



**TAG**

Immobilien AG

**EPRA sBPR Report 2023/2024**

**06/30/2025**

## Contents

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

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## 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 4<sup>th</sup> 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 as their core business focus is on new construction and development activities are not covered by EPRA sBPR. 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 2024, EWS supplied around 54% of our German portfolio with heating energy and hot water (around 49% as of 31 December 2023). 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. TAG's energy consumption was analysed based on actual consumption data for 2023 and extrapolated for 2024 on this basis, taking into account changes in the portfolio. The heat and electricity consumption of the portfolio and the company's business locations in Germany were included. All other key indicators and information are based on actual data of the reporting year 2024, 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 2023 of the main portfolio (99,7%) is mainly based on real consumption data. Data for 2024 were extrapolated and adjusted for changes in the portfolio. For a small portion of properties without consumption data, the figures are supplemented by extrapolations, e.g. based on the EPCs (energy performance certificates), building age classes and energy sources. To ensure comparability of the data over time, the data was climate-adjusted to the base year 2019 using the data tables of the Institut Wohnen und Umwelt (IWU, Institute for Housing and the Environment)<sup>1</sup> for 2023. Electricity and water data represent real consumption based on bills. Waste data are derived from the number and volume of set up bins and from the emptying cycle. For the office locations, the consumption was extrapolated using the available actual 2023 data based on the 2024 energy audit.

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<sup>1</sup> Institut Wohnen und Umwelt (IWU): Energy balances for buildings (<https://www.iwu.de/publikationen/fachinformationen/energiebilanzen/#c205> | 14.03.2025)

#### **1.4. Third Party Assurance**

The key figures for 2024 contained in the combined non-financial statement included in the combined management report have been subject to a limited assurance audit by an independent auditor. Where the key figures contained herein originate from the non-financial statement, they are therefore audited data.

#### **1.5. Boundaries – reporting on landlord and tenant consumption**

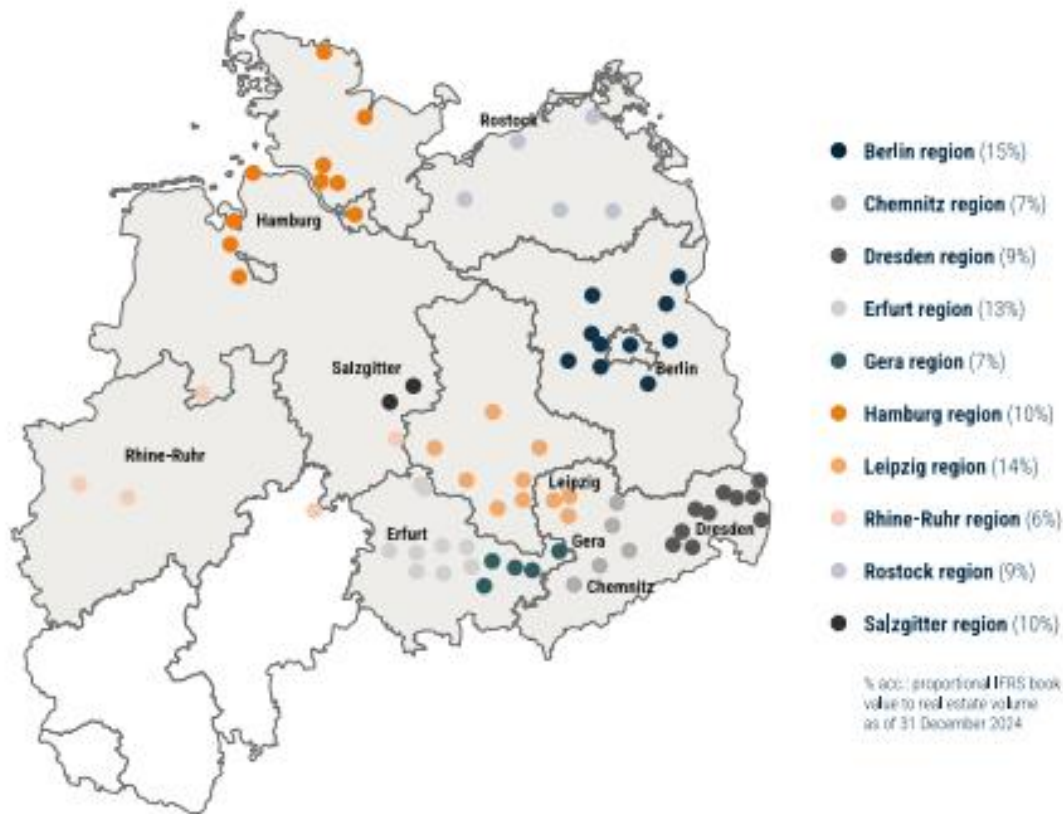
We only report on landlord-obtained utilities consumption which include consumption in tenants' areas. 100% of consumption of natural gas and heating oil (fuel), district heating as well as water is recharged to tenants based on sub-metered usage. As explained in section 1.3 the majority of the reported 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 the 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.

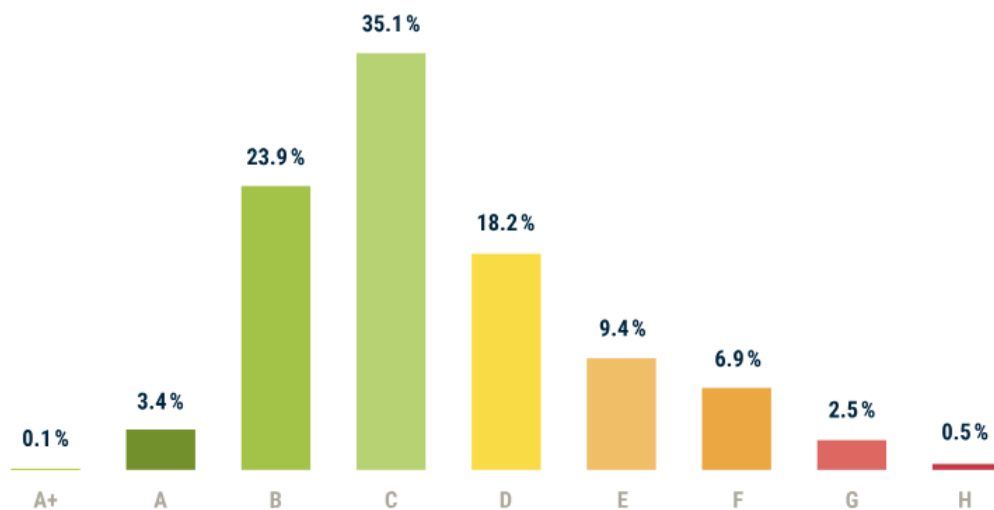
### 1.7. Analysis – Segmental analysis (by property type, geography)

With 96.3% of the units the majority of TAG’s portfolio is located in Germany. Thereof around 84% of our residential multi-family homes are in the northern and eastern parts of the country, distributed as follows:



At the end of the 2024 financial year, our German property portfolio has been composed of 98.7% (82,527) residential units and 1.3% (1,091) commercial and other units (2023: 98.7% / 83,567 residential units and 1.3% / 1,115 commercial and other units). The largest share of the commercial units 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 EPCs 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 2024):



The average final energy consumption is based on the current 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 Energy Saving Ordinance (EnEV, German regulation describing minimum requirements regarding energy use of new and renovated buildings). Adjusted for listed units, for which no energy performance certificate is required (cultural heritage) and non-residential buildings (in total approx. 10% of the total portfolio) and properties sold in 2024, the data comprises 100% of our total portfolio. On the basis of the evaluation of the EPCs 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 108.9 kWh/sqm per year and has thus slightly decreased compared to the previous year continued (2023: 109.8 kWh/sqm per year).

### 1.8. Disclosure on own offices

Our own occupied offices are reported separately to our portfolio. Coverage is reported in relation to units of our offices. Please see 2.2 EPRA own office table p. 13 ff.

### 1.9. Narrative on performance

Please refer to p. 7 ff. for our portfolio, p. 13 ff. for our own occupied offices and p. 17 ff. 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 ff.), section 2.2 EPRA own office table (p. 13 ff.) and 2.3 EPRA social and governance table (p. 17 ff.) of this report, which is separately published on TAG's website.

## 2. Sustainability best practice performance measures (EPRA tables)

### 2.1. EPRA environmental performance measures (portfolio)

Impact Area	EPRA Sustainability Performance Measures (Environment)				Portfolio					
	EPRA Code	Units of measure	Indicator	Category	2024 (Abs)	2023 (Abs)	2024 (LfL)	2023 (LfL)	% change (LfL)	
Energy	Elec-Abs, Elec-LfL	MWh	Electricity	Total landlord-obtained electricity	52,067	53,296	52,108	52,144	-0.1%	
				Proportion of landlord obtained electricity from renewable sources	34.2%	34.4%	34.2%	34.2%	0.0%	
	No. applicable properties			Energy disclosure coverage	83,275	84,345	83,290			
	% of applicable properties				99.7%	99.7%	99.7%			
	%			Proportion of electricity estimated	100.0%	9.7%	52.5%			
	DH&C-Abs, DH&C-LFL	MWh	District heating and cooling	Total landlord-obtained district heating and cooling	319,283	326,186	319,371	319,499	0.0%	
				Proportion of landlord obtained district heating and cooling from renewable sources	5.1%	5.1%	5.1%	5.1%	0.0%	
	No. applicable properties			Heating and cooling disclosure coverage	83,275	84,345	83,290			
	% of applicable properties				99.7%	99.7%	99.7%			
	%			Proportion of heating and cooling estimated	100.0%	9.7%	52.5%			
	Fuels-Abs, Fuels-LfL	MWh	Fuels	Total landlord-obtained fuels	276,250	279,782	276,288	276,417	0.0%	
				Proportion of landlord-obtained fuels from renewable sources	0.0%	0.0%	0.0%	0.0%	0.0%	
		%	Proportion of landlord obtained fuel by source	Natural Gas	98.4%	98.4%	98.4%	98.4%	0.0%	
				Heating oil	1.6%	1.6%	1.6%	1.6%	0.0%	
		MWh	Quantities of landlord obtained fuels by source	Natural Gas	271,845	275,377	271,883	272,012	0.0%	
				Heating oil	4,405	4,405	4,405	4,405	0.0%	
		No. applicable properties			Fuel disclosure coverage	83,275	84,345	83,290		
		% of applicable properties				99.7%	99.7%	99.7%		
	%			Proportion of fuel estimated	100.0%	9.7%	52.5%			
	Energy-Int	kWh/sqm/year	Energy Intensity	Landlord-obtained energy	131.6	130.8	131.6	131.7	-0.1%	

Impact Area	EPRA Sustainability Performance Measures (Environment)				Portfolio				
	EPRA Code	Units of measure	Indicator	Category	2024 (Abs)	2023 (Abs)	2024 (LfL)	2023 (LfL)	% change (LfL)
Greenhouse Gas	GHG-Dir-Abs		Direct	Total Direct Scope 1	55,980	56,694	55,988	56,014	0.0%
				Natural Gas	54,823	55,537	54,831	54,857	0.0%
				Heating oil	1,157	1,157	1,157	1,157	0.0%
	GHG-Indir-Abs	tCO <sub>2</sub> e	Indirect (Scope 2)	Total Indirect Scope 2 Market based	90,784	92,886	90,831	90,831	0.0%
				Scope 2 Electricity	12,997	13,162	13,026	13,024	0.0%
				District Heating	77,787	79,724	77,805	77,806	0.0%
				Total Indirect Scope 2 Location based	109,068	111,476	109,116	109,167	0.0%
				Scope 2 Electricity	6,650	6,746	6,679	6,676	0.0%
				District Heating	102,419	104,730	102,437	102,491	-0.1%
				Indirect (Scope 3)	Total Scope 3	107,562	91,910	n.a.	
	Total			Scope 1 + Scope 2 (location based)	165,049	168,170	165,104	165,181	0.0%
				Scope 1 + Scope 2 (market based)	146,764	149,579	146,819	146,845	0.0%
				%	Proportion of Scope 1 + Scope 2 (location based) estimated	100.0%	9.7%	52.5%	
					Proportion of Scope 1 + Scope 2 (market based) estimated				
					Proportion of Scope 3 estimated	100.0%	100.0%	n.a.	
	GHG-Int	kgCO <sub>2</sub> e/sqm/year	GHG emission intensity	Scope 1 and 2 emissions (location based)	33.3	33.2	33.3	32.5	2.4%
		kgCO <sub>2</sub> e/sqm/year		Scope 1 and 2 emissions (market based)	28.3	28.2	28.3	28.3	0.0%
No. applicable properties				83,275	84,345	83,290			
% of applicable properties				99.7%	99.7%	99.7%			

Impact Area	EPRA Sustainability Performance Measures (Environment)				Portfolio				
	EPRA Code	Units of measure	Indicator	Category	2024 (Abs)	2023 (Abs)	2024 (LfL)	2023 (LfL)	% change (LfL)
Water	Water-Abs	cbm/year	Water	Total landlord-obtained water	4,252,754	4,314,350	4,245,338	4,288,121	-1.0%
	Water-LfL			Total water	4,252,754	4,314,350	4,245,338	4,288,121	-1.0%
	Water-Int	cbm/sqm/year	Water intensity	Landlord obtained water	1.01	1.01	1.01	1.02	-1.0%
	No. applicable properties			Water disclosure coverage	72,196	72,927	72,016		
	% of applicable properties				87.3%	86.2%	86.2%		
	%				Proportion of water estimated	9.6%	16.2%	2.4%	
Waste	Waste-Abs, Waste-LfL	Tonnes	Total weight of waste generated	Hazardous waste	2,083	n.a.	n.a.		
				Non-hazardous waste	83,292	36,273	42,411	35,882	18.2%
			Total weight of waste generated via disposal and diversion route	Recycling	56,282	16,220	20,665	16,067	28.6%
				Landfilling, thermal utilisation	24,428	16,753	17,370	16,606	4.6%
		Composting		4,665	3,300	4,376	3,209	36.4%	
		Composition of total weight of waste generated		Paper/cardboard	17,973	13,438	17,424	13,311	30.9%
			Construction waste	41,242	n.a.	n.a.			
			Packaging	3,380	2,782	3,241	2,756	17.6%	
			Mixed municipal/residual waste	18,115	16,753	17,370	16,606	4.6%	
		Food/organic waste	4,665	3,300	4,376	3,209	36.4%		
	%	Proportion of total weight of waste generated	Hazardous waste	2.4%	n.a.	n.a.			
			Non-hazardous waste	97.6%	n.a.	100.0%	100.0%	0.0%	
		Proportion waste generated via disposal and diversion route	Recycling	65.9%	44.7%	48.7%	44.8%	8.8%	
			Landfilling, thermal utilisation	28.6%	46.2%	41.0%	46.3%	-11.5%	
			Composting	5.5%	9.1%	10.3%	8.9%	15.4%	
			Composition of total waste generated	Paper/cardboard	21.1%	37.0%	41.1%	37.1%	10.7%
		Construction waste		48.3%	n.a.	n.a.			
		Packaging		4.0%	7.7%	7.6%	7.7%	-0.5%	
	Mixed municipal/residual waste	21.2%		46.2%	41.0%	46.3%	-11.5%		
	Food/organic waste	5.5%	9.1%	10.3%	8.9%	15.4%			
No. applicable properties			Waste disclosure coverage	75,500	73,100	71,800			
% of applicable properties				90.4%	86.4%	86.0%			
%				Proportion of waste estimated	100.0%	100.0%	100.0%		

Impact Area	EPRA Sustainability Performance Measures (Environment)				Portfolio				
	EPRA Code	Units of measure	Indicator	Category	2024 (Abs)	2023 (Abs)	2024 (LfL)	2023 (LfL)	% change (LfL)
Certifications	Cert-Tot	%	Mandatory (Energy Performance Certificates)	% portfolio certified by no. of properties	90.0%	90.0%	n.a.		
				A+ (< 30 kWh/sqm/a)	0.1%	0.1%			
				A (30 bis < 50 kWh/sqm/a)	3.4%	3.4%			
				B (50 bis < 75 kWh/sqm/a)	23.9%	23.5%			
				C (75 bis < 100 kWh/sqm/a)	35.1%	35.0%			
				D (100 bis < 130 kWh/sqm/a)	18.2%	18.3%			
				E (130 bis < 160 kWh/sqm/a)	9.4%	9.5%			
				F (160 bis < 200 kWh/sqm/a)	6.9%	7.2%			
				G (200 bis < 250 kWh/sqm/a)	2.5%	2.5%			
	H (> 250 kWh/sqm/a)	0.5%	0.5%						

**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:  
2024: approx. 83,300 residential and commercial units  
2023: approx. 84,300 residential and commercial units
- The Like-for-Like scope covers around 83,300 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, to a very small extend electricity). In total, heating energy consumption coverage in absolute terms in 2024 and 2023 amounts to 99.7% (absolute and in LfL terms) 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.
- For 2023 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 EPCs. 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 set up bins and from the emptying cycle. For the 2024, the consumption data for the 2023 financial year used to calculate energy consumption and emissions in Scope 1 and 2 was extrapolated for the 2024 financial year, taking into account changes in portfolio.
- 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.

- 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). 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. The energy suppliers' reported share of renewable energy for the rental portfolios was taken into account. The share of emissions based on the green electricity factor (0 g CO<sub>2</sub>e/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. 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. Scope 3 includes the categories 3.2 "Capital goods" (only 2024) and 3.13 "Downstream leased assets" (please see Annual Report 2024, p. 130 ff.).
- 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 2024 relates to approx. 4,870,000 sqm; 2023 it relates to 4,990,000 sqm for total floor area (adjusted for vacant space). The Like-for-Like value relates to 4,870,000 sqm floor area. Energy and climate emissions intensity per sqm of floor area is based on the heat consumption in the total portfolio and the proportionate electricity consumption for generating heating energy in accordance with our decarbonisation strategy.
- Water data (Water-Abs, Water-LfL) for 2024 and 2023 relates to 87.3% / 86.2% of TAG's portfolio (owner-occupied offices in the portfolio are 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 72,200 units (2024) and around 72,900 units (2023). Like-for-Like water data (Water-LfL) covers around 72,000 units in the period 2023-2024. 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 waste volumes from construction activities (from 2024) and household waste caused by tenants, waste quantities from own administrative locations in our portfolio are included. Data on waste volumes from construction activities are being reported for the first time in 2024. These are based on extrapolations from a reference project, waste disposal records, and relevant waste balances. The data for household waste is based on 75,500 units for 2024 and 73,100 units for 2023. 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)). The like-for-like consideration in the period 2023-2024 refers to around 71,800 units.
- Cert-Tot: The weighted average of the final energy consumption is based on the properties' current EPCs. The allocation according to the current category of energy efficiency of properties is therefore based solely on the classification in accordance with the Energy Saving Ordinance (EnEV) resp. the German Building Energy Act (GEG). Not included are properties for which no energy certificate is required (such as listed buildings) as well as non-residential buildings (in total approx. 10% of the total portfolio) and properties sold in 2024. See therefore also 0 regarding the distribution of the percentage of energy performance by level attained for the German portfolio.
- For computational reasons, rounding differences to the mathematically exact values may occur in tables and references.

**Narrative on performance:**

- Elec-Abs and -LfL: The decrease of the absolute and LfL value in 2024 is within the range of yearly variations of electricity consumption patterns. The values also depend on the individual consumption patterns of our tenants.
- DH&C-Abs and -LfL: The slight 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 individual heating consumption patterns of our tenants. Yearly variations can be explained by changing consumption patterns.
- Fuels-Abs and LfL: The reduction of the absolute and LfL value in 2024 is within the range of yearly variations of individual 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 LfL 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 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 (location-based and market-based) is mainly due to the modernization of the heating system and the resulting efficiency gains (please see Annual Report 2024 p. 123 ff.).
- GHG-Int: The values refer to the extrapolation for the 2024 data and takes portfolio changes (sales) into account.
- Water-Abs and Water-LfL: The value includes tenant area consumption as well and is therefore depending on individual tenant patterns within the assets as well as on individual consumption behavior. The increase of absolute data is due to the increase of coverage by around 4,000 units.
- Waste-Abs, Waste-LfL: The waste generated by TAG in Germany consists materially of waste from construction activities, such as building rubble. With this in mind, our resource management approach takes a holistic view of material flows, i.e. across the entire real estate life cycle and in line with the principles of the circular economy. From planning and procurement to utilisation and waste disposal, we focus on the efficient use of resources, the durability and functional reliability of products and materials, reuse and recovery, and recyclability. Appropriate waste data has therefore been collected from 2024. TAG is not responsible for the amount and type of waste produced by the tenants (please see Annual Report 2024 p. 140). 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, recyclable material containers and appropriate counselling. The increase of the absolute value is mainly due to the expansion of waste construction data and the slight expansion of the recorded portfolio by 2,400 units (tenant waste).
- 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 108.9 kWh/sqm per year in 2024, thus slightly increased compared to the previous year (2023: 109.8 kWh/sqm per year, 2022: 109.1 kWh/sqm per year). See therefore also 1.7 regarding the distribution of the percentage of energy performance by level attained for the German portfolio.
- For computational reasons, rounding differences to the mathematically exact values may occur in tables and references.

## 2.2. EPRA environmental performance measures (own offices)

Impact Area	EPRA Sustainability Performance Measures (Environment)				Headquarter(s)/ Own offices					
	EPRA Code	Units of measure	Indicator	Category	2024 (Abs)	2023 (Abs)	2024 (Lfl)	2023 (Lfl)	% change (Lfl)	
Energy	Elec-Abs, Elec-Lfl	MWh	Electricity	Total landlord-obtained electricity	976	956	935	949	-1.5%	
				Proportion of landlord obtained electricity from renewable sources	53.0%	53.0%	53.0%	53.0%	0.0%	
	No. applicable properties			Energy disclosure coverage	278	270	263			
	% of applicable properties				100.0%	100.0%	94.6%			
	%			Proportion of electricity estimated	100.0%	0.0%	50.7%			
	DH&C-Abs, DH&C-LFL	MWh	District heating and cooling	Total landlord-obtained district heating and cooling	1,984	1,946	1,896	1,925	-1.5%	
				Proportion of landlord obtained district heating and cooling from renewable sources	4.0%	4.0%	4.0%	4.0%	0.0%	
	No. applicable properties			Heating and cooling disclosure coverage	278	270	263			
	% of applicable properties				100.0%	100.0%	94.6%			
	%			Proportion of heating and cooling estimated	100.0%	0.0%	50.7%			
	Fuels-Abs, Fuels-Lfl	MWh	Fuels	Total landlord-obtained fuels	1,202	1,173	1,164	1,171	-0.6%	
				Proportion of landlord-obtained fuels from renewable sources	0.0%	0.0%	0.0%	0.0%	0.0%	
		%	Proportion of landlord obtained fuel by source	Natural Gas	99.7%	99.7%	99.7%	99.7%	0.0%	
				Heating oil	0.3%	0.3%	0.3%	0.3%	0.6%	
		MWh	Quantities of landlord obtained fuels by source	Natural Gas	1,199	1,170	1,161	1,168	-0.6%	
				Heating oil	3	3	3	3	0.0%	
		No. applicable properties			Fuel disclosure coverage	278	270	263		
		% of applicable properties				100.0%	100.0%	94.6%		
	%			Proportion of fuel estimated	100.0%	0.0%	50.7%			
	Energy-Int	kWh/sqm/year	Energy Intensity	Landlord-obtained energy	117.2	114.7	112.5	113.9	-1.2%	

Impact Area	EPRA Sustainability Performance Measures (Environment)				Headquarter(s)/ Own offices				
	EPRA Code	Units of measure	Indicator	Category	2024 (Abs)	2023 (Abs)	2024 (LfL)	2023 (LfL)	% change (LfL)
Greenhouse Gas	GHG-Dir-Abs		Direct	Total Direct Scope 1	243	237	235	237	-0.6%
				Natural Gas	242	236	234	236	-0.6%
				Heating oil	1	1	1	1	0.0%
	GHG-Indir-Abs	tCO <sub>2</sub> e	Indirect (Scope 2)	Total Indirect Scope 2 Market based	n.a.				
				Scope 2 Electricity					
				District Heating					
				Total Indirect Scope 2 Location based	1,138	1,112	1,091	1,102	-1.0%
				Scope 2 Electricity	708	688	678	683	-0.7%
				District Heating	430	424	412	419	-1.6%
	Total	%	Indirect (Scope 3)	Total Scope 3	622	n.a.			
			Scope 1 + Scope 2 (location based)	1,381	1,349	1,326	1,339	-1.0%	
			Scope 1 + Scope 2 (market based)	n.a.					
			Proportion of Scope 1 + Scope 2 (location based) estimated	100.0%	0.0%	50.7%			
			Proportion of Scope 1 + Scope 2 (market based) estimated	n.a.					
	GHG-Int	kgCO <sub>2</sub> e/sqm/year	GHG emission intensity	Scope 1 and 2 emissions (location based)	38.9	38.0	37.3	37.7	-1.0%
		kgCO <sub>2</sub> e/sqm/year		Scope 1 and 2 emissions (market based)	n.a.				
	No. applicable properties				278	270	263		
	% of applicable properties				100.0%	100.0%	94.6%		

Impact Area	EPRA Sustainability Performance Measures (Environment)				Headquarter(s)/ Own offices				
	EPRA Code	Units of measure	Indicator	Category	2024 (Abs)	2023 (Abs)	2024 (LfL)	2023 (LfL)	% change (LfL)
Water	Water-Abs	cbm/year	Water	Total landlord-obtained water	36,214	33,054	32,988	32,998	0.0%
	Water-LfL			Total water	36,214	33,054	32,988	32,998	0.0%
	Water-Int	cbm/ m <sup>2</sup> / year	Water intensity	Landlord obtained water	1.04	1.00	1.00	1.00	0.0%
	No. applicable properties			Water disclosure coverage	234	230	230		
	% of applicable properties				84.2%	85.2%	87.5%		
	%			Proportion of water estimated	100.0%	100.0%	100.0%		
Waste	Waste-Abs, Waste-LfL				n.a.				

#### Notes:

- For the administrative locations (a total of 278 offices with approx. 40,000 sqm in 2024 resp. 270 offices with approx. 36,000 sqm in 2023), both owned and rented offices were covered. These are both larger subsidiaries and smaller tenant and caretaker offices. The electricity and heating energy data is based on consumption figures from 2023, that were evaluated as part of the 2024 energy audit. The 2024 figures were then extrapolated, taking into account changes in portfolio.
- Heating energy (DH&C-Abs, DH&C-LfL, Fuels-Abs, Fuels-LfL) is provided by either district heating or fuel (natural gas, domestic fuel oil). In total, heating energy consumption coverage in absolute terms in the period 2023-2024 amounts to 100% for our own offices. The vehicle fleet fuel consumption is not included.
- 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 Federal Office for Economic Affairs and Export Control (Bundesamt für Wirtschaft und Ausfuhrkontrolle, BAFA) resp. the German Environment Agency (Umweltbundesamt). The market-based Scope 2 value is also presented. In both 2023 and 2024, 100% certified green electricity was purchased for the administrative locations, meaning that the electricity consumption in this regard can be considered emission-free. (However, this was not taken into account in the energy audit values.) Scope 3 includes the category 3.2 “Capital goods” (investments in the vehicle fleet; only 2024).
- Energy-Int, GHG-Int: The energy and climate emissions intensity per sqm of floor area refer to the electricity and heat consumption in the offices.
- 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. The values were adjusted for anomalies. Absolute water data (Water-Abs) covers 234 units / 84.2% (2024) and 230 units / 85.2% (2023) of own offices. Like-for-Like water data (Water-LfL) covers 230 units (87.5%) in the period 2023-2024.

- Waste-Abs and Waste-LfL: We do not have reliable data on the total waste volume in our own offices. Waste volumes from own offices for 2023 and for 2024 are included in the waste volumes 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).
- For computational reasons, rounding differences to the mathematically exact values may occur in tables and references.

#### **Narrative on performance:**

- Elec-Abs and -LfL: The slight increase of electricity consumption in 2024 is within the range of yearly variations of electricity consumption patterns (e.g. individual home office agreements).
- DH&C-Abs and -LfL: The slight increase (absolute and in the LfL area) is mainly within the range of yearly variations of consumption patterns. The values also depend on individual heating consumption behavior and home office agreements and can therefore vary slightly.
- Fuels-Abs and -LfL: The changes (absolute and in the LfL area) are within the range of yearly variations of consumption patterns. The values also depend on individual heating consumption behavior and can therefore vary slightly.
- Energy-Int, GHG-Dir-Abs and -LfL GHG-Int: The slight change of emissions in 2024 reflect the consumption patterns as explained above.
- Water-Abs and Water-LfL: The increase of absolute data is mainly due to the increase of coverage, but also due to the adjustment for outliers in 2024.
- Waste-Abs, Waste-LfL: Please see consumption data for the portfolio.
- Cert-Tot: Not applicable (see therefore notes above and 1.7).

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

Impact area	EPRA Sustainability Performance Measures (Social)				Corporate performance			
	EPRA Code	Units of measure	Indicator	Category	2024		2023	
					Male	Female	Male	Female
Diversity	Diversity-Emp	%	Gender diversity	Proportion of male and female employees	51.7%	48.3%	51.6%	48.4%
			Gender by level	Management Board	50.0%	50.0%	50.0%	50.0%
				Manager	57.0%	43.0%	55.4%	44.6%
		Remaining workforce		51.2%	48.8%	51.2%	48.8%	
		Number	Number of governing bodies by age range	Over 50 years old	2	2		
				30 - 50 years old	-	-		
	Under 30 years old			-	-			
	Diversity-Pay	Ratio	Male and female remuneration by level	Management Board	0.98	0.98		
				Manager	1.07	1.12		
				Remaining workforce	0.93	0.95		
Employees	Emp-Training	Number of hours	Average hours of training per employee	All employees	6	8		
			Average hours of training by level	Management Board	20	n.a.		
				Manager	23	21		
				Remaining workforce	4	7		
	Emp-Dev	% of employees	Employees receiving performance appraisals by level	Employees receiving performance appraisals	Total	90.0%	90.0%	
				Management Board	100.0%	100.0%		
					Manager	100.0%	100.0%	
					Remaining workforce	90.0%	90.0%	
	Emp-Turnover	Number of employees	Total number of employees	Direct employees	678	634	670	629
				Total number of new hires	133	102	131	112
				Rate of new hires in %	19.6%	16.1%	19.6%	17.8%
				Total turnover (departures)	123	104	131	98
				Total rate of turnover (departures)	18.1%	16.4%	19.6%	15.6%

Impact area	EPRA Sustainability Performance Measures (Social)				Corporate performance			
	EPRA Code	Units of measure	Indicator	Category	2024		2023	
					Male	Female	Male	Female
Health & Safety	H&S-Emp	Per 100,000 hours worked	Injury rate	Direct employees	0.003		0.003	
		Per 100,000 hours worked	Lost day rate	Direct employees	n.a.		n.a.	
		%	Absentee rate	Direct employees	12.7%		8.8%	
		Total number	Fatalities	Direct employees	-		-	
	H&S-Asset	%	% assets	Asset health and safety assessments	100.0%		100.0%	
	H&S-Comp	Total number	Number of assets	Number of incidents of non-compliance from health and safety assessments	-		-	
Community	Comty-Eng	%	% of assets	Community engagement, impact assessments & development programmes	44.0%		43.0%	
Board	Gov-Board	Total number	Board composition	Composition of highest governance body	3	3	4	2
				Executive	-	-	-	-
				Non-executive (members)	3	3	4	2
				Average tenure in years	2.1		2.9	
				Total non-executives with environmental and social competencies	3	3	4	2
	%	Proportion of	Total non-executives with environmental and social competencies	100%	100%	100%	100%	
	Gov-Selec	Narrative on process	Board selection		Annual Report 2024, p. 9; bylaws on corporate website		Sustainability Report 2023, p. 37-38; bylaws on corporate website	
Conflicts of interest	Gov-COI	Narrative on process	Conflicts of Interest		Annual Report 2024, p. 13, 191; bylaws on corporate website		Sustainability Report 2023, p. 37-38; bylaws on corporate website	

**Notes:**

- Diversity-Emp, Diversity-Pay, Emp-Training, Emp-Dev: 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, 2<sup>nd</sup> management level: team leaders).
- Diversity-Pay: The values refer to the basic salary of the employees and the fixed remuneration of the Management Board (male/female).
- Emp-Training: The values only include centrally recorded training hours (no individual employee trainings considered).
- Emp-Dev: Usually, an appraisal interview is held once a year to assess performance and development opportunities.
- H&S-Emp: Injury rate: Workplace accidents in relation to total working hours of all employees (2024: 2,227,090 hours, 2023: 2,150,960 hours; extrapolation based on the average working time of full-time and part-time employees).
- H&S-Emp: For 2023 onwards the lost day rate were not recorded separately due to a change in data transmission by the health insurance funds. They are included in the absentee rate.
- H&S-Emp: Absentee rate: Lost days based on calculation of actual absentee (as a percentage) of the total number of working days (2024 and 2023: 230 planned working days) designated for the employees over the same period. Due to the electronic reporting method mandatory in Germany since 2023, underlying reasons for illness can no longer be evaluated by employers. The value refers to incapacity for work of any kind (including accidents at work, occupational diseases, cures, reintegration), excluding time off (vacation, studies, maternity, parental leave, special leave). The reported incapacities for work are recorded from the first day of absence.
- 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 2024 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 up to 44% (2023: 43%) of our tenant households based on the numerous locations in our larger regions. For further information on our approach and measures see our website: [Our social projects | TAG Immobilien AG](#).
- For computational reasons, rounding differences to the mathematically exact values may occur in tables and references.

**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 2024 pursuant to Section 289f and Section 315d of the German Commercial Code | TAG Immobilien AG](#)).
- 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-Training: Individual employee trainings are not centrally recorded by the HR Department.

- Emp-Turnover: Total rate of employee turnover declined slightly year-on-year in 2024, from 17.6% in 2023 to 17.2% in 2024. We reckon that the fact that the turnover rate continues high is mainly due to a generally increased willingness among professionals, especially younger ones, to change jobs.
- H&S-Emp: The rates confirm the effect of our occupational health and safety management approach. More information is provided in our Annual Report 2024 (p. 159 ff.).
- H&S-Asset; H&S-Comp: In 2024 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**

ESG/Sustainability  
Phone +49 (0)30 52 00 54-100  
Fax +49 (0)30 52 00 54-951  
[nachhaltiger@tag-ag.com](mailto: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](mailto:ir@tag-ag.com)