





Our Purpose
NEW WORK



Our Vision
NET ZERO



Our Mission
STAKEHOLDER
VALUE

OUR VALUE CREATION STRATEGY.

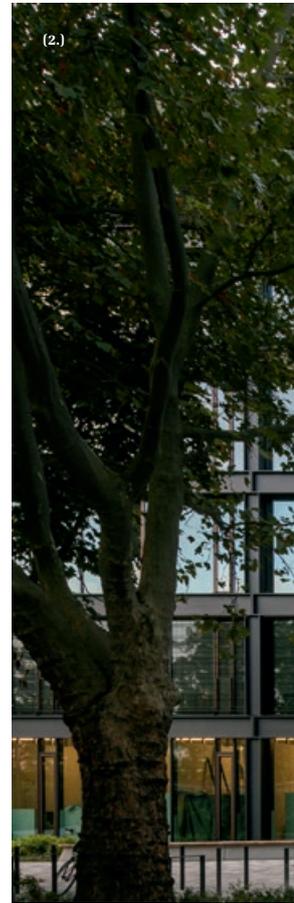
Success is made up of several factors. As investor, manager and developer, CA Immo is familiar with these components and uses them to form the three pillars of its corporate strategy:

The requirements of new working environments are the determining theme in the development of our office portfolio. Uncompromising high-quality in terms of location, ecology, technology, and user comfort is our answer.

Added to this is a holistic focus on sustainability. CA Immo's business model is built on far-sighted value creation in balance with the environment and society – and is on the path towards climate neutrality.

The result is high resilience and long-term protection of our competitiveness – even in more challenging times. Because office buildings that meet tomorrow's needs today create value – for tenants, their employees, and shareholders.

A strategic calculation that works.



OUR PURPOSE: NEW WORK

As a leading prime office player with an anchor market in Germany, we serve the demand for high-quality, energy-efficient, and innovative offices in prime locations. In short: we manage and create places where people love to work.

In 2022, we continued the gradual sale of properties that do not or no longer meet our strategic requirements profile. At the same time, we added three new office buildings to our German portfolio – two of them our own project completions.

By means of this strategic capital rotation, we increase our focus on our most important core market Germany, enhance the quality of our portfolio, and expand our range of places where people love to work.

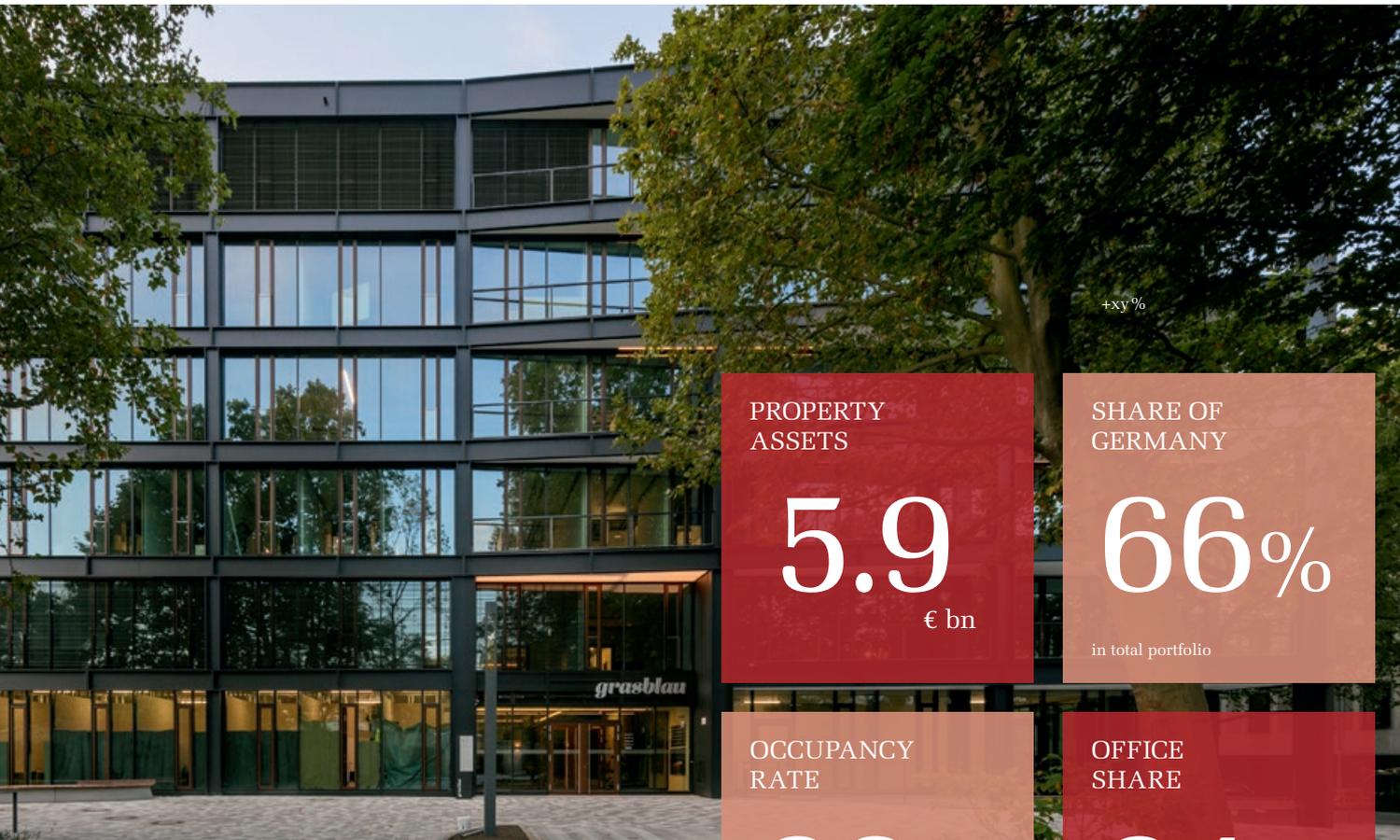
THIS IS WHAT DRIVES US:

We create and manage places where people love to work.



Strengthening competitiveness through a **clear focus on portfolio quality.**





+xy%

PROPERTY ASSETS

5.9
€ bn

SHARE OF GERMANY

66%

in total portfolio

OCCUPANCY RATE

90%

OFFICE SHARE

94%

of investment portfolio



- (1) ONE
Frankfurt

An essential milestone of the business year 2022 was the completion of the Frankfurt high-rise project ONE, with a rentable area of approximately 68,500 sqm.
- (2) GRASBLAU
Berlin

In October, the Berlin office project Grasblau with 13,350 sqm of rentable space was put into operation. The building, developed by CA Immo, is now part of the CA Immo investment portfolio.
- (3) VISIONARY
Prague



OUR VISION: NET ZERO

THIS IS OUR COMMITMENT:

Sustainable office
space for generations
to come.



Strengthening
future viability by
**transforming to a
sustainable company.**



In 2022, we continued to intensively drive forward the transformation of our business model towards sustainability and climate neutrality. We made significant progress by expanding and concretizing our interdisciplinary ESG target catalog and continuing to implement or initiate a wide range of individual projects to achieve these targets.

The result is reflected, among other things, in a steady improvement of our ESG key figures and ratings. By consistently anchoring ESG in our daily work, we strengthen the long-term value and attractiveness of our office buildings and ensure that our business is in balance with the environment and society.

The consistent continuation of our ESG initiatives in the areas of climate and environmental protection, social responsibility, and corporate governance remains at the top of our agenda.



RENEWABLE ENERGY

100%

Green electricity in building operation

REDUCTION OF CO₂ EMISSIONS

-49%

of the investment portfolio 2019-2021 (Scope 1+2)

SUSTAINABILITY CERTIFICATES

70%

of the investment portfolio (by book value)

SELECTED ESG MILESTONES 2022:

1. Signing of the UN Global Compact
2. Development of a CA Immo agenda for sustainable and circular construction
3. Launch and group-wide implementation of our Green Lease Programme
4. Conversion of the entire investment portfolio to operation with green electricity.

WE SUPPORT



OUR ESG RATINGS 2022:

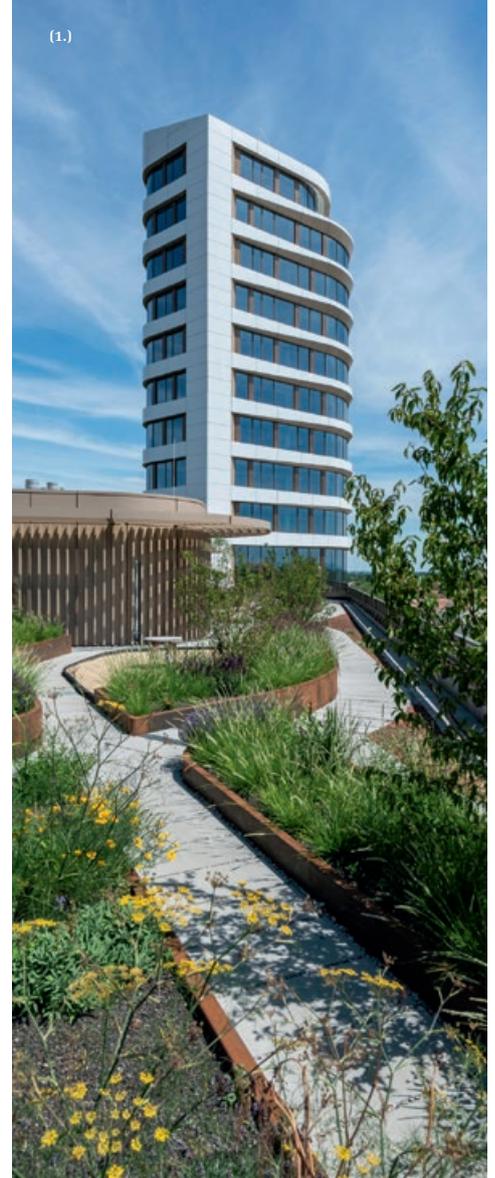


(1) MISSISSIPPI HOUSE & MISSOURI PARK
Prague

Centrally located on the banks of the Vltava River, the building ensemble stands out for its high sustainability standards (LEED Platinum) and a special quality of stay (WELL Platinum).

(2) GRASBLAU
Berlin

Prime location in the city center of Berlin, surrounded by greenery and offering high user comfort. Developed by CA Immo.



OUR MISSION: STAKEHOLDER VALUE

THIS IS OUR RESPONSIBILITY:



Creating value
for all
stakeholders.



Strengthening the resilience
through increased
efficiency at all levels.

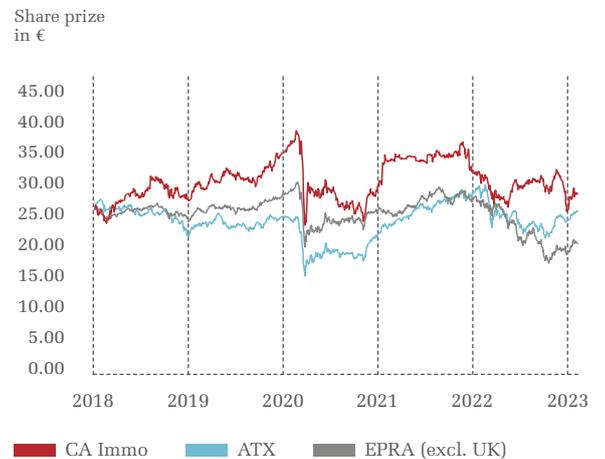
When economic conditions become gloomy, entrepreneurial priorities are re-evaluated. After years of growth, the focus is now on factors such as resilience, quality and a stable balance sheet.

CA Immo has always relied not only on high building quality and organic value creation, but also on conservative balance sheet and financing policies. Thanks to forward-looking financial planning and successfully implemented capital rotation, we have again improved the quality, sustainability, and attractiveness of our portfolio in the 2022 business year, strengthened our liquidity position, and significantly increased CA Immo's stability and future options.

What applied to 2022 will also be our strategic guideline in the coming periods: generating value for our stakeholders with a focus on premium asset quality and sustainability.

With this mission, we are well prepared for the upcoming challenging market phase, in which stability and quality will be more important than ever.

SHARE PRICE DEVELOPMENT IN RELATION TO EPRA AND ATX ¹⁾ (2018 - 2023)



Positive performance of the CA Immo share compared to ATX and EPRA index ²⁾

¹⁾ Rebased

²⁾ European Public Real Estate Association, www.epra.com

RECURRING EARNINGS (FFO I)

125.3

€ bn

IFRS NAV per share

33.71

+3%

€

Further increase in asset value

EQUITY RATIO

46.8%

Stable balance sheet with solid equity ratio

LOAN-TO-VALUE (net)

32.5%

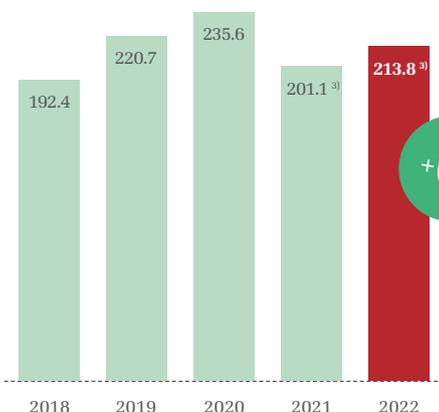
Defensive debt ratios

- (1) OFFICE BUILDING NEO Munich

Developed by CA Immo, since 2021 part of the CA Immo investment portfolio.
- (2) KASERNENSTRASSE 67 Düsseldorf

The property in prime Düsseldorf CBD location has been part of the CA Immo investment portfolio since the beginning of 2022.

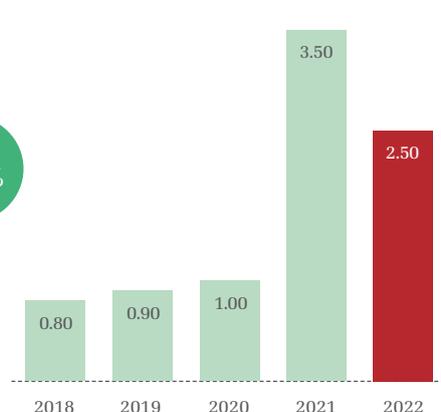
RENTAL INCOME (€m)



Rental growth from portfolio additions and rent indexations compensates for portfolio sales.

³⁾ Excl. discontinued operations Romania

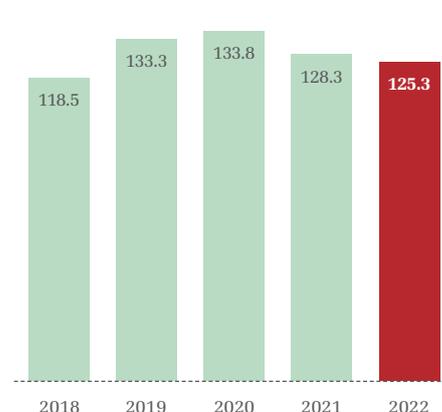
DIVIDEND PER SHARE ⁴⁾ (€)



Continuous dividend policy.

⁴⁾ Dividend paid in the business year

FFO I (Funds from Operations, €m)



The annual target of >€125 m has been achieved.



NILE HOUSE
Prague

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FOREWORD BY THE MANAGEMENT BOARD



Left to right: Andreas Schillhofer (CFO), Silvia Schmitt-Walgenbach (CEO), Keegan Viscius (CIO)

DEAR SHAREHOLDERS,

In the business year 2022, CA Immo was able to successfully hold its own in a challenging market environment and achieve important strategic milestones.

The weakening of real estate investment markets and declining property values as a result of high inflation and rapidly rising interest rates presented challenges to the industry. In addition, our tenants' requirements for office space are increasing against the backdrop of hybrid working environments and the transition to a sustainable economy. This wave of economic and ecological renewal is triggering fundamental changes.

As a leading prime office player with Germany as an anchor market, we see these changes as an opportunity: We have been serving the demand for high-quality, energy-efficient and innovative offices in prime locations for many years. Thanks to this strategic focus, we were able to achieve good operating results in 2022 and further strengthen our stable balance sheet and defensive financing structure. Our performance record was characterized by successfully completed transactions and important progress in implementing our development pipeline in the past year.

Our mission: New Work. Strategic capital rotation programme to further improve portfolio quality

In particular, we made further progress in implementing the strategic capital rotation programme, for example with the sale of our Romanian platform and the acquisition of a high-quality office building in Düsseldorf. In total, we successfully placed properties worth more than €530 m on the market, on average significantly above the book value.

Due to the completion of the ONE high-rise project in Frankfurt and the Grasblau office building in Berlin with a total investment volume of around €516 million and their subsequent transfer to our own portfolio, the investment volume of all projects under implementation was reduced by around 50% compared to 31 December 2021. The rental income from these two completed projects will make an important contribution to the recurring earnings of the company in the coming years. The remaining two office buildings in Berlin currently under construction, with a total rental area of approximately 58,000sqm, are fully pre-let. As of the end of 2022, approximately 66% of the total portfolio is located in the largest single market, Germany.

Through our active portfolio management, we have been able to continuously improve the quality, location, age structure, and overall resilience and sustainability of our portfolio in recent years.

Our vision: Net Zero. A business model in balance with the environment and society

We see it as an important part of our strategic mission to contribute proactively and at an early stage to achieving the climate and environmental goals defined by the European Union within our sphere of influence. The gradual increase in energy efficiency and decarbonization of building operations is one of the greatest challenges for the real estate industry in this regard. In 2022, we continued to implement our net-zero agenda, initiating and implementing various measures. The results include a significant reduction in the CO₂ emissions of the building stock, a clearly defined guideline for low-carbon and circular construction, as well as a significant improvement in our ESG ratings.

Our mission: Stakeholder Value

The success of these activities is reflected in an average annual equity return of around 10% (2017-2022) and a 5-year total shareholder return (average annual growth rate)

of around 9%. Given this long-term positive business development, CA Immo has an extremely robust balance sheet with a solid equity ratio of 46.8%, a net LTV of 32.5%, and high cash reserves (cash and cash equivalents: €823.8 m). The financial target defined for the 2022 financial year (recurring earnings of > €125 m) was achieved with an FFO I of €125.3 m. Based on this, we will propose a dividend payment of €1.00 per share at the Annual General Meeting to be held on May 4, 2023. The payout amount exceeding the base target of 70% of FFO I reflects the profitable sales activity under the strategic capital rotation program.

Overview of the results of the 2022 business year

The rising rental income (+6%) reflects recent portfolio additions, indexations, and higher occupancy rates, which compensated for portfolio disposals. In total, however, the consolidated net income of €75.5 m (–84%) was significantly below the previous year's level due to the gloomy market environment and the negative revaluation result of €–94.1 m for the full year 2022. FFO I (recurring earnings) remained stable despite portfolio adjustments, and the annual target of >€125 m was achieved. The EPRA NTA per share was also stable at €40.31 (31.12.2021: €40.05).

OUTLOOK 2023

Challenging and uncertain environment changes framework conditions for real estate sector

High energy prices resulting from the Russian war of aggression against Ukraine, increased construction costs, and the significant interest rate hikes by central banks to combat inflation will continue to shape the framework conditions for the real estate sector. The potential for a recession or stagflation in certain economies is high.

Strategic focus to ensure the resilience of the business model

In view of these fundamental macroeconomic changes, we will continue to focus on securing and increasing our competitiveness and resilience. We are relying on three main levers to achieve this:

–Firstly, a further increase in the quality of our portfolio through a clear focus on our core markets and the successive sale of properties that do not or no longer meet

- Secondly, we aim to further accelerate our transformation into a sustainable company.
- Thirdly, we pursue the consistent improvement of our organisational and cost structures to reduce complexity, increase the efficiency of our platform and continue to generate value for all our stakeholders.

Financial target for 2023

For the 2023 financial year, an EBITDA of over €200 m is expected on the basis of profitable sales as part of the

strategic capital rotation programme, which would result in a significant increase compared to the figure for 2022 (€149.5 m).¹⁾ The annual target for the recurring result (FFO I) is expected to be announced as part of the first quarter reporting in May 2023.

We would like to thank all CA Immo employees for their dedication and hard work. Our gratitude also goes to our shareholders and other stakeholders for their support, loyalty, and cooperation during these times of change.

Vienna, 22 March 2023
The Management Board



Silvia Schmitt-Walgenbach
(Chief Executive Officer/CEO)



Dr. Andreas Schillhofer
(Member of the Management Board)



Keegan Viscius
(Member of the Management Board)

¹⁾ Based on transactions signed and closed to date.

SUSTAINABILITY REPORT 2022

NEO
München



STRATEGY

CA Immo has built up an excellent market position in core Europe over more than three decades of steady development. As a long-term manager, investor and developer of high-quality office properties, we shape the urban landscape of Central- and Eastern European metropolises and create places where people love to work. Through our innovative strength, forward-looking portfolio management and holistic commitment to sustainability, we ensure the highest quality in the office segment and secure long-term competitiveness for CA Immo. Our high-quality investment portfolio – combined with land reserves in central, inner-city locations and proven development expertise – offers a first-class capital and earnings base for sustainable growth.

COMPANY PROFILE AND BUSINESS MODEL

CA Immo's core competence is the development and management of modern prime office properties in core Europe. Our strategic business model is geared towards sustainable value creation, taking into account ecological, economic, social and legal dimensions. This goes hand in hand with the aspiration to meet the diverse interests and needs of our stakeholders in a responsible balance and thereby secure our competitiveness in the long-term. Value generation for CA Immo stakeholders is based on a comprehensive value chain ranging from the conception and development of entire urban districts to the active management of existing properties. The CA Immo business model aims to generate stable and sustainable rental income from a first-class tenant pool with a high credit rating as well as additional income from the development and sale of properties.

Strategic core cities

The core regions are Germany, Austria, Poland, Czechia and Hungary. While business activities in Germany are concentrated in the cities of Berlin, Munich, Frankfurt and Duesseldorf, the strategic focus in the other countries is on the respective capitals (Vienna, Warsaw, Prague, Budapest). Germany is an important anchor market for the company, accounting for around 66% of the total portfolio. In the medium term, the portfolio share of Germany and Austria is expected to exceed 80%.

In addition to the increased focus of the portfolio on prime office buildings in the core markets of Berlin, Munich, Vienna, Prague and Warsaw, our focus remains on sustainability and intensive tenant retention. The goal

with our buildings is to offer the best product, the best support and the greatest possible flexibility for our tenants.

The special synergy of being an experienced developer of sustainable buildings and manager of an international Class A office portfolio in attractive metropolises makes us the ideal partner for blue-chip companies. We intend to leverage and develop these strengths in order to build on our strong market position in the long-term.

CA Immo is thus concentrating its activities on European metropolises that are economically interconnected and offer attractive long-term structural trends such as:

- increasing urbanization;
- positive demographic change;
- structural undersupply of high-quality office space;
- below-average unemployment;
- sustainable demand for space;
- and high investment liquidity.

In addition to established city centres/CBD locations, CA Immo is positioning itself in emerging submarkets that appeal to tenants from various sectors, thereby creating synergies within the portfolio and competitive advantages.

FIRST-CLASS INVESTMENT PORTFOLIO

We aim to offer our tenants high-quality buildings in top locations. The existing portfolio is focused on modern office properties with a high technological standard in central locations with excellent connections. Part of this comprehensive quality standard is to maintain sustainable and energy-efficient buildings in the portfolio and to operate them in a way that conserves resources as much as possible.

As of the reporting date, office buildings accounted for around 94% of the total investment property portfolio. Other types of use serve the realisation or optimisation of the actual strategic properties and have only a very small share of the total portfolio.

Effective management through decentralised organisational structure

Local teams on the ground in all strategic markets enable us to provide first-class services to our tenants, maintain close relationships with key market participants, internalise service margins and generate stable cash flow through high occupancy rates and the realisation of rental growth potential. A critical portfolio size in the respective submarkets ensures the utilisation of synergies and economies of scale to efficiently manage our property portfolio.

Value-creating capital rotation

Active portfolio management with continuous investments and the disciplined sale of properties with limited value-creation potential (strategic capital rotation) is designed to maintain and enhance the quality, sustainability and attractiveness of the portfolio in the long-term. The regional distribution of the core business across several countries enables optimal risk diversification. A strategic portfolio property should not only be attractive to our tenants in terms of its location and amenities, but also in balance with the environment from a social and sustainable perspective and thus have a strong market position in the long-term.

Since the beginning of the 2018 financial year, gross sales proceeds totalling around €1.7 bn have been generated as part of the strategic capital rotation programme. The majority of these transactions were concluded at prices that were higher than the book values of the sold properties.

REAL ESTATE DEVELOPMENT AS SIGNIFICANT ORGANIC GROWTH DRIVER

The central organic growth driver for CA Immo is the development of modern, energy-efficient prime properties for its own portfolio in our core markets, especially in Germany. CA Immo experts cover the entire value chain: From the preparation of the land, involvement in the master plan and the creation of building rights, to the implementation of the surrounding infrastructure and the construction and operation of new buildings. This creates mixed-use inner-city districts with short distances and a high quality of life. Buildings developed by CA Immo are characterised by high technical and architectural quality, flexible use of space and low energy consumption.

German land reserves and development expertise as a strategic competitive advantage

Since the takeover of the Deutsche Bundesbahn subsidiary Vivico Real Estate at the beginning of 2008, CA Immo has held extensive land reserves in its property portfolio - primarily in the German metropolises of Berlin, Munich and Frankfurt. At the time of purchase, these properties, which at that time were no longer required for operational purposes, were largely located in inner cities and originally mainly used by the railways, comprised a total of around 5.8 m sqm of space.

Since then, CA Immo has been extremely successful as a project developer in Germany, completing construction projects with a total investment volume of more than €3.0 bn over the past fifteen years. The majority of these project completions were integrated into the company's own portfolio, the rest were sold. This long-term and value-creating development activity in the form of continuous construction and utilisation of the land reserves represents a significant growth lever and strategic competitive advantage for the company.

These land reserves held on the balance sheet as at the reporting date with a book value of around €220 m are largely located in city centre locations (office) or well-connected suburban locations (residential) in Germany's most important conurbations. This location quality ensures value-accretive development and good marketability of the plots and properties to be developed on them. Prominent examples of land reserves in the CA Immo portfolio are the prime office sites in the Europacity district around Berlin's main railway station, close to the Reichstag and the Chancellor's Office, and the development sites in Munich's city periphery location, most of which are earmarked for residential use and are very well connected to both public and private transport (refer to the section "Investment Properties under Development"). Based on these sites in inner-city locations as well as profound property development expertise with a strong track record of the construction management subsidiary omniCon, CA Immo also has significant potential for organic growth in Germany in the coming years. This lies in exploiting the entire depth of value creation by obtaining building permits, developing and taking over strategic properties in the existing portfolio and selling non-strategic properties, offering the company's shareholders significant earnings prospects in the long-term.

In the realisation of its project completions, CA Immo follows its strategy as an office portfolio holder: office

properties are primarily developed for the company's own portfolio, while residential projects are intended for sale after completion or after planning permissions are obtained. The German market in particular is highly attractive for high-quality buildings in urban centres. Thanks to the land reserves already acquired in 2008, CA Immo can grow organically through its own project developments in the highest quality market segment without having to acquire the land required for this purpose at a currently high price on the market - this means that extremely attractive margins can be achieved in the high-priced German market.

The current pipeline of project developments under construction with a total investment volume of around €520 m includes the office buildings Upbeat and Hochhaus am Europaplatz in Berlin. Both projects, 100% pre-let each, are intended for the company's own investment portfolio and will generate significant growth impetus for the company. The currently forecast average rental yield on production costs of 5.5% is well above the current market level.

PROPERTY ACQUISITIONS AS AN ADDITIONAL GROWTH DRIVER

In addition to realising property development profits from current projects under construction and on land reserves, selective acquisitions are intended to strengthen the portfolio in selected core markets of the Group and provide additional rental income growth. The corporate platform, which has been continuously optimised in recent years, combined with a robust balance sheet profile and the local market expertise of the internal asset management teams in all core markets, represents a fundamentally strong basis for value-creating growth. In addition to acquisitions in the Central- and Eastern European core markets in recent years, acquisitions in Berlin and Duesseldorf have recently been realised to complement the strong organic growth momentum in Germany.

ROBUST BALANCE SHEET STRUCTURE AS A SOLID BASIS FOR GROWTH

CA Immo's financing strategy is based on a balanced and flexible use of secured bank financing and unsecured

capital market financing. The investment grade financing structure with a defensive balance sheet and an extensive pool of unencumbered properties has increased the robustness of the CA Immo Group on the one hand and reduced financing costs to an extremely competitive level on the other, with a correspondingly positive effect on the sustainable profitability of the company (refer to the section on "Financing").

STRONG FINANCIAL PERFORMANCE

CA Immo's ability to invest in, develop and manage properties in a value-creating way over many years and to generate synergies with its corporate platform has led to strong financial performance over time.

Since 2011, we have paid a dividend to our shareholders that is linked to the sustainable profitability of the company. On this basis, and in combination with income from strategic capital rotation and property development, we have generated double-digit returns on equity on average in recent years (2018-2022: 10%). As a result, CA Immo has been able to generate an attractive total return from share price increases and dividends for its shareholders in recent years (total shareholder return, 2018-2022: 44%), and significantly outperformed the European property index EPRA Developed Europe.

ESG: TRANSFORMATION INTO A SUSTAINABLE COMPANY

The evaluation and management of the impact of our business activities on our ecological and social environment is an integral part of our quality standards. With our ESG commitment, we want to actively contribute to achieving the climate and environmental goals defined by the European Union and the general transition to a sustainable economy. To ensure this, CA Immo is committed to strategic sustainability management that is consistent across the Group. As part of this, a wide range of measures are implemented, including minimising the carbon footprint and resource consumption over the entire life cycle of buildings and setting high social standards within our sphere of influence. Detailed information on this commitment can be found in the ESG Report.

CA IMMO BUSINESS MODEL



ESG REPORT

CA Immo is an investor, developer and manager of high-quality office buildings. Our strategic business model is geared towards sustainable value creation, taking into account ecological, economic, social and legal dimensions. This goes hand in hand with our claim to meet the diverse interests and needs of CA Immo's stakeholders in a responsible balance, thereby safeguarding competitiveness in the long term. With this in mind, we evaluate and manage the requirements of our stakeholders as well as the impact of our business activities on our ecological and social environment. This report shows our strategic positioning, goals and action plan on the topic of sustainability and provides an overview of corresponding activities in 2022.

Reporting standards and guidelines

CA Immo is not obliged to prepare a consolidated non-financial report in accordance with section 267a of the Austrian Commercial Code (Nachhaltigkeits- und Diversitätsverbesserungsgesetz, or NaDiVeG). As a public interest entity, we nevertheless voluntarily prepare a corresponding report.

In order to prepare our sustainability topics as clearly as possible and in an internationally comparable manner, we base our reporting on two common international standards: the **EPRA Sustainability Best Practice Recommendations 3rd Edition (sBPRs)** and the recommendations of the **Task Force on Climate Related Financial Disclosures (TCFD)**. An overview of all sustainability topics integrated into the annual report in accordance with these standards, as well as a detailed definition of the reporting boundaries and methodology, can be found in the ESG appendix.

The **EPRA sBPR Guidelines** provide – based on the standards of the Global Reporting Initiative (GRI) – a consistent method for the comparable presentation of the sustainability performance of real estate companies and cover the categories environment, social and governance (ESG). The **TCFD recommendations** stand for consistent disclosure of climate-related financial risks. In addition, we show and explain the **United Nations Sustainable Development Goals (SDGs)** considered within the framework of our sustainability strategy.

SUSTAINABLE DEVELOPMENT GOALS



With the **EU Taxonomy Regulation** and the **CSRD (Corporate Sustainability Reporting Directive)**, the EU Commission is currently developing new binding requirements for sustainability reporting. The topics and approaches of both regulations were taken into account in the update of our ESG materiality analysis in 2022. While the EU taxonomy already has its own chapter in this report, the inclusion of the first sub-areas and requirements of the new CSRD reporting obligations will be prepared in the course of 2023 and gradually included in the ESG report. Reporting in accordance with the CSRD will be mandatory for CA Immo from the 2025 business year onwards, and preparations to this effect are already underway.

ESG Reporting: Status and Outlook

We aim to optimise the transparency and comparability of our sustainability performance through reporting that is as relevant and meaningful as possible. In 2022, our ESG reporting was awarded the **"Effective Sustainability Communicator Austria Award 2022"**. The analysis on which the award is based, conducted by the HHL Leipzig Graduate School of Management, assessed the quality of sustainability reporting, integrative understanding of sustainability and the coherence of the presentation of sustainability topics in important communication formats.¹⁾ In addition, our Sustainability Report 2022, which is integrated into the Annual Report, received an **"EPRA sBPR Gold"** award for exemplary ESG reporting for the third year in a row. CA Immo was ranked in the VÖNIX sustainability index of the Vienna Stock Exchange for another year in a row.²⁾

In addition to our annual reporting, we are continuously assessed by established ESG rating agencies. In the 2022 business year, CA Immo was able to significantly improve its ESG ratings across the board. For example, we were awarded Prime status by ISS ESG for the first time.

¹⁾ <http://www.caimmo.com/en/award>

²⁾ <http://www.voenix.at>

CA IMMO ESG RATINGS IN A THREE-YEAR COMPARISON

Rating Agency	Score 2020	Score 2021	Score 2022
MSCI	A	AA	AAA
Sustainalytics	17.1 (low risk)	14.6 (low risk)	10.9 (low risk)
ISS ESG	C-	C-	C (Prime)
EPRA sBPR	Gold Award	Gold Award	Gold Award



The goal for the coming reporting periods is to further expand our reporting in line with international standards (f.e. the CSRD) and the requirements of our stakeholders, and to take advantage of opportunities that present themselves in the form of more favourable financing conditions, among other things. The canon of ESG ratings relevant to CA Immo is continually reviewed and supplemented as necessary.

Stakeholder dialogue and political engagement

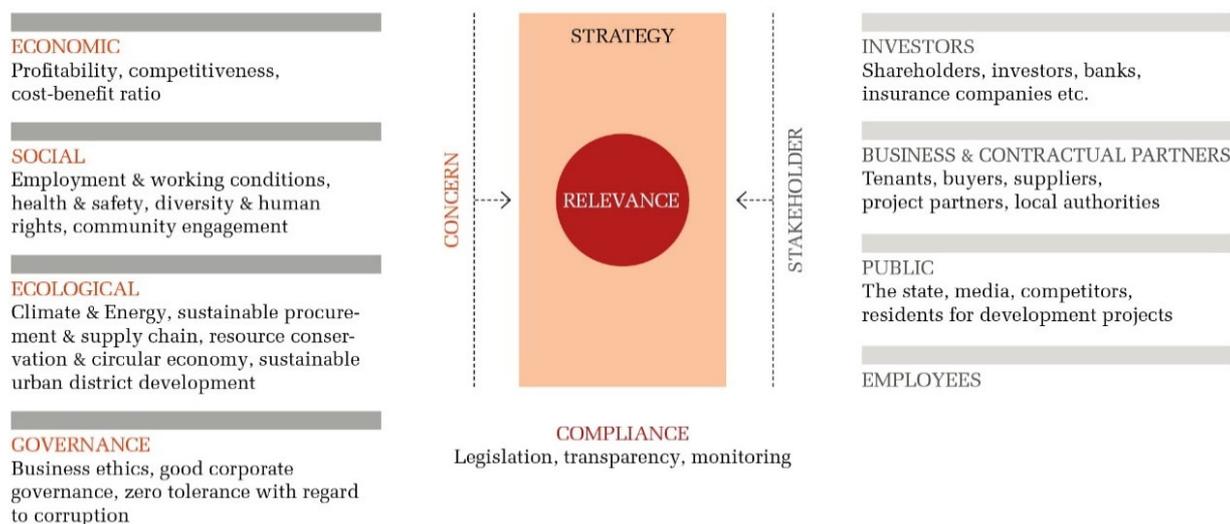
Comprehensive and continuous dialogue with our diverse target groups is an important prerequisite for the long-term success of CA Immo. The concerns of our

stakeholders shape our self-image and guide our strategic decisions – and thus also flow into the selection and weighting of our strategic sustainability topics.

Our stakeholder relationships run on several levels. CA Immo employees are in constant direct dialogue and maintain personal contact with investors, tenants, business partners, local authorities, the media, other employees and job applicants. Standardised employee surveys are also conducted. External media coverage and analysts' assessments of the company are regularly monitored. Our guidelines regarding political influence (lobbying) can be found in our Code of Ethics & Conduct at <https://www.caimmo.com/esg-policies>.

For CA Immo, an open, early exchange and partnership-based cooperation with local authorities, residents and other stakeholders in the context of development projects is a key success factor in creating sustainable and vibrant urban districts. That is why we enter into active dialogue with the relevant groups at an early stage of the project. This can take the form of neighbourhood or public events, posting or providing information in public places, information to the local press, or face-to-face dialogue with selected target groups, among others. Every CA Immo urban district development begins with an architectural competition for urban and landscape planning, which is advertised transparently and awarded internationally. Representatives of all interest groups associated with the development are involved in this process.

CA IMMO SUSTAINABILITY APPROACH



Strategic sustainability initiative and awareness raising

In 2019, CA Immo launched a Group-wide project to define, manage and implement its strategic sustainability activities under the motto "Tomorrow Proof by CA Immo".



Parallel to the expansion of external reporting, the organisational anchoring and internal communication of sustainability issues and activities has also been intensified. In 2022, numerous working groups on ESG topics (e.g. on EU taxonomy or on the development of a Group-wide strategy for the sustainable use of the roofs of existing buildings), some of which were interdepartmental, were continued and virtual employee training courses were offered.

Organisational anchoring and management of sustainability issues and risks

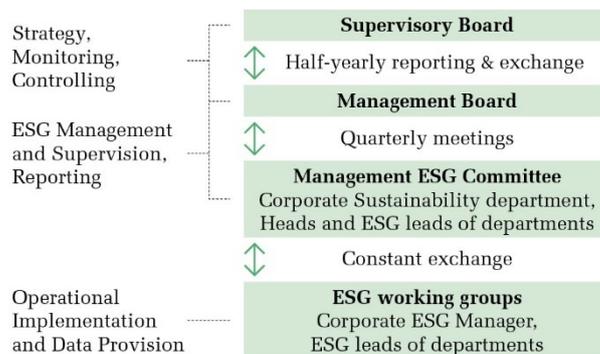
The entire Management Board is responsible for the group-wide, holistic implementation of the sustainability strategy in the corporate strategy and its compliance. CA Immo's ESG commitment comprises goals, corresponding measures and strategies for achieving these goals, comprehensive reporting and a commitment to compliance with various established standards in the areas of the environment, social affairs and governance.

The climate and general sustainability risks relevant to CA Immo are re-evaluated annually by the responsible departments as part of the Group-wide risk catalogue, and appropriate risk-reducing measures are derived (risk profiles). A summary of the risk catalogue is presented to the Executive Board and Supervisory Board once a year. Risk prevention measures are implemented by the responsible departments as required. Responsibility for the management of these risks lies with the entire Executive Board; the individual Executive Board members are responsible for ensuring the operational effectiveness of the internal control systems and risk mitigation in their areas of responsibility. This proactive approach is designed to ensure that any risks are minimised through early countermeasures and that the company can react to changing conditions in good time.

The cross-departmental CA Immo ESG Management Committee, which was established in 2022 and is headed by the Corporate Sustainability department, coordinates

the ongoing implementation of the sustainability strategy and drives the development of new initiatives. An update on the framework conditions, targets and measures as well as corresponding progress in the ESG context is presented to the Management Board at the quarterly meetings of the ESG Management Committee, which have been held since 2022. ESG issues are reported to the Supervisory Board at least twice a year during the quarterly Supervisory Board meetings (see also chapter "Report of the Supervisory Board").

ESG GOVERNANCE AT CA IMMO



Information on the anchoring of ESG in the remuneration model of the Executive Board can be found in the Corporate Governance Report or at www.caimmo.com/remuneration.

Relevance and priorities of CA Immo sustainability reporting

In order to ensure that sustainability reporting and strategy are in line with the business model and all stakeholder interests, CA Immo has carried out an update of the analysis to determine the key sustainability issues in the 2022 business year. The process of analysing and defining the key sustainability issues was carried out in accordance with the requirements of the European Sustainability Reporting Standards (ESRS) as part of the Corporate Sustainability Reporting Directive (CSRD), which has already created the initial basis for meeting the upcoming regulatory requirements.

In the first step, a list of potentially relevant topics was drawn up on the basis of regulations, sustainability standards, reporting by relevant competitors and explicit consideration of CSRD topics, as well as an internal analysis of the impact of CA Immo business activities on the

environment, society and the economy. The topics collected were then assessed in accordance with the **concept of double materiality**, which takes into account both the materiality of the impact of our business activities on the environment, society and the economy along the entire value chain (impact materiality or "inside-out") and financial materiality (outside-in).

Impact materiality was carried out in stages: Acquiring a common understanding of the impacts and identifying and assessing the actual and potential impacts, both negative and positive.

Financial materiality assessed aspects that generate material risks and opportunities, i.e. that may affect future cash flows, development, the situation of the company, or, for example, access to finance in the short, medium or long term.

Internal experts from all relevant specialist areas were involved in this evaluation process. An external stakeholder survey was also conducted: all CA Immo employees and external reference groups such as tenants, investors and banks were invited to prioritise the individual issues for CA Immo from their point of view. The internal and external assessment results were used to draw up a list of key issues, which was then validated by the members of the Management Board.

Social, environmental and economic impacts, risks and opportunities arising from CA Immo business activities

The main direct (own activities) and indirect (value chain) material impacts, risks and opportunities identified during the materiality analysis process:

Environment:

- Management of energy efficiency and CO₂ emissions, waste generation, resource consumption, and circular economy principles over the entire building life cycle
- Pollution prevention
- Eco-friendly procurement and supply chain
- Brownfield vs. greenfield development (protection of biodiversity)
- Sustainable product definition for city quarter developments and new construction projects.

Society and economy:

- Social standards in urban district and project development (product definition, e.g. social infrastructure, affordable housing), response to social change

- Health and safety for tenants, contractors and own employees in our buildings and on construction sites, dealing with pandemic risks
- Working conditions and income effects of own and external employees (contractors), employee rights, staff development and retention
- Community engagement
- Independent and responsible corporate governance, compliance with social and environmental requirements, observance of human rights, avoidance of corruption and bribery, reputational risk, cybersecurity.

The results of the materiality analysis, which took into account both internal expert assessments and the external stakeholder perspective, are presented below in the form of a list of material issues for CA Immo and assigned to six focus areas. The focus areas reflect the strategic level of ESG management at CA Immo and define the framework within which CA Immo can make a relevant contribution to a sustainable economy – as well as the associated material risks and opportunities. They define the focus of ongoing sustainability reporting, strategic objectives and operational measures. The reporting on the key topics is marked with the corresponding symbols.

Due to the current dynamic developments in ESG issues – both the regulatory environment and stakeholder needs – we will reassess this materiality matrix at least every two years in the future.

STRATEGIC ESG FOCUS AREAS OF CA IMMO



SUSTAINABILITY AT CA IMMO: MATERIAL ESG TOPICS AND FOCUS AREAS

ESG	Material Topics	Material Sub-Topics	Focus areas
E	Climate Change	THG Emissions und Decarbonisation	
		Sustainable Energy management	
E	Pollution Prevention	Harmful substances and pollution of air, water and soil	 
E	Circular Economy	Resource protection & circular economy	
E	Sustainable Supply Chain	Sustainable Supply Chain & Procurement	
E	Urban Development	Sustainable city quarter development	  
		Sustainability certification of properties	
S	End users and consumers	Wellbeing, comfort, satisfaction & Safety of tenants	 
S	Employees	Attractive Employer	
		Talent Management und Employee Development	
		Inclusion, Diversity & Equal opportunities	
S	Impact on communities	Community Engagement	 
G	Governance	Responsible economic performance and long-term value	
		Cybersecurity	
		Human Rights	
		Management of ESG Risks and Opportunities	
		Tax Governance & Responsibility	
		Governance & Internal Control System	
G	Business Conduct	Compliance & Business Conduct	

UN Sustainable Development Goals (SDGs)

As a relevant player in the European real estate sector, CA Immo supports the Sustainable Development Goals (SDGs)¹⁾ of the United Nations (see graphic). Our positioning and activities are in line with the SDGs; the most important fields of action are listed in the table on the next page and explained in overview form.

Memberships

CA Immo is actively involved in the relevant platforms of the real estate industry and supports industry-relevant research and development through memberships and co-operations. For example, CA Immo has for many years been an active member of organisations which

- promote sustainable urban and project development, e.g. the German Sustainable Building Council (DGNB) or the Urban Land Institute (ULI)
- publicly represent and standardise relevant topics and concerns of the real estate industry, e.g. the European

Public Real Estate Association (EPRA), the Zentraler Immobilien Ausschuss (ZIA), the ESG Circle of Real Estate (ECORE)²⁾ or the Initiative Corporate Governance (ICG).

In 2022, CA Immo CEO Silvia Schmitt-Walgenbach was elected to the ZIA Executive Committee and has since led the establishment of a ZIA country office in Vienna. The aim is to expand the network of regulatory and economic policy interest groups representing the German real estate industry to Austria and to intensify the exchange with the Austrian real estate industry, among other things in view of the comprehensive ESG regulation for the real estate sector.

By actively exchanging experience across companies, CA Immo aims to participate in innovations and best practice at an early stage, thereby strengthening its competitiveness in the long term (see also the section on research and development). A complete list of all CA Immo memberships can be found on our Group website at www.caimmo.com/membership.

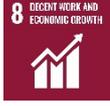
SUSTAINABLE DEVELOPMENT GOALS



¹⁾ <https://www.sdgwatch.at/en/about-sdgs/>

²⁾ www.ecore-scoring.com

FOCUS AREAS OF CA IMMO IN THE CONTEXT OF INTERNATIONAL SUSTAINABILITY INITIATIVES

Focus Area	Description	Main topics of the EU Taxonomy Regulation	UN Sustainable Development Goals (SDGs)
<p>Climate & Energy</p> 	<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 CO₂ 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>	<ul style="list-style-type: none"> – Climate Change Mitigation – Climate Change Adaptation 	
<p>Sustainable Procurement & Supply Chain</p> 	<p>We develop office properties for the long-term portfolio exclusively according to high sustainability standards. We 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>	<ul style="list-style-type: none"> – Pollution prevention and control – Supply chain responsibility 	
<p>Resource Conservation & Circular Economy</p> 	<p>We take initiatives that lead to reduced resource consumption, the reuse and recycling of materials and waste in the construction, operation and refurbishment of buildings.</p>	<ul style="list-style-type: none"> – Transition to a circular Economy – Sustainable use and protection of water and marine resources 	
<p>Sustainable Urban District Development</p> 	<p>We specialise in the environmentally friendly revitalisation of old inner-city sites (brownfield development). In doing so, we pay attention to the protection of biodiversity and create mixed-use urban neighbourhoods with sustainable infrastructure and a high quality of life that are attractive, inclusive and accessible.</p>	<ul style="list-style-type: none"> – Protection and restoration of biodiversity and ecosystems 	 
<p>Business Ethics, Corporate Governance & Compliance</p> 	<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>	<ul style="list-style-type: none"> – Human Rights – Workers' rights – Fight against corruption 	 
<p>Health, Safety & Well-being</p> 	<p>We create safe, healthy and attractive working environments for tenants, employees and service providers – both in our buildings and on the construction sites. We support our employees and pay attention to their needs, health and individuality.</p>		

CA Immo Sustainability Agenda

Our agenda for sustainable business operations summarises all current key corporate objectives and principles in the ESG context. With this programme, CA Immo wants 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. The measures to achieve the goals and their current status are described in detail in the individual chapters.

CA IMMO AGENDA FOR SUSTAINABLE BUSINESS OPERATIONS

Targets and Principles	Target achievement 2022
Focus area Climate & Energy	
–Reduction of the average Scope 1+2 CO ₂ emission intensity of the investment portfolio by 50% by 2030 (base year 2019)	2019-2021: –49% (2019-2022e ¹): –56%)
–Reduction of the average energy intensity of the investment portfolio by 15% by 2025 (base year 2019, energy procured by the landlord)	2019-2021: –19% (2019-2022e ¹): –18%)
–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 includes these thresholds
–All new construction projects started from 2022 onwards meet the technical screening criteria (TSC) of the EU taxonomy for the environmental objective climate change mitigation according to economic activities 7.1 and 7.7	EU taxonomy audits are carried out for all ongoing projects. The project requirements for new construction projects include compliance with TSC 7.1 and 7.7 in the currently valid version
–All new construction projects launched from 2022 onwards will be subject to a Life Cycle Assessment (LCA) to track embodied carbon	LCAs are prepared for all new construction projects
–All new construction projects 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	2022: 100% electricity procurement from renewable energy sources in building operations
Focus area Sustainable Procurement & Supply Chain	
–Social and environmental requirements in CA Immo Procurement Directive	Contractual partners are obligated to comply with social, environmental and governance standards by means of contractual clauses
Focus area Resource protection & Circular Economy	
–A material passport will be created for all new construction projects started from 2022 onwards in order to increase the contribution to the circular economy	A material passport for the Upbeat office project is in preparation
–Increase the share of recycled/recyclable waste	Recycling quote 2021: 26% (2020: 21%)
–Reduction of water consumption	Water consumption: –31% (2021 vs. 2020)

¹) The energy consumption and emission data for 2022 are preliminary estimates, as the consumption data for 2022 was not yet fully available at the time of reporting. Information on the extrapolation mode can be found in the ESG Appendix.

Targets and Principles	Target achievement 2022
Focus area Sustainable Urban District Development	
– Sustainability Certification rate of at least 70% in the investment portfolio (DGNB, LEED or BREEAM, by book value)	Certification rate 2022: 70%
– All new construction projects launched from 2022 onwards will achieve sustainability certification (DGNB or LEED or BREEAM) as well as WiredScore or SmartScore certification	DGNB, WiredScore Platinum & SmartScore Platinum certification is planned for all projects under construction
Focus area Business Ethics, Corporate Governance & Compliance	
– UN Global Compact Signatory	CA Immo has been a signatory of the UN Global Compact since 2022
– Improvement of the score in the most important ESG ratings	– Sustainability from 14.6 to 10.9 (low risk) – MSCI from AA to AAA – ISS ESG from C- to Prime
– Annual compliance and anti-corruption training for all employees	2022: >90% of employees have completed compliance and anti-corruption training
– Proportion of women in leadership positions of at least 30%	2022: 30% share of women in leadership positions
Focus area Health, Safety & Wellbeing	
– Yearly group-wide H&S checks (HSE) in all CA Immo properties	2022: H&S checks in all CA Immo buildings (100%)
– Training and communication on diversity and inclusion for all staff on at least a 2-year cycle	Regularly held management training sessions as well as training and consulting on the topic of diversity and inclusion as part of the employee training program
– Conduct an employee survey in a 2-year cycle and use the survey results for targeted improvement of employee satisfaction	– Employee survey has been conducted in 2022 – Employee satisfaction rate 2022: 71%

ENVIRONMENT

CA Immo wants to make a contribution to limiting global warming to 1.5° Celsius and protecting the environment. Therefore, we have set ourselves the goal of reducing the CO₂ footprint of our business activities and evaluating and intensifying the measures we have taken so far to protect the environment.

1. CLIMATE RISKS AND OPPORTUNITIES

Climate change and its consequences for our environment are a global threat, the manifold effects of which are already being felt in many countries today. The future societal, climate policy and technological developments associated with climate change are subject to a high degree of uncertainty, as is the speed at which this process of change will take place. Much will depend on how sensitive the climate system is to changes in greenhouse gas emissions, how much higher levels of warming will actually affect our environment and how quickly individual countries and societies respond to these developments.

CO₂ emissions and global warming scenarios

Global warming of 2°Celsius will be exceeded in the course of the 21st century if there are no profound reductions in CO₂ and other greenhouse gas emissions in the coming decades.¹⁾ The graph on the next page shows scenario analyses for the development of global CO₂ emissions and the resulting global warming until 2100.

The role of the real estate sector in the fight against climate change

Over the whole life cycle – from construction, use, renovation to demolition – buildings in the EU are responsible for 40% of energy consumption and 36% of energy-related greenhouse gas emissions (CO₂). Around 75% of buildings in Europe are considered inefficient and less than 1% of the national building stock is renovated annually on average²⁾. Stricter energy standards for buildings, higher energy refurbishment rates and technological change (e.g. more intensive use of renewable energy sources such as heat pump technologies), but also the en-

ergy transition (provision of sufficient energy from renewable sources for climate-neutral building operation) are key components to achieve the EU climate targets.

CA Immo climate risks and opportunities

The analysis of specific climate risks for our business is extremely complex and involves a number of unknown variables. Information on the management of climate risks relevant to CA Immo and the corresponding organisational processes and responsibilities can be found in the ESG report in the paragraph “Organisational anchoring and management of sustainability issues and risks” and in the Risk Management chapter.

Climate change represents a risk that unfolds on two levels. In assessing the specific climate risks for CA Immo, we have used these levels for classification purposes:

- **Physical risks:** Direct, physical damage to property, plant and equipment due to the changing climate, triggered by extreme weather events (acute risks) or continuous climate change such as rising sea levels or higher temperatures (chronic risks).
- **Transition risks:** Economic risks triggered by the transition to a low-carbon economy. This risk group includes regulatory risks (as a result of new or stricter legal regulations) and risks due to changes in the market, demand and technologies (market and competition risks) or loss of reputation (reputation risk).

Risk and vulnerability analysis according to the EU taxonomy (adaptation to climate change)

In order to be able to concretely assess the corresponding risk exposure of our portfolio, we evaluated natural hazards (flood, hailstorm, lightning strike, tornado, storm) for all investment properties with a value of >€10 m in 2021.³⁾ Based on this, we carried out a detailed, forward-looking risk and vulnerability analysis in 2022 according to RCP scenarios (Representative Concentration Pathways) in accordance with the guidelines of the EU taxonomy.

The climate risk analysis was carried out on a site-specific basis and took into account the risk categories according to the EU taxonomy, i.e. chronic or acute as well as temperature- and wind-related or water- and land-related risks were considered. For the temporal scope, an

¹⁾ IPCC: Climate Change 2021, Sixth Assessment Report, www.ipcc.ch

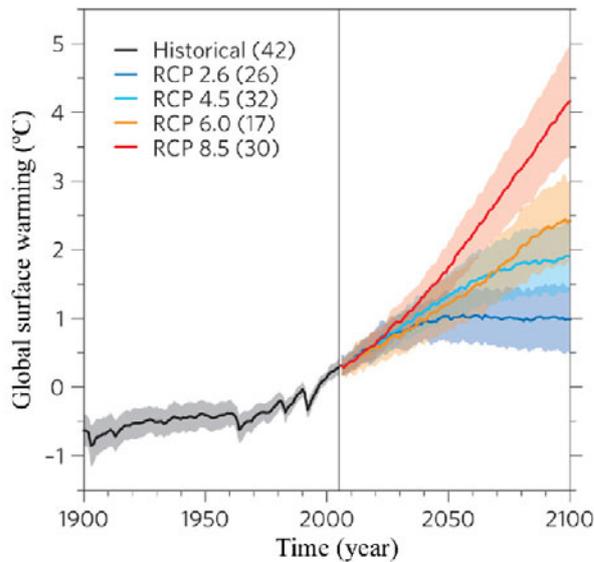
²⁾ https://ec.europa.eu/info/news/focus-energy-efficiency-buildings-2020-feb-17_en

³⁾ Natural Hazards Analyse mit SwissRE CATNET © Risk Analysis Tool

expected lifetime of the buildings of more than ten years was assumed.

The analysis was carried out taking into account two RCP scenarios (RCP4.5 and RCP8.5). The RCP8.5 scenario is the worst-case scenario, in which it can be assumed that the risks are most pronounced and extensive adaptation solutions are required. The RCP4.5 scenario is one of the most likely scenarios with a climate warming of 2° by 2100; in comparison, fewer adaptation solutions would be required here. The evaluation focused on short-term, current risks and the medium-term time horizon up to 2050. The Natural Hazards Tool with the corresponding climate models from Munich RE was used for the entire risk and vulnerability analysis.

Global warming: RCP scenario calculation



Source: Researchgate.net¹

After the survey of the relevant climate scenarios in the defined time horizons, the next step was an evaluation of the identified physical climate risks and their extent. The threshold value for materiality was set internally conservatively at 50% of the risk extent, as no specification is available in the EU taxonomy.

The following climate change risks according to RCP 4.5 scenario until 2050 were analyzed for each investment building:

- Drought stress
- Fire Weather stress
- Fire Season stress
- Heat stress
- Heat max temperature stress
- Precipitation stress
- Precipitation 5 days stress
- River flood

The risks to which CA Immo's properties with their inner-city locations are exposed are primarily temperature-related (heat) and water-related (drought and flooding).

After the survey of the relevant climate scenarios in the defined time horizons, the next step was an evaluation of the identified physical climate risks and their extent. The threshold value for materiality was set internally conservatively at 50% of the risk extent, as no specification is available in the EU taxonomy.

In the last step, adaptation solutions already available in or around the affected buildings were analysed for these climate risks. For all properties with an increased exposure to physical risks, adaptation solutions have already been implemented. In the case of water-related risks, these are primarily flood protection concepts, protection against backflow, river regulation, barrier protection, dams; concerning temperature-related risks, these are especially cooling and sun protection systems including shading systems, building air conditioning and green- ing concepts.

The result of the risk and vulnerability analysis shows that there are currently no properties in the CA Immo portfolio that are exposed to significant physical risks, as sufficient adjustment solutions have already been implemented for all potentially significant physical risks.

¹ www.researchgate.net/figure/Global-temperature-increase-used-in-IPCC-AR5-presented-by-the-RCPs-The-values-in_fig1_316307741

PHYSICAL RISKS

Type of risk	Risk assessment	Potential financial impacts	Action and strategic precaution
Natural disasters and extreme weather events	<p>Risk group: Acute</p> <p>Probability: High</p> <p>Time horizon¹⁾: Short</p> <p>CA Immo risk exposure²⁾: Low³⁾</p>	<p>Physical damage and deterioration of buildings (possibly enhanced by high portfolio concentration within a city)</p> <p>Delivery delays and material shortages (interrupted supply chains)</p> <p>Interruption of production or operations</p>	<p>Ongoing control, maintenance and servicing of the buildings</p> <p>Forward-looking project development and high building quality of the CA Immo portfolio</p> <p>Risk and vulnerability analysis with RCP scenarios in accordance with the EU taxonomy guidelines in 2022</p> <p>Continuous review of adaptation measures to increase the climate resilience of the stock</p> <p>Comprehensive insurance cover for existing buildings and projects (construction sites)</p>
Gradual changes in temperature and precipitation, rising sea level	<p>Risk group: Chronic</p> <p>Probability: High</p> <p>Time horizon³⁾: Long</p> <p>CA Immo risk exposure²⁾: Low³⁾</p>	<p>Changes in raw material and input prices</p> <p>Higher energy consumption and operating costs for buildings (e.g. due to increase in cooling demand)</p> <p>Higher maintenance and construction costs to make buildings climate resilient</p> <p>Increase of insurance premiums or no insurance coverage possible</p>	<p>Risk and vulnerability analysis with RCP scenarios according to the EU taxonomy guidelines in 2022 with analysis of suitable adaptation solutions</p> <p>Risk prevention by implementing the following adaptation solutions, among others:</p> <p>Flood protection concepts in buildings in river locations</p> <p>Improved drainage systems</p> <p>Implementation of efficient cooling and solar protection systems</p> <p>Greening of outdoor areas</p> <p>Continuous review of adaptation measures to increase the climate resilience of the building stock</p>

¹⁾ Period in which these climate risks are likely to occur: Short: 0-1 year, Medium: 1-3 years, Long: more than 3 years

²⁾ Low: €0-10 m; Medium: €10-50 m, High: >€50 m. Period under consideration: 1 year

³⁾ Taking into account the existing risk mitigating measures, the currently existing residual risk is classified as low

TRANSITION RISKS

Type of risk	Risk assessment	Potential financial impacts	Action and strategic precaution
Regulatory risks			
Stricter targets and legislation on decarbonisation, energy efficiency and adaptation to climate change	Probability: High Time horizon ¹⁾ : Medium	<ul style="list-style-type: none"> - Higher construction costs due to increasing requirements for energy efficiency of buildings and CO₂-neutral construction process - Higher investments in energy retrofitting/refurbishment of the building stock - Compliance costs (penalties, levies) - Increased taxes and/or loss of subsidies 	<ul style="list-style-type: none"> - Close monitoring of the current and future legal situation in our markets - Investments in energy retrofitting/refurbishment of the building stock - Forward-looking project development and high building quality of the CA Immo portfolio - Targeted energy and sustainability management - Buildings developed by CA Immo exceed current energy efficiency and environmental protection requirements (stay ahead of regulation)
Market risks			
Pressure from the capital market to reduce CO ₂ emissions (Sustainable finance)	Probability: High Time horizon ¹⁾ : Short	<ul style="list-style-type: none"> - Declining share price (loss of reputation) - Higher financing costs, reduced availability of debt capital 	<ul style="list-style-type: none"> - Clear, measurable ESG strategy and targets - Transparent sustainability reporting and communication, ESG Ratings - Strategic capital rotation programme to increase the sustainability of the portfolio
Change in market demand toward energy-efficient buildings (changing tenant needs)	Probability: High Time horizon ¹⁾ : Medium	<ul style="list-style-type: none"> - Decreasing real estate values - Poorer marketability - Lower rent levels, lower rental income (stranding risk) 	<ul style="list-style-type: none"> - High building quality with a high proportion of sustainability certifications increases the long-term competitiveness of the portfolio - Buildings developed by CA Immo exceed current energy efficiency and environmental protection requirements (premium segment, best-in-class) - Strategic capital rotation programme to increase the sustainability of the portfolio
Reputational risks			
Attractiveness as an employer, stakeholder trust	Probability: High Time horizon ¹⁾ : Short	<ul style="list-style-type: none"> - Competitive disadvantages due to high employee turnover - Disadvantages in the fight for the best brains 	<ul style="list-style-type: none"> - Responsible business model with clear commitment to sustainability and climate protection - Transparent sustainability reporting and communication, stakeholder engagement

¹⁾ Time horizon: Short: 0-1 year, Medium: 1-3 years, Long: more than 3 years

CLIMATE OPPORTUNITIES

Opportunities	Potential financial impacts	Action and strategic precaution
Resource efficiency: More efficient buildings	Lower operating costs through efficiency gains, reduced water and energy consumption Higher value or value stability of the portfolio	High building quality with a high proportion of sustainability certifications increases the long-term competitiveness of the portfolio CA Immo Agenda for sustainable business operations
Energy source: Use of renewable or low-emission energies	Low dependency on future fossil fuel price increases through efficiency improvements, use of renewable energy and low-emission technologies for property operation Possibility of using political incentives for a low-emission economy (subsidies)	CA Immo Agenda for sustainable business operations (targets and measures)
Products and services: Green buildings	Reputation gain and competitive advantage through transparent and future-oriented environmental reporting and communication and due to higher demand for products/services with low emissions ("green buildings") Competitive advantage through rapid adaptations of the building stock (modern technologies and innovation to optimize energy efficiency and reduce emissions)	CA Immo has a high-quality portfolio with a high proportion of sustainability certifications (DGNB, LEED, BREEAM) Buildings developed by CA Immo exceed current requirements for energy efficiency and environmental protection (DGNB Gold or LEED Gold certification standard, strong in-house expertise and track record regarding Green Building development) Use of knowledge and synergies from project development to reduce CO ₂ emissions and resource consumption in existing buildings Transparent sustainability reporting and communication
Markets: New business areas, target groups and financing opportunities	Increased revenue, competitive advantage through access to new and emerging markets Green Finance: Lower financing costs, better availability of debt capital	Responsible business model with clear, early commitment to sustainability and climate protection brings extensive competitive advantages in customer and investor relations Green financing strategy –signing of a sustainability-oriented financing (RCF) in the amount of €300 m (2021)
Climate resilience	Increased market valuation due to resilience planning (e.g. infrastructure, location, building condition) Lower maintenance costs and costs for refurbishment due to high building climate resilience	Clear strategic commitment to high-quality core products in resilient, inner-city metropolitan locations Scenario analysis in accordance with the guidelines of the EU taxonomy has been carried out in 2022, Derive adaptation measures to increase the climate resilience of the portfolio if needed

2. INVESTMENT PROPERTIES

We aim to offer our tenants high-quality buildings in prime locations. Part of this comprehensive quality standard is to maintain sustainable and energy-efficient buildings in the portfolio and to operate them in a way that conserves resources as much as possible. To ensure that all properties retain their value, marketability and comprehensive sustainability over the long term, CA Immo focuses on quality and sustainability management throughout the entire life cycle of the buildings. In

the course of this, a wide range of measures are implemented to optimise the energy balance of our buildings and minimise the CO₂ footprint and resource consumption (ecological building operation).

The table below summarises all current material ESG targets and measures in the context of our portfolio management. The measures to achieve the goals and their current status are described in detail in the individual paragraphs.

CA IMMO AGENDA FOR SUSTAINABLE BUILDING OPERATION

Targets and Principles	Measures
Climate & Energy	
<ul style="list-style-type: none"> -Reduction of the average Scope 1+2 CO₂ emission intensity of the investment portfolio by 50% by 2030 (base year 2019) -Reduction of the energy intensity of the existing portfolio by 15% by 2025 (base year 2019, landlord-obtained) -Climate neutrality by 2050 	<ul style="list-style-type: none"> -Conversion of electricity contracts to 100% electricity from renewable energy sources in the investment portfolio by 2023 (landlord-obtained) -Purchase of climate-neutral district heating acc. to local availability -Green lease programme to reduce CO₂ emissions (Scope 3) in the investment portfolio (tenant participation) -Establishment of a digital energy management system for the Group-wide portfolio by 2025 -Programme of measures to systematically reduce the energy consumption and carbon footprint of the investment portfolio -Expansion of renewable energy sources in existing buildings
Resource Conservation & Circular Economy	
<ul style="list-style-type: none"> -Increase the share of recycled/recyclable waste -Reduction of water consumption 	<ul style="list-style-type: none"> -Implementation of a professional waste management and water consumption monitoring in building operations -Green lease programme for resource-saving, sustainable building use (tenant participation)
Sustainable Urban District Development	
<ul style="list-style-type: none"> -Certification rate of at least 70% in the portfolio (DGNB, LEED, BREEAM, by book value) 	<ul style="list-style-type: none"> -Develop a strategy for certification or recertification of the portfolio. -Ongoing review of the status of certifications -In the reporting year, 12 recertifications were carried out
Health, Safety & Wellbeing	
<ul style="list-style-type: none"> -Avoiding accidents in buildings 	<ul style="list-style-type: none"> -Annual group-wide H&S checks (HSE) in all buildings

Climate & Energy: Standardised Energy Management



CA Immo continuously collects and analyses the energy consumption from heat and electricity as well as the resulting CO₂ emissions of the portfolio (see the EPRA table in the ESG Appendix). This data flows into the group-wide energy monitoring, on the basis of which decisions on energetic optimisation measures are made.

In order to enable even more detailed and timely energy monitoring in the future, including weak point analyses, a Group-wide, digitally supported energy management system is being implemented. The basis for this is the conversion to **smart meters** for electricity, gas, water and district heating, where possible, as well as an analysis for upgrading or converting the Building Management Systems (BMS) in the investment portfolio. Digital energy

data management will ensure continuous and effective monitoring of current consumption data.

By the end of 2022, 95.5% of the electricity metering points in the German CA Immo buildings and a significant proportion of the Austrian buildings had been converted to digital electricity meters. The retrofitting of existing meters has been started in CEE and Austria and will be intensified in the coming years. The installation of remotely readable meters is also being evaluated for gas meters and will be implemented successively wherever possible. The conceptual design for digital district heating meters in Germany was completed in 2022 and is to be implemented from 2023. The Group-wide digitalisation and remote reading of water meters will take place from 2023. The continuous expansion of building digitalisation (intelligent control of technical building infrastructure such as lighting, air-conditioning and heating systems through building control technology) is intended to further optimise energy efficiency in operations.

Energy management programme: Processes, control, responsibilities

Extensive standard services for sustainability and energy management have been developed for the facility management contracts and will be rolled out successively for all existing buildings (Service Level Agreements). These will include the preparation of half-yearly reports on the energy efficiency of the individual building, which will – amongst other things – be used to derive measures to improve the energy efficiency of the buildings, both for rental and common areas (optimisation proposals for tenants and owners). The control and monitoring of these processes is the responsibility of CA Immo's technical asset management. Investments in measures to

improve the resource efficiency of the buildings (energy, water) are proposed by Asset Management as part of the maintenance expenses in the course of the annual budgeting process and decided by the Executive Board. In 2022, more than €6.9 m was invested in energy and climate-friendly ESG measures.

Energy consumption and CO₂ footprint

In 2021, the average CO₂ emission intensity (annual CO₂ emissions per sqm) of the CA Immo portfolio (Scope 1+2, excluding tenant energy purchase) was reduced by around 43% compared to the previous year. This reduction is based in particular on a switch to energy from renewable energy sources and partly on a year-on-year decrease in electricity consumption (–13% electricity consumption like-for-like). Total average energy intensity (energy consumption per sqm, excluding tenant energy purchase) fell by 6% year-on-year. The main drivers of this development are above all:

- The ongoing transfer of own project completions into the own portfolio
- Targeted sale of older buildings (strategic capital rotation programme)
- Energy management and implementation of energy saving measures
- Purchase of green electricity

The share of electricity from renewable energy sources was 62% of total consumption in 2021, reaching 100% in 2022. As the consumption data for 2022 was not yet available in full at the time of reporting, the energy consumption and the CO₂ emission data based on it shown in the table below for 2022 are preliminary estimates based on 2021 consumption data (for extrapolation methodology, see ESG Appendix).

ENERGY CONSUMPTION DATA AND CO₂-FOOTPRINT OF THE CA IMMO INVESTMENT PORTFOLIO¹⁾

	EPRA Code	Coverage	Unit of measure	Base year 2019	2020	2021	change (yoy)	2022e ²⁾
Building energy intensity (excl. tenant energy supply)	Energy-Int	General electricity, heating, cooling	kWh/sqm	138	119	112	–6%	114
Building CO₂ emissions intensity (Scope 1+2)	GHG-Int	General electricity, heating, cooling	kgCO ₂ e/sqm	36.5	32.6	18.6	–43%	16.0

¹⁾ The consumption data shown (and the resulting emissions) include the electricity purchased by CA Immo for common areas (general electricity) and energy for heating and cooling throughout the building. Electricity purchased directly by tenants or centrally by CA Immo for tenants' areas (recorded via submetering) is excluded, as consumption values for tenant electricity are not available for all buildings. A detailed table of energy consumption and emission values of the CA Immo portfolio as well as information on reporting boundaries and analysis methodology of the consumption values in accordance with EPRA Best Practice Recommendations can be found in the ESG Appendix. The area used to calculate the energy and CO₂ intensities is the gross internal area (GIA)

²⁾ The energy consumption and emission data for 2022 are preliminary estimates, as the consumption data for 2022 was not yet fully available at the time of reporting. Information on the extrapolation mode can be found in the ESG Appendix.

Energetic and climate-friendly modernisation of investment properties

CA Immo invests continuously in optimising the energy efficiency of its portfolio. The following measures are part of this energy modernisation programme:

- Replacing old pumps with energy-saving high-efficiency pumps
- Successive replacement of conventional lighting with LED technology with modern sensors
- Installation of heat recovery in ventilation systems
- Modernisation and system improvements, e.g. of heating and cooling media
- Modern energy management systems to identify optimisation potential in the building at an early stage
- Optimization of system runtimes.

In 2021, among other things, detailed energy assessments were carried out for buildings with increased energy consumption (compared to the portfolio average) in order to derive and successively implement targeted measures for further efficiency improvements. In 2022, the first packages of measures were implemented throughout the Group. In particular, measures such as converting lighting to LED, installing variable-speed drives for heating circulation pumps or checking and, if necessary, replacing the insulation of pipelines, were implemented almost in their entirety in the CEE countries and for the most part in Austria and Germany. Energy savings resulting from the optimisation measures implemented are monitored by CA Immo Asset Management as part of the ongoing collection of consumption data.

Expansion of renewable energy sources in buildings

In addition, a project was launched in 2022 to define a **roof space strategy for the investment portfolio**. In the first step, possible roof uses were evaluated and a first portfolio analysis was carried out for suitability for a photovoltaic (PV) system or greening, and a prioritised use of the respective roof area was determined. A detailed portfolio analysis and definition of the strategy for CA Immo will follow in 2023.

Climate & Energy: Reduction of carbon emissions through conversion of building operations to green energy

The national bundling and Group-wide conversion of electricity procurement to renewable energy sources (wind, water and solar energy) was resolved in 2020. The conversion of the building operations of the entire

CA Immo portfolio to green electricity took place gradually as the old electricity contracts expired and was completed by the end of 2022. This will result in annual savings of just over 34,000 t CO₂e. The country-specific contracts cover the period 2020 to 2025 and include the purchase of green electricity for all common areas and landlord-provided services (e.g. air conditioning, lifts) in our multi-tenant buildings as well as the electricity supply in our own-used CA Immo office areas. As all tenant electricity in the CEE countries of Hungary, Poland and the Czech Republic is purchased centrally by CA Immo, the green electricity contracts in these countries also include all tenant electricity.

In order to also reduce CO₂ emissions from the heating of the building stock, the **district heating contracts** are also to be successively switched to green or CO₂-neutral energy sources, depending on local availability. At the time of reporting, three properties in Germany (in Cologne and Düsseldorf) were supplied with CO₂-neutral district heating. Eleven more properties are scheduled to be converted in 2023. According to local availability, the share of green or CO₂-neutral district heating is to be further expanded in Austria and the CEE countries in the future.

We support the mobility transition by installing **e-charging stations in our buildings**. As at the reporting date of 31 December 2022, a total of 243 e-charging stations were available in existing CA Immo buildings (2021: 154). A strategy for the rollout of further e-charging stations is being developed.

Tenant participation: Green Lease Agreements

A holistic environmentally and climate-friendly building operation requires the participation of our tenants. Through Green Lease Agreements, we offer our tenants the opportunity to participate in our ESG initiatives as partners and to set a strong example for sustainability.

A green lease is a rental agreement in which the tenant and landlord agree on the most sustainable use and management of the property possible through the addition of ESG contractual clauses. Corresponding contractual components were finalised in 2021, since when green leases have been concluded at CA Immo. As of the reporting date, green leases had been concluded with a total of **82 tenants for around 131,000sqm**, including new leases as well as contract and space extensions. In the coming years, new and existing contractual relationships are to

be successively converted to green leases. Green lease agreements include, among others:

- Purchase of green electricity (CA Immo tenant electricity pool) to reduce CO₂ emissions in operations (Scope 3)
- Data and information exchange with the tenant (consumption, occupancy, use) and analysis of consumption data (energy monitoring)
- Reduction of waste, ecological cleaning
- Incentives for climate-friendly mobility of employees
- Environmentally friendly and resource-saving equipment of the rental areas.

The advantages of a Green Lease are: Efficient energy management through active exchange and analysis of consumption data (incl. tenant consumption), cost savings through reduction of electricity consumption and CO₂ emission intensity, promotion and use of renewable energy sources, waste reduction and avoidance of environmentally harmful cleaning agents.

Resource conservation & circular economy in building operations

 As CA Immo centrally organises both water purchasing and waste disposal for all Multi-tenant office buildings, **water consumption and waste data** is

available for the majority of investment buildings. At the time of reporting, there was insufficient data for a meaningful estimate of the 2022 consumption values.

In 2021, **water intensity** (average annual water consumption per m²) decreased by 31% year-on-year. This strong decrease is still due to the lower office use during the Covid 19 pandemic. The installation of digital water consumption meters (smart meters) and corresponding consumption monitoring will further optimise water consumption. The rollout for smart water meters is to be implemented for the or the majority of the portfolio in 2023.

The **waste recycling rate** (incl. reuse) could be increased from 18% to 26% in the period 2019-2021. In terms of efficient operating cost and sustainability management, we want to optimise existing disposal concepts, further increase the waste recycling rate and close the last data gaps. A framework agreement for professional waste management of the German buildings is in force as of 1 January 2022. This includes the organisation and management of the waste cycle in our buildings with the aim of avoiding, recycling, recovering and disposing of waste in accordance with legal requirements and maxims of sustainability. Waste avoidance and separation is, among other things, a component of green lease contracts (tenant participation).

WATER CONSUMPTION AND WASTE RECYCLING QUANTITIES OF THE CA IMMO INVESTMENT PORTFOLIO ¹⁾

	EPRA Code	Unit of measure	2019	2020	2021	Change (yoy)
Building water consumption intensity	Water-Int	m ³ /sqm	0.44	0.28	0.19	-31%
Waste recycling quote ²⁾	Waste-Int	Weight of waste by disposal route (%)	18	21	26	+5 Pp

¹⁾ Information on reporting boundaries and analysis methodology of the consumption values can be found in the ESG Appendix. All key figures refer to the entire building. The area used to calculate the water intensity is the gross internal area (GIA).

²⁾ Proportion of total annual waste disposed of through reuse or recycling.

Sustainability certification as objective proof of portfolio quality

Sustainable in-house project development for its own stock to enhance the quality of the investment portfolio has been an important component of CA Immo's sustainability strategy for many years. In order to provide transparent, internationally comparable and objective proof of building quality across the entire portfolio, CA Immo also has strategic core investment properties certified.

In 2022, the certification process was completed for three office buildings (project completions) in Munich and Prague, 12 office building in Warsaw and Budapest have been recertified. On the other hand, eight certified buildings in CEE have been sold. As at 31 December 2022, 41 office properties and 2 hotel properties are certified according to DGNB, LEED or BREEAM standards (2021: 44 and 2, respectively). A further two German investment buildings were in the certification process. By book value, around 70% of the total CA Immo portfolio (all asset classes; 2021: 72%) and 71% of the total office portfolio (2021: 75%) were certified. By rentable area, certified stock comprised some 72% of the total portfolio (2021: 71%) and 75% of the office portfolio (2021: 78%).

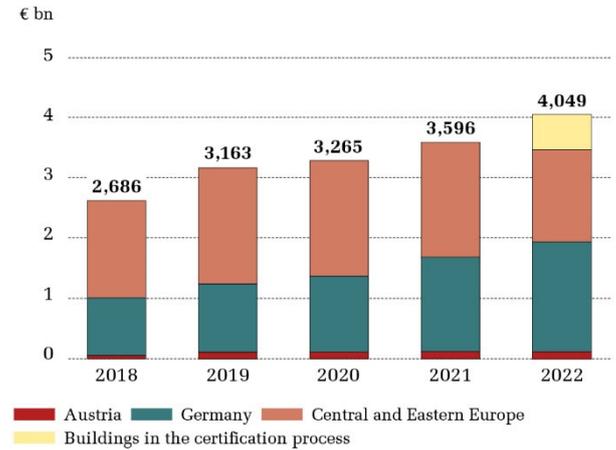
The book value of the certified property assets (all asset classes) was approximately €3,461 m as at 31 December 2022 (31 December 2020: €3,596 m); including the buildings in the certification process as at reporting date, the value was €4,049 m (31.12.2021: €3,965 m).

CERTIFIED PROPERTY ASSETS BY REGION ¹⁾

in € m	Total portfolio	Certified portfolio	Share of certified portfolio
Germany	3,076	1,815	59%
Austria	377	120	32%
CEE	1,525	1,525	100%
Total	4,979	3,461	70%

¹⁾ By book value. Basis: Properties 100% owned by CA Immo (fully consolidated).

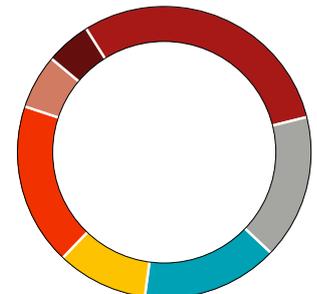
CERTIFIED PROPERTY ASSETS BY BOOK VALUE ¹⁾



¹⁾ Properties with main use type office + hotel 100% owned by CA Immo (fully consolidated).

CERTIFICATES OF THE CA IMMO INVESTMENT PORTFOLIO ¹⁾
(Basis: €3,4 bn book value)

DGNB Gold	30%
DGNB Platinum	16%
LEED Gold	15%
LEED Platinum	10%
BREEAM Very Good	18%
BREEAM Interim	6%
BREEAM Excellent	5%



¹⁾ Properties with main use type office + hotel 100% owned by CA Immo (fully consolidated)

3. PROJECT AND URBAN DISTRICT DEVELOPMENT

Sustainable urban district development



CA Immo contributes to shaping the appearance of major cities such as Berlin, Frankfurt, Munich and Prague through property and district development.

CA Immo specialists cover the entire value chain: From land preparation and participation in the master plan and the procurement of building rights (zoning), to the realisation of the surrounding infrastructure to the construction and operation of new buildings. This results in

mixed-use inner-city neighbourhoods with short distances and a high quality of life. Buildings developed by CA Immo are characterised by high technical and architectural quality, flexible use of space and low energy consumption.

The table below summarises all current material ESG targets and principles in the context of our development activities. The measures to achieve the goals and their current status are described in detail in the individual paragraphs.

CA IMMO PRINCIPLES FOR SUSTAINABLE AND CIRCULAR CONSTRUCTION

Targets and Principles	Measures
Focus area Climate & Energy	
<ul style="list-style-type: none"> – All new construction projects started from 2022 have an annual final energy demand of max. 100 kWh/m² (projects completed after 2025) or max. 80 kWh/m² (projects completed after 2030) – All new construction projects completed from 2030 onwards are climate neutral in operation (net zero carbon) – All new construction projects started from 2022 onwards meet the Technical Screening Criteria (TSC) of the EU taxonomy for the environmental objective climate change mitigation according to economic activities 7.1 and 7.7 	<ul style="list-style-type: none"> – Continuous reduction of the energy demand of new construction projects through optimisation of the building envelope and technology as well as through increased digitalisation of Building Management Systems (BMS) – Expansion of renewable energy sources in and on development projects (e. g. photovoltaics, solar thermal energy, geothermal energy) – EU taxonomy checks are implemented for the current projects. Compliance with TSC 7.1 and 7.7 in the currently valid version is part of the project requirements for new construction projects – Early implementation of a CO₂ Life Cycle Analysis (LCA) for each new construction project to record and reduce the embodied carbon emissions
Sustainable Procurement & Supply Chain	
<ul style="list-style-type: none"> – Social and environmental requirements in CA Immo Procurement Directive 	<ul style="list-style-type: none"> – Obligation of all construction service providers to comply with comprehensive sustainability standards (e. g. environmental management systems, certifications, material declaration, worker protection)
Resource Conservation & Circular Economy	
<ul style="list-style-type: none"> – Increase the share of recycled/recyclable waste – Reduction of water consumption 	<ul style="list-style-type: none"> – Creation of a material passport for each new construction project to record the building materials and optimise raw material consumption and emission load (cradle to grave / cradle to cradle)
Sustainable Urban District Development	
<ul style="list-style-type: none"> – Focus on brownfield developments – Certification rate of at least 70% in the investment portfolio (DGNB, LEED, BREEAM, according to book value) 	<ul style="list-style-type: none"> – Continuation of the strategic focus on brownfield development – Implementation of all new office developments for the own long-term portfolio according to at least DGNB Gold or LEED Gold certification standard

Climate & Energy: Energy efficiency and CO₂ emissions in project development

 For many years, our aim has been to develop particularly sustainable and energy-efficient buildings for our own portfolio and thereby successively increase the quality of the building stock. While the focus in portfolio management is primarily on sustainability in building operation, the entire life cycle of the building is taken into account in project development.

In order to determine and optimise the impact of a building on its environment (including CO₂ emissions) in all phases of its life cycle, CA Immo carries out a comprehensive life cycle assessment (LCA) in the course of project development. These analyses distinguish between two types of emissions:

Embodied carbon emissions

- Emissions resulting from the production of building materials and their transport (phase A1-A3)
- Emissions from the construction process (phase A4-A5)
- Emissions from maintenance, repairs/refurbishment during the life cycle (B1-B5)
- Emissions from demolition and disposal (C1-4)

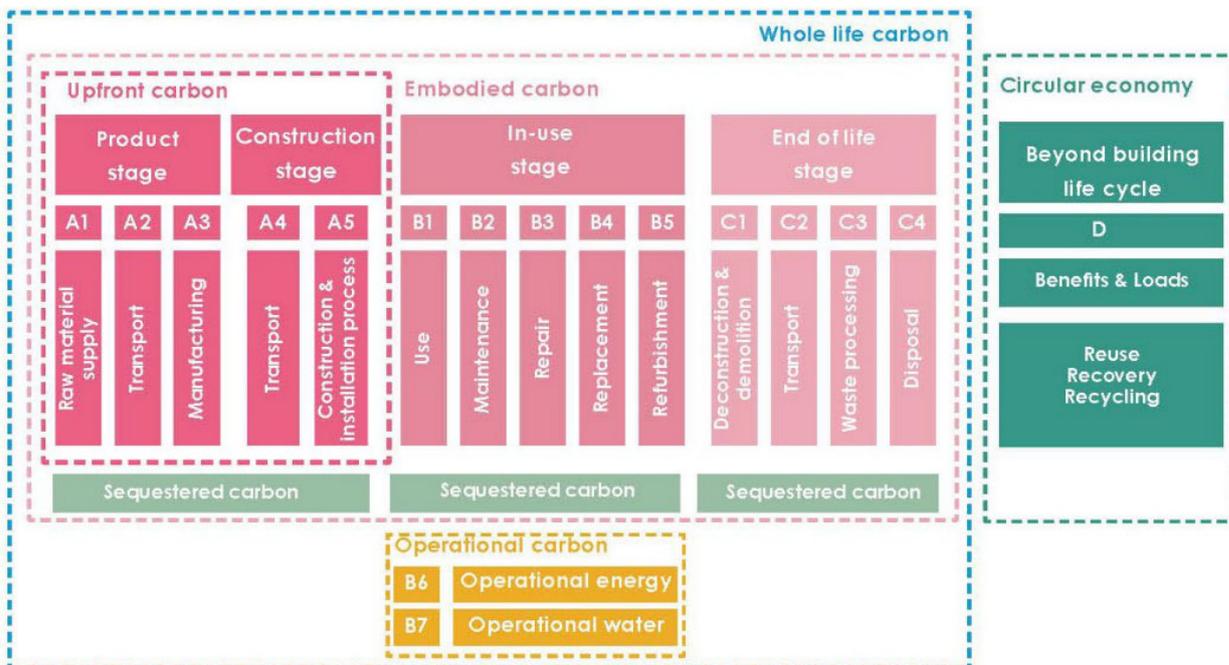
Operational carbon emissions

- Emissions from energy consumption in building operation (heating, hot water, lighting, air conditioning, ventilation; phase B6)
- Emissions from water consumption (phase B7)

Life Cycle Assessments (LCA) were carried out for all new construction projects certified by CA Immo according to DGNB or LEED in the period 2011-2022. Based on 13 LCAs of our German new-build projects in this period, the average carbon footprint per building was around 2,000 kg CO₂/m². Of this, around 500 kg CO₂/sqm is accounted for by bound emissions and around 1,500 kg CO₂/m² by operational CO₂ emissions.

Operational CO₂ emissions therefore account for 70 to 85% of the total CO₂ emissions during the life cycle of a building and are thus the greatest lever for reducing the CO₂ footprint. These data are in line with an analysis by the German Sustainable Building Council (DGNB).¹⁾

In the future, the life cycle assessment (LCA) will become the central instrument in the planning process in order to be able to consider CO₂ emissions holistically.



Source: LETI (London Energy Transformation Initiative), <https://www.leti.uk/carbonalignment>

¹⁾ www.dgnb.de/de/aktuell/pressemitteilungen/2021/studie-co2-emissionen-bauwerke

EMBEDDED CARBON (UPFRONT) AND PRIMARY ENERGY DEMAND OF CURRENT CONSTRUCTION PROJECTS

Project ¹⁾	Usage	Completion	Upfront Carbon (A1-A5) in kgCO ₂ /sqm	Primary Energy Demand in kWh/sqm/a
ONE	Office, Hotel	2022	433	87
Grasblau	Office	2022	415	88
Hochhaus am Europaplatz	Office	2024	467	119
Upbeat	Office	2026	397	127
CA Immo developments - average	Office, Hotel	2011-2021	477	100
Market average			600²⁾	237³⁾

¹⁾ ONE: Values based on final LCA prepared after project completion. The emission values for all other construction projects are preliminary estimates that were recorded in the LCA on different project phases with the aim of reducing the emission values in the course of project implementation. During the project phase, the bound emission values are continuously evaluated and concretised after completion. Final values are available after completion of the overall project.

²⁾ Market average according to LETI (London Energy Transformation Initiative)

³⁾ Market average according to <https://index-esg.com/>

Over the past 10 years (2011-2021) CA Immo has been able to reduce the average primary energy demand¹⁾ of the projects²⁾ realised from over 150 kWh/m²/a to below 100 kWh/m²/a. The primary energy demand of the new buildings was on average about 30% below the respective legal requirements³⁾.

Sustainable Procurement & Supply Chain

 CA Immo's procurement process ensures that the high ecological requirements are met in accordance with the certification standard provided for the projected building in each case (see paragraph on sustainability certification). All contractors (suppliers) are obliged to comply with the defined sustainability standards throughout the entire supply chain in the course of the award process. For example, environmental management systems, certifications and measures to reduce noise and emissions are queried by means of questionnaires and verification documents. Details on these standards and the associated control mechanisms can be found in the Corporate Governance chapter and in the CA Immo Procurement Policy at www.caimmo.com/esg-policies.

Resource Conservation & Circular Economy

 In the course of its development projects CA Immo takes into account a wide range of circular economy factors and measures to conserve resources (design for circularity). Only through circular construction can we significantly reduce the amount of waste and embod-

ied CO₂ emissions. Criteria such as ease of deconstruction or the use of recycled materials are applied in all CA Immo project developments – insofar as this is possible in the context of the overall project.

BIM (Building Information Modelling) technology is used in every new construction project. In 2022, CA Immo also entered into an innovation partnership with the Madaster software platform to catalogue the materials used (cadastre) in the course of its construction activities. In addition to the digital building model, all materials and products used will be registered in future. This will make it possible to determine, among other things, the recycling rate, toxicity, recyclability as well as the carbon bound in the materials in the course of the construction process and to document this in the form of a material passport for each building. The first projects (Upbeat office building in Berlin) are already being recorded via Madaster.



The greatest possible flexibility and reversibility of use for a wide range of user requirements in terms of future

¹⁾ The primary energy demand of a building is calculated from the final energy demand (heating, lighting, cooling; excl. tenant electricity such as IT or kitchens in the rental areas), the energy sources used in the building (e. g. electricity, district heating or gas) and their defined primary energy factors. The purchase of green electricity is not taken into account here.

²⁾ Basis: 13 in-house office completions. Excl. projects currently under construction

³⁾ Legal requirements for energy efficiency at the time of submission of the building application

office landscapes, conversion and repurposing are key requirements for every new building, which are taken into account right from the planning phase. For example, the shell of the building is designed to be as flexible as possible by making the supporting structure, floor heights, floor depths and ceiling loads as neutral as possible in terms of use, and by taking into account occupancy reserves in the supply shafts. The aim is to enable a variety of flexible uses in the life cycle of the building and to avoid extensive conversion work in the course of the building's life cycle, including premature demolition.

Disposal logistics and recycling management for optimised waste separation are installed at all CA Immo construction sites. This includes daily waste collection, separation and disposal by external disposal logisticians. The CA Immo subsidiary omniCon is responsible for waste disposal logistics on construction sites in Germany as part of its construction management. At all other locations, this is the responsibility of the Development and Engineering department.

Sustainability certification for new developments

Since 2011, CA Immo has been developing all office properties for the own long-term stock in accordance with high sustainability standards (at least DGNB¹⁾ Gold or LEED²⁾ Gold certification), taking into account the many years of experience gained from ongoing building operations. At the beginning of every project development there is a site-specific and user-oriented product definition, which, among other things, defines the standard and the level of the sustainability certification. The corresponding minimum standards for ecological, socio-cultural and functional, technical, location and process quality are derived from this.

Completed in 2022, the ONE high-rise project has a triple platinum certification (sustainability certification DGNB Platinum (pre-certificate) as well as SmartScore Platinum and WiredScore Platinum). ONE is the first high-rise in Central Europe to be awarded SmartScore Platinum certification for user comfort and innovative energy and resource management.

OVERVIEW SUSTAINABILITY STANDARDS OF CURRENT PROJECTS UNDER CONSTRUCTION

City	Project	Standard	Category
Berlin	Hochhaus am Europaplatz	DGNB	Gold ¹⁾
Berlin	Upbeat	WiredScore	Platin
Berlin	Upbeat	DGNB	Gold ¹⁾
Berlin	Upbeat	WELL	Core ¹⁾

¹⁾ In the certification process

In the course of the certification process, an external auditor accredited according to the respective standard (DGNB, LEED) accompanies the entire planning and construction process and ensures the implementation of the agreed sustainability criteria. The sustainability goals of the project are recorded in a pre-certificate based on the building design. Their implementation is checked by the certifier after completion of the building and is confirmed with the issuance of the final certificate.

Since 2022, part of this process has also been the documentation of compliance with the technical screening criteria according to the **EU taxonomy** (economic activity 7.1 and 7.7). This is currently being prepared for all projects (for own stock) completed after 2020.

Sustainable urban district development: Brownfield development

 Since taking over the German district developer Vivico Real Estate GmbH in 2008, CA Immo has been developing large inner-city sites that were previously derelict or used for industrial purposes into modern urban districts (brownfield development). As part of the revitalisation of these old (brownfield) sites, some of which have been used for industrial and commercial purposes for over 100 years and by Deutsche Bahn, specialists from CA Immo's construction subsidiary omniCon are implementing a wide range of measures to prepare and develop the land. This special brownfield development expertise of CA Immo covers the following environmental aspects of site preparation, among others:

- Technical site assessment: inventory of buildings, underground "old buildings", coring, deconstruction
- Explosive ordnance risks and (construction-accompanying) explosive ordnance clearance measurement
- Evaluation of contaminated site risks (soil, water, soil air); soil and groundwater remediation

¹⁾ www.dgnb-system.de/de/gebaeude/neubau/kriterien/

²⁾ www.usgbc.org/leed/why-leed

- Evaluation of waste and disposal services
- Measures for the protection of biodiversity: nature conservation surveys of flora and fauna
- Species protection: relocation measures for protected animal species such as lizards, green toads and bats
- Creation of biotopes, green compensation areas
- Infrastructural development: construction of future public roads, paths, squares, playgrounds and parks.

In 2022, CA Immo subsidiary omniCon carried out comprehensive groundwater and soil remediation on the CA Immo property in Berlin's Quitzowstrasse. Between 1898 and 1982, a machine and metal goods factory and a coal lighter factory with melting pots for naphthalene were located on this site. The soil and groundwater, which were contaminated with polycyclic aromatic hydrocarbons (PAH), NSO heterocycles, mineral oil hydrocarbons (MPH) and alkyl phenols as a result, were cleaned up by means of extensive soil replacement through intersecting large boreholes between 4.1 and 12 m deep, as well as accompanying and subsequent hydraulic remediation. The hydraulic remediation will be completed at the beginning of 2024.

4. GROUP LEVEL

Climate & Energy: Reduction of the carbon footprint of CA Immo offices through green electricity purchasing



As part of the conversion of CA Immo building operations to green electricity in 2021, the supply of energy from renewable sources to the CA Immo offices used by the company itself has also been secured until 2025. The share of electricity from renewable sources was increased from 44% to 90% from 2020 to 2021. With this green energy purchase, we were able to significantly reduce the carbon footprint of our owner-occupied office space. A list of energy consumption, including the resulting CO₂ emissions, as well as the volume of water and waste generated in CA Immo's own office space, can be found in the ESG appendix.

Climate & Energy: Climate-friendly mobility



CA Immo's commitment to climate and environmental protection applies at both operational and Group level. We can make a contribution here by reducing our air travel and the CO₂ emissions of the company cars we provide to employees. With this in mind, we are increasingly offering employees the opportunity to use electric or hybrid vehicles as company cars. At the end of 2022, the hybrid share of company cars across the Group was 26% (2020: 12%), while electric cars accounted for 5% (2021: 5%). These shares are to be successively further expanded.

Our travel policy stipulates that employees use rail instead of air travel wherever possible. Through further activities such as the promotion of the BahnCard or job tickets for local public transport, we want to encourage our employees to switch from car to public transport.

OVERVIEW OF CO₂ EMISSIONS FROM BUSINESS TRAVEL ACTIVITIES

Business Travel	GHG Emissions Scope	Unit of measure	2022
Vehicle fleet ¹⁾ Gasoline	GHG emissions Scope 1	kgCO ₂ e	7,534
Vehicle fleet ¹⁾ Diesel	GHG emissions Scope 1	kgCO ₂ e	77,987
Vehicle fleet ¹⁾ Hybrid (Gasoline, Diesel)	GHG emissions Scope 1	kgCO ₂ e	20,935
Vehicle fleet ¹⁾ Electric, Hybrid electric	GHG emissions Scope 2	kgCO ₂ e	451
Business Travel flights and rail travel	GHG emissions Scope 3	kgCO ₂ e	19,476
Total	GHG emissions Scope 1+2+3	kgCO₂e	126,383

¹⁾ Vehicle fleet of Austria and Germany, i.e. 92% of the vehicle fleet, included

SOCIAL ENGAGEMENT

CA Immo also takes measures in the social sphere to set positive impulses and responsible standards within its sphere of influence. Our strategy focuses in particular on wellbeing, health & safety, promotion of the employees, diversity, impact on communities as well as the social aspects of a sustainable supply chain and urban district development.

1. END-USER, -CONSUMER & SERVICE PROVIDER

Health & Safety



Safe and health-promoting working conditions for occupiers and external service providers, both in ongoing building operations and in the course of construction projects, are a basic prerequisite for our corporate success. CA Immo stands for strict compliance with all legal requirements in the area of health and safety. Our aim is to prevent accidents in or around our buildings, in our own offices and on construction sites. In addition, our activities focus on maintaining the long-term well-being of all occupiers.

Product and service safety programme (Product Health and Safety)

Health and safety assessments are carried out in all buildings throughout the Group during **building operations**. All legal requirements, e.g., concerning electrical installations, elevator systems and fire protection measures, are complied with. The safety and functionality of technical building systems are regularly checked by means of expert inspections, maintenance and functional tests in order to prevent malfunctions and equipment failures. If deficiencies are identified, their rectification is initiated immediately. External facility managers are responsible for functional safety and compliance with fire safety regulations in the individual buildings and report to CA Immo Asset Management at least once a year. The Asset Management department bears overall responsibility for the safety of the CA Immo investment portfolio.

All CA Immo investment buildings are inspected at least once a year for health and safety impacts. In fiscal year 2022, all 66 CA Immo investment properties were inspected for product safety and health impacts, representing 100% of the total investment portfolio (by area; excl. properties held for sale). During business year 2021, no regulatory violations or penalties were reported in relation to the health and safety impact of our buildings. All

CA Immo buildings are barrier-free for walking impaired people. Further key figures on product safety can be found in the ESG Appendix.

In all **project developments** carried out throughout the Group, health and safety considerations are integrated both in the planning and construction phase and with regard to subsequent tenants/occupiers of the buildings. The safety and health protection coordinator (SiGeKo), who is already involved in the planning phase, coordinates all those involved in the construction work. This coordinator carries out regular safety inspections and intervenes immediately when hazardous conditions are identified. In addition, each contractor is required to appoint its own safety officer. The risk of the individual activities is assessed by the SiGeKo and appropriate precautions are defined and compliance is monitored on site. All safety measures are incorporated as an overall safety and health protection plan in the respective construction site regulations of the project, compliance with which is mandatory for all project participants.

Monitoring and overall responsibility for safety at CA Immo's German construction sites lies with CA Immo subsidiary omniCon as part of its construction management activities. At all other sites outside Germany, this is the responsibility of the CA Immo Development and Engineering department.

In addition, CA Immo strives not only to comply with, but also to exceed all legal requirements relating to potential negative impacts on stakeholders (such as construction noise or increased particulate pollution) in all its project developments.

Tenant Comfort & Wellbeing

Workplace quality has a significant impact on the health, motivation and productivity of office occupants. That is why CA Immo considers the safety and health impacts of buildings as early as the planning, design and development phase of construction projects. A wide range of measures to promote the health and comfort of future tenants are implemented in the course of our project developments, such as a pleasant indoor climate, ideal acoustic, thermal and visual conditions, and the creation of spaces for social interaction, often with greened outdoor areas. In this respect, CA Immo relies on additional certification standards for selected buildings.

The **WELL building standard** specifies measures to promote health and well-being in buildings in the categories

of air, water, light, movement, thermal comfort, nutrition, noise, materials, spirit and community (wellcertified.com). Currently, one CA Immo office building in Prague holds a gold WELL Core and Shell certification. As of the reporting date, the Mississippi House and Missouri Park office buildings in Prague, one German office project under construction and one property in Budapest are scheduled for WELL certification.

Covid-19

In 2022, compliance with all additional safety precautions prescribed in the context of the Covid 19 pandemic was continuously monitored and ensured in our buildings and on the construction sites. The Asset Management department is responsible for implementing and reviewing recommendations for extended hygiene measures (e.g., increased cleaning frequency and disinfection, increased air circulation) at the regional level in the general areas of our buildings and in office space used by the company.

Tenant relations & Retention

CA Immo has had local teams on the ground in its core cities for many years, taking care of active tenant support and retention as well as the efficient management and maintenance of our buildings. Our experts are well acquainted with the respective market conditions, the nature and possibilities of our regional portfolio buildings, and the individual needs of our tenants. Ongoing interaction with our tenants, combined with our strong regional and international portfolio presence, enables us to offer tailored solutions for a wide range of tenant needs. High building quality, good inner-city locations, a reliable track record in project development for our own portfolio (built to suit) and our continuity as a long-term portfolio holder offer our tenants stability and security.

In the previous year, CA Immo conducted a **survey on tenant satisfaction**. In an initial survey phase, the 50 most important tenants were invited to telephone or personal interviews. In total, around 70% of the companies contacted took part in the survey. The following main topics were examined:

- Satisfaction with the support and the rental property
- Space requirements and utilization
- Need for services such as e-charging stations, digitization in the building
- Requirements in terms of ESG/sustainability.

Once analyzed, the results of the survey are used for targeted optimization of our buildings and services with the aim of increasing tenant loyalty and satisfaction. For example, an internal analysis was carried out on the introduction of WiredScore certification for selective existing buildings, and tenant communication was intensified. The survey is to be repeated regularly - at least every three years.

Sustainable procurement & Supply Chain



CA Immo screens business partners – including construction companies in particular – for their professional qualifications and economic situation as part of the award process, but also requires confirmation of compliance with social standards. In the case of construction services, CA Immo obliges its contractors and supply chain partners for compliance with statutory regulations on occupational health and safety, workplace and working time regulations and collective agreements. In addition to the economic evaluation of bids, compliance with social and environmental standards is requested from potential contractors and taken into account in award processes. Details on these standards and the associated control mechanisms can be found in the Corporate Governance chapter and in the CA Immo Procurement policy at <http://www.caimmo.com/esg-policies>.

2. EMPLOYEES

Our employees are our most valuable resource; their expertise and commitment are crucial to our success. CA Immo values a corporate culture that is characterised by pride, trust and self-determined work. As an employer, we want to create the best possible conditions for our employees to develop their potential, strengths and competencies to the full. We offer safe and attractive working environments, a wide range of international development opportunities and careful, forward-looking personnel development with the aim of offering our employees what our office properties stand for: “a place where people love to work”.

Employment & Working Conditions

The number of staff employed by CA Immo across the Group as of December 31, 2021 was 392¹⁾ (31.12.2021: 441¹⁾). This year-on-year decline of around 11% is partly due to the departure of the 16 employees of the Romanian management company, who were taken over by the purchaser together with the local portfolio (discontinued operation). Germany is CA Immo’s most employee-intensive core market, accounting for around 57% of the workforce, followed by Austria (22%) and CEE (18%). The remaining 3% is accounted for by employees of the construction subsidiary omniCon branch in Basel²⁾. Of the total of 225 employees in Germany, 98 (2021: 108) were employed by omniCon as of the reporting date (of which

10 were employed by the omniCon branch in Basel). As an employer, CA Immo has been locally anchored in its markets for many years and employs almost exclusively local staff in its international branches. As of December 31, 2022, people from 23 nations worked for CA Immo.

In principle, CA Immo employs staff on full-time, permanent contracts. In 2022, of a total of 392 employees, 378 are employed on permanent contracts and 14 on fixed-term contracts. The proportion of fixed-term employees by employment contract is 4%.

In its CSR Policy, CA Immo is clearly committed to the freedom of association of its employees. This policy also defines CA Immo’s position on issues such as employee relations, human rights and working conditions. The CSR Policy is available at caimmo.com/esg-policies. In cooperation with the Austrian and German works council, a large number of employee-related regulations – among other things to support the work-life balance – were defined within the framework of company agreements.

Employee survey

CA Immo conducted a Group-wide analysis of **employee satisfaction** in 2022 in cooperation with Great Place to Work (GPTW). This survey assessed satisfaction dimensions such as pride, fairness, respect, team spirit, leadership and credibility. In addition, one focus area dealt with ESG-relevant topics.

PERSONNEL DISTRIBUTION WITHIN THE CA IMMO GROUP ¹⁾

Headcount	Number of employees		Share of women in %	Joining / Leaving ²⁾	New hires ³⁾	Turnover ⁴⁾		
	31.12.2022	31.12.2021					Change in %	2022 Ø
Austria	85	92	-8	91	64	15/21	17	23
Germany/Switzerland ⁵⁾	235	247	-5	240	40	24/38	10	16
CEE	72	102	-29	90	72	7/14	8	16
Total	392	441	-11	421	51	46/73	11	17.3

¹⁾ Headcounts. Thereof around 11% part-time staff, incl 28 employees on unpaid leave; excl. 22 employees of joint venture companies; Calculations according to the GRI Standards (GRI 401-1)

²⁾ The exits do not include the exit of the employees of the Romanian management company, which was taken over by the purchaser together with the local portfolio (discontinued operation)

³⁾ New hires: Joiners 2022 / average number of employees in 2022 (Headcount)

⁴⁾ Turnover: Leavers 2022 / average number of employees in 2022 (Headcount)

⁵⁾ At the end of 2022 10 local employees were employed at the Basel branch of CA Immo’s wholly owned construction subsidiary omniCon

¹⁾ Incl. part-time employees (PTE) and employees on unpaid leave, excl. Freelancer

²⁾ omniCon is a subsidiary of CA Immo that specializes in construction management and is active in Germany and Switzerland

With a Group-wide participation rate of 73%, the overall satisfaction rate was 71%, with factors such as a discrimination-free working environment and physical safety in the workplace being particularly positively highlighted by participating employees. CA Immo plans to conduct future employee satisfaction surveys every two years in order to constantly define and implement measures to increase employee satisfaction.

Attractive Employer

In order to counteract the current challenges on the HR market, such as a shortage of skilled workers or socio-cultural change, CA Immo is implementing targeted measures to strengthen its employer brand. Some of these measures are described in more detail in the following sections.

Co-determination of employees and internal communication

Regular internal communication and a trusting and constructive exchange between the Supervisory Board, management and employees are important to us. Relevant information is passed on to all employees in a comprehensive and timely manner via various channels, including physical or virtual CEO info meetings, info mails, management meetings and team jour fixes. The **Works Council**, which is based at the Vienna headquarters, cooperates closely with the HR department. Corresponding coordination meetings are held on regularly basis. The Management Board and the Works Council meet on a quarterly basis to discuss company developments and relevant employee issues. Two employee representatives from the Austrian Works Council sit on the Supervisory Board of CA Immo. Their activities enable co-determination on the Supervisory Board, including the right to have a say in far-reaching corporate decisions.

Employee participation and social benefits

CA Immo offers employees a range of voluntary social benefits, independent of the working time model: Meal vouchers or food subsidy, Bahn-card 25 or 50, job tickets, further training support, kindergarten allowance, group health insurance, group accident insurance, job-related allowances and company pension scheme (pension fund). In addition to the fixed salary, all employees can participate in the company's success in the form of a variable profit-sharing bonus. This is linked to the achievement of budgeted annual targets and a positive Group result.

Talent Management & Employee Development

As part of its strategic training and development programme (CA Immo Academy), CA Immo provides its employees with a wide range of regular internal and external training and development opportunities. In 2022, training courses were held in the specialist areas of asset and portfolio management as well as GDPR training, among others. Most of the training courses were held virtually.

CA Immo also supports the professional development of its employees with training days, flexible working hours and financial assistance for the completion of (dual) studies. Further information on the subject of training and further education can also be found at our website and in ESG Appendix. On average, women completed 12.6 and men 5.8 hours of training in 2022.

AVERAGE ABSENCES FROM WORK BY REGIONS

in days		Vacation	Illness	Qualification in hours	in days
Austria ¹⁾	Women	21.6	5.0	15.0	1.9
	Men	26.1	4.2	10.2	1.3
Germany ²⁾	Women	26.8	9.7	9.6	1.2
	Men	29.3	7.8	4.5	0.6
CEE ³⁾	Women	21.3	0.5	14.8	1.9
	Men	22.6	0.1	7.2	0.9

¹⁾ Excludes two long-term sick leave case (LTSL). Including these LTSL, the average of sick leaves of women in Austria would be 6.5 days.

²⁾ Excludes three long-term sick leave cases (LTSL). Including these LTSL, the average of sick leaves of women in Germany would be 10.1 days and of men 9.2 days

³⁾ Excludes two long-term sick leave case (LTSL). Including these LTSL, the average of sick leaves of women in CEE would be 2.0 days

Every CA Immo employee holds an **appraisal interview** with his or her manager at least once a year to assess performance, define goals and develop his or her personal career. Individual training plans and goals can be defined in line with both the individual development potential of employees and the company's need for expertise and qualifications. In 2022, 99% of employees had an annual appraisal, with the remaining 1% being accounted for by employees who joined in the fourth quarter of 2022. In order to promote a culture of continuous feedback, every employee appraisal has been digitally recorded in a central HR tool since 2021. This means that targets can be viewed at any time and an interim status on target

achievement can be determined. A new feature of the annual appraisal is an analysis of employee potential in order to provide optimum support for employees' talents and training needs.

Health & Safety at work



One **occupational accident** was recorded in the 2022 reporting year. The resulting absences did not exceed one month in each case. No other significant work-related injuries, illnesses or days lost by CA Immo employees were reported in 2022.

External safety specialists carry out regular rounds and checks in all own-used CA Immo offices. The frequency of these inspections is based on national legal requirements and ranges from four times to once a year. The main topics include workplace evaluation, fire protection, indoor climate factors and alone work/alone workplace. An internal safety officer at each subsidiary also ensures pleasant and safe working environments. No identifiable technical safety deficiencies and resulting acute hazards or risks to employees were identified at any CA Immo office in 2022.

Safety and health plans are drawn up at all CA Immo construction sites; the company's own employees received regular safety briefings at the sites (see also the section Tenants & Service Providers).

In order to protect the physical and mental health of employees in the long term, CA Immo offers the following measures and incentives as part of its **occupational health care programme**:

- Digital information on health-promoting work (place) design (e.g., ergonomic work)
- Lectures by medical professionals on health promotion and stress prevention/management
- Annual voluntary free tick and flu vaccinations

Since 2021, CA Immo has offered employees eye examinations and other medical screenings relevant to the specific area of responsibility of each employee group, in addition to the legally required occupational safety measures (such as workplace and home-office instructions). In 2022, eye yoga and BIA measurements were offered to promote the general well-being of employees.

In addition to many restrictions, the pandemic also brought psychological stress. CA Immo therefore provided external **psychological support for employees** throughout the Group (Employee Assistance Programme) in the form of telephone or personal counseling. This service was also available to CA Immo employees and their relatives living in the same household in 2022. Our cooperation partner in Austria, Hilfswerk, offers a wide range of online presentations on topics such as time management, stress, conflicts and changes in the work environment in addition to the advice provided as part of the KEEP BALANCE programme. Partnership problems, questions about separation, divorce or raising children, and family conflicts can also be discussed with the counseling experts.

Covid-19

A special catalogue of measures to create a **safe working environment for CA Immo employees** in all office premises used by the company itself has been continuously adapted and communicated internally. Our Mobile Working Policy allows all CA Immo employees up to two home office days per week. Business trips and face-to-face meetings increased again during 2022.

In addition to the security measures in the common areas of our buildings as listed in the "Tenants & Service Providers" section, the following Covid-19 protection measures are also implemented in the own-used CA Immo offices:

- Free Covid 19 test kits for staff and visitors at all sites
- Provision of mouth-nose protection at the reception
- Mandatory use of mouth-nose protection in all general building and office areas (except at own workplace)
- Reducing courier deliveries, including private packages, to a minimum.

Further information on health and safety for employees can be found in our CSR Policy at caimmo.com/esg-policies.

Inclusion, Diversity & Equal Opportunity

CA Immo operates in numerous countries of different languages and cultures and recognises social diversity and the rights of every individual. Therefore, we always strive to promote diversity within the company and give employees the space to realise their full potential in order to achieve exceptional results for customers and society. We strive to create workplaces free from discrimination based on gender, sexual orientation, marital status, regional/social origin, race, skin colour, religion, world view, age, ethnical affiliation, handicap of any kind or any other reason. CA Immo does not tolerate disrespectful or inappropriate behavior, unfair treatment or unfair retaliation of any form.

CA Immo respects the rights, interests and needs of its employees and pays attention to their individuality in order to establish a corresponding equality of rights and opportunities. With this in mind, CA Immo commits to fair and respectful treatment of our employees in its corporate social responsibility (CSR) policy. At the same time, CA Immo commits its employees to respectful and fair behavior towards each other and towards third parties (applicants, service providers, contractual partners etc.).

The respective managers are responsible for observing and implementing diversity and equality in the day-to-day work of each department. Responsibility for diversity initiatives at CA Immo lies with the Group Head of Human Resources. The basis for promoting diversity and equality is based on the Group-wide policies (CSR Policy, Code of Ethics and Code of Conduct) and the commitment to diversity management that we entered into by signing the Diversity Charter.

CA Immo is a cooperation partner of **myAbility Social Enterprise GmbH**. myAbility is a social enterprise consultancy that aims to create equal opportunities and make society barrier-free from within the economy.¹⁾ For the Frankfurt site, CA Immo has launched the collaboration as a pilot project to give students with disabilities insights into different departments and to promote a culture of inclusion among CA Immo employees. In 2022, this project was continued in Vienna by means of a workshop with managers and job shadowing in individual departments.

No incidents of discrimination were reported in 2022.

Gender Diversity

CA Immo ensures equality and balance in the composition of its employee structure, across the workforce as a whole and at all managerial and executive levels. Aside from professional qualifications, the recruitment process adheres to a policy of non-discrimination between women and men. Since 2020, CA Immo supports the initiative Women in Leadership (F!F)²⁾, which actively promotes the change towards more diversity and a contemporary leadership culture in the real estate industry.

In the application and selection process, CA Immo pays attention to a balanced ratio between men and women. A fair, non-discriminatory and equal opportunity application and selection process is particularly important to us. CA Immo undergoes annual benchmarking as part of the Best Recruiters Awards³⁾. In this benchmarking, an external agency critically examines the quality of the recruiting process, the career website and, among other things, the company's focus on social responsibility and diversity. CA Immo recently received the Best Recruiters seal in gold and silver for its performance.

CA Immo also aims to increase the proportion of female managers through a variety of measures and incentives. For example, women are specifically targeted in internal succession planning and when filling management positions; preference is given to female applicants with equivalent qualification profiles in the recruiting process. Even part-time employment does not stand in the way of a management position. This model has already been used by some executives. In addition, attention is paid to gender balance in graduate and talent management programmes. In order to ensure that succession planning and the promotion of young executives are appropriately diverse, 50% women and 50% men are regularly nominated for the international talent programme (FIRE) and care is taken to ensure that the participants have as wide a range of tasks and country coverage as possible. Training and consultation on the topic of diversity are a regular part of the employee training programme. Starting in 2022, the topic of diversity development was included at least once a year in the agenda of a Supervisory Board meeting.

¹⁾ <https://www.myability.org/>

²⁾ <https://www.frauen-in-fuehrung.info/>

³⁾ <https://bestrecruiters.eu/>

As of the reporting date, the proportion of women throughout the Group was around 51% (December 31, 2021: 51%). At 72%, the proportion of women was highest in the CEE subsidiaries, followed by Austria (64%) and Germany (40%). The proportion of female managers remained constant at 30% in the annual comparison of 2022 and 2021. Since January 1, 2022, the CA Immo three-member Management Board team has also included one woman (corresponding to a 33% share of women on the Management Board). One woman is represented on the Supervisory Board. The overall proportion of women is therefore 17%.

CA Immo makes it possible to reconcile professional and family life by offering flexible working hours, part-time options, working from home, paternity leave and ‘fathers’ month’. Employees on a leave of absence remain linked to the internal information network and are invited to participate in annual team meetings and company events.

Gender Pay Gap

We evaluate and compare the salaries of men and women in comparable functions on an annual basis. If a pay gap exists, it is analyzed at the individual level and discussed with the respective manager before each salary review, so that the gender pay gap can be gradually closed as part of the annual salary review. The gender pay gap (total compensation) is -4.3% at management level (December 31, 2021: 0.3%) and -2.1% at employee level (December 31, 2021: 6.4%).

PERSONNEL DISTRIBUTION BY AGE AND CATEGORIES (TOTAL: 392 EMPLOYEES)¹⁾

in %	≤ 28 years	29-48 years	≥ 49 years
Employees (329)²⁾			
Female	4%	40%	11%
Male	4%	25%	16%
Total	8%	65%	27%
Managers (60)³⁾			
Female	0%	25%	5%
Male	0%	37%	33%
Total	0%	62%	38%
Management Board (3)			
Female	0%	0%	33%
Male	0%	33%	33%
Total	0%	33%	67%
Total employees (392)	25	253	114

¹⁾ Excl. 22 employees (as at 31.12.2022) of joint venture companies. The percentages relate to the number of employees in the respective category. Calculations according to the GRI guidelines (GRI 405-1). ²⁾ Of which 1% with disabilities ³⁾ Managers were defined as follows: Group manager, Managing Director, Head of department, head of division, team leader.

GENDER DIVERSITY¹⁾

in %	Male	Female	Gender Pay Gap ²⁾	
			Base remuneration	Total compensation
Supervisory Board total	83	17	0	0
Supervisory Board (capital representatives)	75	25	0	0
Supervisory Board (employee representatives)	100	0	0	0
Management Board	67	33	-11	-11
Managers	70	30	-0.1	-4.3
Employees	45	55	-3.2	-2.1
Total	49	51		

¹⁾ Compensation of the Supervisory Board is independent of gender

²⁾ Information regarding the calculation methodology can be found in the ESG appendix

3. SUSTAINABLE URBAN DISTRICT DEVELOPMENT



As an international investor, owner of inner-city office buildings and urban district developer,

CA Immo also has an impact on the social environment in its core cities. Our goal is to create urban districts in which people will enjoy living tomorrow just as much as they do today. Our districts are characterized by good public transport links and the combination of working and living with social and cultural facilities. The provision of green spaces and public spaces makes these places inclusive and accessible to all city residents.

Creation of social infrastructure

By specializing in the revitalization of brownfield sites, CA Immo opens up for all city dwellers places that were previously inaccessible or only accessible to a few people – mostly due to former industrial use. 24 CA Immo portfolio buildings, or around 40% of the total portfolio (by area), are located in neighborhoods that have been appropriately developed, upgraded and opened up to the public by CA Immo. In the course of its neighbourhood developments, CA Immo creates a wide range of social services and infrastructure in cooperation with the respective municipalities, including:

- Parks, playgrounds, sports facilities and ecological compensation areas,
- schools, daycare centers, local amenities,
- public roads and (bicycle) paths.

This results in a sustainable inner-city use of space with a high quality of stay at the same time.

In December 2022, the four-hectare Europagarten in Frankfurt, in the planning and construction of which CA Immo also contributed 21% (€1.15 million cost share), was opened to the public. The Europagarten is located in the center of the Europaviertel district, the northern part of which CA Immo has developed, and serves as a green recreation area for local residents.

Plans for 2023 include the construction of a playground in Europacity Berlin and a green space with generous sports and play areas in the Baumkirchen Mitte neighborhood.

Procurement of building rights for residential development

In the course of its urban district development projects, CA Immo has procured building rights for more than one

million sqm of gross floor space of residential construction in Frankfurt, Munich, Regensburg, Mainz, Berlin and Vienna over the past two decades. This corresponds to more than 12,000 residential units. Around 3,300 residential units were developed by CA Immo itself, in many cases with joint venture partners. Further extensive land reserves for urban residential quarters in Munich are currently in various stages of land preparation and zoning.

In 2022, CA Immo has completed the process of creating building rights for the "Langes Land" residential quarter, which is located in the immediate vicinity of the subway and S-Bahn in the north of Munich. The statutes of the development plan provide for building rights for approx. 925 apartments with a floor area of around 90,500 m² on the site, which was formerly used for industrial purposes or was derelict.

4. COMMUNITY ENGAGEMENT

Cultural and social sponsoring

Cultural and social sponsoring In the course of developing inner-city districts and converting former industrial sites, CA Immo has for many years made space and buildings available free of charge or at low cost for interim cultural use. One example of this is the Rieck Halls, which are used as exhibition space, and the Hamburger Bahnhof property at Berlin's main train station.

CA Immo also promotes selected charitable institutions, hospitals and schools in their core cities. In 2022, for example, we made a donation to the Austrian Red Cross to support aid efforts in Ukraine and provided office space in Warsaw free of charge to help Ukrainian refugees. In total, CA Immo donated around €200,000 (including donations in kind) to social and medical institutions in 2022.

Corporate Volunteering

CA Immo promotes its employees' commitment to the common good. In accordance with our Corporate Social Responsibility Policy, all CA Immo employees have the opportunity to actively pursue their social commitment on up to two paid working days per year.

5. CYBERSECURITY

CA Immo considers strong cybersecurity to be essential for the smooth functioning of its business. Network, programme, information and operational security form the core of this. The Organization and IT department is responsible for IT security throughout the Group. CA Immo's IT security concept addresses key topics such as security management, security objectives, protection requirements and risk analysis in order to constantly increase CA Immo's cyber resilience. Standardized processes and measures are used to identify potential threats and cyber risks at an early stage and to determine the need for protection (low to very high protection requirement) for each IT system. Measures for monitoring and responding to data protection breaches and cyber attacks are in place and are continuously reviewed to ensure they are up to date. Audit plans provide for audits of data privacy and IT security at regular intervals. This applies both to IT technical issues and to organizational issues such as compliance with the provisions of the General Data Protection Regulation (GDPR). Internal and external security audits have been carried out for several years. The last external audit was completed in autumn 2022 by an external auditing firm. The information and new findings compiled as part of these audits are documented in our Cybersecurity Policy. The Organization and IT department is responsible for IT security throughout the Group.

All CA Immo employees receive regular training on the topic of cybersecurity. Also in 2022, the majority of employees have completed cybersecurity trainings. IT guidelines are handed out to all employees at the beginning of their employment, and CA Immo employees can also find further links on IT security on the Group-wide intranet. The IT guidelines include information and rules on data backup, data exchange and transfer, data protection, use of e-mail and the Internet, mobile devices, home offices and remote access.

BUSINESS ETHICS, CORPORATE GOVERNANCE & COMPLIANCE



CA Immo wants to make an active contribution to a sustainable economy with integrity within its sphere of influence. This commitment requires the involvement of many, both our own employees and external partners. Through targeted information and clear standards and guidelines, we aim to raise awareness among our employees and contractors of the issues we consider relevant and to encourage or oblige them to support our principles and initiatives. All information on corporate governance, compliance, anti-corruption and human rights can be found in the Corporate Governance Report. Relevant policies are available on our Group website at caimmo.com/esg-policies, including:

- Code of Ethics & Code of Conduct
- Gifts and Donations Policy
- CSR Policy
- Procurement Policy

UN Global Compact Signatory

By joining the world's largest and most important initiative for responsible corporate governance, the UN Global Compact, CA Immo has taken another significant step towards sustainability in 2022. As a participating organization of the UN Global Compact (UNGC), we are now committed to supporting the 10 universal principles in the areas of labor standards, human rights, environmental protection and anti-corruption, and the 17 Sustainable Development Goals (SDGs) within our sphere of influence, and to aligning our reporting with the standards set by the United Nations.

WE SUPPORT



DISCLOSURES UNDER ARTICLE 8 OF THE EU REGULATION ESTABLISHING A FRAMEWORK FOR SUSTAINABLE INVESTMENT (EU TAXONOMY)

Regulation (EU) 2020/852 ("EU Taxonomy Regulation") entered into force on July 12, 2020. It aims to define sustainable economic activities and represents an important piece of EU legislation to promote transparency and to enable and expand investment in these activities, thus implementing the European Green Deal.

The scope of the economic activities listed within the EU taxonomy is not comprehensive, but is limited to sectors with significant environmental footprints and thus particular potential to contribute positively to the transition to a sustainable economy. The construction and real estate industry as an energy-intensive and thus emission-intensive sector is one of the addressees of the EU taxonomy.

According to the EU taxonomy, an economic activity is considered environmentally sustainable if it makes a significant contribution to at least one of the environmental goals, does not have a significant negative impact on any of the other environmental goals ("do no significant harm, DNSH") and is carried out in compliance with certain minimum protection criteria ("minimum safeguards"), especially with regard to responsible business conduct and human and labour rights. Whether a significant contribution is made to an environmental goal or there is no significant harm to the environmental goals must be reported from 2022 onwards on the basis of the technical screening criteria specified in detail by the EU Commission. Compliance with the minimum protection criteria must also be reported as part of the determination of the share of sustainable economic activities from the 2022 financial year onwards.

At present, the technical criteria for a significant contribution are only available for the first two environmental goals of climate protection and adaptation to climate change. Publication of the final criteria for the remaining four environmental goals (water protection, circular economy, pollution prevention and biodiversity) is expected in the course of 2023.

According to Art. 10 of the "Delegated act on the new reporting obligations under Art. 8 of the Taxonomy Regulation", simplification provisions applied for the reporting year 2021, according to which only the share of economic activities covered by the taxonomy – EU taxonomy eligibility – must be reported. A reporting obligation on the share of sustainable economic activities (in the sense of the application of predefined technical assessment criteria) – EU taxonomy alignment – only exists from the reporting year 2022 onwards.

As the scope of application of the EU taxonomy is linked to that of non-financial reporting in accordance with Article 19a and Article 29a of Directive 2013/34/EU and therefore extends to large public interest entities with more than 500 employees, CA Immo is not covered by the reporting requirements of the EU taxonomy at the reporting date. In order to be transparent with regard to its sustainable economic activities, CA Immo discloses the information on EU taxonomy eligibility voluntarily.

In the following, the economic activities applicable to CA Immo are presented with the financial performance indicators to be reported in accordance with Art. 8 of the EU Taxonomy Regulation (revenue, capital expenditure & operating expenses). This presentation includes the shares of the economic activities **covered by the taxonomy** in revenues, capital expenditure (CapEX) and operating expenditure (OpEX).

Gross revenues

CA Immo is an investor, manager and developer specializing in large, modern office properties in the metropolitan cities of Germany, Austria and CEE. The company covers the entire value chain in the commercial property sector and has a high level of in-house construction expertise. Founded in 1987, CA Immo is listed on the ATX of the Vienna Stock Exchange and holds real estate assets of around €5.9 bn in Germany, Austria and CEE.

The gross revenues of CA Immo consist mainly of rental income (including operating cost income) from properties in the portfolio amounting to €264.2 m. Income from the sale of properties held for trading and services amount to €14.6 m, but these revenues originate from economic activities not covered by the EU taxonomy.

Within the list of economic activities covered by the taxonomy, CA Immo has identified two activities for the gross revenues of the business year 2022:

– Acquisition and ownership of buildings: Acquisition of real estate and exercise of ownership of this real estate

(note: e.g. by renting). The economic activities in this category can be classified under NACE code L.68 according to the statistical classification of economic activities established by Regulation (EC) No. 1893/2006. – Construction of new buildings: The economic activities in this category can be classified under NACE code F.41.2 according to the statistical classification of economic activities established by Regulation (EC) No 1893/2006.

The shares of eligible and ineligible gross revenues (turnover) according to the taxonomy for the fiscal year 2022 are as follows:

TURNOVER ACCORDING TO THE EU TAXONOMY FOR THE FINANCIAL YEAR 2022

in € K	NACE Code	Total turnover 2021	Share of total turnover in %	Total turnover 2022	Share of total turnover in %
A. Taxonomy-eligible economic activities					
7.7 Acquisition and ownership of buildings	L.68	245,058		264,189	
7.1 Construction of new buildings	F.41.2	–926		0	
Total Taxonomy-eligible economic activities		244,132	93.40%	264,189	94.80%
B. Not Taxonomy-eligible economic activities					
Total not Taxonomy-eligible economic activities		17,256	6.60%	14,565	5.20%
Total turnover (A+B)		261,388	100%	278,754	100%

The figures for 2021 have been adjusted compared to the figures published in the ESG Report 2021: the revenues from the sale of long-term property assets are not included in the revenues, also the revenues from the discontinued operations Romania have been excluded.

Capital expenditures (CapEx)

Capital expenditures as defined by the EU taxonomy are additions to long-term assets or rights of use. CA Immo reports capital expenditure primarily in the form of additions to the investment portfolio (purchases of existing properties, project development for its own portfolio). Furthermore, investments are made in the form of renovations and refurbishments of the building stock owned by CA Immo. Both types of additions are to be allocated as CapEx to the economic activity "Acquisition and ownership of buildings".

Investments in company cars are also covered by the taxonomy under the economic activity "Transport by passenger car".

Investments in owner-occupied property and software as well as in office furniture and equipment totalling around €7.5 m are not covered by the EU taxonomy.

Overall, the shares of eligible and ineligible capital expenditures according to the taxonomy for the fiscal year 2022 are as follows:

CAPEX ACCORDING TO THE EU TAXONOMY FOR THE FINANCIAL YEAR 2022

In € K	NACE Code	Absolute CapEx 2021	Share of total CapEx in %	Absolute CapEx 2022	Share of total CapEx in %
A. Taxonomy-eligible economic activities					
7.7 Acquisition and ownership of buildings	L.68	216,119		276,277	
6.5 Transport by passenger car	H.49.39	297		164	
Total Taxonomy-eligible economic activities		216,416	99.00%	276,441	97.30%
B. Not Taxonomy-eligible economic activities					
Total not Taxonomy-eligible economic activities		2,259	1.00%	7,547	2.70%
Total CapEx (A+B)		218,675	100%	283,988	100%

The figures for 2021 have been adjusted compared to the figures published in the ESG Report 2021: the CapEx related to the discontinued operations Romania have been excluded.

Operating expenses (OpEx)

Operating expenses as defined by the EU taxonomy are, in addition to research and development expenses for the reduction of greenhouse gas emissions, all maintenance and repair expenses as well as other directly attributable costs that are relevant for the ongoing maintenance and preservation of the functionality of property, plant and equipment. In relation to CA Immo's business model,

OpEx is only considered in the form of non-capitalised costs for maintenance and repair expenses on existing properties.

The operating expenses covered by the EU taxonomy are therefore to be allocated in their entirety to the economic activity "Acquisition of and ownership of buildings" and break down as follows:

OPEX ACCORDING TO THE EU TAXONOMY FOR THE FINANCIAL YEAR 2022

In € K	NACE Code	Absolute OpEx 2021	Share of total OpEx in %	Absolute OpEx 2022	Share of total OpEx in %
A. Taxonomy-eligible economic activities					
7.7 Acquisition and ownership of buildings	L.68	-4,686		-8,926	
Total Taxonomy-eligible economic activities		-4,686	100%	-8,926	100%
B. Not Taxonomy-eligible economic activities					
Total not Taxonomy-eligible economic activities		0	0%	0	0%
Total OpEx (A+B)		-4,686	100%	-8,926	100%

The figures for 2021 have been adjusted compared to the figures published in the ESG Report 2021: the OpEx related to the discontinued operations Romania have been excluded.



AMAZON COURT
Prague

CORPORATE GOVERNANCE REPORT¹⁾

RESPONSIBLE CORPORATE MANAGEMENT

 Responsible corporate management is of central importance to CA Immo. Our corporate governance is based on a comprehensive concept in the sense of responsible, transparent, sustainable and value-oriented corporate management. The Management Board, Supervisory Board and managers ensure that this corporate governance is actively practised and constantly improved in all areas of the company in order to deal responsibly with customers, employees, the people around us and the environment. We are convinced that the successful integration of sustainability aspects and innovation not only promotes value-creating growth, but also long-term competitiveness in the market. With this in mind, we evaluate and manage the requirements of our stakeholders as well as the impact of our business on the environment and our social environment.

Aspects of value-based corporate governance

 CA Immo is one of the leading real estate companies in Central Europe and, as such, the first port of call for investors or shareholders, equity and debt capital providers, buyers, customers, tenants as well as interested parties, suppliers, business and contractual partners, employees, government and interest representatives as well as the media and the general public ("stakeholders"). We are successful in what we do and set standards for quality, transparency and fairness in our business segment.

Our goal is to create lasting value with real estate and to provide sustainable benefits for our shareholders, tenants and end users. In doing so, we treat all our business partners with respect and fairness, and in the course of our business operations treat resources and the environment responsibly and with care. In line with this positioning and the goal we have set for ourselves, CA Immo is committed to the following basic values ("Code of Ethics"), which are regulated in detail in our Code of Conduct and in separate guidelines and policies.

- Compliance with laws and the rule of law as well as the prohibition of corruption ("Zero Tolerance")
- Maintaining the integrity of actions
- Compliance with human rights
- Compliance with environmental standards

- Commitment to social responsibility and compliance with employee rights, prohibition of discrimination and harassment
- Transparency and integrity of capital market communications
- Ensuring that complaints are accessible to everyone ("whistleblower system")
- Bindingness

These basic values are binding for our employees. CA Immo will not tolerate violations of these basic values. Our contractual partners must also acknowledge these basic values before concluding a contract and undertake to comply with the legal, ethical and moral principles stated therein and to bind their business partners and suppliers to these principles as well.

Our guidelines

By providing specific targeted information and clear standards and guidelines, we aim to raise awareness among our employees and contractors of what we consider to be relevant issues and to encourage or oblige them to support the principles and initiatives of CA Immo. Our basic values ("Code of Ethics"), our "Code of Conduct" and the associated guidelines and policies on corporate governance, compliance, anti-corruption and social standards can be found under Corporate Governance on the CA Immo website²⁾, among others:

- Code of ethics & code of conduct
- Guideline on gifts and donations
- Corporate social responsibility ("CSR") policy
- Procurement policy

Commitment to international human rights principles

 We consider human rights to be fundamental values and are committed to upholding, within our own sphere of influence, the human and labour rights defined internationally in the UN Charter and the European Convention on Human Rights, as well as the UN Guiding Principles on Business and Human Rights, as an integral part of responsible business practice. Likewise, ethical standards are always upheld in our activities. We categorically reject any violation of these human rights - whether in our company, with our business partners or along the entire supply and value chain. This includes any form of forced and/or child labour (as defined in the Minimum Age Convention - C138 and the Forced Labour

¹⁾ In line with the AFRAC recommendations on corporate governance reporting, the corporate governance report of the parent company and the consolidated corporate governance report are tied together in one report.

²⁾ <https://www.caimmo.com/en/investor-relations/corporate-governance/>

Convention - Co29), human trafficking and discrimination of any kind (see Diversity & Inclusion Programme). We encourage our business partners to adhere to these principles and to have a corresponding policy in their respective companies.

CA Immo aims to improve the working environment of tenants and the quality of life of people who become project stakeholders through its development of projects. CA Immo is also committed to identifying any negative human rights impacts from its business activities through due diligence as part of its annual compliance risk assessment, and to preventing or mitigating them where possible before or as soon as they occur.

Potential risks due to human rights violations are assessed annually in the context of the compliance risk evaluation according to probability of occurrence and potential level of damage. In addition, employees are trained on our values and our Code of Conduct as well as typical compliance risks when they join the company and then annually throughout the Group. In 2022, a Group-wide corporate target was also defined in this regard - to conduct compliance and anti-corruption training for all employees annually.

In addition, the health, safety and well-being of our employees and stakeholders are at the centre of our actions. Our programmes and measures in this regard are presented in the ESG report.

CA Immo joined the UN Global Compact in 2022. The aim of the UN Global Compact is to promote social and environmental sustainability at an international level and to foster corporate social responsibility.

Anchoring ESG in the remuneration model



The entire Executive Board is responsible for the Group-wide, holistic implementation of the sustainability strategy in the corporate strategy and its compliance. This encompasses climate-related activities, key figures and investments, e.g. in renewable energies and in improving the energy efficiency of our portfolio, but also the fulfilment and continuous improvement of social criteria and the governance of CA Immo. The Supervisory Board is regularly informed about the implementation of the sustainability strategy and the measures taken. In addition, sustainability aspects are discussed with the Management Board and Supervisory Board on a quarterly basis in the Management ESG Committee and on an ongoing basis as part of

operational projects such as realisation or acquisition projects. All members of the Executive Board and the Supervisory Board deal intensively with this topic and have extensive expertise on the various sustainability aspects (whether through internal or external training or through direct exchange with relevant stakeholders).

The commitment to sustainability enshrined in the corporate strategy is also implemented in CA Immo's remuneration model at all levels. The performance of the Management Board is evaluated according to both financial and non-financial criteria. Overall, the remuneration rules are designed to reflect and promote sound and effective risk management and not to encourage the assumption of risks that are incompatible with CA Immo's risk strategy. Performance-related Management Board remuneration includes environmental, social and governance (ESG) components and takes particular account of the long-term interests of shareholders and other stakeholders. For example, in the 2020 financial year, the topic of ESG reporting was explicitly included as an operational goal of the entire Executive Board. The aim was to evaluate and optimise sustainability reporting, taking into account the availability, accuracy, consistency and reliability of the required data, and to implement any necessary guidelines and the required infrastructure in the Group. Based on this, the operational targets in 2021 included the development of a 3-year ESG target plan in relation to the direct and indirect CO₂ emissions and energy consumption of the portfolio properties held by CA Immo. Based on this 3-year ESG target plan, annual ESG targets are now being specified. This was also the case for the 2022 business year, where the focus was on defining and communicating quantitative targets and measures, evaluating and selecting specific property certificates, ensuring that our buildings are operated efficiently, improving the ESG rating and implementing an EU taxonomy-compliant reporting system.

Further information on the remuneration model and the shareholdings of the Management Board can be found in the remuneration report under Remuneration Model and Director Holdings on the CA Immo website¹⁾.

¹⁾ <https://www.caimmo.com/en/investor-relations/corporate-governance/remuneration-model-and-directors-holdings/>

Commitment to compliance with corporate governance standards

§ Compliance with legal provisions applicable on CA Immo's target markets is a high priority for us. The Management Board and Supervisory Board are committed to the Austrian Corporate Governance Code¹⁾ and thus to transparency and principles of good corporate management. Alongside this code and the requirements of the Institut für Corporate Governance der deutschen Immobilienwirtschaft e.V. (ICG), good corporate governance incorporates the standards of the internal monitoring system (IMS), comprehensive risk management, compliance and, particularly, adherence to internal regulations on organisational and supervisory duties.

This Corporate Governance Report is also available on the company's website²⁾.

COMPLY OR EXPLAIN ACCORDING TO THE AUSTRIAN CORPORATE GOVERNANCE CODE

§ The rules and recommendations of the version of the Corporate Governance Code applicable in business year 2022 (January 2021 amendment) are implemented almost in full. Discrepancies are noted in respect of C Rules no. 2 (right of appointment to the Supervisory Board) and no. 45 (executive positions with competitor companies).

C Rule no. 2: Formulation of shares in accordance with the 'one share – one vote' principle.

Explanation/reason: The ordinary shares of the company (106,496,422 bearer shares and four registered shares) were issued in accordance with the 'one share – one vote' principle.

The registered shares in existence since the founding of the company confer the right of nominating up to four Supervisory Board members. Partial use was made of this right of appointment: so that the Supervisory Board currently comprises two shareholder representatives elected by the Annual General Meeting, two shareholder representatives appointed by registered shares and two employee representatives. The transfer of registered shares requires the approval of the company. The Austrian Stock Corporation Act basically protects the shareholders' participation rights by limiting the total number of

delegated members and by granting the right to dismiss delegated members for good cause on the part of the delegated member; however, this is subject to a majority of 75% of the capital stock represented at the Annual General Meeting (article 21 of the Articles of Association of CA Immo). There are no preference shares or restrictions on ordinary shares issued by the company. The Austrian Takeover Act also ensures that all shareholders would receive the same price for their CA Immo shares in the event of a takeover bid (mandatory offer). The shareholders alone would decide whether to accept or reject any such bid.

C Rule no. 45: Supervisory Board members may not take up executive positions with companies that are competitors of CA Immo.

Explanation/reason: According to L Rule no. 52, when electing Supervisory Board members, the Annual General Meeting must pay attention to the professional and personal qualifications of the candidates and to a balanced composition of the Supervisory Board with regard to the structure and the business area of the company. Aspects of diversity are considered in terms of the representation of both genders, the age and international profile of the members of the Supervisory Board. The act governing the gender balance of women and men on Supervisory Boards now also ensures a 30% gender quota for Supervisory Boards of listed stock corporations (with six or more Supervisory Board members and at least 20% women proportion in the total workforce) and companies with more than 1,000 employees. Failure to meet this quota will render Supervisory Board elections void. The law has applied to Supervisory Board elections since the beginning of 2018; current Supervisory Board mandates are unaffected.

To meet these criteria while upholding an in-depth knowledge of the real estate sector, there will be a preference for persons with backgrounds in a similar industry environment. For this reason, the possibility that Supervisory Board members will hold positions with broadly similar companies cannot be ruled out. However, persons proposed for election to the Supervisory Board must present their professional qualifications to the Annual Gen-

¹⁾ The Austrian Corporate Governance Code may be viewed on the web site of the Austrian Working Group for Corporate Governance at www.corporate-governance.at.

²⁾ <https://www.caimmo.com/en/investor-relations/corporate-governance/corporate-governance-commitment/>

eral Meeting, declare their vocational (or similar) functions and disclose all circumstances that could give rise to concern over partiality.

The following Supervisory Board members hold executive positions with similar companies: Sarah Broughton, David Smith (both appointed by Starwood) and Jeffrey G. Dishner (elected by the Annual General Meeting) perform a full range of managerial functions within the Starwood Capital Group, a financial investor focused on global real estate investments and CA Immo's largest shareholder. In the business year 2022, Starwood Capital Group (via its vehicle SOF-11 Klimt CAI S.à r.l.) increased its stake in CA Immo from around 57.89% of the share capital to around 59.09% as part of on-exchange and off-exchange share purchases. As at the balance sheet date this represented just over 63% of the voting rights in the company. The corresponding transactions were reported in accordance with Art. 19 MAR as transactions by persons with management functions and can be accessed under Directors Dealings¹⁾.

In addition to numerous functions in companies with a wide variety of real estate focus, Torsten Hollstein is Managing Director and founding member of CR Holding GmbH, a pan-European advisor as well as asset and investment manager with a focus on commercial real estate.

A full list of executive functions performed by Management and Supervisory Board members is published on the website of CA Immo.²⁾

External governance evaluation

The evaluation carried out by Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H. concerning compliance with the C rules of the Austrian Corporate Governance Code for business year 2022 found that the declaration of conformity issued by CA Immo accurately reflects the implementation of the recommendations of the Austrian Corporate Governance Code.

THE CORPORATE BODIES OF CA IMMO – MANAGEMENT AND SUPERVISORY STRUCTURE

The responsibilities of the Management and Supervisory Boards and cooperation between Board members are defined by the law and the Articles of Association as well as rules of procedure passed by the Supervisory Board

(including the allocation of responsibilities for the Management Board). The transactions requiring approval therein, as well as the information provision and reporting obligations of the Management Board apply to all subsidiaries of CA Immo. The Articles of Association and rules of procedure for the Supervisory Board are available at Corporate Governance on the website of CA Immo³⁾.

Selection and nomination process of Management Board and Supervisory Board members

In the selection and nomination process for Management Board and Supervisory Board members, CA Immo follows the guidelines and recommendations of the Austrian Corporate Governance Code (ÖCGK). The selection process is carried out with the active involvement of the entire Supervisory Board, which comprises four capital representatives (including three attributable to the majority shareholder) and two employee representatives.

Proposals to the General Meeting for appointments to the Supervisory Board that become vacant regularly take into account not only the professional and personal qualifications of the candidates, but also pay particular attention to diversity and a balanced composition in terms of expertise on the Supervisory Board. In addition, potential candidates should meet the independence criteria set by the Supervisory Board (C Rule No. 53) and shall therefore, have no business or personal relationship with the company or its Management Board that could give rise to a material conflict of interest and therefore influence the behavior of the Supervisory Board member. In addition, efforts are made to keep the number of Supervisory Board members representing the interests of a majority shareholder in balance with the Supervisory Board as a whole.

Management Board members are generally appointed on the basis of a defined appointment procedure, taking into account the Management Board position to be staffed as well as the company's business direction and situation. Key selection criteria for Management Board and Supervisory Board members are knowledge and experience in the commercial real estate sector (especially in the field of real estate transactions, asset management and project developments), finance (especially knowledge of the capital market, financing, accounting, auditing, risk management, IMS), HR (personnel management and compensation), organisation and IT, as well as

¹⁾ <https://www.caimmo.com/en/press-corner/news/directors-dealings/>

²⁾ <https://www.caimmo.com/en/investor-relations/corporate-governance/corporate-bodies-of-ca-immo/about-the-supervisory-board/>

³⁾ <https://www.caimmo.com/en/investor-relations/corporate-governance/>

competencies in relation to ESG-topics (environment, social affairs, compliance and law).

The Management Board

Since 1 June 2019, the Management Board of CA Immo has comprised three members. Silvia Schmitt-Walgenbach took up her position as the new Chief Executive Officer (CEO) on 1 January 2022. The Supervisory Board of CA Immobilien Anlagen AG and the Chairwoman of the Management Board, Silvia Schmitt-Walgenbach, have mutually agreed on 21 March 2023 that Silvia Schmitt-Walgenbach's contract will be terminated as of 31 March 2023. Mrs. Schmitt-Walgenbach's tasks will be assumed by the two other Management Board members of CA Immo, Keegan Viscius and Andreas Schillhofer. The full Management Board is responsible for achieving the objectives of the business policy, including the implementation of the sustainability strategy (ESG strategy). In this regard, the Board bears overall corporate responsibility at both company and Group level. Irrespective of individual divisional Board responsibilities, all agendas are coordinated at regular Management Board meetings in open discussion with each other and with the involvement of the divisional managers. The implementation of resolutions passed is continually monitored. The Supervisory Board is informed immediately of any significant discrepancies from planned values. Irrespective of the division of authority, each member of the Management Board shares responsibility for the overall management of the company.

The Supervisory Board and its Committees

As at the balance sheet date, the Supervisory Board of CA Immo consisted of two capital representatives elected by the Annual General Meeting and two representatives (delegated by the main shareholder SOF-11 Klimt CAI S.à.r.l.) by means of registered shares, as well as two employee representatives. The average term of office of the Supervisory Board members elected by the Annual General Meeting was around 5.5 years as at the balance sheet date.

In October 2022, the Supervisory Board members Dr. Monika Wildner, Michael Stanton and Univ.- Prof. Dr. Klaus Hirschler informed the company that they would leave the Supervisory Board of the Company as of October 31, 2022. Furthermore, the majority shareholder of CA Immobilien Anlagen Aktiengesellschaft, SOF-11 Klimt CAI S.à.r.l., has appointed David Smith to the Supervisory Board, thus exercising its right to appoint him from the registered shares held. Mr. Smith, Senior Vice President at

Starwood Capital, succeeded Laura Rubin, who was recalled from her mandate. As a further consequence, the number of members delegated by the Workers Council was reduced to two from the original four.

The function of the Supervisory Board is to monitor the Executive Board's management of the company. To ensure this, the Supervisory Board has the option of requesting all information about the company or related Group companies from the Management Board. Important decisions such as investments, financing, business closures or acquisitions of shareholdings may only be made with the approval of the Supervisory Board. Members of the Supervisory Board are subject to the same duty of care as managing directors or Executive Board members, irrespective of their capacity as representatives of the capital or employees. Failure on the diligence of a Supervisory Board member may be sanctioned with liability for any damage caused as a result. The full Supervisory Board decides on matters of fundamental importance and strategic direction. In addition, the Supervisory Board performs its duties through three professionally qualified committees.

The **Audit Committee** is responsible for monitoring the entire accounting process, the audit of the annual financial statements and consolidated financial statements, and the effectiveness of the internal control system, the internal auditing system and risk management. It is responsible for auditing the annual and consolidated financial statements, including the Group management reports, the corporate governance report and the proposal for the appropriation of profits. It also reviews the independence of the (Group) auditors - in particular with regard to additional services provided for the Company ("non-audit services") - and submits proposals to the Supervisory Board for the selection of the (Group) auditors. All members of the Audit Committee are regarded as proven financial experts on the basis of their professional activities and experience.

The **Remuneration Committee** regularly reviews the remuneration policy and system for the Executive Board and evaluates the remuneration report to be submitted to the Annual General Meeting. All members of the Remuneration Committee have sufficient knowledge and experience in the area of remuneration due to their many years of professional activity.

The **Presiding Committee** is called upon to take decisions on urgent matters and measures that cannot be delayed if the approval of the Supervisory Board cannot be

obtained in time. Its decisions must then be submitted as quickly as possible to the full Supervisory Board for approval.

Details of Supervisory Board agendas and committee activities in fiscal year 2022 can be found in the "Supervisory Board Report".

Dealing with conflicts of interest



Neither Management Board nor Supervisory Board members are permitted to make decisions in their own interests or those of persons or companies closely associated with them that contradict the interests or business opportunities of the CA Immo Group. Any conflicts of interest must be disclosed immediately. In the event of conflicting interests, the member in question must abstain from voting or leave the meeting when the agenda item in question is being dealt with.

Moreover, members of the Management Board are not permitted to run a company, own another business enterprise as a personally liable partner or accept Supervisory Board mandates in companies outside the Group without the consent of the Supervisory Board. Senior executives may only enter into secondary activities (and in particular accept executive positions with non-Group companies) with the approval of the Management Board.

All business transactions conducted between the company and members of the Management Board as well as persons or organisations with whom they are closely acquainted must conform to industry standards and have the approval of the Supervisory Board. The same applies to contracts between the company and members of the Supervisory Board which oblige those members to perform services for the CA Immo Group outside of their Supervisory

Board activities in return for remuneration of a not inconsiderable value (L Rule no. 48), and to contracts with companies in which a Supervisory Board member has a significant business interest. The company is not permitted to grant loans to members of the Supervisory Board outside the scope of its ordinary business activity.

Our employees must also disclose any potential conflicts of interest and – with the involvement of the department responsible for compliance – coordinate the further course of business with their superiors.

Majority of capital representatives independent



In accordance with the independence criteria set by the Supervisory Board (C Rule no. 53), a Supervisory Board member is independent if he or she has no business or personal relationship with the company or its Executive Board that constitutes a material conflict of interest and is therefore likely to influence the behavior of the Supervisory Board member.

All shareholder representatives on the Supervisory Board have declared their independence in accordance with C-Rule no. 53 and thus meet all independence criteria. With the exception of Sarah Broughton, David Smith and Jeffrey G. Dishner, all members of the Supervisory Board meet the criteria set out in C Rule no. 54 and do not represent the interests of a shareholder with more than 10% (Starwood Capital Group). However, individual members of the Supervisory Board hold functions in related companies or industry-like organizations that could potentially trigger conflicts of interest. For details, please refer to the "Related Party Disclosures" in the notes to the consolidated financial statements and the explanatory notes ("Comply or Explain" to C-Rule no. 45).

CURRENT COMPOSITION OF THE COMMITTEES

Audit committee	Remuneration committee	Presiding committee
Sarah Broughton, Chairwoman	Torsten Hollstein, Chairman	Torsten Hollstein, Chairman
David Smith	Jeffrey Dishner	David Smith
Sebastian Obermair ¹⁾	David Smith	Georg Edinger ¹⁾

¹⁾ Employee representative

INDEPENDENCE OF SUPERVISORY BOARD AND COMMITTEES¹⁾

in %	Supervisory Board	Audit committee	Remuneration committee	Presiding committee
Elected capital representatives	33%	0%	67%	33%
Delegated capital representatives	33%	67%	33%	33%
Employee representative	33%	33%	0%	33%
Independent capital representatives C Rule no. 53	100%	100%	100%	100%
Independent capital representatives C Rule no. 54	25%	0%	33%	33%

¹⁾ For information on which members of the Supervisory Board of CA Immo are considered independent, please refer to the chapter "Supervisory Board".

Co-determination by employees on the Supervisory Board

Two employee representatives from the works council have been appointed to the Supervisory Board. Although works council members are always numerically inferior owing to the one-third parity rule, their Supervisory Board activity affords them faster and fuller access to important information on happenings within the company, and the right to be consulted on far-reaching corporate decisions. The works council may also enter into direct dialogue with shareholder representatives with a view to informing owners of any managerial problems directly.

Co-determination of shareholders

The rights and obligations of shareholders derive from the Stock Corporation Act and the Articles of Association of CA Immo. The most important shareholder rights are the right of profit-sharing, the right to attend General Meetings (with associated voting rights) and the right to request additions to an agenda and submit motions to a General Meeting.

Given their voting rights, shareholders are entitled to vote not only on the appropriation of net profit, but also exert influence on the discharge of the Management and Supervisory Boards, the compensation system for Board members and the future direction of the company (for example by approving takeovers or capital measures). Another right is the right to information: all shareholders have the right to be informed on all key matters affecting the joint stock company. Further information on the rights of shareholders with regard to Annual General

Meetings is published in the Annual General Meeting section on the website of CA Immo¹⁾.

BUSINESS ETHICS & COMPLIANCE PROGRAMME



Business ethics and Compliance are central components of good corporate management and the precondition for long-term business success. It is therefore extremely important to us to create a culture of integrity at all organisational levels. For CA Immo, compliance is a risk management tool that establishes the framework for business conduct. This is also reflected in risk management, where ethical and compliance risks are identified and evaluated as part of an annual risk evaluation and appropriate countermeasures are taken.

CA Immo's compliance management system is based on the pillars of prevention, identification, communication and intervention. Our compliance strategy aims to establish integrity as a firm part of corporate culture. That involves complying with legislation and internal regulations while respecting fundamental ethical values and doing business in a sustainable manner. For CA Immo, integrity and fair dealings with partners are the basis of good business. The company's code of conduct is published on our website²⁾ It is binding on all executive bodies, employees and contractual partners, including architects, construction firms, estate agents, other service providers involved in lettings and joint venture partners. In particular, the code sets out regulations on conformity with the law, dealings with business partners and third parties, handling company equipment and confidential information,

¹⁾ <https://www.caimmo.com/en/investor-relations/ordinary-general-meeting/>

²⁾ <https://www.caimmo.com/en/investor-relations/corporate-governance/our-values/>

avoiding conflicts of interest and so on. It also contains information on dealing with complaints, violations of the code of conduct and other provisions binding on CA Immo.

Our values are shared and consistently practised by all employees. To this end, we continually seek to upgrade our business ethics and compliance programme, training concepts, incorporate compliance into our business processes and tailor communication to target groups. However, compliance also means promoting entrepreneurial risk-taking by creating a clear framework for calculable business risks. Breaches of legal provisions and internal regulations are incompatible with the law and our understanding of compliance, and appropriate sanctions are taken in such cases.

Compliance organisation, training and communication

 All Group compliance and governance activity is handled by the Corporate Office division, which works closely with the Risk Management and Internal Auditing divisions in an advisory, coordinating and consolidating capacity; it reports directly to the CEO (or full Management Board) as well as the Supervisory Board or its audit committee. Responsibility for the content of compliance rests with the various Group divisional heads. The Corporate Office coordinates the compliance management system, develops the ethics and compliance programme on the basis of identified sector-specific compliance risks, compiles and advises on guidelines and policies, receives information and complaints (anonymously or otherwise) and clarifies compliance issues with the involvement of Internal Auditing or external consultants. We encourage our employees to point out concerns and grievances in order to be able to take countermeasures at an early stage. This also includes communicating grievances and initiated measures transparently within the organization. Moreover, regular training sessions are conducted for CA Immo's executive bodies and employees. The annual compliance training sessions cover all aspects of our value management (in particular anti-corruption, competition and anti-trust laws, awarding of contracts, capital market compliance, financial reporting requirements, dealing with gifts and donations, conflicts of interest, etc.). These compulsory training sessions are offered both as online training and as face-to-face training.



In common with all aspects of effective compliance, honest and serious participation, information and communication are essential in terms of raising our employees' awareness of sustainability issues. For more information on our strategic sustainability initiatives, please refer to the ESG Report.

Key compliance issues

In 2022, our compliance agenda was again dominated by continuous consulting, assurance and monitoring with regard to the compliant execution of our internal work processes. In addition, compliance activities focused on the implementation of new ESG standards – in particular the definition of our ESG requirements for suppliers and other service providers – as well as the adaptation of our internal policies to include ESG topics, numerous bilateral consultations on compliance and governance topics, internal processes and policies, and the continuous monitoring of compliance with our internal guidelines. Mandatory compliance trainings were held for new employees on a quarterly basis.

Bribery and Corruption Policy: Preventing corruption

 CA Immo rejects all forms of bribery and corruption and has defined binding guiding principles for this in its Code of Conduct ("Zero Tolerance"). We define corruption, also in line with Transparency International, as the abuse of entrusted power for private gain or advantage. Bribery is committed by anyone who offers, promises, gives or receives money, a gift or other benefits as an incentive or reward for an illegal, unethical or improper act or a breach of trust.

Accordingly, all actions and decisions taken for CA Immo must be free of any appearance of a conflict of interest according to reasonable, objective and economic considerations. Corrupt business practices on the part of employees or external service providers are not tolerated. Even the appearance of corrupt business practices must be avoided. As a guiding principle, we do not make any payments or grant any other benefits of monetary value; nor do we accept any payments in order to obtain business advantages contrary to (competition) law. This applies to business partners as well as public authorities and their employees. Contributions to political parties, political exponents and religious communities (donations, non-cash benefits, etc.) as well as monetary gifts or unauthorized payments to business partners or authorities are strictly prohibited and will be regarded as (attempted) bribery.

Furthermore, as a matter of principle, employees may not accept or offer gifts that are inappropriate in terms of their social or monetary value. It is strictly prohibited to offer, promise or grant money or non-cash benefits of any kind to public officials and political exponents. As part of its programme of measures to combat bribery and corruption, CA Immo has, among other things, issued detailed guidelines on gifts and donations for its employees. These specify which benefits are permitted or prohibited and to what extent.

Measures taken to combat bribery and corruption are reported to the Supervisory Board and the Audit Committee at least once a year. Instances of potential corruption are investigated by the Group Auditing department on the basis of the auditing plan approved by the audit committee or special audit mandates issued by the Management Board, audit committee or full Supervisory Board. All operational Group companies are investigated for corruption risks at regular intervals.

Anti-money laundering and countering the terrorist funding

 Proper business policy includes preventing the abuse of the financial system through the concealment and shifting of assets of illegal origin and the financing of terrorism. CA Immo supports the fight against money laundering and terrorist financing and has issued internally an anti-money laundering guideline (incl. specific measures) to prevent such criminal activities.

Sustainable procurement and supply chain (supply chain governance)

 We are aware of the impact on the environment and society across our entire value chain - as well as the responsibility CA Immo has as a real estate project developer, constructor, investor, landlord, employer and contractor. As one of the leading companies in the European real estate industry, we are committed to sustainability in the broadest sense within our sphere of influence. Compliance with a wide range of governance, environmental and social requirements and voluntary standards has been mandatory for us, our contractors and suppliers, across our entire supply chain for a long time.

As early as in the tendering process, we commit our contractors and suppliers (vendors) to recognizing and complying with our Code of Ethics and Code of Conduct as well as the governance, social and environmental

standards we have defined. CA Immo reviews its business partners - including construction companies in particular - as part of the award process not only in terms of their professional qualifications and economic situation, but also with regard to social aspects. As part of a third-party compliance review, compliance with governance, social and environmental standards is also requested or reviewed by means of questionnaires and the use of company and risk databases for undesirable news, sanctions, watchlists, etc., and taken into account in procurement processes.

In the area of governance, we pay particular attention to compliance with laws as well as our internal requirements for contractual partners, for example with regard to corporate ethics, ensuring compliance and measures to prevent corruption, money laundering and terrorist financing. In the social area, our strategic focus is particularly on the topics of human rights compliance, health & safety, employment & working conditions, and social aspects of sustainable urban district development. In the case of construction services, for example, CA Immo obliges and monitors its contractors for compliance with statutory regulations on occupational health and safety, workplace and working time regulations, and collective labor agreements. Our procurement process also ensures that the high ecological requirements are met in accordance with the certification standard provided for the respective projected property. Among other things, we require our construction service providers to comply with sustainability standards in accordance with DGNB Gold or LEED Gold (e.g., material declaration, worker protection).

Details of these standards and the associated control mechanisms can be found in the CA Immo Procurement Policy, which is available on our web site¹⁾.

Whistleblower Programme

 Especially since the adoption of the EU Whistleblower Directive in December 2019 and its implementation through the Whistleblower Protection Act as well as other accompanying legislative changes, the protection of whistleblowers has gained considerable importance. We consider the protection of whistleblowers against reprisals not only as a regulatory obligation, but rather as an aspiration of an ethical and sustainable corporate culture.

¹⁾ <https://www.caimmo.com/en/investor-relations/corporate-governance/our-values/>

We believe that the individual right to freedom of expression includes the right to report abuses. In order to promote responsible whistleblowing and appropriate protection for whistleblowers, CA Immo is guided by the international principles and best practice guidelines of Transparency International. These principles have been anchored in a works agreement concluded with the CA Immo works council and regulate in particular:

- the reporting procedure (responsibilities for processing reports, procedure in the event of conflicts of interest, documentation requirements, prompt notification of the whistleblower of measures taken)
- the type of reporting channels (electronic reporting system);
- the protection of confidentiality of the identity of whistleblowers, even if the anonymous reporting option is not used, as well as DSGVO conformity;
- the prohibition of reprisals;
- the protection of the party concerned;
- the qualification and training of the employees responsible for processing etc.

In order to ensure that whistleblowers are adequately protected from reprisals and to make it easier for them to make potential reports, CA Immo replaced the original ombudsman system with a web-based whistleblower system back in 2018. This system allows both employees and external third parties to report grievances anonymously and in the languages of those countries in which CA Immo is active. Employees are actively informed about their reporting/complaint options and their rights as whistleblowers. CA Immo sees this as an opportunity to identify risks at an early stage and thus avert sanctions, fines and reputational damage. In addition, the legal department and Compliance are available internally for consultations. The whistleblower platform can be accessed via the CA Immo website¹⁾. Business partners are also actively made aware of this possibility.

Our attitude to taxes and fiscal charges (Tax Compliance & Disclosure)



We are committed to complying with tax obligations and operate within the framework of the CA Immo Group's tax policies. The CA Immo Group is currently subject to tax in Austria, Germany, Poland, Czechia, Hungary, Serbia, Switzerland and the Netherlands. These include among others corporate income tax, value added tax, social security for employers, trade tax, climate change levy and

property tax. For the CA Immo Group, tax compliance implies paying the right amount of tax at the right time and filing correct tax declarations while exercising the options and existing structuring alternatives provided by the legislator in the interest of tax optimisation. The strategy is aligned with our internal tax guidelines and is approved by and the responsibility of the full Management Board and monitored by the Supervisory Board and its Audit Committee.

In structuring our business activities, we consider a number of factors, including the tax laws of the countries in which we operate. We do not take an unreasonable position in interpreting tax laws and strive to act in accordance with both the wording and the intention of local laws.

We comply with our tax guidelines and do not engage in aggressive tax planning. We also do not participate in synthetic tax avoidance schemes to reduce our tax liability in the respective countries. Where required by law, reports are made in connection with planned restructuring (DAC 6). Any tax planning we undertake has commercial and economic substance. In doing so, we consider the potential impact on our reputation and our overall objectives and values.

The scale and complexity of our business and therefore the volume of our tax obligations mean that risks can inevitably arise. We ensure that potential risks are identified, assessed and proactively managed to comply with tax guidelines at all times.

In certain transactions or restructuring involving a high degree of uncertainty or complexity, we seek external advice to reduce risks. Based on the commitment and expertise of our tax teams, we apply professional diligence in all our actions related to tax matters.

In the event of any disagreement with tax authorities, we strive to resolve differences promptly by answering questions as completely and accurately as possible and by engaging in an open dialogue. Our goal is to be considered a low-risk taxpayer that has a good reputation.

¹⁾ <https://www.caimmo.com/en/investor-relations/whistleblower-system/>

DIVERSITY & INCLUSION PROGRAMME



CA Immo operates in numerous countries of different languages and cultures and recognizes social diversity and the rights of every individual. We always strive to promote diversity within the company. Employees are given the space that allows them to realize their full potential in order to achieve exceptional results for customers and society. We strive to create workplaces free from discrimination based on gender, sexual orientation, marital status, regional or social origin, race, color, religion, belief, age, ethnicity, impairment of any kind or any other reason. CA Immo does not tolerate disrespectful or inappropriate behavior or unfair treatment of any kind. Harassment is unacceptable to us.

CA Immo respects the rights, interests and needs of its employees and respects their individuality in order to establish appropriate equal treatment and equal opportunities. With this in mind, CA Immo is committed to treating its employees fairly and with respect in its Corporate Social Responsibility ("CSR") policy. In parallel, CA Immo employees are required to behave respectfully and fairly towards each other and towards third parties (applicants, service providers, contractual partners, etc.).

Our programmes and measures on the topic of diversity & inclusion are presented in the ESG Report.

RISK REPORT

RISK UNIVERSE OF CA IMMO

Development risks

- Cost risk
- Quality risk
- Permit risk
- Partner risk
- Time risk

Investment Property Risks

- Vacancy risk
- Portfolio risk
- Valuation risk
- Tenant default risk

Financial risks

- Currency risk
- Capital market risk
- Transaction risk
- Liquidity risk
- Tax risk

ESG Risks

- Climate risk
- Governance risk
- Social risk

Other risks

- Operating risk
- Legal risk
- IT risk
- HR risk
- Insurance risk

RISK MANAGEMENT AT CA IMMO

To ensure the success of CA Immo as a business in the long term and enable the company to meet its strategic objectives, effective management of new and existing risks is essential. A commensurate measure of risk must be accepted if we are to utilise market opportunities and exploit the potential for success they hold. For this reason, risk management and the internal monitoring system (IMS) deliver an important contribution to the Group's corporate governance (defined as the principle of responsible management).

CA Immo's risk management system is based on the following elements:

- Risk culture: CA Immo's reputation is central to our identity and business success. Therefore, compliance with established principles of corporate governance and value management (Code of Ethics, Code of Conduct) is a matter of course. For CA Immo, risk culture implies raising of risk awareness and consciously addressing risks in day-to-day business both for managers and individual employees.
- Risk strategy: The risk strategy describes how risks arising from CA Immo's business strategy or business model are managed. It sets out the framework for the nature, extent and appropriateness of risks, thus reflecting the company's own definition of a "sensible" approach to risks and describing these risks in terms of their impact on the economic situation of the company and the guidelines for managing risks that are to be derived from this.

Strategic alignment and tolerance of risk

The Management Board, with the involvement of the Supervisory Board, determines the strategic direction of the CA Immo Group as well as the nature and extent of those risks which the Group is prepared to assume in order to achieve its strategic objectives. The Management Board is supported by the Risk Management department in assessing the risk landscape and developing potential strategies to increase long-term stakeholder value. In addition, an internal risk committee with representatives from all divisions as well as the Chief Financial Officer has been established, which meets on a quarterly basis or in special meetings if necessary. The aim of this committee is to establish a regular, cross-functional assessment of the Group's risk situation, including the initiation of any necessary measures. This is to ensure that the

company's direction is optimally chosen against the background of available alternatives.

Identification of risks and assessment

At CA Immo, the opportunity/risk situation is assessed on a quarterly basis within the framework of reports which are drawn up on the basis of the results of the risk committee, among other things. Risks are evaluated both at individual property and project level and at (sub-)portfolio level. Early warning indicators such as rent forecasts, vacancy analyses, continuous monitoring of lease terms and termination options as well as continuous monitoring of construction costs for project realisations are included. Scenario presentations regarding the development of the value of the property portfolio, exit strategies and liquidity planning supplement risk reporting and increase planning certainty. CA Immo takes account of the precautionary principle in that multi-year planning and investment decisions cover the entire time horizon of investments.

In addition, CA Immo now carries out an annual inventory and evaluation of individual risks according to content, impact and probability of occurrence. An annual update is also carried out with regard to the estimated impact on the result, assets and liquidity of CA Immo ("extent of damage") and the probability of occurrence within one year. Measures and controls already implemented are taken into account to determine the net risk. This data serves as the basis for the Management Board to determine the level and type of risks it deems acceptable in pursuing the strategic objectives. Once the board has approved the strategy, it is incorporated into the group's 3-year planning and helps to communicate the group's risk appetite and expectations both internally and externally.

CA Immo's risk policy is specified by a series of guidelines. Compliance with them is continuously monitored and documented through controlling processes. Risk management is implemented in a binding manner at all levels of the company. The Management Board is involved in all risk-relevant decisions and bears overall responsibility. Decisions are made at all levels according to the principle of dual control. As an independent department, the internal audit department examines the operational and business processes; if necessary, external experts are consulted. In reporting and evaluating the audit results, it is not bound by instructions.

Evaluating the functionality of risk management

The proper functioning of the risk management system is evaluated annually by the Group auditor in line with the requirements of C Rule no. 83 of the Austrian Corporate Governance Code. The results are reported to the Management Board and the Audit Committee.

KEY FEATURES OF THE INTERNAL MONITORING SYSTEM (IMS)

CA Immo's internal control system encompasses all principles, procedures and measures to ensure the effectiveness, efficiency and regularity of accounting as well as compliance with the relevant legal regulations and corporate guidelines. Taking management processes into account, the ICS is integrated into the individual business processes. The aim is to prevent or detect errors in accounting and financial reporting and thus ensure early correction. Transparent documentation enables the processes for accounting, financial reporting and auditing activities to be presented. All operational areas are integrated into the accounting process. The responsibility for the implementation and monitoring of the ICS lies with the respective local management. The managing directors of the subsidiaries are required to evaluate and document compliance with the controls through self-audits. The effectiveness of the ICS is reviewed on a random basis by the Group's internal audit department and the efficiency of the business processes is continuously evaluated. The results of the audit are reported to the respective management, the entire Management Board of CA Immo and at least once a year to the Audit Committee.

INVESTMENT PROPERTY RISKS**Risks arising from the market environment and portfolio composition (portfolio risk)**

The economic success of CA Immo depends, among other things, on the development of the property markets relevant to the Group. The main factors influencing economic development include the global economic situation as a whole, rental price trends, the rate of inflation, the level of government debt and interest rates. In the office property segment, factors such as economic growth, industrial activity, unemployment rate, consumer confidence and other elements that are decisive for economic development also play a significant role. All these factors are beyond the company's control. They could have negative effects on the entire European economy and thus also on economically strong nations such as Germany and Austria, for example, or have a negative impact on the financial and real estate sector as a whole. Any negative change in the economic situation could result in a decline in demand for real estate, which in turn could affect the occupancy rate, property values or even the liquidity of properties. Economic instability and limited access to debt and equity financing may lead to possible defaults by counterparties and a general slowdown in market activity. If there is a lack of liquidity in the property investment market, there is a risk that it may not be possible to sell individual properties or only at unattractive conditions.

The value of real estate depends not only on the development of the general economic conditions and in particular on rental prices, but also on the initial yields in the real estate economy. Due to the current market environment, there is still a risk that initial yields for commercial properties will correct further upwards. The historically exceptionally high price level for property investments and the low level of property yields therefore harbour risks for the **property values** of the CA Immo portfolio. As was already apparent in the fourth quarter of 2022, it cannot be ruled out that a rise in general interest rates will lead to a further increase in property yields and a subsequent decline in property values.

In view of the risks outlined above, CA Immo regularly reviews its own **property valuations**. Following an almost complete external valuation of the Group's portfolio in the fourth quarter of 2022, the values for the property assets as at the reporting date of 31 December 2022 were adjusted on the basis of binding purchase agreements or on the basis of the external valuations. Taking into account the current exceptional market conditions (see chapter "Economic environment") as well as the currently low level of transactions, a higher degree of caution must continue to be applied to the property valuations than is otherwise the case. Further information on changes in market values can be found in the chapter "Property valuation".

CA Immo counteracts **market risk** through broad diversification across different countries. CA Immo counters **country risk** by concentrating on strategic core markets with local branches and its own local staff, and by adjusting regional allocation within the core markets. The focus here is on markets with long-term structural trends such as increasing urbanisation, positive demographic change and structural supply shortages, as well as high investment liquidity. Market knowledge, ongoing evaluation of the strategy, continuous monitoring of the portfolio as well as targeted portfolio management within the framework of strategic decisions (e.g. determination of exit strategies, medium-term planning for sales) enable a timely response to economic and political events.

CA Immo prevents any **transfer risk** through the targeted repatriation of liquid funds from investment markets with weaker credit ratings. Active portfolio management is designed to prevent **concentration risks** and maintain a balanced portfolio structure. CA Immo is currently active in Germany, Austria and selected CEE markets. With a share of around 66% of the total portfolio, Germany is currently CA Immo's largest single market. CA Immo is part of the EPRA Developed Europe Index, which supports capital market positioning and the overall rating. The aim is to achieve an aggregate EBITDA contribution of more than 50% from Germany, Austria and Poland. In terms of asset classes, CA Immo concentrates on modern, high-quality office properties with a focus on prime inner-city locations. The Development business area primarily develops high-quality office properties for the company's own portfolio. In addition, property developments and, to a lesser extent, construction projects with other types of use such as residential properties are realised, which are generally sold after successful development or completion.

Individual investments should not exceed 5% of total property assets in the long term. Exceptions are possible after approval (e.g. ONE). As at the balance sheet date, only the Skygarden investment property in Munich and ONE in Frankfurt fell into this category. Overall, the portfolio shows a high degree of diversification: the top 10 portfolio properties of the Group represent around 40% of the total portfolio. The concentration risk in relation to individual tenants is also manageable: as at 31 December 2022, around 22% of rental income was generated by the ten top tenants. With a share of around 3% of total rental income, PricewaterhouseCoopers, followed by Intercity Hotel GmbH, were the largest single tenants in the portfolio as at the reporting date. In general, single tenants should not account for more than 5% of total annual rental income over a longer period of time, although tenants with excellent credit ratings (AAA/AA) may be an exception. For **single-tenant buildings**, such scenarios should be avoided unless the tenant's credit rating is considered excellent (AAA/AA). A single-tenant scenario is defined as cases in which more than 75% of the annual rental income (single property level) is attributable to a single tenant. In principle, rental income from single-tenant buildings should not exceed 20% of the total annual rental income. In addition, the average lease term for single-tenant properties should be more than ten years.

Other risk concentrations resulting from factors such as the holding of several properties with a market value of more than €100 m in the same city, the industry mix of tenants, the identity of contractual partners or suppliers or lenders, etc., which cannot be effectively measured or limited quantitatively, are subject to appropriate regular review.

The economic success of CA Immo depends, among other things, on the development of real estate markets of relevance to the Group. Key factors influencing the economic trend include the overall global economy, the trend in rental prices, the inflation rate, levels of national debt and interest rates. In the office properties segment, factors such as economic growth, industrial activity, the unemployment rate and consumer confidence play a major role alongside other factors critical to the economic trend. These circumstances – all of which are beyond the company's control – may have a negative impact on the broad economic picture in Europe and thus adversely affect economically powerful countries like Germany and Austria; they may also impair the finance and real estate sector generally. Any downturn in the economic situation has the potential to reduce demand for real estate,

which in turn can adversely affect occupancy rates, property values and even the liquidity of real estate. Economic instability and limited access to loan capital and equity-based financing can lead to business partners opting out. Where the liquidity of the real estate investment market is insufficient, there is a risk that sales of individual properties with a view to strategic adjustment of the real estate portfolio may prove impossible or only possible under unacceptable conditions.

Political and economic developments in countries in which CA Immo operates also have a significant impact on **occupancy rates** and rent defaults. If the Group is unable to extend expiring leases on favourable terms and find or retain suitable creditworthy tenants, this affects the earnings power and market value of the properties concerned. The creditworthiness of a tenant, especially during an economic downturn, may decline in the short or medium term, which may affect rental income. In critical situations, the Group may decide to reduce rents in order to maintain an acceptable occupancy rate.

All of CA Immo's core cities experienced a challenging operating environment due to the current prevailing economic conditions and the effects of the Russia/Ukraine conflict, which is characterised in particular by a significant slowdown in transaction activity. Should letting activity also weaken significantly, longer marketing and vacancy periods for unlet units are to be expected in the future as well. Since the demand for office space depends primarily on the overall economic development, it remains to be seen how the partially declining office space turnover in the course of 2022 will develop in the 2023 financial year. Furthermore, it remains to be seen how the crisis-related expansion of digital work processes and the trend towards flexible or hybrid working ("work-from-home") will affect the demand for office properties in the medium term. It cannot be ruled out that the trends towards flexible office space rentals and co-working could shape the office market even more in the future.

CA Immo counters the risk of rent defaults by analysing the property portfolio, the tenant structure and the cash flow, among other things, and carries out various analysis scenarios to assess the risks. In principle, a case-by-case assessment is always necessary here. Through targeted monitoring and proactive measures (e.g. requesting security deposits, checking tenants for creditworthiness and reputation), the **rent default risk** in the Group has remained at a low level despite the recent negative effects

of the pandemic on individual tenants. All outstanding receivables are evaluated on a quarterly basis and value adjusted according to their risk content. A default risk was sufficiently taken into account in the valuation of the property. Many of the Group's leases (around 95%) contain value protection clauses, mostly with reference to the country-specific consumer price index. Therefore, the amount of income from such leases and from new leases is highly dependent on the development of inflation (**value hedging risk**).

In the rental market, **competition** for reputable tenants is intense; in many markets, rents are under pressure. In order to remain attractive to tenants, CA Immo could be forced to accept lower rents. In addition, misjudgements about the attractiveness of a location or its potential use can make letting more difficult or severely compromise the desired rental conditions.

The Group's portfolio also includes, to a lesser extent, **other asset classes** such as shopping centres and hotels, whose operation is associated with its own risks. Poor management of the building or the tenants, falling visitor numbers and the increasing competitive situation can lead to falling rents or the loss of important tenants and thus to rent losses and problems with new lettings. Although CA Immo does not operate any hotels itself, the Group's earnings situation is influenced by the quality of external hotel management and the development of the hotel markets. Last but not least, there are pandemic measures ordered by the authorities, such as lockdowns, which have a particularly severe impact on hotel operators and the retail sector.

RISKS ASSOCIATED WITH THE PROJECT DEVELOPMENT FIELD

In real estate development projects, only costs are typically incurred in the initial phase. Revenues are only generated in later phases of the project. Development projects can often be associated with **cost overruns** and **delays** in completion, which are frequently caused by factors outside CA Immo's control. This can impair the economic success of individual projects and lead to contractual penalties or claims for damages. If no suitable tenants can be found, this can lead to vacancies after completion.

CA Immo has taken a number of measures to manage these risks to a large extent (cost controls, deviation anal-

yses, multi-year liquidity planning, etc.). With few exceptions, projects are only started once a corresponding pre-letting rate has been achieved that can cover future debt service through rental income. An exception is only made in special constellations of the project and/or market situation (e.g. extreme regional shortage of lettable space with foreseeable rising rents and low letting risk during the project phase). Such exceptions require explicit examination when obtaining project approval.

In view of the recent high level of capacity utilisation in the construction industry, CA Immo is exposed to risks with regard to the (timely) availability of construction services as well as construction prices and quality. This has recently been noticeable not only in Germany - the core market for project developments - but in all core regions of CA Immo. Despite the fact that project reserves have been priced in, it cannot be ruled out that a further rise in construction costs could pose risks to budget compliance and overall project success. In addition, despite defensive project costing, there is a risk that current property yields could change and reduce the targeted project profit (developer profit). CA Immo is therefore increasingly focusing on appropriate market and cost analyses in the development sector. Particularly under the current market conditions, which have been tested by high inflation, rising interest rates, supply bottlenecks and a general increase in market uncertainty and volatility, a higher uncertainty factor is unavoidable in project developments with rising construction costs, supply and time problems, fluctuating financing rates, uncertain marketing periods and a lack of current comparative values. Land values could therefore fluctuate much more than would be the case under normal circumstances. The projects upbeat and Hochhaus am Europaplatz in Berlin, which are currently being implemented, show 100% pre-letting and are continuously evaluated with regard to the cost risk.

CA Immo creates sustainable value through a comprehensive value chain ranging from letting and management to the construction, planning and development of investment properties with strong competences within the company. This reduces functional (performance) risks and maximises opportunities along this value chain (developer profit). However, due to their high capital commitment without ongoing inflows, **land reserves** and **projects to create building rights** entail specific risks (e.g. approval risk), but at the same time offer considerable potential for value appreciation by obtaining or improving building rights. Risks are regularly reduced through the

sale of non-strategic land reserves. On the remaining sites, the creation of building rights is being rapidly pursued with the company's own capacities. Overall, CA Immo aims for a balanced portfolio; on the basis of balance sheet values, this means around 85% investment properties and around 15% developments under construction, including land reserves.

CA Immo also realises project developments in **joint ventures** and is partly dependent on partners and their ability to pay and perform (**partner risk**). The Group is also exposed to the credit risk of its counterparties. Depending on the agreement in question, CA Immo could also be jointly and severally liable with its co-investors for costs, taxes or other third-party claims and, in the event of a default by its co-investors, have to bear their credit risk or their share of costs, taxes or other liabilities.

FINANCIAL RISKS

Capital market, liquidity, investment and refinancing risk

(Re)financing on the financial and capital markets is one of the most important factors for property companies. CA Immo requires debt capital in particular to re-finance existing financial liabilities and to finance project developments and acquisitions. As a result, it is dependent on the willingness of banks and capital markets to provide additional capital or to prolong existing financing at reasonable conditions. The market conditions for property financing are constantly changing. The attractiveness of financing options depends on a number of factors, not all of which can be influenced by the Group (market interest rates, required collateral, etc.). This can have a significant impact on the Group's ability to increase the percentage of completion of its development portfolio, to invest in suitable acquisition projects or to meet its obligations under financing agreements.

From today's perspective, the CA Immo Group has sufficient liquidity. Nevertheless, restrictions at the level of individual subsidiaries must be taken into account, as access to liquid funds is limited due to commitments for ongoing projects or there is a need for liquidity in individual cases for the required stabilisation of loans. In addition, there is a risk that planned sales activities cannot be realised, or can only be realised with delays or below the price expectations. Other risks include unforeseen obligations to make **additional funding obligations** in the case of project financing and covenant violations in

the area of property financing or the corporate bonds issued by CA Immo. If these covenants are breached or in the event of default, the respective contractual partners would be entitled to call in financing and demand immediate repayment. This could force the Group to sell properties or conclude refinancing agreements at unfavourable conditions.

CA Immo has fluctuating holdings of liquid funds, which it invests according to the respective operational and strategic requirements and objectives. In order to maintain or improve the long-term issuer **investment grade** rating from Moody's (currently Baa3 with a negative outlook) in the long term, it is also necessary to have adequate capital resources, solid interest cover and a sufficiently large pool of unencumbered properties.

CA Immo counters any risk with continuous monitoring of the covenant agreements as well as with a well-developed liquidity planning and safeguarding system. The financial effects of the strategic objectives are also taken into account. In addition, the Group has a revolving current account line at the level of the parent company with a volume of €300 m to manage liquidity peaks. This ensures that unforeseen liquidity needs can be met throughout the Group. In line with the investment horizon for real estate, loans are generally concluded on a long-term basis. As a basic rule, appropriate financing (e.g. loan, bond) must be guaranteed before binding contracts are concluded in connection with property purchases. In the past, capital partnerships (joint ventures) were also entered into at project level as an alternative and supplement to the previous (equity) capital procurement sources.

Despite careful planning, however, a liquidity risk cannot be ruled out, particularly in the case of joint venture partners, due to the impossibility of calling up funds. In addition, CA Immo Germany has a high level of capital commitment, which is typical for project developments. The financing of all projects already under construction is secured. There is a need for additional financing for new projects.

Interest rate risk

The current economic environment, characterised among other things by high inflation and the associated significant **rise in interest rates**, has recently had a negative effect on the real estate market and subsequently on the valuation of real estate and disinvestment projects. Raising equity and debt capital on capital markets has become considerably more difficult over the last few quarters, as a result of which growth aspects could not be implemented or could only be implemented in part.

Market-related fluctuations in interest rates affect both the level of the financing rate and the market value of the interest rate hedges concluded. CA Immo uses domestic and foreign banks and issues corporate bonds for financing purposes and ensures that the interest rate hedging ratio is as high as possible. Derivative financial instruments (interest rate caps, interest rate swaps and interest rate floors) are increasingly used to hedge against impending **changes in interest rates** and the associated fluctuations in financing costs. However, such hedging transactions could turn out to be inefficient or unsuitable for the achievement of objectives or lead to losses recognised in profit or loss. Furthermore, the valuation of derivatives could have a negative impact on the result or equity. The extent to which the Group makes use of derivative instruments depends on assumptions and market expectations regarding future interest rate levels, in particular the 3-month Euribor. If these assumptions prove to be incorrect, this can lead to a considerable increase in interest expenses.

Permanent monitoring of the interest rate risk is therefore essential. There are currently no risks that pose a significant and sustained threat to CA Immo. CA Immo's financing strategy is based on a balanced mix of secured bank financing and unsecured capital market financing. Currently, 92% of the total financing volume is accounted for by fixed-interest financing (including in the form of corporate bonds) or financing secured by derivatives. The continuous optimisation of the financing structure in recent years has led to a reduction in average borrowing costs, an improvement in the maturity profile and an increase in the share of interest-rate-hedged financial liabilities. The robustness of the financial profile has thus been further strengthened.

Tax risks

All companies are subject to income tax in the respective country with regard to both current income and capital gains. Significant discretionary decisions must be made in connection with the amount of tax provisions to be made. In addition, the extent to which deferred tax assets are to be recognised must be determined.

Income from the sale of participations may be fully or partially exempt from income tax if certain conditions are met. Even if the intention is to meet the conditions, deferred tax liabilities are nevertheless recognised in full for the property assets in accordance with IAS 12.

Significant assumptions must also be made about the extent to which deductible temporary differences and loss carryforwards can be offset against taxable profits in the future and thus deferred tax assets recognised. Uncertainties exist regarding the amount and timing of future income as well as the interpretation of complex tax regulations. In the case of uncertainties regarding the income tax treatment of transactions, an assessment is required as to whether the relevant tax authority is likely to accept the interpretation of the tax treatment of the transaction or not. Based on this assessment, the CA Immo Group recognises tax liabilities at the amount considered most probable in the event of uncertainty. Uncertainties and complexities can, however, result in future tax payments being significantly higher or lower than the obligations currently assessed as probable and recognised in the balance sheet.

The CA Immo Group holds a significant portion of its real estate portfolio in Germany, where numerous complex tax regulations must be observed. These include in particular (i) regulations on the transfer of hidden reserves to other assets, (ii) legal requirements on real estate transfer tax or the possible incurrance of real estate transfer tax in the case of indirect and direct changes of shareholders in German partnerships and corporations, (iii) the tax recognition of outsourcing of operating facilities, (iv) the distribution of trade income among several permanent establishments or (v) the deduction of input tax on construction costs in development projects. The CA Immo Group takes all steps to comply with all tax regulations. Nevertheless, there are circumstances - also outside the sphere of influence of the CA Immo Group - such as changes in the shareholding structure, changes in the law or changes in interpretation on the part of the tax authorities and courts, which can lead to the aforementioned tax issues having to be treated differently

than before and can therefore have an influence on the recognition of taxes in the consolidated financial statements.

Furthermore, there are uncertainties in connection with past restructuring in Central and Eastern Europe regarding the possible retrospective application of subsequent tax changes. However, CA Immo considers the probability of an actual charge to be low.

With regard to the tax deductibility of service charges within the Group, CA Immo always endeavours to charge an arm's length price for internal services and to document this sufficiently in order to comply with all legal requirements (transfer price documentation). However, it is possible that the tax authorities may take a different view and come to a conclusion that could lead to tax consequences with regard to the deductibility of internal service charges made in the past and thus trigger subsequent tax payments.

Currency risks

The possible reintroduction of national **currencies** by individual Eurozone members would also have serious consequences for the European economies and financial markets. Finally, the exit of individual nations from European Monetary Union could lead to a complete collapse of the monetary system.

Since CA Immo is active on a number of markets outside the eurozone, the company is subject to various currency risks. Where rents are payable in currencies other than the euro on these markets and cannot be fully adjusted to current exchange rates in time, **incoming payments may be reduced** by means of exchange rate changes. Where expenses and investments are not transacted in euros, exchange rate fluctuations can impair the **payment capacity** of Group companies and adversely affect the Group's profits and earnings situation.

CA Immo generally counters such risk in that foreign currency inflows are secured by pegging rents to the euro; no significant and direct currency risk exists at present.

The pegging of rents affects the **creditworthiness of tenants** and thus produces an indirect currency risk that can result in payment bottlenecks and loss of rent. Since incoming payments are mainly received in local currency, however, free liquidity (rental revenue less operating costs) is converted into euros upon receipt. This process is continually overseen by the responsible country managers. There is no currency risk on the liabilities side. Currency risks linked to construction projects are hedged according to need on a case-by-case basis, taking account of the currency underlying the order and lease agreement, likely exchange rate development and the calculation rate.

Transaction risk and risks from sales transactions

After many years of high demand and record transaction volumes on the European real estate market as well as on CA Immo's core markets, particularly in Germany, the transaction markets slumped in 2022 due to significant changes in the general conditions for real estate investments. The risk of transactions being paused or even cancelled due to problems with pricing, availability and financing costs remains high.

Sales transactions can produce risks linked to contractual agreements and assurances. These might relate to **guaranteed** income from rental payments and can subsequently reduce purchase sums agreed or received. Sufficient financial provision has been made to counter recognised risks to revenue from transacted sales, and liquidity risk is considered in liquidity planning. Contractual obligations in the form of follow-on costs (e.g. residual construction work) form part of relevant project cost estimates.

OTHER RISKS

Operational and organisational risks

Weaknesses in the CA Immo Group's **structural and process organisation** can lead to unexpected losses or additional expenditure. This risk can arise from shortcomings in **EDP** and other **information systems** as well as human error and inadequate internal inspection procedures. Flawed programme sequences as well as automated EDP and information systems pose a high operational risk where their type and scope fail to take account of business volumes or prove vulnerable to cyber-crime (**IT and cyber risks**). Human risk factors include an insufficient understanding of corporate strategy, inadequate internal risk monitoring (and especially business process controls) and excessive decision-making authority at individual level, which can lead to unconsidered actions or a proliferation of decision-making bodies that hinder flexible responses to changes in the market. Some real estate management tasks and other administrative duties are outsourced to external third parties. In the process of transferring administrative tasks, it is possible that knowledge of managed properties and administrative processes can be lost, and that CA Immo could prove incapable of identifying and contractually committing suitable service providers within the necessary timeframe.

Nonetheless, the **expertise** possessed by a company and its workforce constitutes a significant competitive factor and a unique point of distinction over competitors. When key members of staff leave, therefore, the company is exposed to the risk of loss of expertise, which generally requires a significant commitment of corporate resources (money, time, recruitment of new employees) to redress the balance (**HR risk**).

CA Immo takes various measures to counter these risk factors. In the case of corporate mergers, structured processes of organisational integration are observed. Process organisation (i.e. system/process integration) is firmly established; activities to ensure the long-term implementation of operational processes are ongoing. The Group structure is regularly scrutinised and examined to ensure predefined structures take account of the size of the company. CA Immo counters risks linked to personal expertise (which can arise with the resignation of key knowledge holders) through regular transfers of knowledge (via training courses) and by documenting know-how (in manuals, etc.); far-sighted staff planning also plays a part.

Legal risks

In the course of normal business activity, the companies of the Group can become involved in **legal disputes**, both as plaintiffs and as defendants. Such cases are heard in various jurisdictions. The law applicable in each case, the varying degrees of efficiency of the competent courts and the complexity of the matters in dispute may in some cases result in a considerable length of proceedings or other delays. CA Immo is confident that it has made sufficient financial provisions for legal disputes. At present, no lawsuits or arbitration proceedings that could threaten the company's survival are imminent or pending.

In spring 2020, CA Immo filed claims for damages against the Republic of Austria and the State of Carinthia for a preliminary amount of €1.9 bn on the grounds of unlawful and culpable partisan influence on the best bidder procedure in the context of the privatisation of the federal housing companies in 2004 ("**BUWOG**") and the unlawful failure to award a contract to CA Immo. The first-instance criminal verdicts of the "**BUWOG** criminal proceedings" of January 2022 against the defendants, former Federal Minister of Finance Grasser et al., which are relevant to these civil proceedings and - due to the pending appeal proceedings - not legally binding, essentially confirmed from CA Immo's point of view that unlawful and partisan actions were taken to the detriment of CA Immo in connection with the BUWOG privatisation proceedings. An assessment of the effects of the criminal proceedings on the pending civil proceedings for damages will only be possible once all appeal proceedings have been concluded and a final criminal verdict has been reached.

It is not possible to predict changes to **legal regulations**, case law and administrative practice, or the impact of these on business results and operations; such changes may in particular adversely affect real estate values or the cost structure of the CA Immo Group. CA Immo proactively manages such legal risks by taking numerous measures. These include the regular assessment of historical and existing legal risks, continual monitoring of legislative changes and changes in case law, the incorporation of lessons learned into business processes and continuous informative and training measures.

ESG RISKS

Current developments on capital markets (e.g. EU Green Deal) as well as new legal requirements create pressure for companies to report more strongly than before on ESG risks resulting from their business activities. Environmental, social and governance aspects also play an essential role in the entire real estate sector. Buildings are seen as one of the key factors for climate protection due to their high energy consumption, which is why attention is currently still primarily focused on environmental issues, but social and governance factors are also becoming increasingly relevant.

Environmental risks

Energy use in buildings for lighting, heating or cooling leads to direct or indirect CO₂ emissions. Building materials contain carbon that is produced during their extraction, manufacture, transport and processing. As carbon is present in almost every phase of the construction and operation of buildings, companies should start implementing appropriate **decarbonisation programmes for real estate** in time to contribute to the ambitious goal of climate neutrality in Europe by 2050.



As a responsible player in the European real estate sector, CA Immo fully supports the **United Nations climate goals** and the associated transition to a low-carbon, sustainable economy. To best meet the associated requirements and secure its long-term competitiveness, CA Immo embeds corresponding goals, measures, processes and systems in its strategic orientation (e.g. sustainability certifications, ESG reporting, green financing, etc.).

For CA Immo, improving the **energy efficiency** of existing buildings is a key factor in achieving **climate neutrality**. In this way, we prevent higher energy consumption and the associated higher operating costs. Since the results of carbon efficiency depend to a large extent on decisions made in the planning phase, we pay attention to future environmental impacts at a very early stage in our project developments. Where possible, we focus on increasing the proportion of sustainable materials, paying attention to the carbon footprint of conventional materials and generating energy from on-site renewable sources (solar panels, heat pumps, heat grids, etc.). Our procurement process also ensures that the high ecological requirements are met in accordance with the certification standard provided for the building in question. We oblige our construction service providers to comply with the

sustainability standards according to DGNB Gold or LEED Gold (e.g. material declaration, worker protection).

Detailed information on this – in particular on climate risks and opportunities including risk assessment – can be found in the ESG Report.

Other environmental and climate risks

Environmental and safety regulations include actual as well as latent obligations to remediate contaminated properties. Compliance with these regulations may involve significant investment and other costs. These obligations could relate to properties that are currently or were in the past owned, managed or developed by CA Immo. In particular, this relates to **contamination** with previously undiscovered harmful materials or pollutants, war material or other environmental risks such as soil contamination, etc. Some regulations sanction the release of emissions into the air, soil and water, which form the basis of CA Immo's **liability** to third parties and can have a significant impact on the sale, letting or rental income of the properties concerned. **Natural disasters** and extreme weather events can also cause considerable damage to properties. In principle, insurable risks are insured to the usual extent (e.g. all-risk insurance for development projects). However, if there is insufficient **insurance cover** for such damage, this could have adverse effects. In order to minimise risk, CA Immo also includes these aspects in its due diligence before every purchase. Corresponding guarantee declarations are required from the seller. Wherever possible, the CA Immo Group uses environmentally compatible materials and energy-saving technologies. CA Immo takes account of the ecological precautionary principle by carrying out project developments and (re)developments exclusively on the basis of certifiability.

Social risks



In the social area, our strategic focus is on the following topics in particular: Well-being, health and safety, employee development, diversity, community impact, social aspects of a sustainable supply chain and neighbourhood development. In the case of construction services, for example, CA Immo requires and monitors its contractors for compliance with statutory regulations on health and safety at work, regulations on workplaces and working hours, and collective agreements.

Information on the main social risks for CA Immo and the comprehensive protective measures implemented by CA Immo in the wake of the Covid 19 pandemic to ensure a safe working environment for CA Immo employees, tenants and on CA Immo construction sites can be found in the ESG report.

Governance risks



Exemplary corporate governance represents an opportunity for CA Immo to increase its value in the long term. Conversely, failure to comply with governance and compliance standards entails high risks, which can range from penalties and fines to loss of reputation. These include not only compliance with legal requirements, governance rules and (internal) guidelines, but also the transparent handling of conflicts of interest, the payment of appropriate remuneration, the promotion of open communication with all stakeholders, respect for human rights and adherence to our ethical principles and corporate values. CA Immo takes a clear position against any form of unequal treatment, human rights violations, organised crime (e.g. fraud, extortion, bribery and corruption), money laundering or terrorist financing. In contrast, we want to promote integrity and diversity at all levels.

The **risk of corruption** is addressed, for example, by the Code of Conduct ("Zero Tolerance") and the related Gifts and Donations Policy. Employees are required to report any suspicions internally. In addition, employees and external third parties who suspect misconduct can report it anonymously via the electronic **whistleblowing system**¹⁾ set up by CA Immo on the company's website. The Supervisory Board is informed at least once a year about measures taken to combat corruption. Corruption-related matters are audited on the basis of the audit plan

¹⁾ <https://www.caimmo.com/en/investor-relations/whistleblower-system/>

approved by the Audit Committee or on the basis of special audit assignments from the Management Board, Audit Committee or full Supervisory Board. All operationally active Group companies are audited for corruption risks on a regular basis.

As early as the awarding process, we require our **contractors and suppliers (vendors)** to recognise and comply with our Code of Ethics and Code of Conduct as well as the governance, social and environmental standards we have defined. CA Immo checks its business partners - especially construction companies - as part of the award process not only with regard to their professional qualifications and economic situation, but also with regard to social aspects. As part of a **third-party compliance** check, compliance with governance, social and environmental standards is queried and checked by means of

questionnaires and the use of company and risk databases for undesirable media, sanctions, watchlists, etc., and taken into account in award processes. In the area of governance, we pay particular attention to compliance with laws, our internal guidelines for contract partners, for example, with regard to corporate ethics, ensuring compliance and measures to combat corruption, money laundering and the financing of terrorism.

Details of our key standards and the associated control mechanisms are available on our website.¹⁾

¹⁾ <https://www.caimmo.com/en/investor-relations/corporate-governance/our-values/>

ESG APPENDIX

DANUBE HOUSE
Prague



ESG APPENDIX

MATERIAL NON-FINANCIAL PERFORMANCE INDICATORS UNDER SECTION 267A PARA. 2 UGB (NADIVEG)

	CA Immo Focus areas	EPRA-Indicators	Page reference
Environmental issues	Climate & Energy, Resource Conservation & Circular Economy, Sustainable procurement & Supply chain, Sustainable urban district development	Elec-Abs, Elec-LFL, DH&C-Abs, DH&C-LFL, Fuels-Abs, Fuels-LFL, Energy-Int, GHG-Dir-Abs, GHG-Indir-Abs, GHG-Int, Water-Abs, Water-LFL, Water-Int, Waste-Abs, Waste-LFL, Cert-Tot	Impact of business activities on issues: 12 Concepts & results: 15-32, 73-82, 84 Risks: 66-67, 18-22
Employee issues	Health and safety, Sustainable procurement / supply chain	Diversity-Emp, Diversity-Pay, Emp-Dev, Emp-Turnover, H&S-Emp,	Impact of business activities on issues: 12
Social issues	Health and safety, Sustainable procurement / supply chain	Emp-Training, H&S-Asset, H&S-Comp, Comty-Eng	Concepts & results: 46-56, 16-17, 33-41, 83, 85 Risks: 57-68, 18-22
Respect for human rights	Business Ethics, Corporate Governance & Compliance	Gov-Board Gov-Select	Impact of business activities on issues: 12
Combating corruption and bribery	Business Ethics, Corporate Governance & Compliance	Gov-CoI	Concepts & results: : 46-56, 16-17, 33-41 Risks: 57-68

REPORTING ACCORDING TO THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

Subject areas	Topics	Chapter	Page
Governance	The board's oversight of climate-related risks and opportunities	Corporate Governance Report, Risk Report, ESG Report	11, 58-59, 18-19
	Management's role in assessing and managing climate-related risks and opportunities	Corporate Governance Report, Risk Report, ESG Report	11, 58-59, 18-19
Strategy	Climate-related risks and opportunities over the short, medium, and long term	ESG Report	18-22
	Impact of climate-related risks and opportunities on the businesses, strategy and financial planning	ESG Report	12, 18-22
	Preparation of the organisation's strategy in consideration of various climate-related scenarios	Strategy, ESG Report	5-8, 18-22
Risk Management	Processes for identifying and assessing climate-related risks	Risk Report, ESG Report	58-59, 11-12, 18-19
	Processes for managing climate-related risks	Risk Report, ESG Report	58-59, 11-12, 18-19
	Integration of the above processes in the organisations general risk management	Risk Report, ESG Report	58-59, 18-19
Metrics and targets	Metrics to assess climate-related risks and opportunities in line with the strategy and risk management process	ESG Report and ESG Appendix	11-17, 23-32 73-82, 84
	Scope 1, Scope 2 and Scope 3 GHG emissions and the related risk	ESG Appendix, ESG Report	18-32, 73-82 84
	Targets to manage climate-related risks and opportunities and performance against targets	ESG Report	15-17

EPRA SUSTAINABILITY PERFORMANCE MEASURES

We report on our environmental, social and governance engagement in accordance with the EPRA Sustainability Best Practice Recommendations 3rd Edition (sBPR). We address the EPRA sBPR across three sections:

- Overarching recommendations
- Sustainability performance indicators
- Narrative on performance (see ESG Report and Corporate Governance Report).

6. OVERARCHING RECOMMENDATIONS ACC. TO EPRA

Organisational boundaries

For our data boundary, we take an operational control approach. All key figures stated in the course of ESG reporting refer to CA Immobilien Anlagen AG and all fully consolidated subsidiaries in the respective reporting period or reporting date (unless otherwise stated). Consequently, reporting includes exclusively portfolio properties that were in operation and fully-owned by CA Immo throughout the year under review. Properties that were acquired, sold or completed in the reporting period (financial year) and thus were not part of our investment portfolio for the entire period were not include.

Reporting period

The reporting on the consumption data of our investment portfolio refers to the calendar year that ended on 31 December 2021, as the consumption data of our buildings for the year 2022 was not completely available by the editorial deadline of the report. The rest of the sustainability reporting refers to the reporting date 31 December 2022, unless otherwise stated.

Coverage

We seek to report on all properties within the organizational boundaries defined above, excluding:

- Properties classified as land reserves, e.g. temporary buildings, buildings with interim use
- Multi-storey car parks.

Office properties form the core segment of CA Immo; as at the reporting date, office properties accounted for 94% of the total portfolio, the rest was accounted for by hotels (3%) and other types of use (3%).

In 2021, the CA Immo portfolio recorded in the EPRA-consumption data in accordance with the scope described above included 66 investment buildings, of

which 55 were multi-tenant office buildings, one shopping centre and 10 single-tenant buildings (including six hotels). 41 buildings were heated with district heating, 26 with gas and 1 with heating oil. All asset classes, offices and others (hotel, shopping center, museum) were included in the consumption data analysis. In total, around 90% of the entire CA Immo investment portfolio (by gross lettable area, as at 31 December 2021) was included in the consumption data analysis in the 2021 business year (2020: 90%). The consumption figures for the 17 offices used by CA Immo itself are shown separately.

In order to be able to provide a comprehensive data collection for the total energy consumption of our buildings, we seek to obtain tenant consumption data (tenant electricity purchased directly by the tenant) from both all single-tenant buildings and multi-tenant buildings. For the reporting year 2021, two office buildings fully leased to a single tenant (single-tenant hotel building) had to be excluded from the consumption data analysis due to lack of data availability.

Extrapolation methodology for 2022 consumption data

Consumption data for the 2022 business year was not available in full by the editorial deadline for this report. In order to nevertheless be able to give an indication of the corresponding consumption, we have extrapolated selective consumption values (energy and CO₂ intensity of the investment portfolio) on the basis of the 2021 consumption values, taking into account climate (weather) and vacancy factors, and presented them in the ESG report. The EPRA tables in the ESG Appendix show the full 2021 consumption data in 2- resp. 3-year comparison only.

Scope of reporting

In reporting on the consumption data of our investment portfolio, we follow the scope definition of the Greenhouse Gas Protocol:

- Scope 1: Direct emissions from the combustion of energy sources procured directly by CA Immo (fossil fuels)
- Scope 2: Indirect emissions arising from the generation of energy procured by CA Immo outside CA Immo properties (electricity for common areas, heating and cooling of the entire buildings)
- Scope 3: Indirect emissions that occur within the value chain of CA Immo. CA Immo reports emissions in accordance with the GHG Protocol as part of EPRA reporting as of the reporting date in the following Scope 3 categories: Category 1 (Purchased goods and services), Category 3 (Fuel- and energy-related activities), Category 5

(Waste generated in operations) sowie Category 13 (Downstream leased assets). These are emissions from energy consumption by tenants, as well as waste disposed of in our buildings.

For the conversion of energy consumption to greenhouse gas emissions, **location-based** conversion factors from DEFRA (for district heating and gas) and the International Energy Agency IEA (for electricity) or **market-based** conversion factors from the respective suppliers (for district heating and electricity) were used.

Estimation of landlord-obtained utility consumption

Energy consumption is based on invoices and, if applicable, on meter readings. For one single-tenant-building estimates for water and energy data were made based on the requirements of the EPRA Sustainability Best Practices Recommendations 3rd Edition. Waste data reported in volumetric units were converted. Density conversion factors developed by the UK Environment Agency were used for this purpose.

Boundaries – Reporting on landlord and tenant consumption

Where possible, the total consumption quantities (energy and water) of the properties were recorded. The total energy quantities include energy purchased by the landlord to supply the technical building equipment and common areas, energy purchased by the tenant, and energy purchased by the landlord, which is passed on directly to the tenants and recorded and billed as part of submetering. All three components are reported separately. Water consumption is based on the entire building and therefore also includes tenant consumption. The waste data includes waste from tenants and landlords, since CA Immo is responsible for the waste contracts.

Analysis – Normalisation

Since the reporting year 2021, the area used to calculate energy intensity (Energy-Int), CO₂ intensity (GHG-Int) and water intensity (Water-Int) is the gross internal area (GIA in sqm; incl. garage parking spaces, basement and storage area located in the building. The values for 2019 and 2020 have been adjusted accordingly. Only those buildings for which complete data are available are included in the calculation of the intensity ratios. For our own-

used office space, we report on intensity performance indicators using the space we use in the building (rental space).

Analysis – Segment analysis

The segment analysis was performed both on a geographical basis and by asset class. The investment portfolio 2021 includes properties in Germany, Austria and CEE (Czechia, Hungary, Poland, Romania and Serbia). Data is presented separately by asset class for office and other (hotel, shopping center and museum).

Analysis – Like-for-like analysis

Like-for-like analysis includes all properties that were in continuous operation and part of the CA Immo portfolio in the last two full reporting years (operational control). To ensure meaningful comparability, the individual performance indicators only include properties for which consumption data is available from both years.

Key employee figures

Employee figures are reported on the basis of headcounts (HC) of all fully consolidated companies (including employees on unpaid leave and part-time employees, excluding students and interns). If a key figure was calculated with a different basis, this is explained in more detail in a footnote.

ENERGY CONSUMPTION OF THE CA IMMO INVESTMENT PORTFOLIO IN 3-YEAR COMPARISON

Indicator	EPRA Code	Boundaries	Unit of measure	2019	2020	2021	Change ³⁾
Energy consumption		Total energy consumption		269,777	260,603	250,854	-4%
		Total energy consumption Like-for-Like		257,240	250,541	235,980	-6%
Electricity consumption	Elec-Abs	Total energy consumption from electricity		160,705	145,389	127,642	-12%
		General electricity, landlord obtained ¹⁾		81,142	69,737	61,497	-12%
		Landlord obtained, submetered to tenant area		60,214	51,444	47,002	-9%
		Tenant obtained, tenant area		19,348	24,208	19,142	-21%
		% from renewable sources		0%	1%	62%	N/A
Electricity consumption LFL	Elec-LFL	Total energy consumption from electricity		N/A	140,524	121,630	-13%
		General electricity, landlord obtained ¹⁾		N/A	67,461	58,976	-13%
		Landlord obtained, submetered to tenant area		N/A	49,528	45,031	-9%
		Tenant obtained, tenant area		N/A	23,535	17,623	-25%
Energy consumption from district heating ²⁾	DH&C-Abs	Total energy consumption from district heating	MWh	46,050	60,629	68,706	13%
		Whole building, landlord obtained		43,614	48,453	55,334	14%
		Whole building, tenant obtained		2,436	12,176	13,372	10%
		% from renewable sources		0%	0%	0%	N/A
		% GHG Offset		0%	0%	0%	N/A
Energy consumption from district heating ²⁾ LFL	DH&C-LFL	Total energy consumption from district heating		N/A	55,891	59,843	7%
		Whole building, landlord obtained		N/A	43,714	46,663	7%
		Whole building, tenant obtained		N/A	12,176	13,180	8%
Energy consumption from fossil fuels	Fuels-Abs	Total energy consumption from fuel		63,022	54,585	54,506	0%
		Whole building, landlord obtained		63,022	51,527	51,798	1%
		Whole building, tenant obtained		N/A	3,057	2,708	-11%
		% from renewable sources		0%	0%	0%	N/A
		% GHG Offset ⁴⁾		0%	0%	8%	N/A
Energy consumption from fossil fuels LFL	Fuels-LFL	Total energy consumption from fuel		N/A	54,127	54,506	0%
		Whole building, landlord obtained		N/A	51,070	51,798	1%
		Whole building, tenant obtained		N/A	3,057	2,708	-11%
Energy intensity	Energy-Int	Whole building	kWh/sqm	187	173	154	-11%
Energy intensity landlord-obtained		Whole building, excl. tenant energy supply		138	119	112	-6%
Energy intensity LFL		Whole building	kWh/sqm	N/A	175	154	-12%
Energy intensity landlord-obtained LFL		Whole building, excl. tenant energy supply		N/A	121	111	-8%

¹⁾ Includes electricity purchased from CA Immo for common areas and cooling throughout the building

²⁾ No purchase of district cooling in CA Immo's investment portfolio

³⁾ Change 2020-2021 (yoy)

⁴⁾ In the second half of 2021, one building consumed GHG-compensated fossil fuels

LFL: like-for-like

CO₂-FOOTPRINT OF THE CA IMMO INVESTMENT PORTFOLIO IN 3-YEAR COMPARISON

Indicator	EPRA Code	Boundaries	Unit of measure	2019	2020	2021	Change ⁴⁾
Direct GHG emissions (total) Scope 1	GHG-Dir-Abs	Whole building	tCO ₂ e	11,586	9,474	9,487	0%
GHG Offset of Direct GHG emissions (total) Scope 1		Whole building	tCO ₂ e	N/A	N/A	814	N/A
Direct GHG emissions (total) Scope 1 Refrigerant	GHG-Dir-Abs	Whole building, landlord obtained	tCO ₂ e	N/A	N/A	1,081	N/A
Indirect GHG emissions (total) Scope 2	GHG-Indir-Abs ¹⁾	Whole building	tCO ₂ e (location based) ⁹⁾	37,638	35,133	31,327	-11%
Indirect GHG emissions (total) Scope 2	GHG-Indir-Abs ¹⁾	Whole building	tCO ₂ e (market based)	38,209	36,859 ²⁾	18,591	-50%
Indirect GHG emissions (total) Scope 3 (Category 1)	GHG-Indir-Abs ³⁾	Water supply, whole building, municipal supply	tCO ₂ e	N/A	N/A	76	N/A
Indirect GHG emissions (total) Scope 3 (Category 3) ³⁾	GHG-Indir-Abs ³⁾	Energy supply, whole building	tCO ₂ e	N/A	N/A	18,392	N/A
Indirect GHG emissions (total) Scope 3 (Category 5)	GHG-Indir-Abs ³⁾	Waste treatment, whole building	tCO ₂ e	N/A	N/A	1,814	N/A
Indirect GHG emissions (total) Scope 3 (Category 13)	GHG-Indir-Abs ³⁾	Whole building	tCO ₂ e (location based)	29,995	30,898	26,918	-13%
Indirect GHG emissions (total) Scope 3 (Category 13)	GHG-Indir-Abs ³⁾	Whole building	tCO ₂ e (market based)	30,150	30,676 ²⁾	15,549	-49%
Indirect GHG emissions (total) Scope 3 (Category 13) Refrigerant	GHG-Indir-Abs ³⁾	Whole building, tenant obtained	tCO ₂ e	N/A	N/A	201	N/A
GHG emissions intensity Scope 1+2	GHG-Int	Whole Building, excl. tenant energy supply	kgCO ₂ e/sqm (location based)	34.64	31.35	27.05	-14%
GHG emissions intensity Scope 1+2+3 (Category 13)	GHG-Int	Whole building		54.27	51.66	42.63	-17%
GHG emissions intensity Scope 1+2, LFL	GHG-Int	Whole Building, excl. tenant energy supply		N/A	32.10	26.73	-17%
GHG emissions intensity Scope 1+2+3 (Category 13), LFL	GHG-Int	Whole building	kgCO ₂ e/sqm (location based)	N/A	52.86	42.58	-19%
GHG emissions intensity Scope 1+2	GHG-Int	Whole Building, excl. tenant energy supply		36.54	32.56 ²⁾	18.61	-43%
GHG emissions intensity Scope 1+2+3 (Category 13)	GHG-Int	Whole building	kgCO ₂ e/sqm (market based)	59.96	53.25 ²⁾	27.92	-48%
GHG emissions intensity Scope 1+2, LFL	GHG-Int	Whole Building, excl. tenant energy supply		N/A	32.64 ²⁾	18.17	-44%
GHG emissions intensity Scope 1+2+3 (Category 13), LFL	GHG-Int	Whole building	kgCO ₂ e/sqm (market based)	N/A	53.79 ²⁾	28.19	-48%

¹⁾ GHG-Indir-Abs excludes emissions from consumption that is exclusively attributable to rental space (Scope 3.13 emissions)

²⁾ The 2020 market-based data differ slightly from the data published in 2021 because some of the energy suppliers' market-based emission factors were not available at that time. In these cases, as recommended in the GHG Protocol Corporate Standard, average site-based emission factors were used to fill gaps

³⁾ The reported emissions are assigned to Scope 3, but these values do not represent the full Scope 3 emissions according to the GHG Protocol. The following Scope 3 categories - Scope 3-category 13 "Downstream leased assets", parts of the category 1 "Purchased goods and services", category 3 "Fuel- and energy-related activities" and category 5 "Waste generated in operations" are mapped

⁴⁾ Change 2020-2021 (yoy)

⁵⁾ Since no emission factor for upstream energy supply is available for Serbia, the emission factor of Poland was used as a substitute

LFL: like-for-like

GHG-Emissionen: Greenhouse gas emissions

ENERGY CONSUMPTION AND CO₂-FOOTPRINT OF THE INVESTMENT PORTFOLIO 2020 AND 2021 – DETAIL

Indicator	EPRA Code	Boundaries	Unit of measure
Energy consumption		Total energy consumption	MWh
		Total energy consumption Like-for-Like	
		Total energy consumption from electricity	
Electricity consumption	Elec-Abs	General electricity, landlord obtained	
		Tenant obtained, tenant area	
		Landlord obtained, submetered to tenant area	
		% from renewable sources	
		Total energy consumption from electricity	
Electricity consumption LFL	Elec-LFL	General electricity, landlord obtained	
		Tenant obtained, tenant area	
		Landlord obtained, submetered to tenant area	
		Total energy consumption from district heating	
Energy consumption from district heating	DH&C-Abs	Whole building, landlord obtained	
		Whole building, tenant obtained	
		% from renewable sources	
		% GHG Offset	
		Total energy consumption from district heating	
Energy consumption from district heating LFL	DH&C-LFL	Whole building, landlord obtained	
		Whole building, tenant obtained	
		Total energy consumption from fuel	
Energy consumption from fossil fuels	Fuels-Abs	Whole building, landlord obtained	
		Whole building, tenant obtained	
		% from renewable sources	
		% GHG Offset	
		Total energy consumption from fuel	
Energy consumption from fossil fuels LFL	Fuels-LFL	Whole building, landlord obtained	
		Whole building, tenant obtained	
Energy intensity		Whole building	kWh/sqm
Energy intensity (landlord-obtained)		Whole Building, excl. tenant energy supply	
Energy intensity LFL		Whole building	kWh/sqm
Energy intensity (landlord-obtained) LFL		Whole Building, excl. tenant energy supply	
Direct GHG emissions (total) Scope 1	GHG-Dir-Abs	Whole building	tCO ₂ e
GHG Offsets of the direct GHG emissions Scope 1		Whole building	tCO ₂ e
Direct GHG emissions (total) Scope 1 Refrigerant	GHG-Dir-Abs	Whole building, landlord obtained	tCO ₂ e
Indirect GHG emissions (total) Scope 2	GHG-Indir-Abs ²	Whole building	tCO ₂ e (location based)
Indirect GHG emissions (total) Scope 2	GHG-Indir-Abs ²	Whole building	tCO ₂ e (market based)
Indirect GHG emissions (total) Scope 3 (Category 1)	GHG-Indir-Abs ⁴	Water supply, whole building, municipal supply	tCO ₂ e
Indirect GHG emissions (total) Scope 3 (Category 3)	GHG-Indir-Abs ⁴	Energy supply, whole building	tCO ₂ e
Indirect GHG emissions (total) Scope 3 (Category 5)	GHG-Indir-Abs ⁴	Waste treatment, whole building	tCO ₂ e
Indirect GHG emissions (total) Scope 3 (Category 13)	GHG-Indir-Abs ⁴	Whole building	tCO ₂ e (location based)
Indirect GHG emissions (total) Scope 3 (Category 13)	GHG-Indir-Abs ⁴	Whole building	tCO ₂ e (market based)
Indirect GHG emissions (total) Scope 3 (Category 13)	GHG-Indir-Abs ⁴	Whole building, tenant obtained	tCO ₂ e
GHG emissions intensity Scope 1+2	GHG-Int	Whole Building, excl. tenant energy supply	kgCO ₂ e/sqm (location based)
GHG emissions intensity Scope 1+2+3 (Category 13)	GHG-Int	Whole building	
GHG emissions intensity Scope 1+2 LFL	GHG-Int	Whole Building, excl. tenant energy supply	kgCO ₂ e/sqm (market based)
GHG emissions intensity Scope 1+2+3 (Category 13) LFL	GHG-Int	Whole building	
GHG emissions intensity Scope 1+2	GHG-Int	Whole Building, excl. tenant energy supply	kgCO ₂ e/sqm (market based)
GHG emissions intensity Scope 1+2+3 (Category 13)	GHG-Int	Whole building	
GHG emissions intensity Scope 1+2 LFL	GHG-Int	Whole Building, excl. tenant energy supply	
GHG emissions intensity Scope 1+2+3 (Category 13) LFL	GHG-Int	Whole building	

LFL: like-for-like

	Germany	Austria	CEE	Office	Others ¹⁾	Germany	Austria	CEE	Office	Others ¹⁾
	2020			2020		2021			2021	
	55,491	29,052	176,060	243,302	17,300	57,312	26,509	167,033	233,269	17,585
	55,491	25,983	169,068	234,057	16,484	52,239	26,509	157,231	218,656	17,324
	28,182	13,642	103,565	138,638	6,751	24,364	11,669	91,609	121,678	5,964
	6,881	9,376	53,480	68,479	1,258	7,618	8,285	45,595	60,302	1,195
	0	1,359	50,085	51,300	144	0	988	46,015	47,002	0
	21,300	2,907	0	18,859	5,349	16,746	2,396	0	14,374	4,768
	8%	0%	0%	2%	0%	20%	80%	70%	64%	20%
	28,182	12,022	100,320	134,589	5,934	22,326	11,669	87,635	115,737	5,893
	6,881	8,572	52,008	66,203	1,258	7,099	8,285	43,592	57,781	1,195
	0	1,215	48,312	49,528	0	0	988	44,044	45,031	0
	21,300	2,234	0	18,859	4,676	15,227	2,396	0	12,925	4,698
	19,671	11,106	29,852	53,137	7,492	25,606	10,397	32,703	59,793	8,913
	11,120	7,481	29,852	47,582	871	16,090	6,542	32,703	53,871	1,464
	8,551	3,626	0	5,555	6,621	9,516	3,856	0	5,922	7,449
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%
	19,671	9,658	26,563	48,399	7,492	22,571	10,397	26,875	51,121	8,722
	11,120	6,032	26,563	42,843	871	13,246	6,542	26,875	45,199	1,464
	8,551	3,626	0	5,555	6,621	9,325	3,856	0	5,922	7,258
	7,638	4,304	42,642	51,527	3,057	7,342	4,443	42,721	51,798	2,708
	4,581	4,304	42,642	51,527	0	4,634	4,443	42,721	51,798	0
	3,057	0	0	0	3,057	2,708	0	0	0	2,708
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	0%	0%	0%	0%	0%	0%	100%	0%	9%	0%
	7,638	4,304	42,185	51,070	3,057	7,342	4,443	42,721	51,798	2,708
	4,581	4,304	42,185	51,070	0	4,634	4,443	42,721	51,798	0
	3,057	0	0	0	3,057	2,708	0	0	0	2,708
	167	121	182	173	203	144	114	161	152	198
	97	94	131	121	56	103	98	117	113	69
	167	119	184	174	205	151	114	159	152	208
	97	97	131	122	56	107	98	114	112	69
	842	791	7,841	9,474	0	848	814	7,825	9,487	0
	0	0	0	0	0	0	814	0	814	0
	N/A	N/A	N/A	N/A	N/A	442	0	639	1,080	0
	4,338	2,642	28,153	34,801	332	5,188	2,109	24,030	30,934	393
	2,402	1,618	32,839	36,644	214	1,466	144	16,981	18,558	32
	N/A	N/A	N/A	N/A	N/A	13	11	53	70	7
	N/A	N/A	N/A	N/A	N/A	3,686	508	14,198	17,633	760
	N/A	N/A	N/A	N/A	N/A	46	124	1,644	1,791	23
	9,523	1,241	20,134	27,432	3,466	7,486	1,064	18,368	23,622	3,230
	9,190	748	20,739	27,615	3,062	6,267	362	8,920	13,264	2,285
	N/A	N/A	N/A	N/A	N/A	201	0	0	125	76
	22.31	15.21	37.30	31.98	8.66	21.90	14.94	30.70	27.49	10.26
	44.70	19.02	58.16	52.33	48.83	34.09	16.01	48.40	42.49	46.05
	22.31	15.68	38.07	32.78	8.66	23.06	14.94	29.93	27.19	10.26
	44.70	18.46	59.33	52.96	50.74	36.23	16.01	47.24	42.33	48.44
	13.97	10.67	42.16	33.31	5.60	8.40	4.89	23.91	19.07	0.84
	37.91	11.07	63.65	54.32	45.10	21.94	3.75	32.51	27.56	36.49
	13.97	11.52	41.86	33.43	5.60	9.06	4.89	22.95	18.65	0.84
	37.91	12.43	63.57	53.92	50.74	24.00	3.75	31.97	27.75	38.53

¹⁾ These include the asset class hotel as well as a shopping center (Galleria, Vienna) and a museum (Hamburger Bahnhof, Berlin)

WASTE GENERATION AND WATER CONSUMPTION IN THE INVESTMENT PORTFOLIO IN 3-YEAR COMPARISON

Indicator	EPRA Code	Boundaries	Unit of measure	Total portfolio			
				2019	2020	2021	Change ¹⁾
Total waste		Whole building		13,653	4,814	6,039	25.4%
Weight of waste by disposal route (total)	Waste-Abs	Landfill with or without energy recovery	Tonnes	8,395	2,830	3,741	32.2%
		Incineration with or without energy recovery		2,640	751	1,023	36.1%
		Reuse		79	0	0	0%
		Recycling		2,286	1,015	1,270	25.2%
		Materials Recovery Facility		232	4	0	-100%
		Compost		7	33	2	-93.7%
		Other		12	181	3	-98.4%
		Total quantity recovery		5,257	1,984	2,298	15.8%
Weight of waste by disposal route (%)	Waste-Abs	Landfill with or without energy recovery	Disposal route (%)	61%	59%	78%	N/A
		Incineration with or without energy recovery		19%	16%	21%	N/A
		Reuse		1%	0%	0%	N/A
		Recycling		17%	21%	26%	N/A
		Materials Recovery Facility		2%	0%	0%	N/A
		Compost		0%	1%	0%	N/A
		Other		0%	4%	0%	N/A
		Total quantity recovery		39%	41%	48%	N/A
Total waste LFL		Whole building	Tonnes	N/A	4,484	4,966	10.8%
Weight of waste by disposal route (total) LFL	Waste-LFL	Landfill with or without energy recovery	Tonnes	N/A	2,678	2,834	5.8%
		Incineration with or without energy recovery		N/A	750	910	21.4%
		Reuse		N/A	0	0	0%
		Recycling		N/A	994	1,217	22.4%
		Materials Recovery Facility		N/A	4	0	-100%
		Compost		N/A	33	2	-94.0%
		Other		N/A	25	3	-88.5%
		Total quantity recovery		N/A	1,805	2,132	18.1%
Weight of waste by disposal route (%) LFL	Waste-LFL	Landfill with or without energy recovery	Disposal route (%)	N/A	60%	57%	N/A
		Incineration with or without energy recovery		N/A	17%	18%	N/A
		Reuse		N/A	0%	0%	N/A
		Recycling		N/A	22%	25%	N/A
		Materials Recovery Facility		N/A	0%	0%	N/A
		Compost		N/A	1%	0%	N/A
		Other		N/A	1%	0%	N/A
		Total quantity recovery		N/A	40%	43%	N/A
Waste intensity		Whole building		6.32	1.89	2.36	24.5%
Waste intensity LFL		Whole building	kg/ sqm	N/A	1.92	1.93	0.7%
Total water consumption	Water-Abs	Whole building, municipal supply	m	585,313	417,488	315,330	-24.5%
in areas with low water stress		Whole building, municipal supply		N/A	N/A	224,828	N/A
in areas with low - medium water stress		Whole building, municipal supply		N/A	N/A	18,538	N/A
in areas with medium - high water stress		Whole building, municipal supply		N/A	N/A	0	N/A
in areas with high water stress		Whole building, municipal supply		N/A	N/A	71,963	N/A
in areas with extreme high water stress		Whole building, municipal supply		N/A	N/A	0	N/A
Total water consumption, LFL		Water-LFL		Whole building, municipal supply	N/A	374,291	287,524
Building water consumption intensity	Water-Int	Whole building	m ³ /sqm	0.44	0.28	0.19	-30.6%
Building water consumption intensity, LFL		Whole building		N/A	0.26	0.19	-27.4%

¹⁾ Change 2020-2021 (yoy)
LFL: like-for-like

Germany	Austria	CEE	Office	Others ¹⁾	Germany	Austria	CEE	Office	Others ¹⁾
2020			2020		2021			2021	
901	1,048	2,865	4,604	211	976	677	4,386	5,897	142
0	849	1,981	2,676	154	0	233	3,509	3,735	7
597	6	148	714	37	664	63	295	929	93
0	0	0	0	0	0	0	0	0	0
274	31	711	1,002	13	312	380	578	1,228	42
0	0	4	4	0	0	0	0	0	0
29	1	4	33	0	0	0	2	2	0
1	161	18	174	7	0	1	2	3	0
901	199	884	1,927	57	976	445	877	2,162	136
0%	81%	69%	58%	73%	0%	34%	80%	63%	5%
66%	1%	5%	16%	18%	68%	9%	7%	16%	66%
0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
30%	3%	25%	22%	6%	32%	56%	13%	21%	30%
0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
3%	0%	0%	1%	0%	0%	0%	0%	0%	0%
0%	15%	1%	4%	3%	0%	0%	0%	0%	0%
100%	19%	31%	42%	27%	100%	66%	20%	37%	95%
901	771	2,812	4,273	211	836	677	3,453	4,823	142
0	733	1,945	2,524	154	0	233	2,601	2,828	7
597	6	146	713	37	558	63	288	816	93
0	0	0	0	0	0	0	0	0	0
274	26	695	981	13	277	380	560	1,175	42
0	0	4	4	0	0	0	0	0	0
29	1	4	33	0	0	0	2	2	0
1	5	18	18	7	0	1	2	3	0
901	38	866	1,749	57	836	445	851	1,996	136
0%	95%	69%	59%	73%	0%	34%	75%	59%	5%
66%	1%	5%	17%	18%	67%	9%	8%	17%	66%
0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
30%	3%	25%	23%	6%	33%	56%	16%	24%	30%
0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
3%	0%	0%	1%	0%	0%	0%	0%	0%	0%
0%	1%	1%	0%	3%	0%	0%	0%	0%	0%
100%	5%	31%	41%	27%	100%	66%	25%	41%	95%
0.00	3.36	2.12	1.90	1.57	0.00	1.16	3.38	2.48	0.08
0.00	1.82	7.89	2.00	0.00	0.00	1.68	3.53	2.82	0.00
73,083	70,520	273,885	365,783	51,704	52,829	45,285	217,216	287,491	27,839
N/A	N/A	N/A	N/A	N/A	6,645	45,285	172,899	204,098	20,731
N/A	N/A	N/A	N/A	N/A	18,538	0	0	18,538	0
N/A	N/A	N/A	N/A	N/A	0	0	0	0	0
N/A	N/A	N/A	N/A	N/A	27,646	0	44,317	64,855	7,108
N/A	N/A	N/A	N/A	N/A	0	0	0	0	0
40,430	67,218	266,644	348,171	26,120	38,177	45,285	204,063	260,835	26,689
0.22	0.25	0.29	0.25	0.44	0.16	0.17	0.21	0.19	0.28
0.16	0.27	0.29	0.26	0.32	0.15	0.17	0.21	0.19	0.28

¹⁾These include the asset class hotel as well as a shopping center (Galleria, Vienna) and a museum (Hamburger Bahnhof, Berlin)

ENERGY, WATER CONSUMPTION AND CO₂ FOOTPRINT OF OWN-USED OFFICES IN 3-YEAR COMPARISON

Indicator	EPRA Code	Boundaries	Unit of measure	2019	2020	2021	Change ¹⁾
Electricity consumption	Elec-Abs	Total electricity consumption		140,019	131,335	342,041	160%
		% from renewable sources		0%	44%	90%	N/A
Electricity consumption LFL	Elec-LFL	Total electricity consumption	kWh	N/A	131,335	126,696	-4%
Energy consumption from district heating and cooling	DH&C-Abs	Whole building		231,730	169,080	497,125	194%
		% from renewable sources	0%	0%	0%	N/A	
Energy consumption from district heating and cooling LFL	DH&C-LFL	Whole building		N/A	169,080	218,190	29%
Energy consumption from fossil fuels	Fuels-Abs	Whole building		0	0	175,461	N/A
		% GHG Offset		0	0	4%	N/A
Building energy intensity	Energy-Int	Whole building	kWh/sqm	83	67	79	18%
Building energy intensity LFL	Energy-Int	Whole building	kWh/sqm	N/A	67	76	14%
Direct GHG emissions Scope 1	GHG-Dir-Abs	Whole building	kgCO ₂ e	0	0	32,137	N/A
GHG Offsets of the direct GHG emissions Scope 1		Whole building	kgCO ₂ e		N/A	1,190	N/A
Indirect GHG emissions Scope 2	GHG-Indir-Abs	Whole building	kgCO ₂ e (location based)	90,001	75,336	184,171	144%
Indirect GHG emissions Scope 2	GHG-Indir-Abs	Whole building	kgCO ₂ e (market based)	78,000	65,165	59,031	-9%
GHG emissions intensity	GHG-Int	Whole building	kgCO ₂ e/sqm (location based)	20.07	16.80	16.87	0%
GHG emissions intensity	GHG-Int	Whole building	kgCO ₂ e/sqm (market based)	17.33	14.53	7.11	-51%
GHG emissions intensity LFL	GHG-Int	Whole building	kgCO ₂ e/sqm (location based)	N/A	16.68	17.23	3%
GHG emissions intensity LFL	GHG-Int	Whole building	kgCO ₂ e/sqm (market based)	N/A	14.43	3.16	-78%
Water consumption	Water-Abs	Whole building, municipal supply	m ³	850	596	2,150	260%
in areas with low water stress				N/A	N/A	986	N/A
in areas with low - medium water stress				N/A	N/A	194	N/A
in areas with medium - high water stress				N/A	N/A	0	N/A
in areas with high water stress				N/A	N/A	970	N/A
in areas with extreme high water stress				N/A	N/A	0	N/A
Water consumption LFL	Water-LFL			N/A	596	623	4%
Water consumption intensity	Water-Int	Whole building	m ³ /sqm	0.19	0.13	0.17	26%
Water consumption intensity LFL	Water-Int	Whole building	m ³ /sqm	N/A	0.13	0.14	4%
Type and number of assets certified	Cert-Tot		Type and number	2 (DGNB Gold)	2 (DGNB Gold)	8 ²⁾	300%

¹⁾ Change 2020-2021 (yoy)

²⁾ 1 DGNB Platin, 3 DGNB Gold, 3 BREEAM Very Good, 1 LEED Gold certification

The scope of the office portfolio analyzed was expanded to include all office space used and leased by CA Immo itself (incl. office space used by CA Immo itself in CA Immo buildings). Therefore, the scope has expanded from 3 to 17 offices

LFL: like-for-like.

WASTE GENERATION IN OWN-USED OFFICES IN 3-YEAR COMPARISON

Indicator	EPRA Code	Boundaries	Unit of measure	2019	2020	2021	Change ²⁾	Like-for-like		Change
								2020	2021	
Weight of waste by disposal route (absolute)	Waste-Abs ¹⁾	Total waste	Tonnes	31.38	31.38	49.88	59%	31.38	31.38	0%
		Landfill with or without energy recovery		0.00	0.00	6.66	81%	0.00	0.00	0%
		Incineration with or without energy recovery		6.41	6.41	11.47	79%	6.41	6.41	0%
		Reuse		0.00	0.00	0.00	0%	0.00	0.00	0%
		Recycling		24.74	24.74	31.48	27%	24.74	24.74	0%
		Materials Recovery Facility		0.00	0.00	0.00	0%	0.00	0.00	0%
		Compost		0.00	0.00	0.03	0%	0.00	0.00	0%
		Other		0.23	0.23	0.24	2%	0.23	0.23	0%
Weight of waste by disposal route (%)	Waste-Abs ¹⁾	Total quantity recovery	Disposal route (%)	31.38	31.38	43.22	38%	31.38	31.38	0%
		Landfill with or without energy recovery		0%	0%	21%	N/A	0%	0%	N/A
		Incineration with or without energy recovery		20%	20%	37%	N/A	20%	20%	N/A
		Reuse		0%	0%	0%	N/A	0%	0%	N/A
		Recycling		79%	79%	63%	N/A	79%	79%	N/A
		Materials Recovery Facility		0%	0%	0%	N/A	0%	0%	N/A
		Compost		0%	0%	0%	N/A	0%	0%	N/A
		Other		1%	1%	1%	N/A	1%	1%	N/A
	Total quantity recovery		100%	100%	87%	N/A	100%	100%	N/A	

¹⁾ Waste disposal in the rented office space is handled by the landlord. Due to the lack of access to specific waste disposal data, the waste volume for the building as a whole can only be determined on the basis of the number of waste containers and the frequency with which they are emptied, of which the proportionate waste volume can be determined by CA Immo on the basis of the share of our rental space in the total rental space of the building

²⁾ Change 2020-2021 (yoy)

COVERAGE OF THE CA IMMO INVESTMENT PORTFOLIO 2020 AND 2021¹⁾

Indicator	EPRA Code	2020			2021		
		Area ²⁾	Number ³⁾	Coverage ⁴⁾	Area ²⁾	Number ³⁾	Coverage ⁴⁾
Total electricity consumption							
Total energy consumption from electricity		1,607,728 sqm	65 out of 67	99%	1,666,284 sqm	65 out of 66	98%
General electricity /landlord obtained ⁵⁾	Elec-Abs	1,422,963 sqm	55 out of 55	100%	1,508,875 sqm	56 out of 56	100%
Landlord obtained, submetered to tenant area		1,026,788 sqm	35 out of 35	100%	1,099,365 sqm	33 out of 33	100%
Tenant obtained, tenant area		369,453 sqm	20 out of 32	62%	427,292 sqm	25 out of 33	71%
Total electricity consumption LFL							
Total energy consumption from electricity		1,499,617 sqm	59 out of 59	100%	1,571,009 sqm	59 out of 59	100%
General electricity /landlord obtained ⁵⁾	Elec-LFL	1,346,340 sqm	51 out of 51	100%	1,417,732 sqm	51 out of 51	100%
Landlord obtained, submetered to tenant area		980,327 sqm	32 out of 32	100%	1,050,360 sqm	32 out of 32	100%
Tenant obtained, tenant area		342,678 sqm	19 out of 19	100%	344,036 sqm	19 out of 19	100%
Energy consumption from from district heating and cooling							
Whole building ⁵⁾		939,967 sqm	38 out of 40	99%	979,114 sqm	41 out of 41	100%
Whole building, landlord obtained	DH&C-Abs	779,133 sqm	30 out of 30	100%	802,338 sqm	32 out of 32	100%
Whole building, tenant obtained		160,834 sqm	8 out of 10	95%	176,776 sqm	9 out of 9	100%
Energy consumption from from district heating and cooling LFL							
Whole building ⁵⁾		870,672 sqm	35 out of 35	100%	883,839 sqm	35 out of 35	100%
Whole building, landlord obtained	DH&C-LFL	709,837 sqm	27 out of 27	100%	711,196 sqm	27 out of 27	100%
Whole building, tenant obtained		160,834 sqm	8 out of 8	100%	172,644 sqm	8 out of 8	100%
Energy consumption from from fossil fuels							
Whole building		663,048 sqm	26 out of 27	98%	725,754 sqm	25 out of 26	96%
Whole building, landlord obtained	Fuels-Abs	643,830 sqm	25 out of 25	100%	706,536 sqm	24 out of 25	96%
Whole building, tenant obtained		19,218 sqm	1 out of 2	63%	19,218 sqm	1 out of 1	100%
Energy consumption from from fossil fuels LFL							
Whole building		655,720 sqm	25 out of 25	100%	725,754 sqm	25 out of 26	96%
Whole building, landlord obtained	Fuels-LFL	636,503 sqm	24 out of 24	100%	706,536 sqm	24 out of 25	96%
Whole building, tenant obtained		19,218 sqm	1 out of 1	100%	19,218 sqm	1 out of 1	100%
Building energy intensity	Energy-Int	1,396,241 sqm	55 out of 55	100%	1,526,657 sqm	58 out of 66	90%
Building energy intensity (landlord-obtained)⁶⁾		1,422,963 sqm	55 out of 55	100%	1,508,875 sqm	56 out of 56	100%
Building energy intensity LFL	Energy-Int-LFL	1,323,005 sqm	51 out of 51	100%	1,394,396 sqm	51 out of 51	100%
Building energy intensity (landlord obtained)⁶⁾ LFL	Energy-Int-LFL	1,346,340 sqm	51 out of 51	100%	1,417,732 sqm	51 out of 51	100%
Direct GHG emissions (total) Scope 1	GHG-Dir-Abs	643,830 sqm	25 out of 25	100%	706,536 sqm	24 out of 25	96%
Indirect GHG emissions (total) Scope 2	GHG-Indir-Abs	1,422,963 sqm	55 out of 55	100%	1,508,875 sqm	56 out of 56	100%
Indirect GHG emissions (total) Scope 3	GHG-Indir-Abs	1,400,955 sqm	56 out of 67	86%	1,565,241 sqm	59 out of 66	92%
Building GHG emissions intensity (Scope 1+2)	GHG-Int	1,422,963 sqm	55 out of 55	100%	1,508,875 m ²	56 out of 56	100%
Building GHG emissions intensity (Scope 1+2+3.13)		1,396,241 sqm	55 out of 67	86%	1,526,657 sqm	58 out of 66	90%
Water consumption	Water-Abs	1,494,178 sqm	59 out of 67	92%	1,625,331 sqm	61 out of 66	95%
Water consumption LFL	Water-LFL	1,417,318 sqm	54 out of 54	100%	1,500,519 sqm	54 out of 54	100%
Building water consumption intensity	Water-Int	1,494,178 sqm	59 out of 67	92%	1,625,331 sqm	58 out of 66	90%
Weight of waste by disposal route (abs. and in %)	Waste-Abs	1,494,178 sqm	59 out of 67	92%	1,586,243 sqm	59 out of 66	93%
Weight of waste by disposal route (abs. and in %) LFL	Waste-LFL	1,394,771 sqm	53 out of 53	100%	1,466,163 sqm	53 out of 53	100%
Waste intensity		1,494,178 sqm	59 out of 67	92%	1,586,243 sqm	59 out of 66	93%
Waste intensity LFL		1,394,771 sqm	53 out of 53	100%	1,466,163 sqm	53 out of 53	100%
Type and number of assets certified	Cert-Tot	1,217,589 sqm	48 out of 67	75%	1,215,578 sqm	43 out of 66	72%

¹⁾ This table shows the area, number of buildings and percentage coverage of the total building stock (according to the definition of the scope of the report) on which the respective consumption data are based)

²⁾ Gross internal area of the buildings surveyed

³⁾ Number of applicable properties. The total number of investment buildings (66 buildings) also includes two single-tenant buildings for which we have no consumption data

⁴⁾ Coverage of the total area

⁵⁾ Landlord obtained

⁶⁾ Total building, excluding tenant energy supply. LFL: like-for-like

SOCIAL UND GOVERNANCE PERFORMANCE MEASURES ACCORDING TO EPRA

Social	EPRA Code	Unit of measure / Definition	Coverage	31.12.2021		31.12.2022	
Gender diversity	Diversity-Emp	% of employees	Supervisory Board ¹⁾	64% Male	83% Male	36% Female	17% Female
			Management Board	100% Male	67% Male	0% Female	33% Female
			Managers ²⁾	70% Male	70% Male	30% Female	30% Female
			Employees	45% Male	45% Male	55% Female	55% Female
Gender pay	Diversity-Pay ³⁾	Ratio in %	Average	0	0	0	0
			Median	0	0	-11.0	-11.0
			Management Board	-0.3	-1.6	-4.3	-9.5
			Managers ²⁾	6.4	6.0	-2.1	-1.5
Employees							
				2021	2022		
Performance appraisals	Emp-Dev	% of total workforce		98	99		
New hires	Emp-Turnover	Total number		46	46		
		Rate in % ⁴⁾		10	11		
Turnover	Emp-Turnover	Total number (Exits)		43	73		
		Rate in % ⁵⁾		9.7	17.3		
Injury rate ⁶⁾	H&S-Emp	Rate in %		0	0		
Lost day rate ⁷⁾		Rate in %		0	0		
Absentee rate ⁸⁾		Rate in %		12.8	13.8		
Fatalities ⁹⁾		Number		0	0		
Training and development	Emp-Training	Average hours of training per employee		Men: 6.4	Men: 5.8	Women: 6.5	Women: 12.6
Health and safety assessments	H&S-Asset	Percentage of buildings (by rentable area) inspected for health and safety issues (e.g. fire safety, water quality)	% of total investment portfolio ¹⁰⁾ (by sqm)	95% (DE: 100%, AT: 93%, CEE: 93%)	100% (DE: 100%, AT: 100%, CEE: 100%)		
Health and safety compliance	H&S-Comp	All legal requirements are complied with, and any deficiencies identified are rectified immediately in all properties (100%)	Number of defects detected	0	0		
Community engagement	Comty-Eng	Share of properties (by rentable area) located in urban districts developed by CA Immo	% of total investment portfolio ¹⁰⁾ (by sqm)	31% (DE: 60%, AT: 43%, CEE: 12%)	40% (DE: 64%, AT: 63%, CEE: 15%)		
Governance				31.12.2021	31.12.2022		
Composition of the highest governance body	Gov-Board	Total number of Management Board Members	Management Board	3	3		
		Total number of Supervisory Board members (shareholder representatives independent of the Company or the Board of Management) ¹²⁾	Supervisory Board	11	6		
		Total number of Supervisory Board members (capital representatives independent of the main shareholder) ¹³⁾	Supervisory Board	4	1		
		Average tenure (years) of Supervisory Board ¹¹⁾	Supervisory Board	4	5,5		
		Supervisory Board Members ¹²⁾ with competencies relating to environmental and social topics	Supervisory Board	11	6		
Nominating and selecting the highest governance body	Gov-Select	Description	Management Board and Supervisory Board			CG- Report, Information acc. to § 243 A UGB	
Process for managing conflicts of interest	Gov-CoI	Description	Management Board and Supervisory Board			CG- Report	

¹⁾ Total Supervisory Board, incl. 4 shareholder and 2 employee representatives

²⁾ Managers include Group managers, Managing Directors of the regional offices, heads of departments, divisional heads, team leaders

³⁾ Difference in average total compensation (base salary and bonus) per employee category (function, level, country) of women and men in %

⁴⁾ New hire rate: new hires 2020 / average employees 2020 (headcount)

⁵⁾ Employee turnover: staff leaving in 2020 / average employees in 2020 (headcount)

⁶⁾ Injury rate: number of injuries & occupational accidents / total hours worked by all employees

⁷⁾ Lost day rate: Number of absence days due to injuries due to accidents at work / total working time of all employees in hours

⁸⁾ Absentee rate: total number of absence days (illness) / total working time of all employees in days

⁹⁾ Fatalities: Number of deaths due to occupational disease or accident

¹⁰⁾ As at 31.12.2022; excl. buildings acquired, completed or intended for sale in the course of the financial year 2022

¹¹⁾ General average appointment period

¹²⁾ Independent according to C-Rule 53 (100%) / non-executive Supervisory Board Members according to C-Rule 53

¹³⁾ Independent according to C-Rule 54

INFORMATION ON ENERGY CONSUMPTION AND CO₂ FOOTPRINT OF THE CA IMMO GROUP

Performance measures	Unit of measure	31.12.2019	31.12.2020	31.12.2021
Energy Consumption¹⁾				
Electricity consumption	MWh	160,845	145,520	127,984
Energy consumption from district heating and cooling		46,281	60,798	69,203
Energy consumption from fossil fuels		63,022	54,585	54,681
Total	MWh	270,148	260,903	251,868
GHG Emissions¹⁾				
Direct GHG emissions Scope 1	tCO ₂ e	11,586	9,474	10,600
Indirect GHG emissions Scope 2 (location based)		37,728	35,208	31,511
Indirect GHG emissions Scope 2 (market based)		38,287	36,924	18,650
Indirect GHG emissions Scope 3 (Category 1)		N/A	N/A	76
Indirect GHG emissions Scope 3 (Category 3)		N/A	N/A	18,392
Indirect GHG emissions Scope 3 (Category 5)		N/A	N/A	76
Indirect GHG emissions Scope 3 (Category 6)		N/A	N/A	126
Indirect GHG emissions Scope 3 (Category 13)		30,150	30,676	15,750
Total	tCO₂e	117,751	112,282	96,919

¹⁾ Data consolidated for investment portfolio and own-used offices

INFORMATION ON CA IMMO EMPLOYEES

TYPES OF EMPLOYMENT AND WORK MODELS ¹⁾

Performance measures	Gender	Unit of measure	31.12.2021	31.12.2022
Employment				
Total employment	Female		227	201
	Male		214	191
	Total		441	392
New hires	Female	HC	22	28
	Male		25	18
	Total		46	46
Leavings	Female		19	38
	Male		24	35
	Total		43	73
Turnover ²⁾	Female		8%	19%
	Male		11%	18%
	Total		10%	19%
Employment contracts				
Full-time			363	315
Part-time			47	45
Unpaid leave			31	31
	Total	HC	441	392
Temporary employees			0	0
All-in			419	419
Health				
Occupational diseases		Number/year	0	0
Occupational accidents		Number/year	2	1
Training & development				
Number of employees trained		HC	441	392
Percentage of trained employees		%	100	100
Training time in hours		Hours/year	2,862	3,899
Social dialogue				
Number of collective agreements		Number	0	0
Bargaining agreements		Number	6	6
Number of meetings of the works council with the management board		Number/year	4	2

¹⁾ Excl. joint ventures; HC: Headcount, Calculations according to the GRI guidelines (GRI 401-1, 402)

²⁾ Turnover: Exits 2022 / Headcount 2022

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This Annual Report contains statements and forecasts which refer to the future development of CA Immobilien Anlagen AG and their companies. The forecasts represent assessments and targets which the Company has formulated on the basis of any and all information available to the Company at present. Should the assumptions on which the forecasts have been based fail to occur, the targets not be met or the risks set out in the risk management report materialise, then the actual results may deviate from the results currently anticipated. This Annual Report does not constitute an invitation to buy or sell the shares of CA Immobilien Anlagen AG.

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We ask for your understanding that gender-conscious notation in the texts of this Annual Report largely had to be abandoned for the sake of undisturbed readability of complex economic matters.

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