

## ESG-Strategy INTREAL

6. December 2024

Potential into Progress

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## ESG Strategy

### Values

The early identification of market changes, the implementation of regulatory requirements, and forward-looking digital management are integral parts of our corporate philosophy. As managers of long-term real estate investments, our decisions are future-oriented and based on a responsible approach to the environment and society.

We are committed to the climate goals of the Paris Agreement. We use our sphere of influence to identify opportunities for action, both within our business activities and at the corporate level, to minimize or completely avoid CO<sub>2</sub> emissions. As part of our commitment to (inter)-national climate ambitions, we have set ourselves the independent goal of becoming a carbon-neutral company by 2030. For tracking our emissions, we follow the GHG Emissions Protocol and focus exclusively on our corporate levels. The goal of carbon neutrality will initially be pursued through emission reductions. However, not all emissions can be reduced or entirely avoided in the long term. Therefore, we aim to support climate protection projects in the future to contribute positively to our environment.

We are committed to ethical standards derived from the International Bill of Human Rights and the European Convention on Human Rights. Similarly, the UN Guiding Principles and OECD Guidelines, together with the ILO Core Labor Standards, form the essential foundation of our collaboration and are an integral part of our commitment as INTREAL. We comply with laws, regulations, and rules wherever we live, work, and conduct business. This also applies to our own governance documents. We collaborate with the regulatory authorities responsible for us in an open and transparent manner.

We ensure compliance with legal, particularly regulatory, rules (e.g., laws as well as contractual and internal regulations such as codes of conduct). We have strict systems in place and take responsibility for identifying, preventing, and reporting any suspected cases of money laundering.

We have zero tolerance for bribery, including so-called facilitation payments. We do not offer or accept inappropriate gifts or payments during our business dealings. Personal data is often sensitive information. The obligation to handle such data with care is, for good reason, part of the personal rights that every citizen enjoys.

## ESG-Mission

### ESG Mission Statement

#### ENVIROMENTAL

- We see it as our responsibility to use the options available to us to minimise harmful effects on the environment.
- We constantly work on economically viable solutions for reducing energy and water consumption and lowering carbon emissions.
- We actively seek continuous dialogue with our stakeholders to identify shared interests and reduce the harmful effects of the portfolios we manage on the environment to a feasible minimum as efficiently as possible.
- We attach importance to resource- and energy efficient management of our properties.
- Emissions are avoided as far as possible to reduce our environmental footprint along the entire value chain.

#### SOCIAL

- We create a safe and attractive work environment with a wide variety of opportunities in order to retain employees at our company on a long-term basis.
- We stand for non-discriminatory interaction and diversity.
- We offer our employees a positive environment for continued personal and professional training and development.
- We maintain open communication with our stakeholders and encourage transparency in communication.
- We actively raise awareness of the issue of environmental and social sustainability among our employees

#### GOVERNANCE

- We are committed to continuously developing and expanding the analysis and preparation of non-financial performance indicators.
- We firmly reject corruption and bribery and take action against any violations or misconduct with labour law and criminal law consequences.
- We ensure compliance with international human rights standards by following principles such as nondiscrimination and accountability for our own actions and involvement.
- We have a remuneration policy that aims to attract the best employees and contribute to improving performance in the long-term without taking on disproportionately high risks for our customers and our company.

## ESG Mission

In addition to our internal commitments, we also support the following standards and initiatives:

- BVI-Code of Conduct
- UNPRI (United Nations Principles for Responsible Investment)
- UNGC (United Nations Global Compact)
- UN Sustainable Development Goals, particularly SDG3, SDG5, SDG13, and SDG15.

Our internal specialists and the sustainability management leadership also participate in various working groups, such as those organized by BVI or ZIA. We use our influence to actively shape market developments.

## Employees

The satisfaction and health of our employees are especially important to us. As a responsible company, we see it as our duty to establish our business model successfully in the long term, ensuring a secure workplace for our employees. We act thoughtfully rather than impulsively. We foster the potential of our employees through opportunities for further training and aim to leverage the strengths of each individual for the benefit of all. On our journey toward greater sustainability, we want to involve our employees and believe that their participation through a dedicated suggestion system, employee satisfaction surveys, and concrete proposals for action is highly valuable. At the start of our sustainability initiatives, we asked for specific suggestions for creating a "more sustainable INTREAL." This initial one-time initiative was followed by further calls for ideas, demonstrating that we have the right team working together toward a shared goal: becoming increasingly sustainable. We will continue to offer regular training sessions and keep our employees informed about our next steps and current ESG developments at company events. And we will not stop encouraging active participation from our employees. Together with our employees, we commit to adhering to the following principles in our employment contracts:

1. The parties acknowledge their responsibility to protect the natural foundations of life and the climate in the interest of future generations. They agree to align the execution of the employment relationship with sustainable criteria.
2. It is therefore the shared intention of the parties to handle resources and energy carefully and efficiently, avoid emissions, and work together constructively. In doing so, ecological and social aspects should be considered.
3. The parties will endeavor to encourage other employees, external service providers, and other partners essential to fulfilling tasks to respect sustainability aspects.

4. The parties agree to consider the measures and recommendations established within the framework of all sustainability initiatives of the company in their collaboration.

We promote the health of our employees through a comprehensive health management program. Various offerings are available to our employees, including:

1. Access to JobRad (bike leasing program)
2. Almost full coverage of costs for a premium sports membership
3. Sponsorship of participation in sports events such as the MOPO relay race or Hamburg Triathlon, and company sports groups
4. On-site nutritional counseling
5. Weekly fresh organic fruit, filtered drinking water, and vegan milk alternatives
6. Ergonomic workstations
7. Company doctor services

And much more.

We select our employees based on their qualifications. We are committed to providing all employees with a work environment that protects their health, safety, and well-being. When choosing our office locations, we ensure they are easily accessible for our employees and business partners via public transportation. We consider a good work-life balance and opportunities for recovery essential for maintaining long-term performance and health. To support this, we will continue to offer flexible working hours and remote work options in the future. We are also actively engaged in our local communities, supporting charitable causes at our locations through regular events and donation campaigns. INTREAL represents a dynamic and innovative company with flat hierarchies and efficient decision-making processes within an attractive work environment. Entrepreneurial and customer-oriented actions are a given for us. Providing continuous and qualified support to our clients through long-term, experienced contacts is one of our key objectives.

## Sustainability Management

Sustainability is a very comprehensive field that affects many areas and requires significant attention to justice to its importance. We coordinate our sustainability activities through Sustainability Management, which addresses all concerns and inquiries from our shareholders and stakeholders. The leadership of Sustainability Management reports directly to the executive management, working together to achieve our ESG (Environmental, Social, and Governance) goals.

## Partners

We consider ourselves strong advocates of legal sustainability initiatives and actively promote this mindset to our partners. Together with our partner companies, we aim to make the industry more sustainable. To this end, we have expanded our questionnaires and analyses at the start of collaborations to include the topic of sustainability. We provide our partners with tools to implement regulatory requirements and offer ESG training to our fund partners during client events. ESG is also an integral part of our ongoing outsourcing control processes.

We see ourselves as sparring partners for our clients and business partners. Our goal is to work together with our partners to ensure that the products we manage become more sustainable year by year, with a particular emphasis on giving ESG considerations a high priority in new products. We reject fund ideas that deliberately counteract climate goals or focus on "brown" industries. This decision is driven by conviction but also by economic reasoning: we are deeply invested in creating long-term successful products and ensuring satisfied investors, which in turn secures our own success. We firmly believe that sustainable products are successful products.

### **Hamburg, November 2024**

#### The Management

Due to the dynamic developments in the field of sustainability, this ESG strategy is reviewed annually by the executive management and supplemented or updated as necessary.

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