



esg report 2024. executive summary.

April 2025

sustainability. a matter for management.

ESG will undoubtedly remain relevant in the future. This is true, in any event, for Europe – and for good commercial reasons. We cannot afford the consequences of uncontrolled climate change any more than we can depend on fossil energy carriers.

It is a fact that the carbon emissions caused by human activity are accelerating global warming and, in turn, climate change. Nearly 40% of these emissions are caused by the construction and operation of buildings. The largest lever to reduce the carbon footprint from construction is to replace steel and concrete with timber where this is reasonable and possible. The extremely energy-intensive production of steel and cement (for concrete production) in building construction is responsible for 6% of worldwide CO₂ emissions alone. That equals roughly the total of global air and sea traffic combined. The largest lever in building operations is primary energy, meaning the use of renewable energy sources (geothermal energy/photovoltaics, wind power, hydropower) in place of fossil energy carriers (oil and gas).

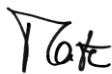
We have repeatedly proven in the past that we can implement a change in strategy quickly and success fully. However, recent developments do not give us any reason to change our ESG strategy. Thank you for supporting us in these efforts.



The Management Board



Thomas G. Winkler
CEO, Chairman



Patric Thate
CFO



Martina Maly-Gärtner
COO



Peter Schaller
CTO

Read the full ESG Report 2024 at www.ubm-development.com/esg-management

ubm. at a glance.

focus.

- Residential and Light Industrial & Office
- Major European cities
- *green. smart. and more.*

pipeline.

- € 1.9bn (pro rata over the next four years)
- More than 300,000m² of timber (hybrid) construction
- 90% in Germany and Austria

stock exchange.

- Prime Market listing in Vienna for maximum transparency
- Ortner and Strauss syndicate as core shareholder (roughly 39%)
- Top management (ExCo) invested and incentivized (virtual share options plan)

track record.

- more than 150 years of corporate history
- more than 150 years of capital markets history
- *competent. consequent. transparent.*

one of the leading developers of timber construction projects.

competence. along the entire value chain.



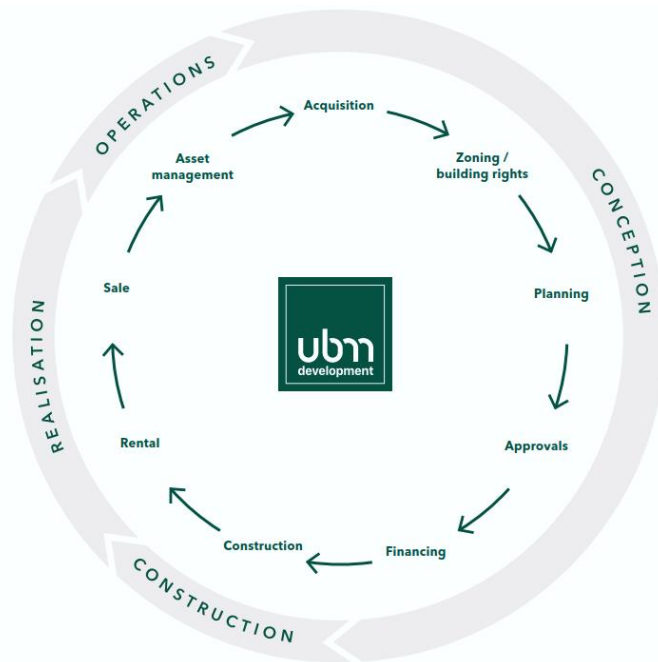
UBM provides **all key services** from a single source: from market analysis, project development, planning and project management to financing, leasing, and sales.



Pure Play Developer: UBM collaborates on a project-specific basis with a broad network of service providers and suppliers – including architects, building physicists, surveyors, and structural engineers. Project execution is carried out either by a general contractor, multiple individual companies, or a combination of both.



When **selecting business partners**, UBM places the highest value on prior business experience, integrity, and relevant qualifications.



teamwork, also at the top.

supervisory board.

UBM is one of the first publicly listed companies in Austria to establish an **ESG Committee** within its Supervisory Board. This committee:

- reports annually to the Annual General Meeting on key ESG factors and measures
- provides oversight and strategic guidance for the ESG catalogue of measures.

management board.

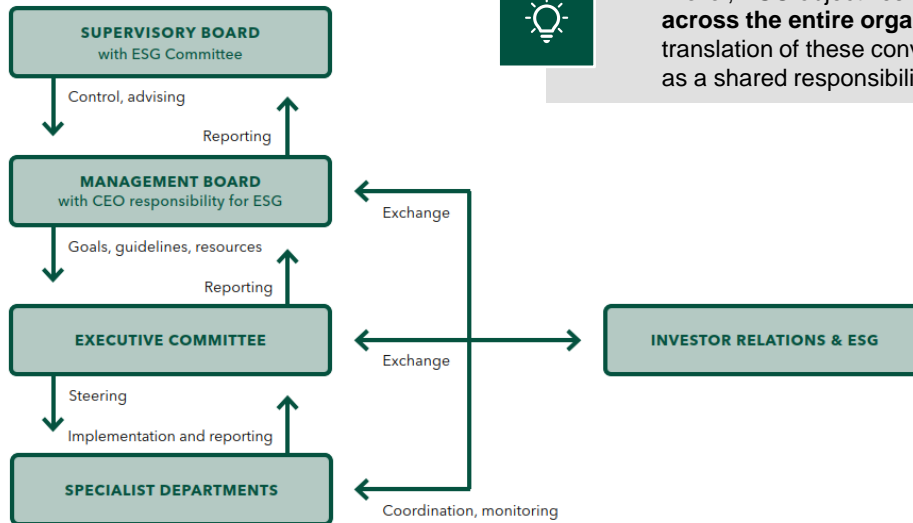
The Management Board is responsible for implementing and maintaining the sustainability strategy. As of 2024, ESG targets are an integral component of the variable compensation scheme.

executive committee.

As an extended leadership body, the Executive Committee meets six to eight times a year to evaluate market developments and ensure continuous calibration.



teamwork. clear responsibilities.



With the corporate strategy **green. smart. and more.**, ESG objectives have been embedded **across the entire organization**. We view the translation of these convictions into tangible action as a shared responsibility of all employees.



Sustainably well positioned - on all sides.

Our view of sustainability is universal: as values in action and a sought-after goal. For a real estate developer, this creates widespread obligations. It demands a far-sighted strategy, a finely tuned organisation and full commitment at all levels.

**UBM &
Sustainability**

esg. anchored in our strategy.

green.

- Our claim: to be Europe's **leading timber construction developer**
- Timber construction: **not an option**, but an imperative

smart.

- **UBM Standard:** Buyers know exactly what to expect
- Sustainability as a **driving force**, technology as the **enabler**

and more.

- We deliver **a story**, not just a building
- A **distinctive brand identity** that reflects product quality and sustainability

green.



Design & Construction



Energy



Building Operations

smart.



User Services



Technology & Data



Mobility

more.



Look & Feel

clear direction. consistent implementation.

Environment



Reduction of CO2 intensity of completed projects by 30% by 2030



Over 100,000 m² as a timber construction by 2025



Obtain green building certification for 100% of new developments



Share of brownfield developments in new projects over 66% by 2025



Increase the share of renewable energy in energy carriers to 30% by 2025
(Standing assets and corporate locations)



EU Taxonomy alignment for 100% new developments in the office asset class.

UBM'S TIMBER FAMILY



Timber Factory
ASSET CLASS: Light Industrial & Office
LOCATION: Munich
GROSS FLOOR AREA: 57,600 m²



Timber Marina Tower
ASSET CLASS: Office
LOCATION: Vienna
GROSS FLOOR AREA: 65,600 m²



Timber Living
ASSET CLASS: Residential
LOCATION: Vienna
GROSS FLOOR AREA: 22,600 m²



Timber View
ASSET CLASS: Residential
LOCATION: Mainz
GROSS FLOOR AREA: 15,200 m²



Timber Pioneer
ASSET CLASS: Office
LOCATION: Frankfurt
GROSS FLOOR AREA: 17,600 m²



Timber Port
ASSET CLASS: Office
LOCATION: Düsseldorf
GROSS FLOOR AREA: 11,800 m²



Timber Works
ASSET CLASS: Light Industrial & Office
LOCATION: Munich
GROSS FLOOR AREA: 9,700 m²



Timber Peak
ASSET CLASS: Office
LOCATION: Mainz
GROSS FLOOR AREA: 9,500 m²



Timber Praha
ASSET CLASS: Residential
LOCATION: Prague
GROSS FLOOR AREA: 4,900 m²

Social



Increase percentage of women in management positions to over 30% by 2030



Hold employee turnover below 15% by 2025



Annual ESG awareness training for all employees

Governance



Voluntary external audit of ESG reporting since 2021



Carry out KYC reviews of new business partners and confirm binding code of conduct



Confirm code of conduct in writing with all employees

fundamental principles.



sustainable development goals.

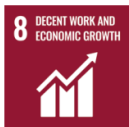
UBM is committed to the United Nations Sustainable Development Goals (SDGs) and has identified concrete targets where the company can make a direct contribution.



Affordable and clean energy -

Ensure access to affordable, reliable, sustainable and modern energy for all.

Focus: Goals 7.2 and 7.3



Decent work and economic growth -

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Focus: Goals 8.4 and 8.8



Industry, innovation and infrastructure -

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Focus: Goal 9.1



Sustainable cities and communities -

Make cities and human settlements inclusive, safe, resilient and sustainable.

Focus: Goals 11.1 and 11.3



Climate Action -

Take urgent action to combat climate change and its impacts.

Focus: Goals 13.1 and 13.2



Life on land - Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

Focus: Goal 15.5



Peace, justice and strong institutions -

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Focus: Goal 16.7

stakeholder-inklusion.

As a project developer, we influence various aspects of society. Regular engagement with both **internal and external stakeholders** and their active involvement in our business activities is therefore of great importance to us.

We include relevant stakeholder groups by providing

- early information,
- participation and
- co-determination

in planning and development processes.

This enables local residents to express their **needs and interests** and to **influence outcomes**.

Since 2021, this has been a standard part of UBM's process landscape.



top priorities. for progress.

materiality analysis 2021.

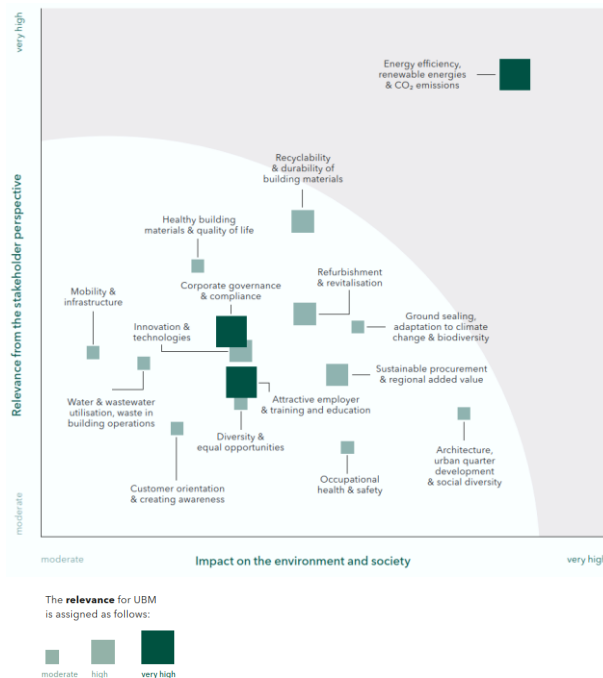
The first step was to develop a **list of 17 potentially material topics** based on a comprehensive context analysis, studies on megatrends, a detailed peer group review, and conversations with internal experts.

The assessment of the relevance or impacts of these topics was carried out from **three perspectives**:

- **UBM's impact on people, society and the environment**
Carbon footprint measurements, expert-based evaluation
- **Relevance of sustainability topics from the stakeholder perspective**
An online survey was sent to approximately 700 stakeholders, generating one third evaluable responses
- **Impact of sustainability topics on UBM**
Internal worst-case scenario analysis, time horizon of approximately 10 years

materiality matrix.

Materiality is signified by dark green squares and topics with beige background.

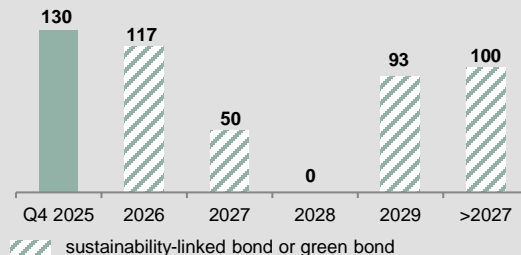


green strategy. green financing.

[illegible]

capital market. green alignment.

Repayment profile of bonds (incl. hybrid) in €m



- **~ €350 million** in green capital market products
- **€93 million Green Bond** successfully placed in **Q4 2024**
- **Sustainability-Linked Bond:** If a specific ESG rating is not achieved, the redemption amount increases by 10 basis points (senior bond) or 15 basis points (hybrid bond).
- **Green Bond:** Used to finance projects with positive environmental impact
- Represented in the **ESG segment** by the Vienna Stock Exchange

esg. industry leadership defended.



UBM Green Finance Framework

Net proceeds exclusively for projects with clear **environmental benefits**

- ✓ Second Party Opinion (SPO) provided by ISS ESG
- ✓ Aligned with ICMA Green Bond Principles 2021 and the LMA Green Loan Principles 2023
- ✓ Based on EU Taxonomy Regulation



UBM Green Lease Framework

Design options in the use and management of buildings to **integrate sustainability** into lease agreements.

Benefits for all stakeholders: lower operating costs, increased attractiveness of the building, and integration of the company's ESG strategy.



memberships.



UBM is an **active member** and **supporter** of various organizations and industry associations to pursue the vision of a sustainable and inclusive economy and to strengthen an intensive stakeholder dialogue.

WE SUPPORT



Our actions are based on the ten principles of the UN Global Compact, a “network of the future” which UBM joined in 2021.



Member of the corporate platform respACT (Austrian Council for Sustainable Development)



Active role in the Association of Austrian Project Developers (VÖPE)



Member of the Austrian Sustainable Building Council (ÖGNI)



Official supporter since 2021 of the Task Force on Climate-related Financial Disclosures (TCFD)



Member of the Institute for Corporate Governance (ICG) since 2019, participation in the Social Impact Investment Initiative of ICG



Active role and member of the IG Lebenszyklus Bau (Building Lifecycle Initiative)



Showing our colours.

Green is a fundamental element of UBM's corporate identity. Above and beyond a simple graphic idea, this also underscores our special approach. We want to visibly signalise that the core concept "green" is deeply anchored in UBM's projects and transactions along the entire value chain.

UBM & Environment

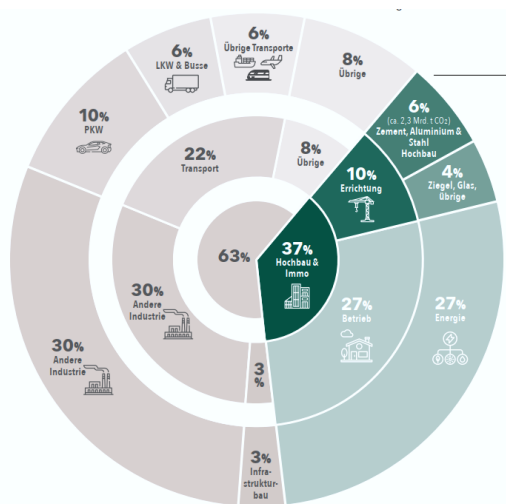
timber construction. our greatest lever.

Global CO2-Emissions

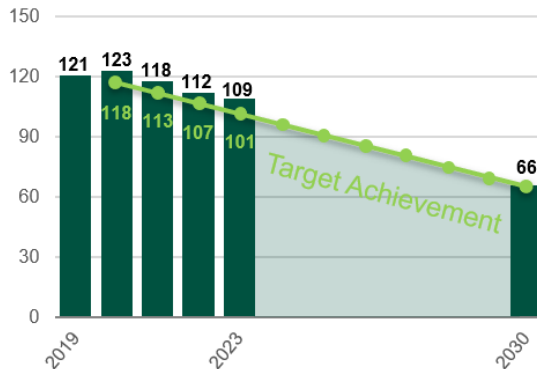
6% of total CO2 emissions from concrete, aluminium and steel

Climate Change

Development of CO2 emissions in the building sector (Germany)*



Pathway in m t CO₂

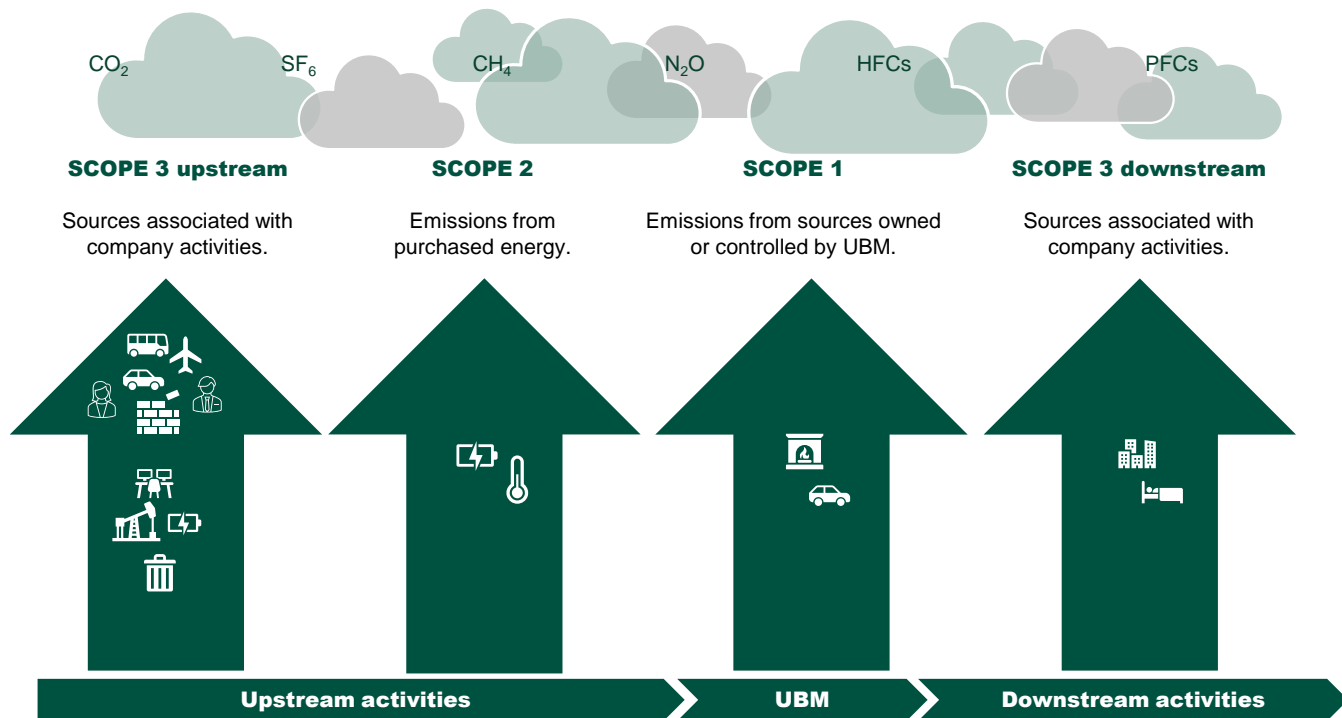


The building sector has been **failing to meet climate targets** for years

timber is the most significant lever. in construction.

*Agora Energiewende (2023): "Die Energiewende in Deutschland: Stand der Dinge 2023".

our corporate carbon footprint.

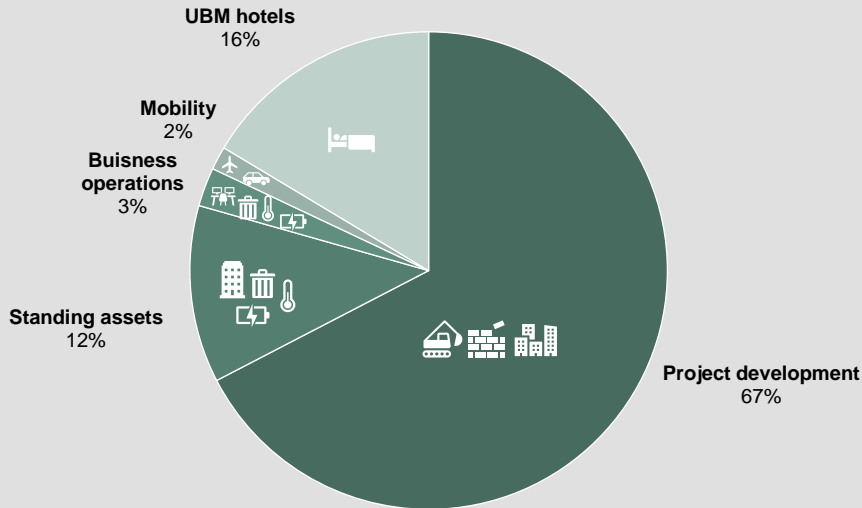


The GHG Protocol is the most widely used global standard for emissions accounting and reporting.

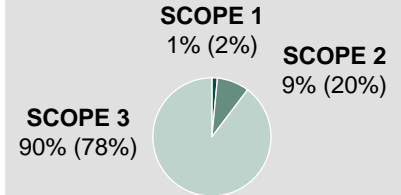
emissions at a glance.

emissions by activity of ubm¹.

Summe: 36,442 t CO₂e



emissions by scope.



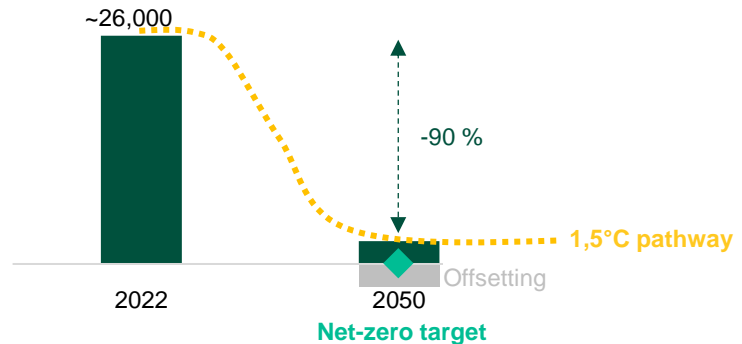
¹ Project development: 3.2 Embodied Carbon, 3.11, 3.12; Standing assets: 1, 2, 3.5, 3.13; Business operations: 1, 2, 3.1, 3.2 rest, 3.5, 3.8; Mobility: 1, 3.3, 3.6, 3.7, 3.8 rest; UBM hotels: 3.15

way forward.

Science-based targets

Near-term Target 2030	42% reduction of scope 1+2 emissions (Base year: 2022)
Long-term Target 2050	Net-Zero: 90% reduction of scope 1+2+3 emissions (Base year: 2022) Unavoidable emissions to be offset from 2050

Scope 1+2+3 emissions (t CO₂e)



Key actions to achieve goals



Increase share of timber construction



Increase renewable energies



Increase energy efficiency (BMS)



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

The detailed catalogue of objectives and measures is described in detail in the current ESG report and is available for download:
www.ubm-development.com/de/esg-management/

timber remains in the cycle.

From tree to house ...

1. Tree: A tree stores an average of 10 kg CO₂ per year.

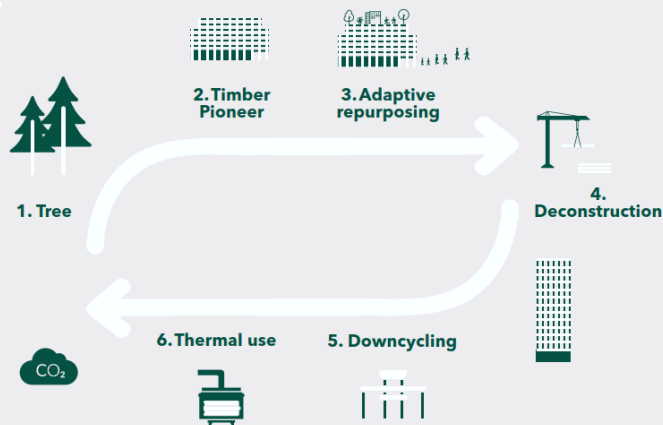
2. Timber Pioneer: 1,800 cubic metres of timber are being used for the office building. This means that around 1,800t CO₂ are stored in the prefabricated parts.

3. Adaptive repurposing: The building is designed to span several generations of use, and it can also be repurposed.

4. Deconstruction: The skeleton design allows Timber Pioneer to be deconstructed. The supports and beams made of glued laminated timber can be reused as building material for a new real estate project.

5. Downcycling: If the timber cannot be used as a building material after it has been deconstructed a second time, the next step is downcycling. The timber construction parts can be used for making furniture or in the production of chipboard.










6. Thermal use: The cycle is complete when the wood is composted or used thermally. Carbon



stored in the wood is released back into the atmosphere as CO₂. If the tree had remained in a forest, this would have happened much sooner.

... and back again.

the ubm timber family is expanding.

 <p>Timber Factory ASSET CLASS: Light Industrial & Office LOCATION: Munich GROSS FLOOR AREA: 57,600 m²</p>  <p>Timber Marina Tower ASSET CLASS: Office LOCATION: Vienna GROSS FLOOR AREA: 46,600 m²</p>  <p>Timber Living ASSET CLASS: Residential LOCATION: Munich GROSS FLOOR AREA: 22,600 m²</p>	 <p>Timber View ASSET CLASS: Residential LOCATION: Mainz GROSS FLOOR AREA: 18,200 m²</p>  <p>Timber Pioneer ASSET CLASS: Office LOCATION: Frankfurt GROSS FLOOR AREA: 17,600 m²</p>  <p>Timber Port ASSET CLASS: Office LOCATION: Düsseldorf GROSS FLOOR AREA: 11,800 m²</p>	 <p>Timber Works ASSET CLASS: Light Industrial & Office LOCATION: Munich GROSS FLOOR AREA: 9,700 m²</p>  <p>Timber Peak ASSET CLASS: Office LOCATION: Mainz GROSS FLOOR AREA: 9,500 m²</p>  <p>Timber Praha ASSET CLASS: Residential LOCATION: Prague GROSS FLOOR AREA: 4,900 m²</p>
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*In addition to the timber family, further major construction projects are in the pipeline: Situated on Vienna's Danube Canal, the **LeopoldQuartier** with over 75,000m² of floor space is Europe's first urban quarter in a timber hybrid design. Moreover, the **Molenkopf**, **Amras**, **Unterbiburger Straße**, and **Sternäckerweg** contribute to UBM's timber pipeline.







> 300,000m² in timber hybrid pipeline*.



status. environmental goals.



Project development:

	2024	PIPELINE*
 >100,000 m² in timber hybrid by 2025	Quality gate: timber hybrid construction	>300 Tm ²
 -30% CO₂ intensity by 2030 (basis 2019)	-15%	> -30%
 50% share renewable energy by 2030	15%	tba
 100% green building certification for new developments	59%; mandatory for new projects	~ 100%
 100% EU Taxonomy alignment for new office developments by 2025	tba	100%
 >66% brownfield developments by 2025 (cumulative)	54%	74% (2021-2025)




consequent implementation.

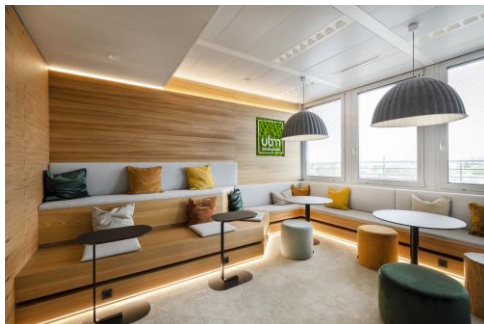
* Pipeline 2025-2028

status. environmental goals.



Corporate locations:

		2024
	30% share of renewable energy in energy carriers by 2025	26%, energy audits, ISO certification
	+100% number of vehicles with alternative drives by 2025 (basis 2021)	+100%
	-25% reduction of CO₂ in air travel by 2025 (basis 2019)	-83%, travel guideline






consequent implementation.

status. environmental goals.



Standing assets:

	2024
 30% share of renewable energy in energy carriers by 2025	39%
 Building management systems for >90% of GFA in all standing assets	99%
 -30% CO₂ intensity by 2030 (basis 2020)	-41%

consequent implementation.

read more on ubm's environmental initiatives in the esg report 2024.

Energy efficiency, renewable energies & CO₂ emissions

- Timber construction
- Smart building
- Green building certificates
- Renewable energy
- Building management systems
- Alternative drive vehicles
- User and travel guidelines
- 360° process landscape

Recyclability & durability of building materials

- Lifecycle assessments
- Cradle-to-cradle approach:



Ground sealing, climate change adjustments and biodiversity

- Focus on brownfield developments
- Focus on biodiversity in land and building design
- Climate risk and vulnerability assessment as well as adaptation measures

Refurbishment and revitalisation

- Focus on refurbishments and revitalization due to resource-conserving benefits

Healthy building materials & the quality of life

- Most appropriate quality level for building certification
- Timber

Water and wastewater utilisation and waste in building operations

- Waste management solutions
- Part of the Green Lease Framework



Die Zeitkapsel enthält
das erste Holzbauteil
für Europas erstes Stadtquartier
in Holzbauweise.

erstellt von der
Lebenshilfe Wien GmbH


Together. Social. Committed.

UBM is committed to social responsibility, both inside and outside the company. As an employer, we support the professional and social competence of our employees - in the interests of constructive and fair cooperation. As a developer, we design modern, sustainable living and working worlds - for a people-friendly future.

UBM & Social

retain employees in the long term.

Measures	Measurement
<ul style="list-style-type: none">▪ Convey purpose▪ New work as competitive advantage▪ Develop managers▪ Foster continuing education and development within the company▪ Health promotion▪ Strengthen community	<ul style="list-style-type: none">▪ Staff turnover rate▪ Average duration of employment with the company▪ Internal succession planning▪ Annual employee appraisals▪ Exit interviews



promote women in management positions.

Measures

- Giving **preference to women with the same qualifications** and experience when hiring
- Identification, targeted promotion and **empowerment of high-potential women**
- Active **parental leave management**
- Calculation and consequent closing of the **gender pay gap**

Measurement

- Female new hires
- Internal promotion of women
- Parental leave return rate
- Gender pay gap



employer branding.

employees provide insights.



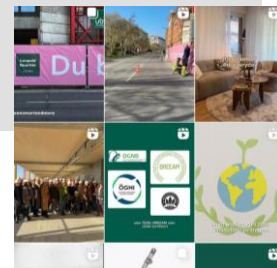
linkedIn job postings.



monthly HR news.



instagram.



career website.



bewerben.

Wir sind stets auf der Suche nach den besten Mitarbeiterinnen und Mitarbeitern für unsere individuellen Kernkompetenzen zu erweitern. Ihre langfristige Persönlichkeitsentwicklung, Ihre fachlichen Fähigkeiten und Talent sind unsere Stärke und der Erfolg der UBM ist unser gemeinsames Ziel.

structured application and onboarding process.



awards.



new work.

long week / short week.



- Clear competitive advantage in the "war for talents" through **differentiation**
- Highly attractive: **26 additional days off** per year, improved work-life balance
- Perfect **strategic fit** for office developer
- Strengthens our **community**
- **Clear, simple rules** and easy to plan
- Additional two **home office** days per month

modern work environment.



community und engagement.



Green Thinking is a mindset. We understand it as an ongoing, sustainable learning process that involves all employees. In addition to ESG training, this includes targeted development formats such as the company-wide initiative BuildingBetter. Our **Welcome Day** helps new employees settle in and promotes cross-departmental and cross-border knowledge exchange. The aim is to make an open, collaborative corporate culture tangible from the outset. In addition to **UBM Family Days**, **excursions** and **celebrations**, **sports events** are specifically organized to support team building.

family days.



welcome day.



company excursions.



executive workshop.



buildingbetter.



With **BuildingBetter**, UBM launched an internal ESG training series in 2024 to share internal expertise company-wide and to build a strong, interconnected knowledge community.

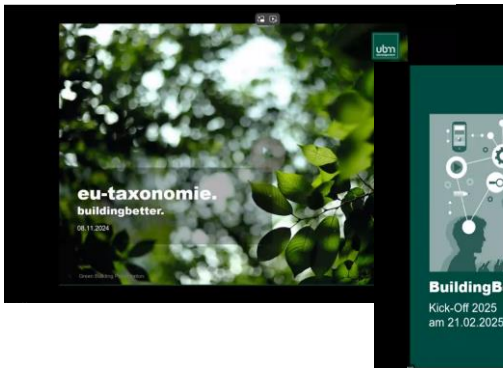
Format

Seven digital sessions on key topics such as:

- Green Building
- Certifications Timber construction across different asset classes
- EU Taxonomy

Added Value

- Know-how transfer through internal expert presentations
- Space for cross-team and cross-country exchange
- Centralized collection and preservation of ESG knowledge



esg-training 2024.



In 2024, UBM implemented mandatory online ESG training across the entire group for **100% of employees**. The aim was to strengthen ESG awareness throughout the company.

Topics included

- Strategy *green. smart. and more.*
- Green Finance & Green Lease
- ESG-Ratings

course overview.



Module 1

Introduction to ESG in general and UBM's strategy

Lesson 1

Environmental, Social & Governance



Lesson 2

UBM – Environmental, Social & Governance



Module 2

UBM's ESG frameworks

Lesson 1

Green Lease Framework



Lesson 2

Green Finance Framework



! Navigate by clicking on the buttons/arrows ("go")

Help?

UBM Development AG – ESG [training](#)

2024



Target group

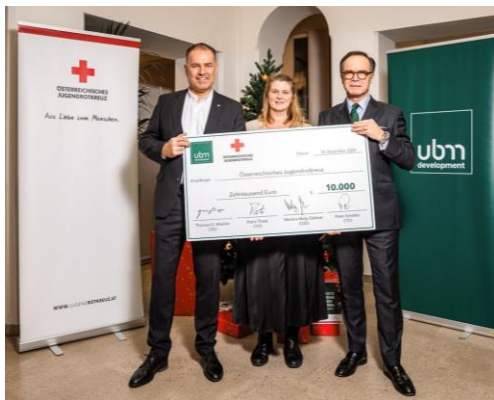
All UBM employees across all countries/locations.

social commitment.



social days for a good cause.

In 2024, all employees once again received an **additional day off to engage in voluntary work** for non-profit organizations, such as Volkshilfe Wien, the Samariterbund, or the Therapiezentrum Regenbogental.









€10,000 for the Austrian Youth Red Cross.

UBM continued its long-standing tradition and forwent Christmas gifts for business partners and employees in 2024.

Instead, UBM supported the valuable work of **the Austrian Youth Red Cross** in connection with the participation in the **Global Charity Active Days** with a **donation of €10,000**.

status. social goals.



		2024
	<15% employee turnover by 2025	19.2%
	>30% women in management positions by 2025	26%
	50% women in the total workforce	49%
	+25% training hours per employee (basis 2020) by 2025	-34%
	Annual ESG awareness training for all employees	100%
	0 work accidents	0

consequent implementation.

read more on ubm's social initiatives in the esg report 2024.

Attractive employer & training and education

- Flexible working time model
- Attractive remuneration
- Individual, requirements-oriented training measures
- Internal communication
- Structured onboarding process
- Structured succession planning
- 360° process landscape

Diversity and equal opportunity

- Preference given to women when qualifications & experience are equal
- Encourage employment of staff with different ages and experience (buddy principle)
- Gender Pay Gap-Actions

Health and safety

- Integrated management system (ISO45001)
- Occupational physicians, occupational safety specialists
- Ergonomic workplaces, sports activities

Architecture, quarter development & diversity

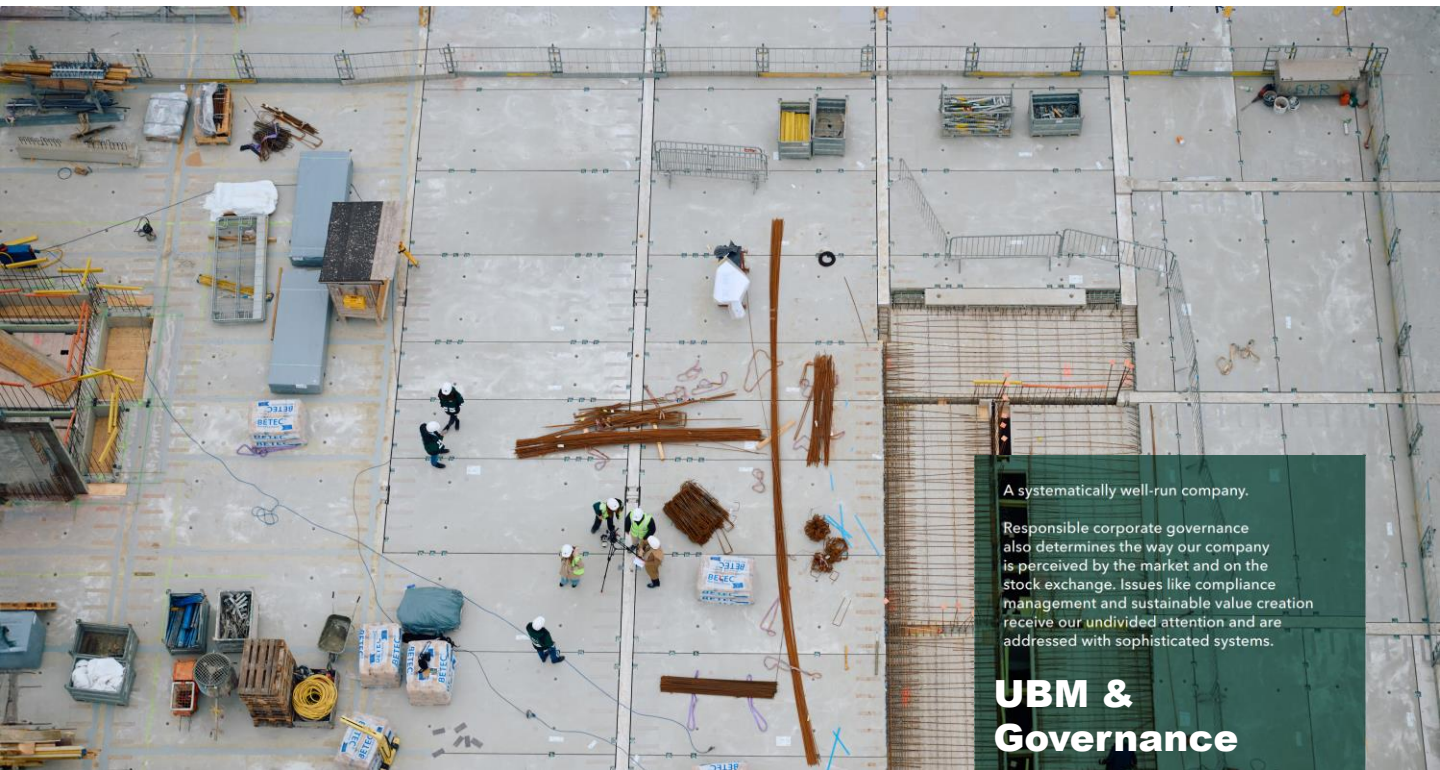
- Sustainability certificates
- Aesthetic
- Absence of pollutants
- Indoor climate
- Acoustics
- Accessibility

Infrastructure and mobility

- Charging facilities for electric cars and e-bike batteries
- Car sharing
- E-bike hire stations
- Bicycle infrastructure

Customer orientation and awareness raising

- Involvement of relevant stakeholder groups: early information, participation and co-determination rights



A systematically well-run company.

Responsible corporate governance also determines the way our company is perceived by the market and on the stock exchange. Issues like compliance management and sustainable value creation receive our undivided attention and are addressed with sophisticated systems.

UBM & Governance

ethik und compliance.

binding standards for employees.

- Introduction of a company-wide **Code of Ethics** for all employees since 2021 (documented in the local language and in writing)

compliance for business partners.

- **Code of Conduct** mandatory for all contracts starting from an order volume of €20,000
- Use of a **central storage system** for documentation
- 2023: **Review of key suppliers** (41% of procurement volume)



Regular updates in line with legal developments and ethical standards

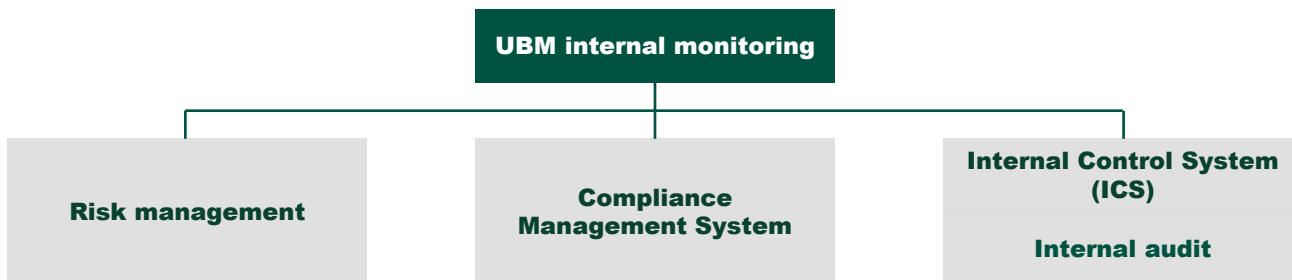


Alignment with national and international laws and agreements

Covered topics

- bribery and corruption,
- fair competition,
- fundamental and human rights,
- compliance with economic sanctions,
- working conditions,
- occupational safety and health,
- environmental protection,
- prevention of money laundering,
- capital market compliance,
- data protection.

compliance principles. consequent implementation.



Goals

- 🎯 Monitor compliance with business policies & goals
- 🎯 Safeguard UBM's assets
- 🎯 Guarantee reliability of accounting & reporting
- 🎯 Monitor compliance with legal requirements
- 🎯 Maintain effectiveness & efficiency of business processes
- 🎯 Ensure the efficient use of resources and cost savings

risk management.



risk management. details.



In 2023, the risk management system was adjusted to **fully integrate ESG**. The risk catalog was expanded and adapted to include **ESG-relevant risks and opportunities**. The evaluation of ESG risks follows the existing risk assessment system to integrate them into the **existing risk measurement systems** (Value at Risk, Cashflow at Risk).

Risk catalogue

Property acquisition risks
Project costing and planning risks
Construction and quality risks
Operating risks
Distribution, utilization, sales risks
General business risks
Macroeconomic & other risks
→ Environmental risks
Social risks
Governance risks
ESG opportunities

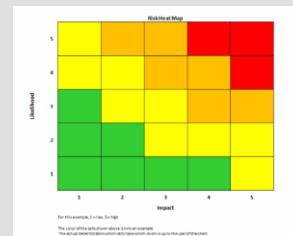
Assessment

By the Management Board + Risk Coordinator.

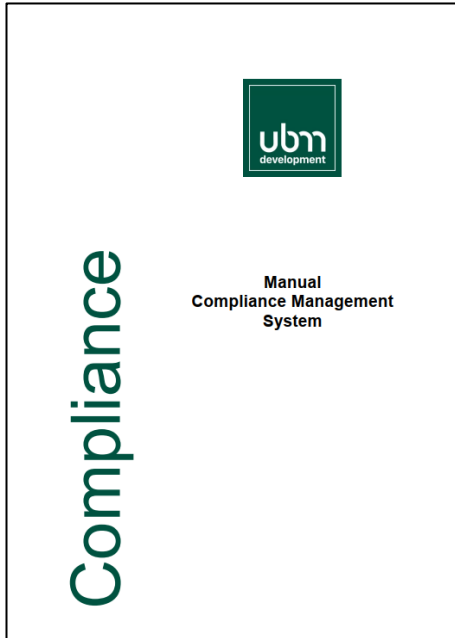
- Amount of loss (in relation to EBT) - best, worst and most likely case
- Probability of occurrence

Risk measurement systems

- Visualization of Risk Map
- Value at Risk calculation
- Cash Flow at Risk calculation













compliance management system.



whistleblower system.







UBM offers employees and external stakeholders a confidential and anonymous whistleblower system for reporting (potential) violations and irregularities. Submissions can be made via email or through a secure online portal.

internal guidelines and work instructions.

-  Cartel & competition law
-  Anti-corruption
-  Issuer compliance
-  Signatures
-  Prevention of money laundering and terrorism financing
-  Data Maintenance 360°
-  Conflicts of interest
-  Prevention and handling of discrimination
-  Data protection
-  etc.

status. governance goals.



		2024
	Voluntary external audit of ESG Report	audit (limited assurance)
	KYC reviews of business partners	>700 checks
	Code of conduct for all employees	100%
	Employee training on issuer compliance & anti-money laundering	128 training sessions
	ISO 9001 certification	100% of employees covered
	No legal actions for anti-competitive behaviour	0

consequent implementation.

read more on ubm's governance initiatives in the esg report 2024.

Corporate governance & compliance

- Compliance management system, internal controls, internal audit
- Internal guidelines & instructions
- Whistleblowing system
- Binding ethics code
- Compliance trainings
- KYC review of business partners
- Supervisory Board self-evaluation
- Compensation model including ESG targets

Sustainable procurement & regional added value

- Binding code of conduct for suppliers
- Preferred selection of regional business partners
- Procurement guideline

Innovation & technologies

- *green, smart, and more.* initiative
- newBM: latest software & IT equipment
- Training for IT/cybersecurity

Read the full ESG Report 2024 at www.ubm-development.com/esg-management