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Shaping the future

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A closer look

04	Introduction
06	On EHL Immobilien
12	About this Report
18	EHL and Sustainability
32	EHL and the Environment
38	EHL and Society
46	Goals / Statistics
54	GRI Index
56	Report on the Independent Assurance of the Sustainability Report





Michael Ehmaier FRICS
Managing Partner
Court certified and accredited expert
EHL Immobilien GmbH

Dear Readers,

we are delighted to present our new EHL Immobilien Group sustainability report. As a leading property service provider in Austria, we consider ourselves to have a special responsibility towards the environment, our customers, employees and society. We have therefore decided to voluntarily report on our commitment to developing the EHL Immobilien Group into a sustainable group of companies and our ESG strategy. Our aim is to make a contribution to greater sustainability and social responsibility without any legal obligation and to provide continuous and transparent information about our progress.

In the future, sustainability aspects will play an increasingly important role in social development and economic activities in order to achieve the climate targets set by the EU Commission. The real estate industry in particular bears a significant responsibility in the fight against climate change.

As one of the main sources of CO₂ emissions, our industry can make a significant contribution to overcoming these challenges. It is therefore crucial that every company in the value chain, from developers to professionals to service providers, fulfils its environmental, social and governance (ESG) responsibilities and supports the 2040 and 2050 targets.

Although, as a service provider, we neither build nor own property, this report is intended to illustrate our commitment in the relevant areas of our business activities. We therefore inform you about our progress in the areas of environmental protection, social responsibility and corporate governance and substantiate this with concrete measures to show that sustainability is more than just a buzzword for us.

To ensure the highest quality standards and comprehensive, transparent reporting, we have prepared this report in accordance with the internationally recognised GRI standards and had it externally audited by BDO Assurance GmbH.

Yours,



Michael Ehmaier

The real estate industry in particular bears a significant responsibility in the fight against climate change.



Full satisfaction

The EHL Group is one of Austria's leading real estate service providers. We offer a full range of services for commercial, investment and residential properties. Competent and dynamic.

EHL offers a broad spectrum of real estate services. These range from property brokerage and property valuation to asset and portfolio management, market research and investment consulting.

We attach great importance to the satisfaction of our customers and business partners. We position ourselves as a reliable, responsible and transparent partner by providing comprehensive, high-quality support.

The EHL Service Portfolio

- Rental
- Sale
- Valuation
- Investment consulting
- Asset management
- Portfolio management
- Center management
- Market research

The EHL Asset Classes

- Residential properties
- Investment apartments
- Condominiums
- Office buildings
- Retail properties
- Logistics properties
- Investment properties
- Apartment buildings
- Commercial real estate
- Land
- Hotel properties

Optimally positioned



EHL Immobilien GmbH
Michael Ehmaier FRICS

- Human resources
- Finance
- Marketing
- IT

Our top priority is to meet the specific requirements of the real estate branch and the special requests of our customers. EHL is structured to exactly meet these demands.

Learning and growing

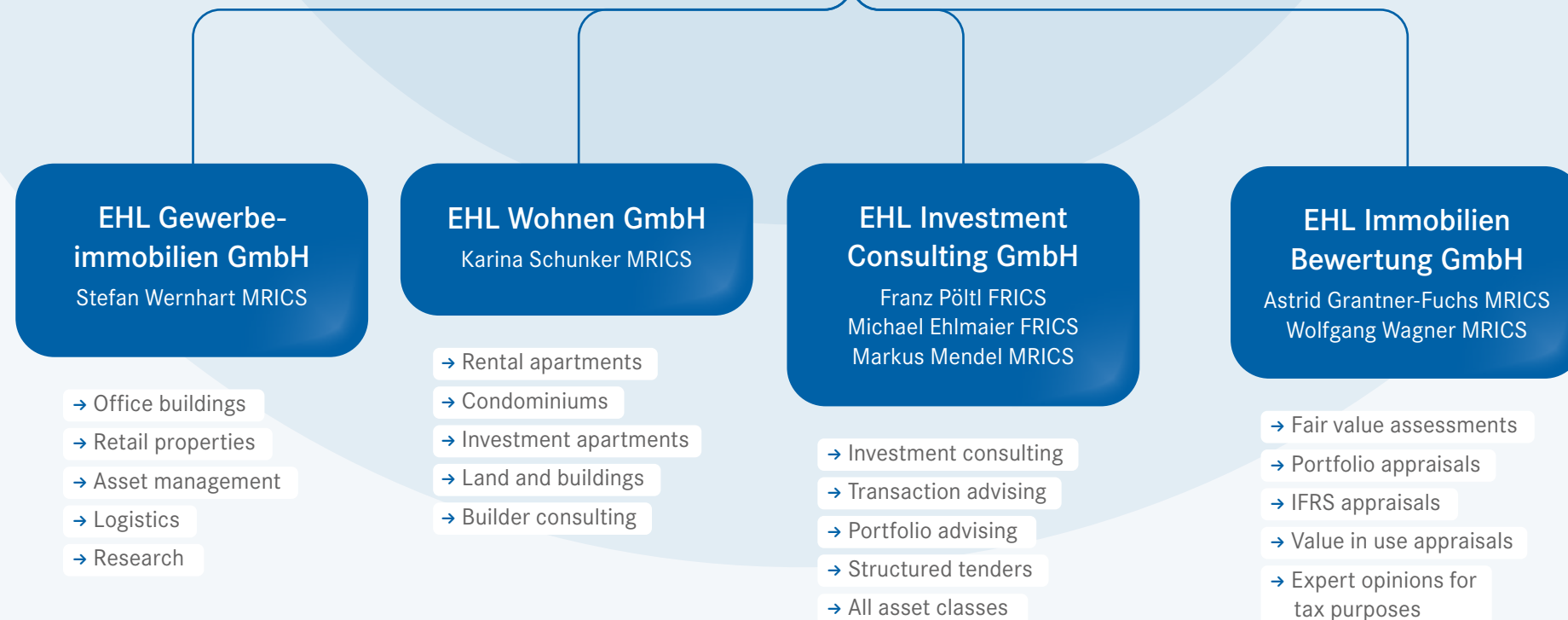
As a dynamic full-service provider, our company also wants to grow in business areas outside traditional real estate brokerage.

We collect valuable first-hand experience through close cooperation with our customers and continuous market monitoring by our experts. In this way, we can identify trends at an early point in time and always provide a sound basis for decisions.

Our services also include financial advising and assistance for our customers – from conventional mortgage financing to crowd funding.

Strong performance by strong partners

EHL Immobilien has been an exclusive partner of the global real estate service provider BNP Paribas Real Estate, a subsidiary of the BNP Paribas Group, since 2019. This gives our customers access to an excellent national and professional international network with wide-ranging market know-how.



Real corporate values



We see sustainable actions as an all-inclusive attitude. That means we live these values inside as well as outside the company.

Our central corporate values define who we are:

- Family and responsibility
- Honesty and reliability
- Decisiveness and results orientation

These values shape our self-image, the way we work and our interaction with each other. They are the source of our motivation and the basis for our success. The clear-cut benefits for our customers are highly professional and personal service, transparent, honest and responsible advising, and relations that are built on long-term trust.

Our reporting

EHL always provides its customers and other interested parties with proactive, detailed and complete information. Our voluntary ESG report also follows this principle. Because we see it as an opportunity to extensively document – and clearly demonstrate – our forward-looking entrepreneurial approach.

This report was prepared in reference to the internationally recognised Global Reporting Initiative 2021.

All sustainability-relevant information and statistics are based on EHL Immobilien GmbH and its subsidiaries for the 2023 financial year (01.01.2023 – 31.12.2023). The data presented in this report was reviewed externally at our request by BDO Assurance GmbH.

From now on, we will publish an EHL sustainability report every two years. In the years in which no sustainability report is published, an interim report with all relevant key figures will be published.

Stakeholders get a chance to speak

An extensive survey of EHL stakeholders¹ forms the basis for this report. It allows us to address the concerns of all involved parties and prepare for future decisions.

We have assigned our stakeholders to internal and external groups. The groups defined as relevant are:

Internal stakeholders:

Employees, managers, managing directors

External stakeholders:

Banks, educational facilities, service providers, customers (commercial properties; investment consulting; real estate appraisal; residential), media/journalists, NGOs and associations

¹ Stakeholders are persons or groups who/which have an interest in EHL Immobilien GmbH and are influenced by the effects of its actions and decisions..

A clearly structured study

In advance, we defined 13 fields of action and 52 sustainability topics based on the ESRS drafts (as of August 2022) and the GRI Standards (2021) and identified (company-specific) topics based on these.



Great numbers, also for the feedback

We used two online questionnaires with identical content for both internal and external stakeholders. In both questionnaires, we first asked about the relevance of the sustainability topic. If the topic was categorised as relevant, questions on the impact on people and the environment followed. Stakeholders were asked to assess the potential and actual impacts in this context (in terms of extent, scope and remediability). We also carried out an assessment of financial materiality. A questionnaire was sent to the managing directors in which the potential amount of the financial impact and its probability of occurrence were assessed.

We chose this two-stage approach in order to precisely record the potential impact on people and the environment for topics with high relevance. If a topic was considered to be of high importance in terms of relevance and impact, we ranked it correspondingly higher in the materiality analysis. Impacts of EHL that are considered to be particularly significant indicate opportunities and potential disadvantages for people or the environment. This makes it possible to avoid hazards in advance and realise improvements more quickly.

We reached a total of 493 internal and external stakeholders. And we achieved an impressive net response rate of 38.1 % of fully completed questionnaires.

The study was conducted in the period from Q4 2022 to Q1 2023. EHL Immobilien Group underwent a restructuring on 1 December 2023, which could have a potential impact on the data and analyses presented here. In order to take account of this reorganisation and its potential impact on the relevance of sustainability topics, a new survey with subsequent materiality analysis is planned as part of the preparation of the next sustainability report in 2026.

Climate change

- Renewable energy sources
- Mobility
- Energy-efficient locations

Environmental factors in business activity

- Sustainable actions by suppliers
- Feasibility studies
- ESG contact person
- Sustainability information for customers

Resource consumption and circular economy

- Material consumption
- Waste management
- Water consumption

Sustainability in procurement

- Procurement process
- Audits

Modern employer

- Corporate culture
- Attractiveness
- Employee satisfaction
- Staff turnover
- Flexible working time models

Health and occupational safety

- Work accidents and prevention
- Safety and well-being
- Ergonomic work
- Health-promoting measures
- Sick leave days

Training and education

- Training positions
- HR development
- Management development
- Training opportunities

Management

- Management commitment to sustainability
- Sustainability awareness
- Sustainability-based corporate strategy
- Fair and transparent remuneration policy
- Prevention of corruption and bribery
- Compliance with professional ethics

Social mission

- Support for local educational facilities
- Associations and charitable organisations
- Cooperation with NGOs

Customers

- Service quality
- Interaction
- Dependence
- Satisfaction

Innovation management

- Digitalisation and optimisation
- Innovation in brokerage
- Innovation in administration
- Innovation in valuation

Risk management and internal control systems

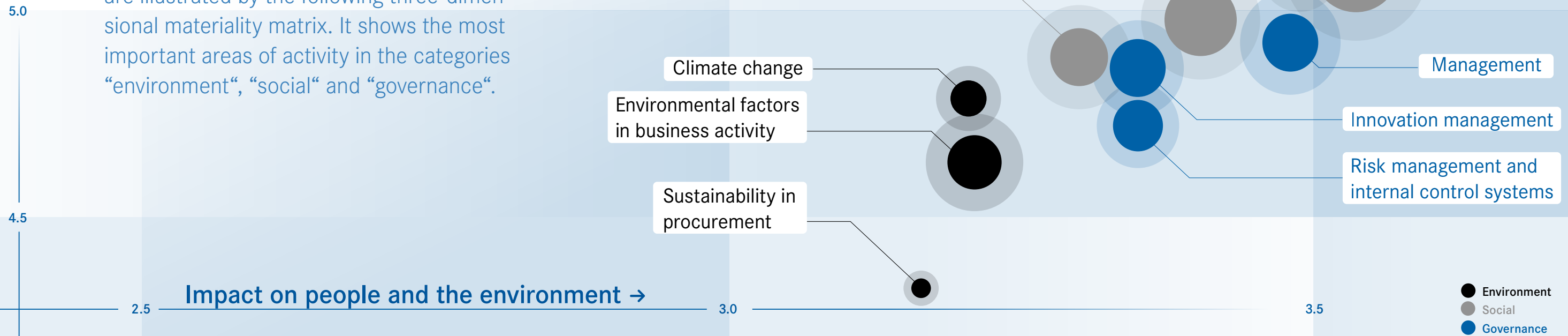
- Environmental management systems
- Certifications
- Data protection
- Compliant systems
- Compliance guidelines
- Compliance training

Diversity & equal opportunity

- Inclusion
- Equal opportunity in career planning
- Diversity
- Age structure and diversity in management

Materiality matrix and results

The results of the EHL stakeholder survey are illustrated by the following three-dimensional materiality matrix. It shows the most important areas of activity in the categories “environment“, “social“ and “governance“.



Impact on people and the environment →

Stakeholder relevance ↑

The X-axis describes the impact on people and the environment, while the Y-axis shows the relevance for internal and external stakeholders. An area of activity is classified as highly relevant when it receives a minimum rating of 4.5 out of 6 possible points. High relevance for the impact on people and the environment underscores the urgency of the issue. The size of the circle surrounding the area of activity is directly proportional to the financial materiality. The higher the financial materiality rating, the larger the circle.

The analysis is based on the principle of dual materiality. This means that we take into account the fact that companies view sustainability issues from two perspectives. The inside-out perspective covers environmental and social materiality. Here, the focus is on the impact of EHL’s business activities on the environment and society. The outside-in perspective focuses on financial materiality. Here, the effects of sustainability aspects on EHL and its business activities are analysed. The active participation of EHL’s stakeholders has also made a decisive contribution to the development and elaboration of our sustainability strategy. Strategy and measures were derived from the key topics.

This study enabled us to identify the five most relevant fields of action for internal and external stakeholders:

1. Modern employer (GRI 401)
2. Customers
3. Diversity and equal opportunity (GRI 405)
4. Corporate governance (GRI 205, 301, 303 & 406)
5. Training and development (GRI 403 & 404)

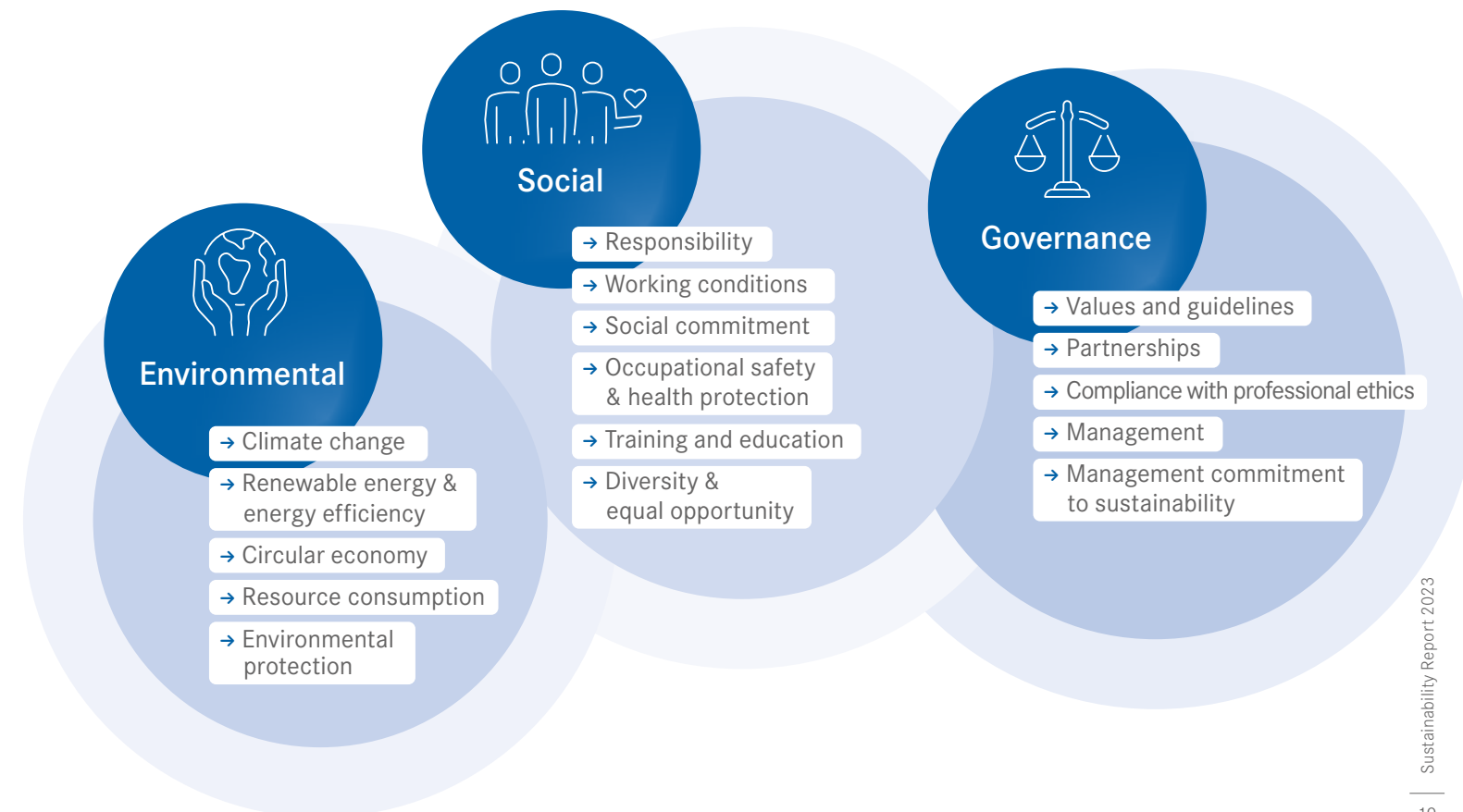
It is precisely these five topics that we therefore address in particular detail in our report - and with regard to the EHL sustainability strategy. Based on the results of these selected fields of action, we have chosen the GRI standards to which we refer in this report.

We stand for sustainability

All EHL business units make valuable contributions to the sustainable development of the real estate branch above and beyond legal requirements. Wide-ranging advising for our customers helps them to integrate sustainability systematically, efficiently and with an eye on cost-effectiveness in their property portfolios.

“EHL is committed to innovative, state-of-the-art actions at all time.”

Michael Ehлмаier FRICS





Real estate for generations to come

The members of this council concentrate on the certification of buildings in accordance with the three pillars of sustainability. Economy, ecology and socio-cultural criteria are included throughout the entire real estate lifecycle. Other important factors are the selection of locations together with process and technical qualities.

Another common goal is to stress the use of building certifications because they serve as guidelines for environmentally and resource conserving buildings with high economic and social efficiency. In this way, buildings can be flexibly used for generations and support the health, well-being and productivity of all users.

EHL's commitment in this area is expressed by Michael Ehmaier, Managing Partner of EHL Immobilien GmbH, who is a founding member of the ÖGNI. In addition, Karina Schunker, Managing Director of EHL Wohnen GmbH, joined the ÖGNI presidium in April 2022 and Stefan Wernhart, Managing Director of EHL Gewerbeimmobilien GmbH, serves as an ÖGNI ambassador.

Sustainable actions over many years

Sustainability has been an important issue in the real estate branch – and at EHL – for many years. Early examples are the introduction of building certification at the beginning of the 1990s and the founding of the ÖGNI - Austrian Sustainable Building Council in 2009, which included EHL as one of the founding members. ESG conformity has since grown to become one of the most important competitive factors for real estate development projects and investments.

EHL and the ÖGNI



Sustainable properties create a healthy and comfortable atmosphere for living and working. They are a building block for greater well-being in our cities. As a founding member of ÖGNI - the Austrian Sustainable Building Council, EHL has given high priority for many years to projects that integrate the interests of society, ecology, economy.

The ÖGNI was founded in 2009 as a partner to the German Sustainable Building Council (GSBC). Their certification system was adopted, modified to meet Austrian requirements, and continuously developed.

The ÖGNI is an NGO and, as the only Austrian council, an “established member“ of the World Green Building Council. Its goal is to strengthen the international position of Europe's quality certification.



Lofty goals, strong incentive, full commitment

On 25 September 2015, the 193 member states of the United Nations adopted the Agenda 2030 for sustainable development as a shared plan to “transform our world“. It defines 17 goals for sustainable development and an action plan for greater well-being and peace for all people and our planet.

The 17 goals are subdivided into 169 targets and cover a new, networked understanding of poverty, the destruction of the environment, inequality, methods of production and consumer behaviour, corruption and many other issues. A global mindset and actions are essential to master these challenges.

The Agenda 2030 applies universally to all countries, whereby the responsibility for realising its goals lies at both the national and international level.

Important steps to meet these goals include cooperation between all countries and the implementation of common strategies.

EHL extensively analysed the United Nation’s 17 Sustainable Development Goals (SDGs) to support its positive contribution to sustainable development. After internal discussion, we identified the following 10 of these sustainability goals as decisive for our responsible actions:



Good health and well-being

SDG 3 is focused on improving the health and well-being of all people in all age groups. It ranges from combating illnesses and better care and treatment for physical and mental health to the reduction of environmental and occupational risks.

At EHL, we have established a solid framework to meet this goal. We regularly invite doctors and health experts for consultations.

Our offering also covers preventive screenings, for example to control skin pigmentation, as well as vaccinations, ergonomic advising and eye tests. Group yoga sessions strengthen body consciousness and are a healthy change of pace from the daily work routine. Organic fruit, mineral water and organic juices promote balanced nutrition and increase our employees’ energy level.



Quality Education

Inclusive and equitable quality education, skills and expertise for greater sustainability and life-long learning for everyone form the agenda here. SDG 4 wants to make sure that all people have access to quality education – independent of gender, origin, economic conditions or other factors.

The EHL materiality analysis confirmed “training and education“ as one of the five most important areas of activity for internal and external stakeholders. Both issues have had high priority for EHL ever since our founding.

EHL places high value on excellent training and education. All our employees receive regular branch-specific training and are also able to register for additional sessions during working hours. In 2023, our employees took part in a total of 1,393 hours of training and further education. Of these, 863 hours were completed by women and 530 hours by men.

We provide full or partial financing for educational costs. By 2025, we will have identified the individual training needs of all our employees and prepared suitable offers.

As part of the safety briefing, we inform all employees about the risks to health and safety as well as the measures to prevent hazards when starting work, transferring or changing their area of responsibility and in the event of changes within the safety guidelines. This is an instruction that conveys the ability, knowledge and willingness to work safely. Employees’ knowledge of this is tested once a year by means of a survey.

EHL employees can take part in webinars and seminars on issues related to housing regulations free of charge. The well-known housing rights expert Christoph Kothbauer holds these courses at our invitation.

EHL’s cooperation partners include the following institutions, universities and other research facilities: ACE Vienna University of Technology, the Universities of Applied Sciences in Vienna and Wiener Neustadt, the Danube University Krems, ÖVI Immobilienakademie, ImmoZert, FIABCI International Real Estate Association, ULI Urban Land Institute, ÖGNI, RICS and Immo ABS Alumni Association of ACE Vienna University of Technology.

We share our discussions with experts and practical experience in real estate on our EHL podcast “Let’s talk about housing“. Examples of these subjects include changes in housing laws, building certification, property appraisal, sustainable construction, digitalisation in real estate marketing and living in the age of home office.

EHL is also a member of the RICS (Royal Institution of Chartered Surveyors).

This worldwide professional association plays an important role in training and education as well as the development and implementation of quality standards. Michael Ehlmaier and Franz Pörtl are “Fellows of RICS“, while 10 other EHL employees are classified as “Professional Member of RICS“.

One point not to forget: Our EHL market reports have provided readers with first-hand, up-to-date information and analyses of markets and locations for over 20 years.



Gender Equality

SDG 5 is designed to counter discrimination and violence against woman and girls. It calls for gender equality and full participation in political, economic and social decision processes – and is also directed to promoting equal access to education, healthcare and other fundamental social services.

Gender equality and diversity are of fundamental importance for EHL. We are committed to achieving an equal share of women and men at all levels of our company.

The EHL workforce currently includes 46 women, who represent 58 % of the total staff. Apparently, qualified women see us as an attractive employer and trust our organisation.

Highly qualified women currently hold 47 % of our management positions. This clearly shows how seriously we take diversity in our decision processes. Moreover, women head three of our four subsidiaries.

We are also committed to maintaining a balanced distribution of genders in our company in the future. This is reflected in our constant efforts in support of a diverse and integrative working environment with numerous opportunities for advancement.

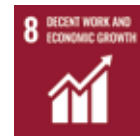
Our plans include the expansion of the parental leave model for both genders and the improvement of re-integration after parental leave and part-time return to work.



Affordable and Clean Energy

Every person has the right to affordable, reliable and sustainable energy supplies – and we use our many years of experience in the real estate sector to help realise this goal. We support EHL customers in converting to renewable energies and work with them to develop individual solutions that meet their needs and the requirements of the specific building.

We also rely on sustainable energy supplies. For example: We use 100 % green electricity which comes from renewable energy sources and are also supplied with district heating. .



Decent Work and Economic Growth

We believe successful economic development must also include healthy working conditions, fair compensation and social security. Sustainable growth that is not at the cost of human dignity is our benchmark.

EHL pursues a stable growth strategy along our defined value pairs “honesty and reliability”, “decisiveness and results orientation” and “family and responsibility“. We want to – and intend to – protect our leading position as the best employer with the most satisfied customers on the Austrian market.

The independent institution “Great Place to Work“ audited EHL extensively for the first time in 2017. Our holding and all subsidiaries were rated as a “Great Place To Work“. Our Group’s long-term, sustainable attractiveness has also been objectively confirmed. The ranking was based on written feedback from an anonymised employee online survey that evaluated, among others, the newly structured on-boarding processes, flexible working time rules to support the work-life balance, and the company’s social commitment. EHL was again recertified as a “Great Place to Work“ in 2023.



Reduced Inequalities

SDG 10 aims to reduce inequalities within and among countries. The goal is to achieve inclusive societies throughout the world which guarantee equal opportunity and social equity.

The following measures are required to meet this goal: increased income, also for the lower population levels; improved access to basic services and resources for all; zero tolerance for discrimination based on gender, age, special needs, ethnic origin or financial status.

At EHL, we value diversity because it leads to more innovative solutions. We promote a culture of inclusion and equal opportunity so every employee can realise his or her full potential. Applications are evaluated without bias based on know-how. Gender, age, religion, origin, sexual orientation, skin colour or impairment have no influence on the selection process. That not only strengthens our corporate culture, but also protects our long-term economic success.

Numerous languages are spoken in EHL. This reflects the diversity in our company and also forms the basis for lively intercultural communication.

We also believe in the importance of ensuring the representation of all age groups (< 30, 30 to 50 and > 50) in all hierarchy levels at EHL. That provides an ideal setting for the valuable exchange of experience, perspectives and ideas as well as the development of a dynamic, innovative corporate culture.



Sustainable Cities and Communities

“Making cities and settlements inclusive, safe, resilient and sustainable“ is a goal we definitely support. We are also committed to improving living conditions, to the expansion of sustainable mobility, the preservation of our cultural heritage, the provision of affordable housing and attractive public spaces.

In order to cover all real estate services nationwide, EHL commissioned a total of 426 suppliers in 2023. Our employees checked their suitability beforehand.

Especially in smaller communities, we rely on regional businesses located at short distances. That reduces emissions and also protects our customers’ budgets.



Responsible Consumption and Production

Environmentally compatible and resource conserving production processes, the reduction of waste and emissions, and support for more sustainable consumption are further important goals. We have examined our internal shopping lists to identify opportunities for more sustainable procurement – and have already implemented a number of these ideas.

For example: EHL purchases organic, aluminium-free packaged fair trade coffee, whose raw materials can be traced back to the producing organisation. Plant-based milk alternatives and organic fruit is also available. (See section 4 for details).

The EHL market reports are published on environmentally friendly paper and are no longer shrink wrapped. Our advertising items like pens and USB sticks have been converted to environmentally friendly substitutes which, where possible, are made of domestic beech wood. Plans also call for the changeover of further advertising and printed materials to more environmentally friendly alternatives.

Customers interested in viewing properties on site receive a digital summary before the appointment, and tablets provide additional information at the location. Pre-printed brochures have been discontinued. Digitalised property marketing saves substantial resources, and our customers still receive optimal information. Examples are our 360° online tours and our customer platform for rentals.



Climate Action

The minimisation of greenhouse gas emissions, clean energy and more resistant communities and ecosystems are urgently required. Our answer is focused on more sustainable properties, ESG-compatible management and decarbonisation. The construction and operation of all properties in Europe are responsible for roughly 40 % of total energy consumption and nearly 36 % of CO₂ emissions in the EU – and here, the potential for savings is enormous.

EHL's real estate experts are experienced in all areas of the branch. For appraisal, acquisition or sale, rental or management as well as project development, we have the right teams. Their expertise and experience guarantee the best possible advising and support for our customers. Every EHL assignment is based on extensive information with specially designed solutions.

Traffic is responsible for roughly 20 % of worldwide CO₂ emissions and, at EHL, we have also consequently used this as a starting point. Our mobility strategy is focused on sustainability. Environmentally friendly travel is supported by several (electric) bicycles and a car pool with six cars which are available for all 80 employees. 23 of our employees use our free annual ticket for the Vienna public transportation system and 4 employees currently use the EHL climate ticket for longer distances.



Partnerships for the Goals

SDG 17 proposes global partnerships to realise the other 16 SDGs. It calls for cooperation between governments, the private sector, civil society and other players. EHL supports the following organisations and projects, among others, which are focused on SDGs 1-4 and 6:

- **Mary's Meals** provides daily school meals for children in the world's poorest countries
- **CS Caritas Socialis** supports and accompanies people with its care and assistance offerings
- **LIFE+** supports HIV-positive people and people suffering from AIDS
- **KURIER Aid Austria Lernhaus** supports educationally disadvantaged children and young people
- **The Austrian Red Cross** is committed to helping people in emergency situations and offers humanitarian aid and support in various areas such as disaster relief, health care, social services and social counselling, health care, social services and much more

Musical initiative for the CS Caritas Socialis



In 2023, the EHL Immobilien Group once again continued its series of charity concerts, which have now become a tradition, this time in aid of CS Kalksburg, a Caritas Socialis care home for the elderly and seriously ill. The sold-out matinée on 12 March 2023 in the magnificent Great Hall of the Vienna Konzerthaus was a musical delight and raised EUR 70,000 in sponsorship and donation income.

Around 1,800 guests filled the Great Hall of the Vienna Konzerthaus and enjoyed an attractive musical programme: the „camerata ars vivendi“ orchestra and the Wiener Singakademie choir performed Pyotr Ilyich Tchaikovsky’s Roco Variations (cello soloist Jeremias Friedl) and Ludwig van Beethoven’s famous 9th Symphony „Ode to Joy“ under the direction of world-famous violinist Emmanuel Tjeknavorian.

EHL CEO Michael Ehlnmaier, an enthusiastic musician who also played violin in the orchestra, handed over the donation cheque to the Managing Director of Caritas Socialis, Robert Oberndorfer.



„The care home in Kalksburg is an exemplary and almost unique institution of its kind, and we are fully committed to supporting it. I am extremely grateful that so many supporters, especially from the real estate sector, have contributed to raising this large sum for this particularly good cause,“ said Michael Ehlnmaier.

We shape our environment

Buildings form an integral part of our living and working environments. Through property, we not only create friendly living spaces and attractive offices, but also inviting meeting places, spacious public areas and much more. It is crucial to construct, renovate and operate all of this in a way that conserves resources. Only in this way can we create a healthy environment and at the same time keep the environment intact.



The EU has set ambitious goals

The current stock of properties in Europe is responsible for 40 % of energy consumption and 36 % of CO₂ emissions in the EU. Many of these buildings are more than 50 years old and were not designed to maximise energy efficiency. This situation must now change.

The goals are clearly defined in the Paris Climate Agreement: CO₂ emissions in the EU must be reduced by 55 % versus the 1990 base year by 2030, and climate neutrality is targeted by 2050. Estimates by the Commission show that the extensive energetic renovation of buildings could reduce energy consumption in the EU by 6 % and lead to CO₂ savings of 5 %.

Different effects, great opportunities

Real estate has a significant impact on our environment throughout its entire lifecycle: from the production of building materials to operation and disposal on dismantling. With a sustainable approach and actions, our branch can play a key role in containing climate change and ensure a better future for coming generations.

Sustainable materials, targeted measures for greater energy efficiency and green technologies also have more, very concrete advantages. They help building owners and operators to reduce the negative effects on the environment, limit operating costs and increase the value of their properties.

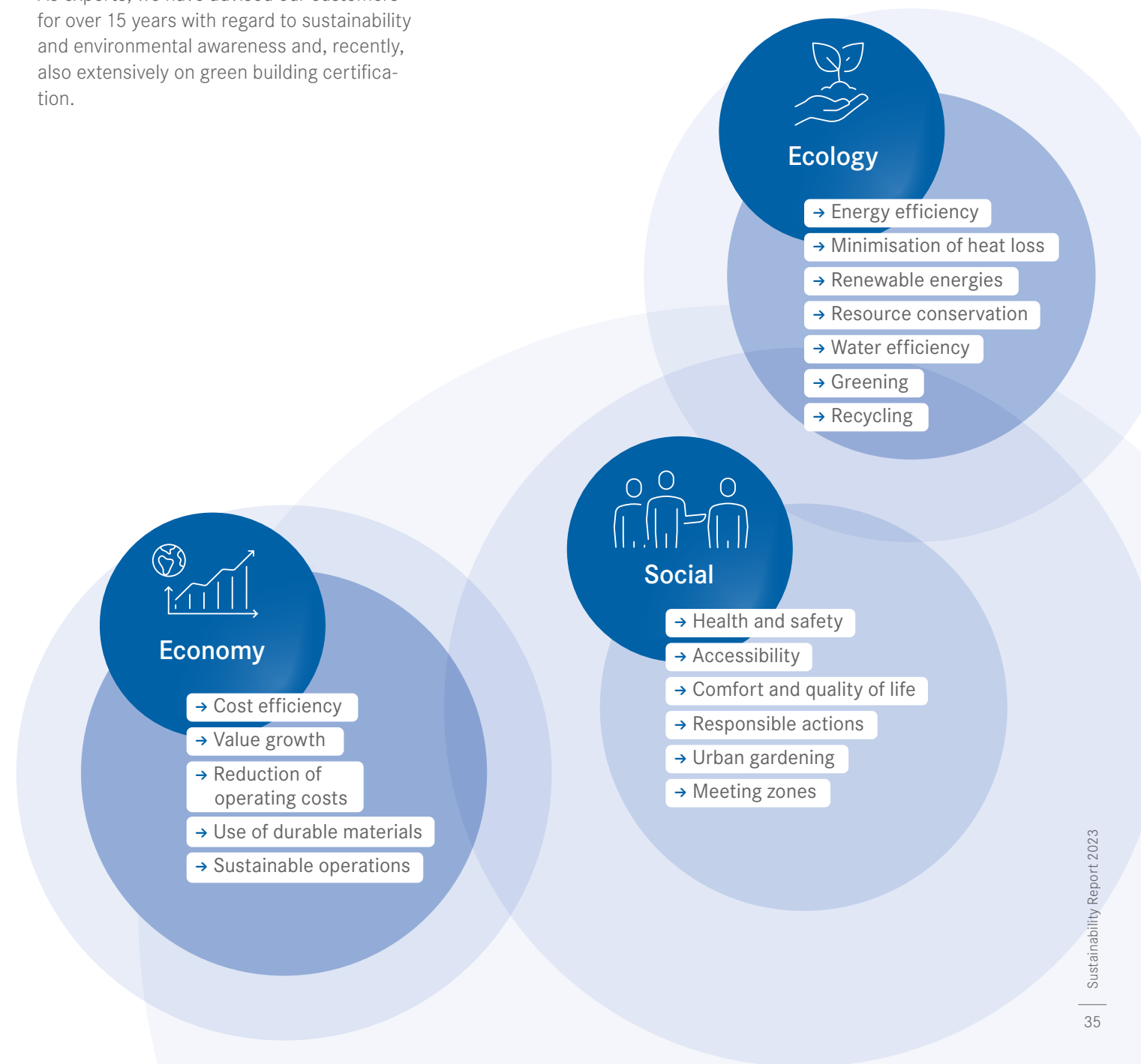
EHL is active in many areas

Our headquarters building in Vienna's 4th District has received LEED Gold certification.

To ensure the sustainable realisation of our services, we always choose qualified partners who are ecologically and economically convincing through resource-conserving work. In 2023, EHL commissioned a total of 426 suppliers to provide all real estate services throughout the country.

As experts, we have advised our customers for over 15 years with regard to sustainability and environmental awareness and, recently, also extensively on green building certification.

Sustainability has become an increasingly important issue for the Austrian real estate market since 2020/21 due to ESG requirements and the EU Taxonomy. The related requirements from project-financing banks also play a role here – and sustainability and environmental factors are now an integral part of the rental criteria for potential tenants.



Small measure, big effect



Milk consumption

We started to also offer plant-based milk alternatives (oat and soy milk) for coffee in mid-2022. The production of oat and soy milk requires only 48, respectively 28 litres of water. In contrast, the production of one litre of cow's milk requires many times these amounts, namely 628 litres of water.

Moreover, the production of animal milk requires more than 9-times the space than the production of plant-based milk and causes three-times more greenhouse gases.

The gratifying result: Employees who are lactose intolerant or vegan have a healthy alternative – and EHL has reduced the negative effects on the environment in 2023:

- 220,980 litres of water
- 3,086 sqm of space
- 876 kg greenhouse gases (CO₂EQ)

Source: Poore, J., & Nemecek, T. (2018). Reducing food's environmental impacts through producers and consumers. *Science*, 360(6392), 987-992.



Fresh organic fruit for our employees

Our employees are provided with fresh fruit every day to improve their health and well-being. Our fruit, which is delivered once a week, is only organically grown. In addition, it is delivered in reusable crates or reusable paper bags, which also avoids packaging waste. Here too, our maxim applies: at EHL, we take every opportunity to optimise sustainability.



Focus on people

As an attractive and responsible employer, mutual respect and supportive interaction form the core of our philosophy at EHL. We are convinced that they build a solid foundation for a positive working climate, increased motivation and successful cooperation.

High transparency and open communications are two of our most important priorities - which is why we always listen closely to general suggestions and concrete recommendations. Every employee can contribute and help to design the company according to their own ideas.

We create an environment where everyone is inspired to give his or her best and to continuously develop. This gives us motivated and satisfied employees and safeguards our company's long-term success.



1. Family & responsibility

At EHL, we foster a personal and friendly climate that is based on reliability, respect and equality. Our human resources management is family-friendly and, in all our actions, we take responsibility for our employees and our customers. Continuous training and education are part of our quality standards and our well-known customer orientation. We are proud that this also sets a positive sign in our branch.

These value pairs are a class of their own

To develop full potential and experience satisfaction at work, the purpose must be clear. We therefore developed corporate values for EHL and internalised and worked through them with all employees in extended workshops. The EHL corporate values include three value pairs:



2. Honesty & reliability

EHL employees are characterised by their honesty and reliability. Especially in difficult situations, we are a reliable partner for our customers – because we always want to build on long-term, trusting relationships.

3. Decisiveness and results orientation

The personal commitment of our employees and the continuous optimisation processes in our business activities – also in support of ESG – safeguard and strengthen our high quality standards. We also expect the same approach from our suppliers. Fairness, both internally and externally, combined with high reliability and professional service have a clear goal: a steady increase on the satisfaction of our long-term, loyal customers.

Team building events



Outings, festivities and events are a fixed part of our corporate culture. Our employees can see themselves as parts of a strong community and get to know their colleagues better outside the office. This promotes cooperation and communication in the entire team and creates the basis for a responsive and healthy working climate throughout the entire company.



In 2023, EHL once again organised a variety of events and celebrations for the EHL team. In February, a joint curling event took place at the Vienna Ice Skating Club, accompanied by steaming punch and delicious chestnuts. From accurate shooting to amusing moments including oops-moments on the ice - it was a real highlight for the EHL team.

At the beginning of April, EHL Investment Consulting Managing Director Markus Mendel celebrated his 40th birthday at the SKYBAR Vienna and some EHL colleagues were able to toast with Markus above the rooftops of Vienna.

The traditional Copa Real, the football cup of the Austrian property industry, also took place in April. The EHL team achieved a solid 7th place.

In September, the sporty colleagues took part in the ERSTE BANK Night Run and achieved impressive best times. This high-energy event not only promoted fitness and team spirit, but also cohesion within the EHL team.

On the EHL Wohnen team's climbing day in October, the group ventured to new heights together and overcame the challenges of climbing. This activity not only strengthened team bonding, but also trust and cohesion among colleagues.

In addition, four joint celebrations were held over the course of the year to mark birthdays, company anniversaries, graduations, weddings and births in the courtyard of the EHL office location.

A final highlight of the year was the Christmas party at the Limón rooftop restaurant in the Hotel Grand Ferdinand Vienna, which brought the year to a wonderful close with a festive atmosphere and shared joy.

Awards and Memberships

We are proud of EHL's positive influence on quality and expertise in the real estate sector. Our responsible interaction with partners and customers has been recognised with numerous awards. Our ethical principles are reflected in our social beliefs and actions. These values are supported by our membership in well-known real estate associations, while these many awards also make our commitment visible outside the company:



Austria's Leading Companies

EHL Investment Consulting achieved 1st place and EHL Gewerbeimmobilien 2nd and 3rd place in Austria's most important business competition „Austria's Leading Companies“.



IMMY-Award

EHL Immobilien has been awarded with the IMMY, the quality prize for Viennese estate agents, for the 11th time in a row.



Certified Austrian Leading Company

EHL Immobilien was recertified as an „Austrian Leading Company“ in 2023 for its sustainable corporate success, innovation and social responsibility.



HERMES Wirtschafts.Preis

EHL Investment Consulting was awarded 1st place at the HERMES Wirtschafts. Preis 2023 in the category Real Estate.



Great Place to Work

EHL Immobilien also received the Great Place to Work Award in 2023, which makes it one of Austria's best employers.



FindMyHome Quality broker

We were recognised as a certified quality broker on one of Austria's most popular real estate portals.



ÖGNI

EHL was the first real estate service provider in Austria to be recognised for its ethical management.



International partnership

The EHL Real Estate Group is the Austrian alliance partner of the international BNP Paribas Real Estate.



„IMMO CHAMPIONS 2023“

EHL was awarded the title of real estate champion by KURIER and the IMWF Institute for Management and Economic Research.



Real Estate Brand Award

EHL Immobilien was named Austria's most valuable brand in the estate agent category for the 12th time in a row and was named „Strongest Brand of the Decade“ for the first time.



Royal Institution of Chartered Surveyors

This membership underscores our commitment to social issues like integrity and ethical actions.



Real Estate Award Caesar

Each year, the Caesar honours outstanding performance by men and women in the branch in nine categories. EHL has already received 13 Caesars.



International Real Estate Association

Collaboration with this association helps us to continuously improve our quality and competitive position.



Austrian Society of Real Estate Trustees

As a member, EHL works to increase the quality and, therefore, improve the standing of the real estate profession.



Urban Land Institute

As a member of the Urban Land Institute, we coordinate our research activities and experience at the international level.



Association of Austrian Project Developers

EHL has been a supporting member of this independent collective of Austrian real estate project developers.

Outlook and goals

Field	Area of activity	Goals	Measures	Time frame
E	Resource conservation	Reduction of paper consumption by 50 %	Introduction of digital signatures Training to increase employees' awareness Identify and implement alternatives to the use of paper and implement digital document flow/signatures	2027
		Reduction of electricity consumption by 20 %	Energy saving measures Regular reporting of electricity consumption Training to increase employees' awareness (heating/cooling/lighting)	2027
		Reduction of waste / waste recycling	Preparation of a waste concept Waste separation in the office with separate containers (residual waste, packaging, paper, glass) and regular communication on correct waste separation	2024
	Mobility	Reduction of conventional fuel consumption for mobility by 30 %	Purchase of electrical and hybrid vehicles for city travel Training for employees on energy-saving driving Use of video conferences instead of business travel Support for employees' environmentally friendly mobility (bicycles, scooters, public transportation)	2028
S	Employees' health	Support for employees' mental health	Consulting services for stress management and workplace ergonomics for employees Development of an anonymous consulting and activity offering for individual stress and burnout prevention Reduction of noise in the open-plan office	2025
		Support for employees' physical health	Support for exercise for employees Support for ergonomic workplaces for employees (desk, mouse, chair, keyboard) Regular health checks and health promotion measures	
	Human resources development	Support for the development of employees' professional skills	Identify training needs for relevant persons Direct training offering for all employees Financial and alternative support for continuing education	2026
	Employees' satisfaction	Maintain high level of employee satisfaction	Implementation of flexible working time models and home office options Support for internal communications (workshops for department heads) Burn-out prevention measures (see employee health)	2024
	Diversity & equal opportunity	Transparent salary structures	Regular evaluation of base salaries between men and women as well as benefits in connection with market-oriented adjustments	2025
		Balanced distribution of genders in management positions	Support for women in management positions Support parental leave model for mothers and fathers Support re-integration after parental leave	2025
	Society & social issues	350 hours of paid time-off for employees' work on social and environmental initiatives	Support & organise projects and voluntary participation by employees	2025
G	Safeguard customer satisfaction/ service quality	Safeguard employees' professional qualifications	Job-specific training for all employees with customer contacts after one year	2025
	Compliance & ethics	Implement and apply KYC process	Regular training on KYC for all employees Review of customer base to ensure current and complete data Structuring and implementation of a KYC process	2024
	Strategy & development	Sustainable management	Create awareness for sustainability in the company Anchor sustainability in the corporate culture and values All future decisions must meet EHL's sustainability standards Implementation of sustainability measures in the onboarding process	2025
	Anti-corruption	Prevention of money laundering	Mandatory regular training for all employees Preparation of anti-corruption guidelines (e.g. dealing with gifts, etc.)	2024

Indicators

Number of employees by gender and age (annual average)

(GRI 405-1 Diversity of governance bodies and employees)

	2023	< 30 years	30 to 50 years	> 50 years
→ Women	46 (58 %)	12 (50 %)	30 (64 %)	4 (44 %)
→ Men	34 (42 %)	12 (50 %)	17 (36 %)	5 (56 %)
→ Total	80 (100 %)	24 (100 %)	47 (100 %)	9 (100 %)

	2022	< 30 years	30 to 50 years	> 50 years
→ Women	53 (58 %)	19 (61 %)	29 (59 %)	5 (45 %)
→ Men	38 (42 %)	12 (39 %)	20 (41 %)	6 (55 %)
→ Total	91 (100 %)	31 (100 %)	49 (100 %)	11 (100 %)

Scope of employment by category and gender at the end of the reporting period

(GRI 2-7 Information on employees)

Full-time	2023	Women	Men	2022	Women	Men
→ Thereof employees	40	23 (58 %)	17 (42 %)	46	26 (57 %)	20 (43 %)
→ Thereof managers	9	4 (44 %)	5 (56 %)	9	4 (44 %)	5 (56 %)
→ Thereof managing directors	7	2 (29 %)	5 (71 %)	7	2 (29 %)	5 (71 %)

Part-time	2023	Women	Men	2022	Women	Men
→ Thereof employees	21	14 (67 %)	7 (33 %)	27	19 (70 %)	8 (30 %)
→ Thereof managers	3	3(100 %)	0 (0 %)	2	2(100 %)	0 (0 %)
→ Thereof managing directors	0	0 (0 %)	0 (0 %)	0	0 (0 %)	0 (0 %)

General note: Due to a corporate reorganisation in December 2023, the key figures have changed significantly and are therefore not comparable with the key figures from the previous year.

¹ In accordance with the GRI guidelines, we have defined three categories of employees for EHL: Employees, managers (heads, division heads, team leaders) and managing directors.

² Parental leave includes statutory and voluntary parental leave as well as paternity leave.

Gender and age distribution by category¹ (annual average)

(GRI 405-1 Diversity of governance bodies and employees)

		2023	< 30 years	30 to 50 years	> 50 years
→ Employees	Women	37 (61 %)	11 (18 %)	24 (40 %)	2 (3 %)
	Men	24 (39 %)	12 (20 %)	10 (16 %)	2 (3 %)
	Total	61 (100 %)	23 (38 %)	34 (56 %)	4 (6 %)
→ Managers	Women	7 (58 %)	0 (0 %)	6 (50 %)	1 (8 %)
	Men	5 (42 %)	0 (0 %)	5 (42 %)	0 (0 %)
	Total	12 (100 %)	0 (0 %)	11 (92 %)	1 (8 %)
→ Managing directors	Women	2 (29 %)	1 (14 %)	0 (0 %)	1 (14 %)
	Men	5 (71 %)	0 (0 %)	2 (29 %)	3 (43 %)
	Total	7 (100 %)	1 (14 %)	2 (29 %)	4 (57 %)

		2022	< 30 years	30 to 50 years	> 50 years
→ Employees	Women	45 (62 %)	18 (25 %)	24 (33 %)	3 (4 %)
	Men	28 (38 %)	12 (16 %)	14 (19 %)	2 (3 %)
	Total	73 (100 %)	30 (41 %)	38 (52 %)	5 (7 %)
→ Managers	Women	6 (55 %)	0 (0 %)	5 (50 %)	1 (8 %)
	Men	5 (45 %)	0 (0 %)	4 (42 %)	1 (0 %)
	Total	11 (100 %)	0 (0 %)	9 (92 %)	2 (8 %)
→ Managing directors	Women	2 (28 %)	1 (14 %)	0 (0 %)	1 (14 %)
	Men	5 (72 %)	0 (0 %)	2 (29 %)	3 (43 %)
	Total	7 (100 %)	1 (14 %)	2 (29 %)	4 (57 %)

Parental leave

(GRI 401-3 Parental leave)

Persons electing to use parental leave ²	2023	2022
→ Total	7	5
→ Thereof women	7	5
→ Thereof men	0	0
→ Thereof employees	6	4
→ Thereof managers	1	1
→ Thereof managing directors	0	0
→ Return to work after parental leave	2	0
→ Return rate	100 %	100 %
→ Retention rate	100 %	100 %

Other leave models

	2023	2022
→ Educational sabbaticals	3	1
→ Unpaid vacation	1	2

New hires and salaried employee turnover

(GRI 401-1 New employee hires and employee turnover)

	2023		2022	
	New hires	Exits	New hires	Exits
→ Employees	5	16	25	9
→ Managers	2	2	0	3
→ Managing directors	0	0	0	0

New hires by category, gender and age

In years		2023			2022		
		<30	30-50	>50	<30	30-50	>50
→ Employees	Women	3	0	0	12	4	0
	Men	2	0	0	4	4	1
	Total	5	0	0	16	8	1
→ Managers	Women	0	2	0	0	0	0
	Men	0	0	0	0	0	0
	Total	0	2	0	0	0	0
→ Managing directors	Women	0	0	0	0	0	0
	Men	0	0	0	0	0	0
	Total	0	0	0	0	0	0

Employee turnover by category, gender and age

In years		2023			2022		
		<30	30-50	>50	<30	30-50	>50
→ Employees	Women	6	4	1	1	4	1
	Men	2	3	0	3	0	0
	Total	8	7	1	4	4	1
→ Managers	Women	0	1	0	1	0	0
	Men	0	0	1	1	1	0
	Total	0	1	1	2	1	0
→ Managing directors	Women	0	0	0	0	0	0
	Men	0	0	0	0	0	0
	Total	0	0	0	0	0	0

Retention rate – salaried employees

In years	2023				2022			
	<1	1-5	5-10	>10	<1	1-5	5-10	>10
→ Employees	5	35	13	8	24	27	13	9
→ Managers	1	2	5	4	0	2	4	5
→ Managing directors	0	0	2	5	0	0	3	4

Health data by category

2023	Employees	Managers	Managing directors
→ Sick leave (annual average)	4.1	5.6	1.6
→ Work-related accidents	3	0	0

2022	Employees	Managers	Managing directors
→ Sick leave (annual average)	5.8	7.5	0.1
→ Work-related accidents	1	2	0

Preventive health care

(GRI 403-5 + 403-6)

Total number of hours	2023	2022
→ Preventive/health checks	7 h	7.55 h
→ Health-promoting measures (sport offering, ergonomic advising)	7.75 h	4.05 h

Transparent salary structures (gender-pay-gap)

Basic salary ratio: men/women	2023 Gender-pay-gap ³	2022 Gender-pay-gap ³
→ Employees	+ 8.04 %	+ 12.00 %
→ Managers	+ 0.38 %	- 10.58 %
→ Managing directors	- 3.04 %	+ 0.17 %

³ Ratio based on average hourly salary of women to men (+ % means that the average hourly salary of women is higher, - % means that the average hourly salary of women is lower). The salary of the owner is not taken into account due to his function as a self-employed managing director.

Training and education by gender and category

(GRI 404-1 Average hours of training per year per employee)

	2023	h/FTE	2022	h/FTE
→ Training and education hours (total)	1,393	18	2,930	40
→ Thereof women	863	26	1,325	34
→ Thereof men	530	13	1,605	47
By category				
→ Employees	493	8	1,995	37
→ Managers	815	86	830	72
→ Managing directors	85	12	105	15

Employee satisfaction⁴

Satisfaction based on „Great Place to Work“	2023	2021
→ EHL Immobilien GmbH	89 %	91 %
→ EHL Investment Consulting GmbH	93 %	97 %
→ EHL Immobilien Bewertung GmbH	91 %	91 %
→ EHL Wohnen GmbH	89 %	89 %
→ EHL Gewerbeimmobilien GmbH	93 %	83 %

Number of free annual tickets for the Vienna public transport system

Tickets for employees	2023	2022
→ Annual tickets for Vienna public transport	23	26
→ Climate tickets	4	3

Energy consumption for mobility

Fuel consumption	2023	2022
→ In litres	28,316	29,987
→ Per FTE	374	411

Training about money laundering⁵

	2023		2022	
	Training courses	In %	Training courses	In %
→ EHL Gewerbeimmobilien GmbH	13	100 %	13	100 %
→ EHL Investment GmbH	9	100 %	9	100 %
→ EHL Wohnen GmbH	26	100 %	26	100 %

Ergonomic workplace equipment

	2023	2022
→ Height-adjustable tables	100 %	100 %
→ Thereof electric	3	3
→ Ergonomic chairs	100 %	100 %
→ Ergonomic mouse	8 %	5 %
→ Ergonomic keyboard	10 %	7 %

Inclusion and diversity, number of languages spoken and nationalities

Persons belonging to a vulnerable group ⁶	2023	2022
→ Thereof employees	0	0
→ Thereof managers	0	0
→ Thereof managing directors	0	0
Nationalities		
→ Languages	10	9

⁴ The percentages indicate the share of persons who responded positively to the respective question in the “Great Place to Work” questionnaire. The “average value of the GPTW model” shows the mean approval rating across all questions in the “Great Place To Work” model.

⁵ New employees in the above-mentioned companies with customer contacts must complete a test on money laundering. This training is mandatory for the entire workforce (employees, managers and managing directors) and is located in Vienna 1040 – a classification by region and employment category is therefore not provided.

⁶ Disabled employees eligible for preferential treatment.

⁷ Incl. market reports and printed materials (writing pads, stationary, envelopes).

⁸ Total building consumption allocated according to leased office space at the locations in Vienna and Graz.

⁹ Total building consumption allocated according to leased office space at the locations in Vienna and Graz.

¹⁰ Total building consumption allocated according to leased office space at the locations in Vienna and Graz.

Material efficiency - Paper consumption⁷

(GRI 301-1)

Paper consumption	2023	2022
→ In kg	3,398	4,118
→ In sheets	719,478	856,586
→ In kg per FTE	44.83	56.47

Electricity consumption⁸

Electricity consumption	2023	2022
→ Elect. consumption in kWh	74,698	75,375
→ Elect. consumption/FTE	986	1,034

Heat consumption⁹

	2023	2022
→ Heat consumption in kWh	129,780	59,482

Water consumption¹⁰

(GRI 303-5)

	2023	2022
→ Water consumption in ML	0.906	1.059
→ Water consumption in areas with water stress in ML	0	0

Office space

Locations - 2023	Space in sqm
→ Vienna (LEED-Gold certified)	1,279
→ Graz (ÖGNI-Gold certified)	29
Locations - 2022	Space in sqm
→ Vienna (LEED-Gold certified)	1,279
→ Graz (ÖGNI-Gold certified)	28

GRI-Index

This report by EHL Immobilien GmbH in reference to GRI Standards covers the period from 01.01.2023 to 31.12.2023.

GRI Standard	Information	Position	Notes / Reasons for omission
GRI 2: General Disclosures 2021	2-1 Organisational details	Pg. 8-9	The corporate headquarters are located at Prinz-Eugen-Strasse 8-10, 1040 Vienna, Austria. EHL Immobilien GmbH is active exclusively in Austria.
	2-2 Entities included in the organization's sustainability reporting	Pg. 8-9, 13	There are no audited consolidated financial statements (no obligation); EHL Immobilien GmbH is the organisation that controls the subsidiaries
	2-3 Reporting period, frequency and contact point	Pg. 13	Date of publication: 11 July 2024; reporting period for financial reporting: 1 January - 31 December; Contact point for questions: Michael Ehlmaier, m.ehlmaier@ehl.at, +43 (1) 5127690 100, Prinz-Eugen-Strasse 8-10, 1040 Vienna.
	2-4 Restatements of information		A restatement took place in the reporting period, as the reorganisation of the company had an impact on key figures relating to office space, the number of employees and the number of pool cars (fuel consumption). The key figures were recalculated for both 2023 and 2022 in order to adjust them in line with the new company structure.
	2-5 External assurance	Pg. 5, 13, 56-57	This report was audited by BDO Assurance GmbH. Limited assurance engagement with reference to the GRI Standards 2021 (see further GRI requirements). The audit report is reproduced on the following pages (see pg. 56-57).
Activities and workers			
	2-6 Activities, value chain and other business relationships	Pg. 7-9, 29	Real estate branch; Two office locations in Vienna 1040 and Graz. Due to the reorganisation, the offices in Vienna 1100, Vienna 1030, Brunn am Gebirge, Salzburg and Spittal an der Drau were closed. The property management and construction management services were also discontinued.
	2-7 Employees	Pg. 48-49	Region = Austria. Permanent employment contracts. Number of employees at the end of the reporting period (reporting date 31 December).
Governance			
	2-10 Nomination and selection of the highest governance body	Pg. 8-9, 48	There is no nomination of the highest governance body, as the company is owner-managed. The highest governance body is the managing partner. The managing directors of the subsidiaries are selected for an indefinite period of time, regardless of gender.
	2-14 Role of the highest governance body in sustainability reporting		All managing directors were involved in the review and approval process (including the key topics). Objectives and measures as well as the strategy were defined. Each chapter was then individually reviewed and approved by all managing directors.
	2-16 Communication of critical concerns		A whistleblower/complaint mailbox has been introduced for anonymous whistleblowing. This is checked/emptied once a week by the Head of Human Resources and Head of Finance and Accounting. Critical matters are discussed in person with the supervisory body There were no critical concerns during the reporting period.
	2-17 Collective knowledge of the highest governance body	Pg. 21	
Strategy, policies and practices			
	2-22 Statement on sustainable development strategy	Pg. 5, 46-47	
	2-27 Compliance with laws and regulations		There were no material violations of laws or regulations.
	2-28 Membership associations	Pg. 9, 20-21, 24, 44-45	
Stakeholder engagement			
	2-29 Approach to stakeholder engagement	Pg. 13, 15	
	2-30 Collective bargaining agreements		There is no collective agreement. All working and employment conditions for employees are based on the collective agreement for property managers as of 2024.
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken		There were no incidents of corruption or legal proceedings in connection with corruption.
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Pg. 53	As these are only printed products on paper, only renewable materials were used.
GRI 303: Water and Effluents 2018	303-5 Water consumption	Pg. 53	
GRI 401: Employment 2016	404-1 Average hours of training per year per employee	Pg. 50	More people leaving than joining the management team in 2022, as employees are given promotion opportunities and become managers; Region = Austria.
	401-3 Parental leave	Pg. 49	If legal requirements are met 100% (women and men), voluntary concessions on the part of EHL Immobilien GmbH are also possible under certain conditions. The two people who returned after parental part-time work are female. Both employees are still employed by EHL.
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Pg. 24, 51	Ergonomics counselling and eye tests were carried out. In addition, all employees were informed about risk prevention measures as part of the safety training and their knowledge was tested using an online test.
	403-6 Promotion of worker health	Pg. 23, 37, 51	Preventive examinations such as birthmark checks and vaccinations were carried out.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Pg. 52	

BDO Assurance GmbH

Report on the Independent Assurance of the Sustainability Report by EHL Immobilien GmbH for the 2023 Financial Year

We performed a limited assurance engagement on the voluntarily prepared sustainability report by EHL Immobilien GmbH (in the following also referred to as the “Company“), Vienna, for the 2023 financial year.

Conclusion

Based on our assurance procedures and the evidence we have obtained, nothing has come to our attention that causes us to believe that the disclosures in the Sustainability Report for the financial year 2023 of the Company have not been prepared, in all material respects, in accordance with the GRI Standards 2021.

Management’s Responsibility

Management is responsible for the preparation of the sustainability report for the 2023 financial year in reference of the GRI Standards 2021.

Management’s responsibility includes the selection and application of appropriate methods for sustainability reporting (in particular the selection of key issues) as well as making assumptions and estimates related to individual sustainability disclosures which are reasonable under the given circumstances. Management’s responsibility also includes the design, implementation and maintenance of systems,

processes and internal controls to enable the preparation of a sustainability report that is free of material misstatement, whether due to fraud or error.

Auditor’s Responsibility

Our responsibility is to express a limited assurance conclusion based on the procedures performed and evidence obtained as to whether any issues or concerns came to our attention that would cause us to believe that the disclosures made in the Company’s sustainability report in reference to the GRI Standards 2021 are not consistent in all material respects with the disclosures required by the GRI Standards 2021.

Bernd Winter, Austrian Certified Public Accountant, was responsible for the proper performance of the contract.

We performed our engagement in accordance with the professional standards applicable in Austria to other assurance engagements (KFS/PG 13). These standards require us to comply with our professional requirements, including rules on independence, and to plan and perform our procedures, taking into consideration the principle of materiality, to be able to express a limited assurance conclusion based on the assurance obtained.

The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance engagement and, consequently, the level of assurance obtained is lower.

The selection of the procedures lies solely in the discretion of the auditor and comprised, in particular, the following:

- Evaluating the correlations between the results of the materiality analysis to identify significant sustainability issues and the material issues and reporting limits presented in the report;
- Interviewing the employees responsible for the determination, consolidation and execution of internal control procedures related to the disclosure of concepts, risks, internal processes, results and performance indicators;
- Reviewing selected internal and external documents to determine whether the qualitative and quantitative information was supported by sufficient evidence and presented correctly and balanced;
- Analytically reviewing the data and trends of non-financial performance indicators for the GRI Standards 2021 included in the GRI Index, which were reported by all Company locations;
- Evaluating whether the requirements of the GRI Standards 2021 were adequately addressed;
- Evaluating the overall presentation through critical reading of the non-financial information.

We believe the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Our engagement did not include an audit or a review of financial statements. Neither the disclosure and solution of criminal acts, as e.g. embezzlement or other kinds of fraud, and wrongful doings, nor the assessment of the effectiveness and profitability of management were objectives of our engagement.

Furthermore, examining forward-looking information, statements from external documentation sources and expert opinions as well as the content of references to other reports by the Company were not part of our engagement.

Limits on Use

As our report was prepared solely for and in the interest of the client, it does not constitute a basis for any reliance on its contents by other third parties. Therefore, no claims by other third parties can be derived from it. We hereby consent to the publication of our conclusion together with the sustainability report.

Conditions of Assignment

This report was prepared based on the engagement agreed with you and is governed by the General Conditions of Contract for the Public Accounting Professions (AAB) enclosed to this report, which also apply to third parties.

Vienna, 10 July 2024

BDO Assurance GmbH
Wirtschaftsprüfungs- und
Steuerberatungsgesellschaft

Bernd Winter
Austrian Certified Public Accountant

Wolfgang Mader
Austrian Certified Public Accountant

You must become the
change you wish to see in
the world.

Mahatma Gandhi



