

A close-up photograph of a vibrant green leaf with prominent veins, set against a dark background. The leaf is the central focus of the image, with its stem and other leaves visible in the foreground and background.

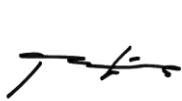
**esg report 2021.
executive summary.**

April 2022

sustainability. a matter for management.

ESG is an integral part of UBM's *green. smart. and more.* strategy. Our focus on *green building, green financing and green thinking* is well documented in our annual report through in-depth and interesting dialogues with Jane Goodall and Reinhold Messner, among others. With timber construction, we are using the greatest lever available to reduce CO₂ emissions significantly. Bonds, with coupons linked to our ESG rating, also confirm our commitment to ESG. And green thinking governs all our entrepreneurial actions.

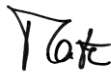
Our ESG report was audited for the first time by an independent chartered accountant, despite the fact that we are not even required to prepare a report. Moreover, the ESG Committee on Supervisory Board level demonstrates the significance of ESG for UBM – particularly in times like today.



Thomas G. Winkler
CEO, Chairman



Martin Löcker
COO



Patric Thate
CFO



Martina Maly-Gärtner
COO



ubm. at a glance.

focus.

- Residential and Office
- Major European metropolitan areas
- *green. smart. and more.*

pipeline.

- €2.2 bn (pro rata value over the next four years)
- 100% residential and office
- Approx. 90% in Germany and Austria

stock exchange.

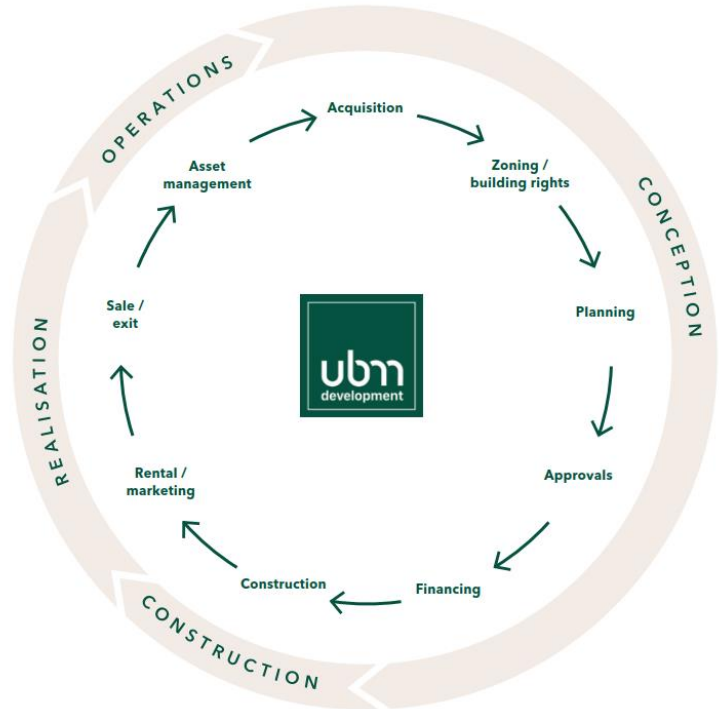
- Prime Market listing in Vienna provides maximum transparency
- Top management (Executive Committee) invested with €5m
- Ortner and Strauss syndicate as the core shareholder with roughly 39%


track record.

- Reliable source of dividends
- Sustainable profits over decades
- Almost 150 years of corporate history

competence. along the entire value chain.

- UBM provides **all services** from a single source: market analysis, project development, planning and project management, financing, rental and sale.
- **Pure Play Developer:** UBM works with a wide variety of service providers and suppliers, like architects, building physicists, appraisers or structural engineers. Project realisation involves either a general contractor, package or individual contracting.
- Selection of **business partners** based on experience from earlier business relationships, integrity and highest qualifications.





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

**UBM &
Sustainability**

esg. anchored in our strategy.

green.

- Our claim: **leading timber construction developer** in Europe
- Timber construction: **not a choice** but an imperative

smart.

- Setting a **UBM Standard**: buyers know what they are getting
- Sustainability is the **driver**, technology is the **enabler**

and more.

- We deliver **a story**, not only a building
- Look and feel for **distinctive products** and higher sustainability

green.



Design &
Construction



Energy



Building
Operations

smart.



User Services



Technology &
Data



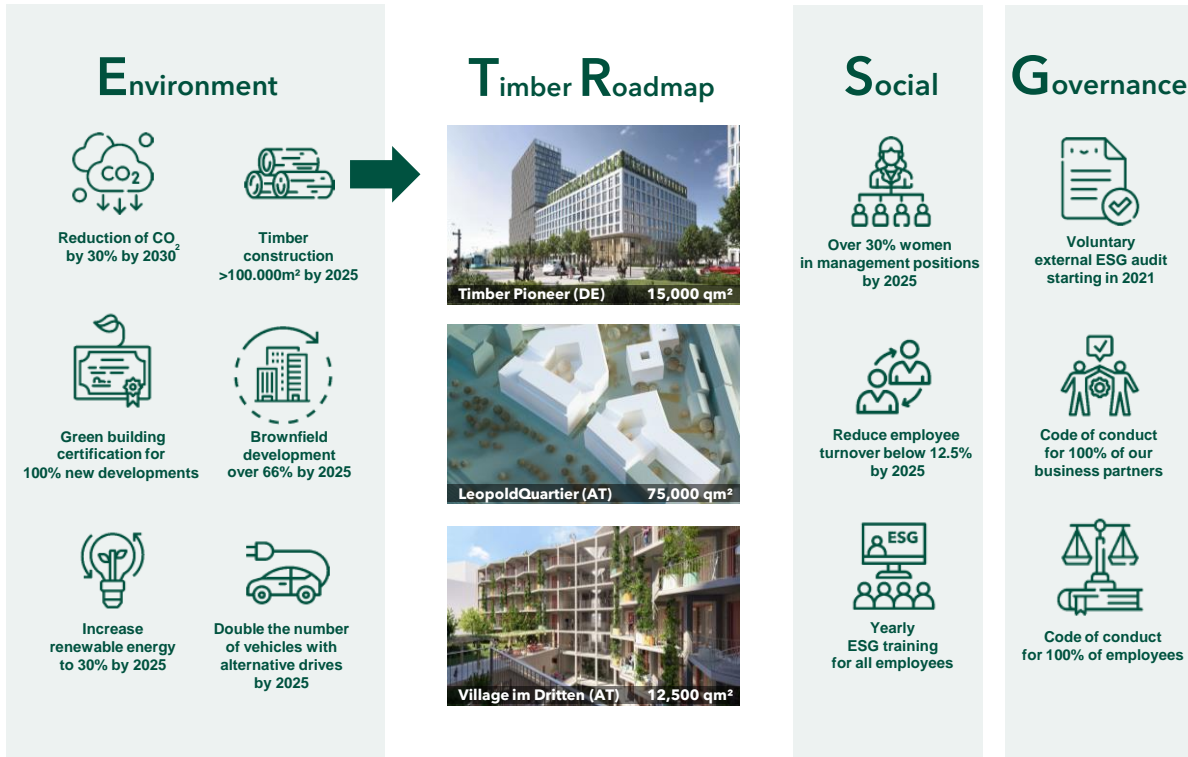
Mobility

more.



Look & Feel

clear direction. consistent implementation.



fundamental principles.

sustainable development goals.

UBM is committed to the United Nations SDGs to make a direct contribution to the UN Agenda 2030. The following have been identified as focus goals where the company can make a direct contribution:



memberships.

UBM is an active member and supporter of various organisations and branch associations to pursue the vision of a sustainable and inclusive economy and reinforce an intensive stakeholder dialogue.



organisation. clear responsibilities.

supervisory board.

UBM was one of the first listed companies in Austria to establish an **ESG committee**, which:

- reports each year to Annual General Meeting on major ESG factors & measures.
- oversees and supports actions in line with the ESG catalogue of measures.

management board.

- ESG key performance indicators will be integrated in management's variable **remuneration** over the medium term.



top priorities. for progress.

materiality analysis 2021.

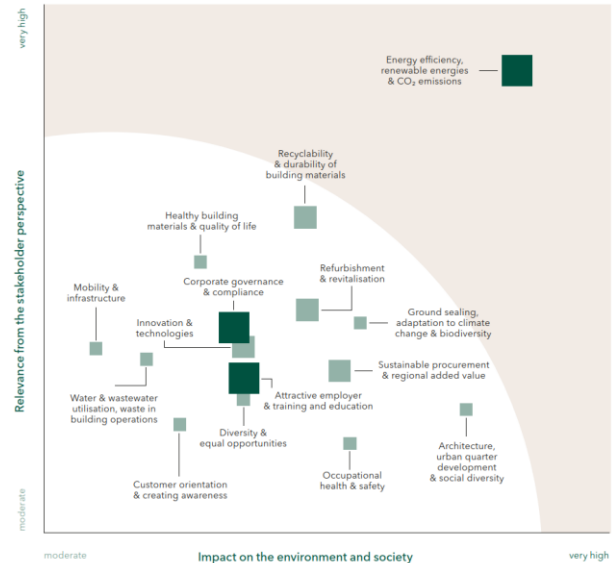
The first step involved compiling a list of **17 potential material issues** based on a comprehensive contact analysis, studies on megatrends, an extensive peer group review and discussions with internal experts.

The evaluation of the importance and impact of these issues followed **three perspectives**:

- **UBM's impact on people, society and the environment**
Carbon footprint measurements, expert-based evaluation
- **Relevance from the stakeholder perspective**
Online survey sent to c. 700 stakeholders, generated one third evaluable results
- **Impact on UBM**
Internal worst-case scenario analysis, time horizon c. 10 years

materiality matrix.

Material in the sense of GRI and CSRD
are dark green squares and topics with beige background.



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



best in class. esg ratings.



iss esg. prime.

The rating by ISS ESG resulted in “**Prime Status**” (Level “B-“) for UBM Development. That makes UBM Development the most sustainable companies in its sector in Germany and Austria.

The corporate rating by ISS ESG evaluates the ecological and social performance of a company based on more than 100 selected sector-specific ecological, social and corporate governance criteria.

Rating date: 20 May 2022



ecovadis. gold.

The first evaluation by the internationally recognised ESG rating agency EcoVadis led to **Gold** for UBM Development AG. UBM now belongs to the top two per cent of the sector (real estate and housing) and the top five per cent of the 75,000 companies graded by EcoVadis.

This evaluation is based on 21 criteria from the four most important sustainability aspects: environment, labour and human rights, ethics and sustainable procurement. UBM's performance exceeded the sector average in all four categories.

Rating date: 29 September 2021



All our projects and transactions are “green” from top to bottom to meet the highest ESG standards. In that way, we anchor green, as the core idea, at all levels of our company.

**UBM &
Environment**

timber construction. our greatest lever.

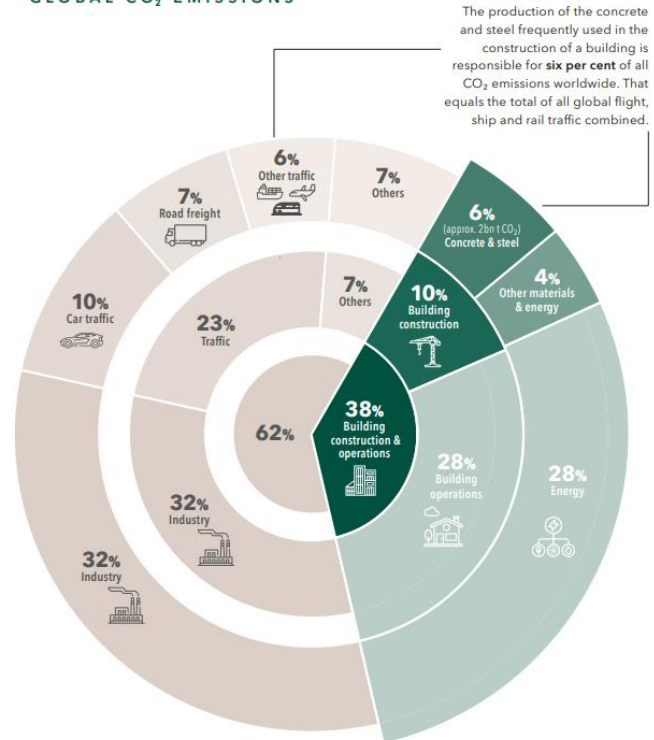
The real estate and construction sector is, from the global viewpoint, the most **CO₂- and energy-intensive** area.

As a real estate developer, the selection of the **materials** used in building construction is clearly the most effective leverage for reducing the CO₂ footprint.

It therefore goes without saying that ecological aspects play a key role in **all our decisions**.

Our focus on *green building*, our commitment to **timber construction**, and **renewable energies** and **energy efficiency** are an expression of this conviction.

GLOBAL CO₂ EMISSIONS



environmental protection. resource conservation.

Energy efficiency, renewable energies & CO₂ emissions

- Timber construction
- Smart building
- Green building certificates
- Renewable energy
- Building management systems
- Alternative drive vehicles
- User and travel guidelines

Recyclability & durability of building materials

- Lifecycle assessments
- Cradle-to-cradle approach:



Ground sealing, climate change adjustments and biodiversity

- Focus on brownfield developments
- Roof and facade greening

Refurbishment and revitalisation

- Focus on refurbishments and revitalization due to resource-conserving benefits

Healthy building materials & the quality of life

- Most appropriate quality level for building certification
- Timber

Water and wastewater utilisation and waste in building operations

- Green & Clean Hotel Katowice
- Waste management solutions



**UBM &
Social**

As an employer, we support cooperation and fairness. As a developer, we create innovative building concepts for generations to come. And as a good corporate citizen, we contribute to society.

green thinking. community and involvement.



green thinking is an attitude.

We also see it as a sustainable, corporate-wide learning process. It covers UBM's **training and educational programmes** like the Climate Impact Day or *green. and smart.* trips as well as our **“UBM Day”**, which is held every two years and has since grown to cover nearly two days.



social days for good purposes.

UBM gives employees interested in demonstrating their social commitment an **extra day off each year.**



50,000 euros for the sterntalerhof.

UBM continued its long-standing tradition and waived gifts for business partners and employees at Christmas 2021. Instead, €50,000 was **donated** to the Sterntalerhof. This facility houses Austria's only stationary children's hospice for families with severely, chronically or terminally ill children.



responsible. stakeholder interaction.

Attractive employer & training and education

- Flexible working time model
- Attractive remuneration
- Individual, requirements-oriented training measures
- Career website, online presence
- Structured onboarding process
- Job and skills profiles

Diversity and equal opportunity

- Preference given to women when qualifications & experience are equal
- Encourage employment of staff with different ages and experience (buddy principle)

Health and safety

- Integrated management system (ISO45001)
- Occupational physicians, occupational safety specialists
- Ergonomic workplaces, sports activities

Architecture, quarter development & diversity

- Sustainability certificates
- Aesthetic
- Absence of pollutants
- Indoor climate
- Acoustics
- Accessibility

Infrastructure and mobility

- Charging facilities for electric cars and e-bike batteries
- Car sharing
- E-bike hire stations
- Bicycle infrastructure

Customer orientation and awareness raising

- Involvement of relevant stakeholder groups: early information, participation and co-determination rights



UBM & Governance

Governance represents a competitive advantage for UBM. UBM recognised its role long ago and has anchored good corporate management.

ethical conduct. transparent communication.

Corporate governance & compliance

- Compliance management system, internal controls, internal audit
- Internal guidelines & instructions
- Whistleblowing system
- Binding ethics code
- Compliance trainings
- KYC review of business partners
- Supervisory Board self-evaluation

Sustainable procurement & regional added value

- Binding code of conduct for suppliers
- Preferred selection of regional business partners
- Procurement guideline

Innovation & technologies

- *green. smart. and more.* initiative
- newBM: latest software & IT equipment
- Smart Building Innovation Foundation



Read the full ESG Report 2021 at
www.ubm-development.com/esg/