



We take Responsibility
for a shared future

Sustainability Report
MÄHREN AG





1. Sustainability at MÄHREN AG

- a. Verantwortlichkeiten

2. Sustainability Management

- a. Reporting
- b. Corporate Sustainability Reporting Directive (CSRD)
- c. Investments
- d. Taxonomy
- e. Strategy and Management Systems

3. Environment

- a. Sustainability Criteria for Property Portfolio
- b. Waste & Recycling
- c. Energy Consumption Values
- d. Amount of Recycled Plastic Waste
- e. Handling of Pollutants
- f. Measurement of Energy and Material Consumption
- g. Vehicle Fleet
- h. Forest Ownership

4. Social

- a. Employee Welfare
- b. Employee Pension Plans
- c. Number of Employees
- d. Gender Distribution of Employees (Percentage)
- e. Annual Average Salary (Gross) by Gender
- f. Training and Development Opportunities
- g. Employer Ranking
- h. Social Engagement
- i. Human Rights Compliance
- j. Gender and Opportunity Equality
- k. Prevention of Forced Labor
- l. Occupational Safety Laws
- m. Prevention of Child Labor
- n. Principles of the Global Compact Initiative or OECD Guidelines

5. Governance

- a. Governance Structure
- b. Risk Management
- c. Compliance
- d. Code of Conduct for Employees
- e. Political Dialogue for Mutual Tenant Interests
- f. Regional Business Partners
- g. Creation of Additional Housing
- h. Socially Acceptable Rents
- i. Data Privacy, Information, and IT Security

6. Principles for Data Collection and Presentation

7. Forward-Looking Statements

8. Stakeholder

SUSTAINABILITY AT MÄHREN AG

MÄHREN AG is an owner-operated real estate company with a well-established values base that shapes its business practices and corporate culture. Economic success, a sustainable corporate vision, and an awareness of the social and environmental aspects of its operations are closely interconnected at MÄHREN AG.

The sustainability strategy of MÄHREN AG encompasses all activities in the areas of real estate investments and management, employee leadership, and social engagement, and is firmly embedded in the corporate culture. The activities focus primarily on the aspects of Environment, Social, and Governance. The guidelines of Corporate Social Responsibility (CSR) are particularly signifi-

cant for MÄHREN AG as a company. The parameters of Corporate Governance, Economic Sustainability, Environmental Sustainability, Social Sustainability, and Corporate Citizenship are central to the strategy, which was further developed in the reporting year 2022, and represent significant success factors for future competitiveness in the real estate industry.



Responsibilities

The Board of Management is responsible for the development, implementation, and ongoing adjustment of the sustainability strategy. This includes defining goals and measures related to environmental compatibility, social responsibility, and good corporate governance. The Board sets the framework and defines all projects, activities, and objectives. Additionally, it is the Board's responsibility to identify, assess, and manage ESG risks.

To lead the ESG area competently and appropriately, the Board decided in 2022 to have an executive assistant certified by an official body. The assistant, who has completed the certification as a „Certified ESG Advisor,“ advises the company on all sustainability matters and leads projects to achieve the sustainability goals.

The Supervisory Board is responsible for ensuring that ESG factors are integrated into the company's strategy. It should also ensure that the company conducts an appropriate risk assessment and takes corresponding measures to mitigate risks or seize opportunities.

Another area of responsibility for the Supervisory Board in the ESG domain is the promotion of reporting and transparency. The Supervisory Board is tasked with ensuring that the company conducts transparent reporting on its ESG performance. This includes disclosing ESG metrics, communicating sustainability goals and progress, and adhering to reporting standards such as the Global Reporting Initiative (GRI) or the Sustainability Accounting Standards Board (SASB).

The Supervisory Board also plays a crucial role in stakeholder engagement on ESG issues. This includes dialogue with shareholders, investors, employees, customers, suppliers, and other relevant stakeholders. It should ensure that stakeholder interests are adequately considered and that stakeholders are involved in the company's ESG decision-making processes.

SUSTAINABILITY MANAGEMENT



Corporate Sustainability Reporting Directive (CSRD)

In line with the business development of MÄHREN AG, the company will be subject to the Corporate Sustainability Reporting Directive (CSRD) in the coming years. To be optimally prepared for the resulting mandatory reporting, we are already setting the necessary conditions to implement the directive.

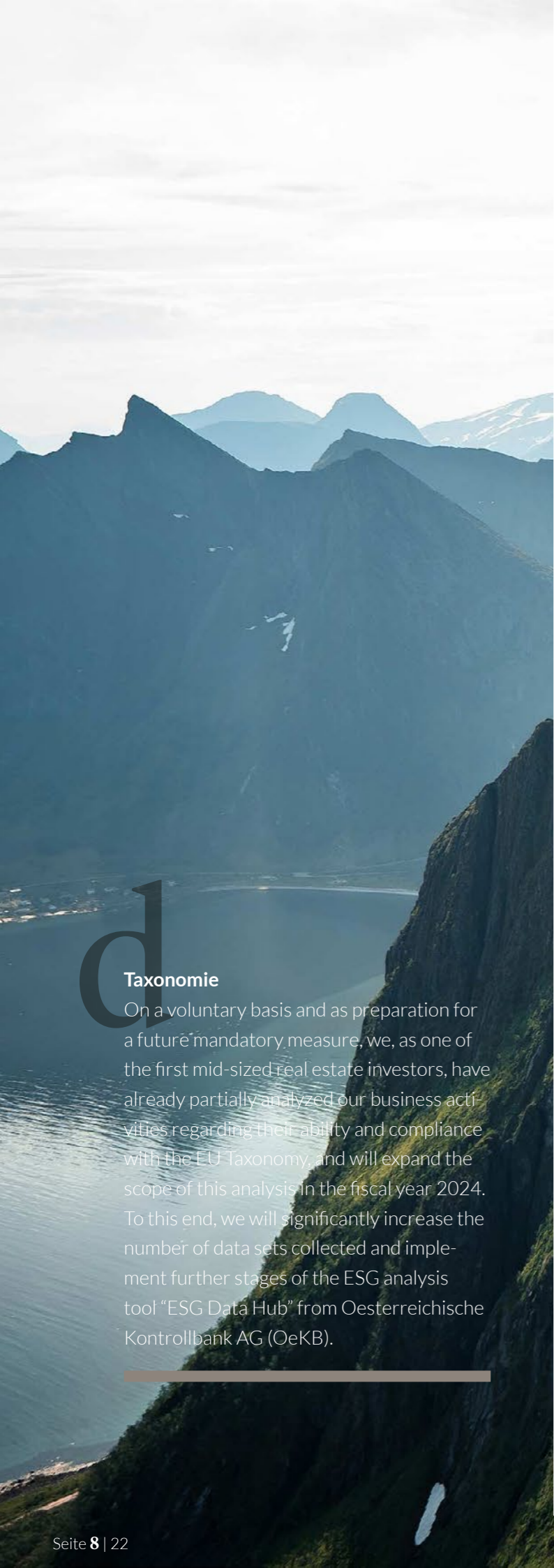
a Internal Review and Reporting

The ESG strategy ensures that all employees work towards and adhere to the same goals. All areas are subject to regular internal review and development by our certified ESG Advisor. As a company, we also believe that creating and spreading awareness about sustainable living significantly contributes to the successful implementation of the ESG strategy. We continuously and transparently report our results regarding socio-ecological sustainability within the framework of this sustainability report.

c Investments

In the following areas, we assess our company's future investment needs in technology and development to transition towards a resource-efficient and low-CO2 business operation, thereby reducing potential CO2 taxes.

- } Investments to reduce CO2 emissions in our own operations
- } Investments to reduce CO2 emissions along the supply chain
- } Investments in digitalization
- } Investments in building modernization



d Taxonomie

On a voluntary basis and as preparation for a future mandatory measure, we, as one of the first mid-sized real estate investors, have already partially analyzed our business activities regarding their ability and compliance with the EU Taxonomy, and will expand the scope of this analysis in the fiscal year 2024. To this end, we will significantly increase the number of data sets collected and implement further stages of the ESG analysis tool “ESG Data Hub” from Oesterreichische Kontrollbank AG (OeKB).

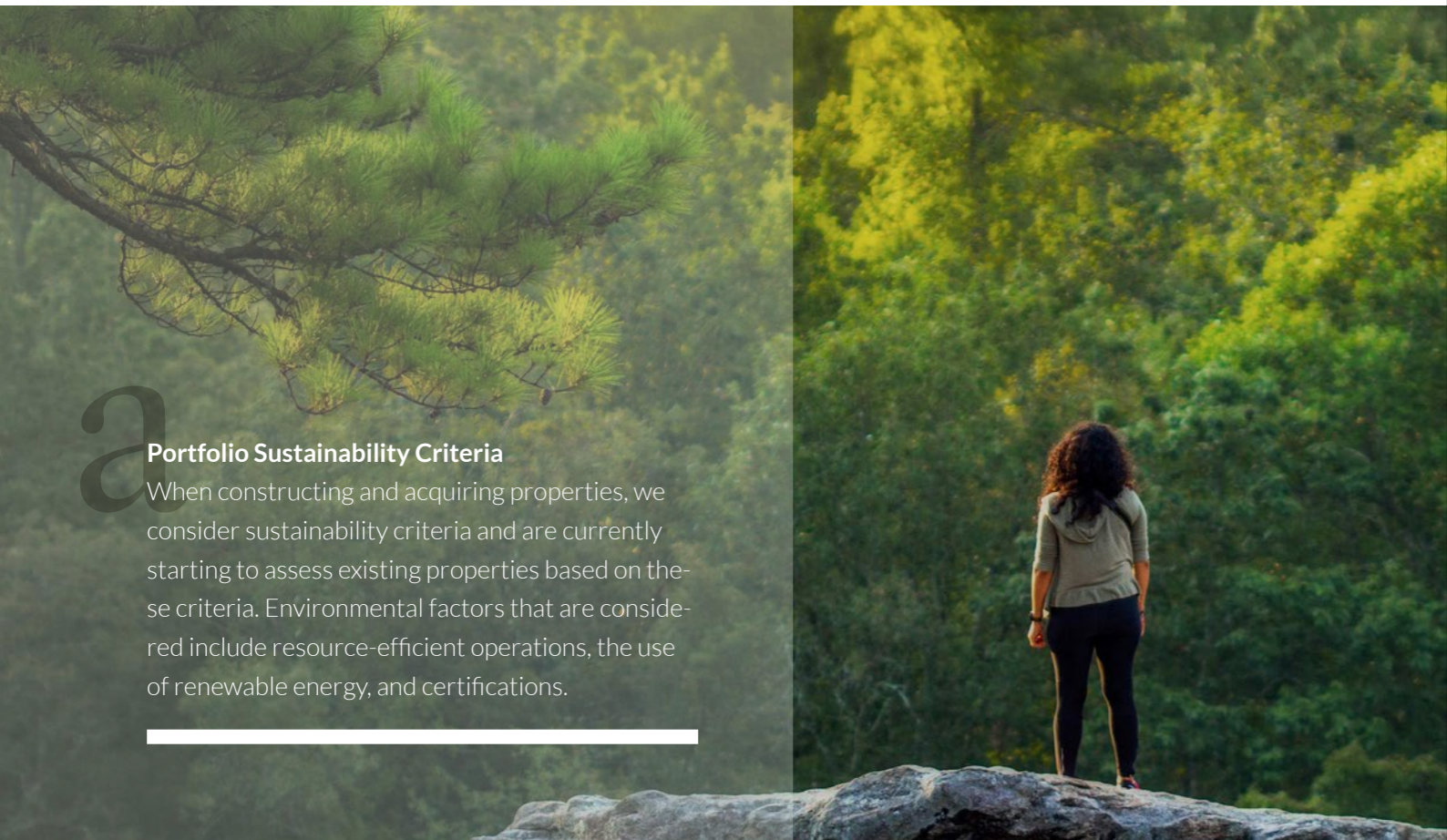
e Strategy and Management Systems

MÄHREN AG began developing its sustainability strategy in 2021 and has since continuously expanded and optimized it. We now follow a concrete strategy for managing the economic, social, and environmental impacts of our business activities. This strategy is further developed by the ESG managers within the company. This is ensured through a strategic approach and the consistent implementation of ESG criteria in daily operations. Additionally, MÄHREN AG’s ESG strategy is aligned with the UN Sustainable Development Goals (SDGs). All business activities are oriented towards responsible, sustainable development for a better future.

Quantitative indicators for monitoring performance and results related to a sustainable business model are being developed as part of this strategy. An example is the “ESG Data Hub Report Software” from Oesterreichische Kontrollbank AG (OeKB), which we are currently using to take stock of all ESG-relevant company data.



3 ENVIRONMENT



a **Portfolio Sustainability Criteria**
When constructing and acquiring properties, we consider sustainability criteria and are currently starting to assess existing properties based on these criteria. Environmental factors that are considered include resource-efficient operations, the use of renewable energy, and certifications.

b **Waste & Recycling**
MÄHREN AG has implemented a waste separation concept at its headquarters. Plastic waste, paper and cardboard, as well as organic waste are collected and handed over to a certified disposal company.

c **Measurement of Energy Consumption Values**
The energy consumption values of the company's headquarters are continuously measured.

d **Menge an recyceltem Plastikmüll**
The proportion of plastic waste that is recycled or reused in our company headquarters is 100%.



f **Measurement of Energy and Material Consumption**
We measure energy and material consumption regularly to ensure efficient use and identify areas for improvement.



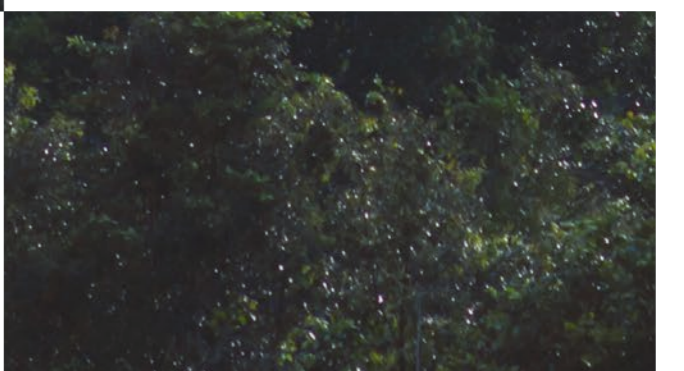
h **Woodland Ownership**
We are the largest private owner of woodland in Berlin. The area achieves a CO2 storage of approximately 15,000 tons per year.



e **Handling of Pollutants**
In case of suspected contamination with hazardous substances, we act in accordance with the legal minimum requirements.



g **Vehicle Fleet**
We are gradually transitioning our vehicle fleet to hybrid and electric models. So far, we have converted 13 out of 30 vehicles. An additional 10 vehicles are planned for 2024.





4

SOCIAL

a

Employee Welfare

The following aspects are included in our company's employee welfare.

Healthy Food

We provide all employees with permanent and free access to healthy food, such as fruits and vegetables, as well as a cost subsidy for general meals

Work-Life Balance

We ensure that all employees can optimally balance work and family by offering home office arrangements, parental leave, and flexible work solutions

Bonuses

We offer performance-based monetary bonuses for employees.

Discounts

In cooperation with local businesses, we offer our employees various services, products, and memberships at discounted rates

Janina Franz HR Manager @ MÄHREN AG



b

Occupational Retirement Provision

As an employer, we contribute 20% to the occupational retirement provision

C

Number of Employees in 2022
(Executives in parentheses)

female 24₍₂₎
 male 43₍₁₀₎
 diverse 0₍₀₎



Denise Lehmann (l) Assistance Head of Finance @ MÄHREN AG Berlin
 Johannes Jäger (r) Finance Manager @ MÄHREN AG Berlin

f

Training and Development Opportunities

We offer numerous individual training and development opportunities as well as free mental coaching for all our employees. A significant portion of employees has utilized these training opportunities. These include both job-related training and development programs, for which MÄHREN AG has provided individual adjustments to work schedules, or training that can be integrated into working hours.

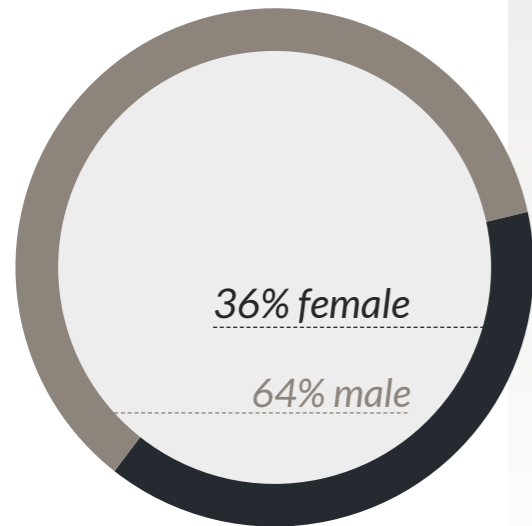
g

Employer Ranking

The promotion of our employees' satisfaction is one of the key pillars of our corporate philosophy. According to the employer review platform kununu, we rank among the top 5% of employers listed in Germany.

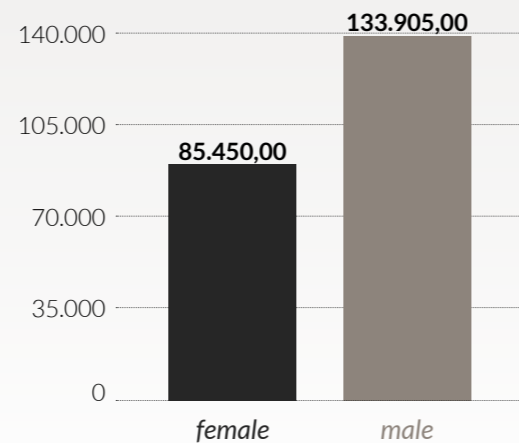
d

Gender distribution of employees in percentage



e

Annual average gross salary by gender



h

Social Engagement

The MÄHREN AG and its employees take on social responsibility through diverse engagement with the Jakob Mähren Foundation. The foundation was established in 2015 through the initiative of CEO Jakob Mähren to consolidate all charitable activities. The primary purpose of the foundation is to support disadvantaged children and elderly individuals in the Greater Berlin area.

Through support of various social organizations, as well as its own donation campaigns and cooperative projects, the Jakob Mähren Foundation has successfully implemented numerous social projects, particularly aiding children and elderly citizens. Details about the projects can be found on the foundation's website at www.jakobmaehrenstiftung.de.



Jakob Mähren CEO @ MÄHREN AG

i **Respect for Human Rights**

The MÄHREN AG fully commits to all points of the Universal Declaration of Human Rights of the UN General Assembly dated December 10, 1948, and is dedicated to respecting, protecting, and fulfilling the rights guaranteed by these agreements.

j **Gender and Equal Opportunity**

We are committed to gender equality and equal opportunity.

k **Prevention of Forced Labor**

MÄHREN AG distances itself from all forms of forced labor. It is ensured that no form of forced labor occurs within the corporate group during ongoing business operations

l **Occupational Safety Laws**

The basis for compliance with occupational safety laws at MÄHREN AG is the Occupational Safety and Health Act (ArbSchG). It regulates the fundamental occupational safety obligations of the employer, the duties and rights of employees, as well as the monitoring of occupational safety according to this law.

m **Prevention of Child Labor**

MÄHREN AG is firmly opposed to child labor and completely excludes the occurrence of child labor within the company. The company is committed to advocating for children's rights in all aspects of their lives

n **Principles of the Global Compact Initiative and OECD Guidelines**

MÄHREN AG fully ensures that it does not violate the principles of the United Nations Global Compact Initiative (UNGC) or the guidelines of the Organisation for Economic Co-operation and Development (OECD) for multinational enterprises.

Martin Ulbricht
Assistant Transaction @ MÄHREN AG Berlin

GOVERNANCE

The foundation for the success of MÄHREN AG is defined responsibilities, regulated interactions, and transparent internal working processes.

Key tasks in the area of governance include monitoring and controlling relevant business processes and risks, adhering to corporate due diligence obligations, and handling all employees responsibly.

a Governance Structure

All business activities at MÄHREN AG are managed by the Board of Directors. This includes the Chief Executive Officer (CEO), the Chief Operations Officer (COO), and the Chief Financial Officer (CFO). The Board aligns its actions and decisions with the interests of the company, considering the concerns of employees and other stakeholders connected to the company, with the goal of sustainable value creation. The Board manages the company independently, sets goals and strategic direction, coordinates with the Supervisory Board, oversees the implementation of the corporate strategy, and regularly discusses the progress with the Supervisory Board.

The Supervisory Board's role is to advise and oversee the Board of Directors in managing the company. For decisions of fundamental importance to the company, the Board of Directors must involve the Supervisory Board.



Simon Laube (l) CFO @ MÄHREN AG Berlin
Dennis Rekittke (r) COO @ MÄHREN AG Berlin

b Risk Management

MÄHREN AG takes consciously calculated business risks to achieve its corporate goals, implement its business strategy, and seize resulting opportunities. To classify and control these risks, the company has established a risk management system. The goal is to identify all risks at an early stage and manage them according to the risk strategy.

The opportunity and risk report of MÄHREN AG in the consolidated management report provides comprehensive information on the company's risk management as well as significant risks that have a medium or high impact on the company's assets,

c Compliance

Integrity and compliance are fundamental to business conduct at MÄHREN AG. Therefore, the company adheres to high standards, particularly regarding the prevention of corruption, money laundering, economic crime, and the protection of human rights. Additional focuses include data protection, as well as information, cyber, and IT security.

A code of conduct, currently under development, will outline the values and behavioral principles of MÄHREN AG that must be adhered to by the board, managers, and employees. These will form the binding foundation for the company's business activities. The company expects all employees to personally commit to adhering to the corporate code and to support others in doing the same. MÄHREN AG also expects its business partners to uphold these values and behavioral principles.

PRINCIPLES FOR DATA COLLECTION AND PRESENTATION

The following principles regarding metrics and data points apply to the entire report, unless otherwise specified: all significant business activities of MÄHREN AG are included. The reporting period is from January 1, 2022, to December 31, 2022.

In preparing the report, estimates and projections may be made to ensure a complete representation of the reporting period, which are documented internally. Actual values may differ from these estimates and will be corrected in the following year's reporting. Methodological and structural changes will generally be adjusted. Rounding of amounts and percentages may result in discrepancies. Except for the above principles, employee metrics and ratios are generally considered as of December 31, 2022.

FUTURE-ORIENTED STATEMENTS

The present report contains, among other things, forward-looking statements based on current management assessments of future developments. Such statements are subject to risks and uncertainties that are beyond MÄHREN AG's ability to control or accurately estimate, such as future market conditions, economic and political frameworks, and the behavior of other market participants. Should any of these cases or other uncertainties and contingencies occur, or if the assumptions on which these statements are based prove to be incorrect, actual results may differ materially from those explicitly or implicitly stated in these statements.

MÄHREN AG does not intend, nor does it undertake any separate obligation, to update forward-looking statements to reflect events or developments occurring after the date of this report.

Stanimira Garvanski
Accountant @ MÄHREN AG Berlin



8 STAKEHOLDER

The sustainability report of MÄHREN AG is primarily aimed at both internal and external stakeholders. Internal stakeholders include the company's employees and their families. External stakeholders include, on the one hand, the tenants of our existing properties, and on the other hand, banks, companies from the entire value chain of the real estate industry (buyers, sellers, brokers, property managers, construction firms, joint venture partners), as well as private business partners.

MÄHREN AG

Kurfürstendamm 185
D- 10707 Berlin

Telefon: +49 30 / 50 50 90 80
Telefax: +49 30 / 50 50 90 81

E-Mail: info@maehren.ag



MÄHREN