



# ESG strategy at INTREAL

Updated: May 2021

**INT**REAL

## ESG strategy

### VALUES

Early identification of changes in the market, implementation of regulatory requirements and future-oriented digital management form part of our corporate philosophy.

As a manager of long-term real estate investments, our decisions are geared to the future and based on a responsible approach to the environment and society.

We actively contribute to the implementation of the Paris Climate Change Agreement by using the options available within our sphere of action, for example to avoid carbon emissions and make our day-to-day office work more resource-efficient with our INTREAL Green Card. Specifically, we aim to improve our consumption of resources each year, for example in the area of energy and heating in our own rental space, with the goal of becoming a climate-neutral employer by 2030.

We always try to choose the most climate-friendly travel option. If business trips by plane cannot be avoided, then carbon offsetting payments are made, for example to help protect the marshland in Schleswig-Holstein. Purchasing CO2 certificates to achieve climate neutrality is another option we might pursue.

We are committed to the ethical standards derived from European human and civil rights. In particular, we act in accordance with our key values of integrity, fairness, reliability, respect and trust, which we apply in all collaborative relationships. We reject any form of child labour or exploitation of people, and scrupulously ensure compliance with occupational safety standards.

We comply with the laws, provisions and regulations wherever we live, work and operate. This also applies to our governance documents. We cooperate with the supervisory authorities responsible for us. In our dealings with them, we are open and transparent.

We ensure compliance with legal and especially regulatory requirements (e.g. laws as well as contractual and internal regulations such as codes of conduct). We have strict systems in place and take on the responsibility of identifying, preventing and reporting all suspected cases of money laundering.

We have zero tolerance of bribery, including so-called facilitation payments. In our business dealings, we do not offer or accept any inappropriate gifts or payments. Personal data are generally sensitive data. We fully support and ensure the requirement to handle such data carefully as an important personal right that all citizens enjoy.

## ESG MISSION STATEMENT

### ESG Mission Statement

#### ENVIRONMENTAL

- We see it as our responsibility to use the options available to us to minimise harmful effects on the environment.
- We constantly work on economically viable solutions for reducing energy and water consumption and lowering carbon emissions.
- We actively seek continuous dialogue with our stakeholders to identify shared interests and reduce the harmful effects of the portfolios we manage on the environment to a feasible minimum as efficiently as possible.
- We attach importance to resource- and energy-efficient management of our properties.
- Emissions are avoided as far as possible to reduce our environmental footprint along the entire value chain.

#### SOCIAL

- We create a safe and attractive work environment with a wide variety of opportunities in order to retain employees at our company on a long-term basis.
- We stand for non-discriminatory interaction and diversity.
- We offer our employees a positive environment for continued personal and professional training and development.
- We maintain open communication with our stakeholders and encourage transparency in communication.
- We actively raise awareness of the issue of environmental and social sustainability among our employees.

#### GOVERNANCE

- We are committed to continuously developing and expanding the analysis and preparation of non-financial performance indicators.
- We firmly reject corruption and bribery and take action against any violations or misconduct with labour law and criminal law consequences.
- We ensure compliance with international human rights standards by following principles such as non-discrimination and accountability for our own actions and involvement.
- We have a remuneration policy that aims to attract the best employees and contribute to improving performance in the long term without taking on disproportionately high risks for our customers and our company.

## OUR SELF-PERCEPTION

- ◆ We act fairly and show consideration for the environment and society.
- ◆ We are aware of our responsibility.
- ◆ We act in a resource-efficient way – with economic foresight – and endeavour to improve continuously.
- ◆ We support equal rights and diversity.
- ◆ We think and act with a focus on the future.
- ◆ We stand up for others. We use our potential for influence.
- ◆ We form our own opinions.

In addition to our own internal commitment, we also support the following standards and initiatives:

- ◆ BVI Good Conduct Guidelines
- ◆ BVI Guideline on Responsible Investment
- ◆ UN Principles for Responsible Investment
- ◆ UN Global Compact

Our internal specialists and our head of Sustainability also participate in various working groups, e.g. of the BVI and the ZIA. We use our potential influence to help shape market developments.

## EMPLOYEES

The satisfaction and health of our employees is particularly important to us. As a responsible employer, we see it as our responsibility to establish our company on the market successfully in the long term so that we can offer our employees a safe job. We do not act on the spur of the moment, but rather after due consideration. We cultivate our employees' potential, for example with training opportunities, and endeavour to use the strengths of each employee in a way that is profitable for everyone.

We want to get our employees on board as we become increasingly sustainable, and we believe that involving them by way of an in-house suggestion system, employee satisfaction analyses and specific proposals for sustainability measures is very productive. For example, at the beginning of our sustainability initiatives we asked for specific proposals for a "more sustainable INTREAL". What was initially envisaged as a one-off campaign was followed by further appeals, which showed us that we have the right team that stands for a shared goal – becoming increasingly sustainable. We will continue to offer regular training and hold company events informing our employees about our next steps and current ESG developments. And we will not stop asking our employees for their active participation.

Together with our employees, we undertake to observe the following principles in our employment contracts, too:

1. The parties are aware of their responsibility to protect the natural environment and the climate in the interests of future generations. They agree that they want to base the implementation of the employment relationship on sustainability criteria, too.
2. In their work together, the parties therefore particularly wish to use resources and energy sparingly and efficiently, avoid emissions and cooperate constructively. Environmental and social aspects are to be taken into consideration here.
3. The parties will endeavour to encourage other employees, external service providers and other partners with a key role in the completion of tasks to pay attention to sustainability aspects.
4. The parties agree to take account of the measures and recommendations agreed in all of the company's sustainability initiatives in their work together.

We support our employees' health with extensive health management. Various different offers are available to our employees:

1. Use of JobRad bicycle hire
2. Almost the full cost of a premium membership at Fitness First is covered
3. Subsidised osteopathic applications on site
4. Sponsorship of participation in sports events such as the MOPO relay race and the Hamburg triathlon, and of company sports groups
5. On-site nutritionist
6. Fresh organic fruit each week, filtered drinking water, vegan milk
7. Ergonomic workstations
8. Company doctor
9. Much more

We choose our employees based on their qualifications, irrespective of their gender, age, or ethnic or religious background. We therefore do not need to promote diversity and integrity, but simply put these values into practice.

We aim to ensure that all employees find themselves in a work environment that protects their health, safety and well-being. When selecting our company locations, we make sure that they are easy to reach by public transport for our employees and customers.

In addition to a healthy office environment and forgoing air conditioning, proximity to open green areas is important to us so that employees can take active lunch breaks. We consider it essential for our employees to have a good work-life balance and the opportunity to relax so that they can keep performing well and stay healthy in the long term. We will continue to support this with flexible working hours and remote work in the future.

We get involved directly in our neighbourhood and support charitable causes at our locations with regular events and fund-raising campaigns.

INTREAL stands for a dynamic, innovative company with flat hierarchies and efficient decision-making channels in an attractive work environment. Entrepreneurial, customer-focused action is a matter of course for us. Continuous, qualified support for our customers from a long-term, experienced contact person is an important objective for us.

## **HEAD OF SUSTAINABILITY**

Sustainability is a very wide-ranging field of activity that affects many different areas and requires a great deal of attention to do justice to its importance. We coordinate our sustainability activities through the head of sustainability, who deals with all concerns and enquiries from our shareholders and stakeholders. The head of sustainability reports directly to the management, which works together to achieve our ESG goals.

## **PARTNERS**

We see ourselves as a strong advocate of the statutory sustainability initiatives and pass on this mentality to our partners. With our partners, we aim to make the real estate sector more sustainable. To this end, we have expanded our questionnaires and analyses at the start of a partnership to include sustainability issues, provide our partners with tools for implementing the regulatory requirements, and train our fund partners at customer events on ESG topics. ESG is thus an integral part of our continuous outsourcing controlling.

We see ourselves as a sparring partner for our customers and business partners.

With our partners, we want to ensure that the products we manage become more sustainable each year and that ESG principles are a high priority in new products in particular.

We reject fund ideas that knowingly work against the achievement of climate goals or focus on “brown” industries. We do this out of conviction, but also for economic reasons: We have a strong interest in long-term successful products and satisfied investors to ensure our own success.

We are convinced that sustainable products are better products.

Hamburg, May 2021

The management

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Owing to the dynamic developments in the field of sustainability, this ESG strategy is reviewed by the management on an annual basis and is supplemented and updated where necessary.