



# Key performance indicators

## Key earnings figures (in €m)

	2022	Change	2021	2020
Total Output <sup>1</sup>	390.7	-17.0%	471.0	478.6
Revenue	133.9	-51.9%	278.3	183.3
Earnings before taxes	31.5	-47.6%	60.1	62.3
Net profit	27.1	-38.0%	43.7	40.8

## Key asset and financial figures (in €m)

	31.12.2022	Change	31.12.2021 <sup>8</sup>	31.12.2020 <sup>8</sup>
Total assets	1,451.8	-1.1%	1,467.8	1,345.4
Equity	501.4	-4.3%	524.0	456.2
Equity ratio	34.5%	-1.2 PP	35.7%	33.9%
Net debt <sup>2</sup>	500.2	31.3%	381.0	479.1
Cash and cash equivalents	322.9	-23.7%	423.3	247.2

## Key share data and staff

	31.12.2022	Change	31.12.2021	31.12.2020
Earnings per share (in €) <sup>3</sup>	2.25	-50.0%	4.50	4.39
Earnings per share incl. hybrid capital interest <sup>4</sup>	3.46	-38.8%	5.65	5.33
Share price (in €)	22.80	-47.3%	43.30	35.80
Market capitalisation (in €m)	170.4	-47.3%	323.5	267.5
Dividend per share (in €) <sup>5</sup>	1.10	-51.1%	2.25	2.20
Payout ratio % <sup>6</sup>	48.9%	-1.1 PP	50.0%	50.2%
Staff <sup>7</sup>	292	-17.7%	355	339

<sup>1</sup> Total Output corresponds to the revenue generated by fully consolidated companies and companies consolidated at equity as well as the sale proceeds from share deals, each in proportion to the stake held by UBM.

<sup>2</sup> Net debt equals current and non-current bonds and financial liabilities, excluding leasing liabilities, minus cash and cash equivalents.

<sup>3</sup> Earnings per share after the deduction of hybrid capital interest.

<sup>4</sup> Earnings per share before the deduction of hybrid capital interest.

<sup>5</sup> The dividend is paid in the following financial year but is based on the previous year's net profit.

The dividend proposal for 2022 is subject to the approval of the Annual General Meeting.

<sup>6</sup> Dividend in relation to earnings per share after deduction of hybrid capital interest.

<sup>7</sup> Excluding 72 employees from alba Bau | Projekt Management GmbH; the company was sold as of 30 June 2022.

<sup>8</sup> Key asset and financial figures restated as of 31 December 2021 and 31 December 2020 due to OePR finding. More information can be found in the consolidated financial statement.

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INTRODUCTION



**Dear Shareholders,  
Dear Stakeholders,**

The cover of our ESG report – and the many happy faces on the photos – may be a surprise to many of our readers. Just what does all of this have to do with ESG? Our answer: A great deal. It stands for the “S” in ESG or in “Social” and, in this specific case, represents the warm and friendly get-together on UBM’s Family Day.

So, what exactly is a Family Day? It is a wonderful event where the children of UBM’s employees see where their parents work. And paint bird boxes – along with an office chair or two. But that’s no problem – it’s all part of our social competence. As an employer, we support the community, as a developer we create properties for generations to come, and as a company we want to be a good corporate citizen. Accepting responsibility for others and for society can also be a lot of fun.

The past year was, by far, not nearly as much fun – from an economic standpoint and also for the environment. We are, without doubt, at a turning point. This is true for our sector and also for global warming. 2022 was the second warmest year in Austria since the start of record-keeping. And UBM was, unfortunately, unable to deliver the same top results as in the past two crisis years. With after-tax earnings of 27 million euros, we generated an impressive plus but fell short of our expectations. However, our financial strength remains intact. We had over half a billion of equity at the end of the year and only half a billion of net debt. At the same time, we have far more than 300 million euros of cash at our disposal. That creates an advantage, not only from a business standpoint. We are in a position to drive our strategic transformation and become one of the leading timber construction developers in Europe. With timber construction, we are using the greatest lever available to us as a real estate developer to prevent CO<sub>2</sub> emissions. And that is good for our climate.

2023 also marks the 150th year of our founding. For more than 150 years, we have met the high transparency standards set by the Vienna Stock Exchange and have normally gone one step further. For example: This ESG report is audited by an independent chartered accountant, despite the fact that we are not even required to prepare a report.

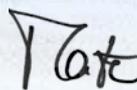
We would like to thank you for your interest in this future-oriented issue and hope we have been able to meet your information needs with this report.



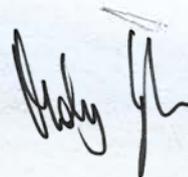
**Martin Löcker**  
COO



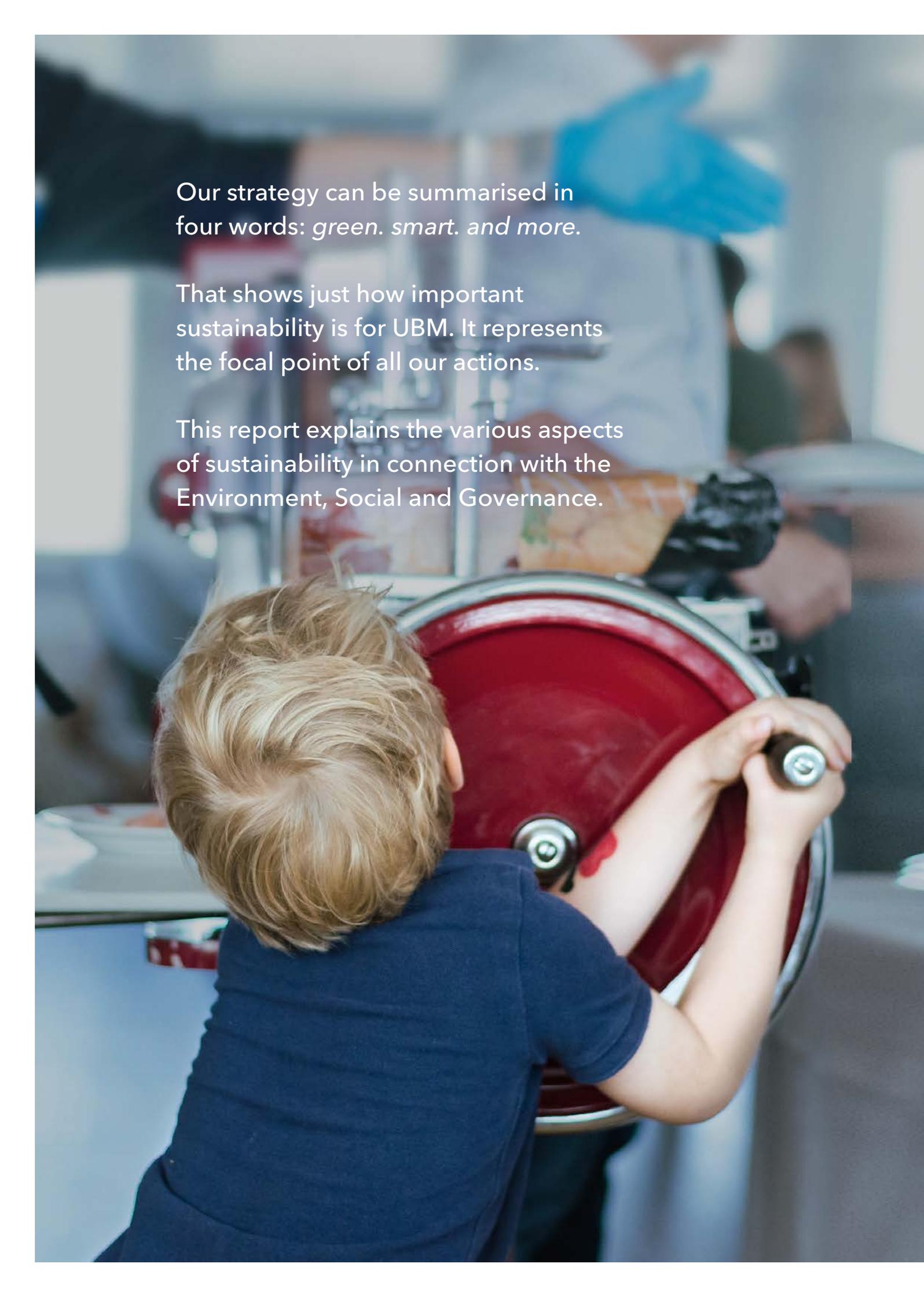
**Thomas G. Winkler**  
CEO, Chairman



**Patric Thate**  
CFO



**Martina Maly-Gärtner**  
COO



Our strategy can be summarised in four words: *green. smart. and more.*

That shows just how important sustainability is for UBM. It represents the focal point of all our actions.

This report explains the various aspects of sustainability in connection with the Environment, Social and Governance.



**1. UBM at a glance**

- 1.1. Our business model
- 1.2. Our activities
- 1.3. Value chain
- 1.4. Corporate and shareholder structure
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# green. smart. and more.

## 1.1. Our business model. Explained in brief.

*green. smart. and more.* That summarises the strategy of UBM Development AG in four words. Explained in brief. Because anyone who plans for the future must develop buildings that are sustainable, intelligent and aesthetically appealing, where people feel well.

We develop properties for Europe’s major cities. In line with our core strategy, the focus is on green building and smart office in metropolises like Vienna, Munich, Frankfurt and Prague. With 150 years of experience, UBM provides a full range of development services - from planning to marketing - from a single source.

Ecological and social aspects play an important role in every decision because our actions today design the working and living space of tomorrow. Platinum from EcoVadis, Prime Status (B-) from ISS ESG, Grade B in the CDP rating and more than 35 green building certifications in recent years underscore UBM’s commitment to sustainability.

The Covid-19 pandemic has significantly increased the pace of change in this area. Ecological and social sustainability are now the determining factors for our actions. UBM has been a member of the UN Global Compact since 2021, is committed to compliance with the UN Sustainable Development Goals and is an official supporter of the Task Force on Climate-related Financial Disclosures (TCFD).

UBM Development AG is listed in the prime market segment of the Vienna Stock Exchange and, as a result, meets the highest transparency standards. That not only means financial transparency but also includes the disclosure of all other aspects of our business model.

UBM’s corporate headquarters are located in Vienna, but its activities cover more than a dozen cities and metropolitan regions in five countries - Germany, Austria, the Czech Republic, Poland and the Netherlands. In many of these markets, UBM has been active as a real estate developer for many decades and has proven to be a reliable partner - not only for its customers, but also for the public authorities and financing banks. **GRI 2-1, 2-6**

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### TEAM PERFORMANCE ALONG THE ENTIRE VALUE CHAIN



Properties for Europe's metropolises.  
Sustainable, technologically and emotionally  
intelligent and with added value.

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UBM IN EUROPE



Every decision we make in connection with the development of a property has an impact on the global climate for the coming decades. It is a conviction that is also reflected in our green. smart. and more. strategy.

## 1.2. Our activities

UBM develops and sells real estate at top locations with added value potential. That is our DNA. With forward sales, we increase the momentum of our business. Selling a property before completion means minimising the risk and setting a value for the sale which can be included in our accounting on a proportional basis during the construction period. Real estate development is our core expertise. This strategy guarantees a balance between profitability and risk. UBM's investments are concentrated in markets and asset classes which, based on this balance, generate optimal added value for our investors over the medium to long term.

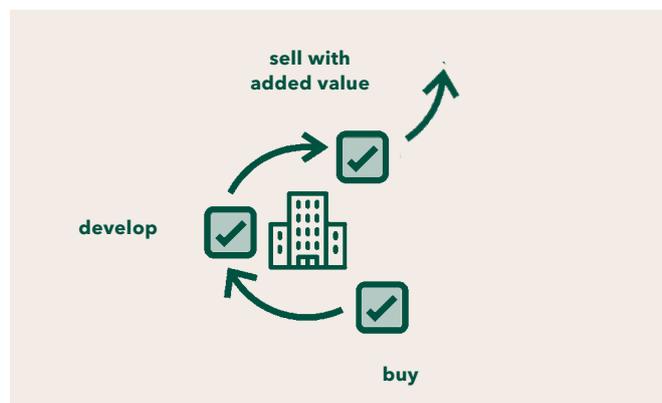
UBM acts as a "one-stop shop". We offer all necessary services from a single source: market analysis, project development, planning and project management, financing, rental and sale. We can rely on a team of specialists with many years of professional experience who accompany processes from the initial project idea to transfer to the tenant or final investor. This know-how makes it possible to cover all stages of the real estate value chain in our own house.

UBM's core business is real estate development with a focus 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 42%, Austria for 29%, Poland for 12% and the other markets for 17%. The development pipeline in UBM's core markets is also well-filled for the future with €2.1bn by 2026. Our development projects are clearly focused on the residential segment at 57%. The office segment covers 43%.

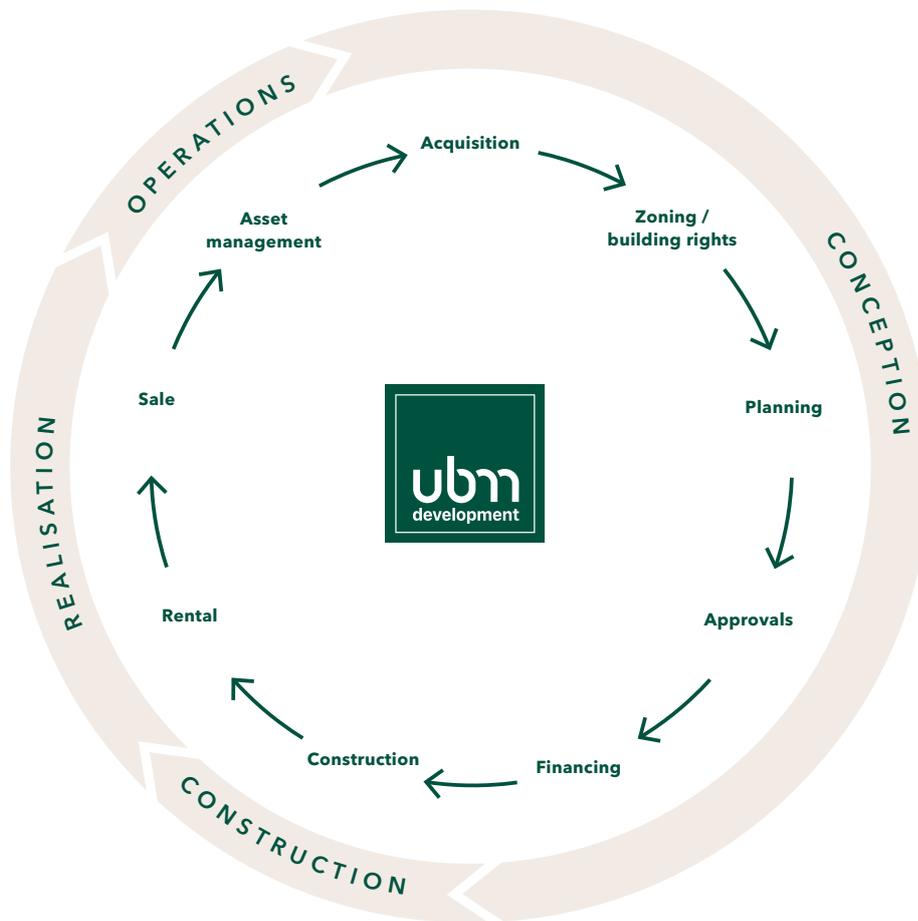
The German-speaking countries form the regional focus: We develop more than half of our projects (57%) in Germany and 32% in Austria, followed by the Czech Republic (9%) and Poland (2%). The focal point of our future investments lies, above all, in top cities like Munich, Frankfurt, Berlin and Vienna.

For historical reasons, UBM holds properties with a total value of roughly €530m in its standing asset portfolio. These properties represent investments where the company cannot decide on a sale without the respective partner, or properties whose sale is not yet possible for other reasons like the current market condition. UBM's basic strategic focus, however, is that of a Pure Play Developer. Roughly 63% of the company's book value is attributable to development. **GRI 2-6**

### UBM CORE COMPETENCE



THE VALUE CHAIN



**1.3. Competence and consequence along the value chain**

Expertise along the entire value chain is also part of UBM’s DNA, and sustainability is a central aspect. Because every decision we make in connection with the development of a property has an impact on the global climate for the coming decades. A conviction that is also reflected in our *green. smart. and more.* strategy.

The first stage of the value chain is formed by the search for and evaluation of a location, followed by building permit and zoning issues. The next step is the development and planning stage. After the necessary approvals are received and the financing is secured, construction begins. General contractors, individual companies or a combination of both serve as UBM’s partners.

UBM concentrates on realisation in the form of forward sales as early as the implementation phase. Due to UBM’s strategic transformation into a Pure Play Developer, the properties

are generally sold. The company also holds individual standing assets in its portfolio (36% of the total property carrying amount at year-end 2022) where UBM is responsible for asset management.

In line with the commitment to sustainability, the entire life-cycle of a property is evaluated - for example: the planning phase can actively include possibilities for the later use of a building through refurbishment or opportunities to recycle materials in the event of demolition.

**Quality and experience along the supply chain**

As a Pure Play Developer, UBM works with a wide variety of service providers and suppliers. The main service providers are consultants, for example architects, building physicists, appraisers and structural engineers - in other words, representatives of the different fields required for planning. The transfer of a project to realisation involves new partners: either a general contractor, individual companies or a combination of both. Contractors and suppliers are organised for various management duties after completion. The overriding

principle: In the selection of its business partners, UBM places the highest priority on experience from earlier business relationships, integrity and appropriate qualifications. There were no significant changes in the supply chain during 2022.

**GRI 2-6**

#### 1.4. International presence and stable shareholder structure

UBM Development and its subsidiaries have an efficient local network which guarantees competitive positioning in the individual markets. In addition to the headquarters of UBM Development AG in Vienna, the following operating subsidiaries are active in real estate development:

- UBM Development Deutschland GmbH (Germany)
- UBM Development Österreich GmbH (Austria)
- UBM Development Czechia s.r.o. (Czech Republic)
- UBM Development Polska sp.z o.o. (Poland)
- UBM Development Netherlands B.V. (Netherlands)

There was one significant change in the organisation during 2022: UBM Development AG sold its German project and construction management subsidiary, alba Bau | Projekt Management GmbH, as of 30 June 2022. alba generates nearly 90% of its business with third parties and its activities no longer fit with UBM's new strategic focus. With 75 employees, alba comprised 20% of the total UBM workforce.

The share capital of UBM Development AG remained unchanged at €22,416,540 as of 31 December 2022 and is divided into 7,472,180 shares. The syndicate comprising IGO Industries and the Strauss Group held an unchanged 38.8% of the shares outstanding at year-end 2022. In addition, IGO Industries held 7.0% of UBM outside the syndicate. A further 5.0% were held by Jochen Dickinger, a private investor. Free float comprised 49.2% of the shares and included the 3.9% of the shares held by the Management and Supervisory Boards. Most of the other free float was held by investors in Austria (74%) and Germany (13%). **GRI 2-1, 2-2, 2-9**

#### 1.5. Teamwork, also at the top

Cooperation is not only a guiding principle for UBM, but also a quality valued by top management. The four members of the Management Board - Thomas G. Winkler (CEO), Martin Löcker (COO), Patric Thate (CFO) and Martina Maly-Gärtner (COO) - are supported by the Executive Committee as an extended management body.

The Executive Committee includes the four Management Board members and, at the present time, 18 selected country and specialist managers. This committee meets six to eight times each year to evaluate market trends and ensure continuous calibration. The members of the Executive Committee, in total, have invested approximately €5m in UBM shares and participate at 5% in an increase in the company's value through stock options.

#### Sustainability is an issue for management.

##### But not only.

The assignment of responsibilities proves that sustainability plays a central role at UBM: Sustainability is a matter for management. The Management Board is responsible for the organisation of and compliance with sustainability issues. Thomas G. Winkler, the Chief Executive Officer, is in charge of the sustainability-relevant areas of strategy, investor relations & ESG, and compliance. Green building and timber construction report to Martin Löcker, while Patric Thate makes sure the financing turns "green" and oversees the implementation of ESG data management. Employees and work safety are the responsibility of Martina Maly-Gärtner. The Executive Committee regularly deals with sustainability issues, especially in view of the new strategic focus on *green. smart. and more.*

In February 2021, UBM became one of the first listed companies in Austria to establish an ESG Committee at Supervisory Board level. The Supervisory Board, as the senior controlling body, is now able to meet its responsibilities for the environment, society and governance through a separate committee. The ESG Committee deals with the analysis of sustainability criteria and social responsibility concepts in cor-

porate processes - in particular, it defines the most important ESG factors that are determined by the company's sector affiliation and business model and are subject to regional influence. The ESG Committee monitors and supports activities in line with the ESG catalogue of measures based on the clear assignment of responsibilities at Management Board and Supervisory Board levels. It also supervises and evaluates the implemented ESG measures - above all, the impact of procurement and development processes on ecosystems, the use of resources, the direct and indirect neighbourhood, and good corporate management.

The inclusion of ESG factors in the remuneration model will be evaluated in detail in the future: Plans call for the integration of key ESG performance indicators in management's variable remuneration over the medium term. Further information on the Supervisory Board and Management Board is provided in the Annual Report for 2022 under the Corporate Governance Report starting on page 94.

### Shared values as the basis

Many projects in many different countries - that requires a common understanding to make sure everyone pulls together. At UBM, this means a clear strategic focus and shared values. The foundation is created by a system of values that is based on three pillars: competent. consequent. transparent. Specifically, that means: UBM stands for high technical competence, consequent actions and full transparency.

**GRI 2-9, 2-13, 2-19, 2-22**



Based on these defined values, we have formulated the following binding goals:

#### **one goal**

stands for an increase in the value of the company.

#### **one team**

expresses the goal to grow even more together as a group.

#### **one company**

reflects the clear understanding to deal with the outside world as a single entity.

## 1.6. Financial performance indicators

The 2022 financial year was not an easy but, all the same, a successful period for UBM with after-tax profit of €27m. UBM made excellent progress towards its strategic goal to become the leading developer of timber construction projects in Europe. The timber-hybrid pipeline has grown to more than 250,000 m<sup>2</sup> in a very short time. A stable financial position with an equity ratio of over 34% and liquid funds of €323m leads UBM to look to the future with optimism.

### Business development and earnings

UBM Development generated Total Output of €390.7m in 2022, compared with €471.0m in the previous year. Of this total, €263.6m represent revenue from property sales. The largest contributions came from the two core markets, Germany and Austria, with the forward sold F.A.Z. Tower in Frankfurt and sales from the Siebenbrunnengasse project in Vienna. Total Output for the reporting year was also influenced by the progress of construction on previously sold real estate projects which is recognised in revenue and earnings over time in accordance with the percentage of completion and realisation. In this category, positive contributions to Total Output were made by residential construction projects like the Kaufmannshof (Mainz customs harbour), Gmunder Höfe (Munich), Arcus City (Prague) and Rankencity (Graz). Business performance in the Other segment was influenced primarily by the strategic divestment of the German project and construction management subsidiary, alba Bau | Projekt Management GmbH, as well as the sale of building rights for three sites in Vienna's first district and the sale of the CTB Tower in Berlin.

Revenue as reported on the consolidated income statement fell by 51.9% to €133.9m (2021: €278.3m). The revenue

growth in 2021 was supported chiefly by property sales in Germany and Austria and by the progress of construction on previously sold, fully consolidated real estate projects, while revenue in 2022 resulted mainly from lower contributions from fully consolidated real estate projects. The largest contributions to revenue were made by residential projects like the Siebenbrunnen in Austria and the Arcus City in the Czech Republic. The profit from companies accounted for at equity amounted to €25.4m (2021: €36.0m). At-equity results were based, above all, on ongoing forward sold real estate projects like the F.A.Z. Tower in Frankfurt, CTB in Berlin and the Kaufmannshof residential and office project in Mainz customs harbour.

EBITDA fell by 48.5% to €39.2m in 2022 (2021: €75.9m). The most important effects in 2022 included sales from the Siebenbrunnengasse residential and office project, the sale of the CTB Tower project in Berlin and fair value adjustments to a large-scale project in Vienna.

Depreciation and amortisation rose by 103.8% over the previous year to € 5.3m in 2022 (2021: €2.6m) and, as a result, EBIT declined by €39.4m to €33.9m (2021: €73.3m). Financial income rose from €14.0m in 2021 to €23.4m due to the sale of the German project and construction management subsidiary alba Bau | Projekt Management GmbH. There were no material deviations in financial costs during 2022 or 2021.

EBT amounted to €31.5m in 2022, which represents a year-on-year decline of €28.6m or 47.6% (2021: €60.1m). Tax expense equalled €4.3m, compared with €16.4m in 2021, and reflected a tax rate of 13.8% (2021: 27.3%). The lower tax rate in the reporting year resulted from the tax effects of equity-accounted results and the sale of alba Bau | Projekt Management GmbH.

Profit for the period (net profit after tax) totalled €27.1m, compared with €43.7m in 2021. Net profit attributable to the shareholders of the parent company amounted to €16.8m in 2022 (2021: €33.6m). Beginning with the 2020 financial year, the calculation of net profit attributable to the shareholders of the parent company was changed to include a deduction for the share attributable to the hybrid capital holders. The share attributable to the hybrid capital holders rose from €8.6m to €9.1 million during the reporting year. The resulting earnings per share declined from €4.50 to €2.25 in 2022.

#### **Asset and financial position**

Total assets recorded by the UBM Group amounted to €1,451.8m as of 31 December 2022 and were €16.0m lower than on 31 December 2021 (€1,467.8m). This decline resulted primarily from repayment of the hybrid capital.

Non-current assets declined by €23.1m to €790.6m at year-end 2022. Property, plant and equipment totalled €12.2m as of 31 December 2022 and were slightly lower than the €12.9m reported as of 31 December 2021. This position consists primarily of capitalised rights of use from leases.

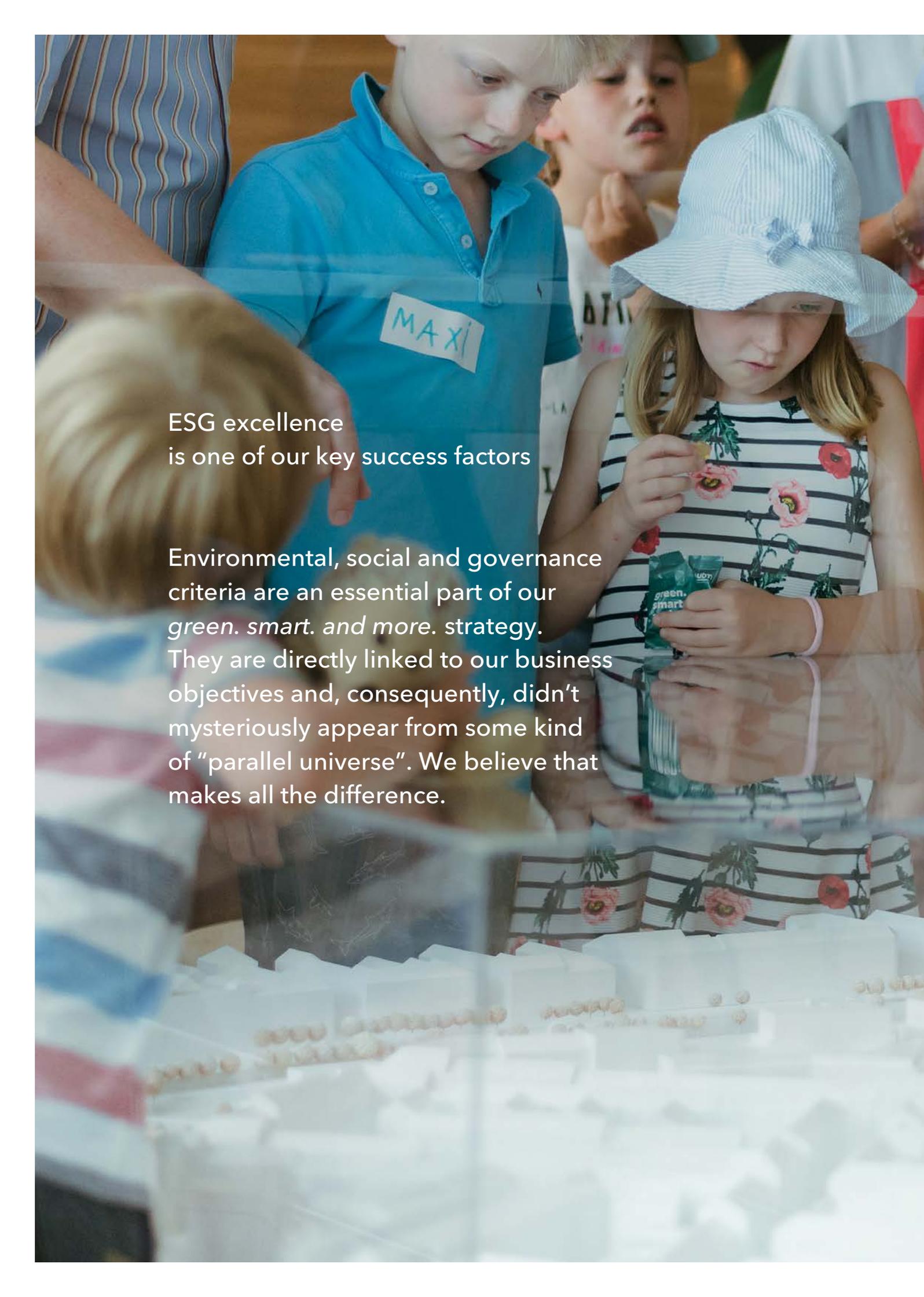
The carrying amount of investment property declined by €31.8m to €391.7m as of 31 December 2022. In contrast, the investments in equity-accounted companies increased by €8.1m over the previous year to €180.8m. Project financing was €1.3m lower at €180.9m.

Current assets totalled €661.2m at the end of 2022, for an increase of €7.1m over year-end 2021 which resulted mainly from a substantially higher balance of real estate inventories. Cash and cash equivalents declined by €100.4m, among others due to prepayments for projects in Germany, the hybrid capital, the UBM bond 2017-2022 and dividends. As of 31 December 2022, cash and cash equivalents equalled €322.9m.

Equity totalled €501.4m as of 31 December 2022 (31 December 2021: €524.0m). The decline is explained, above all, by the dividend payment and by the repayment of profit participation rights which are classified under equity. The dividend payment of €16.8m was made on 23 May 2022. The equity ratio equalled 34.5% at year-end 2022 and remained within the 30-35% target range (31 December 2021: 35.7%).

Bond liabilities totalled (current and non-current) amounted to €446.7m at the end of December 2022 and were €79.8m lower than the previous year (31 December 2021: €526.5m). In November 2022, €80.9m of the UBM bond 2017-2022 was repaid.

Net debt totalled €500.2m at year-end 2022 (31 December 2021: €381.0m). This indicator includes current and non-current bonds and financial liabilities, excluding lease liabilities, less cash and cash equivalents. The increase resulted, above all, from distributions from equity-accounted companies, the sale of subsidiaries and a higher balance of financial liabilities as support for investments. 

A photograph of children at a table. A boy in a blue polo shirt has a name tag that says 'MAXI'. A girl in a striped shirt and a light blue hat is holding a small green packet labeled 'green smart'. The table is covered with white trays containing small, round, light-colored items, possibly snacks or samples. The background is slightly blurred, showing other people and a warm, indoor setting.

ESG excellence  
is one of our key success factors

Environmental, social and governance criteria are an essential part of our *green. smart. and more.* strategy. They are directly linked to our business objectives and, consequently, didn't mysteriously appear from some kind of "parallel universe". We believe that makes all the difference.



**2. UBM in detail**

- 2.1. Environmental developer
- 2.2. Socially networked
- 2.3. Good management



## We also see ourselves as an environment developer

With our buildings, we develop living space for coming generations - and, in this way, also shape the environment of the future. That requires vision and special diligence. But it also allows us to design efficient and sustainable solutions for the construction and operation of our properties - competent. consequent. transparent.

At UBM, we examine the ecological impact of our work in detail during every project phase. Resource conservation, energy efficiency, CO<sub>2</sub> reduction, biodiversity and recyclability along the entire value chain are particularly important. After all, we want to produce results that our

grandchildren can be proud of, results that are completely and sustainably convincing. On the one hand, for the people who live and work in our buildings. And on the other hand, for the many customers and investors who rely on our expertise and clear focus on the future.

### Timber construction as a "game changer"

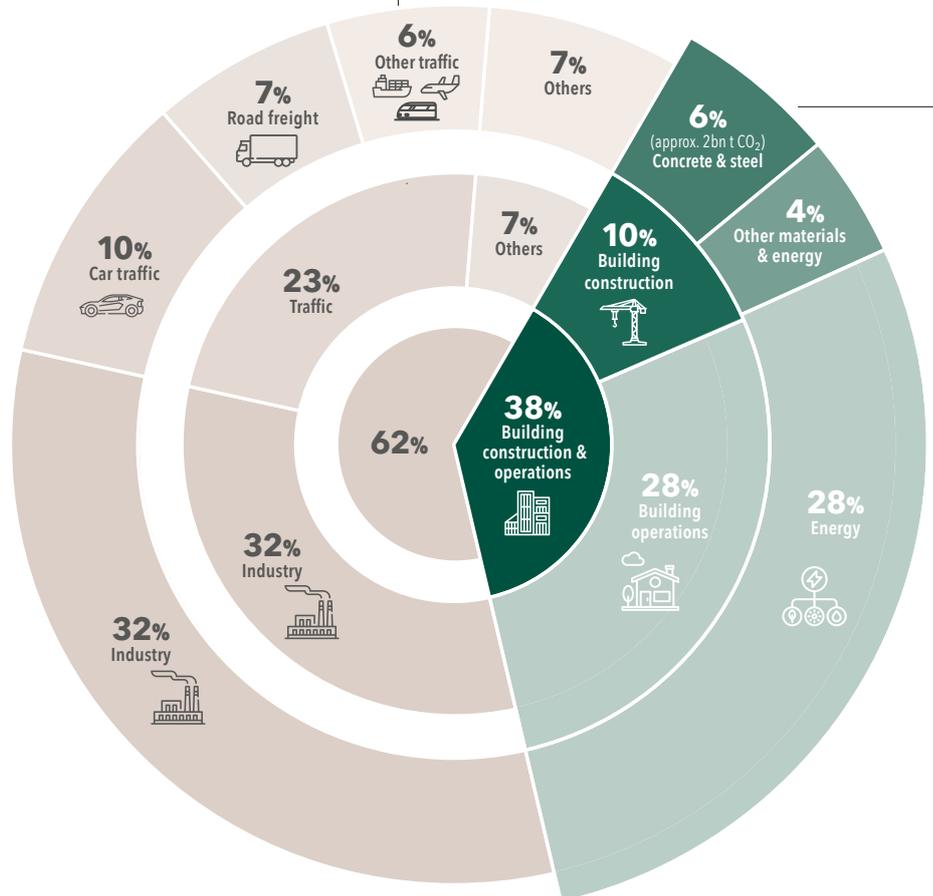
The production of the concrete and steel used in a conventional high-rise is responsible for no less than six per cent of worldwide CO<sub>2</sub> emissions each year. That equals the total of all global air, sea and rail traffic combined. And that is also exactly where we see one of our greatest chances



**Timber Pioneer, Frankfurt.**  
15,000 square metres of rentable space in the booming Europaviertel.

## GLOBAL CO<sub>2</sub> EMISSIONS

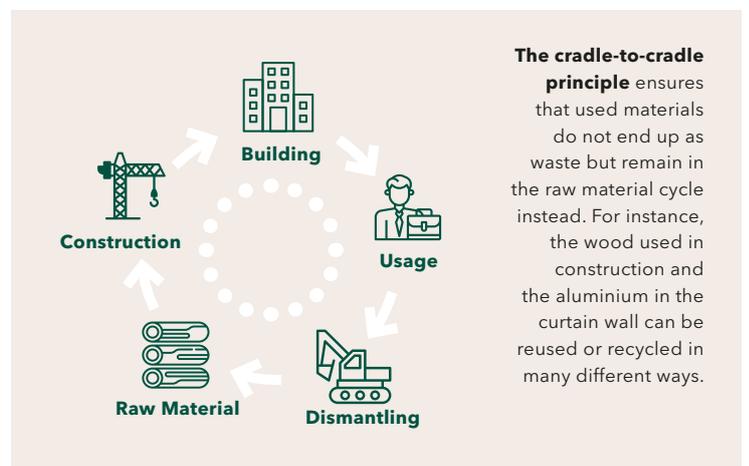
The production of the concrete and steel frequently used in the construction of a building is responsible for **six per cent** of all CO<sub>2</sub> emissions worldwide. That equals the total of all global air, sea and rail traffic combined.



## CRADLE TO CRADLE

as a developer. Every time we use renewable and CO<sub>2</sub>-absorbing timber as a building material, we reduce the CO<sub>2</sub> footprint of our buildings - and, in this way, slow global warming.

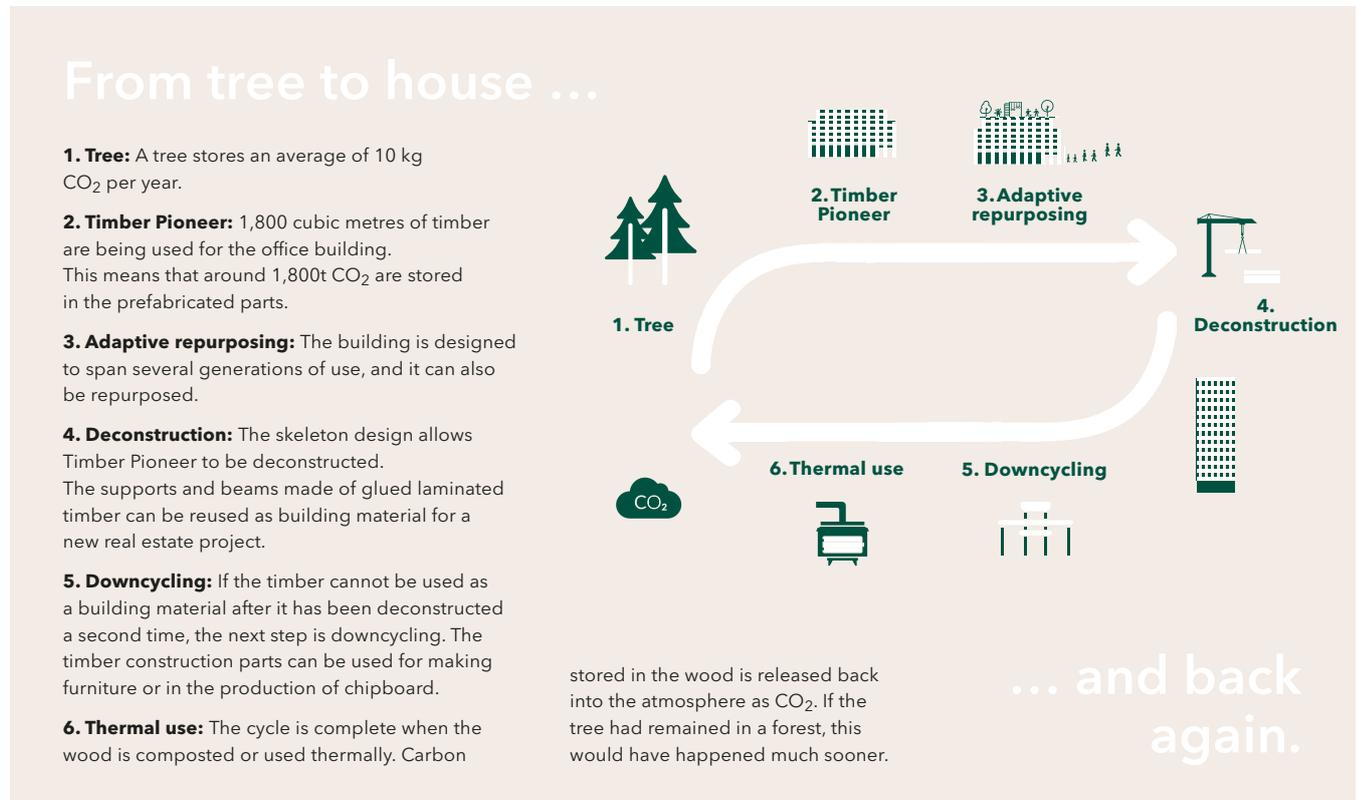
This focus on timber construction represents a paradigm shift for UBM. We optimise all facets of our projects - up to even more resource conservation. Through a greater focus on the ecological selection of materials, better construction site logistics and a more sustainable lifecycle for our properties up to their dismantling and recycling.





- 7. Out
- 6. Use
- 5. Mix
- 4. Tec
- 3. Tea
- 2. Cor
- 1. Cof
- 0. Lob

## TIMBER REMAINS IN THE CYCLE



### Our pioneering work in Frankfurt

UBM's eight-storey landmark project in Frankfurt am Main is proof of the heights possible with timber. Our Timber Pioneer, with its roughly 15,000 m<sup>2</sup> of rentable space, is currently under construction in a booming quarter of this major city - and will become Frankfurt's first timber hybrid office building.

The timber hybrid construction is based on a modular system with prefabricated building components. The renewable building material timber and the efficient use of other products make the shell for all office floors climate neutral. Wood and concrete share the static load and are designed to conserve resources. The concrete elements are screwed together with glulam beams and supports to form a timber-concrete composite floor.

The statistics on our Timber Pioneer are also impressive. Roughly 1,800 m<sup>3</sup> of FSC-certified spruce will be used here - and will bind roughly 1,800 tonnes of CO<sub>2</sub> in the building over the long term. The production of the same volume of cement alone would release 900 tonnes of CO<sub>2</sub>. This high-tech timber hybrid structure also produces further enormous savings. Specifically: a reduction of almost one third in transport costs due to materials that are up to

70 per cent lighter, 40 per cent in the weight of the entire construction, nearly 50 per cent in construction time with prefabricated modules and an impressive 80 per cent in the CO<sub>2</sub> footprint of the shell construction. And there is one more important benefit: The narrower wall construction in timber buildings results in three per cent more usable space over the same floor area. Timber as a building material also creates something that is nearly priceless - a sustainable increase in well-being and health in apartments and offices, without any added expense. This is because timber, more than any other building material, conveys a sense of warmth and comfort. It is also a better regulator for room temperature and humidity. The thermal insulating properties are outstanding and, in connection with ecological building technologies, timber construction is an all-round healthy choice.

### Energy efficiency - also in operations

Our project planning also covers operations that focus on energy conservation, wherever the location and construction permit. We utilise geothermal power with innovative heat pumps. And photovoltaic equipment generates low-cost electricity, while intelligent lighting and indoor temperature controls help to protect the environment and reduce costs.



### **CO<sub>2</sub>-neutral European premiere in Vienna**

Europe's first urban quartier in timber construction is a UBM project. Close to the city centre in Vienna, we are developing the LeopoldQuartier entirely as a timber hybrid complex. UBM is creating offices, flats and serviced apartments with 75,000 m<sup>2</sup> of gross floor space on five construction sites of this roughly 22,900 m<sup>2</sup> area in Vienna's second district. Both the construction and operation of the individual buildings place a special focus on energy efficiency and the reduction of emissions.

Our goal is to make the operation of the entire Leopold-Quartier CO<sub>2</sub> free over the long term. Geothermal energy and photovoltaics will be used extensively to make sure "our" energy comes entirely from renewable sources. This technology will reduce CO<sub>2</sub> emissions from the operation of the LeopoldQuartier by roughly 330 tonnes each year compared with conventional solutions.

### **Our greatest energy source is hidden far below**

Work on the LeopoldQuartier started at the end of 2022. The Austrian firm Beyond Carbon Energy is currently drilling 250 geothermal probes to a depth of 150 metres, which will later support the independent generation of the entire energy required for heating and cooling the quarter. An impressive 4,800 MWh of heating and cooling energy will then be produced CO<sub>2</sub> free and locally each year.

The first building on the agenda is the LeopoldQuartier Office. On ten floors - here we are also rising far beyond our own vision - it will have 21,500 m<sup>2</sup> of modern office space with flexible layouts, ideal room heights and the most efficient use of space. Construction is scheduled to start during the second quarter of 2023, and completion is planned for mid-2025.

### **The largest timber construction developer in Europe**

UBM has steadily increased its focus on timber construction since 2019. We are following a precisely defined agenda



**Leopold Quartier, Vienna.**  
Europe's first urban quarter in timber hybrid construction.

that is designed to make us one of Europe's top timber construction developers. It is, consequently, only logical that our pipeline already contains a large number of diverse project in our core markets.

In order to underscore the strategic importance of timber construction, UBM established the Timber Construction centre of expertise with its five specialists. It is headed by Bernhard Egert, a well-known timber construction genius who is also an experienced builder, timber construction specialist, developer and court-certified expert. As the chairman of various groups in the Austrian Wood Industry Associa-

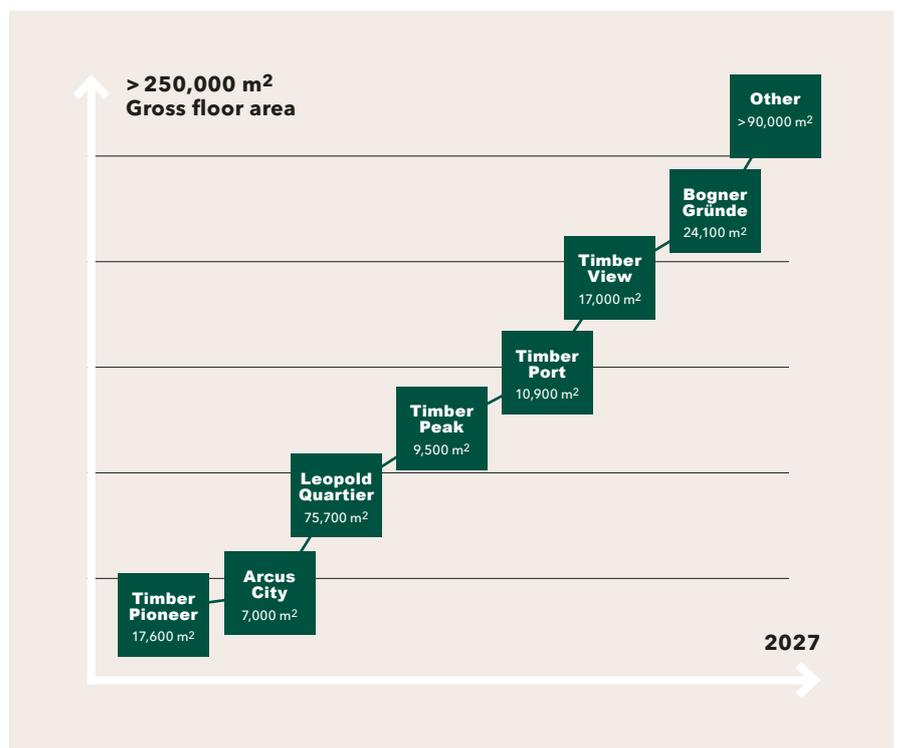
tion, his efforts have been directed towards strengthening the focus on timber construction.

**A comprehensive overview in the ESG cockpit**

The ESG cockpit is a state-of-the-art tool for easy and decentralised sustainability management - and we use it throughout the entire company. This tool serves as the central point for the collection and management of all sustainability relevant data and the calculation of the required ESG indicators. It supports the consolidation and preparation of environmental, social and governance data for UBM with the greatest flexibility and in accordance with all current international sustainability standards.

A clear graphic interface facilitates data input, and transparency is ensured by control mechanisms, plausibility checks and the definition of responsibilities. Flexible configuration and individually tailored analyses make UBM's Group-wide sustainability reporting much easier and more efficient. Special functions also facilitate the auditor's work. In other words, the ESG cockpit has a wide range of internal and external advantages.

**ROADMAP TIMBER HYBRID PROJECTS**





**Climate Impact Day**  
A closer look at UBM's  
ESG activities



**Climate Impact Day**  
A "green" event for  
over 200 colleagues



**Friday off**  
Work-life balance

## Socially networked, with a close look at the big picture

Sustainable development activities demand much more than high technical expertise. They also need to have a social conscience and social commitment. At UBM, we are committed to making this part of everything we do - every day.

### **New work at UBM**

All UBM Development employees have had a day off from work on every second Friday since 1 July 2022. That adds up to 26 more free days each year. This attractive "long week / short week" model has been implemented at all corporate locations. In addition, employees can work from home for two days per month.

"The UBM New Work Model gives all of us more freedom and significantly improves the work-life balance. That doesn't make office work or team spirit less important - it is strengthened instead," explains UBM COO Martina Maly-Gärtner, "and UBM also becomes a more attractive employer."

### **UBM Climate Impact Day**

In October 2022, UBM organised a day-long event for the entire workforce on climate change and climate protection under the motto "Learn, act, connect!". This wide-ranging programme covered a livestream on the Glacier Climate Week with top-level keynote speakers as well as numerous internal activities. Included here were a fast-paced mobility challenge via bicycle or public transport, detailed insight into UBM's ESG and green projects, a climate quiz and informative workshops on biodiversity and waste separation and prevention.

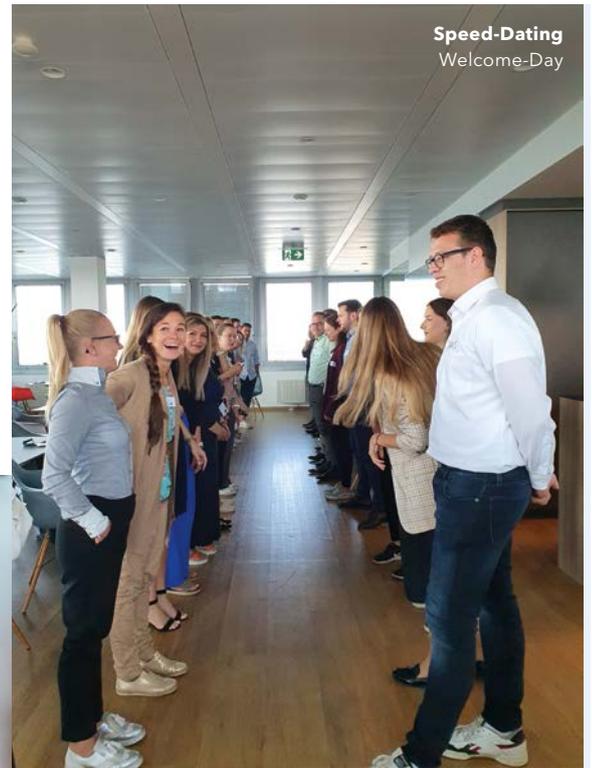
True to the theme of climate protection, the Climate Impact Day was rounded off with a vegetarian lunch.



**UBM Family Day**  
The boss's office



**UBM Family Day**  
Fun at mum's  
and dad's office



**Speed-Dating**  
Welcome-Day

### **We are UBM Family**

Children visiting their parents at work is, unfortunately, not a frequent phenomenon. But it is nevertheless very important. Seventeen children were recently able to see how and, above all, where mummy and daddy work in UBM's Vienna headquarters. On the UBM Family Day and during a tour of our offices, we saw some very excited faces. And we were also able to acquaint this younger generation with UBM's commitment to sustainability. Our young visitors were able to build insect hotels and paint colourful wooden bird boxes. A following grill event gave the children and their parents an opportunity to inaugurate the newly designed terrace.

"My daughter was also delighted to see the cool offices. And she was excited to meet so many nice people," notes UBM COO Martina Maly-Gärtner. "The Family Day was a successful start to becoming more familiar with the entire UBM family - and we are already looking forward to the next event."

### **Welcome to UBM**

At the Welcome Day on 7 September 2022, the Management Board greeted 28 new employees from UBM's local organisations at the headquarters in Vienna.

"We wanted to welcome everyone personally and use this opportunity to directly anchor *green. smart. and more.* as our company's DNA," explains UBM COO Martina Maly-Gärtner.

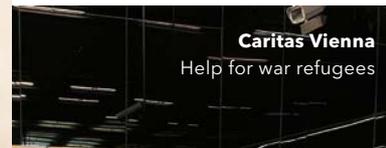
The "new arrivals" met at the headquarters. Team activities, expert lectures and a tour of our newly designed, state-of-the-art meeting zone filled the eventful day. Presentations and a group lunch added further highlights to the UBM Welcome Day.



**UBM Breakfast**  
A personal meet and greet with the Management Board and management



**Berliner Tafel**  
Enthusiastic warehouse helpers



**Caritas Vienna**  
Help for war refugees



**UBM breakfast**

Under the title “one breakfast.”, interested employees had an opportunity to exchange ideas with the Management Board and country managers. A relaxed atmosphere over breakfast gave employees the chance to ask the questions that often remain unanswered during the daily work routine.

**Keeping fit at UBM**

UBM also demonstrated its athletic expertise at the annual Vienna Business Run in 2022. Nine sporty colleagues successfully completed the 4.1-kilometre course and then met at the Prater Luftburg for refreshments, a chat and networking. This restaurant is, incidentally, the world’s largest fully certified organic restaurant.

Weekly activities on the Danube Island included paddle tennis and beach volleyball. In the cooler months, our employees can take advantage of in-house fitness programmes or benefit from a subsidy for a fitness studio membership.

**UBM social days for good purposes**

With the UBM Social Day, we also gave our employees an extra day off in support of a good cause during 2022. An internal survey was started in April to identify a common project. The result was a decisive vote in favour of helping refugees from Ukraine. The campaign launched by the Caritas Catholic charity with this same goal created an ideal framework for the UBM Social Day.



Our team took charge of welcoming the numerous refugees, for example. UBM volunteers also helped out at the logistics centre for Ukraine assistance where every extra help was needed, not only at peak times. UBM's support was met with great appreciation and gratitude, and emotions that left a lasting impression on everyone involved.

Other social projects followed in connection with the Climate Impact Day and included, among others, clean-up campaigns at the locations in Vienna, Prague and Frankfurt. Our colleagues in Berlin supported the "Berliner Tafel" and the team in Frankfurt was involved in a programme for the children's organisation "Die Arche".

**UBM makes children's dreams come true**

UBM supported the valuable work of the Make-A-Wish Foundation with a donation of 25,000 euros in 2022. The Make-A-Wish Foundation fulfils the wishes of severely ill children from three to 18 years of age and brings happiness, strength and new courage to the entire family. Make-A-Wish is active in more than 50 countries and has fulfilled over 520,000 wishes since 1980.

## A well-managed company always makes a good impression

We place high demands on everything we do - from the quality of our development projects to our corporate management. Specifically, that means: At UBM, the G in ESG is also at the heart of our actions. We have installed an ESG Committee at Supervisory Board level to oversee and advise on sustainability criteria and ESG concepts for our entire group. With successful results, as is demonstrated time and time again.

in 2022. That places UBM among the top one per cent of the 100,000 companies ranked by EcoVadis worldwide. The evaluation covers the four most important sustainability issues based on 21 indicators: the environment, labour and human rights, ethics and sustainable procurement. In all four categories, UBM Development clearly exceeded the sector average - not least due to the consistent pursuit of the ambitious goals and measures which we also extensively communicate in this ESG report.

### ESG ratings

#### UBM receives Prime Status from ISS ESG

The pandemic and the war in Ukraine have never led us to question our focus on sustainability. At UBM, we are convinced that this strategy makes a great deal of sense, especially in politically and economically stormy times. And the further improvement of our ESG rating from the ISS ESG rating agency confirms this course. The B- rating verifies our Prime Status and even more clearly underscores our sector leadership in Germany and Austria.

#### UBM awarded Platinum by EcoVadis

Gold from the first evaluation in 2021 was followed by Platinum, the highest EcoVadis rating, for UBM Development

#### B for UBM in the CDP rating

The first rating by the non-profit organisation CDP resulted in a B rating for UBM as a reflection of its commitment to the fight against climate change. UBM voluntarily took part in CDP's climate protection data reporting in 2022 and transparently informed its stakeholders of its climate protection strategy and measures to reduce CO<sub>2</sub> emissions. CDP is considered the worldwide gold standard of environmental reporting with the most comprehensive dataset on the environmental impact, risks and opportunities of corporate and city action. In 2022, more than 680 investors with assets of over 130 trillion US dollars prompted companies to disclose data over the CDP platform. This call was followed by a record-breaking 18,700 companies worldwide.





**Vienna Stock Exchange Prize**  
The trophy



## Stock exchange

### Award for UBM from the Vienna Stock Exchange

On 14 June 2022, UBM Development received the Vienna Stock Exchange's Sustainability Prize as the most sustainable company (category: "industrials") in Austria. This prize has been one of the most important awards given by the Austrian capital market since 2008.

At the award ceremony in Palais Niederösterreich, UBM CEO Thomas G. Winkler made it clear that "Sustainability isn't a trend at UBM, but rather an attitude. The Vienna Stock Exchange Award is a fine recognition of that."

This sought-after prize is also recognition of the uncompromising approach taken by UBM Development. In keeping with our motto *green. smart. and more.*, we develop ecologically balanced, intelligent and aesthetically appealing properties with sustainable advantages.

The benchmark for sustainability on the Austrian stock market is the VÖNIX VBV Austrian Sustainability Index. "The VÖNIX was initially just an idea in 2005 but has come to be established practice," explained Andreas Zakostelsky, Chairman of the VÖNIX Advisory Board. "Companies score with outstanding sustainability performance in their sector, and in this way, receive top marks." Vienna Stock Exchange CEO Christoph Boschan added: "The listed companies are Austria's flagships in global

competition, and this prize is recognition of their outstanding developments."

### Rising high in the VÖNIX

On Monday, 20 June 2022, the Vienna Stock Exchange, rfu and VBV-Vorsorgekasse announced the new composition of the VBV Austrian Sustainability Index (VÖNIX). The annual evaluation of entrepreneurial sustainability based on ecological and social criteria confirmed that UBM Development AG had met the impressive benchmarks and is now a member.

"UBM Development AG has shown continuous improvement since the initial rating in 2018. Today the company is an experienced developer of green properties, above all in the residential and office segment," commented Reinhard Friesenbichler, Managing Director of rfu, who is responsible for the sustainability rating.

"Sustainability is more important than ever today, and this is impressively demonstrated by the companies represented in the VÖNIX. As a sustainability pioneer, we at VBV-Vorsorgekasse are particularly pleased to welcome every new VÖNIX member. These companies show how the capital market can successfully support the transformation to a CO<sub>2</sub>-neutral future," added Andreas Zakostelsky, Chairman of the VÖNIX Advisory Board and CEO of VBV-Vorsorgekasse.

**Member of Vienna’s ESG Segment**

Stock exchanges also play a vital role in the green transformation of our economy. All in all, they support and channel capital flows towards sustainable corporate activities. The Vienna Stock Exchange has established a separate, transparent ESG segment for securities issuers that covers sustainable bonds. It gives investors an opportunity to choose from selected financial instruments that promote the green transformation on the capital market. Bonds that are listed in a market regulated by the EU or the Vienna Stock Exchange can be admitted to the Vienna ESG Segment when the ESG admission or inclusion criteria are met. Investors in ESG-compliant bonds can also be certain that they are making a responsible and ecologically sustainable investment that is based on the United Nations' Sustainable Development Goals (SDGs). The regular disclosure and reporting on the use of the respective issue proceeds allow investors to make a qualified investment decision.

UBM is represented in the Vienna ESG Segment with its Sustainability-Linked Bond 2021-2026 (volume: 150 million euros) and the Hybrid Bond 2021 (volume: 100 million euros). This focus on sustainability is linked to UBM’s commitment to achieving and maintaining a high ESG rating. Failure

to meet this target will result in an increase in the repayment amount of ten (bond) respectively 15 (hybrid bond) basis points per year. UBM has already converted a quarter of a billion euros on the capital market to green financing. In view of the total bond volume of roughly 600 million euros (as of 31 December 2022), this demonstrates our radical new orientation.



**High standards, strict criteria**

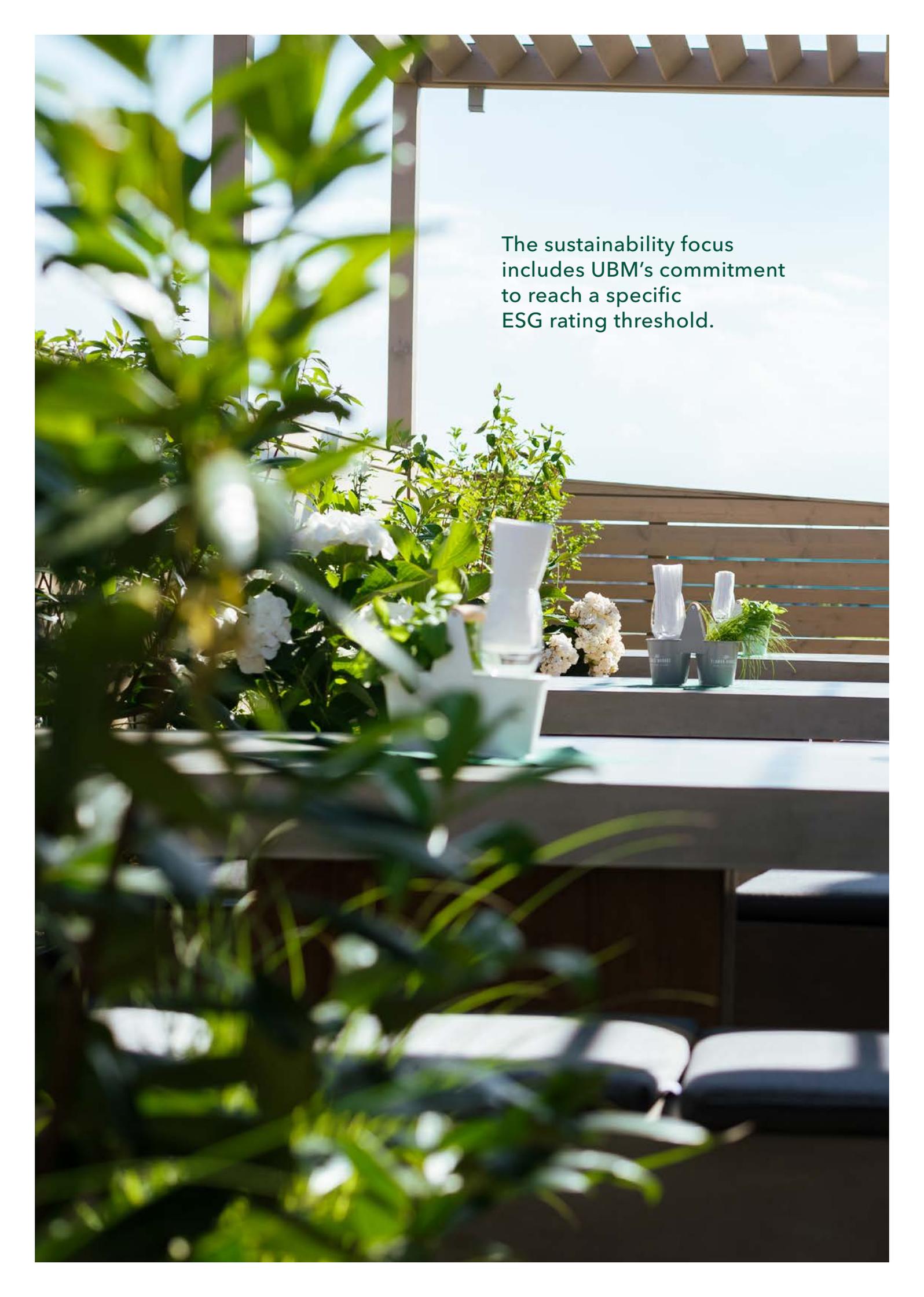
The admission and inclusion criteria for the Vienna ESG Segment are based on the Green Bond Principles defined by the ICMA. In order to ensure compliance with the planned use of the proceeds, external reviews in accordance with international standards - among others, the Green Bond Principles - were prepared by independent institutions (so-called second-party opinion/certification/rating).

**ESG Champion at Sunrise Capital**

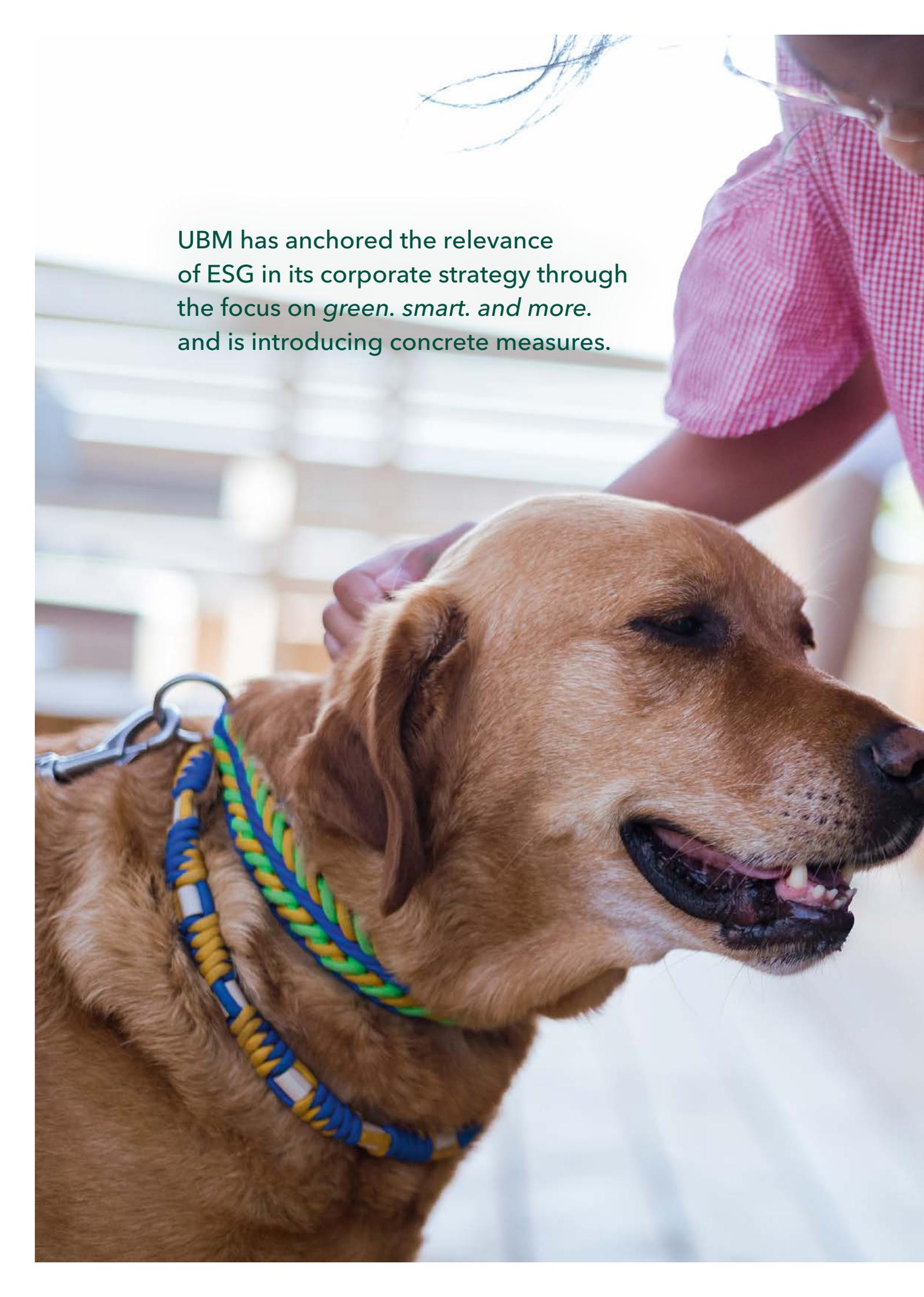
A further ESG award in 2022 confirmed our sustainability orientation. The investors of Sunrise Capital honoured UBM Development AG with their “ESG Champion” sustainability prize for the real estate sector.

Sunrise Capital is specialised in investment products and services for long-term-oriented private investors. More than 20,000 local fund investors vote online on the sustainability of companies. Sunrise Capital’s ESG results are examined by a large number of informed observers and “democratically” evaluated in a sector-specific ranking.

“Sustainability is at the heart of everything we do,” emphasised UBM CEO Thomas G. Winkler at the award ceremony, “and we are particularly pleased that this new generation of private investors also values our efforts.”



The sustainability focus includes UBM's commitment to reach a specific ESG rating threshold.



UBM has anchored the relevance of ESG in its corporate strategy through the focus on *green. smart. and more.* and is introducing concrete measures.

### **3. UBM & Sustainability**

- 3.1. Our strategy
- 3.2. ESG organisation
- 3.3. Stakeholder inclusion
- 3.4. Materiality analysis
- 3.5. ESG goals and measures
- 3.6. Risk management
- 3.7. ESG reporting
- 3.8. ESG ratings
- 3.9. Memberships

# Living sustainability.

## 3.1. Our strategy

Protecting the future viability of our planet is one of the most important social responsibilities of our time. With the announcement of the Green Deal, the European Union underscored its intention to make Europe the first climate-neutral continent in the world by 2050. Other megatrends aside from ecology are urbanisation and the transformation of society caused by demographic and social changes.

“Silver Society” is a term that describes the ageing of society, in which health and the quality of life will be deeply anchored as fundamental values in our consciousness. Changing gender roles and the breakdown of stereotypes have also led to radical changes in society and the business sector. These developments, together with Covid-19, are the decisive factors for the megatrend New Work – meaning people’s needs as regards their working world.

We see these trends not only as a challenge but also as an opportunity: The interaction with ESG is a key success factor for our entrepreneurial activities. In the sense of ecological sustainability, UBM aims to become one of the leading timber construction developers in Europe. Our actions today are already focused on smart, low-barrier or barrier-free, flexible living and working to also meet the needs of tomorrow’s users. As a real estate developer, we can give the office new meaning as a communication and collaboration platform – the physical workplace then becomes a place for community and corporate culture. As an employer, we also take advantage of these opportunities – for example, by benefitting from the additional innovation potential created by a diverse workforce.

UBM has anchored the relevance of ESG in its corporate strategy through the focus on *green. smart. and more.* and is introducing specific accompanying measures. The efficient use of resources is an integral part of ongoing operations, as are social issues and adherence to compliance rules. UBM’s flagship projects, green building certifications and the activities evolving from the *green. smart. and more.* strategy reflect the requirements of the EU and create new opportunities for UBM.

*green.* stands for measures in support of greening, meaning the redirection of the economy in line with the environment. Our primary focus is on timber construction as well as renewable energies and green building certification.

*smart.* expresses our commitment to intelligent buildings. With the use of sensors and automation, buildings can be adapted to meet the needs of users and, at the same time, operations can be made 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.

Our sustainability activities are based on the applicable rules and regulations in the countries where we are active. For example: government programmes in the countries relevant for UBM cover issues like the expansion of renewable energy, efficient energy consumption, subsidy programmes for environmentally friendly behaviour and the strengthening of fundamental and human rights, especially in the supply chain. An additional framework is provided by national and supranational norms and standards, including the UN Global Compact, Sustainable Development Goals (SDGs), the EU Green Deal and the EU Taxonomy. We have implemented – and regularly evaluate and improve – the necessary processes to realise our ESG goals and related measures. Information on our 360° process landscape and measures is provided in the following sections of this report.

Leading worldwide ESG rating agencies have confirmed UBM’s strong position on sustainability. Additional information can be found in section 3.8.  **2-23, 2-24**

# ESG goals at a glance

## ENVIRONMENT

# E



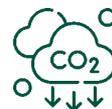
### Timber construction

Over 100,000 m<sup>2</sup> in timber construction by 2025



### Green building certification

Obtain green building certification for 100% of new developments



### Reduction of CO<sub>2</sub> by 30%

Reduction of CO<sub>2</sub> intensity of completed projects by 30% by 2030



### Brownfield development

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



### Increase in renewable energy

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



### Vehicles with alternative drives

Double the number of vehicles with alternative drives by 2025

## SOCIAL

# S



### Minimise employee turnover

Hold employee turnover below 12.5% by 2025



### Over 30% women in management positions

Increase percentage of women in management positions to over 30% by 2025



### Yearly ESG training

Annual ESG awareness training for all employees

## GOVERNANCE

# G



### Voluntary external ESG audit

Voluntary external audit of ESG reporting



### Code of conduct for business partners

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



### Code of conduct for employees

Confirm code of conduct in writing with all employees

### 3.2. The implementation: organisation & governance

Together with our *green. smart. and more.* corporate strategy, we have anchored ESG goals throughout the entire corporation. We see the transformation of our conviction into concrete actions as the shared responsibility of all employees. Only when everyone knows and supports our internal ESG goals can ESG become part of our everyday life and have a lasting effect.

The organisation of and compliance with sustainability issues is anchored at Management Board level. Thomas G. Winkler, the Chief Executive Officer, is in charge of the sustainability-relevant areas of strategy, investor relations & ESG as well as legal & compliance. Green building and timber construction report to Martin Löcker, while Patric Thate makes sure the financing turns "green" and reliable ESG data management becomes reality. Employees and work safety are the responsibility of Martina Maly-Gärtner.

The Management Board and Executive Committee, together with the heads of the involved specialist departments, are responsible for the implementation of ESG activities. The relevance of the sustainability strategy and goals is evaluated at regular intervals and suitable goal attainment measures are defined. The Executive Committee frequently deals with sustainability issues, especially in view of the new strategic focus on *green. smart. and more.* The Management Board is included in central decisions and receives routine reports on progress.

With the help of an RACI matrix (Responsible, Accountable, Consulted, Informed), the roles and responsibilities for ESG were transparently defined and recorded. The investor relations & ESG department coordinates sustainability issues within the framework of UBM's strategy and business model and is in charge of operative ESG reporting together with the organisation of ESG ratings. Its activities include the further development of the sustainability strategy, the definition and monitoring of goals, and the implementation of measures together with selected specialist departments. This

department is also responsible for monitoring changes in the legal framework and serves as an information interface for the company. The head of investor relations & ESG and the Management Board communicate regularly on current developments and issues.

The specialist departments and countries are responsible for managing and implementing sustainability issues. These employees become involved and implement the defined measures as part of their regular day-to-day operations and in pilot projects.

#### Corporate Governance

The UBM Supervisory Board is composed of members elected by the Annual General Meeting. In addition, the Works Council is authorised by Section 110 Para. 1 of the Austrian Labour Constitutional Act to delegate a specific number of members to the Supervisory Board. The Annual General Meeting can recall a Supervisory Board member before the end of his or her term with a resolution based on a simple majority of the votes cast. The Supervisory Board elects a chairperson and one or more deputies from among its members each year at a meeting held after the Annual General Meeting. The Supervisory Board can form committees from among its members, which can be established as permanent bodies or for individual tasks.

In 2022, the Supervisory Board had eight members elected by the Annual General Meeting plus four additional members designated by the Works Council as employee representatives. The table on the following page shows the members elected to the Supervisory Board in 2019. As of 31 December 2022, the members of UBM's Supervisory Board held additional positions on supervisory boards or exercised comparable functions in Austrian and foreign companies (which are not included in the consolidated financial statements). These positions are also listed in the table on the following page.

**Members of the Supervisory Board**

Name	Date of birth	Gender	Position	Member since	Appointed until
Karl-Heinz Strauss <sup>1</sup>	27.11.1960	male	Chairman	14.4.2011	AGM 2024
Iris Ortner <sup>2</sup>	31.8.1974	female	Deputy Chair	14.4.2011	AGM 2024
Susanne Weiss <sup>3</sup>	15.4.1961	female	Member	15.1.2015	AGM 2024
Klaus Ortner <sup>4</sup>	26.6.1944	male	Member	15.1.2015	AGM 2024
Ludwig Steinbauer <sup>3</sup>	26.10.1965	male	Member	15.1.2015	AGM 2024
Paul Unterluggauer	28.4.1967	male	Member	15.1.2015	AGM 2024
Bernhard Vanas <sup>3</sup>	10.7.1954	male	Member	15.1.2015	AGM 2024
Birgit Wagner <sup>3</sup>	9.1.1972	female	Member	29.5.2019	AGM 2024
Anke Duchow	19.1.1968	female	Member	27.5.2019	n/a <sup>5</sup>
Martin Mann	14.2.1972	male	Member	30.6.2016	n/a <sup>5</sup>
Hannes Muster	28.11.1967	male	Member	30.6.2016	n/a <sup>5</sup>
Günter Schnötzing	20.8.1973	male	Member	30.6.2016	n/a <sup>5</sup>

<sup>1</sup> Karl-Heinz Strauss was Deputy Chairman of the Supervisory Board from 27 February 2013 until 18 September 2014 and has been Chairman since 18 September 2014.

<sup>2</sup> Iris Ortner has been Deputy Chairwoman of the Supervisory Board since 18 September 2014 and previously served as a member of the Supervisory Board from 2 July 2003 to 5 May 2010.

<sup>3</sup> Independent member who does not hold more than 10% of the shares (C-Rule 54).

<sup>4</sup> Klaus Ortner was previously a member of the Supervisory Board from 18 March 2000 to 14 May 2014.

<sup>5</sup> Appointed by the Works Council on 30 June 2016 as well as on 27 May 2019 in accordance with Section 110 Paragraph 1 of the Austrian Labour Constitutional Act.

**Additional functions of the Supervisory Board members**

Name	Company	Function
Karl-Heinz Strauss	PORR Bau GmbH PORR GmbH & Co. KGaA PORR SUISSE AG	Chairman of the Supervisory Board Chairman of the Supervisory Board President of the Administrative Board
Iris Ortner	ELIN GmbH PORR AG <sup>1</sup> ÖBAG Liechtensteinische Landesbank (Österreich) AG TKT Engineering Sp. z.o.o. (Poland) Blue Code International AG (Switzerland)	Chairwoman of the Supervisory Board Supervisory Board member Supervisory Board member Supervisory Board member Deputy Chairwoman of the Supervisory Board Supervisory Board member
Susanne Weiss	ROFA AG PORR AG <sup>1</sup> Wacker Chemie AG <sup>1</sup> Spielvereinigung Unterhaching Fußball GmbH & Co. KGaA	Chairwoman of the Supervisory Board Supervisory Board member Supervisory Board member Supervisory Board member
Klaus Ortner	ELIN GmbH PORR AG <sup>1</sup>	Supervisory Board member Deputy Chairman of the Supervisory Board
Ludwig Steinbauer	Klinikum Austria Gesundheitsgruppe GmbH	Supervisory Board member
Paul Unterluggauer	ELIN GmbH	Deputy Chairman of the Supervisory Board
Bernhard Vanas	PORR AG <sup>1</sup> Wolfgang Denzel Holding AG Bankhaus Denzel AG Wolfgang Denzel AG Wolfgang Denzel Auto AG	Supervisory Board member Supervisory Board member Supervisory Board member Supervisory Board member Supervisory Board member

<sup>1</sup> Listed

The chair of the Supervisory Board does not hold a senior executive function in the UBM Group. In accordance with the criteria based on C-Rule 53 of the Austrian Code of Corporate Governance, the following Supervisory Board members have declared themselves independent: Karl-Heinz Strauss (Chairman), Birgit Wagner, Ludwig Steinbauer, Bernhard Vanas and Susanne Weis.

In accordance with C-Rule 36 of the Austrian Code of Corporate Governance, the Supervisory Board also conducted a self-evaluation during 2022. The questionnaire used for the evaluation addressed, in particular, the efficiency of the Supervisory Board, its organisation and its working procedures. The findings were evaluated and discussed by the Supervisory Board.

To support and ensure the efficient handling of complex issues, the Audit Committee, Nomination Committee and Remuneration Committee were active in 2022. Additionally, UBM became one of the first listed companies in Austria to establish an ESG committee at Supervisory Board level in 2021.

The Supervisory Board, as the senior controlling body, now meets its responsibilities for the environment, society and governance through a separate committee. The members of the ESG Committee and their positions are listed in the following table. The chairperson was elected by the committee members.

**Members of the ESG Committee**

Name	Position
Iris Ortner	Chairwoman
Susanne Weiss	Deputy Chairwoman
Birgit Wagner	Member
Anke Duchow	Member

The activities of the ESG Committee include the analysis of sustainability criteria and corporate social responsibility concepts in group processes - in particular, identifying the key environmental, social and governance factors (ESG) that are determined by the company's sector affiliation and business model, and are subject to regional influence.

The ESG Committee is also responsible for overseeing and supporting actions in line with the ESG catalogue of measures based on the clear assignment of responsibilities at Management Board and Supervisory Board levels. It additionally monitors and evaluates the implemented ESG measures - above all, the impact of procurement and development processes on ecosystems, the use of resources, the direct and indirect neighbourhood, and good corporate management.

The Supervisory Board finalised the remuneration policy in 2020 based on preparations by the Remuneration Committee and revised this policy in 2022. The Supervisory Board is entitled to deviate from this remuneration policy when required by extraordinary circumstances (material changes in the legal, economic or political environment). Any such deviation must be followed by the presentation of a new remuneration policy to the next Annual General Meeting. The remuneration for the members of the UBM Management Board implements the remuneration policy in accordance with legal regulations and consists of non-performance-related components (fixed salary, pension fund/employee welfare fund contributions), performance-related components (variable performance bonus) and one-off payments as well as severance compensation for departing members.

The variable, performance-based remuneration components are designed to reflect shareholders' interests in the positive development of the company and increase the Management Board's motivation to take actions which lead to the sustainable, long-term and risk-aware optimisation of Group results. Annual variable remuneration is dependent on the attainment of parameters set by the Supervisory Board, which are based on financial or non-financial criteria or a combination of both. The fixed salary of each Management Board member is based on seniority, experience and the length of service

with the company as well as inclusion in the Management Board. Each Management Board member receives variable remuneration equalling a maximum of 60% of total remuneration for the Management Board when the individual financial targets are met. For each member of the Management Board, an appropriate contribution (based on earlier and current contributions) can be made to a pension fund. D&O liability insurance was contracted to cover the members of the Management Board, whereby the costs are carried by the company. UBM introduced a stock option programme for key managers and the Management Board in 2017; this programme was extended in 2021.

The Remuneration Committee is responsible for the following duties in connection with the current remuneration policy and in accordance with applicable legal regulations: (i) matters related to the remuneration of the Management Board members and the content of their employment contracts, in particular the definition and implementation of the underlying principles for the remuneration of the Management Board members and the criteria for the variable remuneration components in line with Rules 27 (above all, the preparation of a catalogue for the variable remuneration components), 27a and 28 of the Austrian Code of Corporate Governance; (ii) evaluating the remuneration policy for the Management Board members at regular intervals; (iii) approving the assumption of sideline activities by the Management Board members. The Remuneration Committee held two meetings during the reporting year. Consultations at the meeting on 21 March 2022 included the determination of the annual bonus for the members of the Management Board and the approval of the remuneration report and a proposal to the 141st Annual General Meeting to amend the remuneration policy.

At the meeting on 22 September 2022, an index adjustment to the annual maximum total remuneration (fixed and variable remuneration) for the members of the Management Board was approved. The members of the Remuneration Committee are Karl-Heinz Strauss (Chairman), Iris Ortner and Susanne Weiss (remuneration expert). The Chairman and one of the two other members have declared themselves independent.

External consultants are not involved in determining remuneration.

The integration of ESG in the remuneration model will be analysed in detail: ESG key performance indicators will be integrated in management's variable remuneration over the medium term.

Each Supervisory Board member receives an annual payment for his or her services as well as reimbursement of expenses and an attendance fee for each meeting. The amount of the attendance fee and the annual payment are determined by the Annual General Meeting. A resolution by the Annual General Meeting on 29 May 2019 established the following remuneration for members of the Supervisory Board: the chairperson of the Supervisory Board receives fixed remuneration of €50,000.00 per year, the deputy chairperson fixed remuneration of €40,000.00 per year and the other members fixed remuneration of €30,000.00 per year. The attendance fee for meetings was set at €2,000.00 per meeting of the Supervisory Board or one of its committees. The Supervisory Board members appointed by the Works Council in accordance with Section 110 Para. 1 of the Austrian Labour Constitutional Act do not receive any additional payment for their work on the Supervisory Board.  **2-9, 2-10, 2-11, 2-12, 2-13, 2-15, 2-17, 2-18, 2-19, 2-20, 2-24**

### 3.3. This is how we include stakeholders

Regular contact with our internal and external stakeholders and their active inclusion in our business activities is an essential part of what we do – above all, because we have an influence on many areas of life as a project developer. The fulfilment of our social and ecological responsibility as well as UBM's long-term economic success is based on successful cooperation with a wide variety of stakeholders and the respectful handling of their concerns.

In this connection, we carried out another materiality analysis during the 2021 financial year. A structured, methodical process allowed external stakeholders to contribute their views

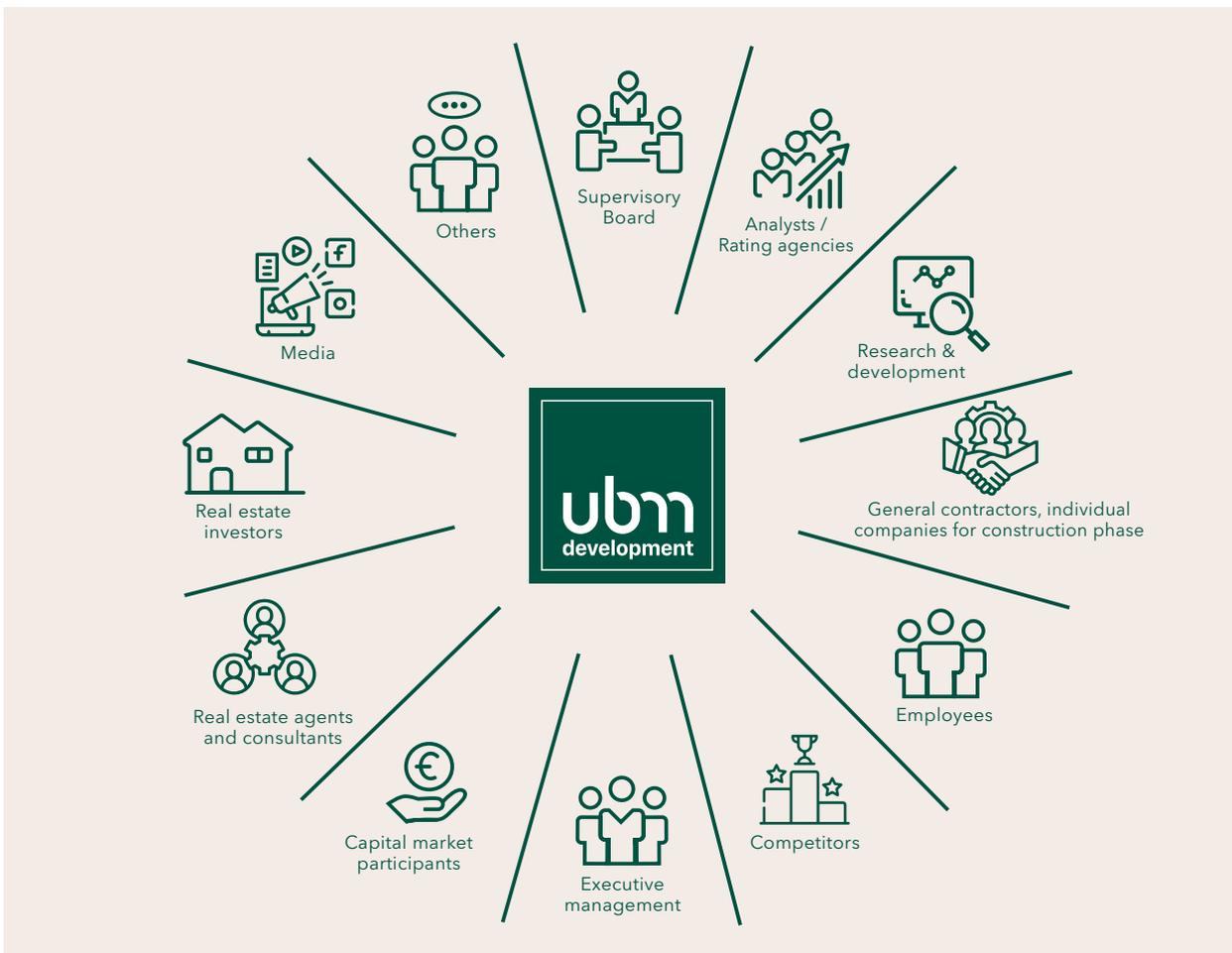
and express their concerns. Roughly 700 women and men from 12 pre-defined stakeholder groups were invited to take part in an online survey - 208 evaluable results were received and integrated into the materiality analysis.

Based on the responses from these stakeholder groups, the major issues were identified, structured and evaluated. The results are presented in the form of a materiality matrix (see section 3.4.).

We also include significant stakeholder groups through early information, participation and co-determination in planning and development processes, which give neighbouring residents an opportunity to explain their needs and interests and influence results. This practice has been embedded in the process landscape as UBM's standard since 2021. Additional information can be found in section 5.

Our stakeholder dialogue uses, among others, the instruments listed on the following page. **GRI 2-29**

**STAKEHOLDER GROUPS SURVEYED**



**Stakeholder dialogue**  **2-29**

Stakeholder group	Interests & expectations	Dialogue forms
<b>Employees</b>	<ul style="list-style-type: none"> <li>■ Attractive workplace</li> <li>■ Professional and personal development</li> <li>■ Support for work-life balance</li> <li>■ Workplace safety and health</li> </ul>	<ul style="list-style-type: none"> <li>■ Communication via intranet, newsletter, video streams, social media posts</li> <li>■ Annual employee appraisals</li> <li>■ Various events and initiatives (e.g. UBM Day, Climate Impact Day), to promote communication</li> <li>■ Ethics code</li> </ul>
<b>Users/End customers</b>	<ul style="list-style-type: none"> <li>■ Information and transparency over properties</li> <li>■ High-quality and durable properties</li> </ul>	<ul style="list-style-type: none"> <li>■ Regular contact with the project managers</li> <li>■ Website, press releases, newsletter, social media posts</li> </ul>
<b>Capital market participants</b>	<ul style="list-style-type: none"> <li>■ Transparent reporting on corporate strategy, implementation and target attainment</li> <li>■ Information on forecasts, risk and opportunity analyses</li> <li>■ Sustainable corporate performance</li> </ul>	<ul style="list-style-type: none"> <li>■ Personal discussions</li> <li>■ Press reports and announcements</li> <li>■ Website, newsletter, social media posts</li> <li>■ Roadshows</li> <li>■ Annual General Meeting</li> <li>■ Reports, e.g. annual report and ESG report</li> </ul>
<b>Supervisory Board</b>	<ul style="list-style-type: none"> <li>■ Sustainable corporate performance</li> <li>■ Transparent reporting on corporate strategy, implementation and target attainment</li> </ul>	<ul style="list-style-type: none"> <li>■ Supervisory Board meetings</li> <li>■ ESG Committee meetings</li> <li>■ Reports, e.g. annual report and ESG report</li> </ul>
<b>Business partners &amp; suppliers</b>	<ul style="list-style-type: none"> <li>■ Fair business relations and good cooperation basis</li> <li>■ Shared values</li> </ul>	<ul style="list-style-type: none"> <li>■ Tenders and contract negotiations</li> <li>■ Regular contacts during order execution</li> <li>■ Code of conduct</li> </ul>
<b>Interest groups</b>	<ul style="list-style-type: none"> <li>■ Definition of and support for shared values</li> <li>■ Support for solutions to adapt to climate change and other ecological and social challenges</li> </ul>	<ul style="list-style-type: none"> <li>■ Proactive exchange and further development with the sector for social responsibility/ESG</li> <li>■ Membership and active participation in several organisations</li> </ul>
<b>Public authorities</b>	<ul style="list-style-type: none"> <li>■ Compliance with requirements of public authorities</li> <li>■ Joint identification of solutions on issues for real estate and quarter planning</li> </ul>	<ul style="list-style-type: none"> <li>■ Coordination of decisions on major issues in close cooperation with the public authorities</li> <li>■ Legally required reports</li> <li>■ Reports, e.g. annual report and ESG report</li> </ul>
<b>Neighbouring residents</b>	<ul style="list-style-type: none"> <li>■ Increase in quality of life through UBM projects</li> </ul>	<ul style="list-style-type: none"> <li>■ Timely information, participation and codetermination rights in planning and development processes</li> </ul>
<b>Media</b>	<ul style="list-style-type: none"> <li>■ Targeted and timely information on current and strategic issues</li> </ul>	<ul style="list-style-type: none"> <li>■ Press releases</li> <li>■ Interviews</li> <li>■ Website</li> </ul>

### 3.4. Materiality analysis

To meet our responsibility towards society and the environment, we rely on a structured process to monitor and evaluate social and ecological developments. This process is based on the concept of “double materiality”, meaning an evaluation from the outside-in (risks from the company’s viewpoint, impact on our business and added value) and inside-out perspective (UBM’s impact on people and the environment). A third dimension is the perspective of significant stakeholder groups.

The major issues for UBM were redefined in 2021 as part of a materiality analysis based on these three dimensions. This revision was required to accommodate changes in international regulations and standards, in particular the EFRAG recommendation to the CSRD draft (2021) and the GRI update 2021. The resulting materiality matrix forms the basis for this ESG report and replaces the former version.

The first step involved compiling a list of 17 potential material issues based on a comprehensive context analysis, studies on megatrends, an extensive peer group review and discussions with internal experts. The evaluation of the importance and impact of these issues followed three perspectives:

- UBM’s impact on people, society and the environment
- The relevance of sustainability issues for UBM
- The relevance of sustainability issues from the stakeholder perspective

#### UBM’s impact on people, society and the environment

Based on the valuation approach in the CSRD draft (2021), quantitative and qualitative assessments of the impact on people, society and the environment were carried out together with external experts. The ecological assessments are based on simplified carbon footprint measurements and other indicators that support an expert-based evaluation of the ecological impact. The social assessments are based on an estimate of the number of involved persons (range), the impact on their quality of life (scope) and the irreversibility of the impact.

#### Impact of sustainability issues on UBM

A worst-case scenario was developed for each sustainability issue and evaluated by the Management Board together with the investor relations & ESG department. Gross risks were evaluated on the basis of two dimensions (scope and probability of occurrence) over a time horizon of roughly ten years.

#### Relevance of sustainability issues from the stakeholder perspective

Internal and external stakeholders from 12 pre-defined stakeholder groups (see page 38) were invited to take part in an online survey where they were asked to rank the individual issues according to their priority and to select the five most important issues. The survey was sent to 700 stakeholders and generated 208 evaluable results (representing a return rate of 33%).

The three perspectives formed the framework for the assessment and prioritisation of the issues based on their importance for UBM and its stakeholders as well as the impact on the environment and society. In a workshop with the Management Board and the internal experts responsible for the areas of environment, society and governance, the findings were discussed and three material issues were identified:

- Energy efficiency, renewable energies and CO<sub>2</sub> emissions
- Attractive employer & training and education
- Corporate governance and compliance

The results were recorded in a materiality matrix and, in line with the ESG structure, classified under the areas of environment, society and governance for sustainability reporting. Here, employees and society are covered under the same heading. The matrix shows all three dimensions and is oriented on the EFRAG recommendation to the CSRD draft as well as the GRI Standards 2021. The three material issues for UBM are described in detail in the following sections, and the other issues are also explained.

There were several changes in comparison with the materiality analysis from 2020:

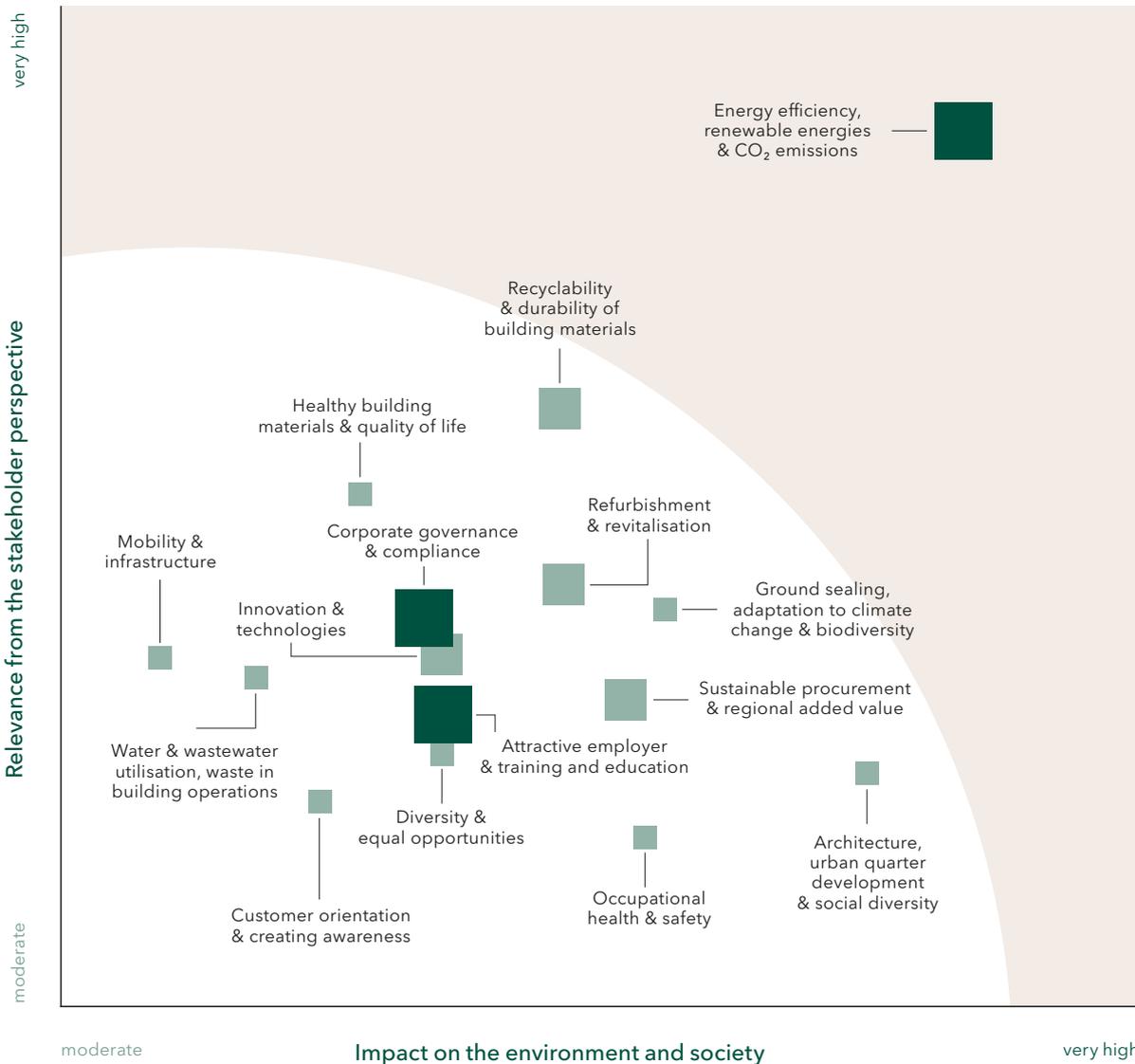
- “Energy consumption” and “GHG (greenhouse gases)” were combined under the material issue “energy efficiency, renewable energies and CO<sub>2</sub> emissions”.
- “Fair working conditions” and “employee training and education” were assigned to the material issue “attractive employer & training and education”.
- “Ethics & compliance” was renamed “corporate governance and compliance” and identified as a material issue.
- “Users’ well-being” and “incentives for environmentally friendly behaviour” were split off into “customer orientation and creating awareness” and “healthy building materials and quality of life”.
- “Digitalisation and technology” was expanded to include innovation (“innovation and technologies”).
- “Adaptation to climate change” and “biodiversity” were combined into a single issue (“ground sealing, adaptation to climate change and biodiversity”).
- “Urban quarter development” and “socio-cultural environment of projects” were combined under “architecture, urban quarter development and social diversity”.
- “Water consumption” and “waste” were combined under “water & wastewater utilisation, waste in building operations”.
- The new issue “sustainable procurement and regional added value” covers “social criteria in the supply chain”, “ecological criteria in the supply chain” and “regional economy & society”.
- “Infrastructure and mobility”, which was previously included under “socio-cultural environment of projects”, was recorded separately.
- The former issue “cooperations” is still an integral part of UBM’s activities but is no longer reported separately.

**GRI 2-12, 2-29, 3-1, 3-2**

MATERIALITY MATRIX

**Material in the sense of GRI and CSRD**

are dark green squares and topics with beige background.



The **relevance** for UBM is assigned as follows:



### 3.5. Concrete goals and measures

#### 3.5.1. Sustainable Development Goals

UBM is committed to the United Nations Sustainable Development Goals (SDGs), which were adopted by all UN Member States in 2015 as the 2030 Agenda for Sustainable Development. Governments as well as companies are called upon to contribute to reaching these goals. The framework includes 17 goals and 169 sub-goals which are related to global economic, social and ecological challenges.

Our actions are also based on the ten principles of the UN Global Compact. The assignment of the applicable SDGs and their sub-goals together with the ten principles of the UN Global Compact and their relation to the GRI Standard are explained in greater detail in the GRI Index (see section 7).

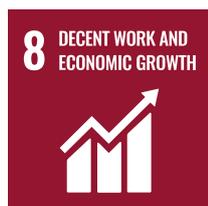
In connection with a materiality analysis (see section 3.4.) and a risk/impact assessment (see section 3.6.), UBM dealt with the SDGs and the related sub-goals in detail and identified the goals where the company can make a direct contribution to the Agenda 2030:



**Affordable and clean energy -**  
*Ensure access to affordable, reliable, sustainable and modern energy for all.*  
 Focus: Goals 7.2 and 7.3



**Climate action -**  
*Take urgent action to combat climate change and its impacts.*  
 Focus: Goals 13.1 and 13.2



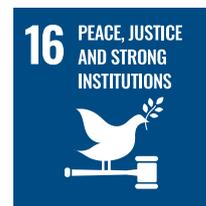
**Decent work and economic growth -**  
*Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.*  
 Focus: Goals 8.4 and 8.8



**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



**Industry, innovation and infrastructure -**  
*Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.*  
 Focus: Goal 9.1



**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



**Sustainable cities and communities -**  
*Make cities and human settlements inclusive, safe, resilient and sustainable.*  
 Focus: Goals 11.1 and 11.3

### 3.5.2. Goals and measures in detail

The consequent implementation of our commitment is underscored by the definition of goals, measures and indicators for the environment, society and governance action areas.

Issue	Goal	Measures	Indicators	Time horizon
<b>ENVIRONMENT - PROJECT DEVELOPMENT</b>				
<b>Timber construction</b>	Over 100,000 m <sup>2</sup> in timber or timber hybrid construction	Quality gate: Every project must be evaluated to determine whether timber (hybrid) construction is possible - if it is, timber (hybrid) construction must be the method of choice	m <sup>2</sup> of timber	2025
	Evaluate timber in the selection of materials for all new project construction			ongoing
	Reduce CO <sub>2</sub> by at least 20% with timber hybrid construction versus conventional construction at project level	Quality gate: Every project must demonstrate savings in the ecological assessment during execution planning	Savings in t CO <sub>2</sub> equivalents	2025
<b>Energy requirements &amp; CO<sub>2</sub></b>	Reduce primary energy demand (PED) for new projects to national nearly zero energy building standards	Planning specifications for technical building services on all new projects	Primary energy demand	2025
	Reduce CO <sub>2</sub> intensity (basis 2019) by 30% for completed projects		CO <sub>2</sub> intensity in kg/m <sup>2</sup> GFA (CO <sub>2</sub> equivalents)	2030
	Increase share of renewable energy in energy carriers to 50%		Share of energy from renewable sources to total energy consumption	2030
<b>Green building certification</b>	Obtain green building certification for 100% of new developments starting in 2022	Green building certification for all new projects as a mandatory element of the <i>green. smart. and more.</i> strategy	Share of certified projects in the total portfolio	2025
<b>Brownfield development</b>	Increase share of brownfield developments in new projects to over 66%	Focus of acquisition process on brownfield developments (land with existing buildings)	Share of brownfield developments in the total portfolio (cumulative starting in 2021)	2025
<b>Sustainable building materials &amp; circular economy</b>	Evaluate the use of sustainable/recycled building materials in all new development projects	For every project, the use of sustainable/recycled building materials must be evaluated in the planning stage		ongoing
	Use cradle-to-cradle approach in dismantling for all new development projects	Circular economy requirements passed on to planners		ongoing

Issue	Goal	Measures	Indicators	Time horizon
<b>ENVIRONMENT - CORPORATE LOCATIONS</b>				
Renewable energy	Increase share of renewable energy in energy carriers to 30%	Changeover to green electricity suppliers	Share of energy from renewable sources in total energy consumption	2025
Energy management	Establish/optimize building management systems (BMS) and/or energy monitoring in all standing assets	Equip all Group locations with BMS and/or energy monitoring and upgrade building optimisation		2025
Motor vehicle pool	Double the number of vehicles with alternative drives (basis 2021)	Preference for purchase of vehicles with alternative drives	Number of vehicles with alternative drives	2025
Travel	Air travel: CO <sub>2</sub> reduction of 25% (basis 2019)	Prepare and distribute travel manual for employees on subject of air travel	Emissions (in t CO <sub>2</sub> equivalents) caused by air travel	2025
<b>ENVIRONMENT - STANDING ASSETS</b>				
Renewable energy	Increase share of renewable energy in energy carriers to 30%	Changeover to green electricity suppliers	Share of energy from renewable sources in total energy consumption	2025
CO <sub>2</sub> intensity	Reduce CO <sub>2</sub> intensity by 30% (basis 2020)	Reduction of CO <sub>2</sub> intensity through refitting to achieve high-efficiency energy systems, building automation & change in energy carriers	CO <sub>2</sub> intensity (CO <sub>2</sub> equivalents)	2030
Energy management	Establish/Optimize building management systems for 100% of standing assets	Equip all standing assets with BMS and upgrade building optimisation		2022 - not met
	Anchor guideline for sustainable building operations in all standing assets	Prepare guideline for sustainable building operations and distribute to all tenants		2022 - met in part
	Implement guideline for sustainable building operations in 100% of standing assets	Distribute guideline for sustainable building operations to all tenants		2023

Issue	Goal	Measures	Indicators	Time horizon
<b>SOCIAL</b>				
<b>Attractive employer - win over the best employees</b>	Increase number of applicants	Create employer branding strategy to strengthen the attractiveness of UBM for potential candidates and continuously improve the candidate experience. This includes the development of a career page, increased online presence, e.g. in LinkedIn or kununu, and preparation of job and skills profiles for all job classifications.	Number of applications per advertised position	ongoing
	Increase quality of applicants - first calculation of interview quota in 2022		Interview quota (% of applicants with job interview)	2022 - met
	Ensure high probability of hiring		New hiring by gender & age, offer acceptance rate, time-to-hire after job ads	ongoing
<b>Attractive employer - retain the best employees</b>	Hold employee turnover below 12.5%	Create employer branding strategy to strengthen the attractiveness of UBM for potential candidates. This includes a structured onboarding process for all new employees, flexible working time models, attractive remuneration, regular information for employees via internal communication channels, internal opportunities for advancement, and the preparation of job and skills profiles for all job classifications.	Turnover rate, average length of service with the company, recommendation quota, share of management positions filled internally	2025
<b>Training and education</b>	25% more training hours per employee (basis 2020)	Define individual, requirement-oriented training measures in annual employee appraisals	Average training hours per employee	2025
	Annual ESG awareness training for all employees	Allow for active participation of all employees in Climate Impact Day to create awareness for the importance of ESG	Share of employees with ESG training	2023
	Promote feedback culture - annual appraisals with all employees	Regular HR development and feedback discussions with employees based on a guideline	Share of employees with appraisals	ongoing

Issue	Goal	Measures	Indicators	Time horizon
<b>Diversity and equal opportunities</b>	No salary differences between women and men	Focus recruiting on the search for suitable candidates. Women will be directly addressed through appropriate wording in job advertisements, and clear guidelines give preference to women when qualifications and experience are equal.	Gender pay gap (by hierarchy and age levels; "adjusted gender pay gap")	2025
	Increase percentage of women in management positions to over 30%		Share of women in management positions	2025
	Increase percentage of women in the total workforce to 50%		Share of women in the total workforce	2025
<b>Health and safety</b>	Protect and promote employees' health	Protect psychological and physical health of employees with the help of modern occupational work and health protection management systems based on the highest standards (ISO 45001). Support for employees' health is provided by in-house fitness offerings and an occupational physician, work-places are designed to promote healthy working conditions, and there is a subsidy for membership of a fitness studio.	Work-related illnesses, absences due to work-related illnesses in days lost	ongoing
	Hold lost time due to work accidents at a low level. Goal: zero work accidents		Absence rate after work accidents, work accidents per year	ongoing
<b>GOVERNANCE</b>				
<b>Corporate governance and compliance</b>	Safeguard entrepreneurial compliance and responsible actions	Expand whistleblower system to also cover violations of other reports in connection with the UBM ethics code; make whistleblower system also available in Czech and Polish	Violations of rules and regulations, confirmed corruption incidents, proven cases of money laundering, proceedings over anticompetitive behaviour, discrimination incidents	2022 - met
		Certify process-oriented quality management system according to the highest standards (ISO 9001)	Share of employees covered by ISO certification	ongoing
		Self-evaluation by the Supervisory Board to judge the efficiency of its activities, especially organisational and working procedures		annual
		Evaluate possible ESG remuneration model and prepare necessary data basis		2023

Issue	Goal	Measures	Indicators	Time horizon
<b>Corporate governance and compliance</b>	Implement guidelines and prevent misconduct by consequent preventive actions	Carry out employee training (in-house or via e-learning) in capital market compliance; revise and expand training materials	Number of training courses held	ongoing
		Carry out in-house training for employees in compliance with a focus on the prevention of money laundering; revise and expand training materials	Number of training courses held	ongoing
		Carry out sampling controls to verify compliance with rules for insider information as well as confidential and price-sensitive information		ongoing
		Confirm ethics code in writing with all new employees in their national language	Share of employees with agreement to ethics code	ongoing
		Adapt ethics code to meet our sustainability requirements and further strengthen ecological and social responsibility		2023
		Ongoing training for compliance staff and additional certification for responsible employees		ongoing
		Store documentation on internal guidelines read by employees		2022 - met
				ongoing
	Prevent money laundering and terrorism financing	Carry out continuous KYC reviews of new business partners via disclosure forms		ongoing
		Regularly update internal risk analysis for the prevention of money laundering and terrorism financing		ongoing

Issue	Goal	Measures	Indicators	Time horizon	
<b>Sustainable procurement and regional added value</b>	Ensure ecological & socio-economic compliance in the value chain	Confirm binding code of conduct with business partners in writing		ongoing	
		Ensure correct subcontractor documentation	Number of business partners who have signed the code of conduct	2022 - met	
		Adapt code of conduct to meet our sustainability requirements and further strengthen ecological and social responsibility along the entire value chain		2023	
		Carry out sampling controls to verify compliance by existing suppliers for documentation of subcontractors; in Germany, use of an IT solution		2022 - met	
<b>GENERAL</b>					
<b>ESG reporting</b>	Transparent ESG reporting	UN Global Compact: publish progress report in the new format		2023	
		Continue voluntary reporting based on the Austrian Sustainability and Diversity Improvement Act, adapt reporting to meet the new GRI 2021 requirements		2022 - met	
		Update materiality analysis to reflect GRI 2021 and CSRD requirements		2024	
		Voluntary, gradual adaptation of reporting to meet the EU Taxonomy requirements	% revenue, % capex, % opex	2025	
		Voluntary, gradual adaptation of reporting to reflect TCFD recommendations		2023	
		Voluntary external audit of ESG reporting		annual	
		Develop, optimise and expand internal reporting and monitoring systems	Develop process for internal reporting, introduce and expand sustainability data tool		2022 - met
		External assessment of ESG performance	Arrange for ESG ratings by well-known rating agencies		annual

### 3.6. Conscious handling of risks and their effects

The realistic assessment and management of risks represent an essential factor for business success and sustainable management. One related step was the announcement in 2021 of UBM's commitment as an official supporter of the Task Force on Climate-related Financial Disclosures (TCFD). The TCFD recommends the voluntary disclosure of climate-related risks based on four pillars: governance, strategy, risk management, and metrics and targets.

The TCFD recommendations for the reporting of climate-related risks were applied for the first time in 2021 and are gradually being implemented. Additional information on the risk management system can be found in the annual report beginning on page 123.

#### Governance

The overall responsibility for general risk management at UBM lies with the Management Board. The head of risk management is responsible for the operational risk management process. A risk catalogue with the most significant individual risks was developed jointly at a meeting of the Management Board, risk manager and risk coordinators. ESG risks in connection with sustainability issues were evaluated extensively as part of a materiality analysis in 2021 and 2020 (see section 3.4.). The full Management Board was involved in this risk analysis together with the investor relations & ESG department.

#### Strategy

Energy efficiency, renewable energies and the reduction of CO<sub>2</sub> emissions are central drivers for UBM's long-term success and, consequently, are an elementary part of the *green. smart. and more.* corporate strategy. Given the substantial share of worldwide energy-related CO<sub>2</sub> emissions, increasing regulations to limit CO<sub>2</sub> emissions by the construction and real estate sector can be expected. The revised EU Energy Performance of Buildings Directive took effect on 1 January 2021 and deals with the energy efficiency of buildings. It requires all new buildings to be built as nearly zero-energy structures (according to the respective national definition). Buildings that do not meet this standard could therefore risk being denied a building permit in the future. Climate protection, among others, is also anchored in the EU Taxonomy (e.g. through regulations covering primary energy requirements). That could result in a competitive disadvantage as well as a decline in investor demand for investments that are not classified as sustainable in the sense of the taxonomy.

The growing frequency of high temperature periods is also increasing the pressure on energy-intensive equipment for building operations (e.g. cooling systems). Moreover, the CO<sub>2</sub> pricing scheme which, for example, was introduced in Austria in October 2022, will create financial disadvantages for fossil energy carriers. UBM has shifted its focus to the carbon-absorbing raw material timber, renewable energies like geothermal power and photovoltaics, and green building certification as part of its *green.* strategy. Intelligent buildings and solutions for efficient building operations are anchored in this strategy with *smart.*

### Risk management

As part of general risk management, the probability of occurrence and the scope of possible damages from the above-mentioned risks are evaluated twice each year by the Management Board. The risk system is audited annually and adapted where necessary to meet changing circumstances. Examples of ESG-relevant individual risks in this catalogue are human resource risks (e.g. internal fraud, health, employee turnover) and the operating risks associated with buildings (e.g. force majeure). The risks arising from daily business operations are identified, assessed and controlled through appropriate measures by operating management. The compliance function monitors adherence to external and internal rules and regulations, while internal audit ensures independent and objective monitoring.

The evaluation of gross risks as part of the ESG risk analysis in 2021 was based on two dimensions (scope and probability of occurrence) over a time horizon of roughly ten years. The most important risks were identified with this evaluation and subsequently flowed into UBM's materiality analysis as one of the three dimensions.

### Metrics and targets

UBM has defined measures and indicators for assessment and management along the three fields of environment, society and governance. The main goals are described on page 33, the details on page 44. Further information can be found in the following sections.

**Sustainable management is the basis for economic success - and economic success is the basis for sustainable management.**

### 3.6.1. Environmental risks

Environmental risks and their impact are becoming increasingly important for the planning and realisation of development projects. One of the greatest challenges for real estate developers is to prevent or minimise the negative effects of their activities on the environment. Economic success and sustainable project development represent an area of tension but go hand in hand at UBM: Sustainable management is the basis for economic success - and economic success is the basis for sustainable management. The goal is to reduce environmental risks and, at the same time, identify and utilise business opportunities for UBM in this field.

A scenario was developed for each sustainability issue as part of the materiality analysis. Specific measures are described in greater detail in section 4.

**The following environmental risks are relevant for UBM:**

Sustainability issues	Risks	Measures
<b>Energy efficiency, renewable energies and CO<sub>2</sub> emissions</b>	<ul style="list-style-type: none"> <li>■ Increasing regulations for emissions, energy efficiency and other relevant topics</li> <li>■ Rising CO<sub>2</sub> prices for fossil fuels</li> </ul>	<ul style="list-style-type: none"> <li>■ Strategic focus on timber construction, renewable energies and green building certifications</li> <li>■ Installation/Optimisation of building management systems in standing assets and at UBM locations</li> </ul>
<b>Recyclability and durability of building materials</b>	<ul style="list-style-type: none"> <li>■ Delivery shortages, increased competition and rising material costs</li> <li>■ Increasing regulations for building materials</li> </ul>	<ul style="list-style-type: none"> <li>■ Evaluation of timber in the selection of materials for all new development projects</li> <li>■ Inclusion of circular economy requirements in the planning stage</li> </ul>
<b>Ground sealing, climate change adjustments and biodiversity</b>	<ul style="list-style-type: none"> <li>■ High water and flooding due to ground sealing</li> <li>■ Increasing temperature, heat islands</li> </ul>	<ul style="list-style-type: none"> <li>■ Focus on brownfield developments</li> <li>■ Focus on biodiversity in designing outdoor facilities</li> <li>■ Expansion of biological diversity through roof and facade greening</li> </ul>
<b>Refurbishment and revitalisation</b>	<ul style="list-style-type: none"> <li>■ Stricter requirements for building demolition and correct material recycling</li> </ul>	<ul style="list-style-type: none"> <li>■ Green building certification, also for refurbishment projects</li> </ul>
<b>Healthy building materials and the quality of life</b>	<ul style="list-style-type: none"> <li>■ Increased minimum requirements for the healthy quality of building materials</li> </ul>	<ul style="list-style-type: none"> <li>■ Green building certification</li> <li>■ Use of timber</li> </ul>
<b>Water and wastewater utilisation and waste in building operations</b>	<ul style="list-style-type: none"> <li>■ Reduced water supplies for building operations and the upstream construction industry due to dry periods (climate change)</li> <li>■ Increasing costs for waste disposal</li> </ul>	<ul style="list-style-type: none"> <li>■ Green building certification</li> <li>■ Established waste concepts and targeted measures for water and wastewater utilisation</li> </ul>

**3.6.2. Social risks**

We view our responsibility as an employer, contracting firm, business partner and integral part of our social system as a central element of our economic actions. The realisation of our projects is dependent to a significant degree on our employees. For that reason, UBM places high priority on attracting motivated, committed and qualified employees, giving them opportunities for development and creating an attractive working environment.

Our success is also based on our proven quality as a business partner and contracting firm that acts with expertise, reliability and transparency.

A scenario was developed for each social issue related to sustainability as part of the materiality analysis. The risks arising from social issues, their impact and the implemented measures are described in greater detail in section 5.

**In the area of social issues, the materiality analysis identified the following risks:**

Sustainability issues	Risks	Measures
<b>EMPLOYEES</b>		
<b>Attractive employer &amp; training and education</b>	<ul style="list-style-type: none"> <li>■ Higher turnover and the related additional costs, increasing costs for new hiring</li> <li>■ Decline in innovation power and productivity</li> <li>■ Image loss</li> </ul>	<ul style="list-style-type: none"> <li>■ Active support for an open communication culture and work-life balance</li> <li>■ Measures to develop skills and career planning, opportunities for personal development</li> <li>■ Competitive and performance-oriented remuneration and benefits</li> </ul>
<b>Diversity and equal opportunities</b>	<ul style="list-style-type: none"> <li>■ Loss of innovation potential when personal backgrounds are not considered</li> <li>■ Lack of motivation, higher turnover and the resulting higher costs</li> <li>■ Increasing legal requirements</li> <li>■ Image loss</li> </ul>	<ul style="list-style-type: none"> <li>■ Targeted recruiting of suitable female candidates</li> <li>■ Exchange of experience ("buddy principle")</li> </ul>
<b>Occupational health and safety</b>	<ul style="list-style-type: none"> <li>■ Rising costs due to lost workdays and illness</li> <li>■ Image loss</li> </ul>	<ul style="list-style-type: none"> <li>■ Integrated management system for occupational safety and health protection</li> <li>■ Active support for physical and psychological health</li> </ul>
<b>SOCIETY</b>		
<b>Architecture, urban quarter development and social diversity</b>	<ul style="list-style-type: none"> <li>■ Increasing requirements for barrier-free, flexible and smart housing due to demographic shift</li> </ul>	<ul style="list-style-type: none"> <li>■ Green building certification</li> <li>■ Active support for stakeholder dialogues</li> <li>■ Membership of initiatives like ÖGNI, ICG</li> </ul>
<b>Infrastructure and mobility</b>	<ul style="list-style-type: none"> <li>■ Standing assets become more difficult or impossible to sell</li> </ul>	<ul style="list-style-type: none"> <li>■ Flagship projects for future-oriented mobility concepts</li> <li>■ Active support for stakeholder dialogues</li> </ul>
<b>Customer orientation and creating awareness</b>	<ul style="list-style-type: none"> <li>■ Project delays</li> <li>■ Market entry problems</li> </ul>	<ul style="list-style-type: none"> <li>■ Green building certification</li> <li>■ Active support for stakeholder dialogues</li> <li>■ Membership of initiatives like ÖGNI, ICG</li> </ul>

### 3.6.3. Governance risks

Responsible, transparent and future-oriented management forms the basis for a company's economic success – and this economic success is the basis for sustainable management. Specifically, that means: The way we address major social challenges and balanced treatment of the interests of all our stakeholders are an essential and integral part of our actions.

A scenario was developed for each governance issue related to sustainability as part of the materiality analysis. The risks arising from social issues, their impact and the implemented measures are described in greater detail in section 6.

The extensive catalogue of measures to deal with compliance risks covers the entire UBM Group. Corruption risk is viewed as part of the human resources risk (among others, internal fraud, corrupt behaviour) and flows into the risk assessment, risk map and overall aggregation. Measures to reduce this risk include, among others, regular training, work instructions (e.g. the dual control principle), obtaining multiple offers, recording order procedures, the separation of orders and payment as well as the related controls. **GRI 205-1**

In the area of governance, the materiality analysis identified the following risks:

Sustainability issues	Risks	Measures
<b>Corporate governance and compliance</b>	<ul style="list-style-type: none"> <li>■ Fines, consequences under criminal law</li> <li>■ Reputational damage</li> <li>■ Risks for the interests of investors and employees, declining share prices</li> <li>■ Financial damages due to invalid agreements</li> <li>■ Exclusion from tenders</li> </ul>	<ul style="list-style-type: none"> <li>■ Commitment to the Austrian Code of Corporate Governance</li> <li>■ Extensive compliance management system</li> <li>■ Whistleblower system</li> <li>■ Internal training and awareness creation</li> <li>■ Code of conduct for business partners</li> <li>■ Ethics code</li> <li>■ 360° process landscape</li> </ul>
<b>Sustainable procurement and regional added value</b>	<ul style="list-style-type: none"> <li>■ Increasing regulatory requirements for due diligence in the supply chain</li> <li>■ Problems in international supply chains</li> <li>■ Reputational damage</li> </ul>	<ul style="list-style-type: none"> <li>■ Code of conduct for business partners</li> <li>■ Procurement guideline for the ecologically oriented purchase of office and advertising materials, meals and hospitality</li> </ul>
<b>Innovation and technologies</b>	<ul style="list-style-type: none"> <li>■ Impairment of competitive ability</li> <li>■ Loss of know-how</li> </ul>	<ul style="list-style-type: none"> <li>■ Smart Building Innovation Foundation (SBIF)</li> <li>■ Digitalisation of the UBM working world</li> </ul>

### 3.7. ESG reporting

UBM is not covered by the reporting requirements of the Austrian Sustainability and Diversity Improvement Act but has voluntarily and proactively published an annual ESG report in line with the latest GRI standards since 2020. Consequently, the company is very well prepared to address the information requirements at product and corporate levels that will result from the CSRD and Taxonomy Regulation. The materiality analysis and reporting reflect, in all respects, the GRI definitions for report content and quality: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and reliability.

Reporting will be gradually adapted to reflect the changing regulatory developments – for example, the materiality analysis was already revised under this perspective (see section 3.4.). Moreover, UBM's reporting is based on voluntary frameworks and norms like the UN Global Compact (see section 3.9.). This ESG report serves as a progress report for the UN Global Compact. UBM has been an official supporter of the TCFD recommendations (Task Force on Climate-related Financial Disclosures) since 2021 and is covering this subject in its current report (see section 3.6.).

In connection with the concrete, measurable goals for the coming years which were set in 2021 and are regularly evaluated, the ESG report gives UBM a valuable management tool to meet its responsibility to society. The ESG report describes the management approaches, goals and measures related to the environment, society and governance, and highlights successes as well as challenges. The subject areas are based on the materiality analysis carried out in 2021.

The ESG report is prepared by the investor relations & ESG department in coordination with the specialist departments and released by the Management Board. Additional information on UBM, its business development and corporate governance is provided in the 2022 annual report.

Transparency and reliability are also decisive for our ESG reporting, and we therefore arranged for an external limited assurance audit of this ESG report (more information is provided beginning on page 123).

UBM also introduced a central data management tool in 2021, which has been successively filled with facts and figures, above all on environmental issues, since 2022. The goal is to create an informative basis for the definition of internal goals and external evaluations.

This tool supports data processing with maximum flexibility and meets all current international sustainability standards. Transparency is ensured by control mechanisms, plausibility checks and the definition of responsibilities. Controlling is responsible for this tool at corporate level, and a contact partner has been designated for each country organisation. Data collection takes place directly in the respective areas and departments in the individual countries. **GRI 2-3, 2-5, 2-14**

### 3.8. ESG ratings

Leading global ESG rating agencies have confirmed UBM's strong position in the area of sustainability.

#### ISS ESG: Prime Status for UBM

Rating by ISS ESG resulted in "Prime Status" (Level "B-") for UBM Development. That makes UBM Development one of the most sustainable companies in its sector in Germany and Austria.



#### UBM is now also included in VÖNIX

UBM Development became a member of Austria's VÖNIX Sustainability Index in 2022. This sustainability benchmark includes the Austrian companies listed on the Vienna Stock Exchange that hold leading positions with regard to their ecological and social activities.



#### EcoVadis: Platinum for UBM

Following Gold from the initial evaluation in 2021, UBM Development was awarded Platinum in 2022 - the highest rating given by EcoVadis. UBM now belongs to the top one per cent of the 100,000 companies graded by EcoVadis worldwide.



#### Gaia (EthiFinance): Gold for UBM

The evaluation by Gaia resulted in Gold for UBM and a ranking as one of the top two companies in Austria. Compared with the benchmarks (Austria, real estate sector and revenue between €150 and €500m), UBM was a high-flyer in all four rating categories (Environment, Social, Governance and external stakeholders).



#### CDP: Grade B for UBM's very first rating

The first rating by CDP resulted in Grade B and reflects UBM's commitment to addressing climate change. UBM voluntarily took part in CDP reporting on climate-relevant data in 2022 to transparently inform stakeholders on its climate protection strategy and measures to reduce CO<sub>2</sub> emissions.



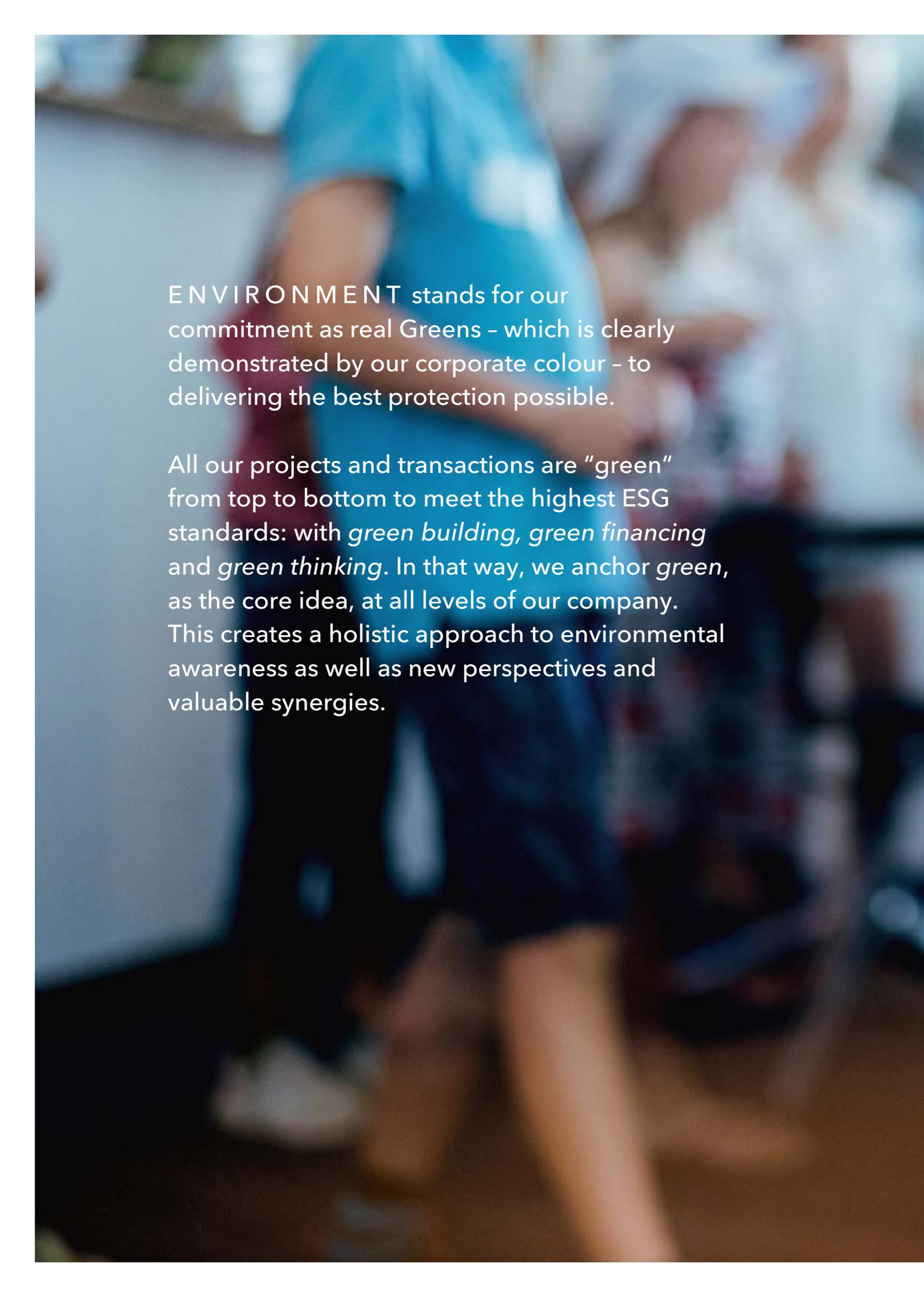
### 3.9. Memberships

Our actions are also based on the ten principles of the UN Global Compact, a “network of the future” which UBM joined in 2021. UBM has additionally been an official supporter of the Task Force on Climate-related Financial Disclosures (TCFD) since 2021, where it is one of more than 4,000 organisations committed to fighting climate risks and developing a more resistant financial system through better disclosure.

An intensive dialogue with stakeholders is guaranteed and reinforced by UBM’s participation in various organisations and sector associations. The company has been a member of the Institute for Corporate Governance (ICG) since 2019 and contributes to the ICG’s social impact investment initiative. In addition, UBM is a member of the corporate platform respACT (Austrian Council for Sustainable Development), the Austrian Sustainable Building Council (“Österreichische Gesellschaft für Nachhaltige Immobilienwirtschaft”, ÖGNI) and Hotel Management Associates (HAMA).

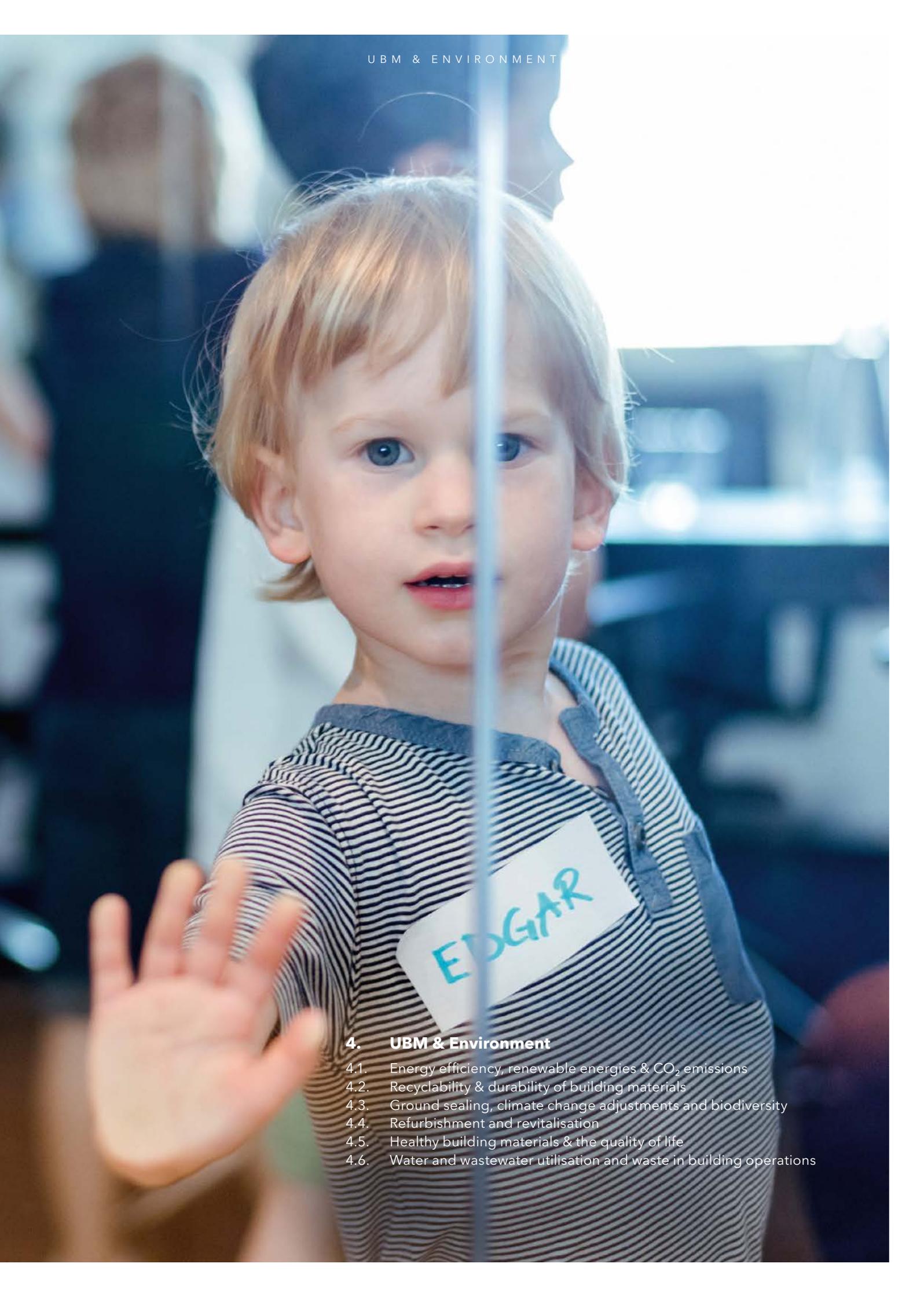
UBM expanded its active participation in the interest group “IG-Lebenszyklus Bau” to include membership in 2020. The organisation’s working group on the shortage of land was headed, among others, by Gerald Beck, Managing Director of UBM Austria. We are committed to finding ways to stop the wasteful use of land as a limited resource with existing and new framework conditions.

We also play an active role in the Association of Austrian Project Developers (“Vereinigung der Österreichischen Projektentwickler”, VÖPE). Together with other VÖPE members, UBM shows that project developers can be strong and reliable partners for the general public and the public sector in the creation of living environments.  **GRI 2-28**



ENVIRONMENT stands for our commitment as real Greens - which is clearly demonstrated by our corporate colour - to delivering the best protection possible.

All our projects and transactions are "green" from top to bottom to meet the highest ESG standards: with *green building*, *green financing* and *green thinking*. In that way, we anchor *green*, as the core idea, at all levels of our company. This creates a holistic approach to environmental awareness as well as new perspectives and valuable synergies.



**4. UBM & Environment**

- 4.1. Energy efficiency, renewable energies & CO<sub>2</sub> emissions
- 4.2. Recyclability & durability of building materials
- 4.3. Ground sealing, climate change adjustments and biodiversity
- 4.4. Refurbishment and revitalisation
- 4.5. Healthy building materials & the quality of life
- 4.6. Water and wastewater utilisation and waste in building operations

# Our company. Our environment.

The real estate and construction sector is, from the global viewpoint, the most CO<sub>2</sub>- and energy-intensive sector. Consequently, it is clear that ecological aspects play a key role in all our decisions. Our commitment to timber construction, the special attention we give to renewable energies and energy efficiency as well as our focus on green building certification are an expression of this conviction.

### Future-oriented real estate development

As a real estate developer, we design the living space of the future – and that means we also design the environment. Real estate development is not only our core business, it also gives us the greatest leverage to significantly reduce our carbon

footprint. UBM directly addresses the ecological impact of its activities in all project phases with a constant focus on environmental protection and the careful use of resources.

Our activities concentrate on the following areas:

- Energy efficiency, renewable energies and CO<sub>2</sub> emissions
- Durability and recyclability of materials
- Ground sealing, climate change and biodiversity
- Refurbishment and revitalisation
- Healthy building materials and the quality of life

### Real estate development projects

Projects	Total pipeline <sup>1</sup>	2022	2021	2020
GFA (Gross Floor Area) total [m <sup>2</sup> ]	512,595	99,633	118,104	129,269
GFA Office [m <sup>2</sup> ]	184,875	35,775	5,430	44,407
GFA Residential [m <sup>2</sup> ]	327,720	21,778	47,072	76,816
GFA Hotel [m <sup>2</sup> ]	0	16,992	51,149	8,046
GFA Other and Mix [m <sup>2</sup> ]	0	25,089	14,453	0
Projects - all asset classes [number]	40	9	10	10
Office [number]	10	3	1	2
Residential [number]	30	3	4	7
Hotel [number]	0	1	4	1
Mix and Other [number]	0	2	1	0

<sup>1</sup> The data covers all projects in the pipeline (Q1/2023-Q4/2026). Projects that are composed of different phases or building sites are shown separately.

### We measure our locations based on their footprint

In addition to our development projects, we want to make our own business operations more sustainable. UBM has office space at 15 locations. Our goal in this area is to steadily reduce our ecological footprint. Relevant activities to reach this goal involve energy consumption and emissions (see section 4.1.). The efficient use of water and correct waste management are also important issues for UBM and are internally managed and reported.

### Fewer standing assets

The strategic focus of UBM's business activities involves the development and sale of properties. Accordingly, the number of standing assets has been steadily reduced since 2015. UBM also takes action to support sustainability in these properties – here, the key issue is whether the properties are rented and UBM therefore only has an indirect influence on energy consumption and emissions, for example through the use of energy-saving lighting or efficient heating and cooling solutions.

## 4.1. Energy efficiency, renewable energy and CO<sub>2</sub> emissions



### 4.1.1. Importance of the issue

With the Paris Agreement, nations across the world have agreed on joint efforts to hold global warming substantially below 2°C and, through further measures, to limit the increase to 1.5°C below the pre-industrial level (1990). The EU's Green Deal represents the heart of European sustainability efforts in this context. It calls for a reduction of at least 55% in net greenhouse gas emissions (basis: 1990) by 2030 in the EU. This important interim goal in the Green Deal will put Europe on course to become the world's first climate-neutral continent by 2050. Related activities include the European Commission's "Fit for 55" package which includes draft legislation in the areas of climate, energy and fuel, traffic, buildings, the use of land and forestry operations. The requirements include, among others, a European approach to CO<sub>2</sub> pricing (certificate trading and CO<sub>2</sub> taxes). The European CO<sub>2</sub> Carbon Border Adjustment Mechanism (CBAM) is designed to counter the shift of CO<sub>2</sub> emissions to non-EU countries with less ambitious climate policies by introducing CO<sub>2</sub> tariffs on certain imports (including cement, iron and steel) starting in 2026.

Other sets of regulations and initiatives like the EU Taxonomy currently focus, among others, on energy and emissions and establish stricter requirements for companies regarding climate protection measures and the related reporting. Investments not considered sustainable in the sense of the taxonomy are likely to face a competitive disadvantage as well as a decline in investor demand in the future. Various players

- including companies, investors, public institutions and consumers - are called on to accept responsibility and support the attainment of these goals with effective measures.

These ambitious goals are a challenge for the real estate sector because energy consumption and the related greenhouse gas emissions caused by a building over its entire lifecycle have a significant impact on the climate balance. The construction and operation of real estate are responsible for nearly 40% of global CO<sub>2</sub> emissions and more than one third of worldwide energy consumption (UNEP 2022). The real estate sector therefore plays an important role - the reduction of energy consumption and the CO<sub>2</sub> emissions of buildings are essential for the realisation of global energy-related goals.

Real estate developers have a powerful lever to make a valuable, positive contribution in the area of energy and emissions: Possible actions involve renewable energies (geothermal power, the installation of photovoltaic or solar energy equipment, inclusion in the planning phase of subsequent refitting and options for the expansion of renewable energy carriers), energy-efficient building shells and technology, low-energy and low-emission building materials (e.g. timber) and the integration of mobility concepts (e.g. e-charging stations). **GRI 3-3**

### 4.1.2. Our commitment

Through the development of new projects, we create urgently needed living space for society. We want to support the global agenda and attach great importance to environmentally friendly, resource-conserving and future-oriented construction methods. The carbon footprint of a property can be substantially reduced, both during construction and in later building operations. Our focus is on low-emission building materials, energy-efficient building design, and the use of renewable energies.

Our commitment to and investments in timber construction are important because of their significant, inherent capability to reduce the carbon footprint. Every cubic metre of wood stores one tonne of CO<sub>2</sub> over the long term, while the pro-

duction of cement and steel is energy-intensive and results in CO<sub>2</sub> emissions. The production of the concrete and steel frequently used in building construction is responsible for no less than six per cent of all CO<sub>2</sub> emissions worldwide. Consequently, we evaluate the possible use of the renewable material timber, with its carbon-capturing properties, for every project. Our goal here is to create significantly more than 100,000 m<sup>2</sup> of office and residential space in timber hybrid construction by 2025.

The energy consumption in the buildings developed by UBM (offices, apartments) also has an impact on the environment and is a material cost factor for tenants and users. It is possible to reduce the energy consumption from the construction and operation of a building as early as the planning phase. Efficient measures include, among others, good insulation, energy-efficient building technology, the location-based orientation and the size of windows, shading equipment and the energy-efficient regulation of the indoor climate (heating and cooling) with modern sensors.

In comparison with fossil energy carriers like natural gas or heating oil, the use of renewable energy sources in buildings (geothermal power, photovoltaic and solar technology, etc.) can make a significant contribution to reducing CO<sub>2</sub> emissions. This can also be achieved through subsequent refitting or options to increase the use of renewable energy carriers. The possibilities for connection to geothermal power and similar sources, however, must be evaluated when selecting the location and acquiring the site.

Our *green. smart. and more.* strategy places ESG in the focus of our actions along the entire value chain. It is deeply anchored in processes and represents an integral part of all phases. Processes are operationally standardised through an institutionalised 360° principle. As part of the "Next Level" efficiency programme, our core and support processes were reviewed on the basis of specific quality gates and defined for the entire UBM Group.

These processes were adapted in line with the strategic focus on *green. smart. and more.* to ensure implementation of the strategy at project level. For example: Every project must include an evaluation, among others, of the use of timber as a building material, greening and the on-site generation of renewable energy through photovoltaics – as only several examples of the quality gates in our standardised Group-wide processes. Additional information on the 360° process landscape can be found in section 6.

## We are building for a greener future – with timber, energy-saving technology and renewable energies.

Sustainability certifications are a suitable measurement instrument to make building performance on the real estate market comparable – and to draw conclusions and learn from the results. For many years, we have actively worked to achieve certification for our properties based on our conviction. All new construction projects are sustainably planned, built and subjected to a sustainability assessment based on the DGNB, LEED or BREEAM systems. UBM has set a goal as part of its strategic reorientation to achieve certification not only for 100% of its commercial properties, but also for all new projects in the residential asset class – at the latest by 2025.

As a pure property developer, we work with a wide range of suppliers and service providers. Our business partners are required to meet the same high standards, for example strict environmental requirements for their production processes and building material components. Environmental protection is also anchored in the subcontractors' code of conduct (further information can be found in section 6).

The focus on environmental aspects at our Group locations is also increasing. The corporate units in Austria (UBM Development AG and UBM Austria), the Czech Republic and Poland are certified under the international environmental management norm ISO 14001 and quality management norm ISO 9001, and UBM Germany was added to this list in 2022.

UBM Development AG and UBM Austria are also certified under the ISO 50001 energy management norm, as the country organisations in the Czech Republic, Poland and Germany have been since 2022. Our binding ethics code, in which the subject of environmental protection is anchored, creates the foundation for all business activities and decisions, and compliance is confirmed in writing by our employees (see section 6 for further information).

The United Nations recommends three steps to achieve climate neutrality: measure emissions, reduce emissions and, finally, compensate for unavoidable emissions. We calculate our emissions based on the internationally recognised Greenhouse Gas Protocol and monitor and report on our performance. One challenge in this respect is the limited availability of data on Scope 3 emissions, i.e. the indirect emissions arising from the purchase, transport or sale of raw materials and other products. In cases where there is a lack of low-emission electricity, we have started to use certificates as compensation for the unavoidable CO<sub>2</sub> emissions arising from electricity consumption in selected standing assets or Group locations.

In order to be optimally positioned for the future, UBM established the Smart Building Innovation Foundation (SBIF) in 2022. This non-profit organisation includes partners from industry and science who work together to develop technical applications for smart buildings. The foundation complements our *green. smart. and more.* strategy and will contribute to achieving greater sustainability in the real estate sector. Its goals include the long-term reduction of emissions and resource consumption as well as the optimisation of economic feasibility for sustainable office and residential concepts. The first case of application deals with consumption- and capacity-optimised office properties. **GRI 2-23, 2-25, 3-3**

**4.1.3. Organisational structure**

With the timber construction & green building department, UBM has established a centre of expertise with five experts to underscore the strategic importance of timber construction. It supports and monitors the operational implementation

of green building processes. New national and European requirements are evaluated and implemented at project level in agreement with the *green. smart. and more.* strategy. This department also coordinates the evaluation and organisation of building certification for development projects by external partners.

Project managers are responsible for the operational implementation of the green building strategy in development projects. They optimise the projects, e.g. for energy consumption, in cooperation with external experts in agreement with the possibilities offered by the respective location.

The implementation of the green building strategy in standing assets and at Group locations is the responsibility of UBM's asset managers. They implement the measures defined by green building to reduce the CO<sub>2</sub> emissions from these properties.

All projects are carefully reviewed and must be approved by UBM's Management Board. **GRI 2-23, 2-24, 3-3**

**4.1.4. Goals and measures**

**Project development**

**Goals from our sustainability programme:**



To reach these ambitious goals, UBM implements specifically designed measures to reduce energy consumption in its projects. Examples are the use of energy-efficient materials for building shells and the installation of energy-efficient technical equipment. The use of timber as a building material makes a special contribution to reducing CO<sub>2</sub> emissions. An active commitment to sustainability best practices makes it possible for UBM to identify and utilise key controls to optimise building performance with regard to energy and CO<sub>2</sub> emissions.

**Goals and measures in detail:**

**Timber construction**

- Over 100,000 m<sup>2</sup> in timber hybrid construction by 2025
- Evaluation of timber in the selection of materials for all new projects
- CO<sub>2</sub> reduction of at least 20% with timber hybrid construction at project level by 2025

In order to ensure the conscious selection of materials for the construction of buildings, every development project begins with the question: Can it be realised with timber construction? The lifecycle assessment for every timber construction project must also demonstrate savings compared with conventional construction methods when realisation is planned. These two quality gates are part of the 360° principle described in section 4.1.2.

The table below provides an overview of UBM’s timber hybrid pipeline.

**UBM’s timber hybrid pipeline**

Project	GFA timber hybrid	Asset class
LeopoldQuartier	75,700 m <sup>2</sup>	Mix
Timber Factory	57,600 m <sup>2</sup>	Office
Bogner Gründe	24,100 m <sup>2</sup>	Residential
Timber Pioneer	17,600 m <sup>2</sup>	Office
Timber View	17,000 m <sup>2</sup>	Residential
Amras	16,600 m <sup>2</sup>	Residential
Timber Port	10,900 m <sup>2</sup>	Office
Pelkovenstraße	10,800 m <sup>2</sup>	Office
Molenkopf	9,800 m <sup>2</sup>	Residential
Timber Peak	9,500 m <sup>2</sup>	Office
Unterbibergerst.	8,400 m <sup>2</sup>	Office
Arcus City	7,400 m <sup>2</sup>	Residential
<b>Total</b>	<b>265,400 m<sup>2</sup></b>	

The potential for CO<sub>2</sub> savings is illustrated by Timber Pioneer: The building structure (construction, maintenance,

dismantling and disposal) will reduce CO<sub>2</sub> emissions by roughly 12% compared with conventional construction methods. UBM is handling the “embodied carbon”, i.e. the embedded emissions, during the construction phase by using timber to reduce CO<sub>2</sub> emissions from the building materials.

One challenge for timber construction is the current lack of specialists in the executing companies. The strong dynamics on the timber market were a further source of uncertainty in the past, but the timber price has stabilised after a speculative phase and this raw material is again available at a reasonable price.

**Energy and CO<sub>2</sub> intensity**

- Reduction of primary energy requirements to the national “nearly zero energy building standard” by 2025
- Reduction of CO<sub>2</sub> intensity by 30% (basis 2019) by 2030
- Increase in the share of renewable energy in energy carriers to 50% by 2030

To meet its energy and CO<sub>2</sub> intensity goals, UBM has defined primary energy requirements for the planning of technical building equipment in all new development projects. The installation of measurement and monitoring systems (smart buildings) can lead to the target-oriented reduction of emissions, for example through intelligent lighting or equipment.

The durability of buildings, meaning the inclusion of a second or third use in the planning stage, is an important factor: The specific goals set by UBM are reviewed regularly by Life Cycle Costings (LCC/lifecycle cost calculations) and Life Cycle Assessments (LCA/lifecycle evaluations). These planning tools make it possible to determine and, where necessary, optimise the energy requirements and CO<sub>2</sub> emissions of buildings from construction to maintenance and dismantling.

The calculation of energy consumption and CO<sub>2</sub> emissions is based on the final energy requirements for the respective project. Energy intensity depends on the project specifics (asset class, countries) and is therefore subject to fluctuations.

**Energy indicators - real estate development**

	2022	2021	2020
Total calculated energy consumption [kWh]	11,499,695	11,165,679	9,515,538
GFA of development projects [m <sup>2</sup> ]	99,633	118,104	129,269
<b>Calculated energy intensity [kWh/m<sup>2</sup>]<sup>1</sup></b>	<b>115</b>	<b>95</b>	<b>74</b>
Direct/Indirect GHG emissions [t] <sup>1</sup>	3,518	3,132	2,460
<b>Intensity of GHG emissions [kg/m<sup>2</sup>]<sup>1</sup></b>	<b>35</b>	<b>27</b>	<b>19</b>
Property area in total [m <sup>2</sup> ]	33,685	45,678	47,783

<sup>1</sup> The increase in energy and GHG intensity is attributable in particular to the completed hotel project. Data source: energy certificates.

**Green building certification**

- Obtain green building certification for 100% of new developments

Green building certification is a mandatory element of the 360° principle for all new projects. All commercial and residential projects intended for global sales have been evaluated in accordance with internationally recognised certification criteria since 2021. In addition, refurbishments and listed buildings are certified – e.g., the profiles “dismantling” and “construction site” were added to the certification programme for the large-scale project LeopoldQuartier in Vienna. The following projects were successfully completed in 2022:

- F.A.Z. Tower, Frankfurt
- Hafeninsel V - Kaufmannshof, Mainz
- siebenbrunnen21 Residential & Office, Vienna
- siebenbrunnen21 Office, Vienna
- Nordbahnhof Residential, Vienna
- Nordbahnhof Office, Vienna
- Wohnpark Pendling, Kufstein
- Viola, Satteins
- Sugar Palace, Prague

The residential and hotel asset classes comprised a major part of the projects finalised by UBM in 2022. Three residential projects with a combined gross floor area (GFA) of 21,778 m<sup>2</sup>, three office projects with 35,775 m<sup>2</sup> and two projects with a mix of residential & office with 25,089 m<sup>2</sup> were completed. These projects represent 83% of the total completions in 2022.

Sustainability assessments were carried out and successfully completed for two of the above projects. In total, 45,511 m<sup>2</sup> of the 99,633 m<sup>2</sup>, or 46% of the GFA completed in 2022, were certified. The projects that were not certified were started before UBM’s strategic reorientation and were therefore not certified.

UBM plans to continue building certification as confirmation of the sustainability of its property developments. All projects in all asset classes in the pipeline will undergo a sustainability assessment in the future to support the attainment of the defined goals over the long term. Building certification will also be used as a tool to implement the requirements of the EU Taxonomy in established systems.



The following table shows the classification of certified and uncertified projects:

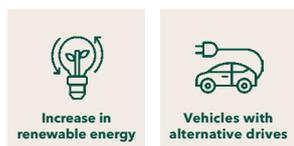
**Certifications - real estate development**

	2022	2021	2020
Projects - all asset classes [number]	9	10	10
Office [number]	3	1	2
Residential [number]	3	4	7
Hotel [number]	1	4	1
Mix and Other [number]	2	1	0
GFA total [m <sup>2</sup> ]	99,633	118,104	129,269
GFA certified [%]	46	60	41
GFA certified [m <sup>2</sup> ]	45,511	71,032	52,453
GFA not certified [m <sup>2</sup> ]	54,122	47,072	76,816
Certifications <sup>1</sup> [number]	2	6	3
DGNB [number]	1	2	3
LEED [number]	1	3	0
BREEAM [number]	0	1	0

<sup>1</sup> The data are based on the absolute number of projects, without an adjustment for double certification.

**Corporate locations**

**Goals from our sustainability programme:**



**Goals and measures in detail:**

**Renewable energy and energy management**

- Increase the share of renewable energy in energy carriers to 30% by 2025
- Establish/Optimise building management systems (BMS) and/or energy monitoring at all UBM locations by 2025

To meet these ambitious goals, UBM is gradually converting its Group locations to green electricity suppliers and equipping or refitting these facilities with building management systems and/or energy monitoring to support energy optimisation. One challenge in this area is the availability of green electricity. Renewable energy as a share of UBM's total energy consumption equalled 28.8% in Austria, 14.0% in Germany, 58.1% in Poland and 0.0% in the Czech Republic during 2022. CO<sub>2</sub> certificates were purchased for the Group's location in Warsaw to neutralise the emissions from electricity consumption due to the lack of green electricity. The contracts for all locations in Germany, Austria, the Czech Republic and Poland will be converted to green electricity, where available, by 2025 at the latest.

UBM generally relies on district heating for its heating supplies to benefit from the decarbonisation of the national networks and avoid the use of pure fossil energy carriers. Energy-efficient LED lighting is also installed when UBM locations are renovated.

UBM has carried out regular energy audits since 2016 in accordance with Directive 2012/27/EU on energy efficiency and Directive (EU) 2018/2002 (in Austria, the Energy Efficiency Act; in Germany, the Building Energy Act). All investments over 50% (land, standing assets, new development projects) and locations are covered by these procedures. An external energy audit was carried out at the German and Austrian locations in 2019, and verification audits based on ISO 50001 took place in Austria (UBM Development AG and UBM Austria) during 2020 and 2021. The locations in Germany, Poland and the Czech Republic were certified according to ISO 50001 in 2022. All in all, 99.7% of the UBM locations (based on the number of employees) are covered by ISO 50001 certification.

An important measure introduced by UBM in 2020 that will be expanded over the coming years is the transparent and more exact collection of data on energy consumption and emissions. This will support the development of further climate protection initiatives in the future. Transparent data collection is already in place at most of the locations, and projects have

been ongoing since 2021 to extend these procedures to the other locations.

UBM also introduced a central data management tool in 2021, which has been successively filled with E, S and G data since 2022. The goal is to create an informative basis for the definition of internal goals and external evaluations. The tool supports data processing with maximum flexibility and in accordance with all current international sustainability standards. Additional information on this tool can be found in section 3.7.

#### Motor vehicle pool

- Double the number of vehicles with alternative drives by 2025 (basis 2021)

Records have been kept on the petrol and diesel consumption of all Group motor vehicles since 2020 to develop a database for defining concrete emission reduction targets. Preference is given to hybrid or electric vehicles when new vehicles are purchased, whereby the decision also involves the availability of suitable charging stations near the employee's home. In 2022, UBM's motor vehicle pool included 35 (2021: 18) vehicles with alternative drives.

#### Travel

- Reduce CO<sub>2</sub> in air travel by 25% (basis 2019) by 2025

The Group-wide travel guideline "think before you travel" makes clear that business trips should only be taken when absolutely necessary. Rail travel must be given preference for shorter distances, and video conference portals should be used more frequently for meetings. The use of these digital formats has increased substantially as a result of the Covid-19 pandemic.

Since 2022, UBM has received a comprehensive analysis of the CO<sub>2</sub> emissions from the travel management providers responsible for flight reservations.

## Standing assets

### Goal from our sustainability programme:



### Goals and measures in detail:

#### Renewable energy

- Increase the share of renewable energy in energy carriers to 30% by 2025

UBM is gradually converting its Group locations as well as its standing assets to green electricity suppliers. The W3, a standing asset in Vienna, already purchases green electricity and, in addition to district heating, is also changing over to district cooling. A “manage to green” project is currently in progress at the Poleczki Business Park in Poland. It involves the neutralisation of CO<sub>2</sub> emissions from the total electricity consumption in 2021 and 2022 through certificates because green electricity is not available at that location. In order to ensure the long-term availability of renewable energy, photovoltaic equipment is currently being installed on the rooftop of one of the office buildings in the commercial park.

#### Energy management and CO<sub>2</sub> intensity

- Reduce CO<sub>2</sub> intensity by 30% by 2030 (basis 2020)
- Establish/Optimise building management systems at all standing assets by 2022
- Anchor guideline for sustainable building operations in all standing assets by 2022 and distribution to tenants by 2023

UBM is equipping or refitting all standing assets with building management systems to support energy optimisation. The original goal to complete this activity in 2022 was not met, but work is actively continuing on the implementation. CO<sub>2</sub> intensity will be reduced through refitting with highly efficient energy systems and building automation. In addition, a guideline for sustainable building operations was prepared in 2022 and will be distributed to all tenants in 2023. **GRI 3-3**

## 4.2. Recyclability and the durability of building materials

In property development, the early planning phase defines the scope of the ecological footprint - and can be seen as the key to an efficient circular economy. Our focus on structural elements covers, among others, the materials used, their durability and their recycling capability.

The Austrian Council of Ministers approved a circular economy strategy in 2022, in which the “9 Rs” form the core points: refuse, rethink, reduce, repair, refurbish, remanufacture, repurpose, recycle and recover. The EU Taxonomy anchors, among others, the transition to a circular economy, waste avoidance and recycling (e.g. through regulations covering the hazardous waste from construction and demolition). Investments that fail to meet these requirements are likely to face a competitive disadvantage as well as a decline in investor demand in the future.

The use of environmentally friendly and durable building materials (e.g. timber) creates numerous environmental benefits. They include, among others, the capture of CO<sub>2</sub> and a reduction in resource consumption. Timber, as a renewable raw material, stores carbon over the long term and is characterised by high resilience, strength and load-bearing capacity combined with flexibility. Timber also creates time and cost benefits through prefabrication and modular construction, lower transport costs due to reduced weight and increased space through narrower wall construction. And last but not least, timber creates excellent living conditions: wood surfaces equalise humidity and that has a positive influence on the indoor climate.

**With timber construction, we have the largest lever in our hands as a real estate developer.**

The production of steel and concrete, in particular, is CO<sub>2</sub> intensive, and these materials should be recycled when a building is demolished. Subsequent recycling capacity can be actively included as early as the planning stage, for example through the avoidance of inseparable composites. Timber can be easily recycled – untreated wood can be reused or recycled, while dirtied or treated wood can be used as a renewable energy carrier. In this way, UBM supports recycling in the sense of the circular economy.

#### Goals and measures in detail:

##### Sustainable building materials and circular economy

- Evaluate the use of sustainable/recycled building materials in all new development projects
- Use cradle-to-cradle approach to dismantling for all new development projects

The planning stage for all UBM projects must include and evaluate the use of sustainable and/or recycled building materials. Circular economy requirements are passed on to the planners.

Lifecycle assessments (see section 4.1.2.) are used, above all, for building sections with massive components as well as building sections with different lifecycles and renovation cycles. The results of these lifecycle assessments help UBM to optimise the selection of materials and component assembly and make an important contribution to resource conservation, the reduction of environmentally harmful waste and the return to the materials cycle.

In the LeopoldQuartier, the demolition of the existing building is taking place as sustainably as possible and in line with our *green. smart. and more.* strategy. Special attention is given to recycling and the reuse of building materials, and virtually no landfill deposits are required. Most of the materials are separated mechanically at the site, and high priority is placed on the shortest possible transport routes to the recycling location. And this effort really pays off: Nearly 95% of all materials resulting from demolition can be reused. The remaining 5% are hazardous waste (e.g. fluorescent tubes and

the like) which must be sent to a landfill in accordance with legal regulations. The LeopoldQuartier was awarded “Gold” certification by the DGNB for sustainable building demolition.

Activities are also underway to optimise CO<sub>2</sub> emissions over the entire building lifecycle at the Village project in Vienna’s third district. **GRI 2-23, 2-25**

### 4.3. Ground sealing, climate change adjustments and biodiversity

Urban development inevitably leads to interference with the local fauna and flora. The direct consequences of construction activity include, for example, the reduction of animal habitats and an increase in the air temperature in heavily populated areas as well as a decline in the regeneration of groundwater due to lack of direct rainwater seepage and the resulting risk of highwater and flooding. Increased ground sealing changes the microclimate – local temperatures increase and new heat records are set (heat islands) – which can cause serious health problems for the people involved.

The EU Taxonomy requires, among others, the protection of healthy ecosystems (e.g. through regulations governing construction sites). Investments that lead to negative effects on the ecosystem are likely to face a competitive disadvantage as well as a decline in investor demand in the future. Building permits in Austria are granted under sustainability aspects that also cover the issues of ground sealing and biodiversity.

A directive for deforestation-free supply chains is planned at EU level. It will prohibit the marketing of goods (including timber and related products) from deforested or damaged forestry areas. Market participants will be required to disclose precise geographic information on usable areas to permit the auditing of compliance with these regulations.

UBM’s goal is to avoid the conversion of natural or undeveloped areas as far as possible and, by doing so, limit ground sealing. Preference is given to development projects located

in urban areas which have a previous use and, as a rule, are embedded in an existing infrastructure.

Our value chain for real estate development begins with an acquisition or the purchase of a site. We never use land in protected or sensitive areas for our projects. However, we are well aware that the realisation of greenfield projects is invariably connected with intervention in the ecosystem through ground sealing, the destruction of free space and other aspects. UBM therefore concentrates on brownfield developments to avoid the conversion of natural or undeveloped areas as far as possible and limit ground sealing. Conscious interaction with land as a resource and the creation of valuable outside areas help to improve biodiversity.

In addition to careful use of land as a resource, the preservation of biological diversity is another important concern. It will be reflected in future projects through rooftops with extensive and intensive biodiverse green areas and facade greening – which will help to reduce the heat island effect in our urban areas as well as the heating and cooling load.

UBM’s focal points for biodiversity are as follows:

- Focus on brownfield developments
- Biodiversity in designing outdoor facilities
- Increase in biological diversity through roof and facade greening
- Ecologically valuable design and non-invasive greening

The LeopoldQuartier in Vienna, as an example, will include spacious green areas – the developed zones will be reduced by roughly 15% compared with the former setting, which means more than half the property will consist of green areas.

**Goal from our sustainability programme:**



**Goals and measures in detail:**

**Brownfield development**

- Increase share of brownfield developments in new projects beginning in 2021 to over 66% by 2025 (cumulative)

As mentioned above, UBM’s acquisition process is focused on brownfield developments (land with existing buildings). Biodiversity has also been integrated into UBM’s 360° process landscape. The relevant parameters (tree stock, groundwater, contamination, previous use, etc.) for all asset classes are surveyed and monitored in accordance with the “Land” checklist.

Our reporting on development projects is based solely on the sealed areas, with a differentiation between greenfield and brownfield.

Brownfield developments represent roughly 71% of the 33,685 m<sup>2</sup> GFA in the nine projects completed during 2022.

**GRI 2-23, 2-25**

**Green- & brownfield developments - real estate development**

Projects	Pipeline 2021-2025	2022	2021	2020
Greenfield developments [number]	9	2	3	2
Brownfield developments [number]	41	7	7	8
Greenfield developments [total property area [m <sup>2</sup> ]]	70,301	9,617	11,038	4,256
Brownfield developments [total property area [m <sup>2</sup> ]]	209,299	24,068	34,640	43,527
Greenfield developments [%]	25	29	24	9
Brownfield developments [%]	75	71	76	91

2021-2025: according to time horizon of target regarding greenfield/brownfield. Projects that are composed of different phases or building sites are shown separately.

**4.4. Refurbishment and revitalisation**

The acquisition of developed land, in part with existing buildings, leads to increased requirements for demolition, refurbishment or revitalisation. Stricter legal requirements for building demolition can be expected in the future, for example through the consequent separation of construction and demolition waste or the production of quality-assured secondary building materials.

Refurbishment projects are a fixed and steadily increasing component of UBM's real estate development portfolio. In comparison with demolition and subsequent new construction, the conversion and revitalisation of existing buildings involves lower energy consumption and lower CO<sub>2</sub> emissions - an important ecological aspect that will also be taken into account in the future. Other resource-conserving benefits include the use of existing infrastructure, a reduction in new soil sealing, less intervention in the existing ecosystems and the preservation of existing building substance. The lifecycle of a building is extended as a result, and that reduces CO<sub>2</sub> emissions.

In addition to an increased focus on projects involving revitalisation, UBM has set a goal to evaluate all refurbishment projects based on sustainability criteria. One of these projects underwent building certification in 2022. Of the five renovation and revitalisation projects in UBM's pipeline at the end of 2022, two were in the construction or development phase.

9% of the gross floor area of projects in the pipeline (including 2022) represent revitalisation and/or redevelopment projects.

**GRI 2-23, 2-25**

**Renovation and revitalisation projects - real estate development**

Pipeline incl. 2022	Type of property	Status	GFA/number	%
New construction projects [number]			44	90
Renovation and revitalisation projects [number]			5	10
Development projects [m <sup>2</sup> ] - total			612,228	
New construction projects [m <sup>2</sup> ] - total			554,749	91
Renovation and revitalisation projects [m <sup>2</sup> ] - total			57,479	9
Siebenbrunnengasse, Vienna	Residential	completed	17,958	
Siebenbrunnengasse, Vienna	Commercial	completed	6,322	
Sugar Palace, Prague	Hotel	completed	16,992	
Smolensk, Krakow	Residential	under constr.	7,906	
Swietnizka, Wroclaw	Commercial	under dev.	8,302	

Projects that are composed of different phases or building sites are shown separately.

**GRI 2-23, 2-25**

#### 4.5. Healthy building materials and the quality of life

The use of healthy building materials has a positive influence on the indoor climate in UBM's buildings and the comfort of residents, office tenants and hotel guests. The avoidance of harmful substances (e.g. paints, insulating materials, adhesives, synthetic products) can create a pleasant and healthy ambiance for everyone involved. The avoidance and prevention of environmental pollution (e.g. through regulations covering pollutants in paints, insulation, flooring, etc.), among others, are anchored in the EU Taxonomy.

UBM selects the most appropriate quality level for building certification to ensure and confirm the use of healthy building materials. Timber is a particularly important product with regard to living quality and aesthetics: Timber surfaces equalise humidity and therefore have a positive influence on the indoor climate. In indoor rooms, timber stands out owing to its pleasant haptics, acoustic properties and atmosphere. This is due, above all, to the fact that timber provides good thermal insulation, and surfaces at room temperature are perceived as comfortable. **GRI 2-23, 2-25**

#### 4.6. Water and wastewater utilisation and waste in building operations

In the operation of buildings, water and wastewater utilisation play an important role. The recycling of rainwater and grey water as well as water-saving equipment (efficient fittings in kitchens and bathrooms) can reduce the consumption of fresh water. The EU Taxonomy calls, among others, for the sustainable use and protection of water resources (e.g. through requirements for water-efficient fittings and water protection management plans).

Water stress areas are areas in which the demand for water exceeds the supply during a specific period or areas where the usability of existing water supplies is limited by poor quality. In these areas, water stress leads to the deterioration of fresh water supplies for quantitative (overstressing of aquifers, dehydration, etc.) and/or qualitative (pollution, salt intrusion, etc.) reasons. Due to its geographical focus, UBM is relatively unaffected by water stress at the present time.

We implement effective measures in all cases, even where consumption is primarily influenced by end users. One example is the Mercure Katowice Centrum which was completed in 2021: Its 18-metre-high and 260 m<sup>2</sup> green facade is much more than a popular exterior symbol of the "green and clean" motto. Nearly 7,000 plants root in pockets that are made of recycled materials and mounted on textile panels. This vertical garden is irrigated with rainwater collected in the basement.

Waste management is also important in building operations. The avoidance of waste saves energy and resources, and the organised collection of waste allows for correct material recycling. End users, in particular, also play an important role here by influencing waste generation and separation.

The following are a few examples of the measures taken in our standing assets and Group locations.

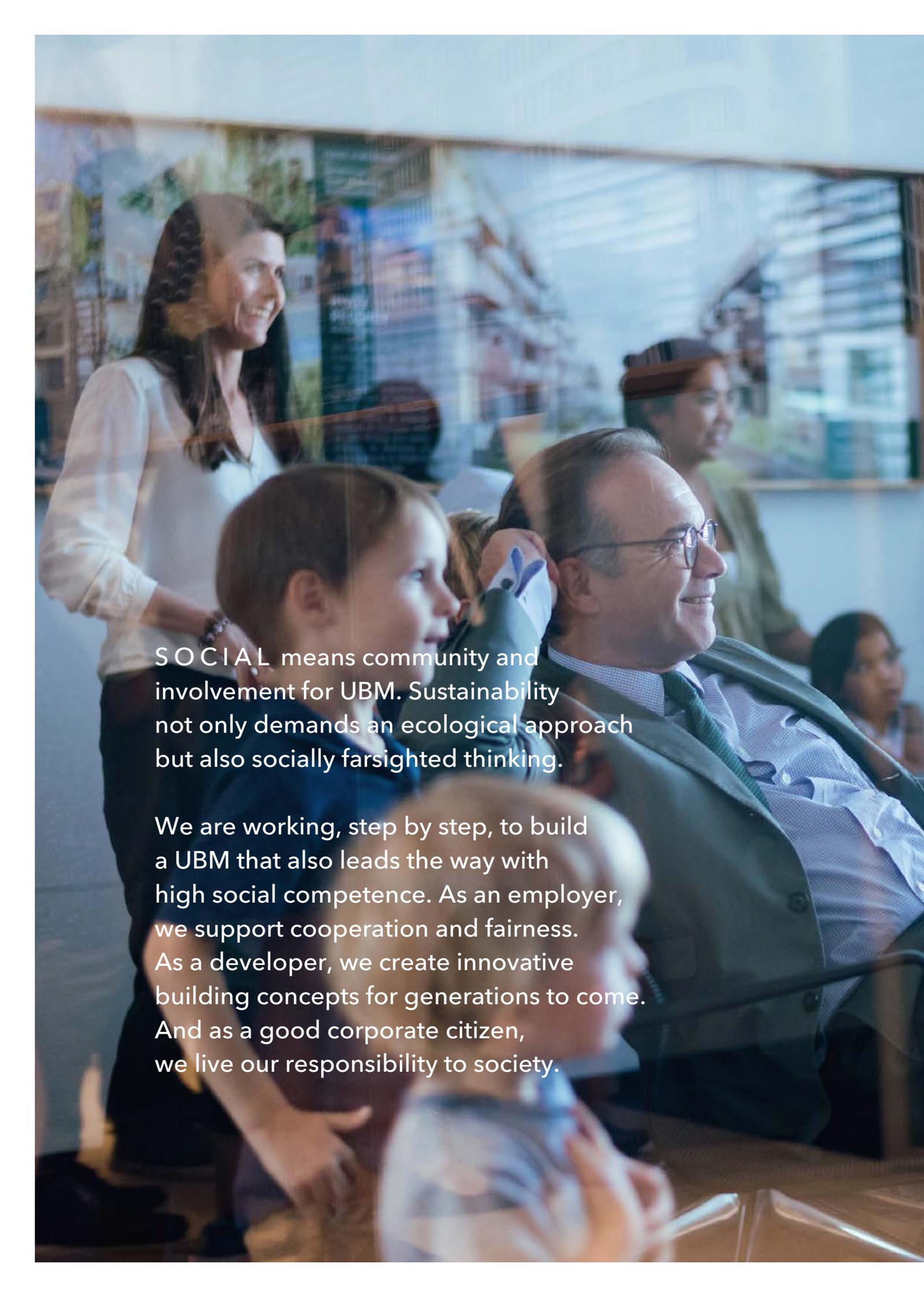
At the W3 standing asset in Vienna, the anchor tenant and facility management have implemented a waste management concept.

The innovative System Smart Waste Solutions created by Hailo Digital Hub were implemented at UBM's location in Berlin. Specifically, the conventional waste bins at employees' individual desks were replaced by central, sensor-controlled collection points. The kitchenettes were also equipped with intelligent recycling stations. In the sanitary rooms, waste is collected in smart individual waste bins. These intelligent waste bins are supported by wireless communications and allow for mobile, flexible use.

This solution will make it possible for UBM to collect important and very detailed information on waste and, in that way, understand how to reduce the amount of waste and alter disposal behaviour. Dashboards were installed to show the current level of waste volumes. This information builds awareness and increases the motivation to reduce waste as a team. The collected data will be used by workshops to develop measures for the lasting reduction of certain types of waste - and will also help the cleaning service to optimise its processes by identifying the ideal waste collection times.

We also ensure waste separation at our headquarters in Vienna based on an established concept. A digital solution for waste management similar to the one used in Berlin is also in preparation.

Paperless invoices were introduced throughout the Group in 2020. That not only led to a significant reduction in paper consumption but also complements the previously established controlling systems. **GRI 2-23, 2-25, 303-1, 306-1, 306-2**



SOCIAL means community and involvement for UBM. Sustainability not only demands an ecological approach but also socially farsighted thinking.

We are working, step by step, to build a UBM that also leads the way with high social competence. As an employer, we support cooperation and fairness. As a developer, we create innovative building concepts for generations to come. And as a good corporate citizen, we live our responsibility to society.



## 5. UBM & Social

- 5.1. Attractive employer & training and education
- 5.2. Diversity and equal opportunities
- 5.3. Health and safety
- 5.4. Architecture, urban quarter development and social diversity
- 5.5. Infrastructure and mobility
- 5.6. Customer orientation and awareness raising

# Social responsibility. For employees and society.

Sustainable management is in no way limited to environmental aspects. It also covers a company's social responsibility, in other words the impact of its actions on society.

This also includes fair and responsible interaction with our employees in our direct sphere of influence. The women and men who work for UBM are an important factor for our long-term success and essential for the positive development of our company. In this connection, we have defined the following focus areas:

- Attractive employer and training & education
- Diversity and equal opportunities
- Health and occupational safety

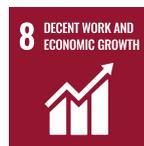
As a real estate developer, we also have an impact on local communities and neighbouring residents. Our projects contribute to the quality of life for society. This applies, in particular, to urban quarter developments, but is also true for residential construction and office buildings. We understand that we change and influence the living environment of people with every real estate development project. That creates a responsibility which we actively accept. Our goal is, wherever possible, to establish a constructive dialogue with neighbouring residents and relevant interest groups in the areas surrounding the projects and to make an improvement through our activities. This added value and neighbourhood vitalisation also benefit the project over the long term.

Accordingly, we have defined focal points in the following areas:

- Architecture, urban quarter development and social diversity
- Infrastructure & mobility
- Customer orientation and awareness creation

**We are well aware that we change and influence the living environment of people with every real estate development project.**

## 5.1. Attractive employer & training and education



### 5.1.1. Importance of the issue

Qualified and motivated employees are an important factor for our company's long-term success. Attracting and retaining these women and men calls for an environment in which personal development is possible and community is supported.

The understanding of work, above all by younger talents, is undergoing a paradigm shift that has been accelerated by the influence of the Covid-19 pandemic and the rapid increase in digitalisation. Values like the meaning of life, the work-life balance and creative opportunities are becoming more and more important.

New work structures include, above all, greater flexibility for working hours and locations. However, a functioning remote work culture can never completely replace the office with its spontaneous interpersonal contacts, inspiring coincidence, and sharing and shaping. Offices will, consequently, not become irrelevant, but the requirements will change: That is where a company becomes visible, that is where community becomes real. The office will become a place where coexistence is lived and new ideas are born.

The study "The State of Skills 2021" showed that the Covid-19 pandemic has intensified the need to acquire new skills but also reduced development opportunities. Limited possibilities to invest in learning and development, combined with rising demands on new skills and competences can cause problems at numerous levels over the long term. Employees with insufficient expertise will be unable to carry out their activities at a higher quality level - and when confidence in their own abilities is low, work is perceived as more stressful, assignments take longer, and both quality and motivation

decline. Training and education therefore create benefits for the employee as well as the employer. Expanding know-how and skills, retaining this expertise in the company, and supporting innovation by employees guarantees quality and satisfaction for everyone involved.

A greater risk for companies is the inability to find, develop and retain sufficient specialists and managers. A lack of opportunities can lead to lower employee motivation and productivity. That, in turn, can increase employee turnover, recruiting costs and the loss of know-how in the company.

In the competition for qualified employees, positioning as an attractive employer is decisive. The basis is formed by compliance with the respective national laws governing employment and working conditions as a minimum standard as well as consideration for other frameworks like the recommendations of the International Labour Organisation. Employers must respect human rights, reject child labour and forced labour, and support the freedom of association, among others, and can also influence the following subject areas: fair compensation, safe and healthy working conditions, and the rejection of discrimination in any form.

Unattractive working conditions can damage a company's reputation - they do not create an environment that welcomes young professionals or experienced experts and will significantly limit access to the labour market. News of bad experience with employers in online application platforms or social media can also be expected to spread rapidly. In the end, the company's positioning on the market will be weakened with an increasing risk that potential employees may wander to the competition. **GRI 3-3**

### 5.1.2. Our commitment

We owe our success to our talented, committed employees who take on individual responsibility and want to play an active role in designing UBM's success. UBM supports its employees in reaching their personal career goals and offers them opportunities for personal growth, diverse training and development possibilities, and numerous benefits.

With our values - competent. consequent. transparent. - we create a working climate in which each person feels included, authorised and called upon to make a personal contribution. We encourage our employees to be proactive through short decision paths and flat hierarchies.

The design of our working environment reflects our strict compliance with the national and international rules and requirements in the markets where we are active. We also base our actions on agreements that include the Universal Declaration of Human Rights, the United Nations Guidelines and the international labour standards set by the International Labour Organisation. Our activities exceed minimum standards. This commitment is anchored in our codes of conduct (ethics code and code of conduct for business partners, see section 6.1.).

### Modern workplace & community

Open communications are a central element of our corporate values and an important building block for our attractiveness as an employer. At all our locations, we create working spaces that support interaction, creativity, and the health and performance of our employees. UBM's headquarters in Vienna, for example, include a lounge with table football and darts as well as a green inner courtyard and a roof terrace with a barbecue area. Specially created "new work zones" serve as multifunctional work areas and give the office a new standing as a communication and collaboration platform.

Our Group-wide UBM Day, which is held every two years, supports the exchange of information and an open corporate culture across business areas and national borders. In addition to company outings and Christmas parties, we organise joint participation in sport events to promote team building.

### Work-life balance

We believe it is important to help our employees establish a healthy work-life balance and to reconcile their work and family life. Individual working time models are part of our efforts in this area, and every second Friday is a day off under the new "short week/long week" working time model.

Rules are in place and formalised in the company agreement to permit care-giving leave for close family members. Employees have access to special time off under certain circumstances and, of course, all employees are entitled to parental leave.

## We create a working climate in which each and every person feels involved, authorised and motivated to make a personal contribution.

### Performance-based remuneration

With very attractive salary packages and regular bonuses that are tied to individual performance and annual results, UBM employees participate in the company's success.

### Career, training and continuing education

Specially planned training and continuing education programmes are a fixed part of human resources development at UBM. The basis is formed by an annual appraisal meeting, which includes an agreement on focus topics and specific training measures together with the responsible supervisor. UBM actively offers numerous educational opportunities ranging from internal workshops and idea competitions to external training programmes, but also encourages and supports the independent development of its employees.

### Additional benefits

UBM also provides added benefits that include, among others, the reimbursement of costs for environmentally friendly mobility like subsidies for public transportation as well as a daily lunch allowance. Special projects to help employees remain healthy include in-house fitness programmes and a subsidy for annual membership of a fitness studio. An important part of this policy specifies that these benefits are also available to part-time employees. In this respect, UBM does not differentiate between full-time and part-time employees.

**GRI 2-23, 2-25, 3-3, 401-2, 404-2, 404-3**

## We support our employees in meeting their career and personal development goals.

### 5.1.3. Organisational structure

At Management Board level, the COO is responsible for personnel-related issues which are centrally combined under human resources. The head of human resources meets regularly with the COO to discuss developments in this area. Targets, measures and the strategic focus are defined together with the Management Board and communicated to the organisation. The human resources team also includes an HR business partner who implements human resources measures together with local management in agreement with the HR strategy. **GRI 2-23, 2-24, 3-3**

### 5.1.4. Goals and measures

#### Goals from our sustainability programme:



#### Goals and measures in detail:

##### Recruit the best employees for UBM

- Increase the number of applicants
- Increase the quality of applicants and continuous improvement starting in 2022
- Ensure high probability of hiring

To reach these goals, UBM has implemented targeted measures to establish an employer branding strategy. Its goal is to increase the attractiveness of UBM as an employer for potential applicants and to continuously improve the candidate experience. The related measures include the development of a career website, an increased online presence, e.g. in LinkedIn or kununu, and the preparation of job and skills profiles for all job classifications.

The indicators used to monitor target attainment include the number of applications per advertised position, interview quota (first survey scheduled for 2022), the offer-acceptance rate or time-to-hire after the job advertisement.

##### Retain the best employees

- Hold employee turnover below 12.5% by 2025

The creation of an employer branding strategy will also increase the attractiveness of UBM for existing employees. The related measures include a structured onboarding process for all new employees, flexible working time models, attractive remuneration, regular information for employees via internal communication channels, internal opportunities for advancement, and the preparation of job and skills profiles for all job classifications.

Our internal communication channels were expanded in February 2022 to include the "HR News", which provides monthly information on personnel issues via the intranet and email. The new "short week/long week" working time model was introduced in July 2022 to further improve the work-life balance. Under this model, the redistribution of working time makes every second Friday a day off. Welcoming emails and the UBM Welcome Day were also added to the onboarding process during the past year and give the Management Board and new colleagues from all country organisations an opportunity to meet at the headquarters in Vienna. Many other events - like the UBM Family Day, breakfast with the Management Board and management, the international UBM Day and Christmas party - also strengthen the community feeling at UBM.

The turnover rate for the entire UBM Group equalled close to 15.6% in 2022. Other indicators for internal monitoring include the average length of service with the company, the share of management positions filled internally and the recommendation quota.

##### Train and educate the best employees

- Promote feedback culture - annual appraisals with all employees
- 25% more training hours per employee by 2025 (basis 2020)
- Make annual ESG awareness training available to all employees

Individual, requirement-oriented training measures are defined in regular personnel development and feedback discussions with employees based on an internal guideline. These discussions are held with all employees, regardless of the hierarchy level, and reported by the supervisors to HR. A project is currently in progress to support the organised recording of employee appraisals.

An online tool to collect standardised and comprehensive documentation on training was introduced throughout the

Group in 2022. The Covid-19 pandemic created an additional challenge by limiting the offering and resulting in the cancellation of training courses and seminars. The percentage of employees who participated in training has risen from 35% in 2021 to 83% in 2022, and the average hours of training per employee increased to around 20 hours (2021: 17 hours).

A special training initiative in support of ESG issues was launched in 2022: Employees from all branch offices took part in the Climate Impact Day to improve their understanding of ESG. Mandatory participation ensures that all employees benefit equally from this multi-faceted programme. Employees who were unable to attend due to illness or vacation worked through the content independently and confirmed their know-how in an online quiz. Other internal events and training (e.g. internal courses, projects related to the *green. smart. and more.* initiative) and targeted internal communication are designed to create a greater awareness for the importance of ESG. **GRI 2-23, 2-25, 3-3, 404-3**

## 5.2. Diversity and equal opportunities

A working environment free of discrimination and a culture of mutual respect and appreciation throughout the entire workforce - these are the requirements for equal opportunities and diversity in a company. A company that does not promote diversity and equal opportunities risks damage to its reputation and, in the worst case, could be faced with legal consequences. The EU reached an agreement in 2022 on a gender ratio for corporate management bodies: Beginning in 2026, 40% of the supervisory board positions and 33% of the combined management and supervisory board positions must be given to the underrepresented gender. Poor performance in this area can undermine a company's position on the market and result in the loss of business partners and customers. Innovation potential is also lost when the personal backgrounds of employees (e.g. migration background, nationality, family constellations) are ignored.

The lack of equal opportunities at the workplace (remuneration, etc.) can lead to lower employee motivation and higher

turnover, which means additional costs and time for new hiring. Moreover, there are signs that the legal requirements governing equal opportunities will be strengthened in the future.

Fair treatment of our employees and a culture of mutual respect and appreciation are obvious at UBM. We treat all employees equally - regardless of their ethnic, national or social background, disabilities, sexual orientation, political or religious conviction, gender, family status or age, economic or other standing. Decisive action is taken against any form of discrimination.

### Goals from our sustainability programme:



### Goals and measures in detail:

- No salary differences between women and men by 2025 (adjusted gender pay gap)
- Increase percentage of women in management positions to over 30% by 2025
- Increase percentage of women in the total workforce to roughly 50% by 2025

Diversity has high priority for UBM. It allows us to utilise the full potential of the labour market and innovation by including people with different backgrounds and viewpoints. The employment of staff with different ages and experience is encouraged (buddy principle), and the company is increasing its efforts to raise the percentage of female employees in the organisation.

Activities to sustainably improve equal opportunities include recruiting that is focused on the search for suitable female candidates. Women are directly addressed through appropriate wording in job advertisements, and clear guidelines give preference to women when qualifications and experience are equal. In new hiring, there are no salary differences between

the genders when the function, qualifications and seniority are equal. We are currently working on our first-time survey of an adjusted gender pay gap for the entire company, which will cover 2022 and form the basis for implementing specific measures.

In comparison with other companies in the real estate sector, the UBM Group had a positive standing with 22 women in key positions (Supervisory Board, managing directors, authorised signatories and key staff at UBM Development AG and its subsidiaries) as of 31 December 2022 (2021: 25). The percentage of women in management positions equalled 25% and the percentage in the total workforce equalled ca. 49% in 2022.

## Specific instructions give women preference when qualifications and experience are equal.

The Supervisory Board does not follow a specific diversity concept with regard to the composition of the Management and Supervisory Boards because the establishment of diversity targets for control bodies is not seen as expedient or useful. Education and professional experience play a significant role because a person under consideration for a Supervisory Board position must be capable of optimally performing his or her duties. These preconditions are not defined abstractly in advance but evaluated on a case-by-case basis. Accordingly, the expertise and specific requirements for the respective appointment are the only decisive factors in preparing proposals for the Annual General Meeting. Women represent 25% of the positions on the Management Board and 33% on the Supervisory Board. **GRI 2-9, 2-17, 2-23, 2-25**

UBM implemented a guideline for the prevention and handling of discrimination in 2022. Its goal is to create a greater awareness for this issue and ensure professional and cooperative interaction on the job. In this connection, all employees have received online training on mobbing and harassment at the workplace.

## 5.3. Health and safety

Work absences can result in financial damages, the loss of know-how and lower productivity. In office settings, health and injury risks primarily involve ergonomic and psychological aspects. (Chronic) illnesses due to incorrect or non-existent ergonomics in work equipment can lead to increased sickness rates over the longer term. Construction sites involve health and injury risks, among others through severe or even fatal accidents. These accidents have a direct negative effect on employees, but also mean additional administrative costs, work delays, rising project costs and/or legal consequences for the employer.

Our business success is based to a significant degree on the commitment and motivation of our employees. As an employer, we also feel responsible for their physical and psychological health.

### Goals and measures in detail:

- Hold lost time due to work accidents at a low level - goal: zero work accidents
- Protect and promote employees' health

As a real estate developer, support for employees' physical and psychological health in daily office routines plays a central role at UBM (e.g. through stress prevention, an occupational physician, in-house fitness rooms). A major focal point for construction sites involves occupational safety measures (e.g. accident prevention, acoustic/heat protection including training).

UBM has implemented an integrated management system to support occupational health and safety which covers all employees and meets the highest standards. The Group units in Austria (AG and UBM Austria), the Czech Republic and Poland are certified under the internationally recognised occupational health and safety management norm ISO 45001, and certification was extended to UBM Germany in 2022. Of the UBM locations, 99.7% (based on the number of employees) are now covered by ISO 45001 certification.

The project companies in all country organisations are responsible for:

- Appointing coordinators to ensure safety and health protection on all projects
- Including these persons in preparations for construction
- Planning and construction site coordination during realisation
- Preparation of safety and health protection plans

The operational health and safety managers in the individual countries organise the following in line with work instructions:

- The systematic recording and semi-annual control of occupational safety and protection as well as non-medical health services, including the collection of data on injured employees or fatalities and the number of hours worked
- An overview of the schedule for on-site inspections and reports
- An annual, recorded overview of the occupational safety committee on outstanding issues related to health and safety
- An analysis of the results and measures implemented for improvement and correction

They submit this information to the reporting officer at UBM Development AG in Vienna.

Occupational safety management includes experts like occupational physicians, specialists for occupational safety and employee representatives in line with national requirements. Safety-related supervision is assigned to a specialist who evaluates, among others, potential dangers and carries out safety inspections. Written instructions anchor occupational safety throughout the company and ensure compliance with high safety standards. A new fire protection guideline took effect at the headquarters in Vienna during 2022 and was communicated to all employees at this location.

The success of these measures is reflected in the number of work accidents, which has been extremely low for many years. There were no reportable work accidents and no accidents with fatal or serious injuries in 2022. Moreover, no work-related illnesses were recorded.

In addition to strict safety measures, UBM places high priority on employee health. The related measures include, among others, ergonomic workplaces and individual use of the in-house fitness rooms. Outdoor athletes can join the "UBM Express" and take part in various running events or play beach volleyball and paddle tennis with their colleagues. That not only supports health but also strengthens the team spirit. An occupational physician is also available to assist employees at UBM's Vienna location. **GRI 2-23, 2-25, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10**

#### 5.4. Architecture, urban quarter development and social diversity

The coming decades will bring a demographic shift towards an ageing and more multinational society. The growing ecological demands on UBM buildings will, in turn, increase to include social aspects. Today's development projects should reflect smart, low-barrier/barrier-free and flexible living and working to also meet the demands of tomorrow's users and allow people to lead a self-determined life in their own four walls as long as possible. The failure to include carefully thought-out architectural concepts for buildings and urban development projects can result in cost-intensive subsequent refitting to meet the needs of the future.

A balanced social and cultural mixture of residents forms the basis for the sustainable development of residential areas. Smart architecture can increase the quality of social benefits as well as the attractiveness and accessibility of buildings for users and neighbouring residents. The creation of recreational and common rooms and shared spaces/activities also improves the quality of life in the surrounding area.

Our many years of experience as a real estate developer have taught us that development means change and interaction. One of our key principles is, consequently, to always consider and integrate the socio-cultural environment in our projects. For us, that means designing projects to minimise the potential negative effects on the local area, for example caused by shading, artificial light, noise, emissions and increased traffic, or to more than offset these effects through positive changes and improvements. The health and well-being of later users is the focal point of socio-cultural aspects in project development. Included here, for example, are room temperature, construction acoustics, noise emissions and the optical design.

Our projects create living and working space that influences the health and well-being of future residents and users. UBM therefore places high priority on the ecological assessment of the building materials used and the integration of the demographic shift in its construction projects.

UBM is committed to meeting all applicable legal and normative requirements on its buildings. But our claim goes far beyond that: We always want to exceed legal requirements whenever this is important to future users.

The following key aspects for the functionality of buildings represent the standard for UBM in planning and realising its real estate projects:

- Accessibility
- Absence of pollutants and constructions ecology
- Indoor climate and acoustics
- Security
- Visual comfort (look & feel)

UBM sees building certification – through its continuous development and adaptation to meet new market demands and trends – as an important tool to make sure its projects are fit for the future. Evaluation is based on the three-pillar principle of sustainability: economy, ecology and society. Many UBM projects have already received these certificates (see section 4.1), and our goal is to achieve sustainability certification over the long term for all our projects, also in the residential asset class. Every project is designed to meet the *green. smart. and more.* strategy and is subsequently validated by established certification systems during the planning and construction phase. **GRI 2-23, 2-25**

## 5.5. Infrastructure and mobility

The steady increase in traffic is one of the greatest challenges for municipal planning and development. Modern mobility concepts are, as a result, becoming more important in real estate planning and the design of urban quarters.

Sustainable buildings require an integrated view of the usage concept – for the specific building and for its urban quarter. That also includes the surrounding economic and social infrastructure (e.g. shops, schools, workplaces, recreational areas) as well as sustainable mobility concepts (car/bike sharing, e-mobility). Connections to public transportation, in particular, create shorter traffic routes and increase the quality of living, working and hotel stays.

UBM has accepted this challenge and, for example, developed a future-oriented mobility concept for the Timber Pioneer project in Frankfurt am Main. The goal is to reduce the use of private combustion vehicles for conventional destination and origin transportation. The following offering is designed to facilitate the changeover to more environmentally friendly means of transport for Timber Pioneer users:

- E-charging stations for cars and charging facilities for e-bike batteries
- Car sharing with hybrid and/or e-vehicles
- E-bike hire stations
- Protected bicycle storage areas
- Sophisticated bicycle infrastructure, including showers and changing rooms for users as well as a DIY repair point

Some of these services, for example car sharing and the e-bike hire stations, can also be used by the employees in the neighbouring F.A.Z. Tower – which creates excellent and efficient synergies for both buildings.

At the LeopoldQuartier in Vienna, tenants and owners will be able to use e-charging stations in the office and residential areas as well as a mobility point with e-cars, e-bicycles and

e-scooters. The bicycle storage room has also been outfitted with showers. The Timber Peak timber hybrid office building in Mainz will include e-charging infrastructure in the underground level as well as a car-sharing system.

The Poleczki Business Park, a UBM standing asset in Poland, is currently carrying out a “manage to green” project that involves the refitting of three buildings to include parking spaces with e-charging stations. If the test phase is successful, e-charging stations will be installed in up to 30% of all parking spaces in the business park. **GRI 2-23, 2-25**

## 5.6. Customer orientation and awareness raising

A focus on the needs of (future) residents and users leads to longer satisfaction and can help to reduce conflicts and complaints. Customer orientation measures can include the early involvement of relevant stakeholders, consideration for important issues raised by different social groups, or conflict management processes. The creation of a greater awareness for sustainability issues can also improve users’ sense of well-being. Insufficient or a complete lack of customer orientation can lead to declining revenues, market access problems and lower corporate profitability.

UBM wants to create attractive quarters that contribute to sustainable urban development and create benefits for the general public. These quarters must be resistant to coming climate changes to also allow for a high quality of life in the future.

The development of an urban quarter means much more than just planning and constructing buildings. Many different stakeholder groups are involved in these activities, including project developers, planners, public authorities and district administrators as well as neighbouring residents, and the complexity is accordingly high. We involve relevant stakeholder groups in our planning and development processes through early information, participation and co-determina-

tion rights. That allows neighbouring residents to express their needs and interests and influence results. This approach has been embedded in UBM's process landscape as standard since 2021.

## We involve relevant stakeholder groups in our planning and development processes at an early stage through information, participation and co-determination rights.

In this way, initial reservations by a citizens' initiative concerning a possible increase in the traffic load near the Gmunder Höfe in Munich were successfully dispelled. The goal for this project - and for all other UBM developments - is to also create an optimal usage mix for the city. In addition to attractive residential units with parking spaces, day-care centres, green and open areas available for public use, other benefits include the nearby recreational area along the Isar River and good public transportation connections via underground and rapid transit railway.

The LeopoldQuartier in Vienna is another example of successful participative urban development. This area is under development based on specifications set by the city's development commission and the integration of citizens' concerns. Up-to-date information on the progress of construction is published on a project website, and an ombudsman service is available to deal with wishes, suggestions or complaints.

In close cooperation with the representatives of public authorities, decisions are coordinated on relevant issues involving the functional mix of the quarter as well as aspects like working place comfort, accessibility and the best possible reduction of emissions and immissions.

The instruments used to reach these goals are diverse. Green areas, climate resilience, facade greening, the use of ground storage mass, networking between the buildings, real-time data on operating parameters to optimise energy consumption and much, much more are planned for the LeopoldQuartier and will set a new standard for the creation of added value. In particular, the green zone - an expanded green area in the inner courtyard - is of great importance for the area and will contribute to the quality of life for all users and neighbouring residents. Special attention is also given to land re-naturalisation, the preservation of seepage capability, the creation of optimal living conditions for fauna and flora as well as rooftops with semi-intensive biodiverse planting. Photovoltaic elements will also be installed on the roofs to create a balance between energy production and climate improvement. The LeopoldQuartier will generate energy on site with wells and depth probes. Heating and cooling supplies for all buildings in the quarter will be produced centrally and CO<sub>2</sub> neutral.

Local supplies, social networking and mobility offerings are the basic components of this urban quarter development project. In addition to shared spaces, shared mobility and shared activities, the use of a quarter management app is also under evaluation to make the offerings and services available to users and neighbours. All these measures will help to create smart and green living space that sustainably increases and improves the value of the area surrounding the LeopoldQuartier.

The LeopoldQuartier represents an important milestone for UBM in the implementation of its *green. smart. and more.* strategy for sustainable urban quarter development. Construction is scheduled to start in the second quarter of 2023, and completion is planned for mid-2025. **GRI 2-23, 2-25**



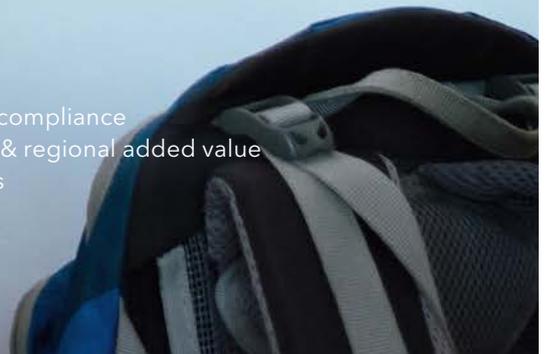
GOVERNANCE, meaning good corporate management, represents a competitive factor for UBM.

In addition to the environment and social issues, good governance has come to play a greater role in the perception and valuation of companies. UBM recognised this long ago and has also firmly anchored good corporate management at the ESG level.



**6. UBM & Governance**

- 6.1. Corporate governance & compliance
- 6.2. Sustainable procurement & regional added value
- 6.3. Innovation & technologies



# Governance.

## Living good management.

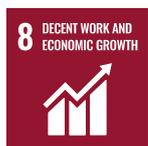
In addition to ecological and social issues, good governance has an increasingly important influence on the perception and valuation of companies. For UBM, good governance means being viewed as a trustworthy and reliable partner by our stakeholders. That is the foundation of our business success.

UBM's values - competent. consequent. transparent. - are reflected in our social responsibility: act ethically, accept the consequences, communicate transparently. To ensure that our values are lived throughout the entire company and reflected in our employees' everyday activities, our actions are based on ethical principles, relevant national and international legal norms, and internal guidelines.

As an active part of society, we accept our responsibility and have identified the following major subject areas as part of our materiality analysis:

- Corporate governance & compliance
- Sustainable procurement & regional added value
- Innovation & technologies

### 6.1. Corporate governance & compliance



#### 6.1.1. Importance of the issue

Compliance with regulatory requirements and voluntary standards is an important part of responsible management. The construction and management of properties produces social benefits and can help to improve the quality of life, but also consumes natural resources and releases hazardous substances into the environment which, in turn, increases the pressure on (local) public authorities.

The relevance of compliance and compliance management systems has increased significantly in recent years for many different reasons. On the one hand, due to numerous new legal requirements that are connected with criminal penalties and, on the other hand, criminal prosecution is becoming more and more consequent.

Violations of legal requirements not only represent a significant risk for companies but are also connected with personal consequences for individuals. Companies can face fines, penalties and civil claims by damaged parties. In many cases, that can lead to exclusion from public tenders and harm the company's reputation.

Key aspects of real estate development include, above all, correct tenders (e.g. for construction services), the fight against corruption and bribery, proper working conditions and taxation behaviour by subcontractors as well as transparent internal guidelines and conduct rules.

Companies that fail to meet environmental standards or ethical norms will be increasingly penalised by the financial markets, with a resulting negative effect on share prices and financial stability. Planned regulations (among others, CSRD, EU Taxonomy) will require companies in the EU not only to meet but also to monitor, comply and expand on this type of transparency.

The issue of human rights along the entire value chain deserves special attention and has gained momentum in recent years - also in the EU: In addition to various sustainable finance regulations and the proposed Corporate Sustainability Reporting Directive (CSRD), the CSDDD (Corporate Sustainability Due Diligence Directive) is currently in preparation and involves extensive due diligence requirements along the supply chain. Germany implemented this type of law ("Lieferkettensorgfaltspflichtengesetz", LkSG) at the beginning of 2023. **GRI 3-3**

### 6.1.2. Our commitment

Responsible actions start at the individual level but, as a company, we have a duty and responsibility to create the necessary framework. UBM does this, for example, through transparent internal directives and a code of conduct, commitment to various corporate governance guidelines and the UN Global Compact, and an effective internal compliance management system.

Responsible and transparent management has top priority for UBM. Compliance with all applicable rules, regulations, guidelines, standards and norms in the countries where UBM is active goes without saying. The high demands we set for ourselves also apply to our business partners and employees. UBM's business model is oriented on ecological, social and ethically correct business practices. In order to strengthen the integration of ecological and social responsibility along the entire value chain, UBM has issued various conduct requirements.

## Our internal compliance management system ensures full compliance with legal regulations.

UBM's focus markets are strictly regulated and controlled legal areas with high human rights standards. Nonetheless, violations can also occur in heavily regulated markets, and respect for human rights is therefore anchored in our internal guidelines. We are committed to the ten principles of the UN Global Compact which, for example, prohibit child labour and forced labour. Our codes of conduct (ethics code and code of conduct for business partners) require guarantees for fair compensation, workplace safety, support for equal opportunities and the freedom of association, for example.

Consequent compliance with applicable national and international legal norms as well as our ethical principles safeguard

the trust of our stakeholders. We are non-partisan and do not make any donations to political parties. UBM Development AG is listed in the Austrian Register of Tenderers in accordance with the provisions of the Austrian Federal Tender Act ("Bundesvergabegesetz", current version) and ÖNORM A 2053:2019-02 as well as the 2014/24/EU and 2014/25/EU guidelines.

**Our responsible and transparent management is based on the following cornerstones:**

### Austrian Code of Corporate Governance

UBM, as an international listed company, has pledged its commitment to the Austrian Code of Corporate Governance, a voluntary guideline for good management and control. The company has also issued rules of conduct in the form of internal guidelines to ensure transparent and exemplary actions.

### Compliance Management System

The compliance management system implemented by UBM is intended to minimise the risk of a potential violation of legal regulations and ensure adherence to all framework conditions. A compliance management system manual details the responsibilities and powers of the compliance organisation as well as the processes that implement the related rules and guidelines. The Management Board and Supervisory Board consider it their responsibility to guarantee the consequent implementation of all compliance principles. Our approach follows the principle of prevention - disclosure - reaction, whereby the focus is on the prevention of incorrect behaviour.

The trust of employees, business partners, customers and other stakeholders is strengthened by UBM's focus on transparency, anti-corruption, fair business practices, the prevention of money laundering and data protection. Internal guidelines and work instructions form the framework for the necessary procedures. Further information on the guidelines can also be found on the website under the menu item "Corporate Governance".

Examples are:

**Guideline: Cartel and Competition Law**

Agreements and coordinated actions with third-party companies that lead to – or aim to lead to – the restriction of competition are prohibited and will not be tolerated by UBM. Competition-relevant information may not be passed on to third parties outside the UBM Group. The founding of a joint venture without an antitrust evaluation represents a compliance violation.

**Guideline: Anti-corruption**

For UBM employees, the acceptance of a personal advantage represents a compliance violation. UBM employees are prohibited, without exception, from accepting or granting monetary gifts. Granting benefits to employees of private business partners is also prohibited. In addition, material gifts and the granting of advantages to employees of public organisations are also prohibited without exception. Small invitations and gifts can represent part of international business customs or cultural practices and are only permitted under strictly regulated circumstances and only in connection with employees of non-public organisations.

**Guideline: Issuer compliance**

UBM has implemented organisational measures to ensure the confidentiality of compliance-relevant information to prevent market manipulation and the misuse of insider information.

**Work instructions: Signatures**

All correspondence with legally or commercially binding content as well as orders for goods or services must, in principle, be signed by two persons (dual control principle) who are specifically authorised or designated.

**Guideline for the prevention of money laundering and terrorism financing and work instructions: Prevention of Money Laundering**

Before a business relationship begins, its purpose and the background of the business relationship as well as the identity of the business partner or ownership structure for legal entities must be precisely identified and regularly monitored.

The principle here is “know your customer”.

**Work instructions: Data Maintenance 360°**

Data maintenance and reliable data entry are essential for the correct performance of our systems. Further information on the 360° process landscape can be found on page 92.

**Guideline: Conflicts of Interest**

UBM employees must make sure their own interests do not come into conflict with their professional obligations or contradict UBM’s obligations towards its business partners.

**Guideline for the prevention of and handling of discrimination, mobbing and sexual harassment**

UBM is committed to creating a working environment that is free of discrimination, mobbing and harassment. This guideline is intended as a preventive measure by creating greater awareness and providing information on these issues. It also serves as a parameter for action if discrimination, mobbing or sexual harassment should actually occur.

**Whistleblower system**

UBM operates a whistleblower system as defined in Art. 32 of the EU’s Market Abuse Directive (“MAR”) and the EU-Whistleblower Directive 2019/1937 which allows employees and external persons to report irregularities and (potential) violations of this regulation. Reports can be submitted directly to a staff member in the compliance organisation or sent by email to [compliance@ubm-development.com](mailto:compliance@ubm-development.com) or anonymously via the link <https://secureveal.ubm-development.com> in the respective country language. The reporting of potential violations is in the interest of the Management Board as well as the management of the Group companies. In agreement with Art. 32 of MAR, persons who report violations and persons who are accused of violations as well as their personal data are ensured of receiving appropriate protection.

**Data protection**

UBM is committed to the confidential and responsible handling of personal data in agreement with the applicable data protection laws – above all the EU General Data Protection Regulation and related national legislation. Secure handling

is guaranteed by a data protection manual that includes rules for internal data processing, work procedures and their monitoring. Regular employee training creates a greater awareness for this sensitive issue and making sure data protection does not drift out of focus.

### **Ethics code**

A separate, binding ethics code forms the basis for all business activities and decisions. It is the foundation for moral, ethical and legally compliance behaviour by all UBM employees and is designed to prevent mistakes.

The values and principles contained in the code are based on national and international laws and requirements and on agreements like the Universal Declaration of Human Rights, the European Convention on Human Rights, the United Nations Guidelines (above all the Guiding Principles on Business and Human Rights), the OECD Guidelines for Multinational Enterprises, and the international labour standards set by the International Labour Organisation (in particular the Fundamental Principles of the IAO).

The subject areas covered by the ethics code include, among others, bribery and corruption, fair competition, fundamental and human rights, compliance with economic sanctions and export controls, working conditions, occupational safety and health, environmental protection, the prevention of money laundering, capital market compliance and data protection. This code has been expressly agreed in writing with all employees in their national language since 2021 and is regularly adapted to reflect developments in the social and regulatory environment as well as ethic values. The last update was completed in 2022.

Further information on the ethics code can also be found on our website under the menu item "ESG".

### **Code of conduct for business partners**

We not only place high priority on responsible actions by all UBM employees, but also set high standards for our business partners. A separate code of conduct for our business partners is firmly anchored in our corporate processes and regularly adapted to reflect developments in the business and regulatory environment and in fundamental ethical values.

The latest update was finalised in 2022 and included requirements for all business partners to strengthen the integration of ecological and social responsibility along the entire value chain.

This code is based on the same principles and regulations as the ethics code and covers issues like bribery and corruption, fair competition, fundamental and human rights, compliance with economic sanctions and export controls, working conditions, occupational safety and health, environmental protection, the prevention of money laundering, capital market compliance and data protection. The code of conduct applies to all business partners from a fee/order volume of € 20,000 (gross) who sell their products or services to UBM.

If a business partner refuses to sign the code of conduct, any negotiated contracts will not be signed and the compliance officer is immediately informed. He will then decide - together with the Management Board - on further procedures. In the event the code is violated, UBM reserves the right to undertake suitable measures at any time which, in the end, can lead to suspension or immediate termination of a contract relationship with the business partner. Tender management is now supported by an administrative tool for subcontractor declarations.

Further information on the code of conduct for business partners can be found on our website under the menu item "ESG".

### Works Council

UBM has a Works Council with five members who are elected every four years. Four of these members are delegated to the Supervisory Board, where they make up one third of the votes.

UBM supports the freedom of association as defined by the respective national frameworks as well as representation on the Supervisory Board. The Works Council also takes part in collective negotiations in line with legal regulations and with UBM's approval. The ESG Committee also includes one member from the Works Council.

During the 2022 financial year, there were no threats to or violations of the above-mentioned freedoms for UBM's operating locations or suppliers.

### Transparent processes

UBM has implemented a variety of rules and processes that go beyond legal requirements. These processes are operationally standardised through an institutionalised 360° principle. More specifically: As part of the "Next Level" efficiency programme, all core and support processes for project development were reviewed on the basis of defined quality gates and ultimately defined for the entire company. Roles and responsibilities were clearly assigned in these processes, and the control mechanisms were revised and improved. These procedures and rules give employees the corresponding tools to perform their jobs and support the efficient design of processes and controls.

We are convinced that these types of work instructions, guidelines and models create transparency, facilitate communication and documentation, and help to make processes more efficient. They also make effective controls possible.

UBM has taken the necessary precautions to ensure compliance with legal and internal guidelines, on the one hand, and to quickly identify and correct any weak points in business and organisational processes, on the other hand.

### The internal control system and internal audit

Our internal control system (ICS) is an integral part of our business processes. The most important goals of this control system are to:

- Monitor compliance with business policies and defined goals
- Safeguard the company's assets
- Guarantee the reliability of accounting and reporting
- Maintain the effectiveness and efficiency of business processes
- Identify risks at an early point in time
- Reliably assess potential risks
- Monitor compliance with legal requirements
- Ensure the efficient use of resources and cost savings

In addition to the internal controls in core processes, UBM has installed commercial and technical controlling functions. Both report directly to the Management Board. Commercial controlling monitors the ongoing development of business to identify deviations from targets and, if there are any deviations, ensures that management receives the necessary information. Technical controlling monitors project development with a focus on schedules, construction costs, construction progress and all processes important for technical realisation.

**GRI 2-15, 2-23, 2-25, 2-26, 3-3, 205-2, 407-1**

#### 6.1.3. Organisational structure

Compliance management at UBM is installed in the legal, corporate and compliance department, which is also responsible for the content of the related guidelines. A compliance officer and deputy were appointed by the Management Board of UBM AG. The compliance guidelines are prepared by the compliance officer in coordination with the Management Board and communicated to all employees. All UBM employees have digital access to these guidelines.

The compliance officer monitors adherence to the guidelines and is also responsible for regular updates to meet changes in legal regulations. The compliance guidelines are reviewed annually by the compliance officer. Risk analyses, reviews and

internal audits form the basis for continuous monitoring of the compliance management system. The compliance officer prepares an annual compliance report for the Management Board, and the contents include any compliance violations discovered.

The key positions in the internal data protection organisation are the data protection coordinator and one data protection officer in each country who are all appointed by the Management Board. The data protection guideline calls for the installation of a data breach response team for the management and reporting of data protection violations in agreement with the data protection guideline.

A money laundering officer was also appointed. As part of KYC reviews (“know your customer”), he compares the data received with sanction lists, entries in the register of economic owners, etc. UBM has prepared an extensive money laundering risk analysis that is updated regularly. Additional information on the KYC reviews can be found on pages 94-95.

The respective organisational units implement the individual internal guidelines and work instructions. For example: The managing directors of the country organisations are responsible for the operational implementation and control of work instructions related to the code of conduct and ethics code.

The quality management department is responsible for procedural instructions and documents related to the 360° process landscape as well as the coordination of and support for regular audits and confirmation through ISO certificates.

**GRI 2-16, 2-23, 2-24, 3-3**

**6.1.4. Goals and measures**

**Goals from our sustainability programme:**



**Goals and measures in detail:**

**Safeguard entrepreneurial compliance and responsible actions**

Fair business practices and zero tolerance for any form of corruption – these principles are a fixed part of our business culture. We have implemented the following measures to support this approach and anchor these principles in our company.

There were no confirmed cases of corruption, proven money laundering incidents or other violations of rules and regulations that would have led to fines or non-monetary sanctions in 2022 or in the previous years. Furthermore, there were no confirmed cases where contracts with business partners were cancelled or not extended due to violations involving corruption, and no confirmed cases that led to the termination or warning of employees due to corruption. There were no proceedings for anticompetitive behaviour, and no awareness of discrimination incidents.

*Whistleblower system*

The whistleblower system was expanded in 2022 to cover other violations involving UBM’s ethics code and also made available in Czech and Polish.

*Supervisory Board self-evaluation*

The Supervisory Board carried out a self-evaluation of the efficiency of its activities, above all the organisation and working procedures, during 2022 in accordance with C-Rule 36 of the Austrian Code of Corporate Governance.

*Quality management system*

ISO 9001 certification is intended to make sure the process-oriented quality management system meets the highest standards. The corporate units in Austria (UBM AG and UBM Austria), the Czech Republic and Poland are certified under the international quality management norm ISO 9001 and UBM Germany successfully completed certification in 2022. This certification covered 99.7% of UBM’s workforce in 2022.

*Remuneration model*

The possible integration of ESG in the remuneration model will be examined more closely: ESG KPIs will be integrated in management's variable remuneration over the medium term.

**Implement guidelines and prevent misconduct by consequent preventive activities***Employee training*

The goal of training is to create a greater awareness among employees for potential sources of risk and, in this way, prevent corruption and anti-competitive behaviour. New employees receive training from the compliance department immediately after they join UBM. Regular e-learning programmes cover compliance with various subjects like the anti-corruption guideline and the guideline on antitrust and competition law, which are intended to ensure transparent and fair market behaviour by employees, and the conflict of interest guideline as well as the issuer compliance guideline to prevent market abuse.

Most of the classroom training on compliance regulations has been converted to virtual programmes since March 2020 due to the Covid-19 pandemic. A total of 162 individual training sessions on issuer compliance and the prevention of money laundering were held in 2022 with employees at the UBM locations in Vienna, Prague, Frankfurt and Innsbruck. An updated training concept increases the interactive involvement of employees, presents the overall subject of "compliance" in an understandable form and clearly explains compliant behaviour. The training documents were reworked and, in particular, expanded to include current case examples.

UBM implemented an additional guideline in 2022 to deal with the prevention and handling of discrimination. All employees were then asked to complete online training on mobbing and harassment at the workplace.

The compliance team frequently visits training courses, and there are additional certifications for selected responsibilities (for example, the deputy compliance officer is also certified as a compliance officer under ISO 19600). The employees designated as the money laundering expert and compliance

officer also completed their recertification process in 2022 with Austrian Standards.

The procedure for the distribution of relevant corporate guidelines to new employees was revised in 2022. Employees are notified separately of any relevant changes in existing guidelines.

*Ethics code*

The ethics code is agreed in writing with all new employees in their national language. It was last adapted in 2022 to meet our sustainability requirements and to strengthen the integration of ecological and social responsibility. For example, the focus on human rights and environmental protection was reinforced. Another update is planned for 2023. Increased awareness for the importance of ESG is also supported by company events and training (like the Climate Impact Day, internal courses, projects based on the *green. smart. and more.* initiative) as well as targeted internal communication.

*Sampling controls of insider information*

The compliance team carries out sampling controls to monitor compliance with the rules for the distribution of insider information and confidential and price-sensitive information. The internal measures to prevent the misuse or distribution of insider information and confidential and price-sensitive information are also evaluated regularly. Additional clarification briefings are held if necessary.

**Prevention of money laundering and terrorism financing***KYC review of new business partners*

Know your customer is one of the basic principles underlying the guideline for the prevention of money laundering and terrorism financing and the work instructions on money laundering prevention. Full transparency is guaranteed by requiring all UBM contract partners to sign an appropriate disclosure form. Special focus is placed on transactions and the acquisition and sale of apartments. More stringent due diligence requirements are connected, among others, with transactions involving a greater inherent risk in the sense of the guideline on the prevention of money laundering and terrorism financing, e.g. for offshore companies, high-risk countries and contracts with politically exposed persons. The

money laundering officer uses special procedures to review all transactions with an increased risk of money laundering.

Over 200 business partners were extensively reviewed in 2022.

*Internal risk analysis for the prevention of money laundering and terrorism financing*

UBM Development AG has registered brokerage as one of its commercial activities. The related activities are classified internationally as having an increased risk of money laundering, and an internal risk analysis was prepared and is updated regularly to cover the prevention of money laundering and terrorism financing.

The risk survey questionnaire used for risk analysis is updated on a regular basis for all Austrian subsidiaries that are licensed for real estate brokerage and submitted to the applicable trade authority. **GRI 2-16, 2-23, 2-24, 2-27, 3-3, 205-2, 205-3, 206-1**

## 6.2. Sustainable procurement & regional added value

Increasing regulations in various European countries require the implementation of corporate due diligence procedures in supply chains and the creation of greater transparency and traceability with regard to origin, removal and subsequent processing. The regulation is addressed to direct upstream suppliers (general contractors, executing partners) in a first step, but will be successively rolled out to cover the entire upstream supply chain (raw materials extraction, materials producers) and the related working conditions and human rights situation.

### Goals and measures in detail:

#### Ensuring ecological & socio-economic compliance in the value chain

Compliance with social and ecological criteria in the supply chain is a key factor for UBM's sustainable procurement. Cooperation with local partner companies (e.g. construction companies, architects, planners) also has an impact on the local economy. Preference is given to regional suppliers,

among others, due to shorter delivery distances, cost and time savings, and protection for local jobs.

Last but not least, Covid-19 and the related restrictions have created a greater awareness for the importance of the local economy. As a major customer for construction companies, planners and consultants from the region, UBM makes a significant contribution to local added value, just like the motto says "Think global, order local". Regional business partners, meaning companies near the respective locations, play an important role in the realisation of projects. That creates jobs and regional added value directly at UBM's project locations.

Regional contract awards are definitely a win-win situation. On the one hand, local companies are supported and, on the other hand, UBM benefits from shorter delivery routes that reduce costs, save time and facilitate the delivery of larger components. This was demonstrated, among others, by the barany.7 project in Vienna, where an Austrian specialist was commissioned to erect the building with sustainable and energy-saving timber construction. UBM created jobs and added value with this project, directly as well as indirectly.

The code of conduct prepared by UBM in 2020 (see section 6.1.) is designed to ensure that suppliers are also aware of their responsibility along the supply chain and contribute to the sustainable development of the real estate sector. This code is adapted regularly to meet changes in the social and regulatory environment and in fundamental ethical values, whereby the last update was made in June 2022. A further update is planned for 2023.

A technical solution for compliance documentation was implemented throughout the UBM Group in 2022, and a central filing system for the signed codes of conduct now supports the sampling of supplier confirmation for subcontractor documents. A subcontractor management system was also introduced in Germany during 2022. UBM additionally reviewed the ESG activities of its nine most important suppliers from 2021 during the past year. In addition to publicly available documents, the following information was collected from these business partners: the availability of an internal code of conduct, the publication of ESG/sustainabil-

ity reports, the integration of sustainability in the corporate strategy, membership in relevant organisations, etc. These reviews will also continue in 2023.

A procurement guideline was prepared in 2021 to strengthen ecological and social responsibility along the supply chain. It defines standardised criteria and requirements for the ecologically oriented procurement of office and advertising materials, catering and hospitality. Orders for office supplies are filtered by sustainability aspects, and refillable and certified products are purchased wherever possible. The selection of an organic fruit supplier for UBM's headquarters in Vienna ensures deliveries based on seasonal and regional factors, and daily meals for employees are supplied by a delivery service that offers organic foods.

UBM covers all dimensions of sustainability in its development projects, meaning we always consider and respect ecological, economic and socio-cultural aspects. This is underscored by our goal to arrange for the audit and certification of our projects based on recognised sustainability seals like DNGB, ÖGNI, LEED or BREEAM.

These certifications also involve external experts and auditors to confirm the relevant quality level for building materials. Minimising the environmental impact of a building during its entire lifecycle requires a focus during the planning stage on the efficient use of heating energy, electricity and water as well as wastewater disposal. The economic dimension covers the construction costs as well as subsequent building costs incurred over the entire usage period or lifetime of the building. **GRI 2-23, 2-25**

### 6.3. Innovation & technologies

Internal and external research activities and innovations for sustainable buildings are relevant for the entire added value chain, whereby organisational, social and technical issues are considered.

The use of smart building technology (e.g. sensors for smart ventilation, intelligent shading), for example, can make an important contribution to energy savings and efficiency improvements and, in this way, reduce the negative impact on people and the environment. An urban quarter that incorporates social aspects, e.g. communication areas and interactive commercial zones (co-working spaces, etc.) contributes to the social structure and interaction in the quarter.

smart. is UBM's keyword above all for new optimisation and control technologies as well as digitalisation. These activities are focused on the following:

#### The green. smart. and more. initiative

In line with the above-mentioned management approach, the *green. smart. and more.* initiative plays a very special role. It is backed by a Group-wide brainstorming campaign from 2020 that covered several months and involved the entire workforce. The focus was placed on the following seven core issues which were defined in a dialogue between the Management Board and Executive Committee:

- Design & Construction
- Energy
- Building Operations
- Look & Feel
- User Services
- Technology & Data
- Mobility

Ideas and concepts were developed for these core areas as answers to the challenges created by climate change. The prevention of emissions, use of resource-efficient building materials, increase in energy efficiency and the greater integration of technological solutions are only a few of the keywords. The areas of Design & Construction, Energy and Building Operations, in particular, offer "green" starting points.

UBM responded with the following flagship projects:

- barany.7: timber residential construction accompanied by a study from the University of Applied Sciences Vienna Campus
- Timber Pioneer: Frankfurt's first office building in timber hybrid construction
- Quarter certification for the LeopoldQuartier: Europe's first urban quarter in timber construction (Vienna) obtains 100% of its energy from renewable sources
- Arcus City: the first multi-storey timber construction in the Czech Republic
- Timber Peak: the first timber hybrid high-rise in Mainz

The goals for green building certification were also reset. As in the past, all new commercial buildings will be certified.

Moreover:

- Since 2021 certification has focused not only on commercial projects but also on all new residential construction projects scheduled for global sales.
- The certification of a listed revitalisation project was completed.
- Quarter certification is targeted - with the LeopoldQuartier as a flagship project.

The core issues of User Services, Technology & Data and Mobility are designed to make UBM's real estate development "intelligent" through the use of technological solutions and, as a result, improve and individualise the user experience. As early as the planning stage, UBM ensures that buildings are equipped for future "smart" trends - like the Internet of Things (IoT) or sensors - and can be adapted accordingly.

Future-oriented mobility concepts will also play a role in quarter development projects through the interaction of e-mobility, shared services and intelligent parking concepts. The needs of users and the local environment can therefore be met with the highest possible level of efficiency and resource protection.

In order to be optimally positioned for the future, UBM created the Smart Building Innovation Foundation (SBIF) in 2022. This non-profit foundation provides a platform for partners from industry and science to develop technical application solutions for smart buildings. Further information can be found in section 4.1.2.

### Digitalisation of the UBM working world

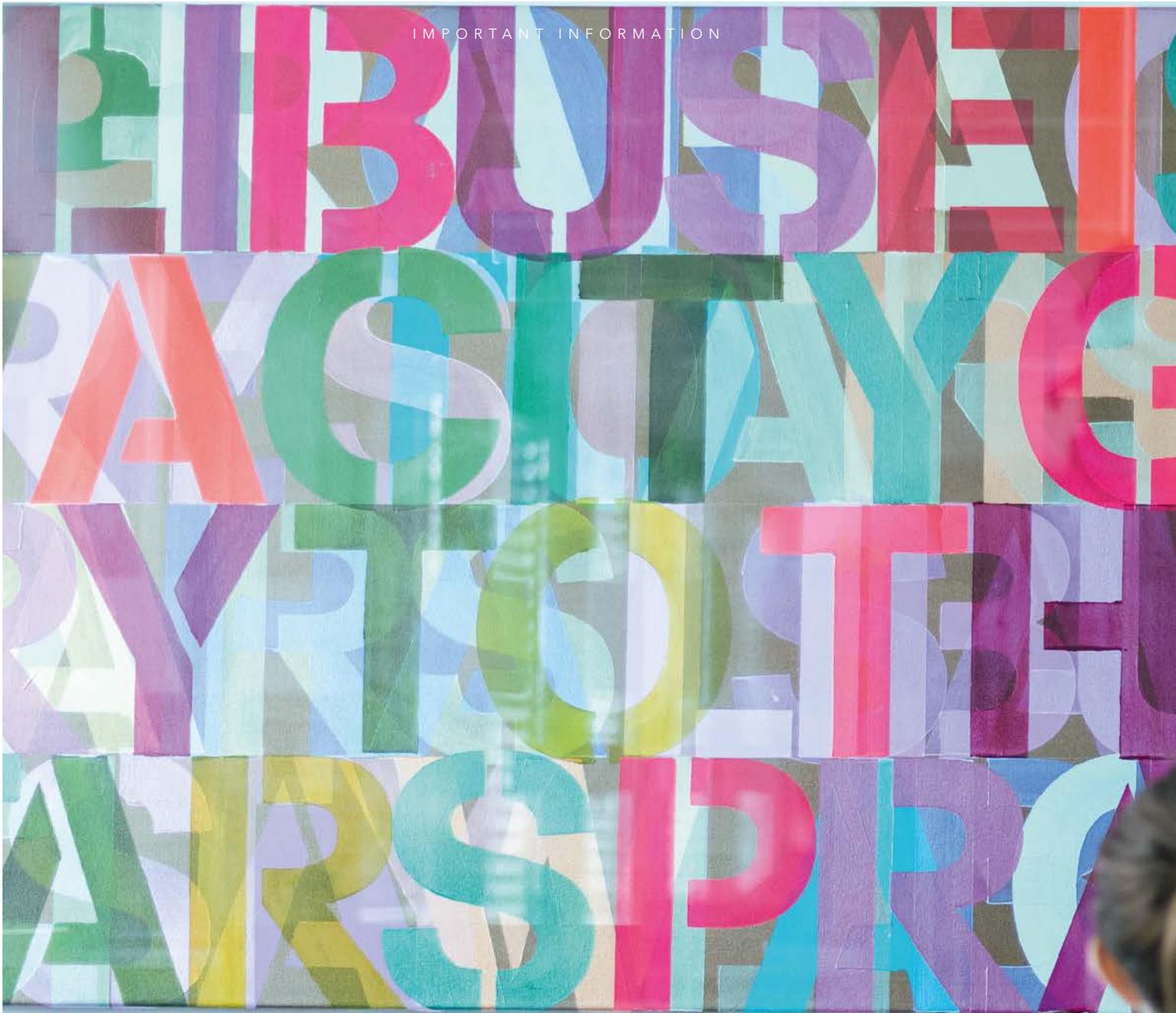
The Covid-19 pandemic has increased our awareness of the central role played by digitalisation in keeping the economy, educational system and society running smoothly during lockdowns. UBM has made massive investments in the Group's digitalisation in recent years and plans to continue these efforts in the future.

UBM launched the "Next Level" project in 2017 to digitally map operating and work processes as well as reporting and controlling at corporate level. The "newBM" project started in 2020 and is intended to take UBM's digitalisation a great qualitative leap forward, especially in the commercial areas but also in IT and infrastructure.

The "newBM" project included the development of an SAP S/4 HANA system based on standard processes and SAP best practices for 250 companies. A modern system supports the full digital management of HR processes, and a central treasury system safeguards the encrypted, safe and integrated handling of payment flows throughout the Group. The IT conversion also includes the latest IT equipment and is focused on productivity, security and flexible working.

At the SAP Quality Awards 2022, UBM was a winner in the category "Rapid Time To Value". SAP uses this awards ceremony to recognise companies that demonstrate particularly innovative performance in the digitalisation of business processes. **GRI 2-23, 2-25**

IMPORTANT INFORMATION





## **7. Important information**

- 7.1. About this report
- 7.2. GRI Index
- 7.3. Key indicators
- 7.4. Report on the independent assurance
- 7.5. Imprint

## Also worth knowing

### 7.1. About this report

This report is UBM's third ESG report and sixth publication on sustainability issues. It provides information on the 2022 financial year of UBM Development AG.

UBM published its first sustainability report in 2017, which was based on the guidelines of the Global Reporting Initiative (GRI). In 2018 and 2019, sustainability issues were handled in a more compact non-financial statement that was part of financial reporting and the annual report. The report for 2020 was prepared in agreement with the GRI standards "Core Option".

This report on the 2022 financial year – similar to the report on the 2021 financial year – was prepared in accordance with § 267a of the Austrian Commercial Code ("Unternehmensgesetzbuch") and the GRI Standards 2021. The financial year of UBM Development AG is based on the calendar year and covers the period from 1 January to 31 December. The next report is planned for 2024 and will include information on the 2023 financial year.

The report contents reflect the major thematic areas relevant for UBM, whereby there were no changes in comparison with 2021. Any new presentation of information from previous reports is documented in the footnotes beginning on page 108. The reported indicators, where available, also cover 2021 and 2020.

The management of UBM Development AG is responsible for preparation of the report content. An external review with limited assurance was carried out by PwC (see page 123). If you have any questions or suggestions on this report, please feel free to contact UBM at [esg@ubm-development.com](mailto:esg@ubm-development.com). Current information on sustainability can also be found on our website under the menu item "ESG".

Gender-neutral language was used in the report, where possible, to improve readability and the flow of the text, and no distinction was made between the genders. In the sense of equal opportunities, corresponding terms generally apply to all genders.

#### Scope of consolidation

This report covers the corporate locations, standing assets and development projects of UBM Development in Austria, Germany, Poland, the Czech Republic and other markets.

In the hotel business, which was a focal point of activities before the strategic reorientation, UBM took over the role of the lessee in selected cases following the sale of the respective properties. The hotel leasing business was bundled under UBM hotels Management GmbH in 2016, and UBM holds an interest of 50% in this company today. Large, international hotel chains have been engaged for the operational management of these houses, whereby preference is given to partners who are aware of their ecological and social responsibility and have appropriate certification. This report does not deal with environmental issues related to the hotel operating company, which represents an equity-accounted investment, because UBM is unable to control the related measures and guidelines.

The indicators in the section on the environment cover all standing assets with a Group investment of more than 50%, all Group locations with more than 5% of the total workforce, and all projects. ESG reporting will be continuously advanced and improved. The ESG cockpit was introduced in 2022 to support these efforts. It includes the CO<sub>2</sub>e factors from the ecoinvent database which form the basis for the calculation of emissions starting in 2022.

Where actual consumption figures are not available, estimates are used (mainly for project development, where the energy consumption is calculated as per certificates). Details are provided in the footnotes starting on page 108.

**GRI 2-2, 2-3, 2-4, 2-5, 2-14, 3-2**

## 7.2. GRI Index

<b>Statement of use</b>	UBM Development has reported in accordance with the GRI Standards for the period 01.01.2022-31.12.2022.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	none apply

GRI Standard	Disclosure	Page	Omission, Reason	UNGC, TCFD
<b>General disclosures</b>				
GRI 2: General Disclosures 2021	2-1	Organisational details	6, 10	
	2-2	Entities included in the organisation's sustainability reporting	10, 100	
	2-3	Reporting period, frequency and contact point	55, 100	
	2-4	Restatements of information	100	
	2-5	External assurance	55, 100, 123-125	
	2-6	Activities, value chain and other business relationships	6, 8-10, 12-13	UNGC 1-7
	2-7	Employees	114-115	UNGC 6
	2-8	Workers who are not employees	114-115	UNGC 6
	2-9	Governance structure and composition	10-11, 34-37, 80-81	TCFD Governance
	2-10	Nomination and selection of the highest governance body	34-37	
	2-11	Chair of the highest governance body	34-37	
	2-12	Role of the highest governance body in overseeing the management of impacts	34-37, 40-41	TCFD Governance, Risk Management, KPIs & Targets
	2-13	Delegation of responsibility for managing impacts	10-11, 34-37	TCFD Governance
	2-14	Role of the highest governance body in sustainability reporting	55, 100	TCFD Governance

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GRI Standard	Disclosure	Page	Omission, Reason	UNGC, TCFD	
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	34-37, 89-92, Annual Report p. 104-105	UBM does not hold any shares in other companies.	
	2-16	Communication of critical concerns	92-95		
	2-17	Collective knowledge of the highest governance body	34-37, 80-81		TCFD Governance
	2-18	Evaluation of the performance of the highest governance body	34-37, Annual Report p. 98, 108-109		
	2-19	Remuneration policies	10-11, 34-37		
	2-20	Process to determine remuneration	34-37, Annual Report p. 98, 108-109		
	2-21	Annual total compensation ratio	114-115		
	2-22	Statement on sustainable development strategy	3, 10-11		TCFD Strategy
	2-23	Policy commitments	32, 61-63, 68-73, 77-85, 89-97		UNGC 1-7, 10
	2-24	Embedding policy commitments	32, 34-37, 63, 78, 92-95		
	2-25	Processes to remediate negative impacts	61-63, 68-73, 77-85, 89-92, 95-97		
	2-26	Mechanisms for seeking advice and raising concerns	89-92		UNGC 10
	2-27	Compliance with laws and regulations	93-95, 120-121		UNGC 8
	2-28	Membership associations	57		
	2-29	Approach to stakeholder engagement	37-41		
2-30	Collective bargaining agreements	114-115		UNGC 3	

GRI Standard	Disclosure	Page	Omission, Reason	UNGC, TCFD
<b>Material topics</b>				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	40-41	
	3-2	List of material topics	40-41, 100	
<b>Corporate governance &amp; compliance</b>				
<b>Anti-corruption</b>				
GRI 3: Material Topics 2021	3-3	Management of material topics	88-95	
	205-1	Operations assessed for risks related to corruption	54	SDG 16.5 UNGC 10
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	89-95, 120-121	205-2 d: A breakdown of training by employee category is not available for the reporting period. All members of the Board participated in internal compliance and anti-money laundering training courses. SDG 16.5 UNGC 10
	205-3	Confirmed incidents of corruption and actions taken	93-95, 120-121	
<b>Anti-competitive behaviour</b>				
GRI 3: Material Topics 2021	3-3	Management of material topics	88-95	
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	93-95, 120-121	SDG 16.3 UNGC 10
<b>Freedom of association and collective bargaining</b>				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	89-92	SDG 8.8, UNGC 3

GRI Standard	Disclosure	Page	Omission, Reason	UNGC, TCFD
<b>Energy efficiency, renewable energies &amp; CO2 emissions</b>				
<b>Energy</b>				
GRI 3: Material Topics 2021	3-3	Management of material topics	61-68	TCFD KPIs & Targets
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	108-111	302-1 d: n/a (not relevant for UBM's business activities)
	302-2	Energy consumption outside of the organisation	108-112	
	302-3	Energy intensity	108-112	
	302-4	Reduction of energy consumption	108-109	
	302-5	Reduction in energy requirements of products and services	112	
<b>Emissions</b>				
GRI 3: Material Topics 2021	3-3	Management of material topics	61-68	TCFD Governance, Risk Management, KPIs & Targets
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	108-109, 112	SDG 3.9, 12.4, 13.1, 14.3, 15.2, UNGC 7, 8
	305-2	Indirect (Scope 2) GHG emissions	108-112	
	305-3	Other indirect (Scope 3) GHG emissions	108-112	
	305-4	GHG emissions intensity	112	
	305-5	Reduction of GHG emissions	108-109	
	305-6	Emissions of ozone-depleting substances (ODS)		n/a (not relevant for UBM's business activities)
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		

GRI Standard	Disclosure	Page	Omission, Reason	UNGC, TCFD
<b>Attractive employer &amp; training and education</b>				
<b>Employment</b>				
GRI 3: Material Topics 2021	3-3	Management of material topics	76-80	
	401-1	New employee hires and employee turnover	114-115	SDG 5.1, 8.5, 8.6, 10.3, UNGC 6
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	77-78	SDG 3.2, 5.4, 8.5
	401-3	Parental leave	116-117	SDG 5.1, 5.4, 8.5, UNGC 6
<b>Training and education</b>				
GRI 3: Material Topics 2021	3-3	Management of material topics	76-80	
	404-1	Average hours of training per year per employee	116-117	SDG 4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3, UNGC 6
GRI 404: Training and Education 2016	404-2	Programmes for upgrading employee skills and transition assistance programs	77-78	b: with the exception of partial retirement, no transitional assistance programs. SDG 8.2, 8.5, UNGC 6
	404-3	Percentage of employees receiving regular performance and career development reviews	77-80	SDG 5.1, 8.5, 10.3, UNGC 6

GRI Standard	Disclosure	Page	Omission, Reason	UNGC, TCFD	
<b>Further disclosures</b>					
<b>Water and effluents</b>					
GRI 303: Water and effluents 2018	303-1	Interactions with water as a shared resource	73	b, c, d: n/a (not relevant for UBM's business activities)	SDG 6.3, 6.4, 6.a, 6.b, 12.4, UNGC 7, 8, 9, 19
	303-2	Management of water discharge-related impacts		n/a (not relevant for UBM's business activities)	
	303-3	Water withdrawal			
	303-4	Water discharge			
	303-5	Water consumption	108-111	c: n/a (not relevant for UBM's business activities)	
<b>Waste</b>					
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	73		SDG 3.9, 6.3, 12.4, 12.5, 15.1, UNGC 7, 8, 9
	306-2	Management of significant waste-related impacts	73	b: n/a (not relevant for UBM's business activities)	
	306-3	Waste generated	108-111		
	306-4	Waste diverted from disposal	108-111	Only recycling offsite of non-hazardous waste is relevant for UBM's business activities.	
	306-5	Waste directed to disposal	108-111	Only landfilling offsite of non-hazardous waste is relevant for UBM's business activities.	
<b>Occupational health and safety</b>					
GRI 403: Occupational health and safety	403-1	Occupational health and safety management system	81-82		SDG 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, 8.8, 16.1, 16.7, UNGC 3, 8
	403-2	Hazard identification, risk assessment, and incident investigation	81-82		
	403-3	Occupational health services	81-82		
	403-4	Worker participation, consultation, and communication on occupational health and safety	81-82		

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GRI Standard	Disclosure	Page	Omission, Reason	UNGC, TCFD
GRI 403: Occupational health and safety	403-5 Worker training on occupational health and safety	81-82		SDG 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, 8.8, 16.1, 16.7, UNGC 3, 8
	403-6 Promotion of worker health	81-82		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	81-82		
	403-8 Workers covered by an occupational health and safety management system	81-82		
	403-9 Work-related injuries	81-82, 118-119		
	403-10 Work-related ill health	81-82, 118-119		
<b>Diversity and equal opportunity</b>				
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	118-119	a ii. and b ii.: not available in current data structure	SDG 5.1, 5.5, 8.5, 10.3, UNGC 6
	405-2 Ratio of basic salary and remuneration of women to men	118-119		
<b>Non-discrimination</b>				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	120-121		SDG 5.1, 8.8, UNGC 6

# Key indicators

## 7.3. Key indicators

### Environmental indicators - Group locations

ENERGY CONSUMPTION <sup>1</sup>	
<b>Total energy consumption business operations</b>	
<b>GRI 302-1</b> Energy consumption within the organisation	Energy from renewable sources
	Energy from non-renewable sources
	Electricity
	Natural gas
	District heating & cooling energy consumption
<b>GRI 302-3</b> Energy intensity	Energy intensity business operations
	Total commercial space
<b>Total fuel consumption</b>	
<b>GRI 302-1</b> Energy consumption within the organisation	Energy consumption company cars diesel
	Energy consumption company cars petrol
<b>GRI 302-2</b> Energy consumption outside of the organisation	Energy consumption diesel (leasing)
	Energy consumption petrol (leasing)
	Air travel
<b>WASTE &amp; WATER<sup>2</sup></b>	
<b>GRI 303-5 Water consumption</b>	<b>Total water consumption from all areas</b>
	Total water consumption from area with water stress
<b>GRI 306-3 Waste generated</b>	<b>Total weight of waste generated</b>
	Total weight of non-hazardous waste generated
<b>GRI 306-4 Waste diverted from disposal</b>	Non-hazardous waste diverted from disposal - recycling offsite
<b>GRI 306-5 Waste directed to disposal</b>	Non-hazardous waste directed to disposal - landfilling offsite
<b>EMISSIONS<sup>3</sup></b>	
<b>GRI 305-1</b> Direct emissions (Scope 1)	Natural gas
	Energy consumption diesel
	Energy consumption petrol
<b>GRI 305-2</b> Indirect emissions (Scope 2)	Electricity
	District heating & cooling
<b>GRI 305-3</b> Other indirect emissions (Scope 3)	Energy not included in scope 1 or 2
	Waste generated in operations
	Energy consumption diesel (leasing)
	Energy consumption petrol (leasing)
	Air travel
<b>Scope 1+2+3</b>	<b>Total emissions</b>

<sup>1</sup> Key for calculation of renewable energy:  
2022: information provided by the energy supplier (estimate for CZ), 2021: information provided by the energy supplier (AT, DE, PL) and internal data (CZ), 2020: information provided by the energy supplier (DE, PL) and internal data (AT, CZ)  
DE 2022: ALBA was sold in June 2022 and is therefore not reported (one reason for the decrease in energy consumption, GRI 302-4). DE 2021 & 2020: energy consumption is extrapolated from available previous years

<sup>2</sup> Data on waste and water are only available for 2022 for the sites in Poland and the Czech Republic; work is underway to expand this.

<sup>3</sup> Classification of emissions based on the Greenhouse Gas Protocol, operational control approach (GWP: AR5), base year: 2020.  
Greenhouse gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub>, biogenic CO<sub>2</sub> emissions. Sources for emission factors:  
2022: AT, PL, DE, CZ ecoinvent (automatic calculation in ESG Cockpit); excluding ALBA (sold)  
2021: AT, PL, DE information provided by the energy supplier and Sphera GaBi v14; CZ Sphera GaBi v14

IMPORTANT INFORMATION

Unit						2021	2020
	Total	AT	DE	PL	CZ	Total <sup>6</sup>	Total
<b>kWh</b>	<b>714,559</b>	<b>252,541</b>	<b>167,277</b>	<b>133,517</b>	<b>161,225</b>	<b>985,326</b>	<b>756,842</b>
kWh	173,805	72,813	23,420	77,571	0	161,726	150,508
kWh	540,755	179,728	143,856	55,946	161,225	823,600	547,447
kWh	253,577	75,809	75,791	75,014	26,963	246,608	302,148
kWh	0	0	0	0	0	20,869	0
kWh	460,982	176,732	91,486	58,503	134,262	717,849	454.694 <sup>4</sup>
kWh/m <sup>2</sup>	98	73	82	145	190	102	92 <sup>7</sup>
m <sup>2</sup>	7,260	3,449	2,044	919	848	9,619	7.746 <sup>5</sup>
<b>kWh</b>	<b>1,904,346</b>	<b>1,006,419</b>	<b>393,601</b>	<b>321,626</b>	<b>182,701</b>	<b>2,099,238</b>	<b>2,021,109</b>
kWh	387,155	387,155	0	0	0	225,898	
kWh	105,936	105,546	389	0	0	46,372	
kWh	653,957	307,059	62,499	119,562	164,836	998,830	
kWh	504,439	0	307,791	178,783	17,865	734,420	
kWh	252,860	206,658	22,922	23,280	0	195,161	241,227
<b>MI</b>	<b>0.2</b>			<b>0.2</b>			
MI	0			0			
<b>t</b>	<b>1.8</b>			<b>1.7</b>	<b>0.1</b>		
t	1.8			1.7	0.1		
t	1.7			1.7	0		
t	0.1			0	0.1		
t CO <sub>2,e</sub>	0	0	0	0	0	4	0
t CO <sub>2,e</sub>	90.4	90.4	0	0	0	52	11
t CO <sub>2,e</sub>	10.6	10.5	0.1	0	0	4	5
t CO <sub>2,e</sub>	84.6	18.6	29.1	7.7	29.2	121	82
t CO <sub>2,e</sub>	69.8	13.1	17.6	1.2	37.9	108	81 <sup>3</sup>
t CO <sub>2,e</sub>	44.6	12.9	20.7	1.7	9.3		
t CO <sub>2,e</sub>	1.0			0.6	0.4		
t CO <sub>2,e</sub>	129.0	39.8	12.6	32.3	44.4	224	318
t CO <sub>2,e</sub>	92.6	0	42.7	45.1	4.8	196	188
t CO <sub>2,e</sub>	181.8	148.6	16.5	16.7	0	140	173
<b>t CO<sub>2,e</sub></b>	<b>704.5</b>	<b>334.0</b>	<b>139.2</b>	<b>105.3</b>	<b>126.0</b>	<b>850</b>	<b>776.6</b>

2020: AT, PL, CZ Austrian Federal Environmental Agency; DE German Federal Environmental Agency  
 Company cars: according to manufacturer's specifications; air travel: according to airline tickets (analysis from the travel management providers responsible for flight reservations - correction 2021 and 2020)

<sup>4</sup> Extrapolation is not possible for 2020 for DE ALBA district heating because the reference values are insufficient.

<sup>5</sup> Total space 2020 excluding ALBA.

<sup>6</sup> District heating for 2020 in Germany is an estimate based on the consumption of the last three years (2017-2019).

Therefore, it is not possible to allocate the district heating for DE to renewable and non-renewable sources.

<sup>7</sup> Energy intensity 2020 excludes the ALBA locations because the data for 2020 is not representative.

Note: all locations with >5% of total employees included. Miscellaneous other locations are not included because they are responsible for only minimal consumption or because the consumption is calculated as a flat rate.

**Environmental indicators - Standing assets**

**ENERGY CONSUMPTION<sup>1</sup>**

<b>GRI 302-1</b> Energy consumption within the organisation	Space (not rented space)
	<b>Total energy consumption</b>
	Energy from renewable sources
	Energy from non-renewable sources
	Electricity
	Natural gas
<b>GRI 302-2</b> Energy consumption outside of the organisation	District heating
	Space (rented space)
	<b>Total energy consumption</b>
	Energy from renewable sources
	Energy from non-renewable sources
	Electricity
<b>GRI 302-3</b> Energy intensity	Natural gas
	Cooling energy
	District heating
	<b>Energy consumption total (inside + outside)</b>
	Energy intensity
	Usable space

**WASTE & WATER**

<b>GRI 303-5</b> Water consumption	<b>Total water consumption from all areas</b>
	Total water consumption from area with water stress
<b>GRI 306-3</b> Waste generated	<b>Total weight of waste generated</b>
	Total weight of non-hazardous waste generated
<b>GRI 306-4</b> Waste diverted from disposal	Non-hazardous waste diverted from disposal - recycling offsite

**EMISSIONS<sup>2</sup>**

<b>GRI 305-2</b> Indirect emissions (Scope 2)	Natural gas
	Electricity
	District heating
<b>GRI 305-3</b> Other indirect emissions (Scope 3)	Rented space
	Electricity
	District heating
	Natural gas
	Waste generated in operations
<b>Scope 1+2+3</b>	<b>Total emissions</b>

<sup>1</sup> Key for calculation of renewable energy:  
2022: according to information provided by the energy supplier, 2021: according to information provided by the energy supplier (AT, PL) and according to internal data (CZ, HR, DE), 2020: according to information provided by the energy supplier (PL) and according to internal data (AT, CZ, HR, DE)

<sup>2</sup> Classification of emissions based on the Greenhouse Gas Protocol, operational control approach (GWP: AR5). Base year: 2020 (base year for target regarding CO<sub>2</sub> intensity). Greenhouse gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub>, biogenic CO<sub>2</sub> emissions. For Poleccki Park in Poland, Guarantees of Origin were purchased for 2021 and 2022 to neutralize emissions from electricity consumption, due to the lack of availability of green electricity.

IMPORTANT INFORMATION

Unit				2021 <sup>3,4</sup>	2020 <sup>3</sup>
	Total	AT	PL	Total	Total
m <sup>2</sup>	4,979	489	4,490	906	5,214
<b>kWh</b>	<b>132,814</b>	<b>0</b>	<b>132,814</b>	<b>42,772</b>	<b>328,597</b>
kWh	84,197	0	84,197	7,605	13,898
kWh	48,618	0	48,618	35,167	314,700
kWh	88,609	0	88,609	42,772	168,563
kWh	0	0	0	0	0
kWh	44,206	0	44,206	0	160,034
m <sup>2</sup>	126,497	21,046	105,451	130,014	134,812
<b>kWh</b>	<b>24,792,567</b>	<b>3,929,547</b>	<b>20,863,020</b>	<b>23,530,656</b>	<b>25,171,216</b>
kWh	12,655,583	1,527,986	11,127,598	5,373,086	3,573,616
kWh	12,136,984	2,401,561	9,735,423	18,157,569	21,597,600
kWh	15,573,584	1,609,250	13,964,334	14,292,189	15,355,413
kWh	168,927	168,927	0	446,948	187,728
kWh	599,370	599,370	0	-	478,770
kWh	8,450,686	1,552,000	6,898,686	8,791,519	9,149,305
<b>kWh</b>	<b>24,925,381</b>	<b>3,929,547</b>	<b>20,995,835</b>	<b>23,573,427</b>	<b>25,499,813</b>
kWh/m <sup>2</sup>	190	182	191	180	182
m <sup>2</sup>	131,476	21,535	109,941	130,920	140,026
<b>MI</b>	<b>39.7</b>	<b>9.2</b>	<b>30.5</b>		
MI	0	0	0		
<b>t</b>	<b>417</b>	<b>181</b>	<b>237</b>		
t	417	181	237		
t	417	181	237		
t CO <sub>2</sub> e	0	0	0	0	0
t CO <sub>2</sub> e	12.4	0	12.4	13.7	0
t CO <sub>2</sub> e	0.9	0	0.9	0	32
m <sup>2</sup>	126,497.0	21,046	105,451	130,014	140,026
t CO <sub>2</sub> e	1,841.0	533.0	1,308.0	1,605.8	3,430
t CO <sub>2</sub> e	965.4	765.2	200.2	250.7	1,857
t CO <sub>2</sub> e	0	0	0	9.2	514
t CO <sub>2</sub> e	158.3	28.3	130		
<b>t CO<sub>2</sub>e</b>	<b>2,978.0</b>	<b>1,326.5</b>	<b>1,651.5</b>	<b>1,879.4</b>	<b>5,833.0</b>

Source of emission factors: 2022 ecoinvent, 2021 Sphera GaBi v14 and information provided by the energy supplier; 2020 Austrian Federal Environmental Agency

<sup>3</sup> Excluding standing asset in Bergmanstrasse in Munich due to the ongoing sales process.

<sup>4</sup> Standing assets in CZ have been sold.

<sup>5</sup> Standing asset in HR has been sold.

Note: all standing assets (with physical real estate) in which UBM holds an investment of more than 50% are included.

**Environmental indicators - Project development**

	Unit	2022 Total	2021 Total	2020 Total
<b>ENERGY CONSUMPTION</b>				
<b>GRI 302-2</b> Energy consumption outside the organisation - energy consumption as per certificate	kWh	11,499,695	11,165,679	9,515,538
<b>GRI 302-2</b> Energy consumption from renewable sources	kWh	1,717,273		
<b>GRI 302-3</b> Energy intensity	kWh/m <sup>3</sup>	115	95	74
<b>Number of projects</b>	Number	9	10	10
<b>Gross floor area of projects</b>	m <sup>2</sup>	99,633	118,104	129,269
<b>EMISSIONS<sup>1</sup></b>				
<b>GRI 305-1</b> Direct emissions (Scope 1)	t CO <sub>2</sub> e			
<b>GRI 305-2</b> Indirect emissions (Scope 2)	t CO <sub>2</sub> e			
<b>GRI 305-3</b> Other indirect emissions (Scope 3)	t CO <sub>2</sub> e	3,517.5	3,132.0	2,460.0
<b>GRI 305-4</b> Intensity of GHG emissions	kg/m <sup>2</sup> GFA	35	27	19

<sup>1</sup> The increase in energy and GHG intensity is attributable in particular to the completed hotel project (GRI 302-5). Classification of emissions based on the Greenhouse Gas Protocol, equity share approach (GWP: AR5). In case of less than 100% share of UBM, emissions are calculated on a pro rata basis (according to % share). Greenhouse gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub>, biogenic CO<sub>2</sub> emissions.  
Base year: 2020. Correction 2021 & 2020: emissions from use of sold products = scope 3.11  
2022: All projects that were completed in 2022.  
Source of emission factors: 2022 ecoinvent, 2021 Sphera GaBi v14, national energy certificates; 2020 Austrian Federal Environmental Agency

Note: The energy consumption in the project development is calculated as per certificates.

IMPORTANT INFORMATION

	Unit	2021-2025	2022	2021	2020
<b>BIODIVERSITY &amp; GROUND SEALING</b>					
<b>Total projects</b>	<b>Number</b>	<b>50</b>	<b>9</b>	<b>10</b>	<b>10</b>
Greenfield developments	Number	9	2	3	2
Brownfield developments	Number	41	7	7	8
Land area - total	m <sup>2</sup> of total area	279,600	33,685	45,678	47,783
Greenfield developments	m <sup>2</sup> of total area	70,301	9,617	11,038	4,256
Brownfield developments	m <sup>2</sup> of total area	209,299	24,068	34,640	43,527
Greenfield developments	%	25	29	24	9
Brownfield developments	%	75	71	76	91

2021 - 2025: according to time horizon of target regarding greenfield/brownfield. Projects that are composed of different phases or building sites are shown separately.

Project	Type of property	GFA total	Status
<b>RENOVATION &amp; REVITALISATION</b>			
Siebenbrunnengasse, Vienna	Residential	17,958	completed
Siebenbrunnengasse, Vienna	Commercial	6,322	completed
Sugar Palace, Prague	Hotel	16,992	completed
Smolensk, Krakow	Residential	7,906	under construction
Swietnizka, Wroclaw	Commercial	8,302	under development
<b>Total</b>		<b>57,479</b>	
GFA of renovation & revitalisation projects as a % of the pipeline 2022-2026		9%	

Projects that are composed of different phases or building sites are shown separately.

**Social indicators - Employees**

INFORMATION ON EMPLOYEES <sup>1</sup>	
<b>GRI 2-7</b> Information on employees	<b>Employees - total<sup>2</sup></b>
	thereof female
	thereof male
	Permanent contract
	thereof female
	thereof male
	Temporary contract
	thereof female
	thereof male
	Non-guaranteed hours employees
	Full-time
	thereof female
	thereof male
	Part-time
	thereof female
	thereof male
	Leave <sup>3</sup>
<b>GRI 2-8</b> Workers who are not employees	Workers who are not employees
<b>GRI 2-21</b> Annual total compensation ratio	Ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees
	Ratio of the percentage increase in annual total compensation for the highest-paid individual to the median percentage increase in annual total compensation for all employees <sup>4</sup>
<b>GRI 2-30</b> Tariff contracts	Percentage of salaried employees covered by tariff contracts <sup>5</sup>

<sup>1</sup> Headcount as of 31 December

<sup>2</sup> Decrease in the number of employees compared with 2021 due to the sale of alba Bau | Projekt Management GmbH (sold as of 30 June 2022).

<sup>3</sup> All types of leave (parental leave, time off for partial retirement)

<sup>4</sup> Percentage decrease in annual total compensation for the highest-paid individual: -1.63%. Median percentage increase in annual total compensation for all employees excluding the highest-paid individual: +4.53%.

<sup>5</sup> Employees in Austria are covered by a collective bargaining agreement. In addition, 6 employees in Germany were classified and paid according to collective agreements in 2022. Corresponding agreements with other employees (DE, PL, CZ, Other) are included in the employment contracts.

IMPORTANT INFORMATION

	2022						2021	2020
	Total	AT	DE	PL	CZ	Other	Total	Total
	292	143	61	41	46	1	355	339
	142	64	27	26	25	0	160	145
	150	79	34	15	21	1	195	194
	278	140	59	38	40	1	348	335
	134	62	26	24	22	0	157	144
	144	78	33	14	18	1	191	191
	14	3	2	3	6	0	7	4
	8	2	1	2	3	0	3	1
	6	1	1	1	3	0	4	3
	0	0	0	0	0	0	0	0
	242	118	50	38	35	1	296	295
	100	45	17	23	15	0	107	106
	142	73	33	15	20	1	189	189
	40	20	9	3	8	0	45	34
	33	15	8	3	7	0	39	29
	7	5	1	0	1	0	6	5
	10	5	2	0	3	0	14	10
	0						1	1
	10.3							
	-0.4							
	51%						39%	40%

**ATTRACTIVE EMPLOYER<sup>1,2</sup>**

**GRI 401 - 1**

**New employee hires and salaried employee turnover**

**New hiring - total**

thereof female

thereof male

thereof <30

thereof 30 - 50

thereof >50

**Turnover - total**

thereof female

thereof male

thereof <30

thereof 30 - 50

thereof >50

Turnover rate<sup>3</sup>

**GRI 401 - 3**

**Parental leave<sup>4</sup>**

Employees on parental leave

thereof female

thereof male

Employees that returned to work in the reporting period after parental leave ended

thereof female

thereof male

Return to work rate

Return to work rate females

Return to work rate males

Employees that returned after parental leave and were still employed 12 months after

thereof female

thereof male

Retention rate

Retention rate females

Retention rate males

**TRAINING AND EDUCATION<sup>5</sup>**

**GRI 404 - 1**

**Average hours of training and education per employee**

Average hours by employee

Average hours - female employees

Average hours - male employees

Average hours - employees without executive function

Average hours - executives

Rate of employees with participation in training and education (%)

Average training and education costs per employee in €<sup>6</sup>

<sup>1</sup> Headcount as of 31 December

<sup>2</sup> Turnover of employees who had their last working day on the last day of the year are recorded for the following year.

<sup>3</sup> Turnover rate = Turnover/(Total employees + New hires) x 100, adjusted for strategic divestments and closures (alba and other markets)

IMPORTANT INFORMATION

2022						2021	2020
Total	AT	DE	PL	CZ	Other	Total	Total
65	27	15	6	17	0	65	51
40	16	6	5	13	0	38	18
25	11	9	1	4	0	27	34
27	11	7	3	6	0	11	9
32	13	7	3	9	0	40	33
6	3	1	0	2	0	14	10
58	23	12	8	10	5	52	38
27	8	5	6	6	2	25	10
31	15	7	2	4	3	27	28
11	6	1	2	2	n/a	6	8
34	12	8	5	7	2	30	23
10	5	3	1	1	n/a	16	7
15.59%	13.9%	16.4%	16.3%	17.9%		12.9%	9.8%
9	4	2	0	3	0	14	10
8	3	2	0	3	0	14	10
1	1	0	0	0	0	0	0
10	4	5	1	0			
5	3	2	0	0			
5	1	3	1	0			
77%	80%	83%	100%	0%			
63%	75%	67%		0%			
100%	100%	100%	100%				
3	2	1					
3	2	1					
0	0	0					
100%	100%	100%					
100%	100%	100%					
0%	0%	0%					
20	28	16	19	6	9	17	17
21	28	17	26	6	10	19	
20	28	14	6	7	9	15	
17	22	15	19	5	7	15	
35	50	17	20	11		26	
82%	84%	81%	83%	80%	33%	35%	65%
364	403	537	104	266	0	1,425	

<sup>4</sup> All employees are legally entitled to parental leave.

<sup>5</sup> Education and training of all employees who were employed in 2022 and have recorded their education and training in the newly implemented tool.

<sup>6</sup> Decrease in average training and education costs per employee compared with 2021 mainly due to a higher number of internal training courses and a significantly higher proportion of training participants.

**OCCUPATIONAL HEALTH & SAFETY**

**GRI 403 - 9**

**Work-related injuries**

Work-related injuries

Commuting incidents

Absence in days

Lost Time Injury Rate<sup>1</sup>

Absence rate after injuries

Work-related fatalities

Reported close calls

Number of hours worked

**GRI 403 - 10**

**Work-related ill health**

Documentable work-related ill health

Absence as a result of work-related ill health

Fatalities as a result of work-related ill health

**DIVERSITY & EQUAL OPPORTUNITY<sup>2</sup>**

**GRI 405 - 1**

**Diversity of governance bodies and employees**

**Management positions - total**

thereof female

thereof male

Supervisory Board - female

Supervisory Board - male

Managing Directors - female

Managing Directors - male

Authorised signatories - female

Authorised signatories - male

Executives - female

Executives - male

**GRI 405 - 2**

**Ratio of basic salary and remuneration of women to men**

Employees - support

Employees - specialist

Executive

Management Board (excluding Chairman of the Board)

<sup>1</sup> Number of lost time accidents per 200,000 hours worked: Number of lost time accidents x 200,000/hours worked (LTIR - Lost Time Injury Rate).

<sup>2</sup> Headcount as of 31 December

IMPORTANT INFORMATION

2022						2021	2020
Total	AT	DE	PL	CZ	Other	Total	Total
0	0	0	0	0	0	0	1
0	0	0	0	0	0	0	1
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
465,677	230,368	95,357	73,552	66,400	n/a	n/a	399,320
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
<b>2022 total</b>						<b>2021 total</b>	<b>2020 total</b>
<b>89</b>						<b>94</b>	<b>94</b>
22						25	24
67						69	70
4						4	4
8						8	8
6						5	5
33						39	39
3						9	8
17						15	16
9						7	7
9						7	7
0%							
19%							
13%							
0%							

**Economic indicators - Governance**

<b>Size of the organisation</b>	Revenue (in €m)	
	Total assets (in €m)	
	Market capitalisation (in €m)	

**ETHICS & COMPLIANCE**

<b>GRI 2-27 Compliance with laws and regulations</b>	Instances of non-compliance with laws & regulations for which fines or non-monetary sanctions were incurred
	Monetary value of fines for instances of non-compliance with laws & regulations
<b>GRI 205-2 Anti-corruption communication &amp; training</b>	Training on anti-corruption <sup>1</sup>
<b>GRI 205-3 Anti-corruption</b>	Confirmed corruption incidents
	Employees dismissed/disciplined for corruption
	Contracts terminated/not renewed due to corruption
	Proven money laundering incidents
<b>GRI 206-1 Fair business practices</b>	Legal actions for anti-competitive behaviour
<b>GRI 406-1 Non-discrimination</b>	Discrimination incidents

<sup>1</sup> A total of 162 individual training sessions on issuer compliance and the prevention of money laundering were held in 2022 with employees at the UBM locations in Vienna, Prague, Frankfurt and Innsbruck. An updated training concept increases the interactive involvement of employees, presents the overall subject of "compliance" in an understandable form and clearly explains compliant behaviour.

IMPORTANT INFORMATION

	2022	2021	2020
	<b>Total</b>	<b>Total</b>	<b>Total</b>
	133.9	278.3	183.3
	1,451.8	1,467.8	1,345.4
	170.4	323.5	267.5

	2022					2021	2020
	Total	AT	DE	PL	CZ	Total	Total
	0	0	0	0	0	0	0
	0	0	0	0	0	0	0
	162	116	14	0	32	174	not available
	0	0	0	0	0	0	0
	0	0	0	0	0	0	0
	0	0	0	0	0	0	0
	0	0	0	0	0	0	0
	0	0	0	0	0	0	0
	0	0	0	0	0	0	0

## Management's responsibility

The management of UBM Development AG is responsible for preparation of the report content in agreement with the reporting criteria and for the management of and compliance with ESG issues. The disclosures in the report were prepared in accordance with § 267a UGB and the GRI Standards 2021.

Vienna, 11 April 2023

The Management Board



**Thomas G. Winkler**  
CEO, Chairman



**Martin Löcker**  
COO



**Patric Thate**  
CFO



**Martina Maly-Gärtner**  
COO

# Report on the independent assurance of non-financial reporting

## Independent Limited Assurance Report on the Non-financial Report 2022 pursuant to Section 267a UGB

(Translation)

We performed a limited assurance engagement on the non-financial report pursuant to section 267a UGB (Austrian Company Code) and in accordance with GRI Standards 2021 (also referred to as "ESG report") of UBM Development AG (the "Company"), Vienna, for the financial year 2022.

### Responsibility of Management and the Supervisory Board

Management is responsible for the preparation of the non-financial report in accordance with the requirements of section 267a UGB and the GRI Standards 2021.

Management's responsibility includes the selection and application of appropriate methods to prepare the non-financial reporting (in particular the selection of key issues) as well as making assumptions and estimates related to individual sustainability disclosures which are reasonable in the circumstances, and for such internal control as management determines is necessary to enable the preparation of a consolidated non-financial report that is free from material misstatement, whether due to fraud or error.

The Supervisory Board is responsible for examining the non-financial report.

### Auditor's Responsibility

Our responsibility is to express a limited assurance conclusion based on our procedures performed and evidence obtained as to whether anything has come to our attention that causes us to believe that the Company's non-financial report is not prepared, in all material aspects, in accordance with the legal requirements of section 267a UGB and the GRI Standards 2021.

We performed our engagement in accordance with the professional standards applicable in Austria with regard to other assurance engagements (KFS/PG 13) and with regard to selected issues in connection with the assurance of non-financial statements and non-financial reports pursuant to sections 243b UGB and 267a UGB as well as the expert opinion on assurance with regard to sustainability reports (KFS/PE 28) and the International Standards on Assurance Engagements (ISAE) 3000 (Revised) "Assurance engagements other than audits or reviews of historical financial information". These standards require that we comply with our ethical requirements, including rules on independence, and that we plan and perform our procedures by considering the principle of materiality to be able to express a limited assurance conclusion based on the assurance obtained.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement; consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The selection of the procedures lies in the sole discretion of the auditor and comprised, in particular, the following:

- Critical assessment of the Company's analysis of materiality considering the concerns of external stakeholders
- Analysis of risks regarding the essential non-financial matters / disclosures
- Updating the overview of the policies pursued by the Company, including due diligence processes implemented as well as the processes used to ensure an accurate presentation in the consolidated non-financial report
- Updating the understanding of reporting process by interviewing the relevant employees and inspecting selected documentations
- Evaluating the reported disclosures by performing analytical tests of details regarding non-financial performance indicators, interviewing relevant employees and inspecting selected documentations
- Examining the consolidated non-financial report regarding its completeness in accordance with the requirements of section 267a UGB as well as the GRI Standards 2021
- Evaluating the overall presentation of the disclosures and non-financial information

The following is not part of our engagement:

- Examining the processes and internal controls particularly regarding their design, implementation and effectiveness
- Performing procedures at individual locations as well as measurements or individual evaluations to check the reliability and accuracy of data received
- Examining the prior-year figures, forward-looking information or data from external surveys
- Examining the correct transfer of data and references from the (consolidated) financial statements to the non-financial reporting; and
- Examining the information and disclosures on the website or further references on the internet

Neither an audit nor a review of financial statements is objective of our engagement. Furthermore, neither the disclosure and solution of criminal acts, as e.g. embezzlement or other kinds of fraud, and wrongful doings, nor the assessment of the effectiveness and profitability of the management are objectives of our engagement.

**Restriction of Use**

Because our report is prepared solely for and on behalf of the client, it does not constitute a basis for any reliance on its contents by other third parties. Therefore, no claims of other third parties can be derived from it. Consequently, this report may not - be it in whole or in part - be transmitted to third parties without our express consent.

**General Conditions of Contract**

Our report is issued based on the engagement agreed upon with you and is governed by the General Conditions of Contract for the Public Accounting Professions (AAB 2018) dated April 18, 2018 enclosed to this report, which also apply to third parties.

**Conclusion**

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Company's non-financial report is not prepared, in all material aspects, in accordance with the requirements of section 267a UGB and the GRI Standards 2021.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Vienna  
April 11, 2023



Qualifizierte elektronische Signatur · EU-Recht

PwC Wirtschaftsprüfung GmbH

Dipl.-BW (FH) Marius Richter  
Austrian Certified Public Accountant

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## Disclaimer

This ESG report includes forward-looking statements which are based on current assumptions and estimates made to the best of their knowledge by the management of UBM Development AG. These forward-looking statements can be identified by words like "expectation", "goal" or similar terms and expressions. Forward-looking statements, by definition, include risks and uncertainties. The forecasts concerning the future development of the company represent estimates which are based on the information available at the time the annual report was prepared. If the assumptions underlying these forecasts do not materialise or if unexpected risks occur at an amount not quantified or quantifiable, the actual future development and actual future results can differ from these estimates, assumptions and forecasts.

Significant factors for these types of deviations can include, for example, changes in the general economic environment or the legal and regulatory framework in Austria and the EU as well as changes in the real estate sector. UBM Development AG will not guarantee or assume any liability for the agreement of future development and future results with the estimates and assumptions made in this ESG report. UBM Development AG will not update these forward-looking statements to reflect actual events or changes in assumptions and expectations.

The ESG report as of 31 December 2022 was prepared with the greatest possible care to ensure the accuracy and completeness of the information in all sections. The amounts were rounded based on the compensated summation method. However, rounding, typesetting and printing errors cannot be excluded.

This ESG report is published in English and German and is available in both languages on the website of UBM Development AG. In the event of a discrepancy or deviation, the German language version takes precedence.



