

# SUSTAINABILITY STRATEGY 2025

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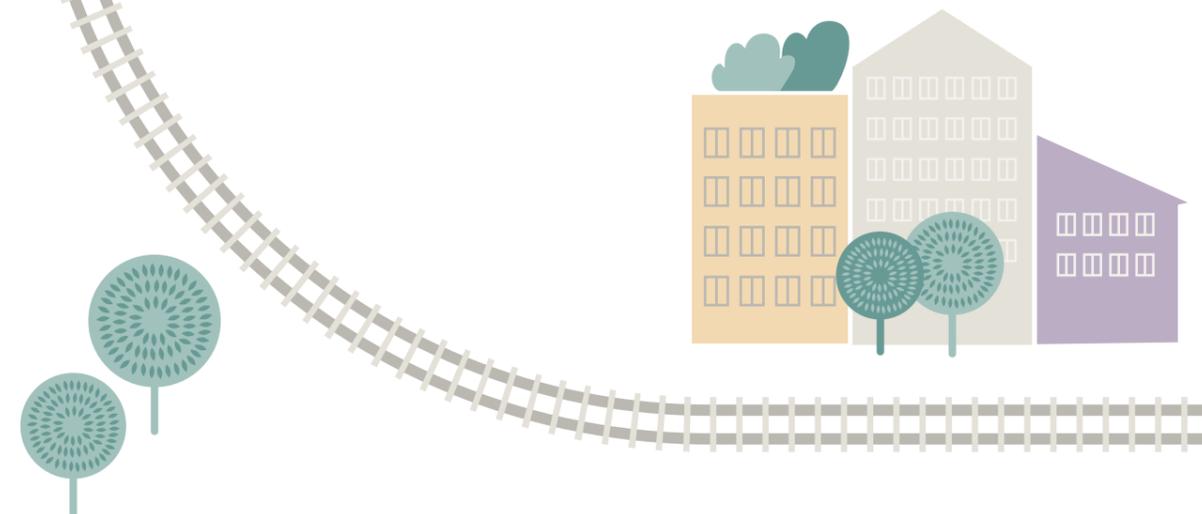
CATELLA

CATELLA  
REAL ESTATE AG





APPLYING CREAG'S  
RESPONSIBLE ACTION TO HELP  
SHAPE PERMANENTLY  
SUSTAINABLE ENVIRONMENTAL,  
ECONOMIC AND SOCIAL  
DEVELOPMENT!



Published in March 2022

# THE CREAG SUSTAINABILITY STRATEGY 2025 – AN OVERVIEW

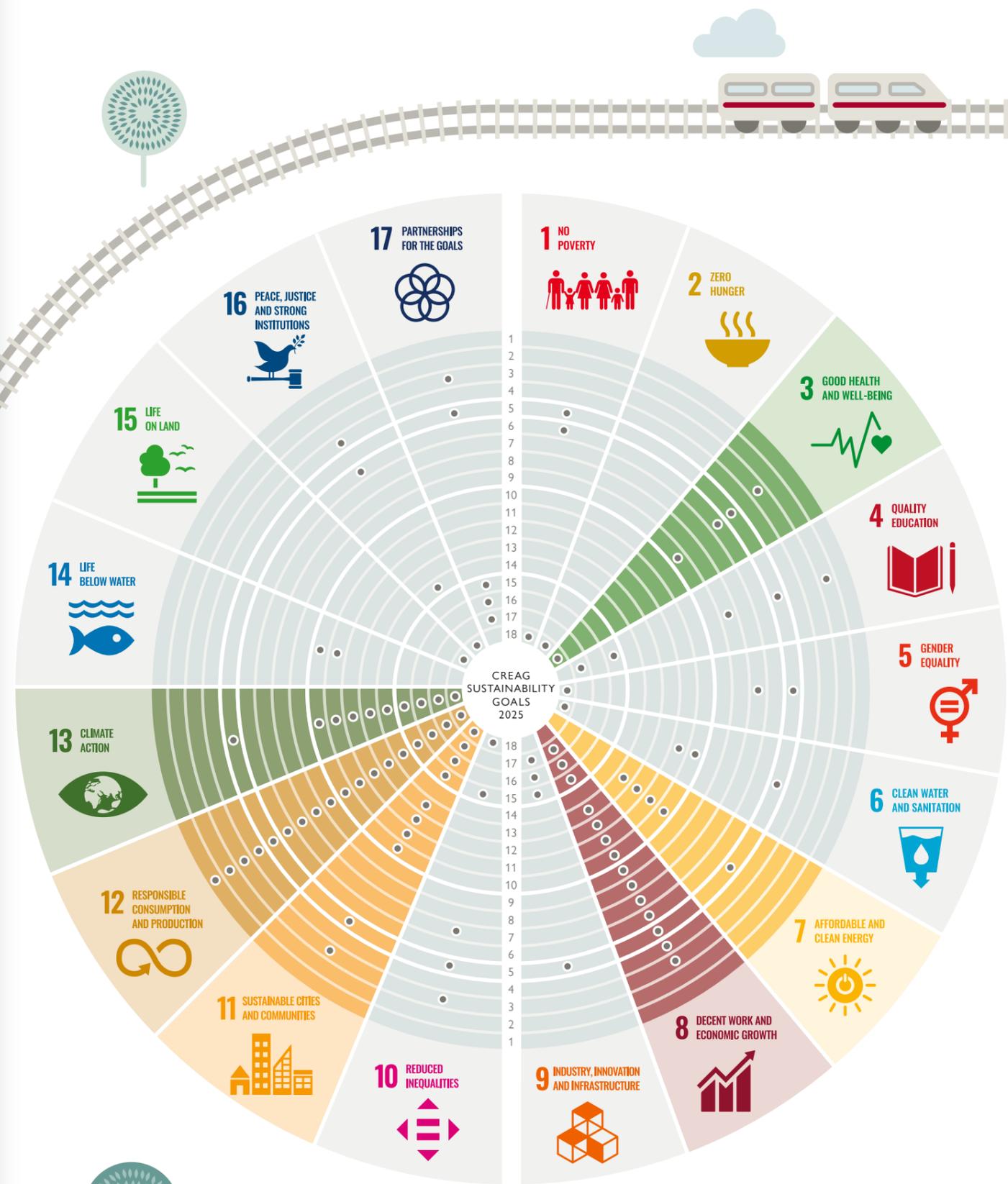


As part of its Sustainability Strategy 2025, Catella Real Estate AG (CREAG) has set itself 18 specific sustainability goals up to 2025 in its five fields of responsible action.

CREAG's sustainability goals are focused on six of the 17 sustainable development goals (SDGs)<sup>1</sup> of the United Nations where, by fulfilling them, CREAG can make the most effective contribution in the course of its business activities, selected real estate investment solutions as well as its social commitment. CREAG's sustainability goals are additionally used as a tool for the targeted management of its sustainability activities.

The responsibility for implementing the goals lies with the board of management, and is facilitated at the operational level by the departments of the company. The progress that is made in implementing the goals is checked on a regular basis.

A review is carried out in which the Sustainability Strategy 2025 is evaluated, and this then forms the basis for developing new sustainability goals for CREAG as part of a follow-up strategy.



THE 18 CREAG SUSTAINABILITY GOALS AND THE SDGs

<sup>1</sup> Cf. United Nations, <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>, last accessed: 24.01.2022





**Fields of responsible action**    **CREAG SUSTAINABILITY GOALS 2025**

**Responsible corporate management**

- Goal 1: To publish an annual sustainability report

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- Goal 2: To produce an annual publication relating to sustainability

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- Goal 3: To implement a further initiative as part of active stakeholder management

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- Goal 4: To recognise another external industry-specific standard or set of rules

**Responsible real estate investment solutions**

- Goal 5: To integrate ecological and/or social criteria in selected fund products

**Responsible HR management**

- Goal 6: To create a CREAG HR strategy that is fit for the future

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- Goal 7: To implement a further initiative to promote diversity and equal opportunity in the workplace

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- Goal 8: To implement a further training initiative for developing and training our employees

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- Goal 9: To implement another three initiatives to promote the safety and attractiveness of the CREAG workplace

**Fields of responsible action**    **CREAG SUSTAINABILITY GOALS 2025**

**Environment and resource management**

- Goal 10: To produce the inventory of our water and energy consumption and to derive a consumption strategy for the properties in selected funds that we manage

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- Goal 11: To produce the inventory of our water and energy consumption and to derive a consumption strategy for us as a company

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- Goal 12: To produce the carbon footprint and to derive a carbon strategy for the properties in selected funds that we manage

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- Goal 13: To produce the carbon footprint and to derive a carbon strategy for us as a company

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- Goal 14: To select and participate in benchmarks at the product level

**Social commitment**

- Goal 15: To implement two further initiatives to promote education and research

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- Goal 16: To continue our commitment to participate in and support initiatives promoting a sense of responsibility in the finance and real estate industry

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- Goal 17: To implement two further initiatives to promote a sense of responsibility in the overall economy

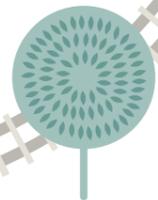
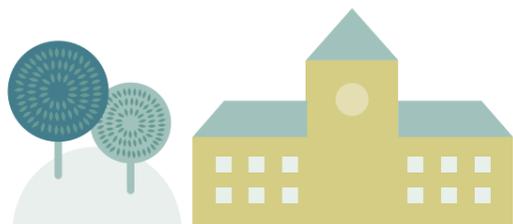
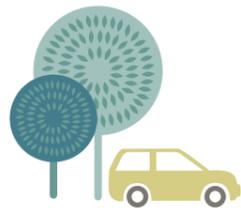
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- Goal 18: To implement two further initiatives in the area of social commitment

# FROM THE CREAG SUSTAINABILITY STATEMENT TO THE SUSTAINABILITY STRATEGY 2025

“Catella Real Estate AG sets itself transparent and verifiable sustainability goals with its Sustainability Strategy 2025. We use these goals to manage our sustainability activities and pursue here the clear vision of making a positive contribution to permanently sustainable environmental, economic and social development.”

DR. NICOLE BRAUN  
*Head of Sustainability at CREAG*



As a real estate investment management company, we are aware of and work actively to fulfil our responsibility to the environment and society. With this in mind, we set ourselves as a company the goal of making a positive contribution to permanently sustainable environmental, economic and social development.

As part of the CREAG Sustainability Statement (published in November 2020, updated in March 2022), we developed for our company a uniform understanding of sustainability and assumption of responsibility and furthermore defined five fields of responsible action. To provide a strategic anchor, these five fields of our responsible action are linked in the Sustainability Strategy 2025 with 18 transparent and specific

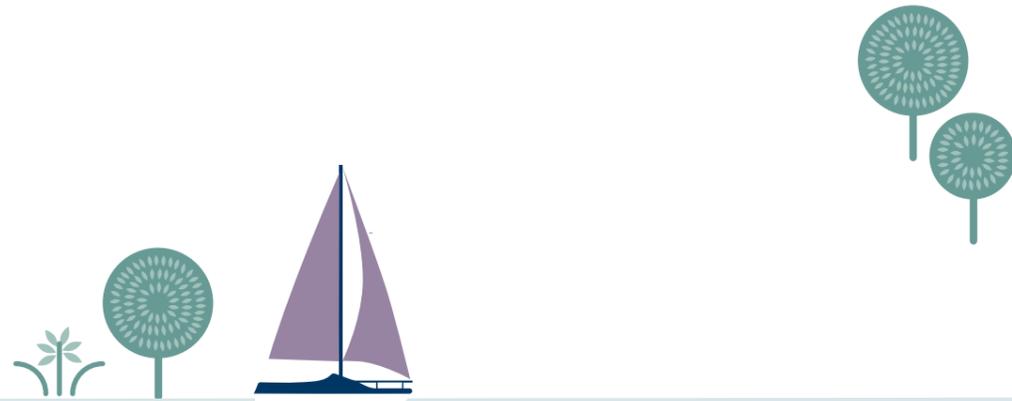
CREAG sustainability goals. The goals that have been set are based on the fundamental understanding of sustainability and assumption of responsibility of the sustainability statement as well as on the sustainable development goals of the United Nations.

With the Sustainability Strategy 2025, CREAG undertakes to fulfil and implement the sustainability goals we have set. The responsibility for implementing the goals lies with the board of management, and is facilitated at the operational level by the departments of the company. The implementation status of the goals of the Sustainability Strategy 2025 is checked at regular intervals.

# OUR UNDERSTANDING OF SUSTAINABILITY AS THE BASIS FOR OUR RESPONSIBLE ACTION

“SUSTAINABLE DEVELOPMENT IS DEVELOPMENT THAT MEETS THE NEEDS OF THE PRESENT WITHOUT COMPROMISING THE ABILITY OF FUTURE GENERATIONS TO MEET THEIR OWN NEEDS.”

Report of the World Commission on Environment and Development, 1987<sup>2</sup>



Our understanding of sustainability is based on the definitions of “sustainable development” in accordance with the Brundtland report (1987) of the World Commission on Environment and Development of the United Nations and with the 2030 Agenda for Sustainable Development of the United Nations (2015). Guided by these principles, we pursue an integrated approach that incorporates elements of all three pillars of sustainability – environment, economic and social.

As a result of this integration of sustainability, we aim to live up to our responsibility as a value-creating company and as a provider of forward-looking investment products and to make a positive contribution to permanently sustainable environmental, economic and social development.

<sup>2</sup> Cf. United Nations: Report of the World Commission on Environment and Development. Our Common Future, 1987, p. 41, <https://sustainabledevelopment.un.org/content/documents/5987our-common-future.pdf>, last accessed: 24.01.2022

## WHAT DO WE UNDERSTAND BY SUSTAINABILITY?

- A permanent sustainable environmental, economic and social development
- A holistic approach including environmental, economic and social aspects
- A global challenge
- A cornerstone of our corporate culture

## HOW DO WE IMPLEMENT SUSTAINABILITY?

- By aligning our sustainability goals and activities on the SDGs
- By implementing sustainability activities from all three pillars of sustainability – environment, economic and social – at the company level
- By integrating ecological and/or social criteria in selected real estate investment solutions

## WHAT DOES SUSTAINABILITY ACHIEVE?

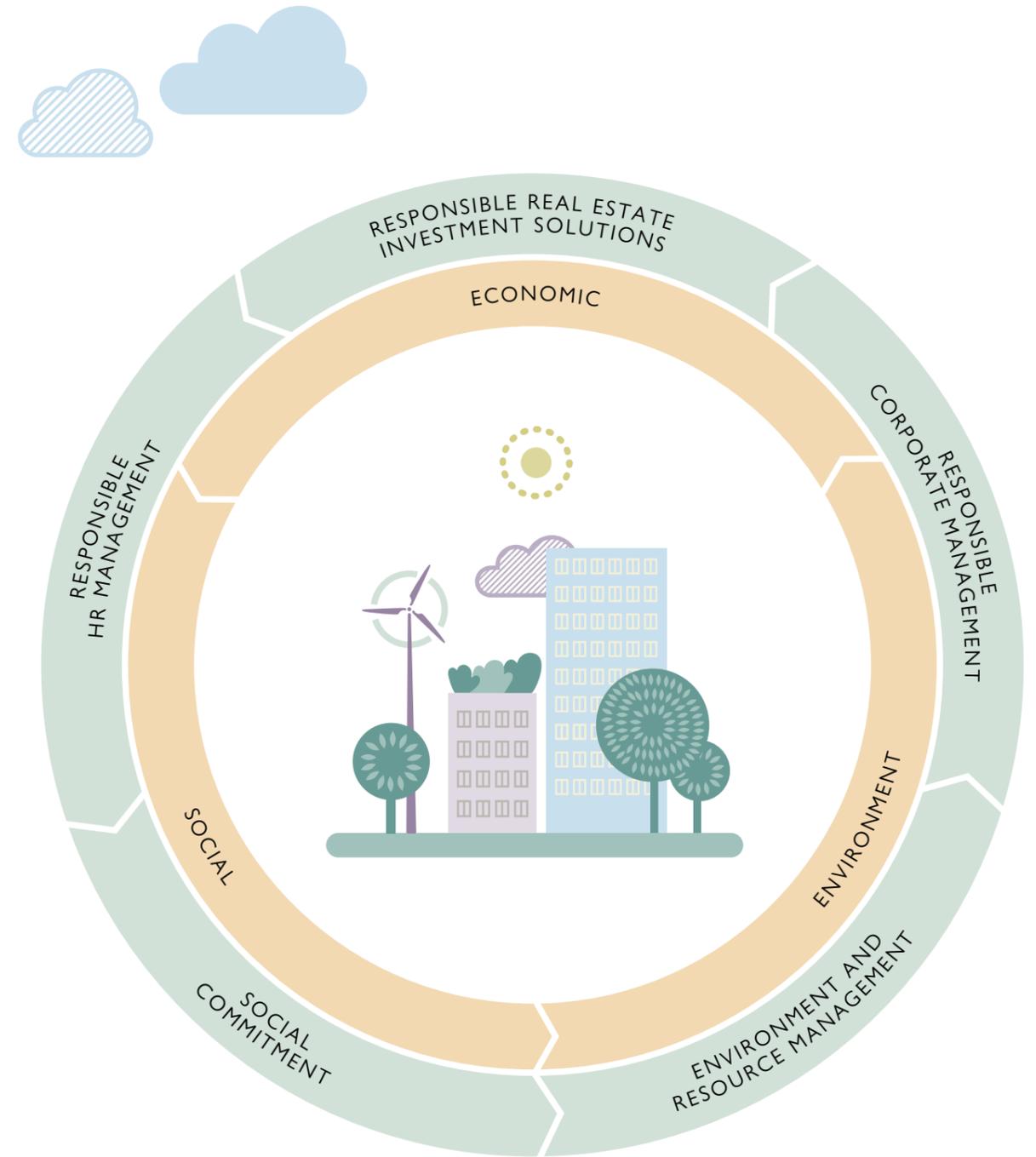
- A sense of responsibility for society and environment
- Value-based corporate management
- Transparency for all stakeholders
- Identifying potential

# THE FIVE FIELDS OF OUR RESPONSIBLE ACTION



In order to realise our vision of “Applying CREAG’s responsible action to help shape permanently sustainable environmental, economic and social development!” and also to live up to our integrated understanding of responsibility as well as sustainability with its three pillars environment, economic and social, we have defined five fields of responsible action as part of the CREAG Sustainability Statement.

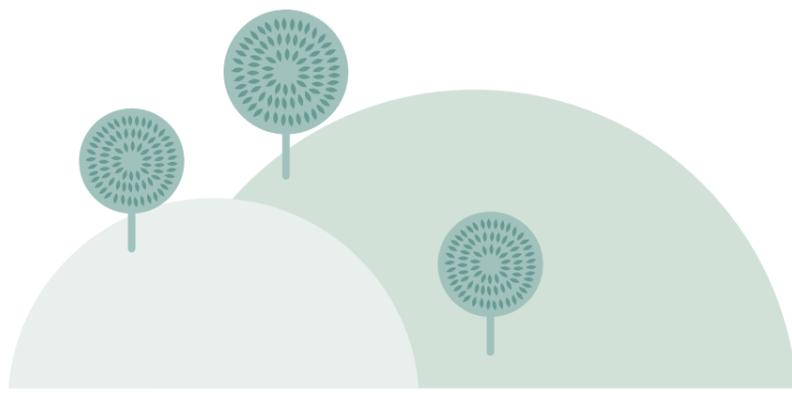
The five fields of responsible action reflect the areas in which we can make the greatest and most effective contribution to permanently sustainable environmental, economic and social development. Moreover, these fields reproduce the corporate values and management approaches that we apply and create a guide that we can use to coordinate our sustainability activities.



APPLYING CREAG’S RESPONSIBLE ACTION TO HELP SHAPE PERMANENTLY SUSTAINABLE ENVIRONMENTAL, ECONOMIC AND SOCIAL DEVELOPMENT!

# RESPONSIBLE CORPORATE MANAGEMENT

WE MANAGE OUR COMPANY IN LINE WITH THE PRINCIPLES OF INTEGRITY AND RESPECT. SUSTAINABILITY AND TAKING RESPONSIBILITY ARE PART OF OUR MANAGEMENT PHILOSOPHY AND OUR CORPORATE CULTURE.

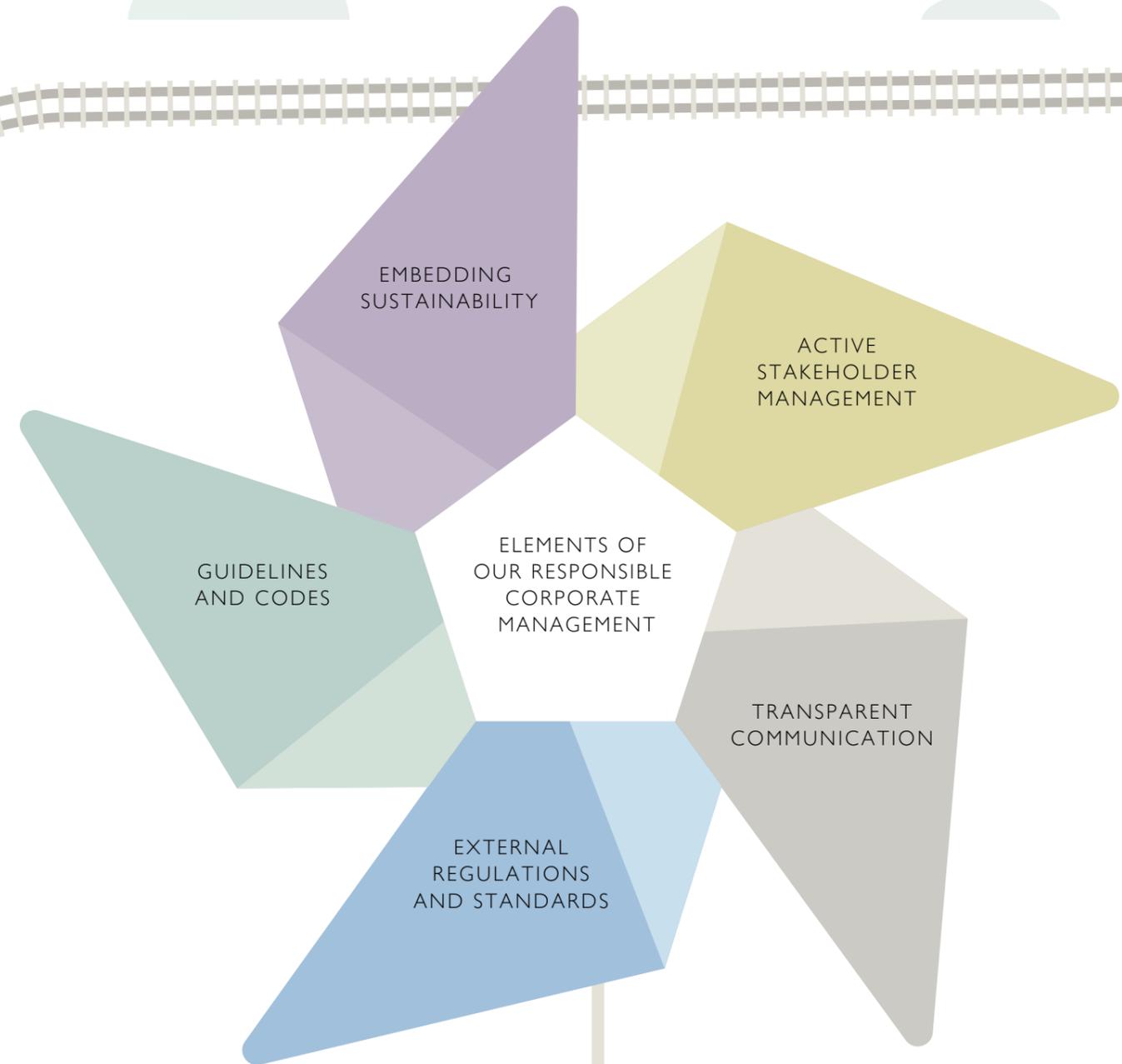


The trust that our investors and business partners place in our entrepreneurial activities and in our business success is the bedrock of our existence as a company.

Living up to this trust takes priority for our company and is reflected in our own high standards that we set for our day-to-day activities. We manage all areas of our company in accordance with the principles of integrity and respect and of actively taking responsibility. We communicate openly and transparently

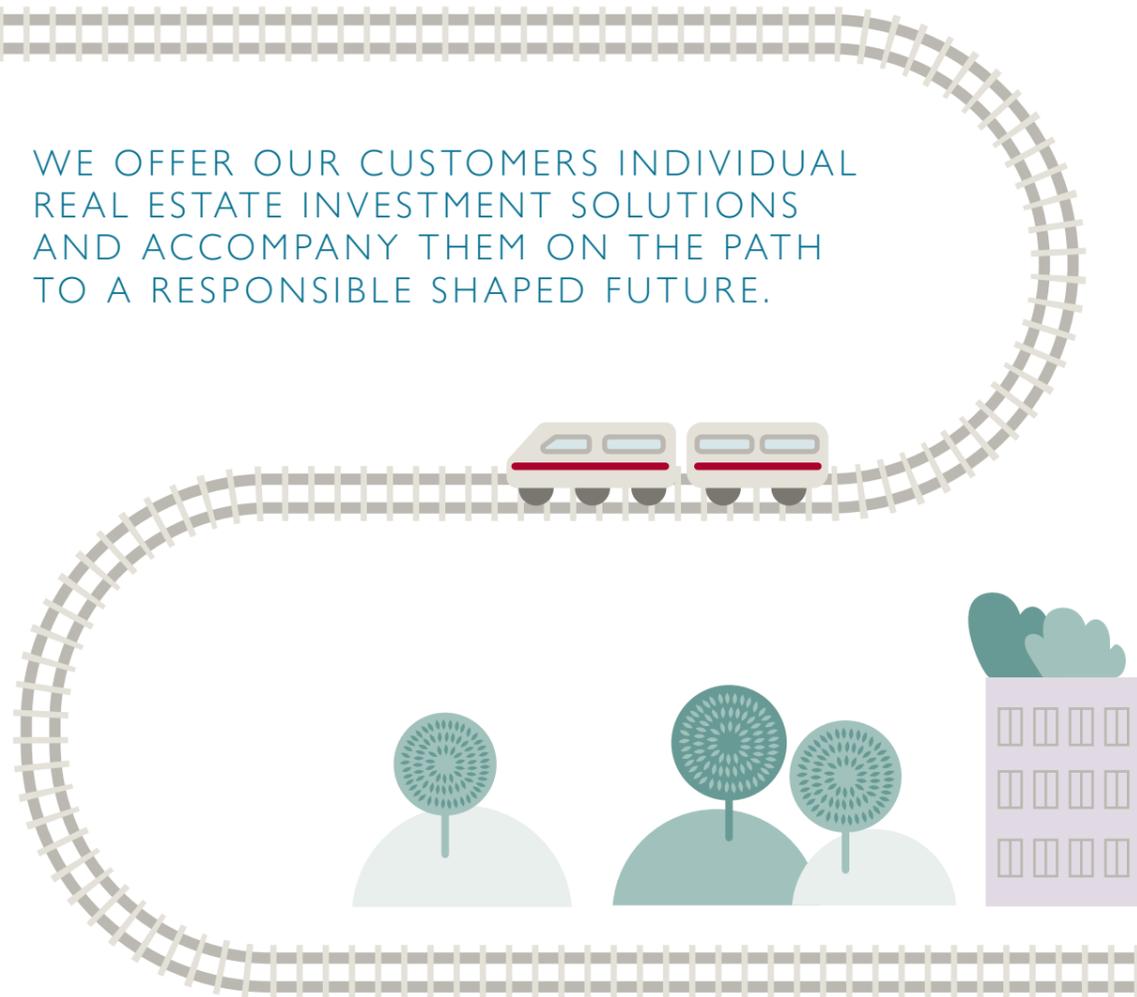
with our stakeholders. We believe that complying with regulatory requirements and adhering to national and international standards and directives should go without saying.

This is how we create the basis for our corporate success and our long-term business and client relationships. At the same time, our professional, responsible and transparent action sets out to create long-term added value for the environment, for society and for our investors, tenants, employees and business partners.



# RESPONSIBLE REAL ESTATE INVESTMENT SOLUTIONS

WE OFFER OUR CUSTOMERS INDIVIDUAL REAL ESTATE INVESTMENT SOLUTIONS AND ACCOMPANY THEM ON THE PATH TO A RESPONSIBLE SHAPED FUTURE.

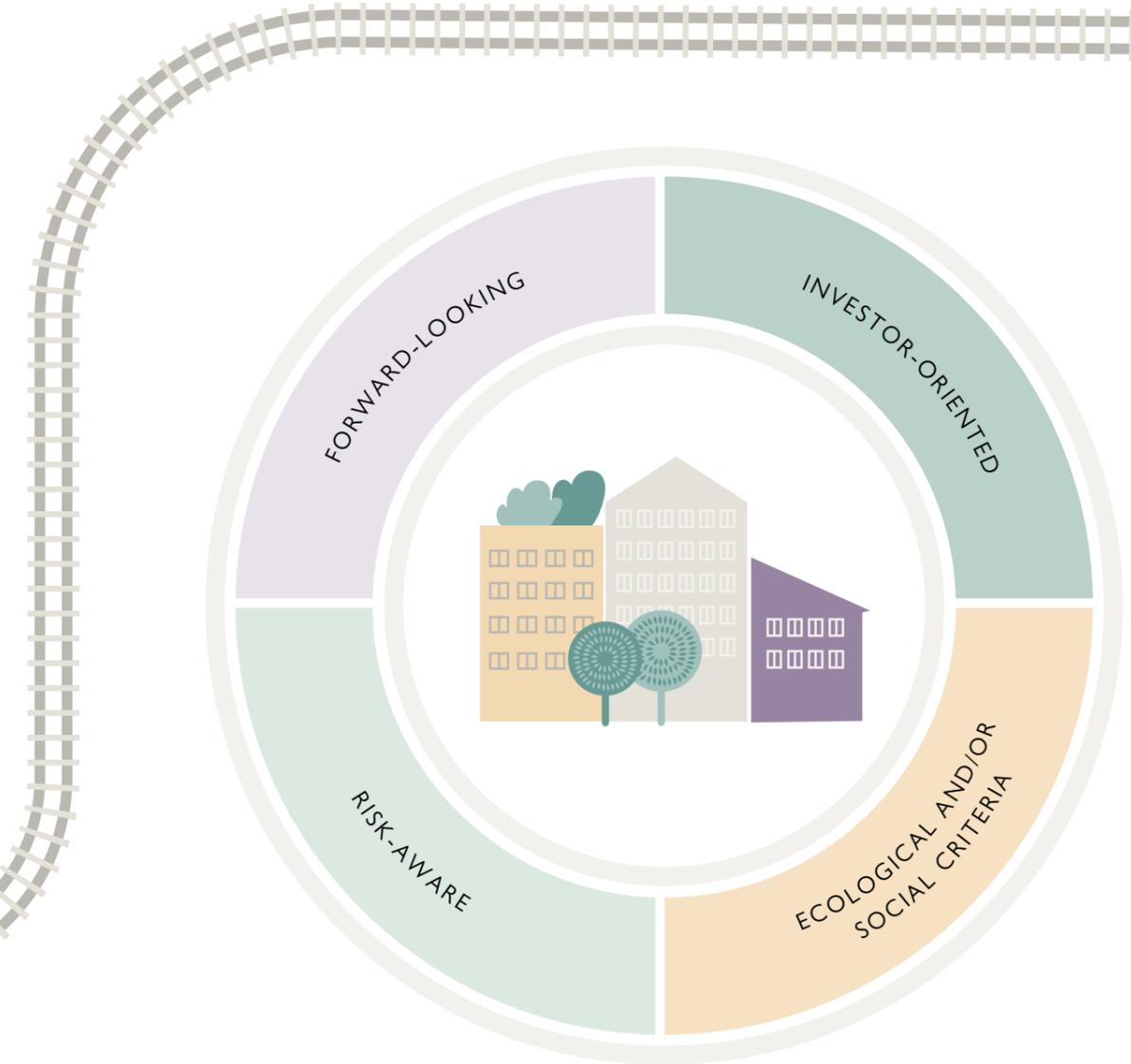


As a real estate investment management company, it is our task to set up and manage our products in the interests of our investors.

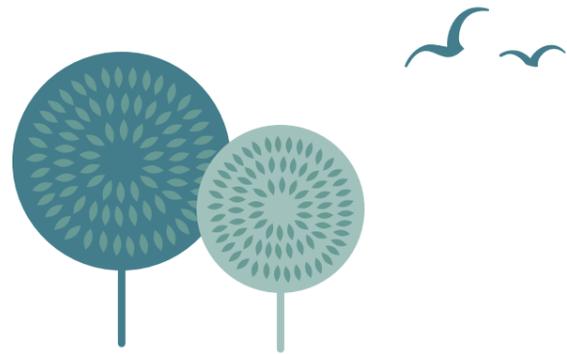
Our aspiration here is to develop forward-looking investment products and services. In order to meet this claim and also to be prepared for future environmental and social developments, we are constantly refining our responsible approach to investments. Moreover, in the interests of responsible real estate

investment management, we take into account ecological and/or social criteria for selected funds throughout their entire life cycle.

By providing responsible investment products and services, we want to embark on the path to the future together with our clients and make a positive contribution to permanently sustainable environmental, economic and social development.



# RESPONSIBLE HR MANAGEMENT



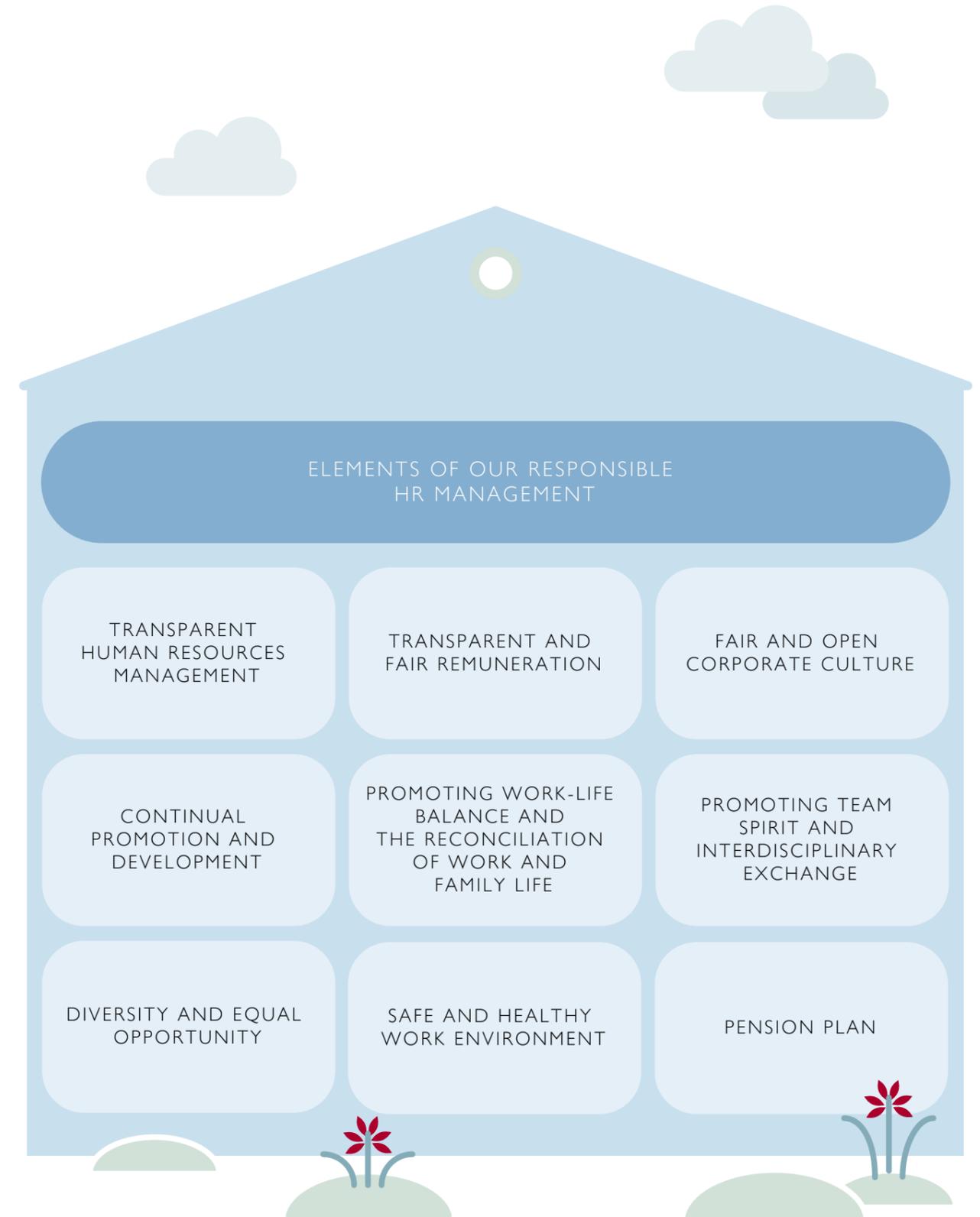
WE OFFER OUR EMPLOYEES AN ATTRACTIVE, SECURE WORKPLACE WHERE THEY FEEL COMFORTABLE. SO THEY CAN ENJOY THEIR WORK AND GIVE IT THEIR ALL.

Our employees are the foundation for our products and our presence on the market as well as our ability to compete. CREAG owes its success as a company to their expertise and their qualifications, their wealth of experience and their extraordinary commitment.

We place our employees and their well-being at the heart of our day-to-day business activities. Our human resources policy focuses on stability and security. It is important for us that we promote diversity, ensure a healthy work-life balance and provide the

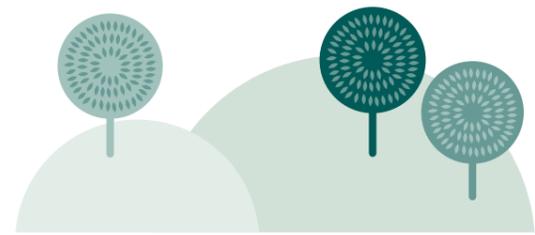
opportunity for our employees to continue their individual development. In this way, we create attractive and secure workplaces in which our employees feel comfortable and can enjoy their work and give it their all.

As a result of this responsible HR management, we ensure that qualified and motivated employees are actively engaged over the long term in all areas of our company and so continue to lead the company into a successful and responsible future.



# ENVIRONMENT AND RESOURCE MANAGEMENT

WE WANT TO HANDLE OUR RESOURCES EFFICIENTLY AND ARE COMMITTED TO PROTECTING THE ENVIRONMENT.



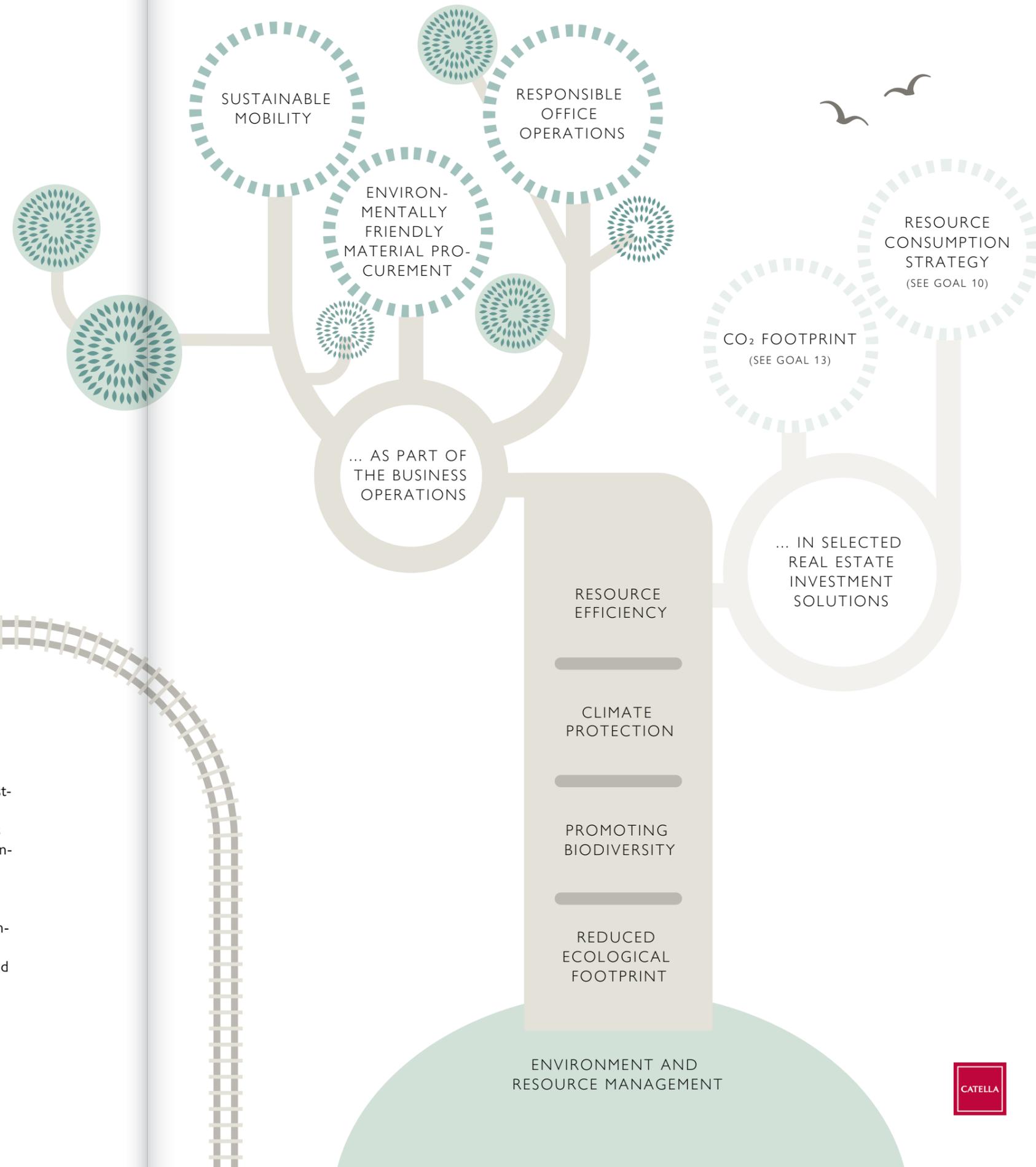
As part of the real estate industry,<sup>3</sup> we influence ecological factors such as the environment and the consumption of resources through our real estate investment solutions and our business activities as a company.

We are aware of this influence and that is why make every effort to handle our resources as efficiently as possible, to avoid polluting the environment and to advocate the protection of the environment. We work to achieve this goal both in the course of our own business operations and when

setting up and managing selected real estate investment solutions. We actively incorporate current national and international scientific findings in this process and are guided by national and international climate policy goals (e.g. the goals of the Paris Agreement).

Through this targeted management of the environment and resources, we set out to support permanently sustainable environmental, economic and social development.

<sup>3</sup> See the CREAG Sustainability Statement for explanations of the responsibility of the real estate industry.



# SOCIAL COMMITMENT



WE REGARD OURSELVES AS PART OF SOCIETY AND ACTIVELY PURSUE ITS INTERESTS.

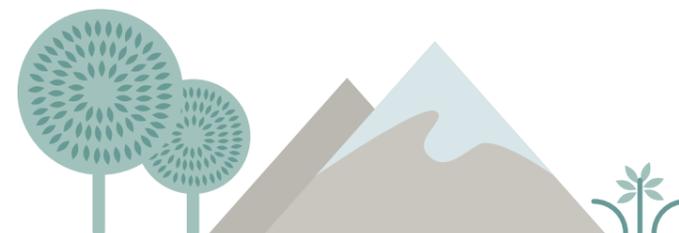
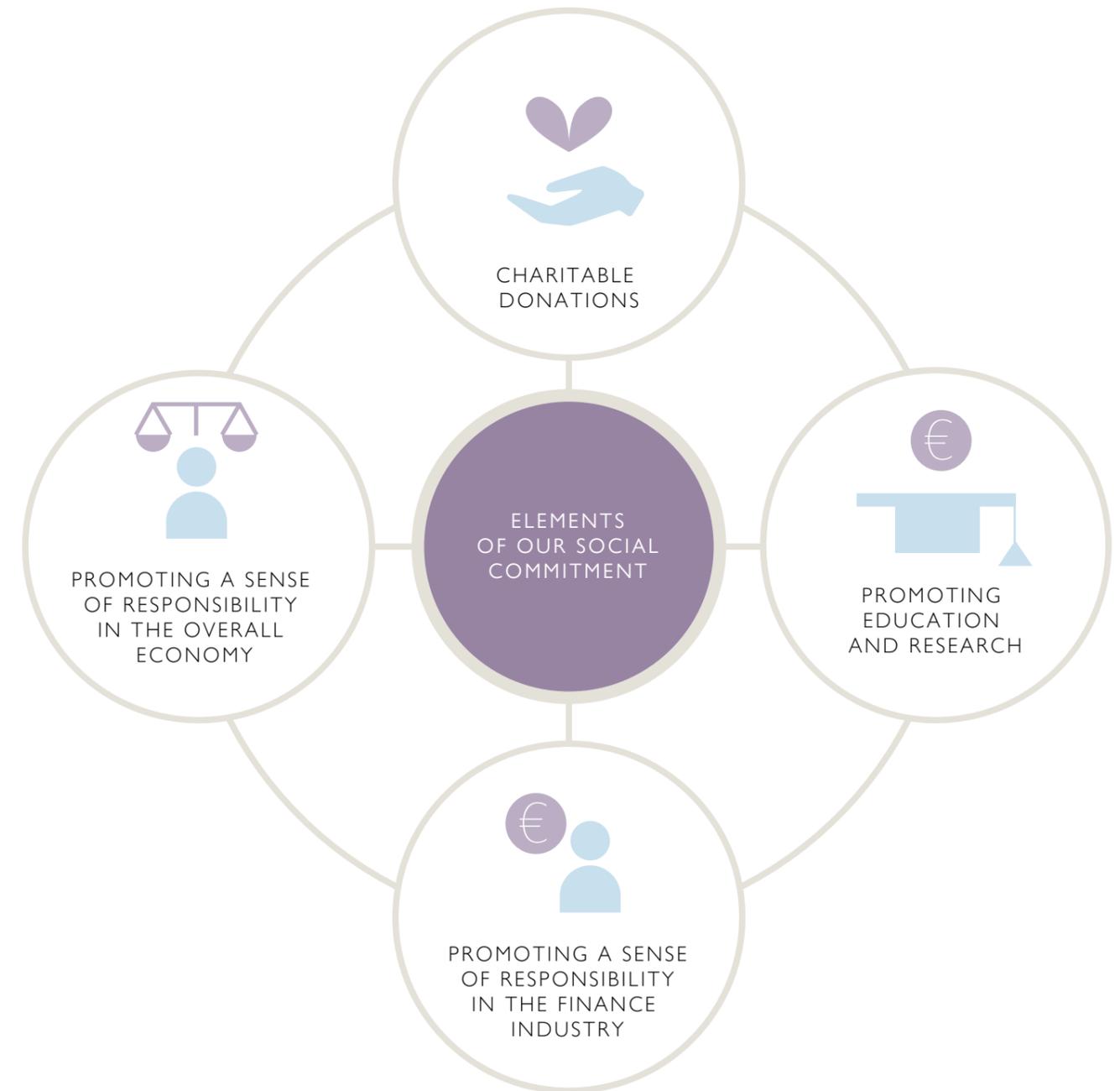


As a member of the finance and real estate industry, an employer, a taxpayer and a cooperation partner, we play a part in society and its development. As our economic success grows, so do our opportunities to give this contribution a responsible design not only now, but also an increasingly responsible design in the future.

In order to live up to this responsibility, we define ourselves as part of society and actively pursue its

interests. With this in mind, we promote a sense of responsibility in the finance industry and in the overall economy. We also regularly support social projects as well as education and research.

As a result of this social commitment as well as our responsible action as part of our economic activity, we make a positive contribution to environmental and social development.



# OUR SUSTAINABILITY ACTIVITIES AND THE GOALS FOR SUSTAINABLE DEVELOPMENT

„WITH THE 17 GOALS [OF THE 2030 AGENDA], THE GLOBAL COMMUNITY HAS THE OPPORTUNITY TO END EXTREME POVERTY, FIGHT INEQUALITY AND INJUSTICE AND SAVE THE PLANET FROM COLLAPSE.“

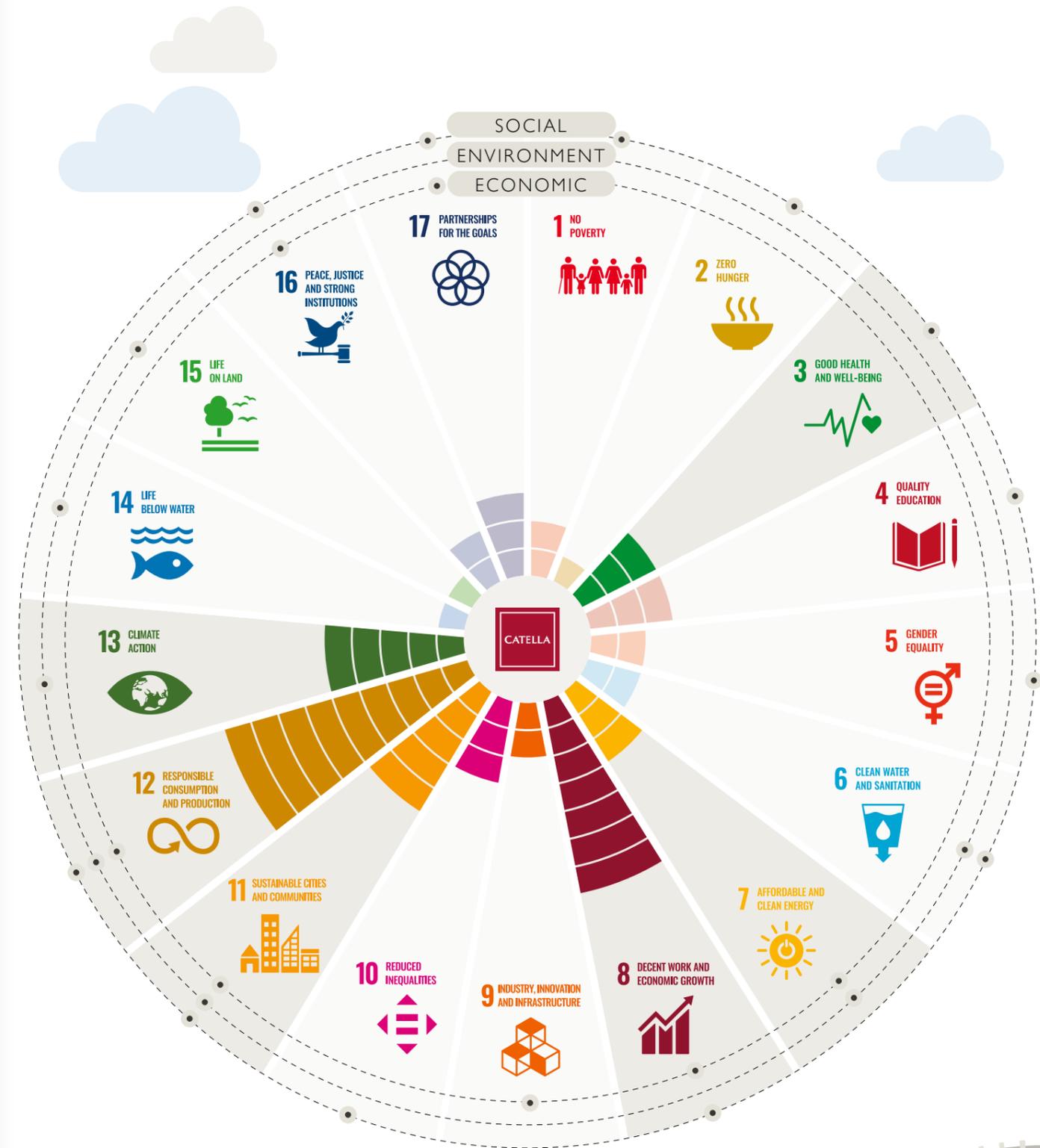
DR. GERD MÜLLER<sup>4</sup>  
Federal Minister for Economic Cooperation and Development

Our five fields of responsible action reflect the corporate values of CREAG on the one hand and, on the other, our challenge to ourselves as a company. For us, it goes without saying that we take sustainability aspects into consideration and assume our social responsibility as we carry out the activities of our company. We have a clear vision to this effect: “Applying CREAG’s responsible action to help shape a permanently sustainable environmental, economic and social development!”

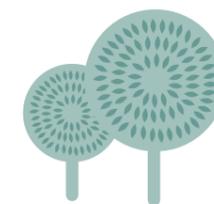
With this vision and the associated efforts, we aim to make an active contribution to sustainable environmental, economic and social development. We base our contribution here on the 17 goals of the 2030

Agenda for Sustainable Development of the United Nations. As a global development approach and a system of goals that is recognised worldwide for improving environmental, economic and social living conditions, the 17 SDGs form the basis for the targeted focus of our sustainability activities.

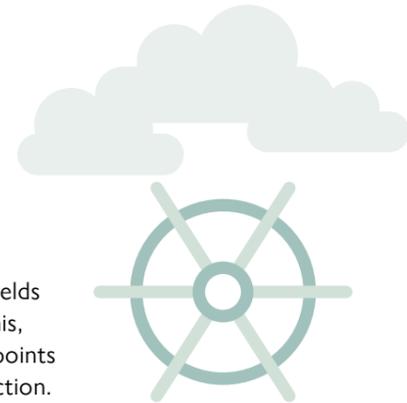
In the strategic orientation of our sustainability activities and goals as part of our Sustainability Strategy 2025, we concentrate on the six SDGs to which we can make the greatest and most effective contribution. In line with our holistic understanding of sustainability, we take SDGs from all three pillars of sustainability into consideration here: environment, economic and social.



<sup>4</sup> Translated out of German. cf. Federal Ministry for Economic Cooperation and Development; Press, digital communications, visitor services division (ed.): Der Zukunftsvertrag für die Welt [The Contract for the Future of the World]. 2030 Agenda for Sustainable Development, 2017, p. 2, <https://www.bmz.de/resource/blob/23366/d52688f07df7a2c9aa78a3970295f5f5/materialie270-zukunftsvertrag-data.pdf>, last accessed: 24.01.2022



# MANAGEMENT OF OUR SUSTAINABILITY ACTIVITIES AND GOALS USING THE SDGs



For the targeted management of CREAG's sustainability activities in our five fields of responsible action, we use six selected SDGs as a system of goals. To do this, we compare the five fields of action with the six SDGs and identify potential points of contact where we can exert a positive influence through our responsible action.



	3	7	8	11	12	13
Responsible corporate management	•		•	•	•	
Responsible real estate investment solutions	•	•	•	•	•	•
Responsible HR management	•		•		•	
Environment and resource management		•	•	•	•	•
Social commitment	•		•	•	•	•

Based on this illustrative comparison, we have developed specific sustainability goals for each of the five fields of responsible action as part of our Sustainability Strategy 2025 that are designed to help us coordinate selected achievable positive contributions with the SDGs and translate them into action.

To create greater transparency and to enable us to measure our contributions, we have defined specific sustainability indicators for our goals.

Because there is a lack of harmonised standards for real estate investment management companies, we have consulted a variety of nationally and internationally recognised reference documents to guide us in this selection and development process.<sup>5</sup> Taking these as a basis, we have developed targets and indicators that are individually tailored to our company. The documents that we have referred to include:



## THE 2030 AGENDA

In September 2015, the member states of the United Nations set 17 goals (SDGs) for sustainable development in the form of the 2030 Agenda.<sup>6</sup>



## THE GERMAN SUSTAINABILITY STRATEGY

With its sustainable development strategy for Germany, the German federal government set in 2016 (updated 2021) a course for how the federal republic intends to implement the 17 SDGs from the 2030 Agenda in Germany and provide support for them around the world.<sup>7</sup>



## THE SDG COMPASS FOR COMPANIES

The SDG Compass is a guide for how companies can harmonise, manage and measure their business activities and strategies as well as their impacts in line with the SDGs.<sup>8</sup>



## THE PARIS AGREEMENT

In 2015, the Paris Agreement on climate change marked the first time that a comprehensive and legally binding global framework was defined that enables the world to counter a dangerous change in our climate. To this end, the agreement sets the goal of keeping global warming well below 2°C and of undertaking efforts to limit the increase in the Earth's temperature to 1.5 degrees. By setting this goal, the Paris Agreement offers a guide for how countries and companies can organise their efforts to protect the climate.<sup>9</sup>

<sup>5</sup> The SDGs and the related indicators of the nationally and internationally recognised reference documents are primarily designed for the pursuit of the SDGs by states and governments and there is therefore a limit on how far they can be transferred to a company.

<sup>6</sup> Cf. United Nations, <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>, last accessed: 24.01.2022

<sup>7</sup> Cf. The Federal Government: German Sustainability Strategy. 2021 update, 2021, <https://www.bundesregierung.de/resource/blob/998006/1873516/3d3b15cd92d0261e7a0bcd8f43b7839/2021-03-10-dns-2021-finale-langfassung-nicht-barrierefrei-data.pdf?download=1>, last accessed: 24.01.2022

<sup>8</sup> Cf. SDG Compass, <https://sdgcompass.org/>, last accessed: 24.01.2022

<sup>9</sup> Cf. European Commission, [https://ec.europa.eu/clima/policies/international/negotiations/paris\\_de#tab-0-0](https://ec.europa.eu/clima/policies/international/negotiations/paris_de#tab-0-0), last accessed: 24.01.2022

# THIS IS WHAT OUR CONTRIBUTION TO THE SDGs LOOKS LIKE TODAY

A HEALTHY LIFE AND THE WELL-BEING OF PEOPLE OF ALL AGES ARE MATTERS THAT LIE VERY CLOSE TO OUR HEART!



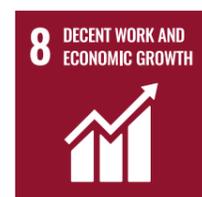
We take care of our employees by providing them with an attractive and secure workplace where they feel comfortable and can enjoy their work and give it their all. Together with our clients, we develop individual investment solutions that target and promote properties used for social and charitable purposes, such as kindergartens, or offers for people with special needs in part by putting at the heart of the fund investment strategy properties that make a positive contribution to society as a result of the type of use and the tenants that live there. Moreover, we make every effort to ensure that the tenants of our fund properties can go about their daily lives in these properties healthily and safely.

WE ARE DEDICATED TO USING ENERGY EFFICIENTLY!



The efficient use of energy is a high priority both in our business operations and in the management of the properties in our special funds. Key elements that we use to promote energy efficiency here include selected measures such as the use of energy from renewable sources or targeted energy efficiency measures in certain properties.

WE STAND FOR FAIR WORKING CONDITIONS AND ADVOCATE RESPONSIBLE ECONOMIC GROWTH!



By respecting our legal obligations and by recognising and also imposing on ourselves clear rules and standards, we stand for equal, fair and safe working conditions as well as for responsible economic growth. Our commitment to science and research as well as our active sectoral work to promote a sense of responsibility in the finance industry is also intended to support responsible economic growth.

SUSTAINABILITY AND INNOVATION ARE FOR US THE FUTURE OF THE REAL ESTATE INDUSTRY!



Our active sectoral work to promote sustainability in the finance and real estate industry and our commitment to science and research are targeted to support the development of the real estate industry and to make a contribution to more sustainable cities and communities. We additionally aim to promote the development of more sustainable cities and communities by integrating ecological and/or social aspects in property management processes for selected real estate investment solutions – as far as this can be implemented in line with the investment principles of the relevant fund. Moreover, we aim to implement active portfolio management as part of the investment concepts of selected funds in order to provide support in equipping cities and communities for a sustainable future by further developing the properties and by using innovations and new technologies (e.g. smart metering systems or modern mobility concepts).

WE TAKE RESPONSIBILITY WITH OUR COMPANY AND ARE SHAPING IT TO BE FIT FOR THE FUTURE!



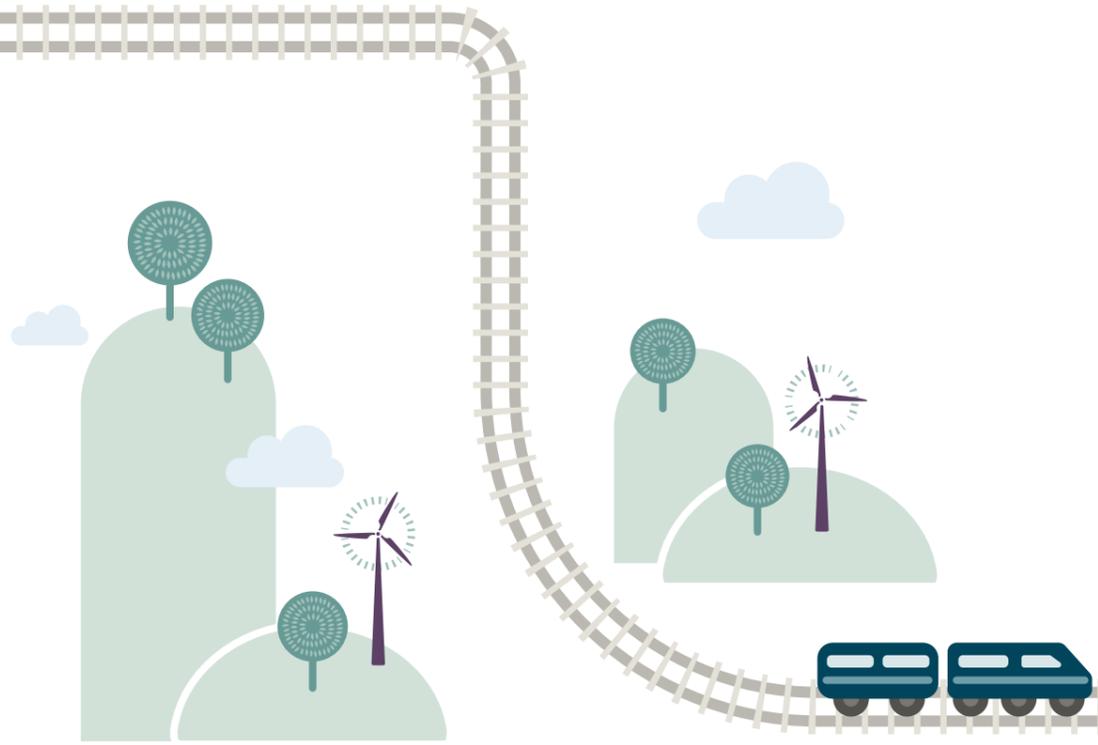
In the course of our business operations and in the management of the properties in selected special funds, we focus on our sense of responsibility for the environment and society. We endeavour not to restrict ourselves to individual process steps here but invest our efforts in incorporating individual aspects of the three pillars of sustainability – environment, economic and social – at all levels of our activities.

WE ARE COMMITTED TO PROTECTING THE ENVIRONMENT!



Protecting the environment is a matter that is very close to our heart. For this reason, we take into account, as a company and also in the course of our business operations, important issues such as climate protection, resource efficiency, biodiversity and the relevant ecological footprint in selected real estate investment solutions. With this in mind, we promote the use of renewable energy for example and are committed to reducing energy consumption as well as greenhouse gases.

# THE CREAG SUSTAINABILITY GOALS 2025



The sustainability goals that have been defined as part of the Sustainability Strategy 2025 are used to manage and monitor the sustainability activities of CREAG up to 2025.

The responsibility for achieving the sustainability goals lies with the board of management, while their implementation is enabled at the operating level. The level of implementation of the sustainability goals is reviewed at regular intervals by the responsible specialist divisions in cooperation with the Sustainability Office.

A review is carried out in which the Sustainability Office evaluates how far the sustainability goals set out in the Sustainability Strategy 2025 have been achieved. On the basis of the evaluation and together with the

board of management and the CREAG divisions that are affected, new sustainability goals are developed and actions are defined for improving on any goals that may not have been met, all as part of a follow-up strategy.

This systematic, targeted and strategically well-founded realignment of our sustainability activities using sustainability goals for all five fields of responsible action supports us in realising our vision of permanently sustainable environmental, economic and social development, playing our part in fulfilling the SDGs and putting into practice our ambition to generate long-term added value for the market, the environment and society as well as our investors, tenants and employees.



# THE SUSTAINABILITY GOALS 2025 FOR THE FIELD OF “RESPONSIBLE CORPORATE MANAGEMENT”



Our professional, responsible and transparent actions as part of our responsible corporate management aims at creating long-term added value both for the environment, society and our investors, tenants and employees as well as for our business and client relationships. To enhance the focus in the field of “**Responsible corporate management**”, we have set ourselves the following CREAG sustainability goals 2025:

## TRANSPARENT COMMUNICATION

Transparent communication lays the foundation for gaining the trust of all stakeholders. For us as CREAG, this means providing our stakeholders with additional non-financial information about our company and disclosing additional knowledge on the subject of sustainability. Providing this information allows us to carry out a self-analysis for example and thus helps us to optimise our processes.

**Goal 1:** To publish an annual sustainability report

**Indicator 1:** Annual sustainability reporting complied or not complied

**Goal 2:** To produce an annual publication relating to sustainability

**Indicator 2:** Number of publications relating to sustainability that are issued

## ACTIVE STAKEHOLDER MANAGEMENT

In order to harmonise our goals as a company with those of our stakeholders, we focus on an active and interactive approach to stakeholder management. In this process, we incorporate the needs of the most important stakeholder groups in our day-to-day activities and promote dialogue and exchanges with our stakeholders.

**Goal 3:** To implement a further initiative as part of active stakeholder management

**Indicator 3:** Number of initiatives implemented as part of active stakeholder management

## EXTERNAL REGULATIONS AND STANDARDS

External regulations and standards create a uniform framework for sharing and realising important goals and visions for sustainable development in our society, the environment and the economy across industries and borders. In order to support these goals and visions, we as a company take nationally and internationally recognised external regulations and standards into consideration and implement them as far as reasonable.

**Goal 4:** To recognise another external industry-specific standard or set of rules

**Indicator 4:** Number of external industry-specific standard or set of rules introduced

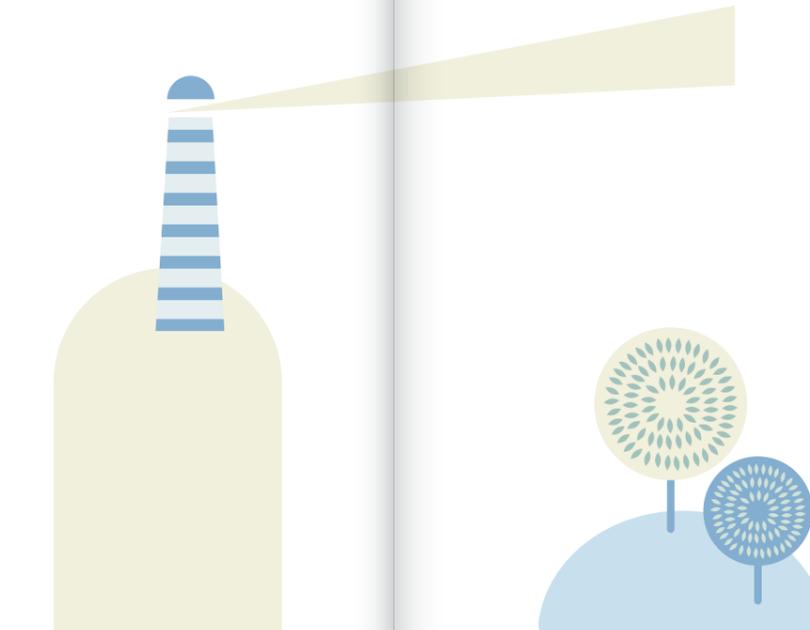
We use these four goals to actively and systematically manage our sustainability activities in the field of “**Responsible corporate management**” and therefore aim to reflect the following SGDs:

SDG 3 “Good health and well-being”

SDG 8 “Decent work and economic growth”

SDG 11 “Sustainable cities and communities”

SDG 12 “Responsible consumption and production”



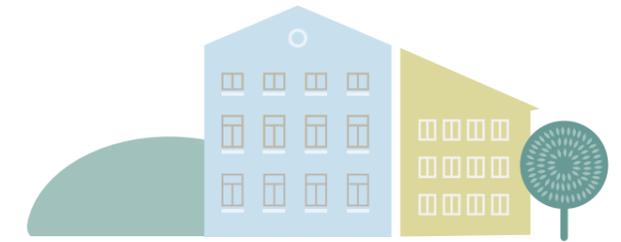
# THE SUSTAINABILITY GOALS 2025 FOR THE FIELD OF “RESPONSIBLE REAL ESTATE INVESTMENT SOLUTIONS”



Our claim is to set up and manage our real estate investment solutions in the interests of our investors. One of the ways we do this is by developing forward-looking investment products and services that generate financial returns while aiming at the same time to take responsible action that bears our investors, the environment and society in mind. We additionally take ecological and/or social criteria into consideration in selected funds.

The integration of ecological and/or social aspects also aims to ensure the future viability of the investment solutions, for example with regard to future social and regulatory developments in the area of sustainability. At the same time, they also set out to make a positive contribution to permanently sustainable environmental, economic and social development.

We have therefore set ourselves the following CREAG sustainability goal 2025 in the field of “**Responsible real estate investment solutions**”:



**Goal 5:** To integrate ecological and/or social criteria in selected fund products

**Indicator 5:** Number of funds with integrated ecological and/or social criteria

Our goal in the field of “**Responsible real estate investment solutions**” supports us in systematically managing our sustainability activities at the product level as well as in our continuous real estate investment management. By setting this goal, we additionally want to take the following SDGs into account:

- SDG 3 “Good health and well-being”
- SDG 7 “Affordable and clean energy”
- SDG 8 “Decent work and economic growth”
- SDG 11 “Sustainable cities and communities”
- SDG 12 “Responsible consumption and production”
- SDG 13 “Climate action”



# THE SUSTAINABILITY GOALS 2025 FOR THE FIELD OF “RESPONSIBLE HR MANAGEMENT”



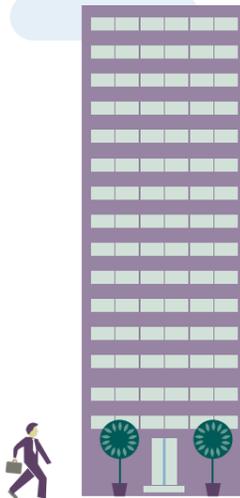
The expertise and qualifications of our employees as well as their wealth of experience and commitment make both our funds and company what we are – successful. So that we can continue to maintain this success, we want to offer our employees an attractive and safe workplace where they feel comfortable and can find pleasure in their work and give it their all. For this purpose, we have set the following CREAG sustainability goals 2025 in the field of “Responsible HR management”:

## CREAG HR STRATEGY

Successfully and professionally handling future tasks in the finance and also in the real estate industry with the customary high level of CREAG expertise and the exceptional CREAG commitment requires an HR strategy that is future-proof and focused on the long term. The aim of a dedicated HR strategy for our company is thus to help achieve our corporate objectives and to ensure the success of our company.

**Goal 6:** To create a CREAG HR strategy that is fit for the future

**Indicator 6:** A future-proof CREAG HR strategy is present or not present



## DIVERSITY AND EQUAL OPPORTUNITY

We offer every employee – irrespective of their religion, culture, gender, age, sexual orientation or other attributes – the same opportunities in our company. Thanks to their diversity, their many and varied backgrounds and different life experiences as well as the creativity associated with that, our employees make a decisive contribution to the success of our company.

**Goal 7:** To implement a further initiative to promote diversity and equal opportunity in the workplace

**Indicator 7:** Number of initiatives to promote diversity and equal opportunity in the workplace that have been implemented

## PROMOTION AND TRAINING

Among the things we focus on to ensure the success of our company is the promotion and training of our employees. By conducting targeted training measures and promoting young talents, we make our employees fit for the current challenges of the financial industry while supporting their personal development at the same time.

**Goal 8:** To implement a further training initiative for developing and training our employees

**Indicator 8:** Number of further training initiatives implemented

## SAFETY AND ATTRACTIVENESS OF THE WORKPLACE

Our employees should feel comfortable at their workplace so that they can enjoy their work and give it their all. That is why we focus actively on their health as well as their opportunities to enjoy an attractive work-life balance and why we advocate long-term cooperation between the company and its employees that is based on trust.

**Goal 9:** To implement another three initiatives to promote the safety and attractiveness of the CREAG workplace

**Indicator 9:** Number of initiatives to promote the safety and attractiveness of the CREAG workplace implemented

In the field of “Responsible HR management”, we manage our sustainability activities actively and systematically in line with the stated sustainability goals and aim in this way to make a focused contribution to the fulfillment of:

SDG 3 “Health and well-being”

SDG 8 “Decent work and economic growth”

SDG 12 “Responsible consumption and production”



# THE SUSTAINABILITY GOALS 2025 FOR THE FIELD OF “ENVIRONMENT AND RESOURCE MANAGEMENT”



We as a company but also our real estate investment solutions have a large impact on the environment and the use of resources. In order to ameliorate this impact, we endeavour to handle natural resources as efficiently as possible, to avoid polluting the environment as far as possible and to advocate the protection of the environment. In order to consolidate these efforts, we have set ourselves the following CREAG sustainability goals 2025 in the field of “**Environment and resource management**”:

## EFFICIENT CONSUMPTION OF RESOURCES

The natural resources of our world are finite and a number of them cannot be used without producing negative consequences for the environment. That is why it is important to handle the existing resources as efficiently as possible and, in addition, to reduce their negative impact on the environment as far as possible when they are used. At CREAG, we take this goal into account by setting ourselves the objective in the field of environment and resource management of tackling the consumption of resources by our company and by selected real estate investment solutions that we manage.

**Goal 10:** To produce the inventory of our water and energy consumption and to derive a consumption strategy for the properties in selected funds that we manage

**Indicator 10:** Number of properties in the funds that we manage where a inventory and strategy have been produced on the resource consumption of water and energy

**Goal 11:** To produce the inventory of our water and energy consumption and to derive a consumption strategy for us as a company

**Indicator 11:** Inventory of and strategy on the resource consumption of water and energy for us as a company has or has not been drawn up

## CARBON FOOTPRINT

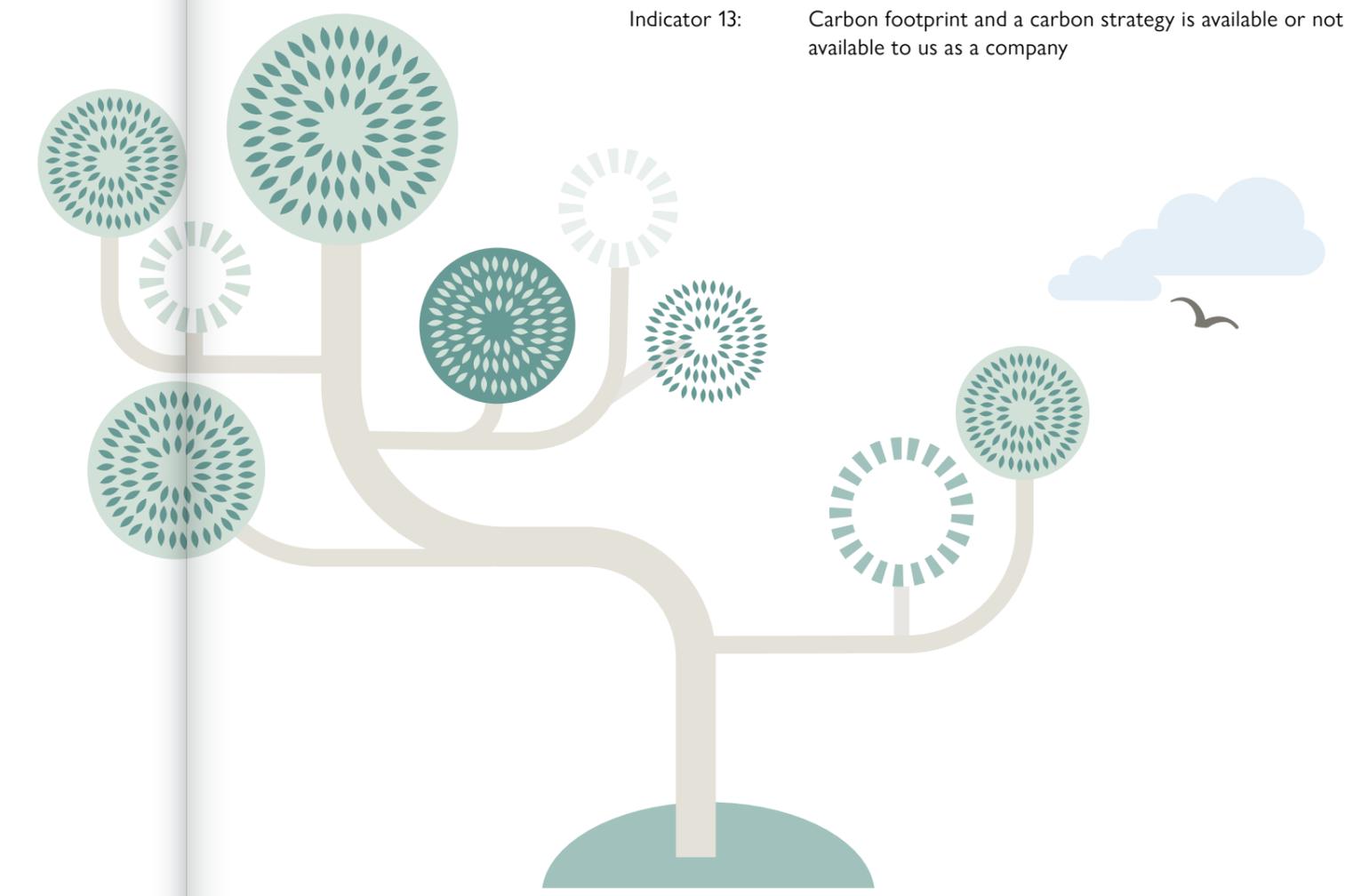
In Germany, the building sector is responsible for approximately one third of CO<sub>2</sub> emissions.<sup>10</sup> In the interests of climate and environmental protection, it is important to minimize this share as quickly as possible through reduction measures and increases in efficiency in order to ensure a liveable environment for the generations to come. To this end, we at CREAG want to play our part by setting ourselves the goal, as a company as well as for selected real estate investment solutions that we manage, of tackling our and their carbon footprints.

**Goal 12:** To produce the carbon footprint and to derive a carbon strategy for the properties in selected funds that we manage

**Indicator 12:** Number of properties in the funds we manage for which a carbon footprint and a carbon strategy have been drawn up

**Goal 13:** To produce the carbon footprint and to derive a carbon strategy for us as a company

**Indicator 13:** Carbon footprint and a carbon strategy is available or not available to us as a company



<sup>10</sup> Updated 2020, cf. German Environment Agency, <https://www.umweltbundesamt.de/themen/klima-energie/energiesparen/energiesparen-de-gebaeude#eigentuemer>, last accessed: 24.01.2022

Because of multifaceted interdependencies and chains of effects, preparing inventories and footprints and deriving strategies on resource consumption and on emissions for a property in operation is a complex process. In order to meet the challenges of this process and thus support the fulfilment of goals 10 to 13, we have developed a step-by-step plan to achieve these goals.



**STEP 1:**  
Set up a system for recording water and energy consumption as well as CO<sub>2</sub> emissions



**STEP 2:**  
Prepare footprints on the consumption of water and energy as well as CO<sub>2</sub> emissions



**STEP 3:**  
Derive a consumption strategy for water and energy as well as a CO<sub>2</sub> strategy



**BENCHMARKING**

The aim of benchmarking is to help us better assess our strengths and weaknesses and to derive potential improvements we can make for us as a company but also for our real estate investment solutions. It can thus enhance our resilience and additionally ensure transparency for our stakeholders.

**Goal 14:** To select and participate in benchmarks at the product level

**Indicator 14:** Number of “benchmarking” properties and portfolios

The sustainability goals that we have set for ourselves in the field of **“Environment and resource management”** for actively and systematically managing our sustainability activities are how we want to take the following SDGs into account:

- SDG 7 “Affordable and clean energy”
- SDG 8 “Decent work and economic growth”
- SDG 11 “Sustainable cities and communities”
- SDG 12 “Responsible consumption and production”
- SDG 13 “Climate action”



# THE SUSTAINABILITY GOALS 2025 FOR THE FIELD OF “SOCIAL COMMITMENT”



We define ourselves as part of society. That is why we pursue its interests and endeavour to play our part in society’s positive development. Bearing this in mind, we have set ourselves the following CREAG sustainability goals 2025 in the field of responsible action relating to “**Social commitment**”:

## EDUCATION AND RESEARCH

Education, research and innovation are key factors for a social development that is sustainable and ensures a secure future. That is why we, as CREAG, support the promotion of education and research with targeted initiatives and thus make a positive contribution to the design of our society in the future.

**Goal 15:** To implement two further initiatives to promote education and research

**Indicator 15:** Number of initiatives to promote education and research that are implemented

## SENSE OF RESPONSIBILITY IN THE FINANCE AND REAL ESTATE INDUSTRY

We are not simply playing lip service by assuming responsibility in the finance and real estate industry, rather, this is an issue that is very close to our heart. It is our firm conviction that, by offering responsible real estate financial products, we can succeed in exerting a positive influence on the environment and society. That is why we take part in various industry initiatives and help promote a sense of responsibility in the finance and real estate industry.

**Goal 16:** To continue our commitment to participate in and support initiatives promoting a sense of responsibility in the finance and real estate industry

**Indicator 16:** Number of initiatives supported to promote a sense of responsibility in the finance and real estate industry



## SENSE OF RESPONSIBILITY IN THE OVERALL ECONOMY

It is not just the sense of responsibility in the finance industry that is a major concern of ours. It is also important to us to promote and drive responsible action in other sectors of the economy. A sense of responsibility in all sectors of the economy would enable us together to achieve the goal of permanently sustainable environmental, economic and social development.

**Goal 17:** To implement two further initiatives to promote a sense of responsibility in the overall economy

**Indicator 17:** Number of initiatives implemented to promote a sense of responsibility in the overall economy

## SOCIAL COMMITMENT

The trust that society and also our investors and business partners place in our entrepreneurial activities and in our business success is the bedrock of our existence as a company. That is why we want to give something back to society and why we therefore pursue a responsible and forward-looking commitment to the interests of society.

**Goal 18:** To implement two further initiatives in the area of social commitment

**Indicator 18:** Number of initiatives implemented in the area of social commitment

Using these sustainability goals, we target and coordinate our sustainability activities in the field of “**Social commitment**” and aim in this way to make our contribution to achieving the following SDGs:

SDG 3 “Good health and well-being”

SDG 8 “Decent work and economic growth”

SDG 11 “Sustainable cities and communities”

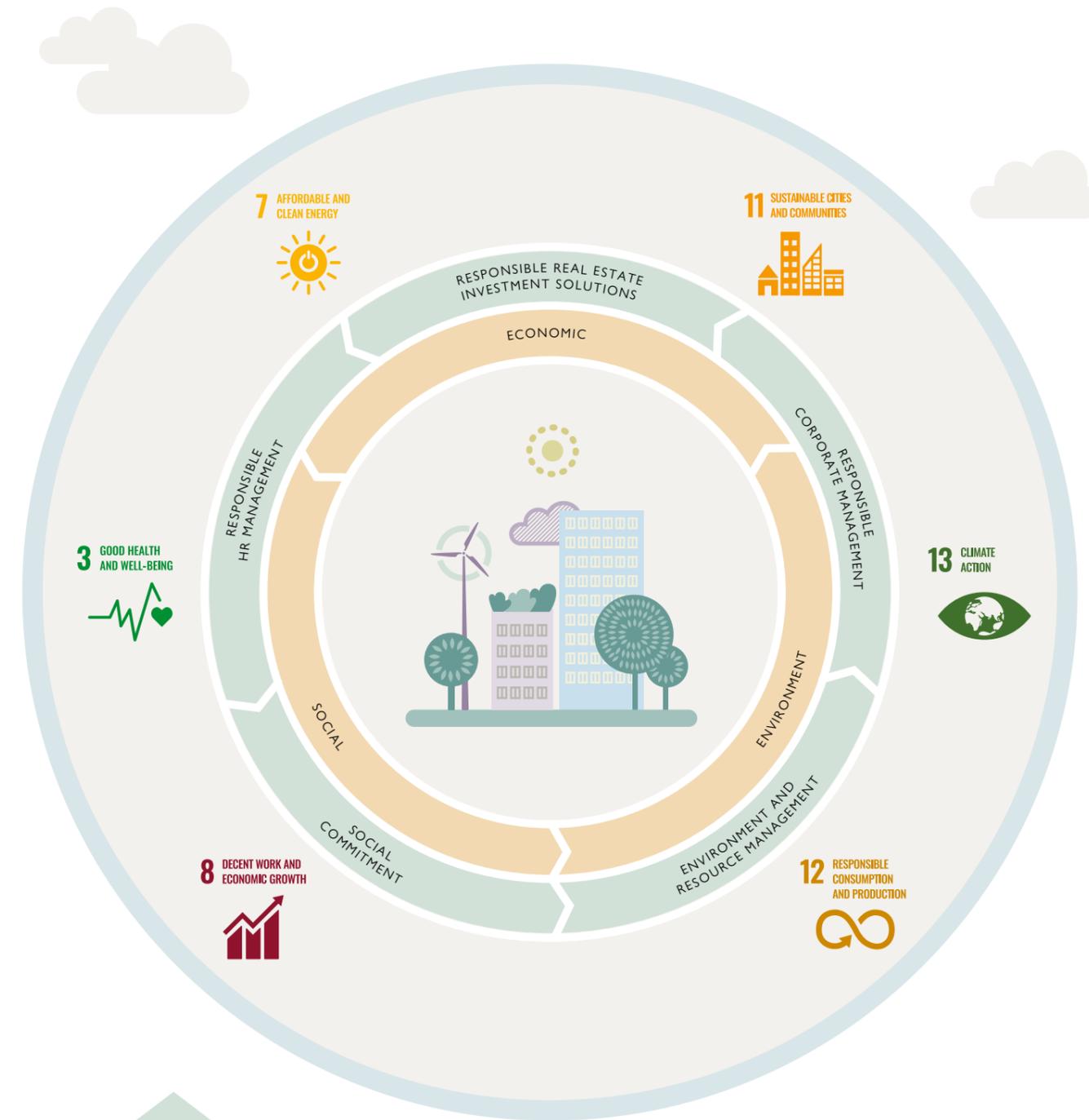
SDG 12 “Responsible consumption and production”

SDG 13 “Climate action”

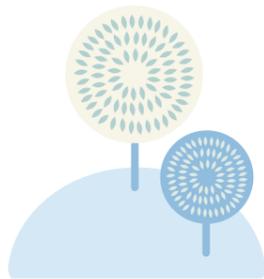
# OUR CONTRIBUTION TO PERMANENTLY SUSTAINABLE DEVELOPMENT

The sustainability goals presented here for all five fields of responsible action in the CREAG Sustainability Strategy 2025 contribute to a systematic management and monitoring of CREAG's sustainability activities until 2025 and are in line with the SDGs.

The goals reflect our vision of "Applying CREAG's responsible action to help shape a permanently sustainable environmental, economic and social development!" and set out to generate long-term added value for the market, the environment and society as well as for our investors, tenants and employees. At the same time, they are intended to make a contribution to six of the 17 sustainable development goals of the United Nations.



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