

A large, faint, light blue illustration of a butterfly's wings is positioned on the left side of the page, extending from the top left towards the bottom left. The wings are detailed with veins and a scalloped edge.

# Transforming potential



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# A closer look

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Michael Ehlmaier FRICS  
Managing Partner  
Court certified and accredited expert  
EHL Immobilien Group

Dear Readers,

It is with great pleasure that we present the EHL Group's first Sustainability Report. As one of the leading Austrian real estate service providers, we are particularly committed to the environment, our customers, our employees and society. We are therefore reporting voluntarily on our efforts to make the EHL Immobilien Group a more sustainable company and on our ESG strategy. We want to contribute, voluntarily, and without legal obligations, to greater sustainability and social responsibility, and provide transparent information on our progress.

Sustainability aspects will have an increasing impact on the development of our society and its far-reaching economic connections in the future because of efforts to meet the EU Commission's climate goals. The real estate sector is one of the major players in the fight against climate change and, as one of the largest sources of CO<sub>2</sub> emissions, our industry can make a significant contribution to solving the related challenges. That makes it all the more important for every link in the value chain – from developers to the many different service providers – to take responsibility for ESG (Environmental, Social and Governance) and the attainment of the goals set for 2040 and 2050.

EHL, as a service provider, does not build or own properties, but we have decided to issue this report and demonstrate our determination to make a contribution in all areas relevant for our business activities. We want to explain our progress in the areas of environmental protection, social responsibility and corporate governance – and are backing up this information with a variety of concrete measures to demonstrate that sustainability is more than just a slogan for us.

In order to meet the highest quality criteria and ensure comprehensive, transparent disclosures, this report was prepared in accordance with the internationally recognised GRI Standards and was reviewed by an external auditor, BDO Assurance GmbH.

Yours,



Michael Ehlmaier

The real estate sector is one of the major players in the fight against climate change and, as one of the largest sources of CO<sub>2</sub> emissions, can make a significant contribution to its solution.





# Full satisfaction

The EHL Group is one of Austria's leading real estate service providers. We offer a full range of services for commercial, investment and residential properties. Competent and dynamic.

EHL's activities generally cover a broad range of on-site services – from real estate brokerage and valuation to asset and portfolio management to market research and investment advising.

As a provider of numerous real estate services, we place special value on the satisfaction of our customers and business partners. We stand for active, high-quality all-round service as a reliable, responsible and transparent partner.

## The EHL Service Portfolio

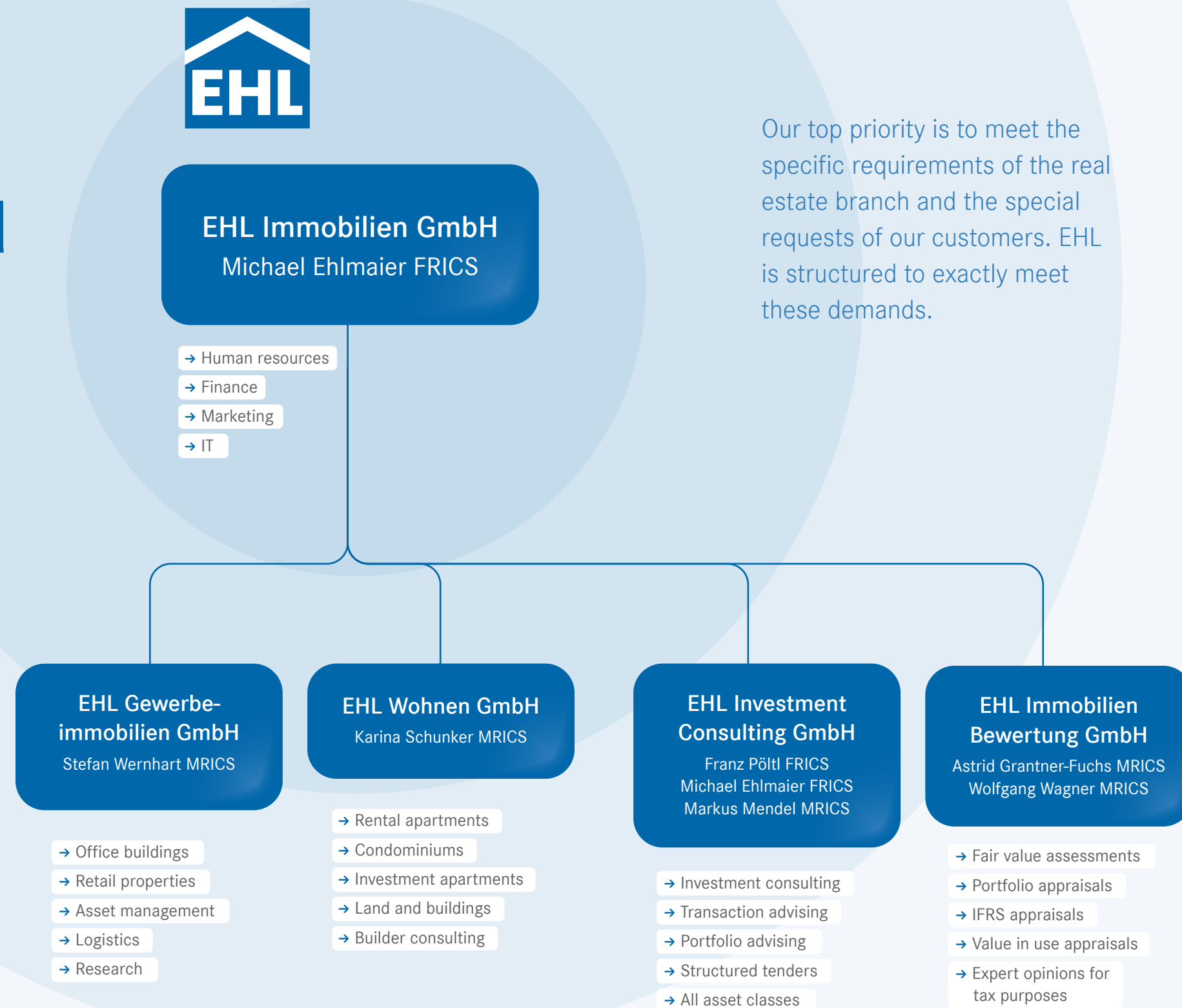
- Rental
- Sale
- Valuation
- Investment consulting
- Asset management
- Portfolio management
- Market research

## Die EHL Asset Classes

- Residential properties
- Investment apartments
- Condominiums
- Office buildings
- Retail properties
- Logistics properties
- Investment properties
- Apartment buildings
- Commercial real estate
- Land
- Hotel properties



# Optimally positioned



Our top priority is to meet the specific requirements of the real estate branch and the special requests of our customers. EHL is structured to exactly meet these demands.

## Learning and growing

As a dynamic full-service provider, our company also wants to grow in business areas outside traditional real estate brokerage.

We collect valuable first-hand experience through close cooperation with our customers and continuous market monitoring by our experts. In this way, we can identify trends at an early point in time and always provide a sound basis for decisions.

Our services also include financial advising and assistance for our customers – from conventional mortgage financing to crowd funding.

## Strong performance by strong partners

EHL Immobilien has been an exclusive partner of the global real estate service provider BNP Paribas Real Estate, a subsidiary of the BNP Paribas Group, since 2019. This gives our customers access to an excellent national and professional international network with wide-ranging market know-how.



# Real corporate values



We see sustainable actions as an all-inclusive attitude. That means we live these values inside as well as outside the company.

Our central corporate values define who we are:

- Family and responsibility
- Honesty and reliability
- Decisiveness and results orientation

These value shape our self-image, the way we work and our interaction with each other. They are the source of our motivation and the basis for our success. The clear-cut benefits for our customers are highly professional and personal service, transparent, honest and responsible advising, and relations that are built on long-term trust.



# Our reporting

EHL always provides its customers and other interested parties with proactive, detailed and complete information. Our first voluntary ESG report also follows this principle. Because we see it as an opportunity to extensively document – and clearly demonstrate – our forward-looking entrepreneurial approach.

This report was prepared in agreement with the requirements of the internationally recognised Global Reporting Initiative 2021.

All sustainability-relevant information and statistics are based on EHL Immobilien GmbH and its subsidiaries for the 2022 financial year (01.01.2022 – 31.12.2022). The data presented in this report was reviewed externally at our request by BDO Assurance GmbH.

We plan to present an EHL Sustainability Report every two years in the future. An interim report with all relevant statistics will be issued annually in the interim periods.

## Stakeholders get a chance to speak

An extensive survey of EHL stakeholders<sup>1</sup> forms the basis for this report. It allows us to address the concerns of all involved parties and prepare for future decisions.

We have assigned our stakeholders to internal and external groups. The groups defined as relevant are:

**Internal stakeholders:**  
employees, managers, managing directors

**External stakeholders:**  
Banks, educational facilities, service providers, customers (commercial properties; investment consulting; real estate appraisal; residential; the former subsidiary facility management; ownership under the Austrian Condominium Act), media / journalists, NGOs and associations

<sup>1</sup> Stakeholders are persons or groups who/which have an interest in EHL Immobilien GmbH and are influenced by the effects of its actions and decisions.



# A clearly structured study

In the first stage, we defined 13 areas of activity and 52 sustainability issues based on the ESRS Exposure Drafts (as of: August 2022) and GRI Standards (2021).

### Climate change

- Renewable energy sources
- Mobility
- Energy-efficient locations

### Environmental factors in business activity

- Sustainable actions by suppliers
- Feasibility studies
- ESG contact person
- Sustainability information for customers

### Resource consumption and circular economy

- Material consumption
- Waste management
- Water consumption

### Sustainability in procurement

- Procurement process
- Audits

### Modern employer

- Corporate culture
- Attractiveness
- Employee satisfaction
- Staff turnover
- Flexible working time models

### Health and occupational safety

- Work accidents and prevention
- Safety and well-being
- Ergonomic work
- Health-promoting measures
- Sick leave days

### Training and education

- Training positions
- HR development
- Management development
- Training opportunities

### Management

- Management commitment to sustainability
- Sustainability awareness
- Sustainability-based corporate strategy
- Fair and transparent remuneration policy
- Prevention of corruption and bribery
- Compliance with professional ethics

### Social mission

- Support for local educational facilities
- Associations and charitable organisations
- Cooperation with NGOs

### Customers

- Service quality
- Interaction
- Dependence
- Satisfaction

### Innovation management

- Digitalisation and optimisation
- Innovation in brokerage
- Innovation in administration
- Innovation in valuation

### Risk management and internal control systems

- Environmental management systems
- Certifications
- Data protection
- Compliant systems
- Compliance guidelines
- Compliance training

### Diversity & equal opportunity

- Inclusion
- Equal opportunity in career planning
- Diversity
- Age structure and diversity in management

## Great numbers, also for the feedback

We used two online questionnaires with identical content for internal as well as external stakeholders. Our first question in both questionnaires involved the relevance of sustainability. If this subject was classified as relevant, question then followed on the impact on people and the environment.

This two-step procedure was selected to precisely identify the potential effects of issues with substantial relevance for people and the environment. Issues rated highly significant for both relevance and impact were ranked appropriately higher in the materiality analysis.

The effects of EHL that were seen as particularly strong point us to opportunities and potential disadvantages for people or the environment. That helps us to proactively prevent threats and speed up improvements.

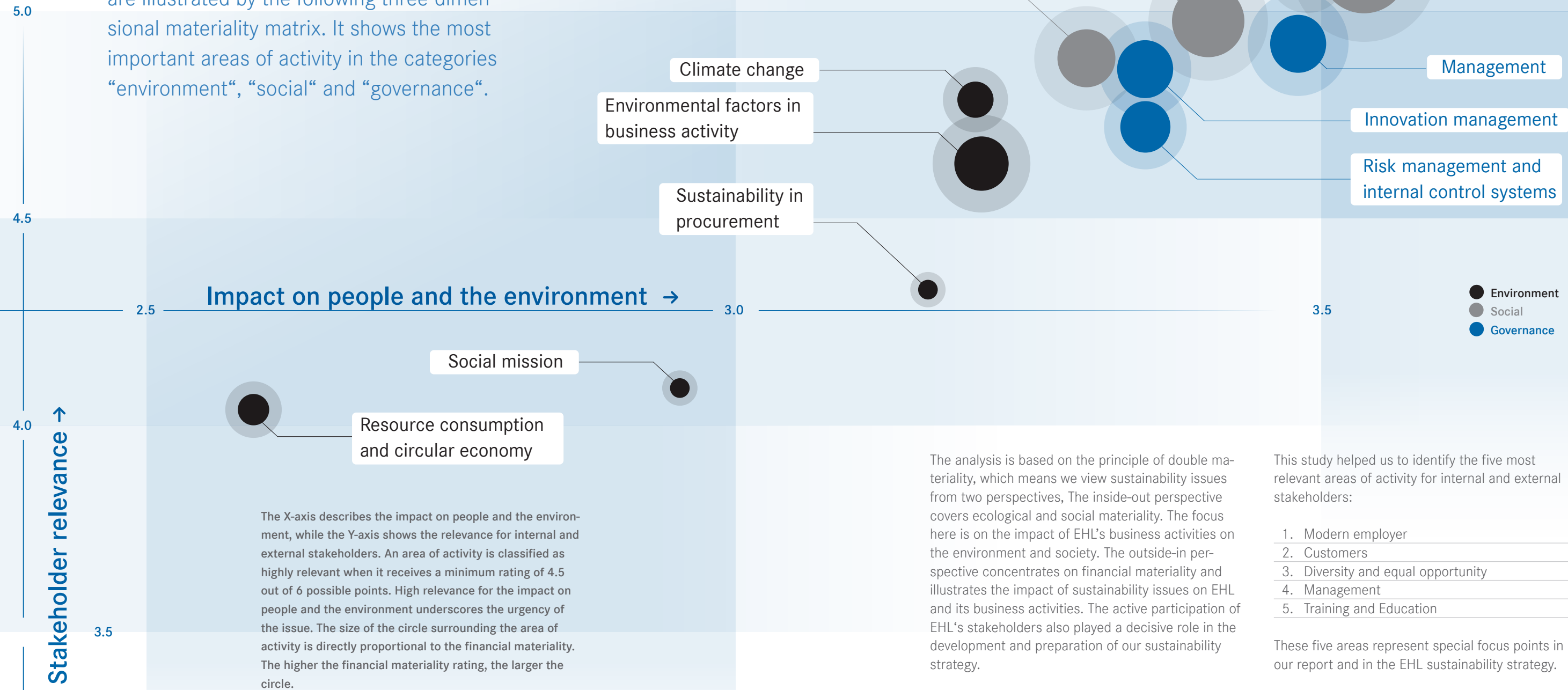
In total, our surveys reached 493 internal and external stakeholders – and ended with an impressive net response rate of 38.1 % for fully completed questionnaires.





# Materiality matrix and results

The results of the EHL stakeholder survey are illustrated by the following three-dimensional materiality matrix. It shows the most important areas of activity in the categories “environment“, “social“ and “governance“.



The analysis is based on the principle of double materiality, which means we view sustainability issues from two perspectives. The inside-out perspective covers ecological and social materiality. The focus here is on the impact of EHL’s business activities on the environment and society. The outside-in perspective concentrates on financial materiality and illustrates the impact of sustainability issues on EHL and its business activities. The active participation of EHL’s stakeholders also played a decisive role in the development and preparation of our sustainability strategy.

This study helped us to identify the five most relevant areas of activity for internal and external stakeholders:

1. Modern employer
2. Customers
3. Diversity and equal opportunity
4. Management
5. Training and Education

These five areas represent special focus points in our report and in the EHL sustainability strategy.

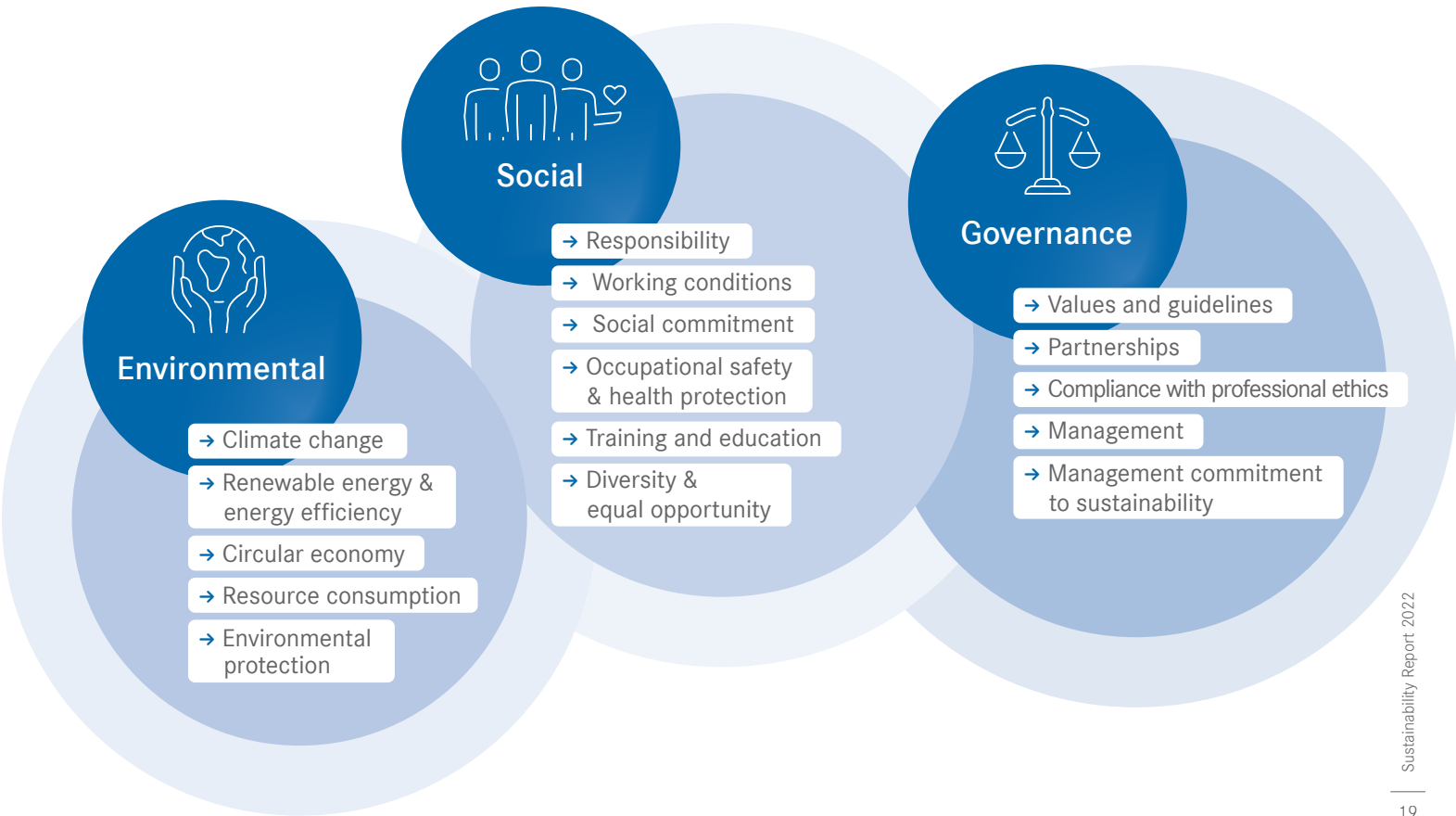


# We stand for sustainability

All EHL business units make valuable contributions to the sustainable development of the real estate branch above and beyond legal requirements. Wide-ranging advising for our customers helps them to integrate sustainability systematically, efficiently and with an eye on cost-effectiveness in their property portfolios.

*EHL is committed to innovative, state-of-the-art actions at all time.*

Michael Ehлмаier FRICS







# Sustainable actions over many years

Sustainability has been an important issue in the real estate branch – and at EHL – for many years. Early examples are the introduction of building certification at the beginning of the 1990s and the founding of the ÖGNI – Austrian Sustainable Building Council in 2009, which included EHL as one of the founding members. ESG conformity has since grown to become one of the most important competitive factors for real estate development projects and investments.



## EHL and the ÖGNI

Sustainable properties create a healthy and comfortable atmosphere for living and working. They are a building block for greater well-being in our cities. As a founding member of ÖGNI – the Austrian Sustainable Building Council, EHL has given high priority for many years to projects that integrate the interests of society, ecology, economy.

The ASBC was founded in 2009 as a partner to the German Sustainable Building Council (GSBC). Their certification system was adopted, modified to meet Austrian requirements, and continuously developed.

The ÖGNI is an NGO and, as the only Austrian council, an “established member” of the World Green Building Council. Its goal is to strengthen the international position of Europe’s quality certification.

## Real estate for generations to come

The members of this council concentrate on the certification of buildings in accordance with the three pillars of sustainability. Economy, ecology and socio-cultural criteria are included throughout the entire real estate lifecycle. Other important factors are the selection of locations together with process and technical qualities.

Another common goal is to stress the use of building certifications because they serve as guidelines for environmentally and resource conserving buildings with high economic and social efficiency. In this way, buildings can be flexibly used for generations and support the health, well-being and productivity of all users.

EHL’s commitment in this area is expressed by Michael Ehlmaier, Managing Partner of EHL Immobilien GmbH, who is a founding member of the ÖGNI. In addition, Karina Schunker, Managing Director of EHL Wohnen GmbH, joined the ÖGNI presidium in April 2022 and Stefan Wernhart, Managing Director of EHL Gewerbeimmobilien GmbH, serves as an ÖGNI ambassador.



# Lofty goals, strong incentive, full commitment

On 25 September 2015, the 193 member states of the United Nations adopted the Agenda 2030 for sustainable development as a shared plan to “transform our world“. It defines 17 goals for sustainable development and an action plan for greater well-being and peace for all people and our planet.



The 17 goals are subdivided into 169 targets and cover a new, networked understanding of poverty, the destruction of the environment, inequality, methods of production and consumer behaviour, corruption and many other issues. A global mindset and actions are essential to master these challenges.

The Agenda 2030 applies universally to all countries, whereby the responsibility for realising its goals lies at both the national and international level. Important steps to meet these goals include

cooperation between all countries and the implementation of common strategies.

EHL extensively analysed the United Nation’s 17 Sustainable Development Goals (SDGs) to support its positive contribution to sustainable development. After internal discussion, we identified the following 10 of these sustainability goals as decisive for our responsible actions:

## Good Health and Well-being

SDG 3 is focused on improving the health and well-being of all people in all age groups. It ranges from combatting illnesses and better care and treatment for physical and mental health to the reduction of environmental and occupational risks.

At EHL, we have established a solid framework to meet this goal. We regularly invite doctors and health experts for consultations. Our offering also covers preventive screenings,

for example to control skin pigmentation, as well as vaccinations, ergonomic advising and eye tests. Group yoga sessions strengthen body consciousness and are a healthy change of pace from the daily work routine. Organic fruit, mineral water, organic juices and freshly prepared meals from Schrankerl GmbH promote balanced nutrition and increase our employees’ energy level.





# Quality Education

Inclusive and equitable quality education, skills and expertise for greater sustainability and life-long learning for everyone form the agenda here. SDG 4 wants to make sure that all people have access to quality education – independent of gender, origin, economic conditions or other factors.

The EHL materiality analysis confirmed “training and education” as one of the five most important areas of activity for internal and external stakeholders. Both issues have had high priority for EHL ever since our founding.

EHL places high value on excellent training and education. All our employees receive regular branch-specific training and are also able to register for additional sessions during working hours. Our employees took part in a total of 10,020 training and education hours during 2022, whereby women registered 5,988 of these hours.

We provide full or partial financing for educational costs. By 2025, we will have identified the individual training needs of all our employees and prepared suitable offers.

EHL employees can take part in webinars and seminars on issues related to housing regulations free of charge. The well-known housing rights expert Christoph Kothbauer holds these courses at our invitation.

EHL’s cooperation partners include the following institutions, universities and other research facilities: ACE Vienna University of Technology, the Universities of Applied Sciences in Vienna and Wiener Neustadt, the Danube University Krems, ÖVI Im- mobilienakademie, ImmoZert, FIABCI International Real Estate Association, ULI Urban Land Institute, ÖGNI, RICS and Immo ABS Alumni Association of ACE Vienna University of Technology.

We share our discussions with experts and practical experience in real estate on our EHL podcast “Let’s talk about housing“. Examples of these subjects include changes in housing laws, building certification, property appraisal, sustainable construction, digitalisation in real estate marketing and living in the age of home office.

**EHL is also a member of the RICS (Royal Institution of Chartered Surveyors).**

This worldwide professional association plays an important role in training and education as well as the development and implementation of quality standards. Michael Ehlmaier and Franz Pörtl are “Fellows of RICS“, while 12 other EHL employees are classified as “Professional Member of RICS“.

One point not to forget: Our EHL market reports have provided readers with first-hand, up-to-date information and analyses of markets and locations for over 20 years.



# Gender Equality

SDG 5 is designed to counter discrimination and violence against woman and girls. It calls for gender equality and full participation in political, economic and social decision processes – and is also directed to promoting equal access to education, healthcare and other fundamental social services.

Gender equality and diversity are of fundamental importance for EHL. We are committed to achieving an equal share of women and men at all levels of our company.

The EHL workforce currently includes 148 women, who represent 67.3 % of the total staff. Apparently, qualified women see us as an attractive employer and trust our organisation.

Highly qualified women currently hold 66 % of our management positions. This clearly shows how seriously we take diversity in our decision processes. Moreover, women head three of our five subsidiaries.

We are also committed to maintaining a balanced distribution of genders in our company in the future. This is reflected in our constant efforts in support of a diverse and integrative working environment with numerous opportunities for advancement.

Our plans include the expansion of the parental leave model for both genders and the improvement of re-integration after parental leave and part-time return to work.





## Affordable and Clean Energy

Every person has the right to affordable, reliable and sustainable energy supplies – and we use our many years of experience on construction management to help realise this goal. We support EHL customers in converting to renewable energies and work with them to develop individual solutions that meet their needs and the requirements of the specific building.

We also rely on sustainable energy supplies. For example: We use 100 % green electricity which comes from renewable energy sources. With a focus on district heating, EHL also minimises its CO2 footprint and contributes to climate protection.



## Decent Work and Economic Growth

We believe successful economic development must also include healthy working conditions, fair compensation and social security. Sustainable growth that is not at the cost of human dignity is our benchmark.

EHL pursues a stable growth strategy along our defined value pairs “honesty and reliability“, “decisiveness and results orientation “ and “family and responsibility“. We want to – and intend to – protect our leading position as the best employer with the most satisfied customers on the Austrian market.

The independent institution “Great Place to Work“ audited EHL extensively for the first time in 2017. Our holding and all five subsidiaries were rated as a “Great Place To Work“. Our Group’s long-term, sustainable attractiveness has also been objectively confirmed. The ranking was based on written feedback from an anonymised employee online survey that evaluated, among others, the newly structured onboarding processes, flexible working time rules to support the work-life balance, and the company’s social commitment. EHL was again recertified as a “Great Place to Work“ in 2021.



## Reduced Inequalities

SDG 10 aims to reduce inequalities within and among countries. The goal is to achieve inclusive societies throughout the world which guarantee equal opportunity and social equity.

The following measures are required to meet this goal: increased income, also for the lower population levels; improved access to basic services and resources for all; zero tolerance for discrimination based on gender, age, special needs, ethnic origin or financial status.

At EHL, we value diversity because it leads to more innovative solutions. We promote a culture of inclusion and equal opportunity so every employee can realise his or her full potential. Applications are evaluated without bias based on know-how. Gender, age, religion, origin, sexual orientation, skin colour or impairment have no influence on the selection process. That not only strengthens our corporate culture, but also protects our long-term economic success.

Twenty-two languages are represented in EHL. This reflects the diversity in our company and also forms the basis for lively intercultural communication.

We also believe in the importance of ensuring the representation of all age groups (< 30, 30 to 50 and > 50) in all hierarchy levels at EHL. That provides an ideal setting for the valuable exchange of experience, perspectives and ideas as well as the development of a dynamic, innovative corporate culture.



## Sustainable Cities and Communities

“Making cities and settlements inclusive, safe, resilient and sustainable“ is a goal we definitely support. We are also committed to improving living conditions, to the expansion of sustainable mobility, the preservation of our cultural heritage, the provision of affordable housing and attractive public spaces.

EHL contracted with 692 suppliers in 2022 to provide the necessary services for properties in Austria. Their qualifications were reviewed at length and in advance by our supplier management. Documentation like the master data sheet, excerpt from the company register, business license and business liability insurance were submitted. An evaluation to prevent fictional suppliers was and is mandatory. Our ISO 9001 certificate confirms the effectiveness of our quality management system.

Especially in smaller communities, we rely on regional businesses located at short distances. That reduces emissions and also protects our customers’ budgets.





## Responsible Consumption and Production

Environmentally compatible and resource conserving production processes, the reduction of waste and emissions, and support for more sustainable consumption are further important goals. We have examined our internal shopping lists to identify opportunities for more sustainable procurement – and have already implemented a number of these ideas.

For example: EHL purchases organic, aluminium-free packaged fair trade coffee, whose raw materials can be traced back to the producing organisation. Plant-based milk alternatives and “rescued” fruit is also available. (See section 4 for details).

Our internal construction management department works together with our customers on resource conserving thermal renovation projects. In the administrative area, we count on environmentally conscious work and repairs instead of hasty disposal.

The EHL market reports are published on environmentally friendly paper and are no longer shrink wrapped. Our advertising items like pens and USB sticks have been converted to environmentally friendly substitutes which, where possible, are made of domestic beech wood. Plans also call for the changeover of further advertising and printed materials to more environmentally friendly alternatives.

Customers interested in viewing properties on site receive a digital summary before the appointment, and tablets provide additional information at the location. Pre-printed brochures have been discontinued. Tablets are also used for transfers and site inspections. Digitalised property marketing saves substantial resources, and our customers still receive optimal information. Examples are our 360° online tours and our customer platform for rentals.



## Climate Action

The minimisation of greenhouse gas emissions, clean energy and more resistant communities and ecosystems are urgently required. Our answer is focused on more sustainable properties, ESG-compatible management and decarbonisation. The construction and operation of all properties in Europe are responsible for roughly 40 % of total energy consumption and nearly 36 % of CO<sub>2</sub> emissions in the EU – and here, the potential for savings is enormous.

EHL’s real estate experts are experienced in all areas of the branch. For appraisal, acquisition or sale, rental or management as well as project development, we have the right teams. Their expertise and experience guarantee the best possible advising and support for our customers. Every EHL assignment is based on extensive information with specially designed solutions. Our sustainable property management is supported by the precise monitoring of energy and water consumption and waste generation. The results flow into recommendations for specific steps to improve efficiency and reduce costs. We also work together with experienced building physicists to identify and evaluate the relevant parameters for structural factors.

Traffic is responsible for roughly 20 % of worldwide CO<sub>2</sub> emissions and, at EHL, we have also consequently used this as a starting point. Our mobility strategy is focused on sustainability. Environmentally friendly travel is supported by several (electric) bicycles and a car pool with six autos which are available for all 220 employees. Ninety of our employees use our free annual ticket for the Vienna public transportation system and 14 employees currently use the EHL climate ticket for longer distances.



## Partnerships for the Goals

SDG 17 proposes global partnerships to realise the other 16 SDGs. It calls for cooperation between governments, the private sector, civil society and other players. EHL supports the following organisations and projects which are focused on SDGs 1-4 and 6:

- **Nachbar in Not** – Help for Ukraine
- **Mary’s Meals** provides daily school meals for children in the world’s poorest countries
- **SC Caritas Socialis** supports and accompanies people with its care and assistance offerings
- **Sterntalerhof Children’s Hospice** helps families with severely, chronically or terminally ill children
- **Licht ins Dunkel Emergency Assistance Fund** was supported by the event “Managers make Music“
- **St. Anna Children’s Hospital Cancer Aid** supports children and young people with cancer
- **Motion4kids** supports innovative exercise projects for children



# Concerted action for Ukraine



A brilliant performance in dark times. Eleven days after the start of the war in Ukraine, EHL arranged a benefit concert for the aid organisation “Nachbar in Not – Hilfe für die Ukraine“. The sold-out matinee on 26 March 2022 in the magnificent Mozart Hall of Vienna’s Konzerthaus was a musical sensation and collected 140,000 Euros of sponsoring and donations.

700 visitors enjoyed an attractive classic programme with the violin concert in D-major, op. 61 by Ludwig van Beethoven and symphony Nr. 4 in D-minor, op. 120 from Robert Schumann.



Under the direction of Pablo Boggiano, the musicians of the Academic Orchestra Association also convinced Michael Ehlmaier, Managing Partner of der EHL, to join them as a violinist. He presented the impressive proceeds from the concert, which was organised together with the Rotary Club Perchtoldsdorf, to Pius Strobl, Head of the ORF Humanitarian Broadcasting Department.

“I am extremely happy that we – together with our many business partners and customers – were able to raise such an impressive amount and set a clear and concrete sign of our support for the people in and from Ukraine. The real estate branch has shown its solidarity, drive and big heart to ease the catastrophic situation of these many people in need through humanitarian assistance.”

Michael Ehlmaier FRICS



# We shape our environment



Buildings are an important part of our living and working worlds. With these structures, we create welcoming homes, attractive offices, inviting meeting places, expansive public areas and much, much more. Developing, modernising and operating all this while, at the same time, conserving resources, is our top priority. Because this is the only way to achieve healthy surroundings and, at the same time, ensure an intact environment.





# The EU has set ambitious goals

The current stock of properties in Europe is responsible for 40 % of energy consumption and 36 % of CO<sub>2</sub> emissions in the EU. Many of these buildings are more than 50 years old and were not designed to maximise energy efficiency. This situation must now change.

The goals are clearly defined in the Paris Climate Agreement: CO<sub>2</sub> emissions in the EU must be reduced by 55 % versus the 1990 base year by 2030, and climate neutrality is targeted by 2050. Estimates by the Commission show that the extensive energetic renovation of buildings could reduce energy consumption in the EU by 6 % and lead to CO<sub>2</sub> savings of 5 %.

## Different effects, great opportunities

Real estate has a significant impact on our environment throughout its entire lifecycle: from the production of building materials to operation and disposal on dismantling. With a sustainable approach and actions, our branch can play a key role in containing climate change and ensure a better future for coming generations.

Sustainable materials, targeted measures for greater energy efficiency and green technologies also have more, very concrete advantages. They help building owners and operators to reduce the negative effects on the environment, limit operating costs and increase the value of their properties.

## EHL is active in many areas

The EHL Immobilien Group plans to substantially expand its offering of sustainable building refurbishment services with specialised architects. This will help to save valuable resources, reduce costs over the long-term and maintain the value of properties.

Our headquarters building in Vienna's 4th District has received LEED Gold certification.

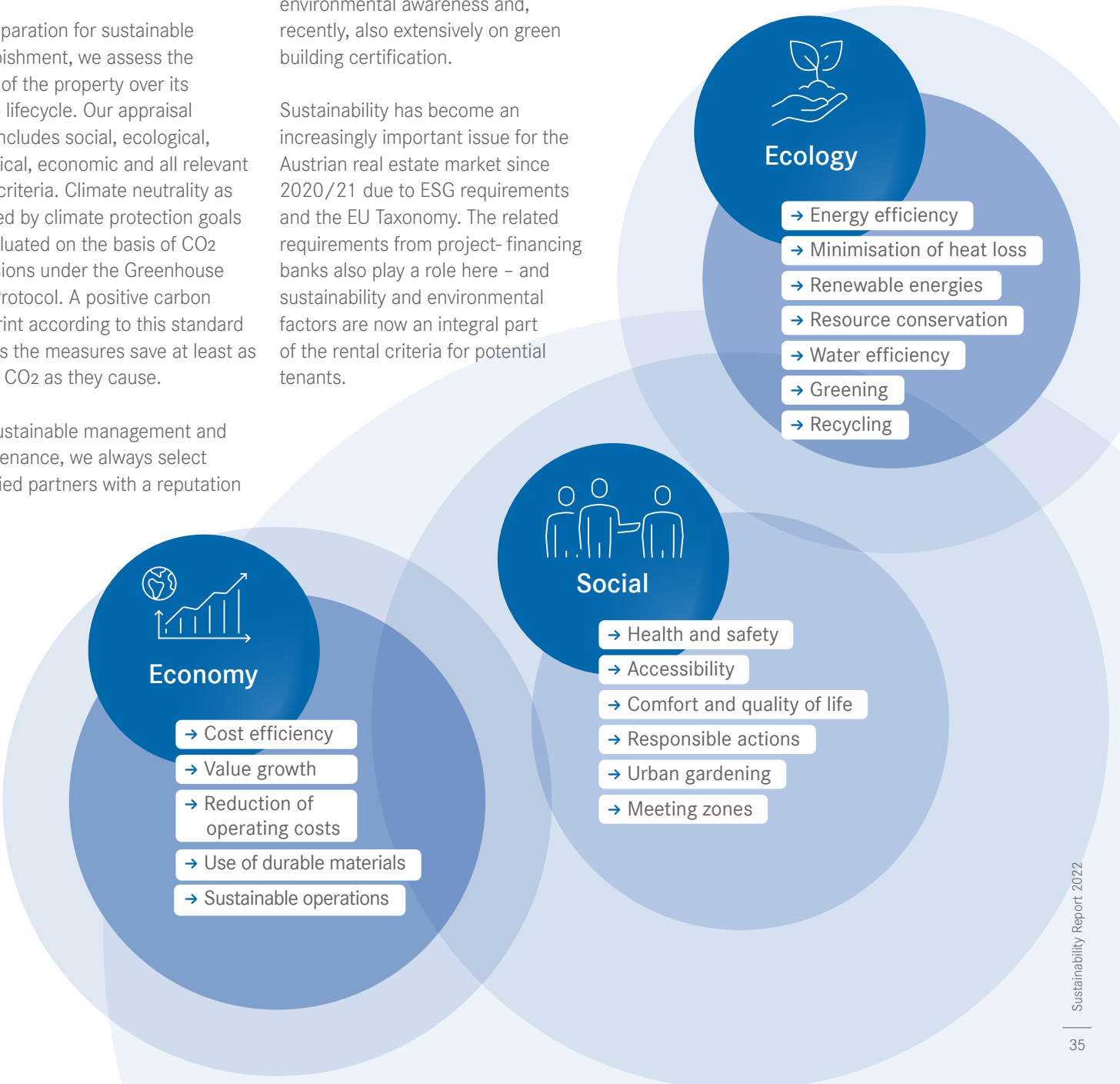
In preparation for sustainable refurbishment, we assess the value of the property over its entire lifecycle. Our appraisal also includes social, ecological, technical, economic and all relevant legal criteria. Climate neutrality as defined by climate protection goals is evaluated on the basis of CO<sub>2</sub> emissions under the Greenhouse Gas Protocol. A positive carbon footprint according to this standard means the measures save at least as much CO<sub>2</sub> as they cause.

For sustainable management and maintenance, we always select qualified partners with a reputation

for resource conserving work and an ecological and economic approach based on "repair instead of disposal". EHL worked with 692 suppliers in 2022 to provide the necessary services for properties in Austria.

As experts, we have advised our customers for over 15 years with regard to sustainability and environmental awareness and, recently, also extensively on green building certification.

Sustainability has become an increasingly important issue for the Austrian real estate market since 2020/21 due to ESG requirements and the EU Taxonomy. The related requirements from project-financing banks also play a role here – and sustainability and environmental factors are now an integral part of the rental criteria for potential tenants.





# Small measure, big effect



## Milk consumption

We started to also offer plant-based milk alternatives (oat und soy milk) for coffee in mid-2022. The production of oat and soy milk requires only 48, respectively 28 litres of water. In contrast, the production of one litre of cow's milk requires many times these amounts, namely 628 litres of water.

Moreover, the production of animal milk requires more than 11-times the space than the production of plant-based milk and causes three-times more greenhouse gases.

The gratifying result: Employees who are lactose intolerant or vegan have a healthy alternative – and EHL has reduced the negative effects on the environment:

- 109,920 litres of water
- 1,522 sqm of space
- 422.8 kg greenhouse gases (CO<sub>2</sub>EQ)

Source: Poore, J., & Nemecek, T. (2018). Reducing food's environmental impacts through producers and consumers. Science, 360(6392), 987-992.



## “Rescued“ fruit for employees

For more health and well-being, our employees are supplied with fresh fruit every day. The fruit is delivered once a week and is not only organic but rescued. Our “rescued fruit“ – in other words, fruit that does not meet optical standards and is, therefore, not destined for sale by the retail trade – is delivered in reusable crates, which also reduces packaging waste. In 2022, we rescued 1,150 kg of fruit. Our motto here is the same: At EHL, we use every opportunity to optimise sustainability.





# Focus on people

As an attractive and responsible employer, mutual respect and supportive interaction form the core of our philosophy at EHL. We are convinced that they build a solid foundation for a positive working climate, increased motivation and successful cooperation.

High transparency and open communications are two of our most important priorities – which is why we always listen closely to general suggestions and concrete recommendations. Every employee can contribute and help to design the company according to their own ideas.

We create an environment where everyone is inspired to give his or her best and to continuously develop. This gives us motivated and satisfied employees and safeguards our company's long-term success.





# These value pairs are a class of their own

To develop full potential and experience satisfaction at work, the purpose must be clear. We therefore developed corporate values for EHL and internalised and worked through them with all employees in extended workshops. The EHL corporate values include three value pairs:



## 1. Family & responsibility

At EHL, we foster a personal and friendly climate that is based on reliability, respect and equality. Our human resources management is family-friendly and, in all our actions, we take responsibility for our employees and our customers. Continuous training and education are part of our quality standards and our well-known customer orientation. We are proud that this also sets a positive sign in our branch.

## 2. Honesty & reliability

EHL employees are characterised by their honesty and reliability. Especially in difficult situations, we are a reliable partner for our customers – because we always want to build on long-term, trusting relationships.

## 3. Decisiveness and results orientation

The personal commitment of our employees and the continuous optimisation processes in our business activities – also in support of ESG – safeguard and strengthen our high quality standards. We also expect the same approach from our suppliers. Fairness, both internally and externally, combined with high reliability and professional service have a clear goal: a steady increase on the satisfaction of our long-term, loyal customers.



# Team building events



Outings, festivities and events are a fixed part of our corporate culture. Our employees can see themselves as parts of a strong community and get to know their colleagues better outside the office. This promotes cooperation and communication in the entire team and creates the basis for a responsive and healthy working climate throughout the entire company.



The EHL Parent & Child Adventure Day on 10 August was reserved for our employees' children. More than 50 girls and boys clearly enjoyed the many different activities. Face-painting, giant bubbles, balloon figures, arts & crafts as well as tabletop football and table tennis were also extremely popular with the parents. Pizza, sandwiches, fruit and ice cream were available for small and larger appetites. A really successful day that made many families happy.

On 18 September, 950 children and grown-ups accepted EHL's invitation to the Circus

Roncalli where performers, clowns and the entire circus world of wonder set the stage for an adventurous day. In addition to EHL customers and employees together with their families, many young patients from St. Anna Children's Hospital and their parents were also there. EHL donated 100 admission tickets to the hospital to help these children forget their problems and fears, at least for a few hours. "The circus is fascinating for everyone, but for children, it is often an unforgettable experience", explained Roncalli Director Bernhard Paul. "And performing for children from St. Anna Children's Hospital,

was something very special for us." EHL Immobilien Managing Partner Michael Ehlmaier added: "I am very pleased that EHL was able to give these children a few happy and carefree hours in a happy and friendly atmosphere at the circus."

The Copa Real, the real estate branch's soccer championship, was held on 14 May. The EHL team finished the tournament in a respectable 7th place.

A hiking event on 26 August found the entire EHL Team on the Pogusch Pass in Styria.

Summery weather and a wonderful view along the "Bründlweg", provided the perfect setting for the hikers. The three-hour tour was followed with appetising refreshments at the Steirereck Restaurant.

Three joint events to celebrate birthdays, service anniversaries and new babies were also held in the inner courtyard of EHL's headquarters during 2022. A highlight to close the year was our large Christmas party in the der Palmenhaus Brasserie.



# Awards and Memberships

We are proud of EHL’s positive influence on quality and expertise in the real estate sector. Our responsible interaction with partners and customers has been recognised with numerous awards. Our ethical principles are reflected in our social beliefs and actions. These values are supported by our membership in well-known real estate associations, while these many awards also make our commitment visible outside the company:



**Austria’s Leading Companies**  
EHL Gewerbeimmobilien was rated an excellent third in the category “National Companies under 10 million Euros of Revenues (Vienna)” in 2022.



**Certified Austrian Leading Company**  
A well-known award for sustainable corporate success and social responsibility.



**Great Place to Work**  
EHL Immobilien also received the Great Place to Work Award in 2021, which makes it one of Austria’s best employers.



**Immy-Award**  
In 2022, EHL Immobilien received the Vienna Real Estate Brokers quality award for the eleventh time.



**Certification under ISO 9001**  
EHL successfully completed the certification process under DIN EN ISO 9001:2015.



**FindMyHome Quality broker**  
We were recognised as a certified quality broker on one of Austria’s most popular real estate portals.



**ÖGNI**  
EHL was the first real estate service provider in Austria to be recognised for its ethical management.



**International partnership**  
The EHL Real Estate Group is the Austrian alliance partner of the international BNP Paribas Real Estate.



**KURIER “Top Real Estate Broker 2022”**  
In 2022, we received the coveted seal of approval as “TOP REAL ESTATE EXPERTS”.



**Real Estate Brand Award**  
EHL was recognised in 2022 as Austria’s most valuable brand in the category “Real Estate Brokers”.



**Royal Institution of Chartered Surveyors**  
This membership underscores our commitment to social issues like integrity and ethical actions.



**Real Estate Award Cäsar**  
Each year, the Cäsar honours outstanding performance by men and women in the branch in nine categories. EHL has already received 12 Cäsars.



**International Real Estate Association**  
Collaboration with this association helps us to continuously improve our quality and competitive position.



**Austrian Society of Real Estate Trustees**  
As a member, EHL works to increase the quality and, therefore, improve the standing of the real estate profession.



**Urban Land Institute**  
As a member of the Urban Land Institute, we coordinate our research activities and experience at the international level.



**Association of Austrian Project Developers**  
EHL has been a supporting member of this independent collective of Austrian real estate project developers since 2022.



Outlook  
and  
goals

Field	Area of activity	Goals	Measures	Time frame
E	Resource conservation	Reduction of paper consumption by 50 %	Introduction of digital signatures Training to increase employees' awareness Identify and implement alternatives to the use of paper and implement digital document flow/signatures	2027
		Reduction of electricity consumption by 20 %	Energy saving measures Regular reporting of electricity consumption Training to increase employees' awareness (heating/cooling/lighting)	2027
		Reduction of waste / waste recycling	Preparation of a waste concept Waste separation in the office with separate containers (residual waste, packaging, paper, glass) and regular communication on correct waste separation	2023
	Mobility	Reduction of conventional fuel consumption for mobility by 30 %	Purchase of electrical and hybrid vehicles for city travel Training for employees on energy-saving driving Use of video conferences instead of business travel Support for employees' environmentally friendly mobility (bicycles, scooters, public transportation)	2028
S	Employees' health	Support for employees' mental health	Consulting services for stress management and workplace ergonomics for employees Development of an anonymous consulting and activity offering for individual stress and burnout prevention Reduction of noise in the open-plan office	2025
		Support for employees' physical health	Support for exercise for employees Support for ergonomic workplaces for employees (desk, mouse, chair, keyboard) Regular health checks and health promotion measures	
	Human resources development	Support for the development of employees' professional skills	Identify training needs for relevant persons Direct training offering for all employees Financial and alternative support for continuing education	2026
	Employees' satisfaction	Maintain high level of employee satisfaction	Implementation of flexible working time models and home office options Support for internal communications (workshops for department heads) Burn-out prevention measures (see employee health)	2024
	Diversity & equal opportunity	Transparent salary structures	Regular evaluation of base salaries between men and women as well as benefits in connection with market-oriented adjustments	2025
		Balanced distribution of genders in management positions	Support for women in management positions Support parental leave model for mothers and fathers Support re-integration after parental leave	2025
	Society & social issues	1,000 hours of paid time-off for employees' work on social and environmental initiatives	Support & organise projects and voluntary participation by employees	2025
G	Safeguard customer satisfaction / service quality	Safeguard employees' professional qualifications	Job-specific training for all employees with customer contacts after one year	2025
	Compliance & ethics	Implement and apply KYC process	Regular training on KYC for all employees Review of customer base to ensure current and complete data Structuring and implementation of a KYC process	2024
	Strategy & development	Sustainable management	Create awareness for sustainability in the company Anchor sustainability in the corporate culture and values All future decisions must meet EHL's sustainability standards Implementation of sustainability measures in the onboarding process	2025
	Anti-corruption	Prevention of money laundering	Mandatory regular training for all employees Preparation of anti-corruption guidelines (e.g. dealing with gifts, etc.)	2024



# Indicators

Number of employees by gender and age (annual average)  
(GRI 405-1 Diversity of governance bodies and employees)

	2021/22	< 30 years	30 to 50 years	> 50 years
→ Women	148 (67.3 %)	59 (66.3 %)	82 (70.7 %)	7 (46.7 %)
→ Men	72 (32.7 %)	30 (33.7 %)	34 (29.3 %)	8 (53.3 %)
→ Total	220 (100 %)	89 (100 %)	116 (100 %)	15 (100 %)

Gender and age distribution by category<sup>1</sup> (annual average)  
(GRI 405-1 Diversity of governance bodies and employees)

		Total	< 30 years	30 to 50 years	> 50 years
→ Employees	Women	124 (69 %)	58 (32 %)	62 (35 %)	4 (2 %)
	Men	55 (31 %)	28 (16 %)	24 (13 %)	3 (2 %)
	Total	179 (100 %)	86 (48 %)	86 (48 %)	7 (4 %)
→ Managers	Women	21 (66 %)	0 (0 %)	19 (59 %)	2 (6 %)
	Men	11 (34 %)	2 (6 %)	7 (21 %)	2 (6 %)
	Total	32 (100 %)	2 (6 %)	26 (82 %)	4 (12 %)
→ Managing directors	Women	3 (33 %)	1 (11 %)	1 (11 %)	1 (11 %)
	Men	6 (66 %)	0 (0 %)	3 (33 %)	3 (33 %)
	Total	9 (100 %)	1 (11 %)	4 (44 %)	4 (44 %)

## Ergonomic workplace equipment

	Number
→ Height-adjustable tables	100 % thereof 3 electric
→ Ergonomic chairs	100 %
→ Ergonomic mouse	5 %
→ Ergonomic keyboard	7 %

<sup>1</sup> In accordance with the GRI guidelines, we have defined three categories of salaried employees for EHL: employees, managers (supervisors, department heads, team leaders), and managing directors

<sup>2</sup> Disabled employees eligible for preferential treatment

<sup>3</sup> Parental leave covers legal and voluntary maternity/parental leave as well as special leave for fathers.

Scope of employment by category and gender at the end of the reporting period  
(GRI 2-7 Information on employees)

Full-time	Total	Women	Men
→ Thereof employees	132	84 (64 %)	48 (36 %)
→ Thereof managers	27	16 (59 %)	11 (41 %)
→ Thereof managing directors	9	3 (33 %)	6 (67 %)

Part-time	Total	Women	Men
→ Thereof employees	47	40 (85 %)	7 (15 %)
→ Thereof managers	5	5 (100 %)	0 (0 %)
→ Thereof managing directors	0	0 (0 %)	0 (0 %)

Inclusion and diversity, number of languages spoken and nationalities  
(GRI 405-1 Diversity of governance bodies and employees)

Persons belonging to a vulnerable group <sup>2</sup>	1
→ Thereof employees	0
→ Thereof managers	1
→ Thereof managing directors	0
Nationalities	13
→ Languages	22

Parental leave  
(GRI 401-3 Parental leave)

Persons electing to use parental leave <sup>3</sup>	11
→ Thereof women	10
→ Thereof men	1
→ Thereof employees	8
→ Thereof managers	3
→ Thereof managing directors	0
→ Return to work after parental leave	2
→ Return rate	100 %
→ Retention rate	100 %

## Other leave models

	2022
→ Educational sabbaticals	5
→ Unpaid vacation	3

New hires and salaried employee turnover  
(GRI 401-1 New employee hires and employee turnover)

Full-time	New hires	Exits
→ Employees	85	56
→ Managers	1	4
→ Managing directors	0	0

## Retention rate – salaried employees

	<1 year	1-5 years	5-10 years	>10 years
→ Employees	44	88	31	16
→ Managers	1	12	10	9
→ Managing directors	0	0	3	6



Health data  
by category

	Employees	Managers	Managing directors
→ Sick leave (annual average)	8.3	5.8	0.2
→ Work-related accidents	1	3	0

Preventive health care

(GRI 403-5 + 403-6)

	2022
→ Preventive / health checks	25.5 h
→ Health-promoting measures (sport offering, ergonomic advising)	10.0 h

Training and education  
by gender and category

(GRI 404-1 Average hours of training per year per employee)

	Total	h/employee
→ Training and education hours (total)	10,020	45
→ Thereof women	5,988	40
→ Thereof men	4,032	56
By category		
→ Employees	8,930	50
→ Managers	1,010	31
→ Managing directors	80	9

Transparent salary structures  
(gender-pay-gap)

(GRI 405-2)

Basic salary ratio: men/women	Gender-pay-gap <sup>1</sup>
→ Employees	+ 15 %
→ Managers	- 3 %
→ Managing directors	+ 6 %

Employee satisfaction <sup>2</sup>

Satisfaction based on „Great Place to Work“	2021
→ EHL Investment Consulting GmbH	97 %
→ EHL Immobilien Management GmbH	78 %
→ EHL Immobilien Bewertung GmbH	91 %
→ EHL Wohnen GmbH	89 %
→ EHL Gewerbeimmobilien GmbH	83 %

Training about money laundering <sup>3</sup>

(GRI 205-2 Communication and training about anti-corruption policies and procedures)

	Training courses	% of employees
→ EHL Gewerbeimmobilien GmbH	13	100 %
→ EHL Investment GmbH	9	100 %
→ EHL Wohnen GmbH	26	100 %

Material efficiency – Paper consumption <sup>4</sup>

(GRI 301-1)

	in kg	in sheets	kg/employee
→ Paper consumption	16,693	1,482,841	92.68

Electricity consumption <sup>5</sup>

	Total	Per employee
→ Electricity consumption in kWh	158,275	879

Heat consumption <sup>6</sup>

(GRI 302-1)

	Total
→ Heat consumption in kWh	199,245

Water consumption <sup>7</sup>

(GRI 303-5)

	Total
→ Water consumption in cbm	2,346

Number of free annual tickets  
for the Vienna public  
transport system

Tickets for employees	Total
→ Annual tickets for Vienna public transport	90
→ Climate tickets	14

Office space

Locations	Space in sqm
→ Vienna 1040 (LEED Gold certified)	2,725
→ Vienna 1030	116
→ Vienna 1100	64
→ Brunn am Gebirge	163
→ Graz	28
→ Salzburg	51
→ Spittal a.d. Drau	175

Energy consumption  
for mobility

	Total	Per employee
→ Fuel consumption in litres	38,300	213

<sup>1</sup> Ratio based on average hourly fixed salary of women to men (+ % means that the average hourly salary of women is higher, - % means that the average hourly salary of women is lower.)

<sup>2</sup> The percentages indicate the share of persons who responded positively to the respective question in the “Great Place to Work” questionnaire. The “average value of the GPTW model” shows the mean approval rating across all questions in the “Great Place To Work” model.

<sup>3</sup> New employees in the above-mentioned companies with customer contacts must complete a test on money laundering. This training is mandatory for the entire workforce (employees, managers and managing directors) and is located in Vienna 1040 – a classification by region and employment category is therefore not provided.

<sup>4</sup> Incl. market reports and printed materials (writing pads, stationary, envelopes)

<sup>5</sup> Total building consumption allocated according to leased office space at the locations in Vienna 1040, Vienna 1030, Brunn am Gebirge, Graz, Salzburg and Spittal a.d. Drau

<sup>6</sup> Total building consumption allocated according to leased office space at the locations in Vienna 1040, Vienna 1100, Brunn am Gebirge, Salzburg and Spittal a.d. Drau. Calculation based on actual consumption by the offices in Vienna 1030.

<sup>7</sup> Total building consumption allocated according to leased office space at the locations in Vienna 1040, Vienna 1030, Vienna 1100, Salzburg and Spittal a.d. Drau





# GRI Index

This report by EHL Immobilien GmbH in agreement with GRI Standards covers the period from 01.01.2022 to 31.12.2022.

GRI Standard	Information	Position	Notes / Reasons for omission
General Disclosures	The organization and its reporting practices		
GRI 2: General Disclosures 2021	2-1 Organisational details	Pg. 8-9	The corporate headquarters are located at Prinz-Eugen-Strasse 8-10, 1040 Vienna, Austria. EHL Immobilien GmbH is active exclusively in Austria
	2-2 Entities included in the organization’s sustainability reporting	Pg. 8-9, 13	There are no audited consolidated financial statements (no obligation); EHL Immobilien GmbH is the organisation that controls the subsidiaries
	2-3 Reporting period, frequency and contact point	Pg. 13	Date of publication: 29.06.2023; period covered by financial reporting: 01.01.–31.12.; contact for inquiries: Marie Grabner, m.grabner@ehl.at, +43 (1) 5127690 833, Prinz-Eugen-Strasse 8-10, 1040 Vienna
	2-4 Restatements of information		There were no corrections or additional statements during the reporting period
	2-5 External assurance	Pg. 5, 13, 54-55	Offers were requested, and a decision was taken in favour of BDO Assurance GmbH. All managing directors were involved in the decision. Limited assurance opinion in agreement with GRI Standards 2021 (see additional GRI requirements)
	Activities and workers		
	2-6 Activities, value chain and other business relationships	Pg. 7-9	Real estate branch
	2-7 Employees	Pg. 48-49	Region = Austria
	2-8 Workers who are not employees		All employees have open-ended contracts (exceptions: trainee contracts are limited)
	Governance		
	2-9 Governance structure and composition	Pg. 8-9	The managing partners are responsible for management
	2-10 Nomination and selection of the highest governance body	Pg. 8-9, 48	The highest governance body is not nominated because the company is managed by its owner. The highest governance body is the managing partner. The managing directors of the subsidiaries are selected for an indefinite time, independent of their gender.
	2-11 Chair of the highest governance body	Pg. 8-9	The chairman of the highest governance body is the managing partner
	2-12 Role of the highest governance body in overseeing the management of impacts	Pg. 8-9, 46-47	All managing directors are involved in the development of strategies and new goals related to sustainable development. The final decision on the goals and measures lies with management
	2-13 Delegation of responsibility for managing impacts		This information is not available
	2-14 Role of the highest governance body in sustainability reporting		All managing directors were involved in the review and approval process (including the material topics). The goals, measures and strategies were defined. Every section was then reviewed and released individually by the managing directors
	2-15 Conflicts of interest		Not applicable
	2-16 Communication of critical concerns		All critical concerns are passed on to the highest governance body; there were no critical concerns during the reporting period
	2-17 Collective knowledge of the highest governance body	Pg. 21	
	2-18 Evaluation of the performance of the highest governance body		Not available
	2-19 Remuneration policies	Pg. 50	Remuneration consists of a base salary and a variable component. Confidentiality obligations prevent the release of further information
	2-20 Process to determine remuneration	Pg. 50	Remuneration is monitored by the human resources department. Additional information is not available
	2-21 Annual total compensation ratio		Limits placed by confidentiality obligations: confidential information (salary confidentiality)
	Strategy,policies and practices		
	2-22 Statement on sustainable development strategy	Pg. 5, 46-47	
	2-23 Policy commitments		Not applicable because EHL Immobilien GmbH has no waiver
	2-24 Embedding policy commitments		Not applicable because there are no political obligations
	2-25 Processes to remediate negative impacts		Not applicable because no procedures are available for this at the present time
	2-26 Mechanisms for seeking advice and raising concerns		Not applicable because no procedures are available for this at the present time
	2-27 Compliance with laws and regulations		There were no material violations of laws or regulations
	2-28 Membership associations	Pg. 9, 20-21, 24, 44-45	
	Stakeholder engagement		
	2-29 Approach to stakeholder engagement	Pg. 13, 15	
	2-30 Collective bargaining agreements		There is a collective agreement (0.45 % of salaried employees)
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Pg. 13-17	There is no specific GRI branch standard (real estate service provider)
	3-2 List of material topics	Pg. 16-17	First-time report, therefore no comparison possible
Material Topic Nr. 1 Modern Employer			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 11, 26, 40-45, 48-50	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Pg. 49	More exits than entries for managers because employees have opportunities for advancement and become managers; information on new hires and exits by age group and gender is still incomplete; region = Austria
	401-3 Parental leave	Pg. 49	Provided legal requirements are met: 100 % (women and men), voluntary compliance by EHL Immobilien GmbH is also possible under certain circumstances
Material Topic Nr. 2 Customers			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg.7-15, 20-21, 24, 27, 35, 40-41, 44-45, 46-47	
Material Topic Nr. 3 Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 25, 27, 29-31, 35, 42-43, 46-50	
GRI 405: Diversity & Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Pg. 49	
	405-2 Ratio of basic salary and remuneration of women to men	Pg. 50	Employees, managers and managing directors paid by EHL Immobilien GmbH
Material Topic Nr. 4 Governance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 5, 19, 29, 34-37, 46-47, 50	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken		There were no corruption incidents or legal proceedings in connection with corruption
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		There were no discrimination incidents
Material Topic Nr. 5 Training and Education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 24, 50	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Pg. 50	



BDO Assurance GmbH

# Report on the Independent Assurance of the Sustainability Report by EHL Immobilien GmbH for the 2022 Financial Year

We performed a limited assurance engagement on the voluntarily prepared sustainability report by EHL Immobilien GmbH (in the following also referred to as the “Company”), Vienna, for the 2022 financial year.

## Conclusion

Based on the procedures performed and the evidence obtained, no issues or concerns came to our attention that would lead us to assume that the Company’s sustainability report for the 2022 financial year was not prepared, in all material respects, in accordance with the standards for sustainability reporting issued by the Global Reporting Initiative (in the following also referred to as the “GRI Standards 2021”).

## Management’s Responsibility

Management is responsible for the preparation of the sustainability report for the 2022 financial year in accordance with the GRI Standards 2021.

Management’s responsibility includes the selection and application of appropriate methods for sustainability reporting (in particular the selection of key issues) as well as making assumptions and estimates related to individual sustainability disclosures which are reasonable under the given circumstances. Management’s responsibility also includes the design, implementation and maintenance of systems,

processes and internal controls to enable the preparation of a sustainability report in accordance with the GRI Standards 2021 that is free of material misstatement, whether due to fraud or error. This also includes the preparation of adequate documentation and the installation of internal controls.

## Auditor’s Responsibility

Our responsibility is to express a limited assurance conclusion based on the procedures performed and evidence obtained as to whether any issues or concerns came to our attention that would cause us to believe that the Company’s sustainability report for the 2022 financial year was not prepared, in all material aspects, in accordance with the GRI Standards 2021.

Bernd Winter, Austrian Certified Public Accountant, was responsible for the proper performance of the contract.

We performed our engagement in accordance with the professional standards applicable in Austria to other assurance engagements (KFS/PG 13). These standards require us to comply with our professional requirements, including rules on independence, and to plan and perform our procedures, taking into consideration 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 are less in extent than for a reasonable assurance engagement and, consequently, the level of assurance obtained is lower.

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

- Evaluating the correlations between the results of the materiality analysis to identify significant sustainability issues and the material issues and reporting limits presented in the report;
- Interviewing the employees responsible for the determination, consolidation and execution of internal control procedures related to the disclosure of concepts, risks, internal processes, results and performance indicators;
- Reviewing selected internal and external documents to determine whether the qualitative and quantitative information was supported by sufficient evidence and presented correctly and balanced;
- Analytically reviewing the data and trends of non-financial performance indicators for the GRI Standards 2021 included in the GRI Index, which were reported by all Company locations;
- Evaluating whether the requirements of the GRI Standards 2021 were adequately addressed;
- Evaluating the overall presentation through critical reading of the non-financial information.

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

Our engagement did not include an audit or a review of financial statements. 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 management were objectives of our engagement.

Furthermore, examining forward-looking information, prior year figures, statements from external documentation sources and expert opinions as well as the content of references to other reports by the Company were not part of our engagement.

## Limits on Use

As our report was prepared solely for and in the interest of the client, it does not constitute a basis for any reliance on its contents by other third parties. Therefore, no claims by other third parties can be derived from it. We hereby consent to the publication of our conclusion together with the sustainability report.

## Conditions of Assignment

This report was prepared based on the engagement agreed with you and is governed by the General Conditions of Contract for the Public Accounting Professions (AAB) enclosed to this report, which also apply to third parties.

Vienna, 28 June 2023

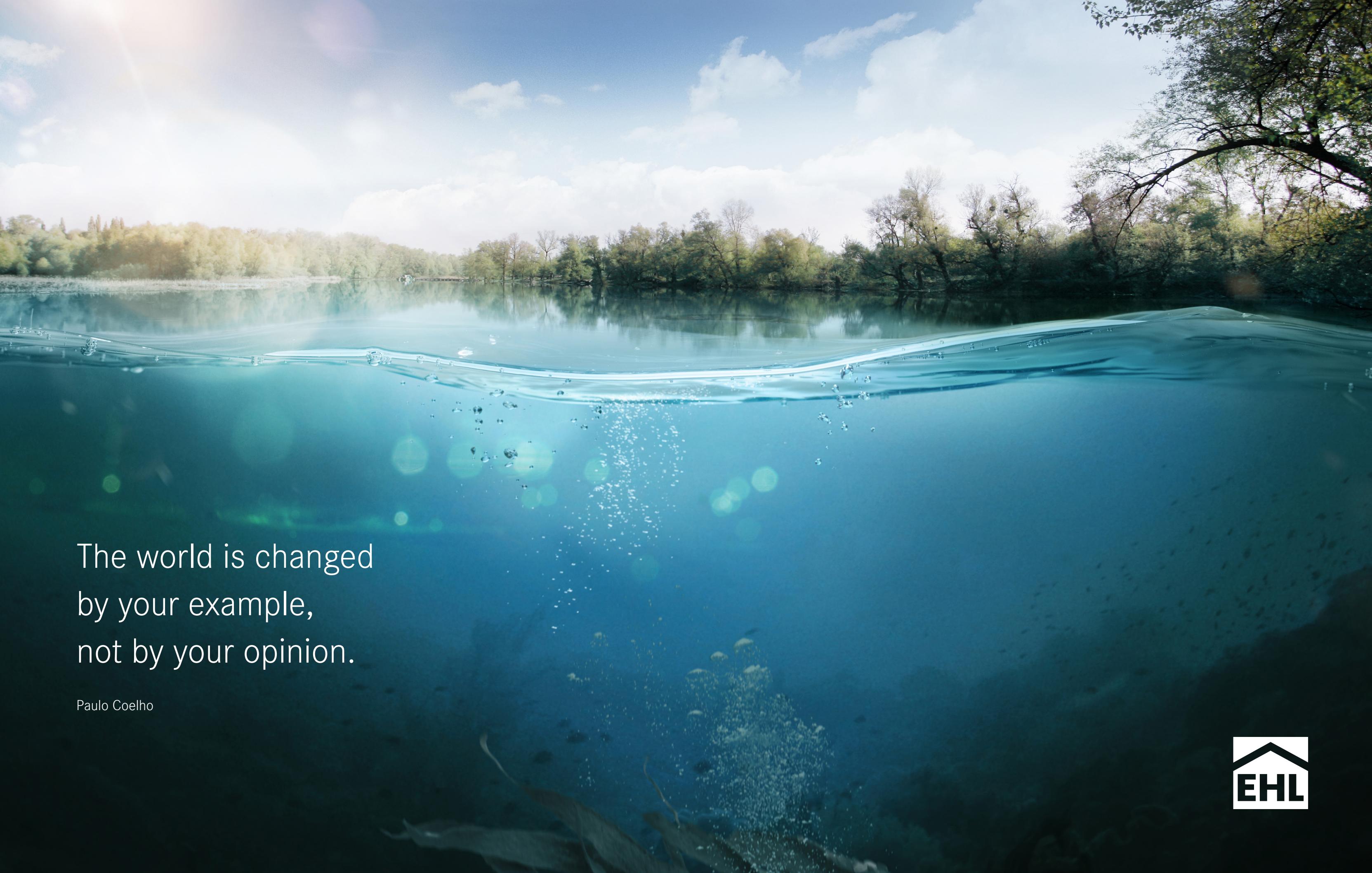


**BDO Assurance GmbH**  
Wirtschaftsprüfungs- und  
Steuerberatungsgesellschaft

**Bernd Winter**  
Austrian Certified Public Accountant

**Wolfgang Mader**  
Austrian Certified Public Accountant





The world is changed  
by your example,  
not by your opinion.

Paulo Coelho





