity. In line with S IMMO's ESG strategy, training on all relevant compliance issues was provided in the form of online courses in the financial year 2022. Among other things, employees were familiarised with the content and areas

of application of the Group-wide Code of Conduct and the available mechanisms for reporting violations and for whistleblowing.

Prevention of bribery, acceptance of benefits and corruption

S IMMO AG has a zero-tolerance policy regarding bribery, the acceptance of benefits and corruption. Corruption is typically defined as exploiting a position to benefit oneself, often at the expense of others. 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 hence the jobs it provides. A binding internal guideline adopted by the Management Board governs the structural and procedural measures for preventing bribery, acceptance of benefits and corruption, and is also geared towards raising employees' awareness of the consequences of corruption and the opportunities to combat it. In addition, financial support for lobbying and political parties is strictly prohibited under the guideline and is not practised in any form what-

soever by S IMMO. Operational implementation of the measures is the responsibility of the Compliance Management function, which is currently performed by a Management Board member. Official S IMMO contact persons are available to all employees at their request and when a violation is suspected. Compliance violations can also be reported by contacting the local management team.

An online course on the prevention of bribery, acceptance of benefits and corruption was held in the fourth quarter of 2022. Participants were informed about the applicable anti-corruption guidelines and how employees can recognise and prevent cases of corruption. The course is based on the corresponding Organisational Policy, which was updated in 2022 and is binding for all S IMMO employees. A total of 103 employees took part in the training, representing a participation rate of 78%. The course was taken by both Management Board members (participation rate 100%), 11 senior managers (participation rate 78.6%) and 90 non-management employees (participation rate 77.6%).

Participation in training about anti-corruption policies and procedures

	Austria	Germany	CEE	Total
	2022	2022	2022	2022
By employee category				
Members of the Management Board	2	n/a	n/a	2
Senior managers	9	2	0	11
Non-management employees	36	52	2	90
Total	47	54	2	103
By employee category in %				
Members of the Management Board	100.0	n/a	n/a	100.0
Senior managers	100.0	100.0	0.0	78.6
Non-management employees	97.3	81.3	13.3	77.6
Total	97.9	81.8	11.1	78.0

In addition, the Group-wide Organisational Policy for Issuer Compliance was revised in the year under review. 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. Employees were also provided with online training on this topic.

All current compliance measures will be continued in the future. For employees, this particularly means annual participation in compulsory training courses on the Code of Conduct and whistleblowing, the contents of the anti-corruption policy and the policy on issuer compliance. Ensuring that all employees are constantly aware of the key principles and actively put them into practice is a stated aim of the company. No instances of corruption were reported in the year under review.

Supply chain management

The suppliers commissioned by S IMMO are highly diversified and range from construction firms, property management companies and consultants to insurance providers and banks. The company is committed to the prudent, responsible selection of business partners, and takes particular care to reduce risks arising from child labour, forced labour and other social neglect or inequality. It works with well-known, recognised partners following a corresponding selection process. Business relationships are based on clear contractual conditions and regulations, with compliance with the high legal standards and provisions within the European Union being required as an absolute minimum. Along with the responsible selection of suppliers, the constant exchange of information with all service providers also plays a key role in the prevention of supply chain risks.

Compared with buying, selling and letting properties, the issue of the supply chain in the context of construction activity is much more complex. The structures in the construction sector and the involvement of numerous companies and suppliers make it more difficult to monitor compliance with social and environmental standards. In particular, negative impacts can potentially arise in connection with transportation, space requirements and the disposal of problematic materials as well as violations of employment and social law.

Although construction activity currently plays a secondary role in S IMMO's business activities, the company makes efforts to actively reduce any risks. To this end, S IMMO also relies on highly regarded and long-standing business partners in development and construction projects. As part of its ESG strategy, the company intends to draw up a Code of Conduct for business partners that will define social and environmental standards and be an integral part of new contracts. S IMMO regards this as another opportunity to contribute to a more environmentally sound and socially responsible property sector.

There were no significant changes in the supply chains during the reporting period.

Audits

The Internal Control System (ICS) and the risk management of the company are explained in detail in the annual report starting on page 103. The selection of the auditor is carried out by the Audit Committee and is described in the Supervisory Board report (annual report starting on page 20). S IMMO has not set any internal rotation interval for auditing above and beyond the statutory requirements. The last change in the auditor of the consolidated and individual financial statements of S IMMO AG was made for the financial year 2018. For the financial years 2013 to 2017, PwC Wirtschaftsprüfung GmbH was appointed as the auditor of the consolidated and individual financial statements of S IMMO AG.

The audit-specific and non-audit-specific fees that the auditor receives from the company are listed in the annex to the annual report starting on page 158.

EU Taxonomy key performance indicators

Proportion of turnover from products or services associated with taxonomy-aligned economic activities – disclosure covering year 2022

Economic activities (1)	Code(s) (2)	Absolute turnover (3) m€	Proportion of turnover (4) %	Substantial contribution criteria					
				Climate change mitigation (5) %	Climate change adaptation (6) %	Water and marine resources (7) %	Circular economy (8) %	Pollution (9) %	Bio-diversity and eco-systems (10) %
A. Taxonomy-eligible activities									
A.1. Environmentally sustainable activities (taxonomy-aligned)									
Acquisition and ownership of buildings	7.7 (Annex I) / L.68	15.71	6.03	100	0	0	0	0	0
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1)		15.71	6.03	100	0	0	0	0	0
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned)									
Acquisition and ownership of buildings	7.7 (Annex I) / L.68	188.28	72.28						
Turnover of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned) (A.2)		188.28	72.28						
Total (A.1 + A.2)		203.99	78.31						
B. Taxonomy-non-eligible activities									
Turnover of taxonomy-non-eligible activities (B)		56.50	21.69						
Total (A+B)		260.49	100						

DNSH criteria

Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N	Minimum safeguards (17) Y/N	Taxonomy-aligned proportion of turnover, year 2022 (18) %	Taxonomy-aligned proportion of turnover, year 2021 (19) %	Category "enabling activity" (20) E	Category "transitional activity" (21) T
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-	Y	Y	Y	Y	Y	Y	6.03	-	-	-
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-	Y	Y	Y	Y	Y	Y	6.03	-	-	-
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							0	-	-	-
							6.03	-	-	-

Proportion of CapEx from products or services associated with taxonomy-aligned economic activities – disclosure covering year 2022

Economic activities (1)	Code(s) (2)	Absolute CapEx (3) m€	Proportion of CapEx (4) %	Substantial contribution criteria						
				Climate change mitigation (5) %	Climate change adaptation (6) %	Water and marine resources (7) %	Circular economy (8) %	Pollution (9) %	Bio- diversity and eco- systems (10) %	
A. Taxonomy-eligible activities										
A.1. Environmentally sustainable activities (taxonomy-aligned)										
Acquisition and ownership of buildings	7.7 (Annex I) / L.68	114.72	19.77	100	0	0	0	0	0	0
CapEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		114.72	19.77	100	0	0	0	0	0	0
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned)										
Acquisition and ownership of buildings	7.7 (Annex I) / L.68	454.20	78.27							
CapEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned) (A.2)		454.20	78.27							
Total (A.1 + A.2)		568.91	98.03							
B. Taxonomy-non-eligible activities										
CapEx of taxonomy-non-eligible activities (B)		11.42	1.97							
Total (A+B)		580.33	100							

DNSh criteria

Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N	Minimum safeguards (17) Y/N	Taxonomy-aligned proportion of CapEx, year 2022 (18) %	Taxonomy-aligned proportion of CapEx, year 2021 (19) %	Category "enabling activity" (20) E	Category "transitional activity" (21) T
-	Y	Y	Y	Y	Y	Y	19.77	-	-	-
-	Y	Y	Y	Y	Y	Y	19.77	-	-	-
							0	-	-	-
							19.77	-	-	-

Proportion of OpEx from products or services associated with taxonomy-aligned economic activities – disclosure covering year 2022

Economic activities (1)	Code(s) (2)	Absolute OpEx (3) m€	Proportion of OpEx (4) %	Substantial contribution criteria					
				Climate change mitigation (5) %	Climate change adaptation (6) %	Water and marine resources (7) %	Circular economy (8) %	Pollution (9) %	Bio- diversity and eco- systems (10) %
A. Taxonomy-eligible activities									
A.1. Environmentally sustainable activities (taxonomy-aligned)									
Acquisition and ownership of buildings	7.7 (Annex I) / L.68	0.04	0.21	100	0	0	0	0	0
OpEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		0.04	0.21	100	0	0	0	0	0
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned)									
Acquisition and ownership of buildings	7.7 (Annex I) / L.68	20.50	98.43						
OpEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned) (A.2)		20.50	98.43						
Total (A.1 + A.2)		20.54	98.64						
B. Taxonomy-non-eligible activities									
OpEx of taxonomy-non-eligible activities (B)		0.28	1.36						
Total (A+B)		20.83	100						

DNSh criteria

Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N	Minimum safeguards (17) Y/N	Taxonomy-aligned proportion of OpEx, year 2022 (18) %	Taxonomy-aligned proportion of OpEx, year 2021 (19) %	Category "enabling activity" (20) E	Category "transition- al activity" (21) T
-	Y	Y	Y	Y	Y	Y	0.21	-	-	-
-	Y	Y	Y	Y	Y	Y	0.21	-	-	-
							0	-	-	-
							0.21	-	-	-

GRI content index

S IMMO AG has reported in accordance with the GRI Standards for the period from 01 January 2022 to 31 December 2022. GRI 1: Foundation 2021 was used for this report.

GRI Standard	Explanation	Page/Comment/Omission
GRI 2: General Disclosures 2021		
1. The organisation and its reporting practices		
2-1	Organisational details	a. S IMMO AG b. Stock corporation. In notifications of shareholdings pursuant to sections 130 to 134 of the Stock Exchange Act 2018 dated 21 November 2022 and 28 December 2022, the company was informed that a total of 88.37% of the shares in S IMMO AG (50% plus 1 share in S IMMO AG are held directly by IMMOFINANZ AG) are attributable to Mr Radovan Vitek through the companies CPI Property Group S.A. and IMMOFINANZ AG, which are controlled by him. c. Friedrichstrasse 10, 1010 Vienna, Austria d. S IMMO AG operates in Austria, Germany, Slovakia, the Czech Republic, Hungary, Romania, Bulgaria and Croatia.
2-2	Entities included in the organisation's sustainability reporting	See annual report page 121–126 (consolidated financial statements)
2-3	Reporting period, frequency and contact point	Page 3 (non-financial report) c. Contact for questions regarding the report: sustainability@simmoag.at
2-4	Restatements of information	Page 3, 16-17, 19, 20, 24, 28 (non-financial report)
2-5	External assurance	Page 3 (non-financial report)
2. Activities and workers		
2-6	Activities, value chain and other business relationships	See annual report page 90–92 (management report) See annual report page 121 (Notes to the consolidated financial statements) There were no significant changes in the supply chain in the 2022 financial year. For changes in the organisation, see annual report page 90–92 (management report).
2-7	Employees	Page 28–30 (non-financial report) b. iii. In the 2022 financial year, S IMMO did not employ any employees without guaranteed working hours. c. For the collection of employee data, Excel templates are sent to the responsible contact persons of the subsidiaries. The returned data is collected centrally, checked for plausibility and consolidated for this report.
2-8	Workers who are not employees	a. In the 2022 financial year, there were two workers who are not employees. These are an interim manager – head of finance with a consultancy contract in Germany – and a student who performs office and administrative work in Hungary whose payment was on an hourly basis. b. For the collection of employee data, Excel templates are sent to the responsible contact persons of the subsidiaries. The returned data is collected centrally, checked for plausibility and consolidated for this report. The data on workers who are not employees refers to the head count as of the reporting date of 31 December. c. Not applicable
3. Governance		
2-9	Governance structure and composition	See annual report page 17 (overview of the management bodies) See annual report page 22–24 (corporate governance report) Page 32, 42 (non-financial report)
2-10	Nomination and selection of the highest governance body	See annual report page 23–24, 26 (corporate governance report)
2-11	Chair of the highest governance body	Karin Rest is Chairwoman of the Supervisory Board. She does not hold any other management positions at S IMMO AG.
2-12	Role of the highest governance body in overseeing the management of impacts	See annual report page 23–24 (corporate governance report)

GRI Standard	Explanation	Page/Comment/Omission
2-13	Delegation of responsibility for managing impacts	See annual report page 23–24 (corporate governance report)
2-14	Role of the highest governance body in sustainability reporting	Page 23–24 (non-financial report)
2-15	Conflicts of interest	See annual report page 23 (corporate governance report) Page 41 (non-financial report)
2-16	Communication of critical concerns	Page 42 (non-financial report)
2-17	Collective knowledge of the highest governance body	No measures were taken.
2-18	Evaluation of the performance of the highest governance body	See annual report page 23 (corporate governance report)
2-19	Remuneration policies	Information on the remuneration policy can be found in the remuneration report. The report, accompanied by the remaining mandatory documents, is published at www.simmoag.at/agm no later than 21 days prior to the Annual General Meeting.
2-20	Process to determine remuneration	Information on the remuneration policy can be found in the remuneration report. The report, accompanied by the remaining mandatory documents, is published at www.simmoag.at/agm no later than 21 days prior to the Annual General Meeting.
2-21	Annual total compensation ratio	Information on the remuneration policy can be found in the remuneration report. The report, accompanied by the remaining mandatory documents, is published at www.simmoag.at/agm no later than 21 days prior to the Annual General Meeting.
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Page 1–2, 6–10 (non-financial report)
2-23	Policy commitments	Page 2, 12–13, 42–43 (non-financial report)
2-24	Embedding policy commitments	Page 2 (non-financial report)
2-25	Processes to remediate negative impacts	There is no specific grievance management process.
2-26	Mechanisms for seeking advice and raising concerns	Page 42–43 (non-financial report)
2-27	Compliance with laws and regulations	See annual report page 167 (consolidated financial statements)
2-28	Membership associations	Page 15 (non-financial report)
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	Page 38 (non-financial report)
2-30	Collective bargaining agreements	Collective bargaining agreements apply to all Austrian employees (36.4% of the total number of employees). In the other countries, working and employment conditions are defined on the basis of individual employment contracts.
GRI 3: Material Topics 2021		
Disclosures on material topics		
3-1	Process to determine material topics	Page 4–5 (non-financial report)
3-2	List of material topics	Page 5 (non-financial report)
3-3	Management of material topics	Page 5, 11 (non-financial report)
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	See annual report page 114–116 (Consolidated financial statements)
Environment		
Material topics: Climate change adaptation; energy consumption and use of resources; renewable energy sources; sustainable operation of buildings; maintenance, repair, modernisation and renovation		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Page 11, 16, 18–23, 25–27 (non-financial report)
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	Page 18–21 (non-financial report)
302-2	Energy consumption outside of the organisation	Page 18–21, 27 (non-financial report)
302-3	Energy intensity	Page 21 (non-financial report)

GRI Standard	Explanation	Page/Comment/Omission
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Page 21–22 (non-financial report)
303-2	Management of water discharge-related impacts	Page 21–22 (non-financial report)
303-5	Water consumption	Page 22 (non-financial report)
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Page 25–27 (non-financial report)
305-2	Energy indirect (Scope 2) GHG emissions	Page 25–27 (non-financial report)
305-3	Other indirect (Scope 3) GHG emissions	Page 26–27 (non-financial report)
305-4	GHG emissions intensity	Page 27 (non-financial report)
Material topic: Sustainable mobility		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Page 23–25 (non-financial report)
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	Page 18–21 (non-financial report)
302-3	Energy intensity	Page 21 (non-financial report)
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Page 25–27 (non-financial report)
305-3	Other indirect (Scope 3) GHG emissions	Page 26–27 (non-financial report)
305-4	GHG emissions intensity	Page 27 (non-financial report)
Social		
Material topic: Employee satisfaction and employer attractiveness		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Page 28, 30–34 (non-financial report)
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Page 33–34 (non-financial report)
401-3	Parental leave	Page 32 (non-financial report)
Material topic: Training		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Page 35–37 (non-financial report)
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Page 36 (non-financial report)
404-2	Programmes for upgrading employee skills and transition assistance programmes	Page 36–37 (non-financial report) b. In 2022, S IMMO did not have any structurally integrated measures or programmes to support employees in their upcoming retirement or at the end of their employment contracts.
404-3	Percentage of employees receiving regular performance and career development reviews	Page 36 (non-financial report)

GRI Standard	Explanation	Page/Comment/Omission
Material topic: Diversity and equal opportunities		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Page 30–33 (non-financial report)
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Page 31–32 (non-financial report)
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Page 31 (non-financial report)
Material topic: Tenant satisfaction		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Page 37 (non-financial report)
Material topic: Data protection		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Page 38–39 (non-financial report)
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 39 (non-financial report)
Governance		
Material topic: Combating corruption		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Page 43 (non-financial report)
GRI 205: Anti-corruption 2016		
		Page 43 (non-financial report)
205-2	Communication and training about anti-corruption policies and procedures	a. No members of the Supervisory Board were made aware of the anti-corruption policies and procedures. c. No business partners were informed about anti-corruption policies and procedures. d. No member of the Supervisory Board has received anti-corruption training.
205-3	Confirmed incidents of corruption and actions taken	Page 43 (non-financial report)
Overarching topics		
Material topic: Digitalisation		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Page 5–6 (non-financial report)
Material topic: Sustainable value enhancement		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Page 6 (non-financial report)

EPRA Sustainability Performance Measures of the property portfolio

The key figures below are based on the EPRA Sustainability Best Practice Recommendations (sBPR) and are limited to the area of environment. The scope and boundaries of the data and the calculation methodologies can be found in the section Environment in the non-financial report. All disclosures relate exclusively to the property portfolio of S IMMO and cover 100% of the buildings within the reporting boundaries. The three buildings accounted for using the equity method, the Group vehicle

fleet and commuting and travel activities are excluded. The like-for-like comparisons (LfL) include all 301 buildings that were part of the S IMMO portfolio in the last two full reporting years. The gross lettable area was used as the metric for the calculation of the intensity ratios. Data on waste management (Waste-Abs and Waste-LfL) is not available in full and therefore not included.

EPRA Performance Measure	Code	Boundary	Unit	Austria		Germany		CEE		Total	
				2022	2021	2022	2021	2022	2021	2022	2021
Electricity consumption	Elec-Abs	Obtained by S IMMO	MWh	7,028	6,764	3,822	3,756	65,852	56,852	76,702	67,372
		of which consumed exclusively by tenants	MWh	0	0	0	0	39,955	33,610	39,955	33,610
		Proportion of renewable sources, obtained by S IMMO	%	100	100	69.2	66.9	94.7	65.7	93.9	69.2
Electricity consumption LfL	Elec-LfL	Obtained by S IMMO	MWh	7,013	6,744	3,738	3,492	55,604	54,766	66,355	65,001
		of which consumed exclusively by tenants	MWh	0	0	0	0	33,006	31,888	33,006	31,888
		Obtained by S IMMO	MWh	7,864	9,177	22,566	24,319	8,065	2,875	38,495	36,370
District heating and cooling consumption	DH&C-Abs	of which consumed exclusively by tenants	MWh	0	0	0	0	4,815	2,327	4,815	2,327
		Proportion of renewable sources, obtained by S IMMO	%	0	0	0	0	1.5	0	0.3	0
		Obtained by S IMMO	MWh	7,864	9,177	22,141	23,893	2,128	2,669	32,133	35,739
District heating and cooling consumption LfL	DH&C-LfL	of which consumed exclusively by tenants	MWh	0	0	0	0	1,645	2,224	1,645	2,224
		Obtained by S IMMO	MWh	2,747	2,259	28,938	28,944	40,575	39,955	72,260	71,158
		of which consumed exclusively by tenants	MWh	0	0	0	0	9,241	10,669	9,241	10,669
Fuel consumption	Fuels-Abs	Proportion of renewable sources, obtained by S IMMO	%	0	0	0	0	0	0	0	0
		Obtained by S IMMO	MWh	2,657	2,100	25,723	25,913	36,906	39,167	65,286	67,179
		of which consumed exclusively by tenants	MWh	0	0	0	0	9,030	10,383	9,030	10,383
Fuel consumption LfL	Fuels-LfL	Obtained by S IMMO	MWh	2,657	2,100	25,723	25,913	36,906	39,167	65,286	67,179
		of which consumed exclusively by tenants	MWh	0	0	0	0	9,030	10,383	9,030	10,383
Energy intensity	Energy-Int	Total consumption	kWh/m ²	204	210	173	176	243	254	204	208

EPRA Performance Measure	Code	Boundary	Unit	Austria		Germany		CEE		Total	
				2022	2021	2022	2021	2022	2021	2022	2021
Direct GHG emissions (Scope 1)	GHG-Dir-Abs	Obtained by S IMMO	t CO ₂ e	549	452	5,993	5,961	6,952	6,454	13,494	12,866
Indirect GHG emissions (Scope 2)		Location-based, obtained by S IMMO	t CO ₂ e	2,467	2,623	3,394	3,566	7,354	6,323	13,215	12,512
	Market-based, obtained by S IMMO	t CO ₂ e	173	202	2,513	2,729	732	2,615	3,418	5,546	
Indirect GHG emissions (Scope 3.13)	GHG-Indir-Abs	Location-based, obtained and/or consumed exclusively by tenants	t CO ₂ e	2,572	2,602	14,049	14,085	14,216	12,116	30,837	28,803
		Market-based, obtained and/or consumed exclusively by tenants	t CO ₂ e	2,099	2,095	14,049	14,085	3,808	5,278	19,957	21,458
GHG emissions intensity (Scope 1, 2 and 3.13)	GHG-Int	Location-based, total consumption	kg CO ₂ e/m ²	37	37	39	40	60	63	47	47
		Market-based, total consumption	kg CO ₂ e/m ²	18	18	38	38	24	36	30	35
Water consumption	Water-Abs	Obtained by S IMMO	m ³	79,995	68,759	365,012	360,090	261,446	198,474	706,453	627,323
		of which consumed exclusively by tenants	m ³	0	0	0	0	113,419	80,867	113,419	80,867
Water consumption LfL	Water-LfL	Obtained by S IMMO	m ³	79,562	68,130	341,211	332,712	229,932	194,833	650,705	595,675
		of which consumed exclusively by tenants	m ³	0	0	0	0	97,023	79,360	97,023	79,360
Water intensity	Water-Int	Total consumption	l/m ²	562	498	639	626	585	526	609	574
Number of certified assets as of 31 December	Cert-Tot	Number of certified assets		0	0	0	0	23	11	23	11
		Proportion of certified gross lettable area	%	0	0	0	0	70.4	57.1	34.8	21.0

Vienna, 20 March 2023

The Management Board



Herwig Teufelsdorfer



Holger Schmidtmayr