



TAG

Immobilien AG

EPRA sBPR Report 2021/2022

06/29/2023

Contents

<i>Introduction</i>	2
1. <i>Overarching recommendations</i>	3
2. <i>Sustainability best practice performance measures (EPRA tables)</i>	7

Introduction

We report on our energy, greenhouse gas (GHG) emissions, water and waste impacts as well as on social and governance indicators in accordance with the 3rd edition of the EPRA Sustainability Best Practice Recommendations (EPRA sBPR). Our reporting response has been split into two sections:

- 1. Overarching recommendations**
- 2. Sustainability Best Practice Performance Measures**

1. Overarching recommendations

1.1. Organisational boundaries

We use an operational control approach for our organisational boundary. Unless indicated otherwise, the key figures relate to the financial year in question and the entire Group excluding the Polish companies Vantage Development S.A. and ROBYG S.A. These subsidiaries are not included due to ongoing data alignment processes for the recently acquired subsidiaries. A special aspect is the commercial heating supply in the Group's own portfolio by Energie Wohnen Service GmbH (EWS), a 100% subsidiary of TAG. As of 31 December 2022, EWS supplied around 48% of our German portfolio with heating energy and hot water (around 47% as of 31 December 2021). The energy that EWS supplies to the TAG portfolio is recorded in the energy footprint consumption figures and is considered in all the key figures derived.

1.2. Coverage

Please see our EPRA performance tables for individual coverage of each performance measure. We report the consumption data for energy, water and waste for the years 2021 and 2020 based on real consumption. Therefore we report on our consumption data for 2022 based on real consumption in the following year. All other TAG's key indicators and information are based on the reporting year 2022, unless otherwise stated.

1.3. Estimation of landlord-obtained utility consumption

The energy consumption from landlord obtained district heating and energy consumption from landlord obtained fuels for 2021 and 2020 of the main portfolio (92%) is mainly based on real consumption data. For properties without consumption data, the figures are supplemented by extrapolations, e.g. based on the EPCs, construction dates of buildings and energy sources. Electricity and water data represent real consumption based on bills. Waste data are derived from the number and volume of bins set up and from the emptying cycle. For the office locations, the consumption was extrapolated using the available actual data of the owner-occupied units in the portfolio.

1.4. Third Party Assurance

We do not have third party assurance.

1.5. Boundaries – reporting on landlord and tenant consumption

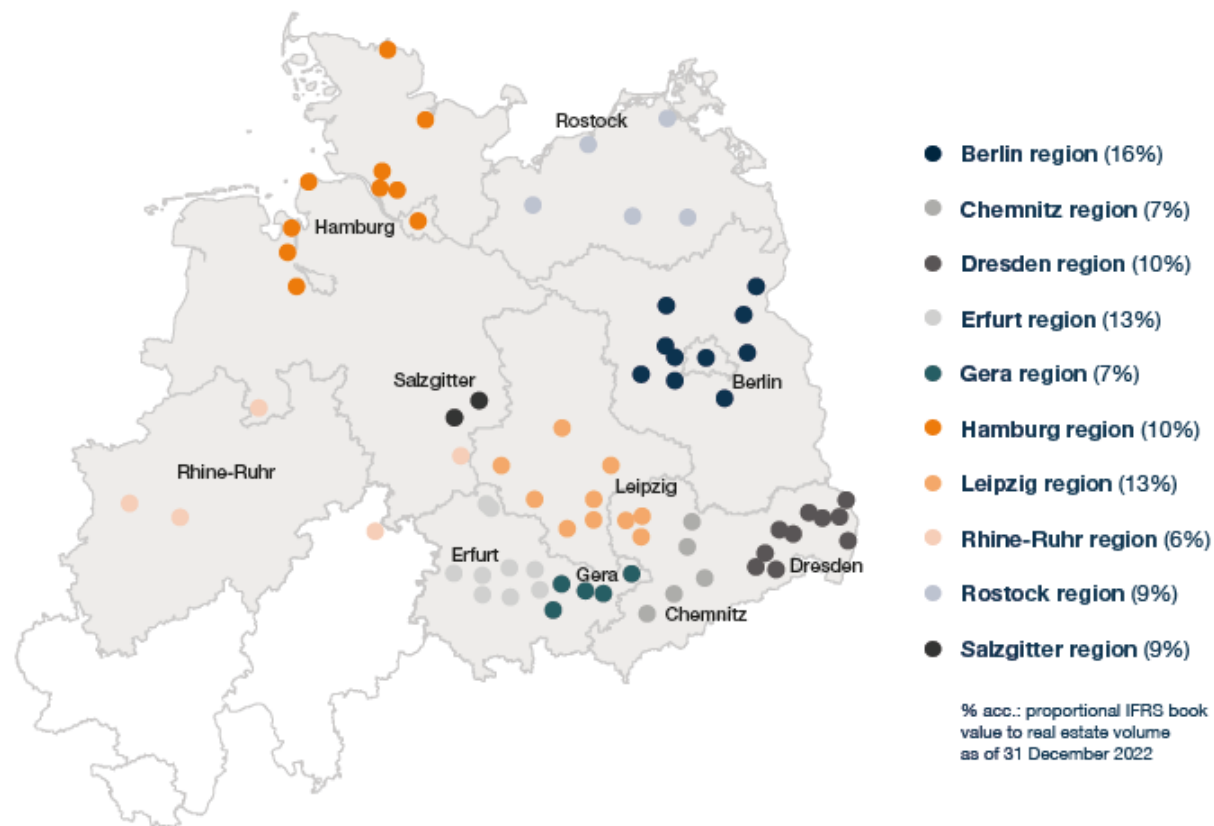
We only report on landlord-obtained utilities consumption which include consumption in tenants' areas. 100% of consumption of natural gas and heating oil (fuel), district heating as well as water is recharged to tenants based on sub-metered usage. As explained in section 1.3 the majority of the reported values reflects real consumption. Consumption is therefore not only dependent on the building's energy requirements, but also on the individual behavior of tenants which is not within our direct control. Tenant-obtained data (i.e. from bills which the tenant receives directly such as individual contracts for electricity) is excluded.

1.6. Analysis – Normalisation

Intensity indicators are calculated using floor area (sqm) for whole buildings. We are aware of the mismatch between nominator and denominator, as our consumption for electricity relates to common areas only, whereas we receive district heating, natural gas and heating oil (fuel) and water bills for the entire building and cannot separate common area from tenant area consumption. For our own offices we report intensity performance measures using floor area (sqm) as a denominator, too.

1.7. Analysis – Segmental analysis (by property type, geography)

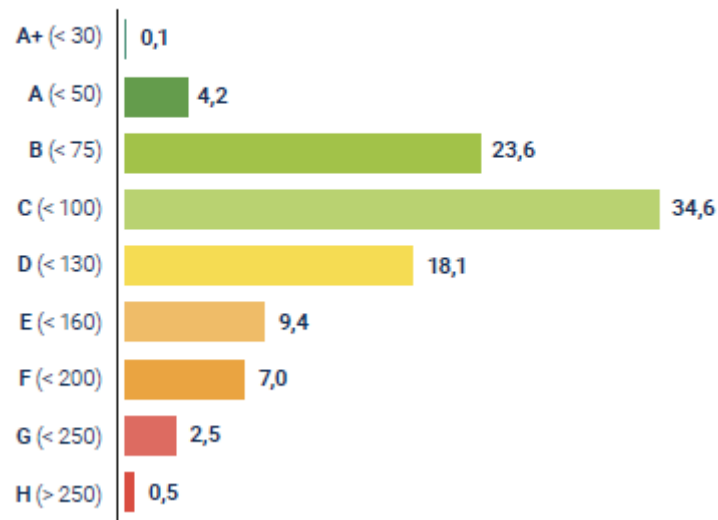
With 98.7% the majority of TAG's portfolio is located in Germany. Thereof around 82% of residential multi-family homes are in the northern and eastern parts of the country, distributed as follows:



At the end of the 2022 financial year, our German property portfolio has been composed of 98.6% (85,721) residential assets and 1.4% (1,193) commercial assets (2021: 98.6% / 86,325 residential and 1.4% / 1,251 commercial). The largest share of the commercial assets is represented by so-called “commercial units with residential attributes” which do not significantly differ from regular residential units in terms of floor space or consumption data. In this regard, segmental analysis is not applicable.

We have carried out a segmental analysis of energy efficiency classes in relation to the energy certificate grade by level attained (see the graph below which shows the proportion of units by energy efficiency class for our German portfolio at the end of 2022):

Energy certificates Germany



The average of the final energy consumptions is based on the current energy performance certificate (EPCs) of properties in relation to the number of apartments. Attribution to energy efficiency classes of properties is therefore only an approximation in accordance with the German Energy Saving Ordinance (EnEV). Adjusted for listed units, for which no energy performance certificate is required (cultural heritage) and non-residential buildings (in total approx. 9% of the total portfolio) and properties sold in 2022, the data comprises 100% of our total portfolio. On the basis of the evaluation of the energy certificates at the end of the reporting year, the energy efficiency of around 63% of our flats currently have an energy rating in energy efficiency class C (below 100 kWh/sqm) or better. The average value of our stock is at 109.1 kWh/m² per year and has thus decreased compared to the previous year continued (2021: 111.1 kWh/m² per year).

1.8. Disclosure on own offices

Our own occupied offices are reported separately to our portfolio. Coverage is reported in relation to the total floor area of our offices. Please see 2.2 EPRA own office table p. 11 et seq.

1.9. Narrative on performance

Please refer to p. 9 et seq. for our portfolio, p. 13 et seq. for our own occupied offices and p. 16 et seq. for social and governance indicators for more details on consumption and/or performance trends.

1.10. Location of EPRA Best Practice Performance Measures in companies' reports

EPRA Best Practice Performance Measures for our portfolio, own offices, social and governance indicators can be found in section 2.1 EPRA portfolio table (p. 7 et seq.), section 2.2 EPRA own office table (p. 11 et seq.) and 2.3 EPRA social and governance table (p. 14 et seq.) of this report.

2. Sustainability best practice performance measures (EPRA tables)

2.1. EPRA environmental performance measures (portfolio)

Indicator	EPRA	Unit of measure	Absolute		Like-for-like (Lfl)		
			2021	2020	2021	2020	% change
Electricity consumption for landlord controlled areas	Elec-Abs, Elec LFL	kWh	8,589,594	8,879,706	8,122,678	8,475,514	-4.2
Proportion of electricity consumption from renewable sources		%	0.3	0.3	0.3	0.3	0.0 pp
Coverage of total units		%	91.4	90.3	86.1	85.4	0.7 pp
Energy consumption from landlord obtained district heating and cooling for common and sub-metered tenant areas	DH&C-Abs, DH&C-Lfl	kWh	328,268,012	341,382,073	302,348,399	315,611,714	-4.2
Proportion of district heating and cooling from renewable sources		%	1.4	n.a.	n.a.	n.a.	-
Coverage of total units		%	91.4	90.3	86.1	85.4	0.7 pp
Energy consumption from landlord obtained fuels for common and sub-metered tenant areas	Fuels-Abs, Fuels-Lfl	kWh	315,779,675	334,695,039	308,104,952	328,615,759	-6.2
Proportion of fuels from renewable sources		%	No energy consumption from renewable sources				
Coverage of total units		%	91.4	90.3	86.1	85.4	0.7 pp
Building energy intensity	Energy-Int	kWh/sqm	143.7	149.8	143.5	149.7	-4.1
Direct Scope 1 GHG emissions (total)	GHG-Dir-Abs, GHG-Dir-Lfl	t CO₂e	64,305	68,192	62,749	66,959	-6.3
Coverage of total units		%	91.4	90.3	86.1	85.4	0.7 pp
Total Scope 2 indirect GHG emissions (location based)	GHG-Indir-Abs, GHG-Indir-Lfl	t CO₂e	38,043	38,542	34,969	35,950	-2.7
Total Scope 2 indirect GHG emissions (market based)		t CO₂e	36,305	37,477	33,695	34,663	-2.8
Coverage of units		%	91.4	90.3	86.1	85.4	0.7 pp

Indicator	EPRA	Unit of measure	Absolute		Like-for-like (Lfl)		
			2021	2020	2021	2020	% change
Building GHG emissions intensity (location based)	GHG-Int	kg CO ₂ e/sqm	30.5	31.5	30.5	31.5	-3.4
Building GHG emissions intensity (market based)			30.5	31.5	30.5	31.5	-3.4
Total water consumption	Water-Abs,	m ³	2.708.506	850,194	524,259	596,791	-12.2
Coverage of units	Water-Lfl	%	56.7	15.3	12.3	12.2	0.1 pp
Building water consumption intensity	Water-Int	m ³ /sqm	0.91	1.05	0.87	0.99	-12.3
Total amount of waste created	Waste-Abs, Waste-Lfl	m ³	73,533	64,376	Not collected		
Coverage of units		%	32.9	29.3			
Reuse with energy recovery		%	59.8	61.1			
Recycling		%	38.6	38.9			
Composting		%	1.6	0.0			
Type and number of assets certified	Cert-Tot	%	See therefore 1.7				

Notes:

- Coverage for each indicator and year has been defined as the proportion of the total portfolio (without owner-occupied offices in the portfolio) consisting of:
- 2021: approx. 80,000 residential and commercial units
- 2020: approx. 79.700 residential and commercial units
- The Like-for-Like scope covers around 75.400 units of the total portfolio in Germany (residential and commercial units) for heating energy and electricity consumption. It takes into account portfolio changes.
- Heating energy is provided by either district heating or fuel (natural gas, domestic fuel oil). In total, heating energy consumption coverage in absolute terms in 2021 and 2020 amounts to 91.4% / 90.3% and in Lfl terms to 86.1% / 85.4% of our total portfolio.
- Electricity consumption refers to the proportionate electricity consumption of general electricity respectively for the generation of heating energy in our portfolio.
- The heating energy consumption figures (DH&C-Abs, DH&C-Lfl, Fuels-Abs, Fuels-Lfl) are based on real consumption data, for properties without consumption data supplemented by extrapolations, e.g. via energy performance certificates. The breakdown is based on the energy source for heating

energy. Electricity and water data represent real consumption based on bills. Waste data are derived from the number and volume of bins set up and from the emptying cycle.

- The share of renewable sources (electricity) has been calculated as a proportion of the absolute and Like-for-Like consumption data. For district heating the renewable share refers to the suppliers' reported share of the district heating mix. It has been calculated as a proportion of the absolute consumption data (initial data 2021).
- GHG emissions represent direct (Scope 1) and indirect (Scope 2) energy climate emissions based on the portfolio's energy consumption. The Scope 1 value and the location-based Scope 2 value were calculated using the emission factors of the German Environment Agency (Umweltbundesamt – UBA 2019). In addition, the emission factors of the Federal Office of Economics and Export Control (BAFA) were used for the electricity mix and district heating, and individual calculation factors were determined. The market-based Scope 2 value is also presented. For Scope 2 calculation both location-based and market-based method is used (market-based preferred if available). Green electricity is sourced for around 0.3% of the letting portfolio (photovoltaics). The share of emissions based on the green electricity factor (0 g CO₂e/kWh) is displayed in the table under Elec-Abs and Elec-LfL. The market-based emissions of district heating were determined based on the emission factors of the respective energy supplier (if available). The emissions in Scope 1 and 2 are listed here with the GHG emissions caused by production and transport of heating energy, as well as the transmission and distribution (T&D) losses.
- Energy-Int; GHG-Int: The energy and climate emissions intensity per sqm of floor area is based on the buildings' energy consumption. The absolute value for 2021 relates to 4,544,483 sqm; for 2020 it relates to 4,573,765 sqm total floor area. The Like-for-Like value relates to 4,311,280 / 4,360,985 sqm floor area (adjusted for vacant space).
- GHG-Int: The climate emissions intensity per sqm of floor area is based on the sum of Scope 1 and Scope 2 emissions.
- Water data (Water-Abs, Water-LfL) relates 2021 and 2020 to 56.7% / 15.3% of TAG's portfolio (owner-occupied offices in the portfolio were calculated out of the total) sourced from the municipal supplier and is taken from our main water meters. Absolute water data (Water-Abs) covers around 52,500 units (2021) and around 14,400 units (2020). Like-for-Like water data (Water-LfL) covers around 10,750 units in the period 2020-2021. These records both the individual tenants' consumption levels, which account for the majority of the total consumption, and general water consumption in the communal areas as well as for sprinkler systems. There are no sub-meters for the individual spaces in parts of our portfolio. It is therefore currently not possible to provide separate data for water consumption in the communal areas, which account for only a very small proportion – less than 1% – of the total area.
- Waste-Abs, Waste-LfL: The total amount of waste comprised the household waste caused by tenants, waste quantities from own administrative locations in our portfolio are included. The data for household waste is based on 28,800 units for 2021 and 25,700 units for 2020. The conversion of the volume into weight was carried out based on the statistic conversion factors (Source: Umrechnungsfaktoren für die Abfallstatistiken, Stand: 2018 (statistik-bw.de)). Data for waste LfL (2021 / 2020) was not collected due to the adjusted retroactive data calculation for 2021. The consumption volumes for 2022 are published in our Sustainability Report 2022 (p. 109). They now comprise around 72,500 units.
- Cert-Tot: The weighted average of the final energy consumption is based on the properties' current energy performance certificates. The allocation according to the current category of energy efficiency of properties is therefore based solely on the classification in accordance with the German Energy Saving Ordinance [EnEV]. Not included are properties for which no energy certificate is required (such as listed buildings) as well as non-

residential buildings (in total approx. 9% of the total portfolio) and properties sold in 2022. See therefore 1.7 for the percentage of energy performance by level attained.

Narrative on performance:

- Elec-Abs and -LfL: The reduction of the absolute and LfL value in 2021 is within the range of yearly variations of electricity consumption patterns. Efficiency gains due to plant and building refurbishments, for example, have a positive impact.
- DH&C-Abs and -LfL: The decrease of both values (absolute and LfL scope) is mainly due to the modernisation of heating systems. This allows us to increase energy efficiency and save primary energy. The values also depend on the heating consumption patterns of our tenants. Yearly variations can be explained by changing consumption patterns.
- Fuels-Abs and LfL: The slight reduction of the absolute and LfL value in 2021 is within the range of yearly variations of fuel consumption patterns by our tenants. Saving primary energy through plant modernisation and more efficient plant control also contributes to reducing energy consumption.
- Energy-Int: Consistent figures (absolute and LfL scope). The values reflect the slight reduction of energy consumption due to efficiency improvements as well as individual savings by our tenants.
- GHG-Dir-Abs and -LfL: The slight reduction is mainly due to the modernization of the heating system, switching from oil to natural gas or district heating. Both energy sources have a lower climate impact compared to heating oil.
- GHG-Indir-Abs and -LfL: The slight decrease is mainly due to the modernization of the heating system and the resulting efficiency gains (please see Sustainability Report 2022 p. 62 ff.).
- GHG-Int: The slight reduction of the figures (absolute and LfL scope) is also due to efficiency improvements and the switch to lower-emission fuels..
- Water-Abs and Water-LfL: The value includes tenant area consumption as well and is therefore depending on tenant patterns within the assets as well as on individual consumption behaviour. The increase of absolute data is due to the increase of coverage by around 38,000 units. The decrease in water use in 2021 (-12.3% LfL) could also be due to the coronavirus pandemic.
- Waste-Abs, Waste-LfL: TAG is not responsible for the amount and type of waste produced by the tenants (please see Sustainability Report 2022 p. 57). However, we try to reduce the amount of residual waste and increase the amount of recyclable materials through professional waste management, i.e. through consistent waste separation, systematic re-sorting of waste and recyclable material containers and appropriate counselling. The increase is mainly due to the expansion of the recorded portfolio by 3,100 units. Data for Waste-LfL (2021 / 2020) could not be collected.
- Cert-Tot: In terms of energy consumption, approximately 63% of our units already perform with EPC C or better with consumption of less than 100 kWh/sqm annually (A+ to C). The average consumption of our holdings stands at 109.1 kWh/sqm per annum, having fallen again as compared to the previous year (2021: 111.1 kWh/sqm per annum). See therefore 1.7 for the percentage of energy performance by level attained.

2.2. EPRA environmental performance measures (own office)

Indicator	EPRA	Unit of measure	Absolute		Like-for-like (Lfl)		
			2021	2020	2021	2020	% change
Electricity consumption	Elec-Abs, Elec LFL	kWh	1,982,313	1,957,650	1,973,714	1,949,830	1.2
Proportion of electricity consumption from renewable sources		%	30.3	n.a.	30.4	n.a.	-
Coverage of floor area		%	97.2	82.3	70.8	71.9	-1.1 pp
Energy consumption from district heating and cooling	DH&C-Abs, DH&C-LfL	kWh	2,945,148	2,610,676	2,059,617	2,152,130	-4.3
Proportion of district heating and cooling from renewable sources		%	n.a.	n.a.	n.a.	n.a.	-
Coverage of floor area		%	97.2	82.3	70.8	71.9	-1.1 pp
Energy consumption from fuels	Fuels-Abs, Fuels-LfL	kWh	1,254,246	1,337,896	1,134,056	1,263,131	-10.2
Proportion of fuels from renewable sources		%	n.a.	n.a.	n.a.	n.a.	-
Coverage of floor area		%	97.2	82.3	70.8	71.9	-1.1 pp
Building energy intensity	Energy-Int	kWh/sqm	123.7	139.8	131.9	137.6	-4.1
Direct Scope 1 GHG emissions (total)	GHG-Dir-Abs, GHG-Dir-LfL	t CO ₂ e	1,771	1,682	232	257	-9.9
Coverage of floor area		%	97.2	82.3	70.8	71.9	-1.1 pp
Total Scope 2 indirect GHG emissions (location based)	GHG-Indir-Abs, GHG-Indir-LfL	CO ₂ e	223	233	142	161	-12.0
Total Scope 2 indirect GHG emissions (market based)		CO ₂ e	456	372	338	338	0.0
Coverage of floor area		%	97.2	82.3	70.8	71.9	-1.1 pp
Building GHG emissions intensity (location based)	GHG-Int	kg CO ₂ e/sqm	27.3	30.9	29.2	30.3	-3.5
Building GHG emissions intensity (market based)			27.3	30.9	29.2	30.3	-3.5

Indicator	EPRA	Unit of measure	Absolute		Like-for-like (Lfl)		
			2021	2020	2021	2020	% change
Total water consumption	Water-Abs,	m³	11,376	8,521	3,346	5,684	-41.1
Coverage of floor area	Water-Lfl	%	70.6	58.8	42.5	51.0	-8.5 pp
Building water consumption intensity	Water-Int	m³/sqm	0.47	0.51	0.23	0.39	-41.1
Weight of waste by disposal route (total)	Waste-Abs,	tonnes	36	27	Not applicable		
Recycling	Waste-Lfl		36	27			
Type and number of assets certified	Cert-Tot	% of portfolio	not applicable				

Notes:

- For the administrative locations (a total of 300 offices with approx. 34,400 sqm), both owned and rented offices were covered. These are both larger subsidiaries and smaller tenant and caretaker offices. The electricity and heating consumption values for the administrative locations have been adjusted to reflect weather conditions.
- Heating energy is provided by either district heating or fuel (natural gas, domestic fuel oil or pellets). In total, heating energy consumption coverage in absolute terms in 2021/20 amounts to 100% for our own offices.
- The heating energy consumption figures (DH&C-Abs, DH&C-Lfl, Fuels-Abs, Fuels-Lfl) were adjusted to reflect weather conditions using the climate factors of Germany's National Meteorological Service (DWD). The vehicle fleet fuel consumption is not included (please see Sustainability Report 2022 p. 107).
- GHG emissions represent direct (Scope 1) and indirect (Scope 2) energy climate emissions of our own offices. The Scope 1 value and the location-based Scope 2 value were calculated using the emission factors of the German Environment Agency (Umweltbundesamt – UBA 2019). In addition, the emission factors of the Federal Office of Economics and Export Control (BAFA) were used for the electricity mix and district heating, and individual calculation factors were determined. The market-based Scope 2 value is also presented. For Scope 2 calculation both location-based and market-based method is used (market-based preferred if available). In 2020 and 2021, certified green electricity has been sourced for 48.2% of our own offices.
- GHG-Int: The climate emissions intensity per sqm of floor area is calculated as sum of Scope 1 and the Scope 2 emissions.
- Water-Abs and Water-LFL: The water consumption of our own office space in the portfolio cannot be recorded separately in parts of the portfolio due to shared water meters with other non-office units. The consumption data of these units as well as the rented units were extrapolated based on the available actual data of the owner-occupied units in the portfolio. Absolute water data (Water-Abs) covers around 24,279.68 sqm / 70.6% (2021) and around 16,863.86 sqm / 58.8% (2020) of own offices. Like-for-Like water data (Water-Lfl) covers around 14,612.62 sqm / 42.5% / 51.0% in the period 2020-2021.

- Waste-Abs and Waste-LfL: We do not have reliable information on the whole waste amount in our own offices. For business operations in Germany, only the quantity of paper at large office locations that is returned to the paper cycle via external service providers is currently evaluated. Other waste quantities from own administrative locations are included in the waste quantities for the portfolio (see therefore 2.1).
- Cert-Tot: We do not have reliable information for our own offices. There are energy certificates for our real estate portfolio. These include owner-occupied units, but not rented units (see therefore 1.7).

Narrative on performance:

- Elec-Abs and -LfL: The slight increase of electricity consumption in 2021 is within the range of yearly variations of electricity consumption patterns. It is also due to a higher number of our offices, here especially in the caretaker division.
- DH&C- Abs and -LfL; Fuels-Abs and -LfL: The decrease in both values (absolute and in the LfL area) is mainly due to efficiency increases and primary energy savings due to the modernisation of heating systems. The values also depend on individual heating consumption behavior and can therefore vary slightly.
- Energy-Int: The values reflect the slight reduction of energy consumption due to efficiency improvements as well as individual savings by our employees.
- GHG-Dir-Abs and -LfL; GHG-Indir- Abs and -LfL; GHG-Int: The reduction of emissions in 2021 reflects the decreased energy consumption as explained above.
- Water-Abs and Water-LfL: The increase of absolute data is due to the increase of coverage and a slight increase of own offices. Consumption in the like-for-like view has decreased. Both water-saving measures and the effects of the increase in homeworking play a role here.
- Waste-Abs, Waste-LfL: The increase is mainly due to the increase of own offices. At our business locations, we focus in particular on waste separation, paper savings and the return of waste paper to the recycling loop. The data reflect different effects, as we try to save paper but also aim to increase the amount of recycled paper by waste separation.
- Cert-Tot: Not applicable (see therefore notes above and 1.7).

2.3. EPRA social and governance performance measures (portfolio and corporate)

Indicator	EPRA	Unit of measure	Scope	2022	2021
Employee diversity	Diversity-Emp	% male/female (Management Board)	Corporate Operations	50.0 male	33.3 male
		% male/female (Management)		50.0 female	66.7 female
		% male/female (Other employees)		42.4 male	56.9 male
	Diversity-Pay	% male/female (Management Board)		57.6 female	43.1 female
		% male/female (Management)		52.0 male	51.0 male
		% male/female (Other employees)		48.0 female	49.0 female
Employee training and development	Emp-Training	Average hours per employee		100.0	100.0
	Emp-Dev	% of total workforce with performance appraisals		85.2	86.0
	Emp-Turnover	Total number of new hires		103.4	104.8
		Rate (%)		8	11
		Total number of leavers		90.0	90.0
		Rate (%)		228	234
Health and safety	H&S-Emp	Injury frequency rate		17.8	18.0
		Lost day rate (number)		234	252
		Absenteeism rate		18.3	19.4
		Fatalities (Total number)		0.002	0.002
	H&S-Asset	% of assets undergoing health and safety assessments	Portfolio	738	776
	H&S-Comp	Total number of incidents of non-compliance from health and safety assessments		10.8	7.1
Communitites	Comty-Eng	% of assets with community engagement activities		0	0
				43.0	37.0

Indicator	EPRA	Unit of measure	Scope	2022	2021
Governance	Gov-Board	Total number of executive members	Corporate Operations	2 members	3 members
		Total number of independent members (supervisory board)		6 members	6 members
		Average tenure on the governance body		6.8 years	5.8 years
		Total number with competencies relating to environmental and social topics		6	6
	Gov-Select	Process for nominating and electing the highest governance body		Sustainability Report 2022, p. 36; bylaws on corporate website	Sustainability Report 2021, p. 29; bylaws on corporate website
	Gov-Col	Process for managing conflicts of interest		Sustainability Report 2022, p. 36; bylaws on corporate website	Sustainability Report 2021, p. 29; bylaws on corporate website

Notes:

- Diversity-Emp: The values for the management refer to the 1st and 2nd management level below the Management Board (1st management level: heads of real estate management (LIMs) and department heads, 2nd management level: team leaders).
- H&S-Emp: Injury frequency rate: Workplace accidents in relation to total working hours of all employees (2022: 2,113,240 hours, 2021: 2,135,320 hours; extrapolation based on the average working time of full-time and part-time employees).
- H&S-Emp: Instead of the lost day rate per hours worked, the lost day rate is reported as an absolute number based on the following definition: Period (days) in which work was not possible due to employees not being able to perform their usual duties because of a workplace accident.
- H&S-Emp: Absenteeism rate: Lost days based on calculation of actual absenteeism (as a percentage) of the total number of working days (2022 and 2021: 230 planned working days) designated for the employees over the same period.
- Comty-Eng: We do not conduct community engagement activities on a unit-by-unit basis. At all our locations, neighbourly cooperation in our residential buildings is important to us. Our local community involvement is aimed at making our neighbourhoods even more liveable, and we continued this locally and regionally in 2022 as well. We closely link our social responsibility efforts to our core business and focus on tenant campaigns and support for children and families, e.g. by offering a wide range of events and counselling at our meeting centres. An important role is played by our charitable TAG Miteinander Foundation and our 'Aktiv-Treffs' (Activity Lounges) in our larger regions. Our Activity Lounges are accessible to around

43% (2021: 37%) of our tenant households based on the numerous locations in our larger regions. For further information on our approach and measures see our Sustainability Report 2022, p. 82 (Liveable neighbourhoods), p. 83 (Holistic neighbourhood development), p. 109-110 (Key Figures).

Narrative on performance:

- Diversity-Emp: We commit to diversity and oppose any form of discrimination in all aspects of employment. This is anchored in our Anti-Discrimination Policy. The diversity practised at TAG was also positively highlighted by our employees in the 2022 survey. Further information on the gender composition of the Supervisory Board is given on our Company website ([Corporate governance declaration of TAG Immobilien AG and the Group for 2022 pursuant to Section 289f and Section 315d HGB | TAG Immobilien AG \(tag-ag.com\)](#)).
- Diversity-Pay: Salaries are independent of gender and are influenced solely by the requirements profile for the position, professional experience, and existing additional qualifications.
- Emp-Turnover: We reckon that the fact that the turnover rate continues high is still due to some organisational changes in 2021. Although there were no layoffs, some employees resigned of their own accord despite a wide range of offers, qualification measures, and support. Another reason might be the generally increased willingness to change jobs, especially among younger employees.
- Emp-Training: Our goal is to motivate our employees, identify special skills and talents, and develop individual support measures based on this. We strive for every staff member to participate in at least eight hours of upskilling per year in order to further develop their professional and methodological competence.
More information on our management approach and additional indicators are provided in our Sustainability Report 2022 (p. 92).
- H&S-Emp: The rates confirm the effect of our occupational health and safety management approach. More information is provided in our Sustainability Report 2022 (p. 97).
- H&S-Asset; H&S-Comp: In 2022 we kept our performance standard by carrying out a complete health & safety assessment of our portfolio with no reported incidents.
- Gov-Board; Gov-Select; Gov-Col: No changes in the selection process of the Supervisory Board or the rules to disclose conflicts of interest.

Contact

TAG Immobilien AG

Steckelhörn 5
20457 Hamburg
Phone +49 (0)40 380 32-0
Fax +49 (0)40 380 32-390
info@tag-ag.com
www.tag-ag.com

Verena Schulz | Kati Pohl

Strategic Real Estate Management
Phone +49 (0)30 52 00 54-100
Fax +49 (0)30 52 00 54-951
nachhaltiger@tag-ag.com

Dominique Mann

Head of Investor & Public Relations
Phone +49 (0)40 380 32-300
Fax +49 (0)40 380 32-388
ir@tag-ag.com