VSME Report 2025

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1. General information

1.1. Basis for preparation

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1. General information

1.1. Basis for preparation

B1 24 (a)

UBM has prepared this sustainability report in accordance with the Voluntary Sustainability Reporting Standard for SMEs[1] (VSME Standard).

The reporting follows Option B and comprises the Basic Module and the Comprehensive Module of the VSME Standard.

The information required under the Basic Module and the Comprehensive Module is supplemented in certain sections by additional company-specific or sector-specific information.

B1 24 (b)

No information has been excluded from the report on the grounds that it is classified as confidential or as restricted information.

B1 24 (c) (d)

The report is prepared on a consolidated basis and covers UBM Development AG as well as the operational subsidiaries listed below.

Company location	Address
UBM Development AG Parent company, head office	Laaer-Berg-Straße 43, 1100 Vienna
UBM Development Deutschland GmbH Subsidiary	Albert-Roßhaupter-Straße 43, 81369 Munich
	Lietzenburger Straße 44/46, 10789 Berlin
	Inge-Reitz-Straße 3, 55120 Mainz
UBM Development Österreich GmbH Subsidiary	Laaer-Berg-Straße 43, 1100 Vienna
	Thalerhofstraße 88, 8141 Unterpremstätten
	Porrstraße 1, 6175 Kematen in Tyrol
UBM Development Czechia s.r.o. Subsidiary	Dělnická 1628/9, 170 00 Prague
UBM Development Polska sp.z.o.o. Subsidiary	ul. Poleczki 35, 02-822 Warsaw
UBM Development Netherlands B.V. Subsidiary	George Gershwinlaan 101, 1082MT Amsterdam

An investment in UBM hotels Management GmbH is accounted for using the equity method[2]. Due to the absence of operational control, its activities are not included in this sustainability report.

B1 24 (e)

UBM is a public limited company under Austrian law and is listed on the Prime Market of the Vienna Stock Exchange. The economic activities of UBM as a real estate development company are classified under the NACE codes "M – 71.11 Architectural activities" and "M – 68.12 Development of building projects".

Key assets and financial figures (in €m)

	2025	Change	2024	2,023
Total assets	1,092.3	-7.6%	1,182.4	1,253.8
Revenue	139.2	31.1%	106.2	85.3

As of 31 December 2025, UBM employs a total of 211 employees (headcount).

[1] Based on Commission Recommendation (EU) 2025/1710 of 30 July 2025 on a voluntary sustainability reporting standard for small and medium-sized enterprises.
[2] As of 31 December 2025, the shareholding amounted to 51%.

The head office of UBM is located in Vienna. Additional locations are maintained in Germany, Austria, Poland, Czechia and the Netherlands. The company's business activities are focused on urban areas and metropolitan regions within these countries. The following table lists the locations of UBM's operational subsidiaries and represents the Group's principal operating sites.

Sites	Address	Postal Code	City	Country	Coordinates (geolocation)
UBM Development AG Parent company, head office	Laaer-Berg-Straße 43	1100	Vienna	Austria	48.16758, 16.38781
UBM Development Deutschland GmbH Subsidiary	Albert-Roßhaupter-Straße 43	81369	Munich	Germany	48.11683, 11.53176
	Lietzenburger Straße 44/46	10789	Berlin	Germany	52.50074, 13.33269
	Inge-Reitz-Straße 3	55120	Mainz	Germany	50.01812, 8.25321
UBM Development Österreich GmbH Subsidiary	Laaer-Berg-Straße 43	1100	Vienna	Austria	48.16758, 16.38781
	Thalerhofstraße 88	8141	Unterpremstätten	Austria	46.986065, 15.432266
	Porrstraße 1	6175	Kematen in Tyrol	Austria	47.262724, 11.269822
UBM Development Czechia s.r.o. Subsidiary	Dělnická 1628/9	170 00	Prague	Czechia	50.10344, 14.44477
UBM Development Polska sp.z.o.o. Subsidiary	ul. Poleczki 35	02-822	Warsaw	Poland	52.15590, 20.99610
UBM Development Netherlands B.V. Subsidiary	George Gershwinlaan 101	1082MT	Amsterdam	Netherlands	52.346145, 4.87356

UBM IN EUROPE

B1 25

UBM holds various sustainability certifications and labels at both company and project level.

Material-related certifications
For projects using timber or timber hybrid construction, only timber from certified sources is used (e.g. FSC or PEFC certification).

Building certifications
At project level, more than 35 green building certifications obtained in recent years demonstrate the integration of sustainability aspects in UBM's development activities. These include certifications in accordance with recognised standards such as BREEAM, LEED and DGNB. In addition, selected projects have received the Austrian klimaaktiv quality label. For new developments, UBM aims to consistently achieve building certifications in accordance with recognised standards (BREEAM, LEED, DGNB) at least at the second-highest certification level[3].

Further information on the building certifications can be found in the ESG Report 2025, section 4.1.4.

Management system certifications
UBM is matrix-certified in accordance with:

- ISO 14001 (environmental management),
- ISO 50001 (energy management) and
- ISO 45001 (occupational health and safety)[4].

These certifications cover 100% of the locations. The recertification (renewal) audit was conducted in 2025 and the certificate was issued on 9 October 2025 by Quality Austria.

[3] New buildings in the residential asset class with a project volume > 5,000 m² GFA (above ground).
[4] In addition to these sustainability-related certifications, UBM also holds an ISO 9001 quality management certification.

1.2. Strategy: Business model and sustainability

C1 47 (a) (b)

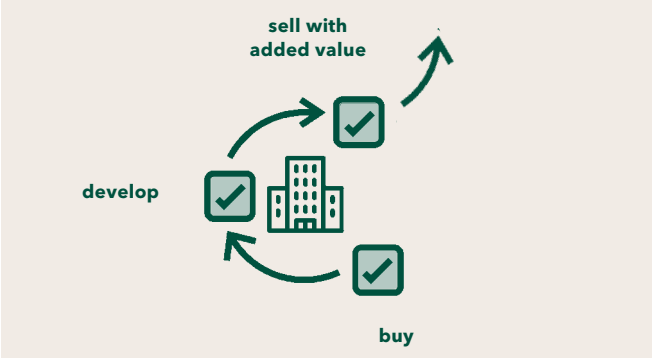
UBM is a real estate development company specialising in the development of residential and office properties. Its core business comprises development, planning and project management, financing, leasing and the sale of real estate projects. In this context, UBM effectively operates as a "one-stop shop".

The focus is on the residential and office asset classes. Based on the Total Output recorded in the individual countries during the past year, Germany was responsible for roughly 14%, Austria for 31%, Poland for 25% and other markets for 29%.

UBM's pipeline up to the end of 2028 includes roughly 2,000 apartments which are currently under development or have already been sold.

A geographical analysis shows roughly 50% of these future developments located in Germany and the remainder in Austria and Czechia.

UBM'S CORE EXPERTISE



In the future, UBM plans to follow a clear two-product strategy – premium and affordable – in the residential segment. A pipeline for affordable housing will be assembled, based on the many years of development expertise and access to land and public authorities.

Depending on the asset class, the developed properties are marketed either directly B2C or B2B to institutional and private investors, with a focus on forward sales.

C1 47 (c)

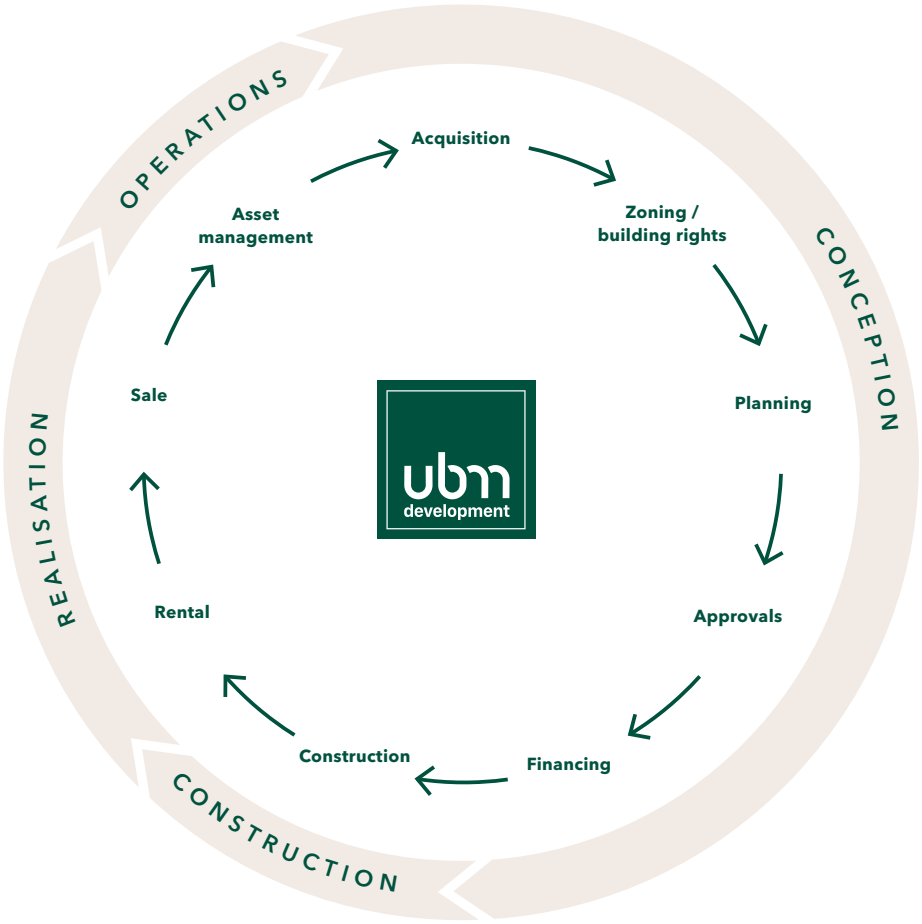
UBM operates as a real estate developer across the entire value chain and collaborates with external business partners on a project-specific basis. In the reporting year, business relationships existed with approximately 1,900 suppliers, primarily attributable to the construction sector, planning services, and technical and advisory services.

During the early project phase, UBM works with external service providers such as architects, specialist planners, building physicists, surveyors and structural engineers. In the implementation phase, general contractors, individual craftspeople or corresponding combinations are commissioned. Other key groups of suppliers and service providers include consultants and external auditors, particularly in connection with building and material certifications. After project completion, selected service providers are entrusted with property and asset management tasks.

Suppliers and service providers mainly operate in the countries in which UBM develops projects, particularly Germany, Austria, Poland and Czechia. A significant proportion of contracts is awarded on a project basis to regional companies or to companies located close to the respective project site.

The involvement of regional business partners supports efficient project execution and contributes to local value creation. Business partners are selected on the basis of experience from previous business relationships, integrity and professional qualifications. In the 2025 financial year, there were no significant changes in the supply chain.

THE VALUE CHAIN



C1 47 (d)

Sustainability aspects are an integral part of UBM's corporate strategy. Through its strategic orientation *green. smart. and more.,* UBM systematically integrates environmental, social and governance aspects into its business activities and project development.

green. stands for measures in support of greening, meaning the redirection of the economy in line with the environment. UBM's primary focal point is timber construction as well as renewable energies and green building certification.

smart. expresses UBM's commitment to intelligent buildings. With the use of sensors and automation, buildings can be adapted to meet users' needs and, at the same time, operations can become more efficient.

and more. means we tell stories with our buildings. This involves aesthetics, well-being and customer experience – a "more" that is perceptible all over.

In its operational activities, the focus lies in particular on the efficient use of sustainable resources, the consideration of social aspects and compliance with applicable regulatory requirements. The strategy influences all phases of real estate development and takes into account long-term environmental and social impacts.

Sustainability activities are aligned with the applicable legal and regulatory requirements in the countries in which UBM operates. In addition, recognised international frameworks and standards are used as guidance, including the UN Global Compact, the Sustainable Development Goals (SDGs), the EU Green Deal and the legislative acts adopted on this basis.

The *green. smart. and more.* strategy places ESG at the centre of the company's activities across the entire value chain. Operationally, processes are standardised through an institutionalised 360° principle to ensure the effective implementation of the strategy.

Responsibility for sustainability lies with the Management Board. Sustainability-related topics are anchored at Management Board level and are regularly addressed within the Executive Committee, particularly with regard to the strategic direction *green. smart. and more.*

In the 2024 financial year, UBM's remuneration policy was supplemented with ESG-related target components. In addition to the targets already in place, the achievement of the following objectives was defined as a prerequisite for the variable gross performance bonus of the members of the Management Board:

- Anchoring the *green. smart. and more.* strategy in the Group through the implementation of further ESG-aligned projects.
- Expansion of environmental certifications (BREEAM, BREEAM In-Use, LEED or DGNB/ÖGNI) to cover all newly acquired, newly developed or renovated office or residential buildings.

In addition, an ESG Committee has been in place since February 2021 as the highest supervisory body with regard to environmental, social and governance matters.

Further information on the measures and processes is presented in the following chapters of this report. For more detailed information on the strategic integration of sustainability into business activities, please refer to the ESG Report 2025, section 3.

1.2.1. Practices, policies and future initiatives for transitioning towards a more sustainable economy

Fw B2 26-27

	Do you have existing sustainability practices/policies/future initiatives that address any of the following sustainability issues?	Are they publicly available?	Do the policies have any targets?
Climate Change	Yes	Yes	Yes
Pollution	Yes	Yes	Yes
Water and Marine Resources	Yes	Yes	Yes
Biodiversity and Ecosystems	Yes	Yes	Yes
Circular Economy	Yes	Yes	Yes
Own Workforce	Yes	Yes	Yes
Workers in the Value Chain	Yes	Yes	Yes
Affected Communities	Yes	Yes	No
Consumers and End-Users	Yes	Yes	Yes
Business Conduct	Yes	Yes	Yes

1.2.2. Description of practices, policies and future initiatives for transitioning towards a more sustainable economy

C2 48

	Description of practices/policies and/or future initiatives for the transition to a more sustainable future	Description of the objective related to the policy[5]	Fw C2 49 Highest organisational level accountable for implementing the policies
Climate Change	**Sustainable property development** ■ Timber hybrid constructions ■ Building certification ■ Consideration of the EU Taxonomy technical screening criteria (Environmental Objective 1 or Environmental Objective 2) for new office developments ■ Green leases	Objectives to increase the use of sustainable timber (hybrid) construction, to expand the application of recognised building certifications, to align new office developments with the requirements of the EU Taxonomy, and to establish green leases for new office lettings.	Responsibility for ■ Management and compliance: Management Board (with Peter Schaller specifically responsible for the areas of Green Building and Timber Construction) ■ Operational implementation: Green Building in coordination with Investor Relations & ESG Highest supervisory body: ESG Committee of the Supervisory Board
	Decarbonisation – Property development ■ Thresholds for primary energy requirements ■ Renewable energy ■ Energy-efficient building equipment ■ Life cycle assessments for new buildings	Objectives to comply with specific thresholds for primary energy requirements and to reduce operational emissions for all new developments, as well as to conduct life cycle assessments for all new developments.	
	Decarbonisation – Standing assets ■ Green electricity ■ Guidelines for sustainable and efficient building operations	Objectives to reduce operational emissions across standing assets.	
	Decarbonisation – Corporate locations ■ Green electricity ■ Guidelines for sustainable and efficient building operations ■ Vehicles with electric or ffull hybrid drives ■ Travel handbook	Objectives to reduce operational emissions across corporate locations, to increase the share of company vehicles with electric or full hybrid drives, and to reduce emissions from air travel.	

[5] Detailed information on UBM's targets and measures can be found in the ESG Report on page 53 and from page 64 onwards.

	Description of practices/policies and/or future initiatives for the transition to a more sustainable future	Description of the objective related to the policy[5]	Fw C2 49 Highest organisational level accountable for implementing the policies
	Decarbonisation – Climate transition plan ■ Implementation of reduction measures ■ Neutralisation of remaining emissions	Reduction of Scope 1 and 2 GHG emissions by 42% by 2030, and reduction of Scope 1, 2 and 3 GHG emissions by 90% by 2050, compared with 2022.	Responsibility for ■ Management and compliance: Management Board (with Thomas G. Winkler specifically responsible for the areas of Strategy, Investor Relations & ESG and Compliance) ■ Operational implementation: Investor Relations & ESG in coordination with Green Building Highest supervisory body: ESG Committee of the Supervisory Board
Pollution	■ Requirements and measures to limit environmentally harmful substances in the specifications as part of the tendering process ■ Consideration and minimisation of project-related impacts on the immediate surroundings (e.g. light, noise, emissions, traffic, pollutants) within the project development process	Minimisation of project-related environmental impacts (e.g. noise, light, emissions, traffic, pollutants) through defined requirements in planning and procurement.	Responsibility for ■ Management and compliance: Management Board (with Peter Schaller specifically responsible for the areas of Green Building and Timber Construction) ■ Operational implementation: Green Building Highest supervisory body: ESG Committee of the Supervisory Board
	Sustainable procurement and regional added value ■ Code of Conduct for business partners	Objectives relating to environmental and socio-economic compliance within the value chain.	Responsibility for ■ Management and compliance: Management Board (with Thomas G. Winkler specifically responsible for the areas of Strategy, Investor Relations & ESG and Compliance) ■ Operational implementation: Legal in coordination with Investor Relations & ESG Highest supervisory body: ESG Committee of the Supervisory Board

	Description of practices/policies and/ or future initiatives for the transition to a more sustainable future	Description of the objective related to the policy[5]	Fw C2 49 Highest organisational level accountable for implementing the policies
Water and Marine Resources	**Water and wastewater use – Standing assets & Corporate locations** ■ Water flow regulators ■ Employee awareness measures ■ Guidelines for sustainable and efficient building operations	Objective to promote efficient water use at corporate locations and within standing assets.	Responsibility for ■ Management and compliance: Management Board (with Peter Schaller specifically responsible for the areas of Green Building and Timber Construction) ■ Operational implementation: Green Building in coordination with Investor Relations & ESG Highest supervisory body: ESG Committee of the Supervisory Board
Biodiversity and Ecosystems	**Biodiversity & Ecosystems – Property development** ■ Brownfield developments ■ Calculation of the project-specific biotope area factor for each project	Objective to increase the share of brownfield developments in the project pipeline and to calculate the biotope area factor.	
Circular Economy	**Resource use and circular economy – Property development** ■ Digital building resource passport ■ Use of recycled and recyclable construction materials	Objective to document installed materials and to calculate the circularity factor, as well as to increase the use of recycled construction materials.	
Own Workforce	**Attractive employer** ■ Strengthen the strong employer brand ■ Online presence (LinkedIn & Instagram) ■ Onboarding processes ■ Flexible working time models ■ Attractive remuneration ■ Proactive parental leave management ■ Regular communication through internal communication channels ■ Internal opportunities for training and qualification ■ Development of an internal mobility programme ■ Internal opportunities for advancement ■ Exit interviews ■ Succession planning	Objectives relating to attracting top talent and managing employee turnover.	Responsibility for ■ Management and compliance: Management Board (with Martina Maly-Gärtner specifically responsible for the areas of Human Resources and Work Safety) ■ Operational implementation: Human Resources in coordination with Investor Relations & ESG Highest supervisory body: ESG Committee of the Supervisory Board

	Description of practices/policies and/or future initiatives for the transition to a more sustainable future	Description of the objective related to the policy[5]	Fw C2 49 Highest organisational level accountable for implementing the policies
	Training and education ■ Internal knowledge transfer through Building Better sessions ■ Establishment of an internal knowledge centre ■ Individual, needs-based training measures ■ ESG training	Objectives relating to the training and professional development of employees, the number of training hours per employee, and participation in ESG awareness training.	
	Diversity and equal opportunities ■ Preference for women in recruitment where qualifications and experience are equal ■ Engagement in women's professional networks ■ Mentoring programmes for women with high potential	Objectives relating to the share of women in the overall workforce, the share of women in management positions, and equal pay for equal work.	
	Health and safety ■ Occupational health and safety management system in accordance with ISO 45001 ■ Fitness offering and subsidies ■ In-house occupational physician ■ In-house contact point for mental health in the workplace and conflict resolution ■ Regular occupational safety instructions ■ Annual inspection of occupational health and safety standards	Objectives relating to the promotion of employee health and the prevention of workplace accidents.	
Workers in the Value Chain	**Sustainable procurement and regional added value** ■ Code of Conduct for business partners ■ Supplier assessment with regard to ESG activities	Objectives relating to environmental and socio-economic compliance within the value chain.	Responsibility for ■ Management and compliance: Management Board (with Thomas G. Winkler specifically responsible for the areas of Strategy, Investor Relations & ESG and Compliance and Martina Maly-Gärtner specifically responsible for the areas of Human Resources and Work Safety) ■ Operational implementation: Legal in coordination with Investor Relations & ESG Highest supervisory body: ESG Committee of the Supervisory Board
Affected Communities	**Corporate governance and compliance** ■ Anonymous whistleblowing system	Objective to operate a whistleblowing system.	

	Description of practices/policies and/or future initiatives for the transition to a more sustainable future	Description of the objective related to the policy[5]	Fw C2 49 Highest organisational level accountable for implementing the policies
Consumers and End-Users	**Sustainable property development** ■ Timber hybrid constructions ■ Building certification ■ Consideration of the EU Taxonomy technical screening criteria for new office developments	Objectives to increase the use of sustainable timber (hybrid) construction, to expand the use of recognised building certifications, and to align new office developments with the requirements of the EU Taxonomy.	Responsibility for ■ Management and compliance: Management Board (with Peter Schaller specifically responsible for the areas of Green Building and Timber Construction) ■ Operational implementation: Green Building in coordination with Investor Relations & ESG Highest supervisory body: ESG Committee of the Supervisory Board
Business Conduct	**Corporate governance and compliance** ■ Supervisory Board self-evaluation ■ Quality management system in accordance with the highest standards (ISO 9001 certified) ■ ESG-linked remuneration model ■ Compliance Management System (CMS)	Objectives relating to entrepreneurial compliance and responsible actions.	Responsibility for ■ Management and compliance: Management Board (with Thomas G. Winkler specifically responsible for the areas of Strategy, Investor Relations & ESG and Compliance) ■ Operational implementation: Legal in coordination with Investor Relations & ESG Highest supervisory body: ESG Committee of the Supervisory Board
	Corporate governance and compliance ■ Training on capital markets compliance ■ Training on compliance with a focus on anti-money laundering ■ Employee training on general compliance topics ■ Further training for compliance staff and certification of the compliance team ■ Sampling controls to verify compliance with rules for insider information as well as confidential and price-sensitive information ■ Documented acknowledgement of internal company policies by employees	Objectives relating to the implementation of guidelines and the prevention of misconduct.	Responsibility for ■ Management and compliance: Management Board (with Thomas G. Winkler specifically responsible for the areas of Strategy, Investor Relations & ESG and Compliance and Martina Maly-Gärtner specifically responsible for the areas of Human Resources and Work Safety) ■ Operational implementation: Legal in coordination with Investor Relations & ESG Highest supervisory body: ESG Committee of the Supervisory Board

	Description of practices/policies and/or future initiatives for the transition to a more sustainable future	Description of the objective related to the policy[5]	Fw C2 49 Highest organisational level accountable for implementing the policies
	Corporate governance and compliance ■ Ethics code	Objective relating to ethical and legally compliant behaviour by employees.	
	Corporate governance and compliance ■ Anonymous whistleblowing system	Objective relating to the operation of a whistleblowing system.	
	Corporate governance and compliance ■ Further development of data protection measures	Objective relating to data protection.	
	Corporate governance and compliance ■ KYC checks ■ Internal risk analyses ■ Business partner screening in accordance with AML requirements ■ Reporting of suspected money laundering cases in line with legal requirements (goAML system) ■ Documented acknowledgement of internal company policies by employees	Objectives to prevent money laundering and terrorist financing.	
	Corporate governance and compliance ■ Assessment of ESG risks and opportunities by the Management Board	Objective to assess ESG-relevant risks as part of risk management.	
	Sustainable procurement and regional added value ■ Code of Conduct for business partners ■ Supplier assessment with regard to ESG activities	Objectives relating to ecological and socioeconomic compliance in the value chain.	

2. Environment

2.1. Energy and greenhouse gas emissions

2.1.1. Key figures relating to energy and greenhouse gas emissions

2.1.2. GHG reduction targets and climate transition

2.1.3. Climate risks

2.2. Pollution of air, water and soil

2.3. Biodiversity

2.4. Water

2.5. Resource use, circular economy and waste management

2. Environment

2.1. Energy and greenhouse gas emissions

2.1.1. Key figures relating to energy and greenhouse gas emissions

B3 29

The following table presents the total energy consumption of the group's locations and existing properties in the 2025 financial year:

Energy consumption – Corporate locations and standing assets

									2024	2023
		Unit	Total	AT	DE	PL	CZ	NL	Total	Total
ENERGY CONSUMPTION[1]										
Total energy consumption[2]		**MWh**	**14,936**	**797**	**70**	**11,437**	**2,631**	**–**	**21,490**	**25,862**
Electricity (as stated on the electricity bill from the energy supplier)	Renewable energy	MWh	6,487	47	8	6,219	212	–	7,387	8,543
	Non-renewable energy	MWh	1,981	24	26	438	1,493	–	5,372	6,127
Electricity production (photovoltaics)	Renewable energy	MWh	-	–	–	–	–	–	65	116
District heating	Renewable energy	MWh	253	-	8	245	–	–	340	991
	Non-renewable energy	MWh	4,322	-	26	4,296	–	–	5,485	6,712
District cooling	Renewable energy	MWh	-	-	0	–	–	–	57	157
	Non-renewable energy	MWh	1	-	1	–	–	–	228	626
Fuels (in the sense of energy sources such as petroleum, natural gas, biogas)	Renewable energy	MWh	-	–	–	-	–	–	-	-
	Non-renewable energy	MWh	1,892	726	1	239	926	–	2,555	2,590

[1] Note: All locations with >5% of the total employees are taken into account. Other locations are not taken into account because they have minimal consumption or because consumption is calculated on a flat-rate basis.
All standing assets (with physical real estate) with a stake of over 50% that are not in an active sales process are included.
Operational control approach: This includes consumption over which UBM has operational control (i.e. can make operational decisions) and whose emissions are classified as Scope 1 or 2. Consumption over which UBM has no operational control (i.e. UBM's business partner, e.g. the landlord or tenant, can make operational decisions) and whose emissions are attributed to Scope 3 are not included.
Diesel and gasoline for UBM's own vehicles.

B3 30 Fw B3 52

The Corporate Carbon Footprint (CCF) represents the direct and indirect greenhouse gas emissions of UBM across the entire value chain, expressed in tonnes of CO_2 equivalents (tCO_2e). The results are presented in accordance with the requirements of the Greenhouse Gas Protocol (GHG Protocol) and the Guide to Scope 3 Reporting in Commercial Real Estate.

UBM conducted a comprehensive assessment of its Corporate Carbon Footprint for the first time in 2022. Since then, the CCF has been updated on an annual basis.

Organisational boundaries and reporting scope
The present CCF includes emissions from the following areas:

- Project development: six completed projects in 2025, with no renovation.
- Group locations: four of the eleven locations in Austria, Germany, Poland and Czechia, at which around 90% of employees are employed in total (cut-off limit per location: at least 5% of the total workforce must be employed at the location). One investment (UBM hotels, 51%).
- Existing buildings: five standing assets in Austria, Germany, Poland, Czechia and the Netherlands.

Undeveloped properties are not relevant for the CCF calculation.

The organisational boundary is defined according to the operational control approach. In Scope 1 and Scope 2, emissions from those companies over which UBM exercises operational control (i.e. can make operational decisions) are included. In Scope 3.15, investments over which UBM has no operational control are reported (with the percentage of the investment).

Certain Scope 3 categories (3.4, 3.9, 3.10 and 3.14) were identified as not material based on the business model and are therefore not reported.

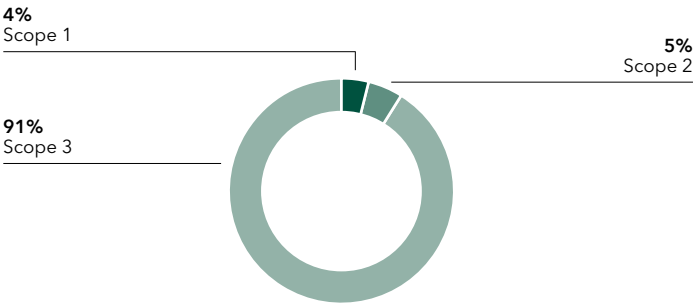
Data basis and methodology
Where available, primary data (e.g. meter readings, delivery receipts or travel records) are used. In cases where primary data are not available, methodologically justified estimates are applied (e.g. expenditure-based approaches or extrapolations). The emission factors used are selected according to the type of activity, geographical location and reporting year.

GHG emissions
Greenhouse gas emissions generated by UBM's business activities amounted to 11,729 tCO_2e in the 2025 financial year (2024: 25,534 tCO_2e[1]).[2] The majority of emissions fall under Scope 3, which is a typical picture for property developers.

Further details on the CCF can be found in the ESG Report 2025, section 4.1.4, or on the company website under the menu item "esg." in the subsection "environment.".

[1] Correction to 2024: Scope 3.2, Scope 3.11, Scope 3.12.
[2] Scope 2 market-based

EMISSIONS PER SCOPE (IN %)



Greenhouse gas emissions

		2025
	Unit	Total
GHG EMISSIONS[1,2]		
GHG emissions total (location-based)	**t CO_2e**	**16,686**
GHG emissions total (market-based)	**t CO_2e**	**11,729**
GHG emissions (Scopes 1 and 2 location-based)	**t CO_2e**	**5,988**
GHG emissions (Scopes 1 and 2 market-based)	**t CO_2e**	**1,031**
Scope 1	t CO_2e	435
Scope 2 (location-based)	t CO_2e	5,553
Scope 2 (market-based)	t CO_2e	596
GHG emissions (Scope 3)	**t CO_2e**	**10,698**
Scope 3.1 Goods & services	t CO_2e	671
Scope 3.2 Capital goods	t CO_2e	582
Scope 3.3 Energy-related emissions	t CO_2e	65
Scope 3.5 Waste	t CO_2e	221
Scope 3.6 Business travel	t CO_2e	64
Scope 3.7 Employee commuting	t CO_2e	58
Scope 3.8 Upstream leased assets	t CO_2e	128
Scope 3.11 Use of sold products	t CO_2e	2,921
Scope 3.12 End of life	t CO_2e	158
Scope 3.13 Downstream leased assets	t CO_2e	398
Scope 3.15 Investments	t CO_2e	5,431

[1] Classification of emissions according to the Greenhouse Gas Protocol, Operational Control Approach (GWP: AR5), base year: 2020. CO_2e = CO_2 equivalents.
Greenhouse gases included in the calculation: CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, biogenic CO_2 emissions.
Operational control approach: in Scopes 1 and 2, the emissions over which UBM has operational control (i.e. can make operational decisions) are reported, in Scope 3, the emissions over which UBM has no operational control (i.e. the business partner of UBM, e.g. the landlord or tenant, can make operational decisions).
Sources of emission factors:
2025, 2024 and 2023: AT, PL, DE, CZ ecoinvent (automatic calculation in the ESG Cockpit).
PL 2025, 2024 and 2023: Guarantees of Origin were purchased for the corporate site in Poland to neutralise emissions from electricity consumption.
Vehicles: manufacturer data; air travel: airline tickets (evaluation by travel management provider through which flight bookings are made); train travel: travel expense report.

[2] Location-based: electricity location-based/heat and cooling market-based

B3 31

The following table presents the greenhouse gas emission intensity of UBM per turnover:

Greenhouse gas emission per turnover

	Unit	2025 Total	2024 Total	2023 Total
GREENHOUSE GAS EMISSIONS INTENSITY PER TURNOVER				
GHG emission intensity (Scopes 1 and 2 location-based)	t CO_2e / € m	43.0	88	142
GHG emission intensity (Scopes 1 and 2 market-based)	t CO_2e / € m	7.40	35	57
GHG emissions total (location-based)	t CO_2e / € m	119.9	293	344
GHG emissions total (market-based)	t CO_2e / € m	84.3	240	258

2.1.2. GHG reduction targets and climate transition

C3 54

Based on its 2022 Corporate Carbon Footprint, UBM defined science-based climate targets and submitted them to the Science Based Targets initiative (SBTi), which validated them in 2024.

UBM is committed to the following goals as part of the Science Based Targets initiative in order to limit global warming to 1.5°C:

- Reduction of 42% in Scope 1 and Scope 2 GHG emissions by 2030 (base year 2022) and
- Achieve net zero by 2050 (reduction of 90% in Scope 1+2+3 emissions by 2050 from the base year 2022 and neutralisation of the remaining emissions).

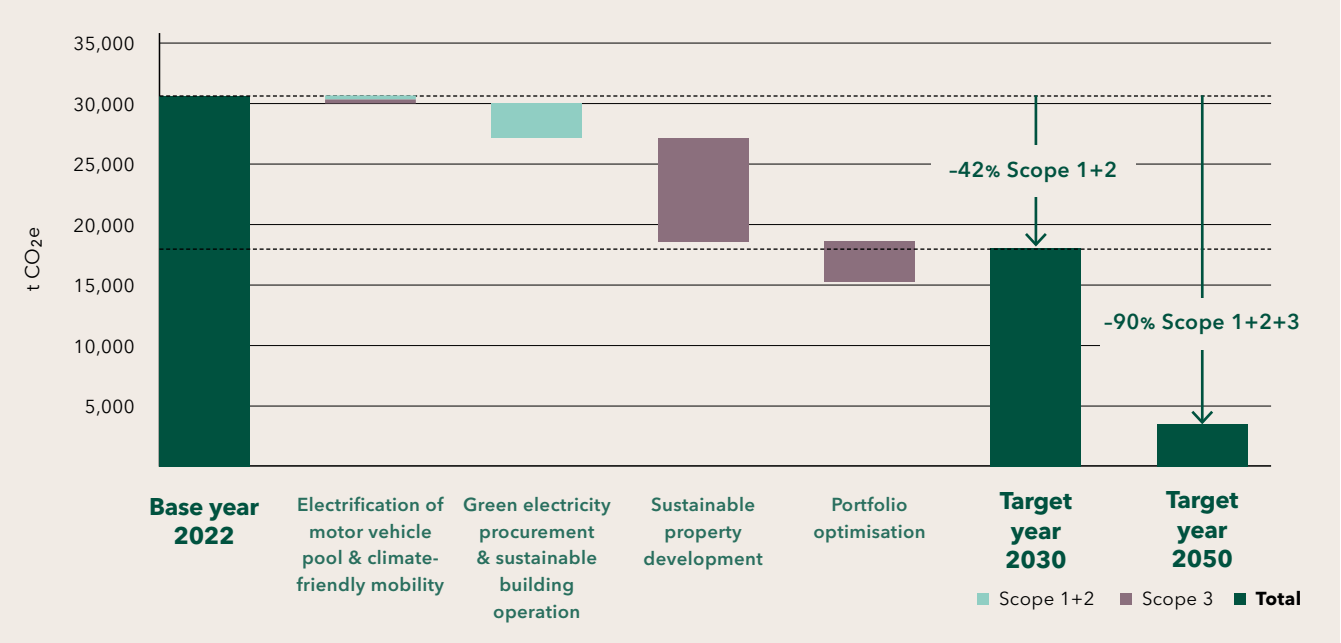
Compared with the base year 2022 (4,697 tCO_2e in Scopes 1 and 2[3]), emissions are to be reduced by 42% to 2,724 tCO_2e, corresponding to a reduction of 1,973 tCO_2e.

In addition, UBM is pursuing a long-term climate target of achieving net zero by 2050. Net zero is defined as a reduction of greenhouse gas emissions across Scopes 1, 2 and 3 by at least 90% compared with the base year 2022 (30,741 tCO_2e in Scopes 1, 2 and 3[2]). Any remaining emissions are to be neutralised.

To implement its decarbonisation targets, UBM has developed a climate transition plan aligned with the 1.5°C pathway, which includes short-, medium- and long-term measures to reduce emissions across Scopes 1, 2 and 3.

[3] Correction to 2022: Scope 1, Scope 2, Scope 3.1, Scope 3.2, Scope 3.3, Scope 3.5, Scope 3.7, Scope 3.8, Scope 3.11, Scope 3.13.

DECARBONISATION PLAN



Climate transition plan

The climate transition plan addresses the company's key emission sources and provides the basis for concrete measures aimed at sustainably reducing greenhouse gas emissions. Most of the measures were identified together with the relevant specialist departments and subsequently approved by the Management Board in connection with the further development of UBM's ESG goals for 2025–2030.

Progress is measured annually on the basis of the Corporate Carbon Footprint (tCO_2e), enabling transparent and consistent tracking of emission developments across multiple reporting years. The climate transition plan is reviewed regularly and further developed where necessary.

The reduction of greenhouse gas emissions is to be achieved in particular through the following levers and measures:

- **Sustainable property development**
  Increased use of timber in construction, conclusion of green leases and climate-friendly new buildings with reduced operating emissions, such as via renewable energies and energy-efficient building equipment

- **Green electricity procurement & sustainable building operation**
  Reduction of operating emissions in standing assets and corporate locations, such as through the purchase of green electricity and guidelines for sustainable and efficient building operations

- **Portfolio optimisation**
  Reduction of the share of Scope 3 emissions through targeted divestments

- **Electrification of motor vehicle pool & climate-friendly mobility**
  Increase in the share of electrical and full hybrid company vehicles and measures to further reduce air travel emissions

For further information on the GHG reduction targets and the climate transition plan, please refer to the ESG Report 2025, section 2 and 4.1.4.

2.1.3. Climate risks

C4 57 (a)

Since 2023, climate-related physical risks and transition risks have also been considered as part of the semi-annual risk identification and assessment process. In the area of climate-related risks, the following risks in particular are taken into account:

- Acute physical climate risks (heatwaves, cold spells, storms, drought, heavy rain, flooding, etc.)
- Chronic physical climate risks (changes in temperature, wind, precipitation, etc.)
- Transitory climate risks (GHG taxation, reporting requirements, change in preferences, etc.)

As a pure-play developer with a relatively small portfolio of standing assets, selected chronic physical climate risks and transition risks are particularly relevant for UBM in the context of climate-related risks.

C4 57 (b)

The assessment of climate-related risks is carried out in alignment with, and embedded within, the existing risk measurement system (Value at Risk, Cashflow at Risk). The probability of occurrence and the potential impact of individual risks are assessed on a semi-annual basis. The assessment and quantification of risks are conducted with the involvement of all members of the Management Board and across the entire value chain. The determination of the potential magnitude of individual risks is largely based on systematised calculation methodologies. Country managing directors and risk owners are involved on an ad hoc basis in the evaluation of risks through professional judgement, as well as in the development and implementation of risk management measures. The risk management system is reviewed annually and adjusted to reflect current circumstances.

C4 57 (c)

In the reporting year, no material acute physical or transition climate risks were identified.

Chronic physical climate risks were assessed as low in both the short and long term.

C4 57 (d)

UBM has defined targets, measures and key performance indicators to assess and manage potential climate-related risks (see ESG Report 2025, section 3.5.2).

Detailed information on risk management can be found in the ESG Report 2025, section 3.6.

2.2. Pollution of air, water and soil

B4 32

Due to its business model as a pure real estate developer, UBM is not subject to any statutory reporting obligations regarding emissions of pollutants into air, water or soil; voluntary reporting is not carried out.

Irrespective of this, potential environmental impacts are considered as part of the project development process, in particular through corresponding requirements in the specifications, the consideration of aspects such as light, noise, emissions and traffic volumes, the application of recognised building certifications, the use of green leases, and the agreement of a code of conduct with business partners.

2.3. Biodiversity

B5 33

Due to its business model as a real estate developer and its focus on urban locations, UBM does not own or operate sites in or near areas with sensitive biodiversity.

Biodiversity aspects are taken into account as part of the project development process, in particular through a focus on brownfield developments, site and building design, and the application of building certifications.

Detailed information on soil sealing, climate change adaptation and biodiversity can be found in the ESG Report 2025, Section 4.3.

2.4. Water

B6 35 Fw B6 36

Efficient use of water and wastewater resources plays an important role in building operations. UBM aims to manage water consumption at Group locations and in existing buildings efficiently through technical and organisational measures.

The geographical focus of the company's business activities is predominantly in regions that are currently not classified as areas of high water stress. Certain locations, for example in Germany, may be subject to regional water stress assessments; however, their contribution to total water withdrawal is limited.[4]

To promote efficient water use, water-saving fittings and installations are used as part of project development and building operations. In addition, opportunities for the use of rainwater and greywater, as well as for optimising the irrigation of outdoor areas, are taken into account. Furthermore, the EU Taxonomy places particular emphasis on the sustainable use and protection of water resources.

In 2023, UBM published a Green Lease Framework, which includes design options relating, among other aspects, to water consumption.

The following table presents the water withdrawal of the corporate locations and standing assets in the 2025 financial year:

Water withdrawal and water consumption – Corporate locations and standing assets

			2025	2024	2023
		Unit	Total	Total	Total
WATER WITHDRAWAL					
Water withdrawal	All locations	m³	50,994	65,306	-
	of which locations in water stress areas	m³	0	0	-
Water consumption	All locations	m³	510	653	-
	of which locations in water stress areas	m³	0	0	-

[4] Classification based on the WRI Aqueduct Water Risk Atlas.

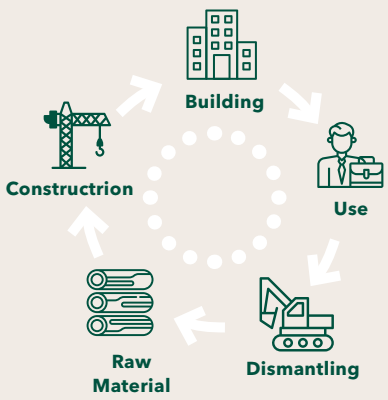
2.5. Resource use, circular economy and waste management

B7 37

UBM applies circular economy principles in the course of real estate development. As early as the initial planning phase, consideration is given to the selection of materials, structural components, and the durability, dismantlability and recyclability of construction materials. The aim is to optimise resource use, avoid waste and keep materials in the economic cycle for as long as possible.

A central focus lies on the use of durable and environmentally friendly construction materials, particularly timber as a renewable raw material. Timber stores carbon over the long term, requires fewer resources and less energy, and is well suited for dismantling and reuse. In addition, inseparable composite materials are avoided wherever possible in the planning process in order to facilitate subsequent material recovery.

CRADLE TO CRADLE



The cradle-to-cradle principle ensures that used materials do not end up as waste but remain in the raw material cycle instead. For instance, the wood used in construction and the aluminium in the curtain wall can be reused or recycled in many different ways.

Complementary concepts aimed at enhancing the adaptability of buildings are also pursued, for example through flexible floor plans, dynamic usage concepts and modular construction methods. These measures support long-term usability and reduce the need for material-intensive conversions or new developments.

To systematically assess material circularity, a pilot project using the Madaster platform was implemented. Through the use of a building material passport, the materials used are documented and analysed with regard to their circularity, reusability and recyclability. The application of this instrument is intended to be extended to additional projects.

Furthermore, UBM applies concepts such as "cradle to cradle" and conducts Life Cycle Assessments (LCAs), particularly for building components with significant mass shares or different life cycles. The results are used to optimise material selection and construction methods.

Among other objectives, UBM aims to achieve a circularity factor of at least 45% in 50% of new developments by 2030, while gradually increasing the use of recycled construction materials.

B7 38 (a) (b) Fw B7 170

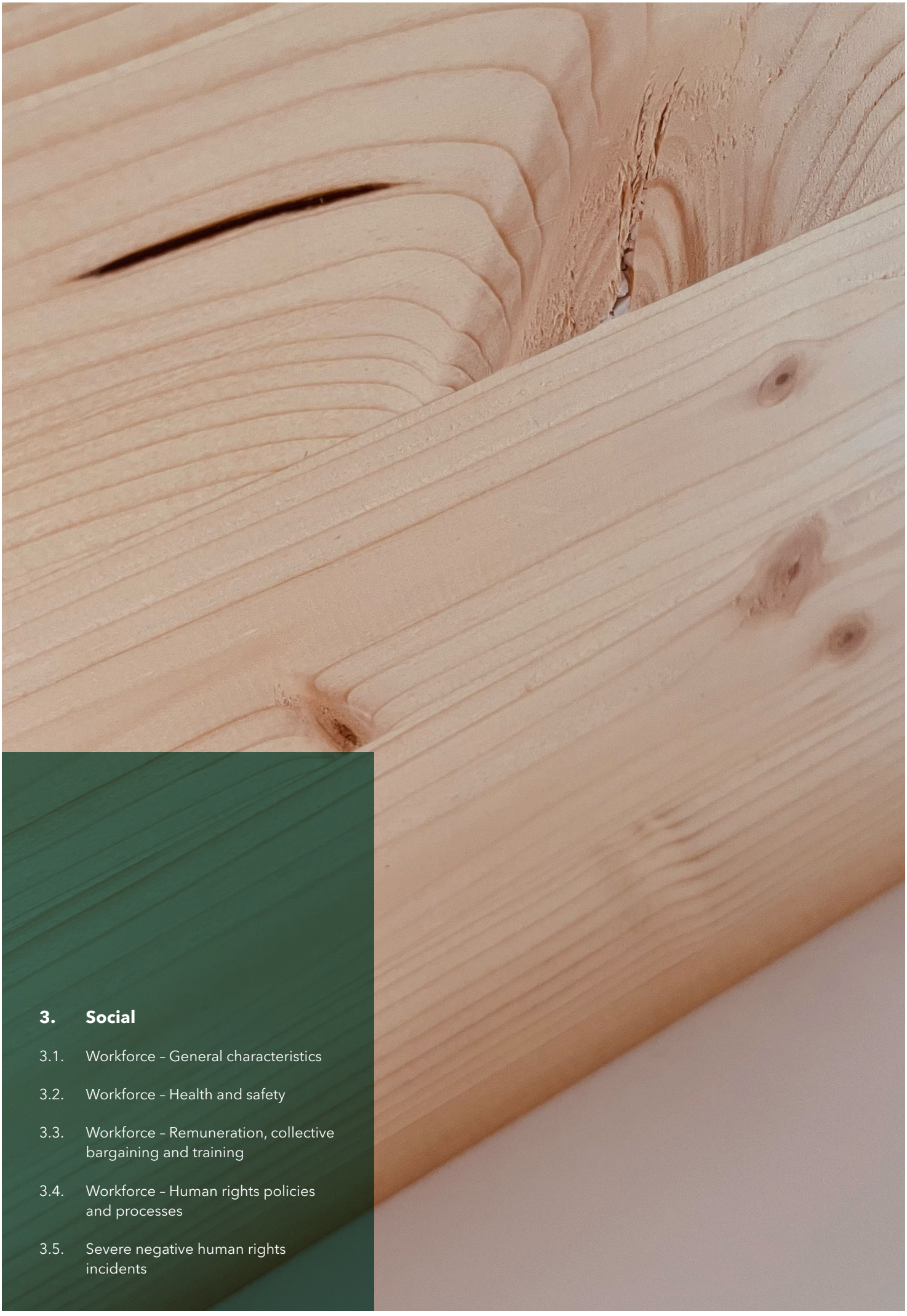
Within its own business activities at corporate locations and in standing assets, predominantly household-type, non-hazardous waste is generated (e.g. residual waste, paper and glass).

Waste volumes generated at corporate locations and in standing assets are recorded and disclosed in the ESG Report 2025 in accordance with the GRI Standard (see section 7.3). Due to the predominantly household-type waste generated, the quantitative waste indicators are not repeated in this VSME report.

Waste management plays an important role in building operations. At the Vienna headquarters, waste separation is carried out based on an established separation concept. At the Berlin branch office, digital solutions are used to optimise waste management. In addition, measures to reduce waste are implemented, including the use of reusable waste bags, the promotion of reusable food containers, and the Group-wide introduction of paperless invoicing processes.

B7 38 (c)

As a real estate developer, UBM is not directly involved in construction activities; significant material flows primarily occur at external contractors and therefore lie outside UBM's operational sphere of influence. Accordingly, no reporting on annual material mass flows is provided.



3. Social

3.1. Workforce – General characteristics

3.2. Workforce – Health and safety

3.3. Workforce – Remuneration, collective bargaining and training

3.4. Workforce – Human rights policies and processes

3.5. Severe negative human rights incidents

3. Social

3.1. Workforce – General characteristics

B8 39

The following tables present the number of UBM employees (headcount) by type of contract, gender, and country of employment.

The figures relate to the core workforce of UBM as at the reporting date. External staff (for example agency workers and consultants), interns and freelance service providers are not included in the core workforce and are therefore excluded from the calculation basis.

B8 39 (a) Fw B8 177

Number of employees by type of contract

		2025					2024	2023
		Total	AT	DE	PL	CZ	Total	Total
NUMBER OF EMPLOYEES BY TYPE OF CONTRACT[1]								
Type of contract	**Total number**	**211**	**113**	**38**	**25**	**35**	**231**	**268**
	Permanent contract	203	109	37	25	32	224	255
	Temporary contract	8	4	1	0	3	7	13

[1] Headcount as of 31 December.

B8 39 (b) Fw B8 178

Number of employees by gender

		2025					2024	2023
		Total	AT	DE	PL	CZ	Total	Total
NUMBER OF EMPLOYEES BY GENDER[1]								
Gender	**Total number**	**211**	**113**	**38**	**25**	**35**	**231**	**268**
	Male	109	63	20	9	17	118	138
	Female	102	50	18	16	18	113	130
	Other	–	–	–	–	–	–	–
	Not reported	–	–	–	–	–	–	–

[1] Headcount as of 31 December.

B8 39 (c) Fw B8 180

Number of employees by genders by country[7]

		2025	2024	2023
		Total	Total	Total
NUMBER OF EMPLOYEES BY COUNTRY OF EMPLOYMENT CONTRACT[1]				
Country	Austria (AT)	113	120	135
	Germany (DE)	38	46	53
	Poland (PL)	25	26	37
	Czechia (CZ)	35	39	42
	Others	–	-	1

[1] Headcount as of 31 December.

B8 40

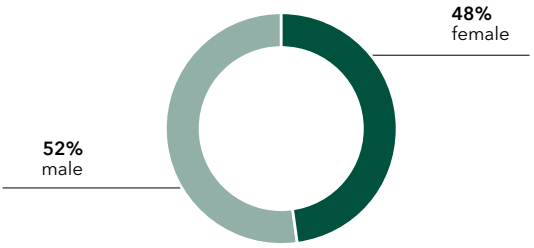
In the 2025 financial year, the employee turnover rate at UBM amounted to 17.31% (2024: 22.18%). The turnover rate is calculated on the basis of the average number of employees during the financial year, excluding the following categories of workers: external staff (for example agency workers and consultants), interns and freelance service providers.

The turnover indicator used for GRI reporting and for internal ESG targets is based on a different calculation methodology[1]. Deviations between the indicators result from differing definitions and boundary criteria. For the purposes of VSME reporting, the turnover rate is calculated in accordance with the requirements of the standard.

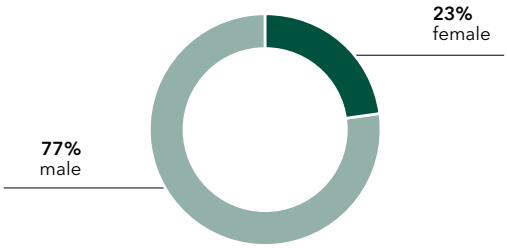
C5 59

In the reporting year, the ratio of female to male managers was approximately 1:3.3 (18 women, 59 men).

Total workforce 2025 (as a %)



Management positions 2025 (as a %)



[1]According to GRI, a turnover rate of 15.26% for 2025 and 19.23% for 2024 is reported in the ESG Report 2025. Turnover rate = leavers / (total employees + joiners) × 100, adjusted for strategic disposals and closures (alba and other markets).

3.2. Workforce – Health and safety

B9 **41 (a) (b)**

In the 2025 financial year, no reportable work-related accidents were recorded at UBM. This corresponds to an accident rate of 0.0 reportable workplace accidents per 100 full-time equivalents (FTE) .

In addition, there were no fatalities resulting from work-related injuries or work-related illnesses.

3.3. Workforce – Remuneration, collective bargaining and training

B10 **42 (a)**

All employees of UBM receive remuneration that is at least in line with the applicable statutory minimum wage or with relevant collective or collectively agreed wage arrangements. In Austria, employees are covered by a collective agreement. In Germany, certain employees are classified under collective wage agreements and remunerated accordingly. In certain countries (Germany, Poland, Czechia and others), remuneration arrangements are determined on the basis of individual employment contracts.

B10 **42 (b)**

The gender pay gap amounted to 47.2% in the 2025 financial year (unadjusted indicator in accordance with the VSME guidance).

B10 **42 (c)**

As at 31 December 2025, 54% of UBM's employees were covered by collective agreements or collective wage arrangements. The remaining employees are subject to individual contractual arrangements.

B10 **42 (d)**

In the reporting year, UBM employees participated in an average of 17 hours of training. The average number of annual training hours per employee is presented below by gender.

Average number of annual training hours per employee

		2025	2024	2023
		Total	Total	Total
NUMBER OF ANNUAL TRAINING HOURS PER EMPLOYEE[1]				
Gender	**Total number**	**17**	**11**	**25**
	Male	15	11	29
	Female	20	10	21
	Other	–	-	-
	Not reported	–	-	-

[1] Headcount as of 31 December

3.4. Workforce – Human rights policies and processes

C6 61 (a) (b)

In the 2025 financial year, UBM had a Group-wide Code of Conduct applicable to its own workforce.

The Code of Conduct covers the following topics:

- Child labour: Yes.
- Forced labour: Yes.
- Human trafficking: Yes.
- Discrimination: Yes.
- Prevention of workplace accidents: Yes.
- Other: Yes, in particular bribery and corruption, fair competition, economic sanctions and export control, prevention of money laundering and terrorist financing as well as economic crime, capital markets compliance, data protection and responsible use of information, risk management, environmental protection, training and professional development, occupational safety and health, requirements for business partners, customer-oriented conduct, as well as community and social engagement.

C6 61 (c)

A procedure has been established to address complaints related to employee matters. In this context, a whistleblowing system in accordance with Article 32 of the EU Market Abuse Regulation (MAR) and the EU Whistleblower Directive (2019/1937) enables employees and third parties to report irregularities and (potential) breaches in connection with the ethics code.

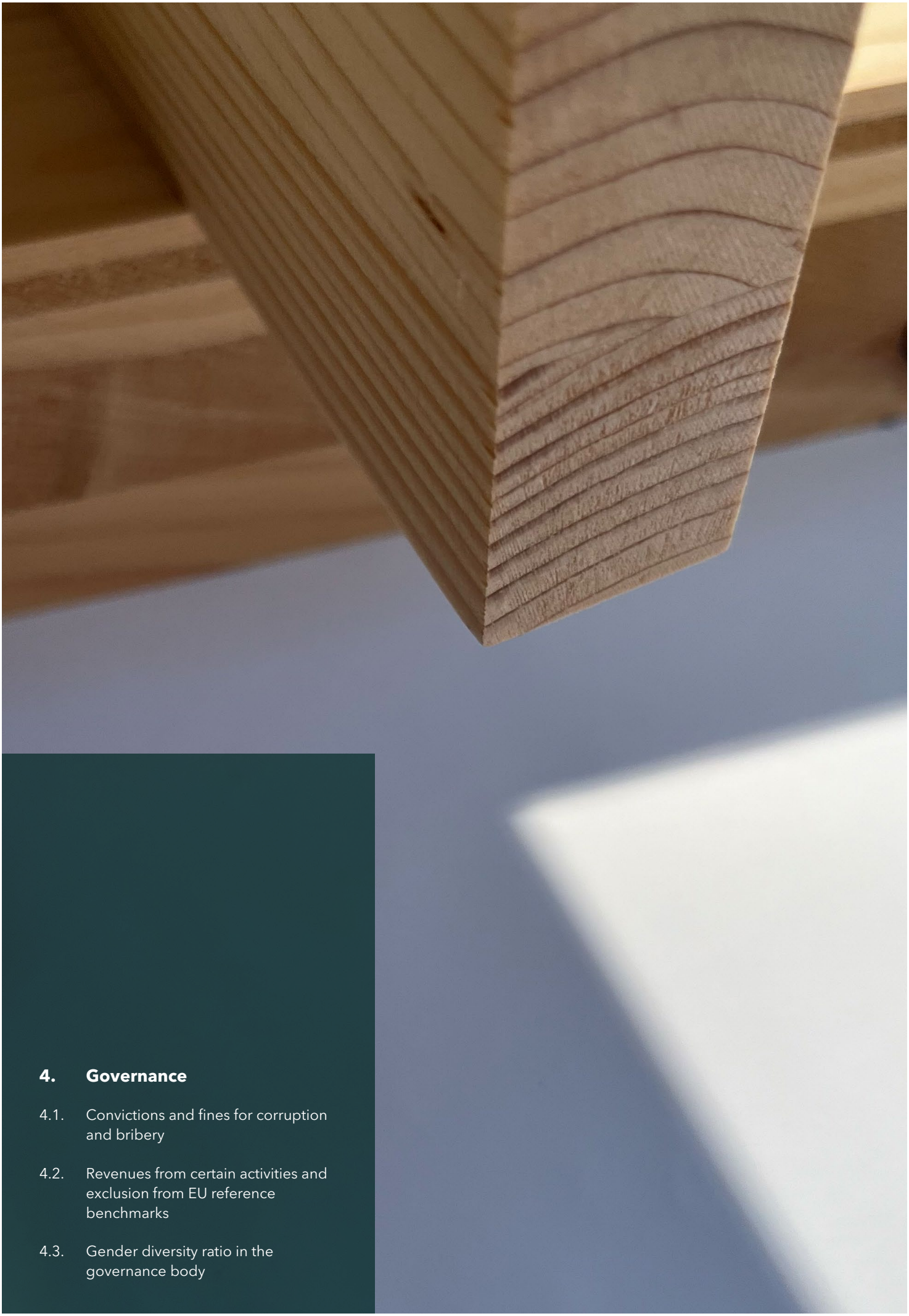
3.5. Severe negative human rights incidents

C7 62 (a)

In 2025, no confirmed incidents relating to child labour, forced labour, human trafficking, discrimination or other serious human rights violations within UBM's own workforce became known.

C7 62 (c)

Furthermore, UBM is not aware of any confirmed serious human rights incidents in the value chain, among affected communities, or involving consumers and end users.



4. Governance

4.1. Convictions and fines for corruption and bribery

4.2. Revenues from certain activities and exclusion from EU reference benchmarks

4.3. Gender diversity ratio in the governance body

4. Governance

4.1. Convictions and fines for corruption and bribery

B11 43

In the 2025 financial year, there were no convictions and no fines imposed on UBM in connection with violations of laws relating to the prevention of corruption and bribery.

4.2. Revenues from certain activities and exclusion from EU reference benchmarks

C8 63

UBM does not operate in any of the sectors referred to in C8 (controversial weapons, tobacco cultivation/production, fossil fuels or agrochemical production). Accordingly, UBM did not generate any revenue from these activities in the 2025 reporting year.

C8 64

To the company's knowledge, UBM is not excluded from EU reference benchmarks aligned with the Paris Climate Agreement.

4.3. Gender diversity ratio in the governance body

C9 65

The governing body of UBM is the Management Board. As at 31 December 2025, the Management Board consists of the following four members:

- Thomas G. Winkler (CEO)
- Patric Thate (CFO)
- Martina Maly-Gärtner (COO) and
- Peter Schaller (CTO)

Accordingly, the gender diversity ratio on the Management Board of UBM amounts to 1:3.

The supervisory body of UBM is the Supervisory Board. The Supervisory Board consists of the following twelve members:

- Karl-Heinz Strauss (Chairman)
- Iris Ortner (Deputy Chairwoman)
- Klaus Ortner
- Ludwig Steinbauer
- Paul Unterluggauer
- Bernhard Vanas
- Michael Strauss[1]
- Susanne Weiss
- Anke Duchow[2]
- Martin Mann[2]
- Hannes Muster[2]
- Günter Schnötzinger[2]

Accordingly, the gender diversity ratio on the Supervisory Board amounts to 3:9.

[1] Until the Annual General Meeting on 21 May 2025, Birgit Wagner was a member of the Supervisory Board; Michael Strauss was elected to the Supervisory Board on 21 May 2025.
[2] Appointed by the works council on 2 May 2024 in accordance with Section 110(1) of the Austrian Labour Constitution Act (ArbVG).

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