










## CA Immo Sustainability Agenda

The agenda for sustainable business operations summarizes all targets and principles in the context of our key ESG issues and the current status of target achievement. With this program, CA Immo aims to actively contribute to achieving the climate and environmental targets defined by the European Union (climate neutrality by 2050) and the general transition to a sustainable economy.

### STRATEGIC ESG FOCUS AREAS OF CA IMMO

Focus area	Description
<b>1. Climate &amp; Energy</b> 	<p>We want to contribute to limiting global warming to 1.5° Celsius. Therefore, we have set ourselves the goal of reducing the energy consumption and CO<sub>2</sub> footprint in the construction and operation of our buildings and increasing the resilience of our portfolio to climate risks. By raising awareness among our tenants, employees and suppliers, we aim to promote climate and environmentally friendly behaviour within our sphere of influence.</p>
<b>2. Sustainable procurement &amp; supply chain</b> 	<p>We develop office properties exclusively in accordance with high sustainability standards. We also ensure compliance with the associated requirements for sustainable procurement in the supply chain through a wide range of environmental and social requirements for contractors and suppliers.</p>
<b>3. Resource conservation &amp; circular economy</b> 	<p>We focus on initiatives that contribute to reduced resource consumption, the reuse and recycling of materials and waste and the prevention of environmental pollution in the construction, operation and renovation of buildings.</p>
<b>4. Sustainable urban district development</b> 	<p>We specialize in the environmentally friendly revitalization of old inner-city sites (brownfield development). In doing so, we pay attention to the protection of biodiversity and create mixed-use urban districts with sustainable infrastructure and a high quality of life that are attractive, inclusive and accessible.</p>
<b>5. Business Ethics, Corporate Governance &amp; Compliance</b> 	<p>Responsible corporate governance and compliance with socially, environmentally and economically relevant requirements form the basis of our business activities. We are committed to strengthening workers' rights, preventing human rights abuses and acting in accordance with the principles of non-discrimination, equal opportunities and zero tolerance of corruption and bribery throughout our sphere of influence.</p>
<b>6. Health, safety &amp; wellbeing</b> 	<p>We create safe, healthy and attractive working environments for tenants, service providers and employees – both in our buildings and on construction sites. We support our employees and pay attention to their needs, health and individuality.</p>

MATERIAL ESG TOPICS IN THE CONTEXT OF INTERNATIONAL SUSTAINABILITY INITIATIVES

ESG	CA Immo focus areas	Material topics	Material sub-topics	Main topics of the EU Taxonomy Regulation	UN Sustainable Development Goals (SDGs)
E		Climate change	<ul style="list-style-type: none"> <li>Greenhouse gas emissions &amp; decarbonization</li> <li>Sustainable energy management</li> </ul>	<ul style="list-style-type: none"> <li>Climate protection</li> <li>Adaptation to climate change</li> </ul>	
E		Prevention of environmental pollution	Harmful substances and pollution of air, water and soil	<ul style="list-style-type: none"> <li>Prevention and reduction of environmental pollution</li> <li>Sustainable use and protection of water and marine resources</li> </ul>	
E		Circular economy	Resource protection and circular economy	Transition to a circular economy	
E, S		Sustainable supply chain	Sustainable supply chain & procurement		
E, S		Urban development	<ul style="list-style-type: none"> <li>Sustainable city quarter development</li> <li>Sustainability certifications of properties</li> </ul>	Protection and restoration of biodiversity and ecosystems	 
S		End users and consumers	Well-being, comfort, satisfaction & safety of tenants		
S		Employees	<ul style="list-style-type: none"> <li>Attractive employer</li> <li>Talent management &amp; employee development</li> <li>Inclusion, diversity &amp; equal opportunities</li> </ul>		
S		Impact on communities	Community engagement		
G		Governance	<ul style="list-style-type: none"> <li>Responsible economic performance and long-term value</li> <li>Cybersecurity</li> <li>Human rights</li> <li>Management of ESG risks and opportunities</li> <li>Tax governance &amp; responsibility</li> <li>Governance &amp; internal control system</li> </ul>		
G		Business Conduct	Compliance & business conduct		

## CA IMMO AGENDA FOR SUSTAINABLE BUSINESS OPERATIONS

Targets & principles	Target achievement 2023
<b>Climate &amp; Energy</b>	
–Reduction of the CO <sub>2</sub> emissions intensity of the investment portfolio by 50% by 2030 (base year 2019, Scope 1+2 emissions)	2019-2023: –67%
–Reduce the energy intensity of the investment portfolio by 15% by 2025 (base year 2019, energy procured by the landlord for common areas and shared services)	2019-2023: –33%
–All new construction projects started from 2022 have an annual final energy demand of max. 100 kWh/sqm (projects completed after 2025) or max. 80 kWh/sqm (projects completed after 2030)	The design brief for all currently planned projects takes these thresholds into account
–All new construction projects started from 2022 onwards meet the technical screening criteria (TSC) of the EU taxonomy for the environmental objective of climate protection in accordance with economic activities 7.1 and 7.7	EU taxonomy checks are planned for all ongoing projects. Compliance with TSC 7.1 and 7.7 is included in the project requirements for new construction projects from 2022 onwards
–All new construction projects launched from 2022 onwards will undergo a Life Cycle Assessment (LCA) to track embodied carbon	LCAs are prepared to accompany all new construction projects
–All new construction projects that are completed from 2030 onwards are climate-neutral in operation (net zero carbon)	Appropriate measures are taken into account in the planning phase
–Climate neutrality by 2050	
<b>Sustainable procurement &amp; supply chain</b>	
–Social and environmental requirements in the CA Immo Procurement Directive	Contractual partners are obliged to comply with social, environmental and governance standards by means of contractual clauses
<b>Resource protection &amp; circular economy</b>	
–A material passport will be created for all new construction projects launched from 2022 onwards in order to increase the contribution to the circular economy	A material passport for the Upbeat construction project is in preparation and will be available on completion
–Increase the share of waste separation	Rate of diverted waste 2023: 84% (2022: 51%)
–Reduction of water consumption	Water consumption in 2023 compared to 2022 was –16%

Targets & principles	Target achievement 2023
<b>Sustainable urban district development</b>	
– Certification rate of at least 70% in the investment portfolio (DGNB, LEED, BREEAM, by book value)	Certification rate 2023: 67%
– All new construction projects launched from 2022 onwards will achieve sustainability certification (DGNB, LEED or BREEAM) as well as WiredScore or SmartScore certification	DGNB and WiredScore certification (at least gold standard in each case) is planned for all projects under construction and in planning
<b>Business Ethics, Corporate Governance &amp; Compliance</b>	
– Signatory of the UN Global Compact	CA Immo has been a signatory to the UN Global Compact since 2022
– Improvement of the score for the most important ESG ratings	Sustainalytics Risk Score improved from 10.9 (low risk) to 9.6 (negligible risk)
– Annual compliance and anti-corruption training for all employees	2023: 100% of employees have completed compliance and anti-corruption training
<b>Health, safety &amp; wellbeing</b>	
– Annual group-wide H&S checks (HSE) in all buildings	2023: H&S checks in 100% of all CA Immo buildings
<b>Employees</b>	
– Proportion of women in management positions of at least 30%	2023: 33% share of women in management positions
– Training and communication on diversity and inclusion for all employees in at least a 2-year cycle	Regular management training courses as well as training and advice on diversity as part of the employee training program
– Regular implementation of a company opinion survey and use of the survey results for the targeted improvement of satisfaction within the workforce	– A company opinion survey was conducted in 2022 – Satisfaction rate 2022: 71%