















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%