



Unsplash

# SUSTAINABILITY AT AURELIS

2025



# Prologue by the management

The real estate industry continues to experience profound changes, with sustainability remaining a key benchmark for business activities. As one of Germany's leading commercial and industrial real estate companies, we are aware of our responsibility and demonstrate this through tangible measures in our own portfolio..

Reducing CO<sub>2</sub> emissions is and remains a key objective of our ESG strategy. We continuously analyze our portfolio, focusing in particular on energy-intensive properties. At the same time, we make strategic investments where we can achieve measurable effects for climate protection..

The work of Aurelis Energie GmbH is an important driving force in this regard. With its help, we are systematically implementing photovoltaic systems and the use of renewable energy at our existing properties. In this way, we combine ecological benefits with long-term economic efficiency.

Furthermore, we continue to consider sustainability in the context of neighborhoods. With our projects, we aim to create livable vicinities that take climate and species protection into account as well as social aspects and integration into the respective environment. We do not consider economic success and responsibility for people and environment to be contradictory, but rather as complementary aspects.

Sustainability is an essential part of our business operations. Together with our employees, we are continuously working to further develop processes, projects, and decisions. This ESG report shows how we are putting this commitment into practice step by step.

**Dr. Joachim Wieland | CEO**



# Management Summary 2025

**Our business activities** are focused on sustainability. With the aim of actively contributing to climate protection, we have launched further measures in 2025. EU-Taxonomy-compliant new construction combined with DGNB Gold certification are now our new standard.

The essential basis for implementing a sustainability strategy is the creation of a **reliable database** for energy consumption. We introduced software for this purpose last year. This **improved the transparency** and enabled us to monitor energy consumption at our properties more effectively. We have seen a significant improvement of data quality this year. This confirms that we are on the right track.

In 2025, we participated in the GRESB Assessment again. We are proud that we were able to improve our score by 9 points.

The long-term goal of reducing CO2 emissions can only be achieved by reducing the consumption of fossil fuels. That is why we continuously **equip our properties with photovoltaic systems**. This is always done in coordination and consultation with our tenants which provides a good opportunity to discuss further sustainability issues with them to **gain a deeper understanding**.

In addition to technical modernization, we also focus on promoting biodiversity. This year, we have taken on bee sponsorships in all our regions to make a further contribution to this cause.

# Management Summary 2025

In the realm of social responsibility, we expanded our participation in the “Social Day” initiative and rolled up our sleeves for a good cause. This demonstrates that social responsibility is important to us.

To involve our employees in social engagements and support their commitment is of great significance to us, as they are key to successful implementation of our sustainability initiatives. On kununu, we were awarded the Top Company seal for the fifth time in a row. Trust, appreciation and loyalty are truly lived out every day at Aurelis.

With a great deal of motivation, openness, and team spirit, we launched our corporate influencer program this year. Brand ambassadors represent Aurelis on social media. Their posts provide exciting insights into our everyday work and topics of special interest.

In the area of governance, we regularly update our corporate guidelines. These guidelines ensure that processes, decisions, and practices are consistent and transparent throughout the company. They provide guidance on our path to embedding sustainability in all areas of our activities—from ecology and social responsibility to corporate governance.

**We are striving to achieve a net-zero carbon target by 2040 and are laying the foundations for a sustainable future by continuously developing our strategies and measures.**

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A person in a blue shirt is holding a glowing lightbulb. Inside the lightbulb, there is a white outline of a rocket ship. The background is dark blue with some bokeh light effects.

# COMPANY OVERVIEW

# Company description

## Private real estate company since 2007

Founded in 2002 as a subsidiary of Deutsche Bahn

## Operating all over Germany

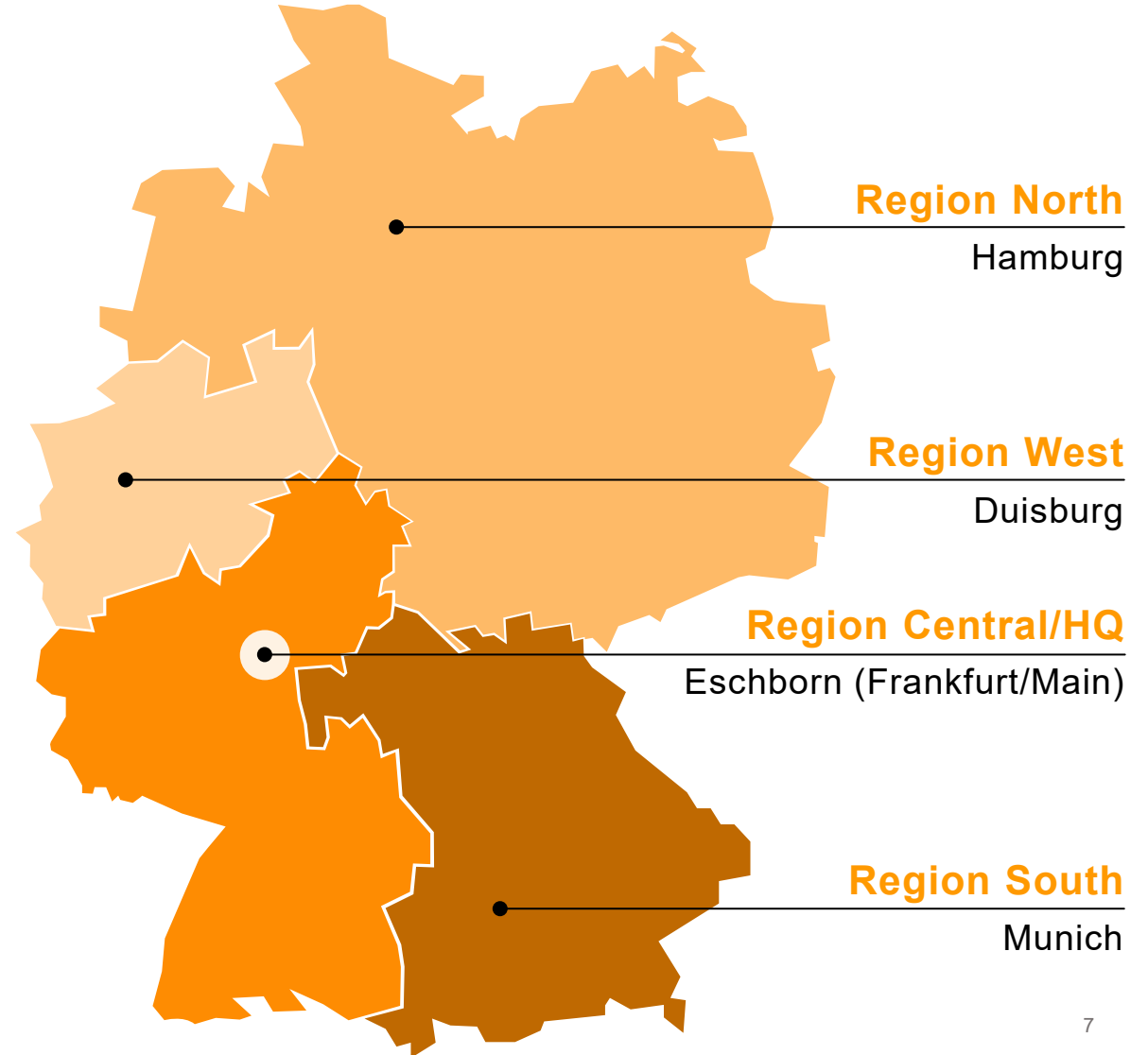
In metropolitan regions and industrial clusters

## Approx. 200 experts for all real estate services

Acquisition, (Re) Development, Asset + Property Management, Sales

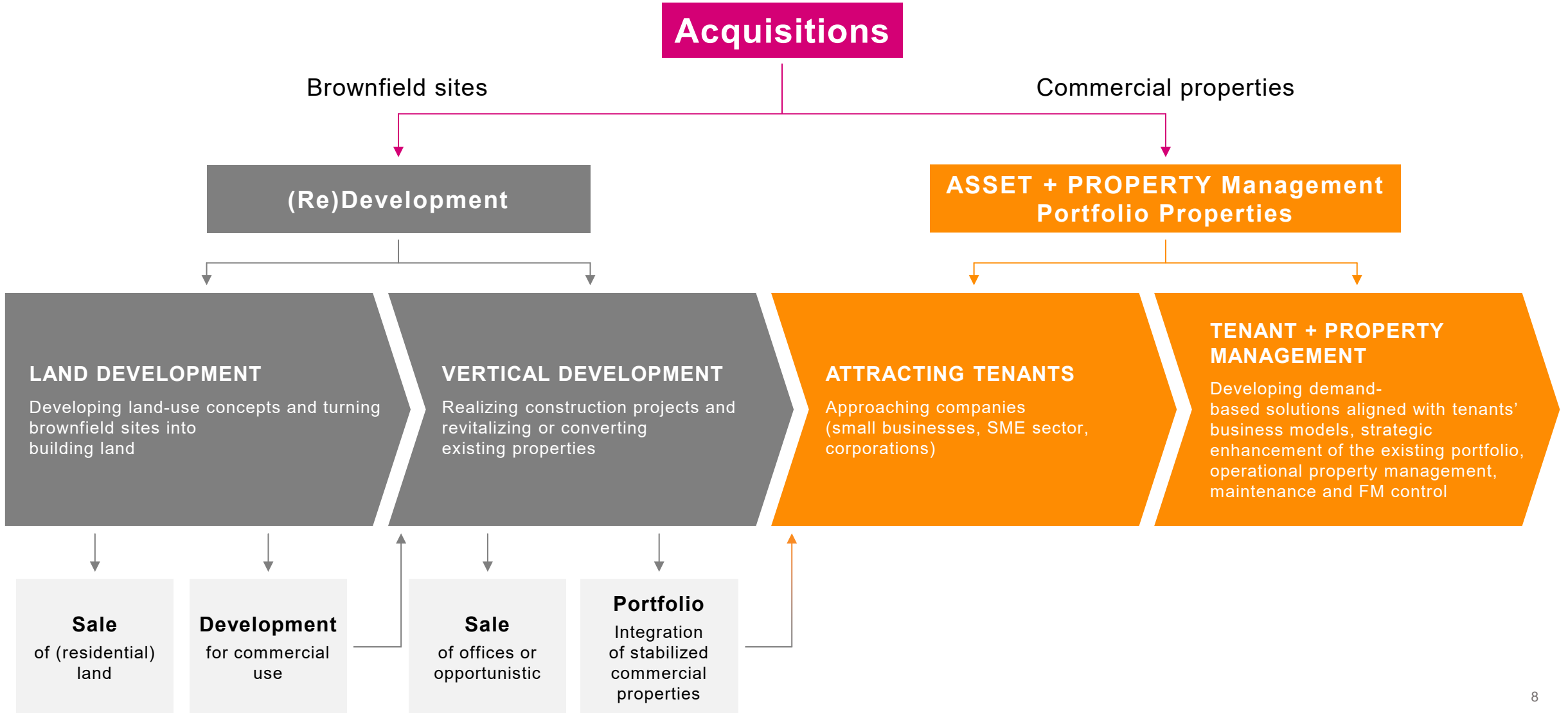
## Portfolio consisting of approx. 134\* assets

of mixed-use commercial properties: business and industrial parks, warehouses, logistic and production properties



\*as of Q4/2025

# For our clients: Everything from a single source



# Track Record

2007



€ 1.8 billion GAV



1,455 Assets



approx.  
€ 1.25 million  
Ø-value per Asset



approx.  
27 million m<sup>2</sup>  
of site area



approx. 1%  
with building rights



Berry Meyer

2025



€ 1.8 billion GAV



134 Assets



Approx.  
€ 13,7 million  
Ø-value per asset



approx.  
5.2 million m<sup>2</sup>  
of site area



approx. 97%  
with building rights

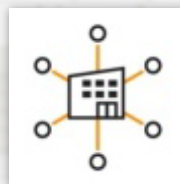


Elbe Söhnlecken

# Track Record



**€ 88 million**  
rental revenue per annum  
(approximated value)



**€ 208 million**  
sales revenue per annum  
(approximated value)



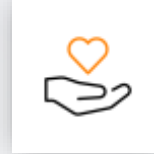
**€ 198 million**  
investments in the existing portfolio  
(approximated value)

# Our core values



## Responsibility

Turning old into new: at Aurelis we have embraced this motto and practice it on our work – day in and day out



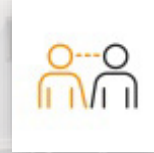
## Code of Conduct

At Aurelis, we abide by our Code of Conduct, which outlines how we act in different situations, the ethical values we represent and the behaviors we practice. This Code of Conduct is fundamental for our actions: it guides everything we do.



## Side by Side

We treat our colleagues and partners with the utmost respect, create a positive atmosphere and contribute our extensive expertise. We are reliable and responsive, actively nurture relationships and maintain ongoing dialogue, including after transactions have been concluded



## Trust

At Aurelis, we never leave space for ambiguity or obscurity. Transparency is our watchword. In concrete terms, this means we formulate our activities with precision and disclose all relevant information to ensure smooth project implementation



## Hand in Hand to the Top

We are confident, ambitious and solution-oriented. Above all, however, we are accomplished team players. Mutual support promotes progress and delivers better results.



## Open-Minded

The best solutions are always the result of dialogue, which must be open and inclusive to ensure that everyone feels free to contribute their opinions, suggestions and ideas. This fosters a climate characterized by positive, respectful and solution-oriented collaboration.

A glowing lightbulb hangs in the center of the frame, casting a warm, golden light. The background is a blurred office environment where several people are seated at a table, seemingly in a meeting or collaborative work session. The overall atmosphere is professional and focused.

# **SUSTAINABILITY AT AURELIS**

# Our approach



**We transform brownfield sites into sustainable & dynamic locations** by preserving existing structures, understanding user demands and developing state of the art flagship projects to the benefit of local economies and society.

# Our business activities are sustainable



## No further land sealing

as former industrial wasteland and existing properties are being reused



## Analyzing and remediating

contamination and contaminated sites together with the local environmental authorities



## Resettlement of protected flora and fauna,

taking all environmental and nature conservation concerns into account



## Creation of biotopes and compensation areas

to offset the climate impact of new construction projects



## Defined recycling concept

materials from deconstruction and renovation work are utilized elsewhere or disposed off properly

# Why refurbishments are crucial within the climate debate



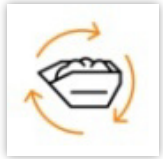
## New buildings

with ambitious climate targets are important



## But: The share of existing properties

is higher (in comparison with new constructions) and will thus have a much more decisive impact on climate issues



## In addition, so-called gray emission

are produced during the transport and demolition of building materials. Those CO<sub>2</sub> emissions are mostly not appropriately considered when assessing a property's life cycle



## In many cases

the energy-efficient operation of a newly constructed building after demolition only pays off in terms of climate effect after several decades



## However, the sustainability approach

is not limited to the construction phase. During subsequent operation optimization potential can and should always be identified and implemented



Aurelis

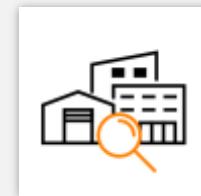
Ingo E. Fischer

# Our goal: Building in compliance with EU-Taxonomy\* and DGNB-Gold certification



## Target

New builds and existing properties should be constructed/ refurbished cost-and-energy-efficiently in compliance with the taxonomy



## All future projects

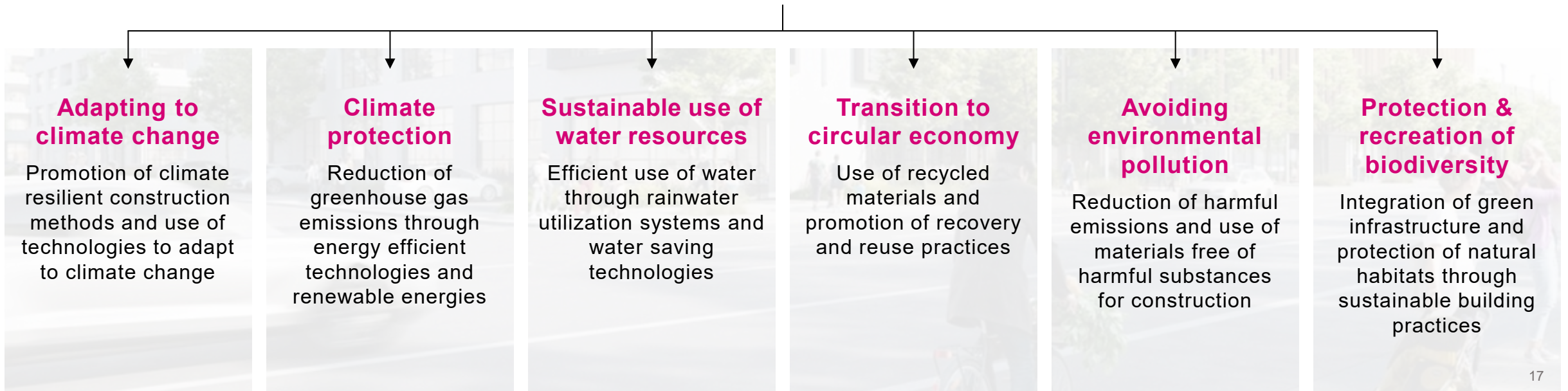
have to be DGNB Gold certified

\*Especially 10% better than the EH (German Efficiency House) 55 standard

# Building in compliance with EU-Taxonomy

In order to meet the requirements of the **EU-Taxonomy**, construction projects must support at least one of the **six environmental objectives** without significantly harming the others (“**Do No Significant Harm**” principle).

We focus on climate protection with a **reduction in greenhouse gas emissions**, while ensuring that other goals are not jeopardized.



## DGNB certification scheme



### **Our contribution to the development of the DGNB system for urban districts**

In 2010/2011, Aurelis took part in the testing and evaluation phase of the DGNB certification scheme with the Europaviertel project in Frankfurt (mixed-use quarter) and so actively participated in the evaluation of the certification system

### **All new construction projects are required to achieve at least DGNB Gold certification**

DGNB Gold certification signals a clear focus on sustainable construction. This includes aspects such as energy efficiency, ecological compatibility, social responsibility and economic viability

# Certifications

## DGNB Certificates



23 buildings certified



36 buildings are currently in the process of certification



**21** achieved  
**35** projected

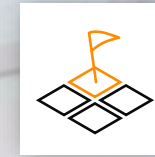


**1** achieved  
**1** projected



**1** achieved

## Other Certificates



3 buildings certified



**1** achieved



**2** achieved

# Selection of certified projects

Europaviertel | Frankfurt



Marienzeile: Wilhelm | Nuremberg



Le Quartier Central | Düsseldorf



La Tête | Düsseldorf



LANUV | Duisburg



Elektronikzentralwerk DB AG | Munich



# Our goal: net zero carbon by 2040

## Measures planned on corporate level

- **Analysis of emissions**  
Survey of all emissions caused directly at Aurelis' offices and through Aurelis' employees. These are to be reviewed and compared on an annual basis. The aim is to remain on the path of the Paris Agreement.
- **Contracts**  
Completion of green electricity and green lease agreements for our rented office sites in order to engage our landlords to a sustainable coexistence.
- **Training**  
Sensitize employees to the issue of sustainability and commit them to sustainable behavior.
- **Company cars**  
Establish in-house charging stations to pursue the conversion of the vehicle fleet to fully electric cars.

## Measures planned on asset level

- **Creating complete data coverage**  
for all consumption data
- **Recording, analyzing and processing**  
consumption data with a monitoring and planning software (Data relating to climate risk analysis and building fabrics)
- **Implementing sub and smart meters**  
for each property until 2027 to collect consumption data and derive further measures
- **Increasing the number of Green-Lease-Contracts**  
to involve tenants more closely in ESG issues
- **Creating specific action plans**  
with timelines for each asset

**These measures are designed to ensure that the company is on track,**  
to achieve the ambitious goal of carbon neutrality by 2040, with a clear structure and strategy for its realization.

# ESG accountability led by top management



## Dr. Joachim Wieland

CEO since 2007

Responsible for the implementation of the ESG strategy within the Aurelis group

*"ESG benefits all stakeholders and, above all, those who live or work in our properties"*



## Dr. Christian Schütz

CFO since 2015

Deputy of Dr. Wieland | Accompanies the implementation of the ESG strategy

*"ESG is not only important it also maximizes long term added value for the property and for our tenants"*



## Gordon Althoff

Head of Portfoliomanagement & ESG

Manages daily operations with respect to ESG and formulates strategies in collaboration with CEO/CFO

*"We develop and manage working and living environments for current and future generations in full awareness of our responsibility."*

# Responsibility and accountability



***We take responsibility for a sustainable future.***

*To this end, we have defined specific goals to guide us.*

*In addition, we encourage everyone in the company to actively participate, because real transformation begins with small changes of daily behavior.*

**Britta Ostückenberg**  
Teamlead ESG



**ESG**

**RISK FACTORS**

# Key drivers and risk factors

**As a property developer and property owner in the light industrial sector, we focus on identifying opportunities to influence ESG key drivers.**  
This enables us to define and implement long term targets and strategies for each risk factor.



## Environmental

Energy for power and heating | Construction and construction materials | Water usage | Waste | Environment in the direct vicinity



## Social

Our tenants | Our employees | Our service providers | The society



## Governance

Responsibility and accountability | Policies | Processes | Communication and reporting

# Key drivers and risk factors: Environmental

Risk Factor	Risk	Explanation
<b>Global warming</b>	<ul style="list-style-type: none"> <li>Extinction of animals and plants</li> </ul>	<ul style="list-style-type: none"> <li>Threat to the global ecosystem</li> </ul>
<b>Power consumption</b>	<ul style="list-style-type: none"> <li>Declining demand from tenants</li> <li>Increasing CO<sub>2</sub> tax load</li> </ul>	<ul style="list-style-type: none"> <li>Tenants will avoid properties with high emissions, resulting in the increase of vacancies</li> <li>High energy costs and CO<sub>2</sub> tax load = high lease and ancillary costs</li> </ul>
<b>Water consumption</b>	<ul style="list-style-type: none"> <li>Water shortage</li> <li>Water control</li> </ul>	<ul style="list-style-type: none"> <li>The risk of water shortage could lead to interruption of operations</li> </ul>
<b>Increasing and non-recyclable waste</b>	<ul style="list-style-type: none"> <li>Penalty payments</li> </ul>	<ul style="list-style-type: none"> <li>Increasing costs for waste management</li> </ul>
<b>Destruction and endangerment of biodiversity and habitats</b>	<ul style="list-style-type: none"> <li>Penalty payments</li> <li>Construction bans</li> </ul>	<ul style="list-style-type: none"> <li>Legal risks: Possible legal consequences for violations of environmental protection laws</li> </ul>

# Key drivers and risk factors: Social

Risk Factor	Risk	Explanation
<b>Increase in the number of refugees</b>	<ul style="list-style-type: none"> <li>▪ Lack of adaption to climate change</li> </ul>	<ul style="list-style-type: none"> <li>▪ Due to a lack of investment, more people are driven into poverty by heatwaves, floods and storms</li> </ul>
<b>Tenant turnover</b>	<ul style="list-style-type: none"> <li>▪ Rental loss</li> <li>▪ Reputational damage</li> </ul>	<ul style="list-style-type: none"> <li>▪ Impending vacancies if sustainability standards are not met and tenants' wishes and requirements are not considered</li> </ul>
<b>Employee turnover and absence</b>	<ul style="list-style-type: none"> <li>▪ Dissatisfaction</li> <li>▪ Absence</li> </ul>	<ul style="list-style-type: none"> <li>▪ Costs due to staff turnover and new hires caused due to a lack of employee satisfaction</li> <li>▪ Risk of business interruption due to social and health risks</li> </ul>
<b>Dissatisfaction of service providers</b>	<ul style="list-style-type: none"> <li>▪ Absence</li> </ul>	<ul style="list-style-type: none"> <li>▪ Risk of interruption or negative impacts due to unsustainable supply chains</li> <li>▪ Reputational damage through association with non-sustainable service providers</li> </ul>
<b>Social isolation by the society</b>	<ul style="list-style-type: none"> <li>▪ Reputational damage</li> <li>▪ Protests</li> <li>▪ Lawsuits</li> </ul>	<ul style="list-style-type: none"> <li>▪ Risk of negative effects on business due to local protests or resistance</li> <li>▪ Possible legal consequences due to non-compliance with social standards</li> </ul>

# Key drivers and risk factors: Governance

Risk Factor	Risk	Explanation
<b>Business risks</b>	<ul style="list-style-type: none"> <li>Disruption of the supply chain</li> </ul>	<ul style="list-style-type: none"> <li>Political, environmental and technological factors can lead to disruption of supply chains and value creation processes</li> </ul>
<b>Unclear responsibilities and accountabilities</b>	<ul style="list-style-type: none"> <li>Management gap</li> <li>Insufficient business strategy</li> </ul>	<ul style="list-style-type: none"> <li>Risk of errors and breach with ESG practices due to unclear responsibilities</li> <li>Potential reputational damage if social and ecological responsibility are not clearly addressed</li> </ul>
<b>Undefined guidelines</b>	<ul style="list-style-type: none"> <li>Lawsuit</li> <li>Reputational damage</li> <li>Loss of confidence by investors</li> </ul>	<ul style="list-style-type: none"> <li>Legal risks due to absence of or non-compliance with guidelines</li> <li>Reputational risk in the event of non-compliance with standards</li> </ul>
<b>Lack of processes</b>	<ul style="list-style-type: none"> <li>Inefficiency</li> <li>Unstructured</li> <li>Dissatisfaction of stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Inefficient processes: risk of errors and delays in the implementation of ESG practices</li> <li>Negative impact due to mismanagement of ESG strategies</li> </ul>
<b>Lack of communication and reporting</b>	<ul style="list-style-type: none"> <li>Stakeholder's distrust in the company's expertise</li> </ul>	<ul style="list-style-type: none"> <li>Risk of skepticism and distrust in the event of missing or incomplete reporting</li> <li>Possible legal consequences due to non-compliance with reporting obligations</li> </ul>

# The pillars of sustainability



**Environment**

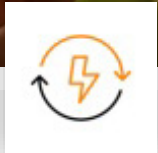


**Social**



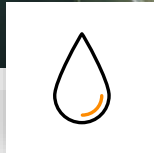
**Governance**

# Environmental targets



## Energy

Switch energy procurement of Aurelis and our tenants to **sustainable sources** and reduce the **consumption** of energy  
Implement smart technology for better **control and monitoring**



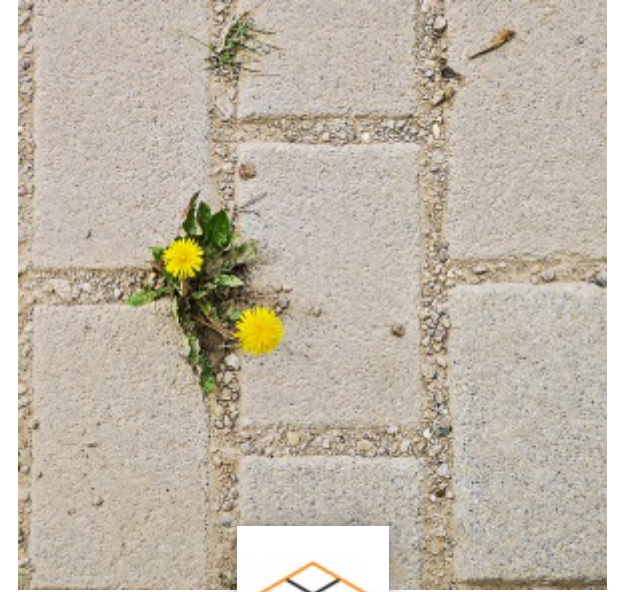
## Water

Increase water **reutilization**  
Reduce water **consumption** through more efficient technologies



## Waste

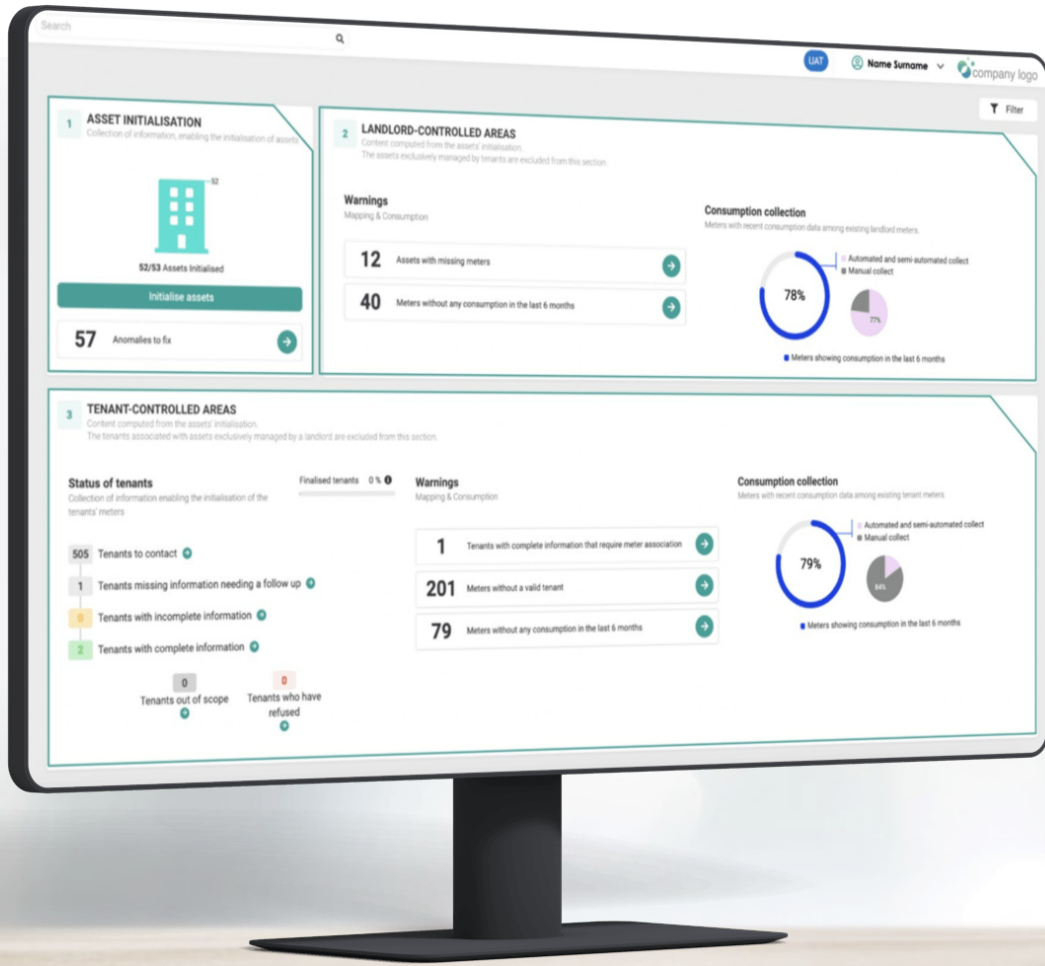
Review **waste management**  
**Maintain** the waste recycling rate








## Biodiversity and Habitats

Keep **area sealing** low and promote **biodiversity**

# Utilization of a centralized data collection tool



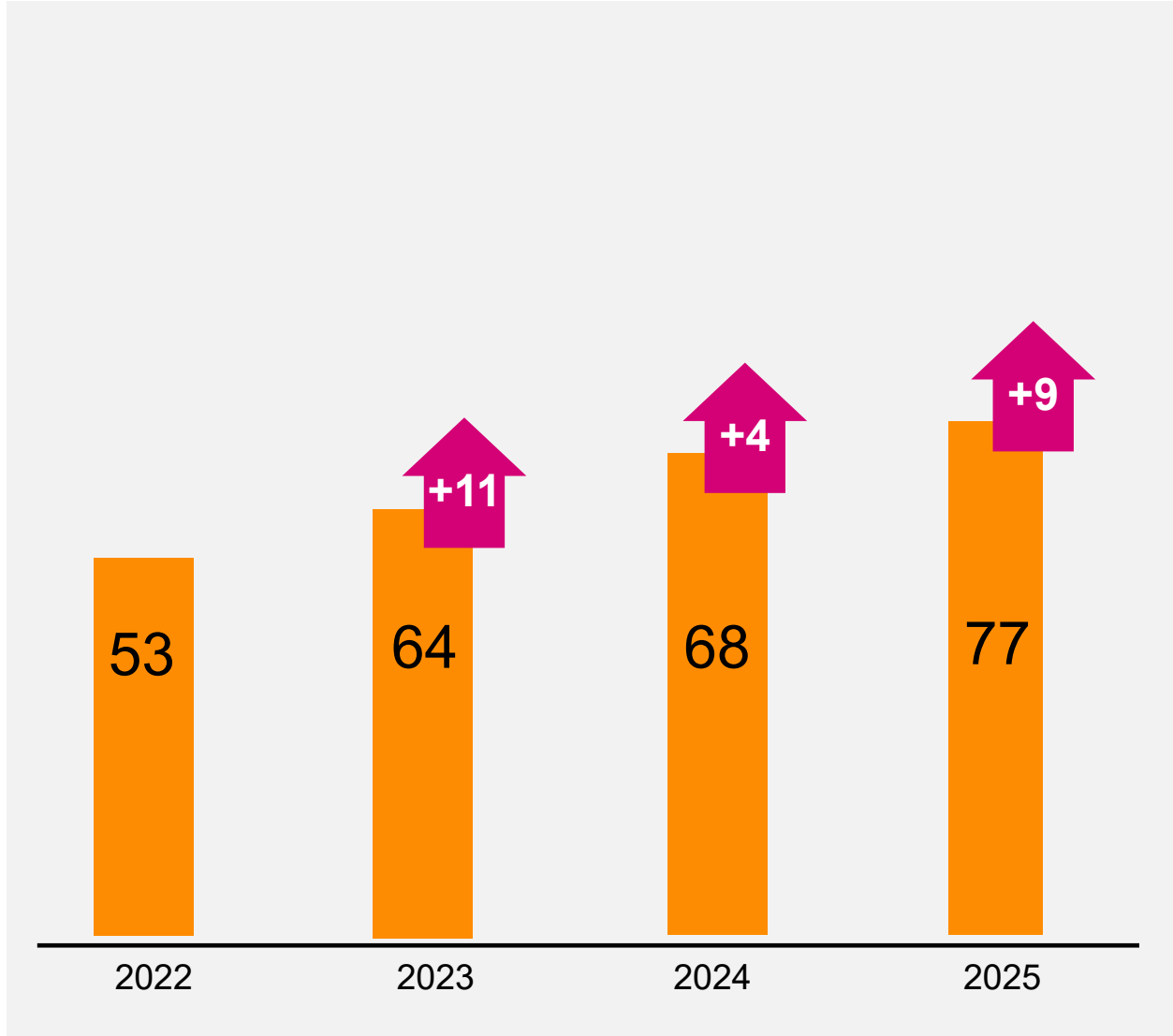
-  **Data collection**  
collecting and processing consumption data to monitor CO<sub>2</sub> emissions and energy intensity.
-  **GRESB-Assessment**  
facilitates the preparation of performance data
-  **Compliance with emission reduction targets**  
CRREM path depiction for each property
-  **Creating and monitoring validated action plans**  
to reduce emissions and increase energy efficiency



GRESB-RATING

**RESULTS**  
**AND GOALS**

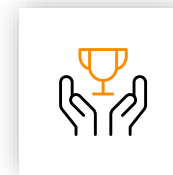
# GRESB Rating 2025\*



The **GRESB assessment is an internationally recognized rating** which measures the sustainability performance of real estate companies in the areas of environment, social and governance (ESG)



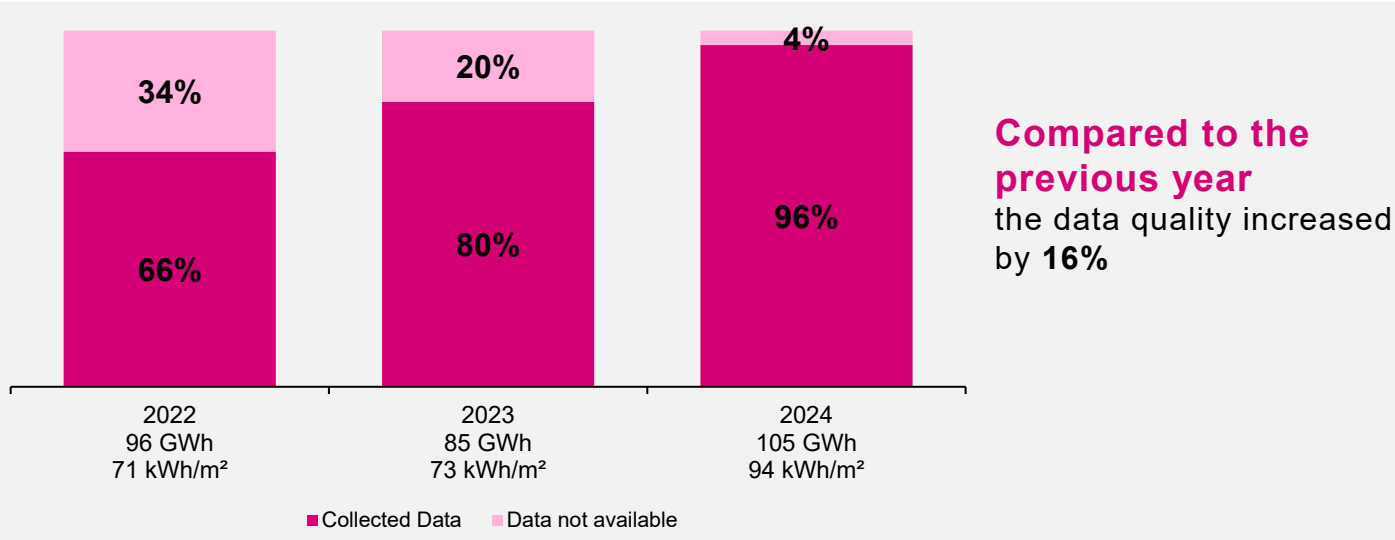
**Aurelis has improved once again** in this year's GRESB rating and was able to improve by nine points compared to the previous year



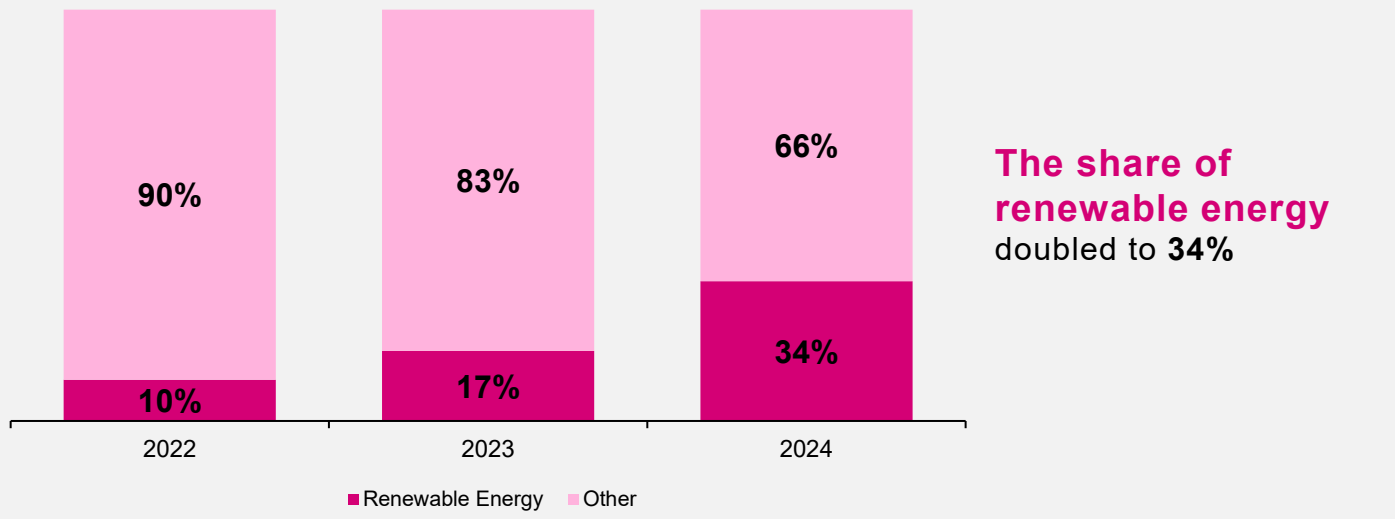
**This development** was rewarded with a **second Green Star** award

\*year under review 2023/24

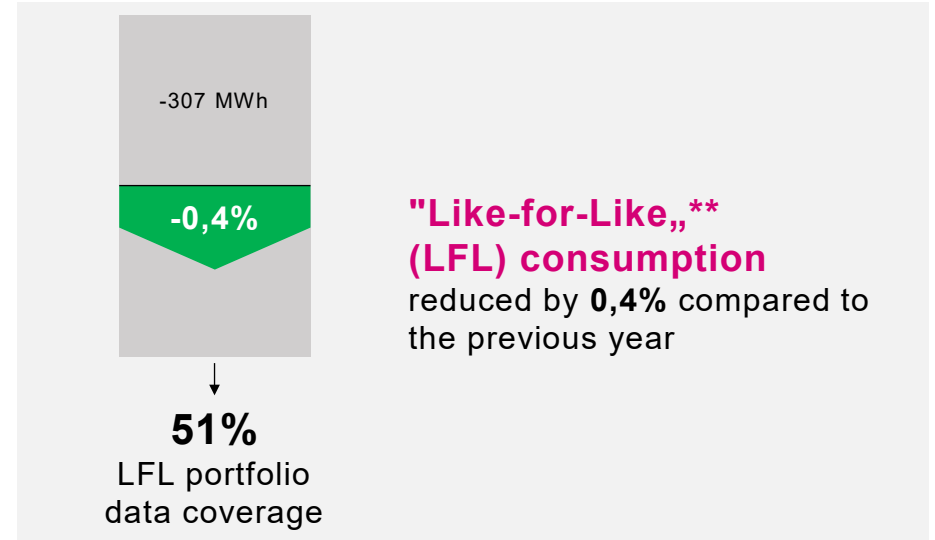
# Energy analysis



**Compared to the previous year**  
the data quality increased by **16%**



**The share of renewable energy**  
doubled to **34%**



## Goals

- Improving data coverage
- Increasing the proportion of renewable energy, e. g. by installing PV systems and committing tenants to sustainability through green lease agreements

\*\*LFL only considers assets with consistent data coverage (deviation < 1%); properties with incomplete data from the previous year are only included in the absolute total consumption.

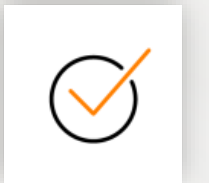
# LED and smart lighting control

## Example: Berlin business park



### Convert to LED lighting

- Replacement of all conventional light sources with energy efficient LED lights
- Further reduction of energy consumption through smart lighting control system



### Smart lighting control

- Replacement of the outdated neon tubes in logistic properties with modern LED lighting
- Implementation of automatic lighting control
- Integration of the lightning of emergency escape routes
- Remote access to the lighting system via web portal for monitoring and maintenance
- Eligible for 15% funding, when replacing outdated systems

### Starting point

Before the measures were implemented, power consumption for lighting was 237,980 kWh/p.a.

**237,980 kWh**



### Conversion to LED

Through the installation of LED lighting, consumption was reduced by around 54%

**108,609 kWh**

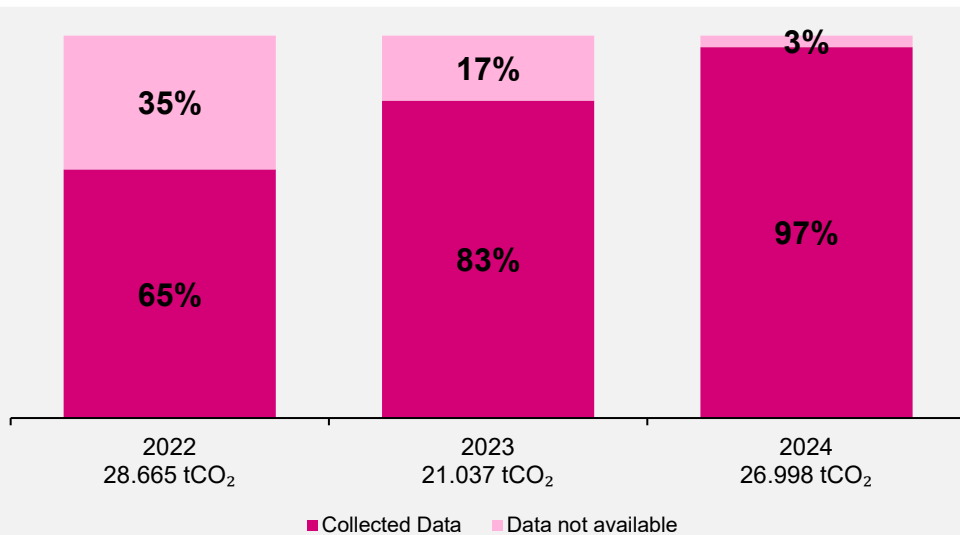


### LED and smart lighting control

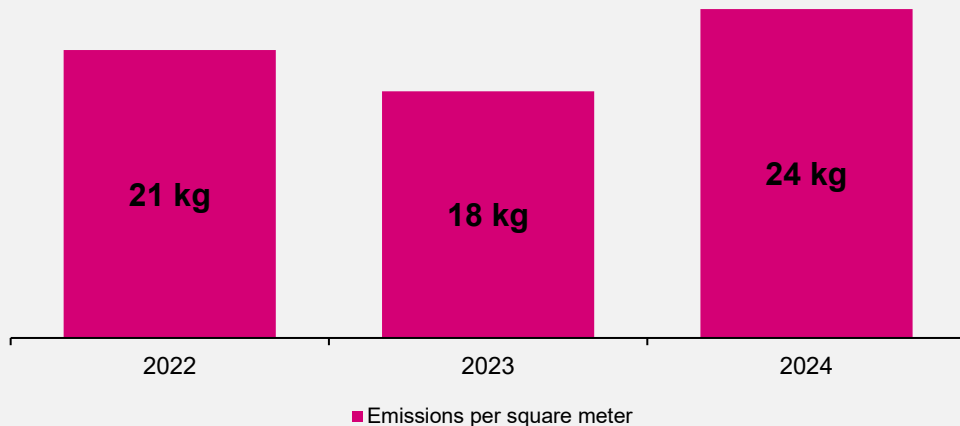
After the installation of the smart lighting control system, the total demand was reduced by approx. 94%

**13,680 kWh**

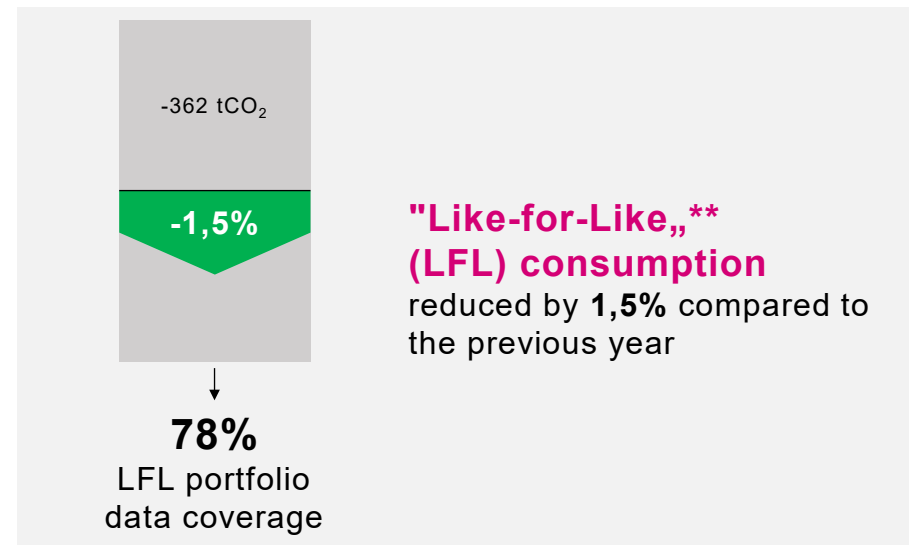
# Emission analysis



**Compared to the previous year**  
The data quality increased by **14%**



**Emissions per square meter**  
increased by **6 kg CO<sub>2</sub>/m<sup>2</sup>**




## Goals

- Improving data coverage
- Reduction of CO<sub>2</sub> emissions per square meter

\*\*LFL only considers assets with consistent data coverage (deviation < 1%); properties with incomplete data from the previous year are only included in the absolute total consumption.

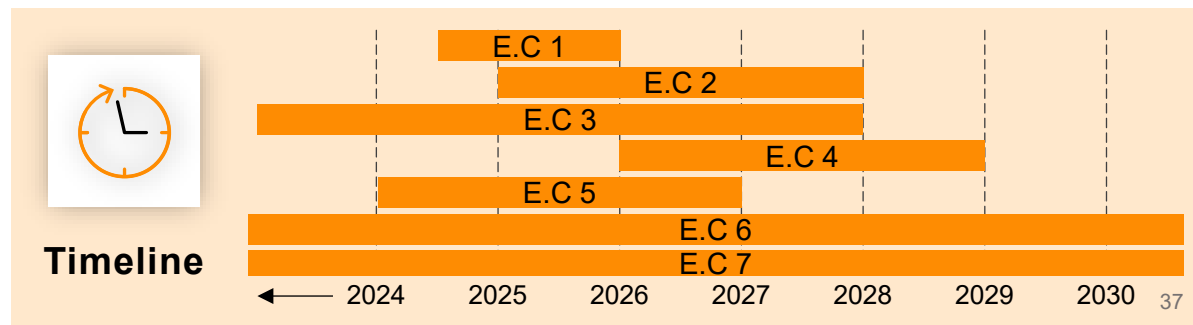
# Energy targets on corporate level

	Target	Description	Responsibility	Measurement
E.C 1	Convert energy contracts	Conversion of all existing electricity contracts to sustainable sources	Regional Asset Managers & Headquarter	Annual assessment of existing contracts and emissions
E.C 2	Negotiate green lease agreements	Negotiate green lease agreements for our office locations	Regional Asset Manager	Regular review of existing contracts
E.C 3	Extend e-charging infrastructure	Establishment of a company-wide charging infrastructure	Aurelis Energie GmbH	Number of charging points compared to 2023
E.C 4	Convert company's fleet	Company fleet with plug-in hybrid or fully electric drive	Fleet management	Annual inventory analysis and review of newly registered cars
E.C 5	Use smart lighting, heating and cooling technology	Installation of smart technology to reduce consumption and enhance more effective utilization	Regional Asset Manager	Annual measurement of the properties with installed technology
E.C 6	ESG-Training	Regular training to promote sustainable behavior among employees	Headquarter & Regional Management	Review of the participant rate
E.C 7	Implement ESG-policies	Implement comprehensive guidelines on environmental issues and transition risks	Headquarter & Regional Management	Comparison of KPIs, reports and audits



**Target**


- Reduction of Scope 1 emissions by 50% until 2030\*
- Increase energy efficiency by 20% until 2030\*



\*Base year 2020. E.C: Energy corporate level

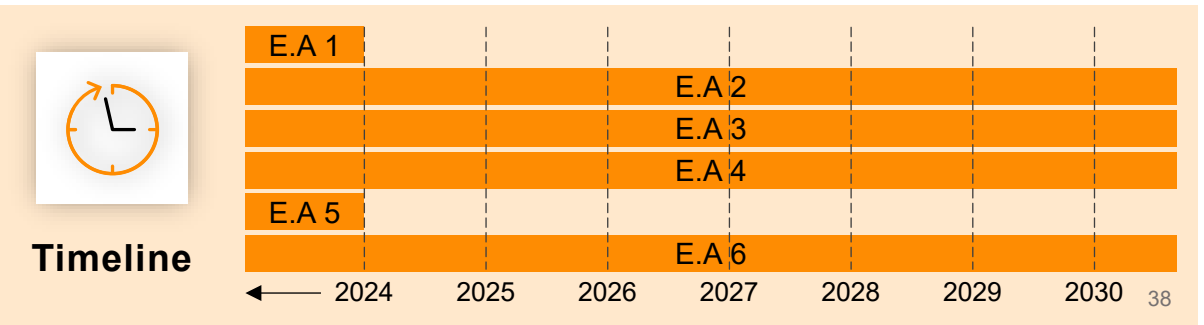
# Energy targets on asset level

	Target	Beschreibung	Verantwortung	Messung
E.A 1	Conversion to green energy	Signing of general agreements for the supply of common areas based on renewable energies	Head Quarter	Annual review of areas with signed contracts
E.A 2	Committing tenants to green energy	Committing tenants to green energy through green lease agreements	Regional Asset Manager	Annual review of properties with signed green lease agreements
E.A 3	Implementing PV-systems on our properties	PV systems on all new buildings as well as existing buildings with a sufficient remaining lifetime	Aurelis Energie GmbH	Annual review of properties with PV systems
E.A 4	Implementing smart building technology	Implementing building automation to reduce consumption, e. g. by use of smart lighting control	Regional Asset & Property Management	Annual review of properties with building automation
E.A 5	Constructing new buildings in compliance with EU Taxonomy** and DGNB Gold certification	All new constructions will be built exclusively to be EU taxonomy-compliant* and DGNB Gold certified	Regional Development	No commission without proof of standard
E.A 6	Portfolio optimization	Implementing measures according to EU taxonomy	Headquarter & Regional ESG-Teams	Annual review of the CRSD-Reporting



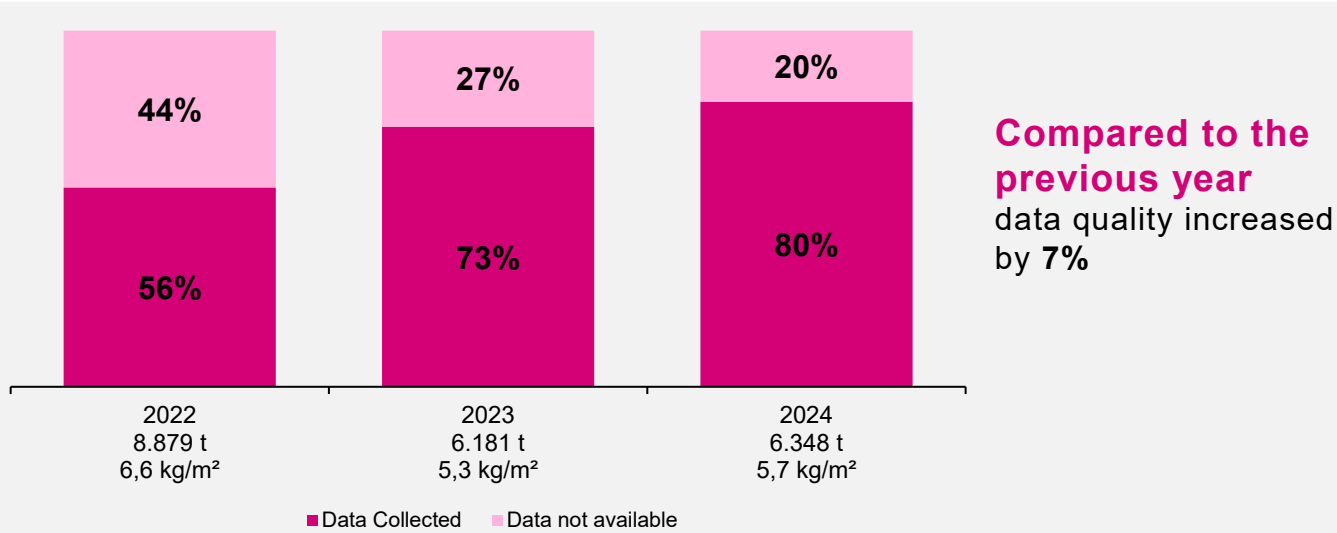
**Target**

- Reduction of Scope 1 emissions by 50% until 2030\*
- Net Zero Carbon until 2040
- Increase energy efficiency by 20% until 2030\*

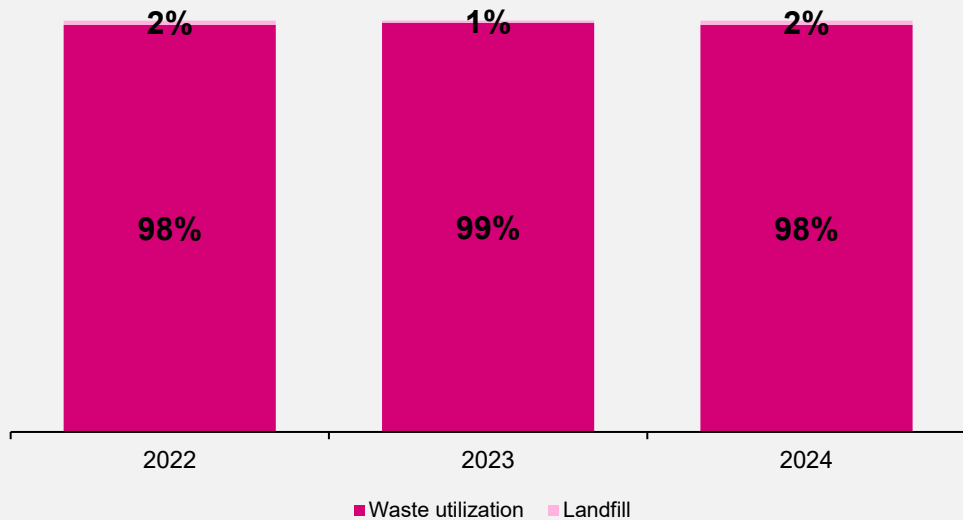


\*Base year 2020 \*\* Especially 10 % better than the Efficiency House 55 standard. E.A: Energy asset level

# Waste analysis



**Compared to the previous year**  
data quality increased by **7%**



**Waste utilization**  
waste recycling rate reduced by **1%**



## Goals

- Improving data quality
- Maintaining the waste recycling rate

# Considering the implementation of a waste management system



## Waste analysis

- Comprehensive analysis of waste streams and types
- Recording of waste quantities



## Target

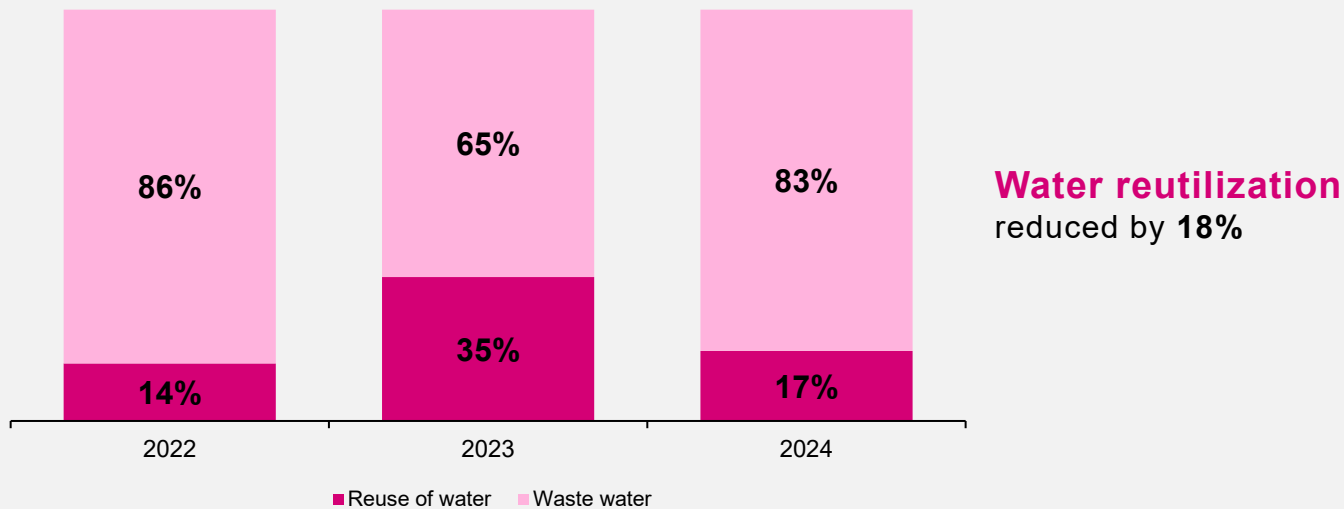
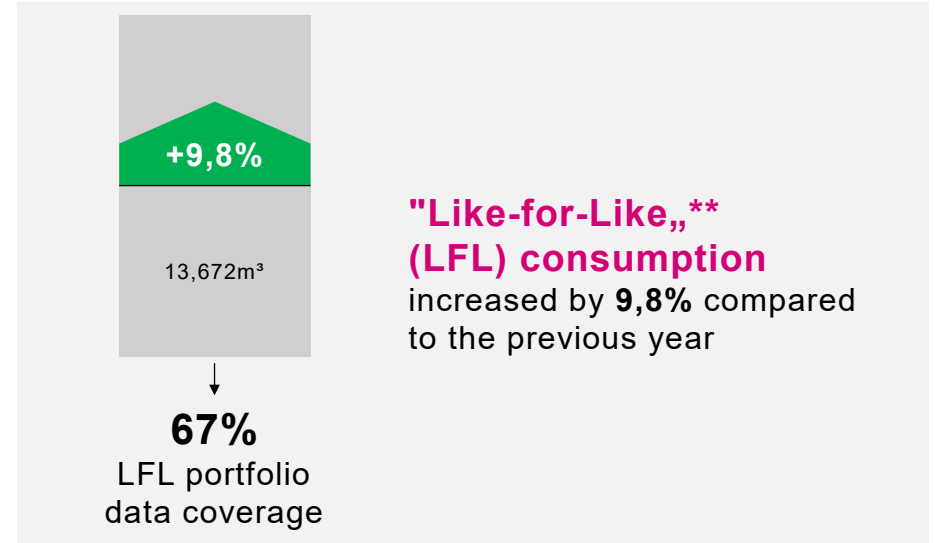
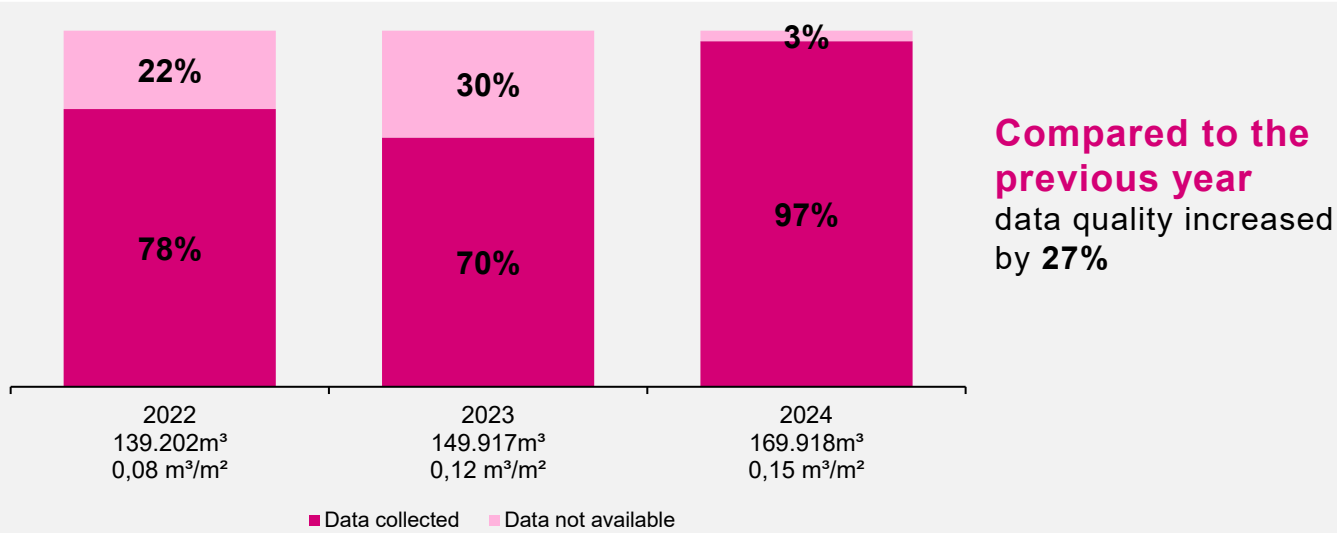
- Reducing waste volumes
- Maintaining high recycling rates across the entire portfolio



## Involvement of tenants

- through green lease agreements and exchange of information

# Water analysis



## Goals

- Improving data quality
- Reducing water consumption per m<sup>2</sup>

# Water consumption on asset level

	Target	Description	Responsibility	Measurement
W.A 1	Digitization of meters	Implementation of smart meters	Headquarter (ESG-Team) & Regional Property Manager & Development	Annual review of the meters to the overall ratio
W.A 2	Implementation of EU taxonomy requirements for new builds and (extensive) refurbishments	Installation of water saving fittings in all new buildings and inspection of fittings in renovation projects in accordance with the taxonomy specifications	Development	Review at the time of project approval

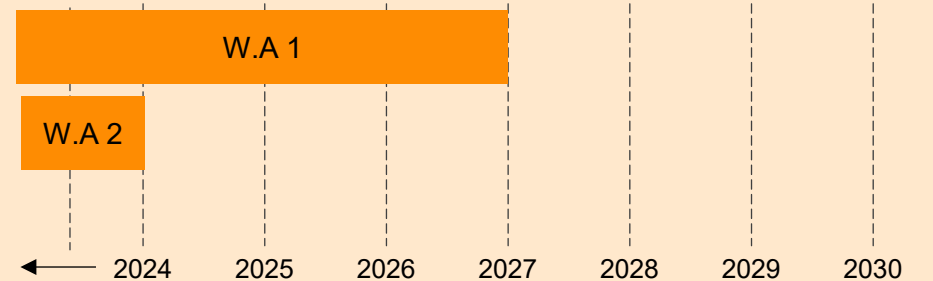


### Target


- Reducing water consumption by 20% until 2030\*



### Timeline



\*Base year 2020. W.A: water on asset level



FURTHER MEASURES

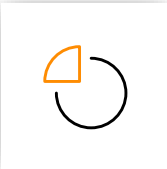
**IN THE AREA OF  
ENVIRONMENT**

# Action plan for worst performing assets (WPAs)



## WPAs in our portfolio

Analysis of existing properties based on energy performance certificates instead of consumption data



## Transparency on Scope levels

What is Aurelis' share of energy consumption emissions and what is the tenants' share?



## Focus on controllable consumption

Create an action plan for the assets and get into dialog with the respective tenant to optimize user behavior

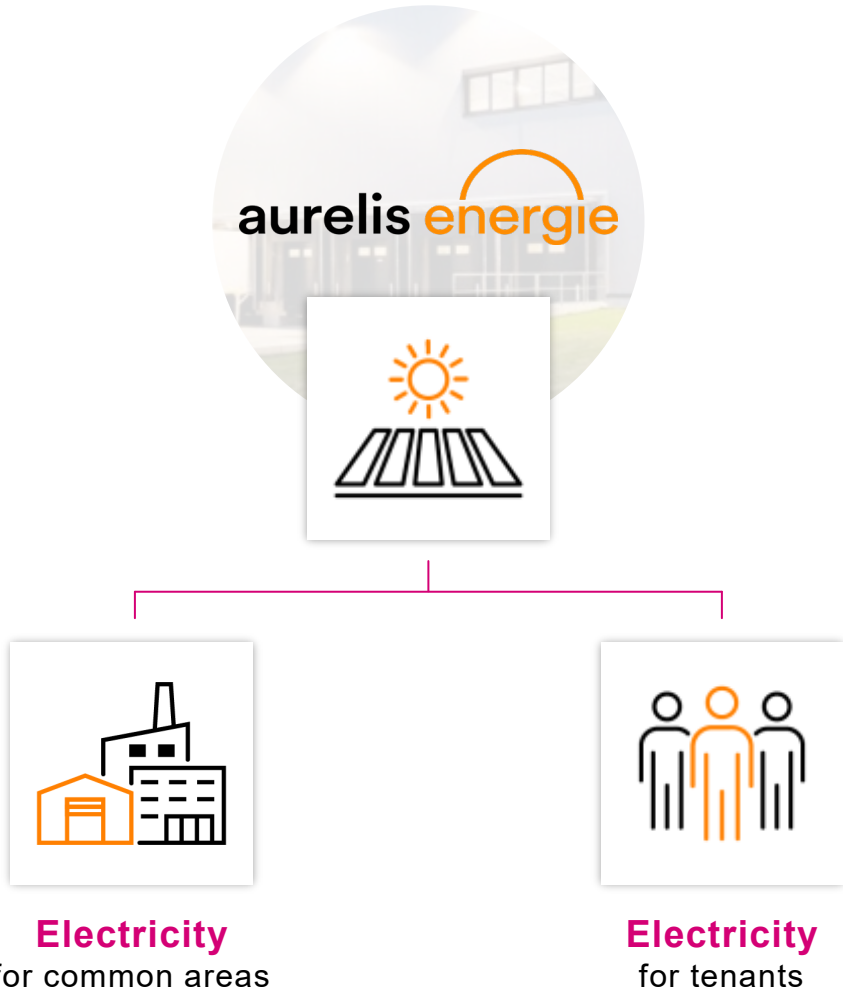


## Action plan for the most inefficient properties

in consideration of economic feasibility

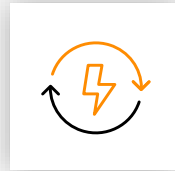


# Aurelis Energie GmbH



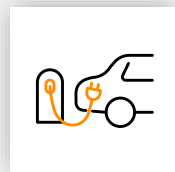
## Founded in 2022

as an important step towards reducing emissions. Target: Equip existing properties with PV systems and charging points



## Renewable energy

Electricity produced by PV systems is used for common areas and offered to tenants at low cost for exclusively used rental areas



## Potential for e-mobility

to build climate neutral supply chains

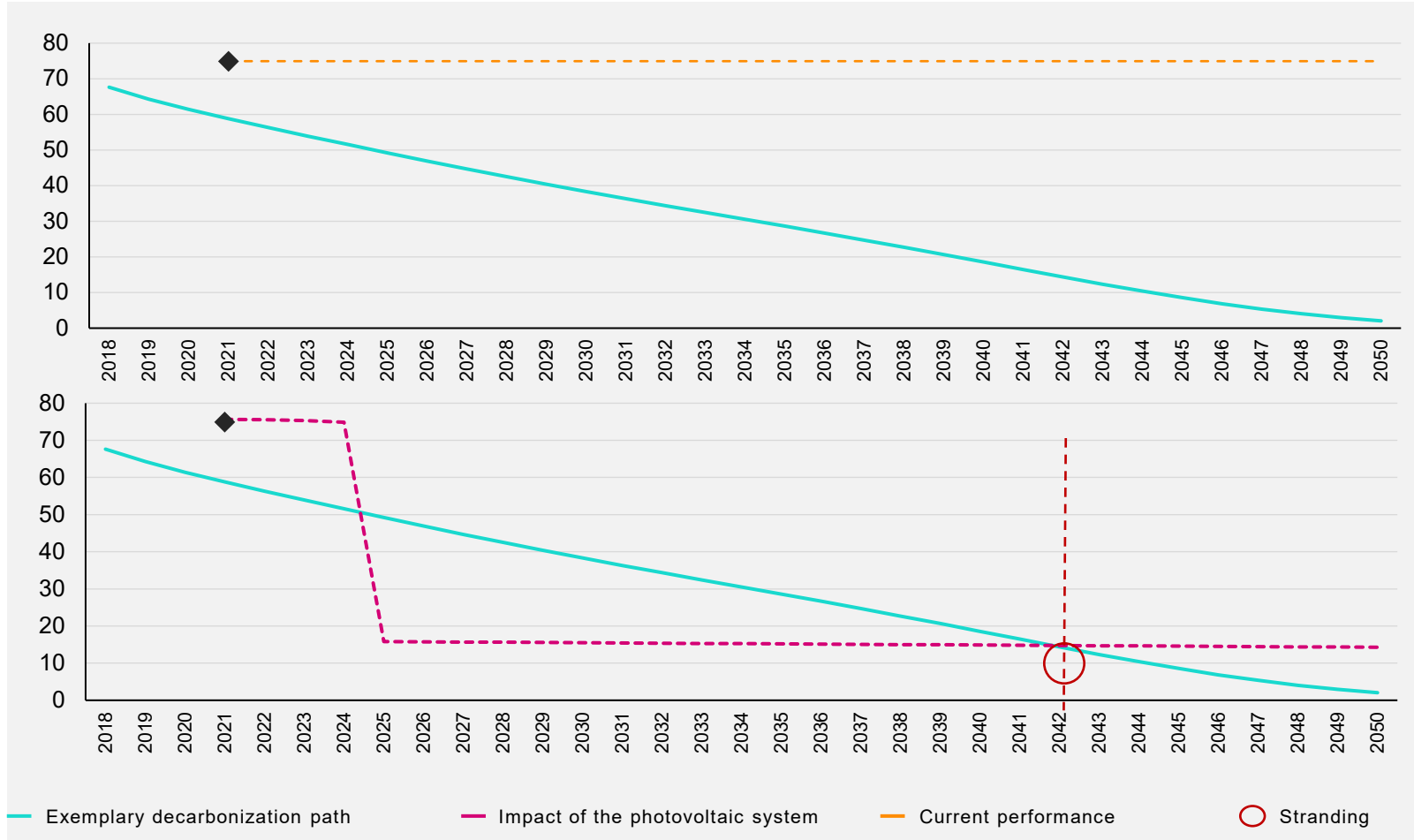


## More sustainability for our portfolio

and lower risk of stranding assets

# Impact of Aurelis Energie GmbH on the decarbonization path

## GHG intensity [kgCO<sub>2</sub>e/m<sup>2</sup>/a]



### Current situation

- This property in Duisburg was considered a stranded asset in 2021

### Impact of Aurelis Energie GmbH

- In 2025 a PV-System will be installed
- As soon as the rental areas and common areas are supplied by the PV-system and green electricity, it will reduce emissions by approx. 78%
- Even without any further measures, the property will not become a stranded asset before 2042 (approx. + 24 years)

\*market based approach

# PV-Systems and e-charging infrastructure

In Operation	Built and about to be commissioned	Under construction	Project pipeline
<p><b>PV-Systems</b></p> <ul style="list-style-type: none"> <li><b>2 x Munich</b> 447 kWp</li> <li><b>2 x Mannheim</b> 501 kWp</li> <li><b>2x Duisburg</b> 676 kWp</li> <li><b>Berlin Schönefeld</b> 850 kWp</li> <li><b>Potsdam</b> 740 kWp</li> <li><b>Hanover</b> 455 kWp</li> <li><b>2 x Heilbronn</b> 172 kWp</li> </ul> <p><b>Total 3.841 kWp</b></p>	<p><b>PV-Systems</b></p> <ul style="list-style-type: none"> <li><b>Laatzen</b> 2.714 kWp   Commissioning Q4 2025</li> <li><b>Munich</b> 686 kWp   Commissioning Q1 2026</li> </ul> <p><b>Total 3.400 kWp</b></p>	<p><b>PV-Systems</b></p> <ul style="list-style-type: none"> <li><b>Groß-Rohrheim</b> 3.110 kWp</li> <li><b>Offenbach</b> 750 kWp</li> <li><b>Duisburg</b> 366 kWp</li> </ul> <p><b>Total 4.226 kWp</b></p>	<p><b>PV-Systems</b></p> <ul style="list-style-type: none"> <li><b>Barsinghausen</b></li> <li><b>Berlin-Marzahn</b></li> <li><b>Berlin-Schönefeld</b></li> <li><b>Duisburg</b></li> <li><b>Dortmund</b></li> <li><b>Essen</b></li> <li><b>Hamburg</b></li> <li><b>Krefeld</b></li> <li><b>Mannheim</b></li> <li><b>Munich</b></li> <li><b>Neuss</b></li> </ul> <p><b>Approx. 12.000 kWp</b></p>
<p><b>E-charging infrastructure</b></p> <ul style="list-style-type: none"> <li><b>Multi-story parking Mannheim</b> (76 charging points)</li> <li><b>Frankfurt</b> (4 charging points)</li> </ul>	<p><b>E-charging infrastructure</b></p> <ul style="list-style-type: none"> <li><b>Berlin Schönefeld</b> (1 charging point)</li> </ul>		

# Sub- and smart metering

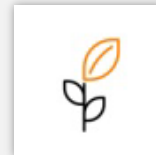


Shutterstock



## Smart monitoring

By 2027, the entire portfolio is to be equipped with sub meters and smart meters to record consumption data for electricity, heating, cooling and water in all areas



## Sustainability

Property specific measures are subsequently identified and implemented on basis of the evaluation of consumption data

# Greening of unused open spaces

- **Identification**  
of unused open spaces, for which no construction projects are planned on long term basis
- **Promoting biodiversity**  
Selection of plants that support local biodiversity and provide habitats for different species
- **Insect friendly plants**  
Integration of flowering plants that provide nectar and pollen for bees, butterflies and other pollinating insects
- **Drought tolerant plants**  
utilization of plants that require little water to promote water efficiency and minimize the need for irrigation
- **Creating compensation areas**  
in the vicinity of the properties



# Species conservation mapping



## Species inventory

Comprehensive documentation of existing animal and plant species prior to start of construction projects

## Habitat mapping

Identification and mapping of various habitats

## Population trends

Monitoring and documentation of population sizes and trends

## Connectivity of biotopes

development of measures to link biotopes to promote genetic diversity and avoid isolated populations

# Bee-Sponsorship with „Bee-Rent“

## Supporting a bee-project

through sponsorship in all regions

## Through the sponsorship we „rent“

shares in beehives situated in meadow orchards in Ganderkesee

## An active contribution

against the extinction of bees and support for endangered wild bees

## The option

to set up beehives or wild bee habitats in the vicinity of our properties



## Biodiversity – Business park und green oasis



That is not a contradiction at Triebwerk Munich. In the middle of an urban setting, Triebwerk Munich offers a special view of greenery, as the complex is home to a living ecosystem. It provides valuable habitats for rare plants and animals and demonstrates how sustainability and urban development can be combined.

The biotope area covers around 110,000 m<sup>2</sup> – the gravelly soils are home to rare plants such as the grape-leaved germander and offer retreats for protected animals such as the sand lizard or the Adonis blue butterfly. Thanks to actively created interconnecting corridors, these ecologically valuable areas remain viable and promote biodiversity.

In addition to the biotope areas, today's Triebwerk Munich also includes a largely wooded plot of land covering around 71,000 m<sup>2</sup>. We also maintain this forest.

So it is worth taking a look out of the window while you are at Triebwerk. If you look closely, you might spot one or two rare species, or even a deer.

# The pillars of sustainability



Environment



Social



Governance

# Social targets

01

## For the benefit of society

- Social Impact Investing
- Promote regional economy
- Support local non-profit organizations

02

## For the benefit of our tenants

- Support and promotion of cultural institutions
- Promote dialogue with tenants
- Intensify communication with tenants

03

## For the benefit of our employees

- Promote well-being
- Promote exchange and interaction between employees

04

## For the benefit of our service providers

- Promote regional economy
- Encourage the integration of sustainable business practices



Adobe Stock



ON THE SOCIAL LEVEL

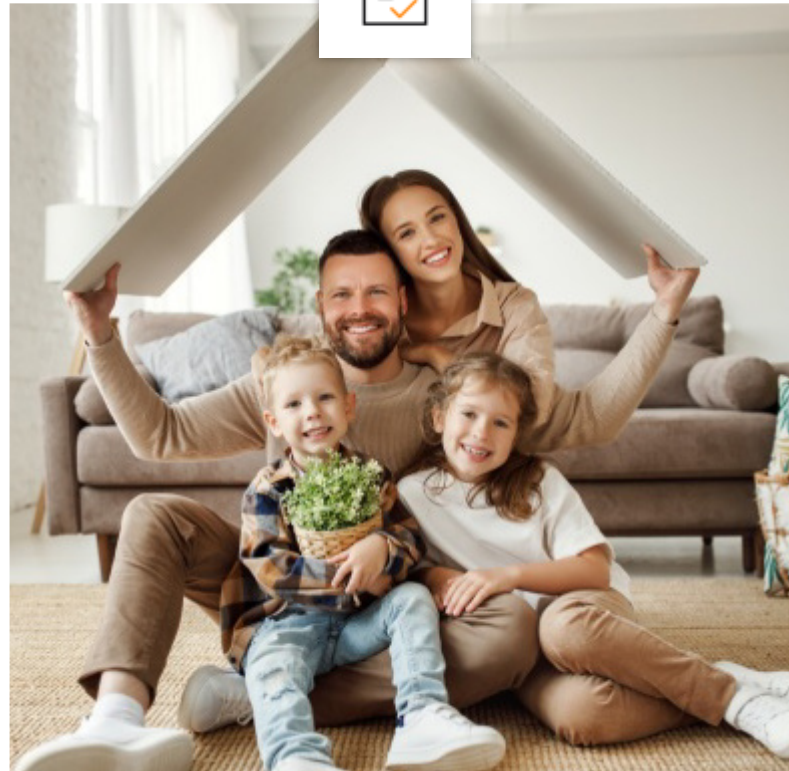
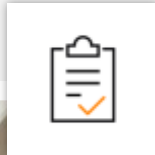
**WHAT WE DO  
FOR OUR SOCIETY**

# Transforming brownfields into dynamic locations since 2007



**Living space was created**  
for approx. 209,590 people

**Thereof affordable housing**  
approx. 30%



**Social infrastructure was created**  
Green spaces, sports- & playgrounds,  
plots transferred to cities for schools  
and kindergardens

# Aurelis adds value and strengthens the economy



## Revitalization

adds value to existing buildings



## Support

for local economies to attract and keep corporate tenants to communities long-term



## 161,500 Jobs

on Aurelis' sites created since 2007



## Triggering follow-up investments

through development of new neighborhoods and commercial areas

investment activity → trade tax income → consumption

# Europaviertel Frankfurt: social impact investing



**Total site**  
approx. 670,000 m<sup>2</sup>



**Net building land**  
approx. 314,000 m<sup>2</sup>



**Living space and jobs**  
for approx. 13,000 people



**Affordable housing**  
approx. 30%



**Social infrastructure**  
1 school, 4 public day care centers



**Green space**  
approx. 219,000 m<sup>2</sup>



# Social Impact Investing at Frankfurt Europaviertel



## Urban repair

a mixed-use city district connects formerly separated neighborhoods



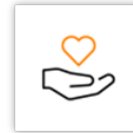
## Attractive public space

as well as many places for leisure, sports and games were created



## Places for interaction and communication

were created and run by Aurelis during the construction phase (mini-golf course and restaurant as interim use)



## Social activities in neighboring district (Gallus)

Aurelis provided areas for open-air church services and supported local associations and initiatives



## Various creative competitions

with local schools were realized by Aurelis



## “Betreten erlaubt – Misch mit in deinem Viertel”

current participation project: 10,000 m<sup>2</sup> of green space were designed together with young people

# Donations are part of our identity



## Regular donations

UNICEF | UNO | Children's healthcare and hospices (e. g. "Aid for children with cancer"/Frankfurt or "Sternenbrücke"/Hamburg)



## Education

Kinderstadt Freiburg e.V. | youth help | curative education | learning support



## Help with current crises

e. g. Flood in the Ahr valley | Donations and humanitarian aid at the Ukrainian border | Provide space for Ukrainian refugees

# Social Day 2025

- **The Teams**  
of Region West, North, Central and HQ participated in the „Social Day“ initiative
- **Frankfurt**  
classrooms were painted, changing rooms received a make over and an entire staircase was refurbished by the teams of Central and HQ
- **Duisburg**  
Team West refurbished rooms and kitchen of a child and youth center
- **Hamburg**  
Team North tackled gardening and exterior works at a halfway house for homeless man, struggling with addiction or undergoing drug rehabilitation. They also redecorated some of the client's rooms



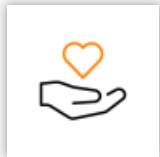


ON THE SOCIAL LEVEL

**WHAT WE DO  
FOR OUR TENANTS**

# Cooperation with cultural initiatives

## Cultural center „Backstage“ | Munich



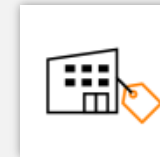
### **Aurelis supported**

this cultural initiative from 2008 until the finding, acquisition of, and receiving planning permit for the final location



### **Regular lease prolongations**

of the temporarily used area prevented eviction, enabling this youth and culture center to stay open



### **Sale of a site**

to the operator at one-third of market value, supporting the relocation and continuation of their operations

# Building a good relationship with our tenants



## Our ambition

is to work together to create the best possible tenant experience



## Our business relationship

is just beginning with the signature on the contract



## Regular events

promote a sense of community and help to connect the tenants

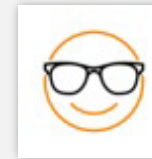
**Constant dialog with our tenants about economic issues enables us to find solutions in times of crisis if necessary, such as waiving and deferring rent payments.**

# Tenant surveys



## Continuous tenant dialogue

Tenants have the opportunity, to give feedback on their lease agreement and their partnership with Aurelis



## Tenant satisfaction will increase

As decisions and optimizations are based on feedback from tenants



## Tenant loyalty

Vacancies or frequent changes of tenants decrease

# Well-being at our business parks



Sebastian Moelleren



## Our goal

is to create business parks that combine high functionality with the quality of life



## Win-win

Certain amenities incentivize tenants to remain at the location in the long term. This in turn means fewer changes of tenants and less vacancies for Aurelis

# Events and services to support tenant exchange



**Aurelis organizes food trucks on its properties on a regular basis to encourage social interaction between tenants.**



ON THE SOCIAL LEVEL

**WHAT WE DO  
FOR OUR EMPLOYEES**

# Employee survey



TOP  
JOB

- **Based on the scientific approach** of the University of St. Gallen
- **Goal**  
Measurement of employee satisfaction
- **Company awarded with** the „Top Job“ label
- **Derive measures**  
from the results to further increase employee satisfaction
- **Focus on deriving specific measures**  
from the survey results
- **Holistic approach**  
to the continuous improvement of satisfaction with the job

# Employer rating



- Aurelis was awarded the **kununu Top Company seal** for the fifth time in a row.
- The honest reviews on kununu show that Aurelis is not only growing in terms of projects, but also in terms of **team spirit. Appreciation, trust, and solidarity** are not just empty words, but are practiced every day.
- Only about 5% of all employer profiles on kununu receive this seal. The fact that we are once again awarded shows that Aurelis is a place where people feel comfortable, can share their ideas and enjoy being part of the team.

# Fairness, reliability and transparency

## Equality & inclusion

- **Code of Conduct**  
refers to acceptance and respect for all employees
- **Additional code of conduct for partners**  
refers to anti-corruption, fair work agreements and environmental protection

## Well-being

- **Regular regional and company-wide team events**  
to encourage team culture and networking
- **Coaching and training**  
possible for all employees
- **Average fluctuation rate**  
from 2012 to 2024 was at 14% and so, half the average in Germany
- **Free beverages and fresh fruits**  
for all employees

## Male / female quota

52% | 48%

## Stability & transparency

- **Top management functions**  
stable for more than 10 years
- **Employees regularly informed**  
about strategy, corporate goals and targets
- **Annual innovation workshops**  
with top management and interested employees to identify strategic potential
- **Top company award by kununu**  
renowned employer rating platform

## Dialog

**Various dialogue formats**  
such as team-workshops, social intranet, formal and informal events strengthen communication and exchange among employees

## Health

- **Subsidy**  
for gym or fitness courses
- **Mandatory health trainings**  
for all employees

## Fairness

- **Fair market compensation**  
and performance-related remuneration system
- **Part-time models**  
and remote work possible
- **Special payment in times of crisis**
- **Periodical surveys**  
on satisfaction and company loyalty
- **System for bottom-up evaluation**  
of the management

# Vigorous exchange



## Workshops

Platform for exchange and **mutual learning** to define standards and benefit from each other

## Innovation-Days

Opportunity for employees to **contribute new ideas** and present them to management

## Alumni-Meeting

**we stay in touch** with former employees at regular alumni meetings

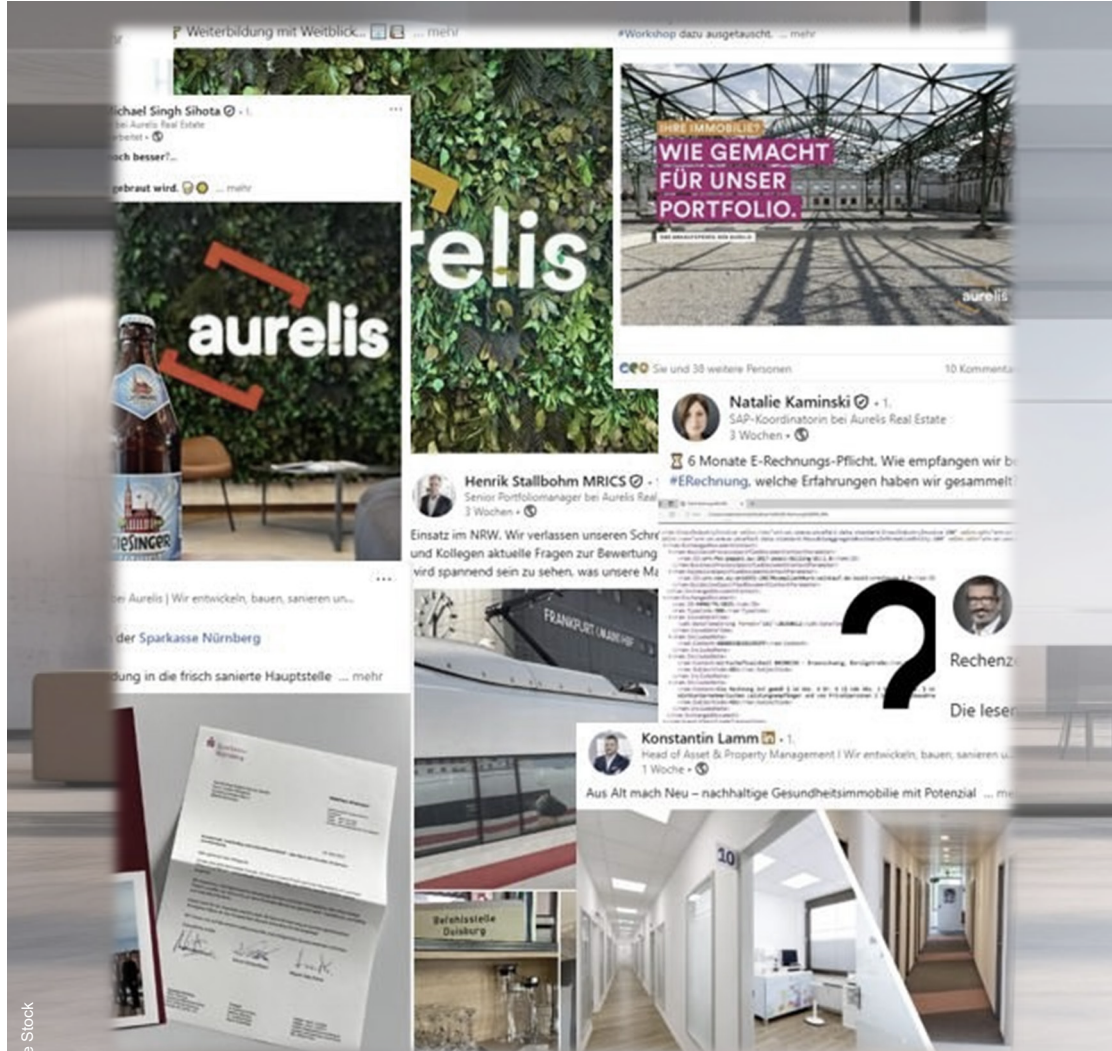
## ESG-Breakfast

Platform for **discussing** internal ESG goals and **brainstorming** about potentials for improvement

## Afterwork

Regular **get-together** at the Aurelis office locations where employees can **connect and share ideas**

# Coporate Communications



- In the middle of this year, we launched our **Corporate Influencer Program** with a great deal of motivation, openness and team spirit. First signs of success are already visible.
- Our Influencers share **personal experiences, expert topics and exiting insights** into their everyday life at Aurelis via LinkedIn
- The total number of followers for all Aurelis brand ambassadors **increased by 700 followers**
- Together, our influencers achieved **50,000 impressions on LinkedIn** in June 2025. Impressions indicate how often posts are viewed on LinkedIn.

# Onboarding of new “Aurelists”



**Welcome Days**  
for new employees



**Promote**  
team spirit



**Promote**  
the values of  
Aurelis



**Facilitates**  
job entry



# Sports and exercise



## Promoting health and well-being

Aurelis supports employees when it comes to **fitness** by offering access to **Wellpass** to strengthen their physical and mental health

## Mobility & sustainability

Offers such as company bicycle leasing contribute to the promotion of **eco-friendly** mobility solutions

## Social responsibility

Participation in **sporting events for charitable purposes** e. g. **JP Morgan run** underlines the commitment to social matters

## Strengthening team spirit

Shared sports activities and events promote **team spirit and cooperation**

# Interaction with service providers



## Promoting at regional level

- **Preference for regional partners** to support the local economy

## Fairness and responsibility

- **Respectful interaction** and reliable collaborations
- **Promotion of sustainable** and environmentally friendly solutions

## Obligation through our Code of Conduct

- **Safe and fair** working conditions
- **Transparent and fair** contractual terms

# The pillars of sustainability



Environment



Social



Governance

# Governance targets

01

## Responsibility and accountability

- A clear definition of tasks and responsibilities
- Agree on ESG objectives with all employees

02

## Guidelines & Processes

- Implementation of ESG-Policies for all divisions
- Clearly defined internal processes

03

## Code of Conduct

- The principles of ethical and economic behavior are binding for all contractual partners

04

## Communication and reporting

- Regular active dialogue with all employees
- Regular active contribution to the ESG debate



# ESG policies minimize transition risks



For Aurelis, climate change can result in various risks that affect our business model:



### CO<sub>2</sub> taxation

We have to face rising operating costs due to higher CO<sub>2</sub> taxation



### Legal regulations

New reporting obligations and changes in regulatory requirements could pose risks to our business activities



### Reduction of emissions

Our properties have to meet increasingly strict requirements to reduce emissions









### Customer behavior

The behavior of our customers could also change as sustainability plays an increasingly important role

To identify **transition risks and physical risks of climate change** and to assess their impact on our business model, we rely on clear policies for risk analysis so that we can take preventive measures.

# Obligatory ESG policies for all regions

## Implementation new ESG policies to achieve following goals:

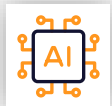
-  Enhance the protection of the environment and biodiversity
-  Reduce energy consumption and increase energy efficiency
-  Reduce GHG emissions and increase the share of renewable energies
-  Sustainable material sourcing
-  Reduce water consumption and environmental pollution
-  Ensure sustainable procurement



## Corporate policies & guidelines



The existing **policies are reviewed regularly**, taking legal, organizational, and technical changes into account. For this reason, we have updated the Value Management Policy and the Code of Conduct.



We introduced a **new guideline for the use of AI tools**. These tools have become part of our daily routine. For example as a source of inspiration or assistance with the pre-structuring and drafting of texts. Therefore the usage of these tools is subject to legal and organizational requirements. To ensure compliance with data protection regulations, protection of intellectual property and other obligations, we outlined these requirements in a guideline.



# Green lease agreements



## A mutual target

Commits tenants to ESG compliant utilization and Aurelis to ESG compliant management of the properties. Green lease agreements are also intended to help to obtain consumption data from tenants to derive optimization measures and to encourage tenants to use green energy.

## Example: extract from a green lease agreement

*In order to enable sustainable management and utilization [ ], to identify potential savings, but also to be able to check compliance with existing and future statutory provisions and regulations, the tenant shall provide the landlord with the following information once a year [ ]:*

- *Consumption data, in particular electricity and heating-energy consumption (in MWh) and water consumption (in m<sup>3</sup>);*
- *Evidence of the purchase of energy from renewable sources*
- *Type and quantity of waste and other disposal materials and consumables [ ]; und*
- *if a party has itself implemented measures to improve the energy and water efficiency of the rented property, data on the MWh of energy or m<sup>3</sup> of water saved as a result.*

*The landlord will also provide the tenant with information on sustainability once a year [ ], as far as this is listed in the heating, operating and ancillary cost statement ...*

# Updating the green lease agreements



## Stronger guidance and commitment

- **Increased focus** on EU taxonomy requirements
- **Binding compliance** with environmental and climate policy requirements

## Green lease agreements

- **We involve our tenants** in sustainability issues through green lease agreements
- **A total of 211 green leases were signed** covering a combined area of 326,247 square meters, which accounts for approx. 42% of the total leased area

# Whistleblower system and confidant



## Whistleblower system

- In the event of violations of applicable law and internal Aurelis policies employees can anonymously contact the Compliance Officer or the Compliance Ombudsman, who is an external and independent contact person.



## Confidant

- Confidant for a trustful exchange
- Mediation in conflicts if desired

# Compliance internally and externally



Adobe Stock

## Corporate Governance



- Member of the Initiative Corporate Governance of the German Immobilienwirtschaft e. V.
- Existing compliance management system (CMS) regularly monitored and updated
- Compliance & money laundering officer
- Whistleblower system

## Annual trainings for all employees



- Employees are obliged to comply with the CMS as per employment agreement and receive annual compliance trainings
- Internal “Code of conduct” and “Principles of value management” sharpen awareness of ecological impact and the need to act sustainably in all sectors of ESG

## Service providers and business partners



- Guidelines on money laundering prevention and business partner due diligence define our “Third Party Due Diligence”
- Aurelis partners commit to complying with the Code of Conduct

# Contracts with service providers



**A holistic approach to sustainability** begins with the selection of service providers



**ESG compliance** of all service contracts must be ensured



**Selecting regional service providers** if possible, to strengthen the region



**Criteria are** for example, the use of sustainable products and conscientious behavior towards the environment



# Acquisition: ESG Due Diligence



An ESG DD must be carried out **prior to every purchase**

Development of measures for each asset based on the DD to estimate capex



In addition to analyzing the portfolio, the aim is also to **identify development potential**

## Environmental



### Asset Data

Energy performance certificates, portfolio assessments, analyzing building shells and climate risks

### Technology

Heating, cooling, lighting and other technology (smart-meters & -building control, PV systems etc.)

### Consumption of resources

CRREM evaluation, consumption of heat, electricity and water, waste

### Outside areas

area sealing, biodiversity and conservation of species

## Social



### Mobility services

Traffic infrastructure and barrier-free access

### Infrastructure

Micro and macro location and the impact on users

## Governance



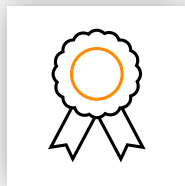
### Vendor

Third Party Due Diligence

### Tenants

Third Party Due Diligence, green lease agreements and usage

# Awards



## **Brownfield Award**

Silver award for revitalization projects:

Hauptgüterbahnhof | Hanover (2020)  
Kesselhaus | Triebwerk Munich (2024)



## **Building of the year award 2019**

Kranbauten Hamburg



## **Best Workspaces award 2024**

Turbinenwerk Mannheim

# Formal commitment to initiatives: a selection

Industry	
Sustainability	
Research	

# Contact

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