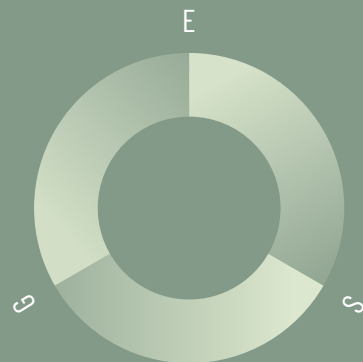


VALUES.

Real Estate



ESG REPORT 2025



Five-year review

Five years of ESG: From a learning process to an integrated management process

Dear Sir or Madam,
Dear Business Partners,

It is with great pleasure and pride that we present our latest ESG report to you today. Five years on from our first ESG report, this latest edition marks the first time we have taken a comprehensive stock of our ESG activities over the past few years. We invite you to read this ESG report so that you can learn where we started, where we stand today, and what path we envision for our ESG management going forward.

When we published our first ESG report, the entire real estate industry – much like ourselves – was at the start of a journey. As a full-service company at the interface between fiduciarily managed institutional capital and inner-city project development, we considered ourselves as ideally positioned to explore ESG as a topic and embed it within our management processes. This was also enabled by our in-house property management, which provides us with full autonomy over our data. Today, we feel reassured that this strategic decision and the path we have chosen were correct. We have firmly embedded ESG into our corporate culture and property management backed by expertise and established routines. In doing so, we are specifically focusing on digital transformation as a key driver to further professionalise our ESG management and improve our internal business processes as a whole.

We began our journey five years ago with the establishment of our ESG ambassador system. Our initial aim was to raise awareness of a key future issue for our corporate development. The ambassador system has long since outgrown this role. Today, it continues in the form of a core team focused on the respective specialist departments, alongside a coordinating ESG unit.

Our specialist colleagues now independently incorporate ESG considerations into the routine capital expenditure planning processes for their respective properties. The foundation for this lies in our systematic collection of consumption data across all of our now more than 300 properties, which is frequently fed into regular stranding risk analyses. Establishing these now standardised routines required a concerted effort across various levels. Some milestones: We began by focusing on a select group of our properties and mapping their current status on the CRREM pathway. Using a pilot fund, we learned how to collect the relevant consumption data for individual properties and identified the levers we can use to put our properties on the climate protection pathway and keep them there. The results are reflected in very impressive outcomes in the GRESB rating, which we also present in this report. In addition, we gradually integrated this purely ESG-based assessment of the properties into the world of traditional CapEx planning. A further challenge was the necessary internal development of expertise, which we continue to pursue today through regular training sessions.



Alongside our ESG learning process, we began to explore various topics in the institutional investment business from scratch at the start of the 2020s. As a result, the number of colleagues has more than doubled and new offices have been added. We also opened our first international office in Vienna.

Early on, we recognised that comprehensive, centralised HR management would be critical to the success of this strong growth. Today, our professionalised HR department manages personnel development across the entire company. Alongside our systematic recruiting approach, our extensive training and development programme, as well as other support initiatives such as health programmes, support our holistic approach to sustainable corporate development.

Both in the institutional business and in our traditional core segment of project development,

we contribute to building a sustainably resilient society. In the field of social infrastructure, we have launched a broad spectrum of products for public services – including nurseries, a university campus in Hamburg, medical centres and offices for public sector tenants – and have successfully deployed billions of euros of institutional capital. In the field of project development, we are committed to the further development of Germany's urban centres. Whether transforming former department stores into mixed-use commercial buildings, creating medical centres, or securing planning permission for future-oriented neighbourhood and real estate concepts – VALUES Real Estate is helping to build the ecologically and socially resilient cities of the future in Germany.

With digitalisation, our industry now faces another turning point. This presents enormous opportunities for future value drivers. In conjunction with artificial intelligence, further potential arises both at the level of corporate development and property management, which we will use for our ESG and corporate management. In this way, at VALUES Real Estate, we ensure harmony between sustainable corporate development and ESG management.

With this in mind, we look forward to shaping the future of VALUES Real Estate in a sustainable way, together with our partners and employees.

We hope you enjoy reading our report!

Dr. Thorsten Bischoff

Chief Developing Officer / Managing Partner
VALUES Real Estate

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CHAPTER 1

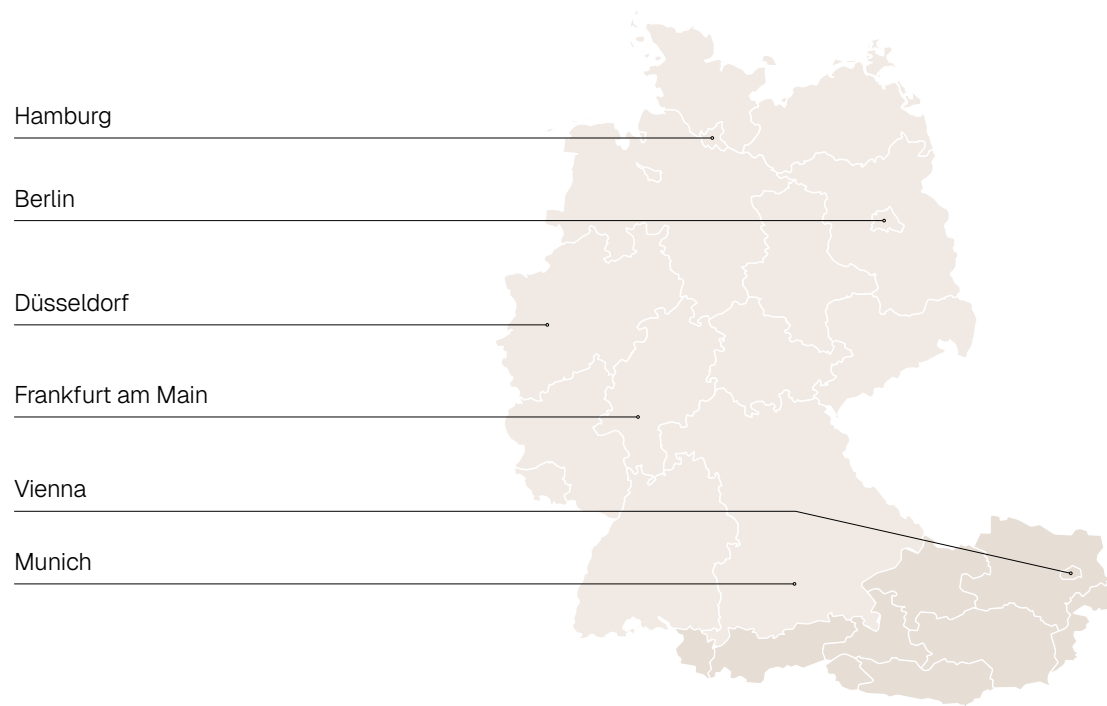
VALUES. Real Estate The company

Since we were founded as a property developer, our work has focused on city-centre commercial properties. Today, we are a full-service company and, in our capacity as investment managers, we also acquire commercial properties in prime locations for our institutional funds – such as the Brandenburgerhaus in Hamburg's Passagenviertel district.

Business areas and skills



VALUES Real Estate is a full-service company operating in the property industry within Germany and Austria. With our four business divisions – Investment & Asset Management, Project Development, Property Management and Capital Management – we have covered all core areas of the market for many years. This gives us complete data autonomy without the need for external interfaces with third parties. Thanks to this, we have been able to strategically implement ESG with excellent data quality in recent years and now manage ESG very efficiently at an operational level.



With locations in Hamburg, Berlin, Frankfurt am Main, Düsseldorf, Grünwald near Munich and Vienna, we are represented by industry experts in all regions of Germany and Austria.

Project development

Capital management

Investment and asset management

Property management

Office buildings and commercial properties

Logistics

Large-scale retail

Residential

Social infrastructure

Healthcare



Figures at a glance

1.75 Mio.

Square metres of rental space
under management

>300

Properties under management

14

Investment vehicles /
management mandates





14

Completed project developments

6

Company locations in cities

>140

Employees

This Wilhelminian-style commercial building on Barfußgässchen in Leipzig stands alone and features three impressive façades.

All figures last updated: 31.12.2025

CHAPTER 2

Governance: ESG strategy

High data density and intelligent building management systems utilising artificial intelligence are key drivers for improving the ESG performance of complex properties. As demonstrated by the ABC-Bogen in Hamburg, this approach enables us to significantly reduce energy consumption and CO₂ emissions. We are gradually applying the insights gained to other large-scale properties in our portfolio.



From net zero to net value: ESG as a value driver for real estate

At VALUES Real Estate, ESG is an integral part of real estate management. Value creation largely depends on integrating environmental and technical upgrades into cost-efficient CapEx planning.

A fundamental prerequisite for professionalising ESG management is consistent data transparency through digitalisation and the continuous development of in-house expertise.



Diagram of the building technology

In light of ongoing crises and continuous market changes, property owners, investors, and tenants alike continue to face increasing cost pressure. Because of this, ESG may at first glance appear to be losing relevance. But ESG is an operational reality; regulatory requirements are not only here to stay, they are becoming increasingly rigorous. Accordingly, stakeholders – investors, banks, and tenants subject to reporting requirements – are now demanding compliance with the climate protection pathway much more consistently than in the past. ESG commitment is now being rewarded in the form of higher purchase prices, more favourable financing or tenants' willingness to commit to a location for longer. In this context, especially among tenants, rising occupancy costs are becoming a key priority, often outweighing considerations around carbon performance.

Particularly in light of growing cost sensitivity, the key challenge is to position ESG management not as a mere cost factor, but as a strategic value driver for real estate portfolios that creates financial benefits for all stakeholders. ESG has therefore evolved from a “nice-to-have” attribute into a key driver of value and economic performance. Accordingly, VALUES Real Estate initiated the paradigm shift from a net-zero to a net-value approach at an early stage. Today, ESG is not a separate management strand primarily aimed at decarbonising the property portfolio, but rather a key issue integrated into the management process, both in relation to our portfolio and at corporate level. Therefore today, we currently see three main courses of action.

1. Data digitisation and the use of AI

Reliable and comprehensive data is critical to making ESG performance measurable. Only by having a detailed understanding of consumption data for heating, hot water and electricity – and how this relates to tenants' usage patterns – can we successfully manage the energy efficiency of our buildings. This is especially true for complex buildings with extensive building automation and control systems. To gather as much information as possible, technical systems such as lifts and cooling units must also be equipped with numerous data points. For several years, we have been continuously advancing the automation of data transfer and data collection across our portfolio. Today, most of our properties are already equipped with smart metering and digital interfaces. At the same time, we are exploring how we can use artificial intelligence to transform highly complex buildings into smart assets. Under our guidance, these buildings will increasingly be able to control and regulate themselves autonomously, leading to both greater cost efficiency and a reduction in their carbon footprint.

2. Digital transformation of the business processes

Another challenge lies in processing data efficiently and making it available for management decisions and ad hoc reporting. To this end, we have set out in recent years to build a modern and robust digital system infrastructure. It already forms the backbone for seamless value creation across the entire asset lifecycle. By consistently integrating operational management with a structured data architecture, we turn data into a reliable foundation for decision-making. Fully and partially automated interfaces to property management, asset management, fund management, as well as external property managers and valuers ensure high data availability and quality at VALUES and enable ad hoc analyses at the

touch of a button. Through system-supported target-performance comparisons and modern reporting, we can identify risks and optimisation potential at an early stage and manage them based on valid data. Our ESG financial and performance management tools are also integrated into this system infrastructure. In this way, we not only create transparency for investors but also optimize our (ESG-) CapEx planning at property and fund level. In addition, we also create attractive working environments in which teams can concentrate on property analysis instead of manual data collection. In doing so, we create sustainable, future-oriented workplaces.

3. Cost-effective integration of ESG management into real estate management

Existing buildings are periodically refurbished as part of their life cycle. Corresponding CapEx plans are in place for each property. ESG requirements are integrated into the measures planned for the properties at an early stage, either during the planning phase or at the time of acquisition, through appropriate ESG due diligence. Regulatory requirements, potential for improvement in the GRESB rating, expiring energy performance certificates and much more: this is how we create leverage for improved valuation results, financing terms and potential for tenant retention. And we integrate suitable measures into the CapEx planning, particularly where economic improvements in the property's performance can be achieved at little financial cost.

With this CapEx-integrated 'Manage-to-Green' approach, we avoid the need for costly special budgets, safeguard the value of our properties and, where possible, unlock potential for rent increases. For several years now, we have been carrying out comprehensive data analyses using a cloud-based ESG financial and performance management tool to identify effective and efficient measures for improving energy efficiency and sustainability performance. We see the use

of renewable energy sources as a lever for reducing emissions across our properties. Thanks to local hydropower, we now supply our communal areas entirely with green electricity. The PV systems that we have installed ourselves on the roofs of our properties are gradually offering our tenants attractive opportunities to make their electricity supply not only green but also cost-



The two properties on Kurfürstendamm in Berlin (above) and at Brühl 4 in Leipzig are held by the CBD Real Estate Fund, which has been participating in GRESB reporting since 2021 (see CASE Study on p. 20 ff.)

effective. Through these measures, we are reducing our dependence on fossil fuels.

Focusing on regulation

In order to implement ESG management effectively, we continuously monitor the evolving and increasingly stringent regulatory requirements in the ESG field. For instance, the current Energy Performance of Buildings Directive (EPBD) requires further improvement in the energy efficiency of existing buildings by 2030, as well as the introduction of zero-emission buildings for new constructions from the next decade onwards. Furthermore, the EU Taxonomy includes social standards as a minimum requirement for companies that, for example, market financial products and buildings as taxonomy-compliant. CO₂ emissions trading for buildings from 2027 also requires our attention and preparation. For the coming year, we will place particular emphasis on the topics of the circular economy and biodiversity, which have come to the forefront of regulatory attention (see Goals, p. 46f.). We incorporate the complex regulatory framework into the investment planning process for each individual property.

In this context, risk management is of crucial importance, particularly with regard to stranding risk. Through targeted analyses, we identify potential financial risks that may arise from failing to meet climate targets. With the help of the Carbon Risk Real Estate Monitor (CRREM), we develop measures to improve the energy performance of properties. The results of these analyses are incorporated into our investment decisions and contribute to the long-term value stability of our properties.

Strategic initiative partners

Our involvement in sustainability initiatives is a key pillar of our ESG strategy. It helps us to stay closely aligned with evolving ESG regulations at all times. This enables us to systematically manage our properties, fund products and our compa-

ny in line with ESG requirements. We have been a member of the "Net Zero Asset Managers initiative" (NZAM) for several years and a signatory to the six sustainability goals of the United Nations Principles for Responsible Investment (UN PRI). In 2025, we took part in PRI reporting for the first time and achieved overall above-average scores, particularly in the areas of Responsible Investment Policy, Climate Strategy, Due Diligence and Post-Investment Monitoring – reaffirming the effective integration of our ESG processes across our company.

Furthermore, we have long been involved with the German Sustainable Building Council (DGNB) and the Urban Land Institute (ULI), for which we hold the chairmanship for the Hamburg branch. In addition, since the start of our ESG journey, specialist firms and service providers in the fields of sustainability and digitalisation have been supporting us in our next strategic steps.

ESG management firmly embedded at VALUES

Our in-house ESG expertise is essential for us to navigate the path outlined above with confidence and success. In recent years, we have established a dedicated ESG department within the company. For example, two colleagues have completed the DGNB-certified ESG Manager training programme. Through our ambassador system, we have brought ESG topics and related expertise to the individual departments via various training and development initiatives. The ESG ambassadors assume responsibility for the topic within their respective departments. As a next step, we will form an Impact Team. In addition to our ESG management team, this will include colleagues from the Property Management, Asset Management, Compliance/Alternative Investment Fund Manager and IT departments.

CASE Study: GRESB performance strengthens sustainable portfolio values

Since its first participation in the Global Real Estate Sustainability Benchmark (GRESB) in 2020, our central business district real estate fund has systematically improved its ESG performance. The results for 2021–2025 show a clear qualitative and quantitative improvement in key GRESB indicators, as well as a stable positioning within the peer group – despite increasingly demanding assessment standards and a stricter methodology since 2024. Whilst absolute scores came under pressure across the market, the fund maintained its position in the mid-to-upper peer segment and has consistently met the criteria for a ‘Green Star’ since 2021. In the GRESB rating, a ‘Green Star’ is awarded to participants who achieve more than half of the possible points in both the management and performance scores, thereby demonstrating an above-average overall performance. This underlines the robust combination of management and performance quality.

GRESB Performance component: Operational metrics in focus

A key driver of this development lies in the GRESB Performance component. On a like-for-like basis, the fund recorded a reduction in energy consumption of around 10–15 per cent and in greenhouse gas emissions of around 15–20 per cent between 2021 and 2025. These measurable improvements contribute directly to the GRESB “Energy” and “GHG Emissions” indicators and strengthen the fund’s position within the benchmark.

Improved qualitative data basis

At the same time, the underlying data basis has been significantly enhanced over recent years.

While initial assessments often relied on estimates derived from benchmarks and energy performance certificate data, the data foundation is now increasingly based on actual measured consumption values. Through the expansion of metering management, the implementation of digital metering systems, close collaboration with tenants, and the gradual introduction of green lease provisions, data coverage across many properties has increased to approximately 80–100 per cent. Reliable consumption data is now available, particularly for heating, common area electricity, and, increasingly, tenant electricity consumption.

GRESB

GRESB (Global Real Estate Sustainability Benchmark) is an internationally recognised rating system designed to measure the ESG (Environmental, Social, Governance) performance of real estate portfolios and companies. It serves as a key tool for investors to transparently compare the sustainability performance of funds and make informed investment decisions. It is based on comprehensive data collection and the structured disclosure of strategies, processes, and key performance indicators related to essential sustainability topics. The assessment extends far beyond data quality and completeness. At its core lies the systematic integration of sustainability into management structures, strategic objectives and day-to-day operations – spanning areas such as energy and resource efficiency, CO₂ reduction, tenant satisfaction and governance. GRESB is not a static assessment system. It is refined annually to reflect changing regulatory requirements, market standards, and best practices. This enables a continuously up-to-date assessment of a company’s performance relative to its peer group.

Excerpt from GRESB CASE Study: CBD Fund

Tabular overview of the CBD Fund’s performance improvement from 2021 to 2025

KPI	2021	2022	2023	2024	2025
Total score	Baseline		Significant improvement to peer level		
Peer position	< Peer level		Peer level		
Data coverage	Baseline	Continuous increase in data availability			
Energy consumption	Baseline	Continuous specific energy savings with a significant improvement for the 2023 reporting year			
CO ₂ emissions	Baseline	Continuous decrease in specific CO ₂ emissions with a significant improvement for the 2023 reporting year; net-zero target defined for 2045			
Water consumption	Baseline	Continuous specific water savings			
Waste management	Baseline	Continuously improved waste management with transparent documentation of disposal routes			

Challenges remain for properties managed by external property management companies or where tenants are not contractually obligated to provide consumption data. Nevertheless, we expect data quality and transparency to continue improving through ongoing digitalisation, regulatory developments, and close cooperation among all stakeholders. Overall, a clear transition can be observed from model-based assumptions toward a robust, consumption-based data foundation.

Management component strengthened

In parallel with operational performance, the management component of the GRESB rating has been consistently strengthened. ESG issues are now firmly embedded in fund and asset management, with clear responsibilities, guidelines and control processes. In the Policies category, the rating rose from 3.0/4.5 (2021) to 4.5/4.5 (2024), governance-related aspects such as leadership improved from 5.0/7 (2021) to 7/7 points (2025). The reporting score rose from 0.0/3.5 (2021) to 3.6/3.75 (2025), and the targets were fully met across the board. Despite the tightening of the methodology, the overall GRESB Score remained broadly stable (79 points in 2023, 78 points in 2024, 75 points in 2025), with a particularly strong increase (from 5.46/10 to 9.38/10 points). In addition, GRESB-relevant target systems were established, including a cross-portfolio energy efficiency target, a long-term climate target

(Net Zero 2045) and clearly defined interim targets. In summary, it can be stated that the CBD Fund’s overall GRESB score improved from 57 to 75 points between 2021 and 2025, representing an increase of around 32 per cent. In terms of management, the fund achieved an improvement from 16 to 28 points (+75 per cent) and in the performance category from 41 to 47 points (+15 per cent). Our focus is therefore on further and significant improvements in performance.

GRESB as a management and benchmarking tool

From an investor’s perspective, this development demonstrates a fund that uses GRESB not only as a reporting tool, but also as an active management and benchmarking tool. The combination of improving data quality, traceable like-for-like improvements, and stable peer positioning provides a robust foundation for transparency, comparability, and long-term value stability. The ESG structures and experience built up since 2021 extend beyond the CBD Fund: Another VALUES fund has been successfully participating in GRESB since 2024, leveraging the experience gained; a third, large-scale vehicle will be launched in 2025. In this way, VALUES is laying the groundwork to scale GRESB-based ESG management across the entire company and to strengthen the portfolios’ sustainable value growth over the long term.

Our goals as part of the UN Sustainable Development Goals

Since our first ESG report, we have aligned our business activities with the United Nations' 17 Sustainable Development Goals (SDGs). These were adopted in 2015 as part of the 2030 Agenda and represent socially, economically, and environmentally sustainable development. The goals form the framework for realising a globally sustainable society and thus represent a contract for the future of the 21st century.

For VALUES, integrating the SDGs into our daily work has been a matter of course for many years. A look back at the past five years shows that our commitment has continued to evolve year after year.

Over the past five years, we have placed a particular focus on three goals. We believe that education forms the foundation for a strong and future-proof team at VALUES, which is why we specifically invest in training, study programs, and individual professional development with regard to Goal 4 (Quality education). This includes annual department-specific training in areas such as risk management, compliance, and the General Equal Treatment Act (AGG), which ensure a consistently high standard of knowledge. In addition, we have supported 17 students since 2021. Whether through dual education programmes or part-time study, VALUES promotes educational development. Education also forms a key pillar of our investment strategy, reflected for example in the establishment of one of Germany's largest childcare funds in recent years.

Goal 7 (Affordable and clean energy) has also been a central component of our business activities for years. At both the corporate and project levels, we pursue the adoption of clean energy sources. We have fully switched both our own office spaces and all common areas of our properties to green electricity. For all new acquisitions, these properties are also switched to green electricity from the outset.

Furthermore, we have made significant efforts in the area of Decent work and economic growth (Goal 8), because we bear responsibility not only for our properties but also for the people at VALUES. Since the company's founding, we have therefore advocated for fair working conditions and actively created additional jobs. This is reflected in the numbers: Since 2021, we have been represented in six cities and have more than doubled our workforce from 70 to over 142 employees. Despite our fast growth, we have always kept our corporate culture – rooted in values we have developed ourselves – at the forefront. To continuously evolve and further strengthen our culture and leadership, we actively rely on feedback from our employees – gathered, among other ways, through regular employee surveys.



Sustainable Development Goals

The 2030 Agenda for Sustainable Development, which was adopted by the member states of the United Nations in 2015, comprises 17 goals (Sustainable Development Goals, SDGs) for socially, economically and ecologically sustainable development. These goals provide the framework for achieving a globally sustainable society and are thus a contract for the future of the global community for the 21st century. The topics range from ending world hunger and poverty to clean energies, clean drinking water and gender equality.



CHAPTER 3

Ecology

The office building on Karl-Marx-Straße in Berlin-Neukölln, constructed in the post-war period, has been transformed into a modern medical center. By gutting the building, a large portion of its existing structure was preserved, and the technical upgrades resulted in a significantly improved energy balance. The unpaved courtyard and the reduction in car parking spaces in favor of bicycle and e-bike parking spaces contribute to an improved microclimate.

Reducing emissions in everyday office life

Decarbonisation is not only a priority at the level of our properties – sustainability also shapes our actions throughout our organisation. For this reason, we commissioned a professional ESG management partner to conduct a comprehensive analysis of our CO₂ emissions as early as 2023. Calculating our carbon footprint has clearly shown us which areas we need to focus on to further reduce our emissions.

Travel at VALUES

A significant portion of our emissions comes from commuting and business travel. Over the past years, VALUES has therefore implemented a mandatory travel policy. This policy stipulates that for distances of up to 500 kilometres, rail travel should be preferred over air travel or driving. If a flight is unavoidable, the resulting emissions are systematically offset. In addition, in-person meetings are often replaced by video conferences, eliminating the need for travel altogether.

We also promote sustainable mobility in our day-to-day work by prioritising public transit over private vehicles. In this context, the Deutschlandticket was introduced as a benefit, which was al-

ready used by 79 employees in 2025. For those who prefer bicycles, JobRad was introduced as a benefit.

In our day-to-day office operations, we also focus on concrete and, above all, tangible measures. Since 2021, we have established numerous measures at all our locations and continue to work continuously to improve even the smallest of measures. Consistent waste separation has been part of our approach since the company's founding, and sustainability informs even our smallest everyday decisions. For example, we have swapped our weekly fresh flower deliveries for arrangements that last several months.

Sustainability is also a top priority when selecting our suppliers. Our fruit baskets are filled by a local organic supplier, and our coffee is always Fairtrade-certified. Printed business cards have been replaced with digital QR codes, and signatures are typically captured digitally via DocuSign. Devices are turned off after work, and when it comes to equipment, our office management consistently ensures that repairs are prioritised over replacements.



“In office management, I pay attention to sustainability in many areas: from organic fruit to rail card management. I find it truly motivating to contribute to the company's sustainability efforts in this way!”

Meron Welde Michael
Office Manager



Decarbonisation as an integral part of our ESG approach

Between 2021 and 2025, we succeeded in continuously reducing the CO₂ intensity of our pilot fund year after year (see chart on p. 33). This development is the result of a consistently pursued, holistic approach to asset and property management that views ESG as an integral part of operational management. On this basis, our other funds have also been able to significantly improve their performance.

Our progress is based on a combination of targeted internal measures and structural developments in the energy system toward more clean energy – developments from which we benefit in a deliberate and transparent manner.

In-house measures and operational levers

A key driver of the reduction in CO₂ intensity is the technical upgrading of our portfolio. This includes in particular measures relating to the building envelope as well as the step-by-step optimisation and modernisation of technical building systems. At the same time, system operating parameters are continuously reviewed and adjusted to reflect the specific use of each asset and the requirements of its occupiers.

In addition, we are gradually equipping the control systems of complex buildings with artificial intelligence (AI). Consumption fluctuations are analysed by the building control system, which independently derives optimisation measures to reduce energy use. At our ABC-Bogen property in Hamburg, for example, we can unlock potential annual savings of around 26,500 kWh through more efficient control of heating and cooling systems and improved heat recovery. This corresponds to a reduction of approximately 9.6 tonnes

of CO₂ – or around 10 per cent per year – based on current total annual emissions of around 86 tonnes of CO₂.

Automated, high-quality data is a key prerequisite for this. By the end of 2025, smart metering enabled remote reading of 75 per cent of all general electricity meters and 77.8 per cent of all general water meters. This reduces internal workloads while improving data security and transparency.

These operational optimisations represent an important lever, as they can be implemented quickly and do not require major interventions in the building structure.



ABC-Bogen, Hamburg



Konrad-Koch-Quartier in Braunschweig

PV strategy for affordable and green electricity

Another crucial step was the full switch to certified green electricity for general power consumption in all properties (see chart on p. 32). Since transitioning to a power purchase agreement (PPA), we have been able to directly attribute this green electricity to the capacity of local hydropower plants and ensure that generation and consumption are time-synchronised at VALUES properties. In addition, we have gradually integrated binding green lease clauses into our lease agreements. These clauses commit tenants to progressively switch to green electricity, thereby creating a consistent basis for decarbonisation even in user-driven consumption areas.

We are also advancing decarbonisation in our portfolio through our photovoltaic (PV) strategy. Where technically feasible, we are gradually equipping roofs with PV systems and offering tenants affordable – and above all, green – electricity. For example, the rehabilitation clinic in Glückstadt is already supplied with 30 per cent self-generat-

ed solar power. Another example is the logistics hall in Unna, whose PV system will go online in 2026. Here alone, we were able to install around 2 MWp of capacity.

Preference for transformation over new construction

In our development activities, we prioritise the transformation of existing buildings wherever feasible. This allows us to preserve a substantial share of the embodied (grey) energy. Examples include the conversion of an office property on Karl-Marx-Straße in Berlin-Neukölln into a modern medical centre while operations continued, as well as the current redevelopment of a former department store in Dortmund into a mixed-use office and retail building. In recent years, we have already delivered larger transformation projects, such as the Konrad-Koch-Quartier in Braunschweig. Taken together, these initiatives clearly demonstrate how we consistently achieve a significant reduction in CO₂ emissions through our full-service approach.



The practice premises are heated and cooled via ceiling convectors – space-saving, efficient, and without conventional radiators.

External influences and systemic developments

In addition to our own initiatives, we also benefit from the ongoing decarbonisation of the energy sector, through sector coupling. In particular, declining energy emission factors in the electricity mix and district heating contribute to reducing CO₂ intensity, even without reducing total energy consumption.

Furthermore, we are seeing growing ESG awareness both within society and amongst our tenants. This behavioural shift actively supports our measures, for example through a greater willingness to use renewable energy or through more conscious consumption patterns.

We explicitly consider these external effects to be part of the overall development and report them transparently. They highlight that successful decarbonisation is always achieved through an in-

terplay between corporate action and the broader systemic framework.

In contrast to CO₂ intensity, the development of total energy intensity over a five-year period can only be assessed in isolation to a limited extent. This indicator is significantly influenced by external and, in some cases, non-controllable factors.

These include weather-related fluctuations – such as varying winter temperatures and the associated changes in heating demand – as well as changes in building use. Vacancies, space reallocations or shifts in utilisation, for example in connection with the COVID-19 pandemic, have a direct impact on energy consumption. Macroeconomic factors also play a role. During periods of sharply rising energy prices, lower energy consumption may occur without being attributable to technical efficiency improvements.

Against this backdrop, total energy intensity must always be interpreted in the context of these influencing factors and should not be understood in isolation as the sole indicator of efficiency measures.

Outlook and our ESG mindset

Developments over the past five years show that decarbonisation is an ongoing process that requires both strategic decisions and consistent operational implementation. Our achievements to date demonstrate that our chosen course of action is delivering results.

At the same time, we do not regard ESG as a project-based or temporary issue, but as a permanent task in our day-to-day business. Integrating ESG into all relevant processes, the continuous development of our measures, and the transparent reporting of our progress remain central components of our self-image as a responsible real estate manager.

“Being able to help shape the transformation of the real estate industry is what motivates me.”

Interview with Kai Roschewski
ESG Manager, VALUES. Real Estate



Kai, six years ago you decided to tackle the topic of ESG at VALUES, which was still new to the sector at the time. What motivated you?

At the time, it initially looked as though I was heading for the investment team. But I quickly realised that the growing focus on sustainability in the property sector would be a major opportunity for me. I was able to build something independently that was both deeply meaningful to me and highly valuable for VALUES. I was also drawn to the idea of helping to shape a transformation of the entire property industry. After all, this has far-reaching implications across the entire value chain – at asset level, within companies themselves and for society as a whole. This is precisely where concrete opportunities for measurable improvement emerge. Contributing to making the industry cleaner in every sense of the word has always been – and continues to be – my driving force. Dr. Thorsten Bischoff, a member of the VALUES Management Board, also strongly encouraged my decision from the very beginning and continuously supported me throughout this journey.

Looking back over the years, what experiences have particularly stayed with you?

At the beginning, ESG was still considered a niche topic within the industry. Not everyone immediately took either me or the subject itself seriously. On the one hand, I had to build up my own expertise and immerse myself in the topic. On the other, it was a challenge to convince colleagues – including senior management – that we were dealing with a key issue for the future viability of VALUES. With the implementation of our ESG ambassador system, we

gradually succeeded in creating acceptance. We have embedded the topic across all areas of our company. At the same time, institutional investors increasingly started to ask about it: What path are you taking at VALUES? By then, it had become clear to everyone that we needed – and continue to need – to meet a clearly defined standard of quality in this field. Today, ESG is an integral, standard discipline of professional asset management. We at VALUES were early adopters of this topic and work on it with great attention to detail, both strategically and operationally. Our institutional clients confirm this to us time and again.

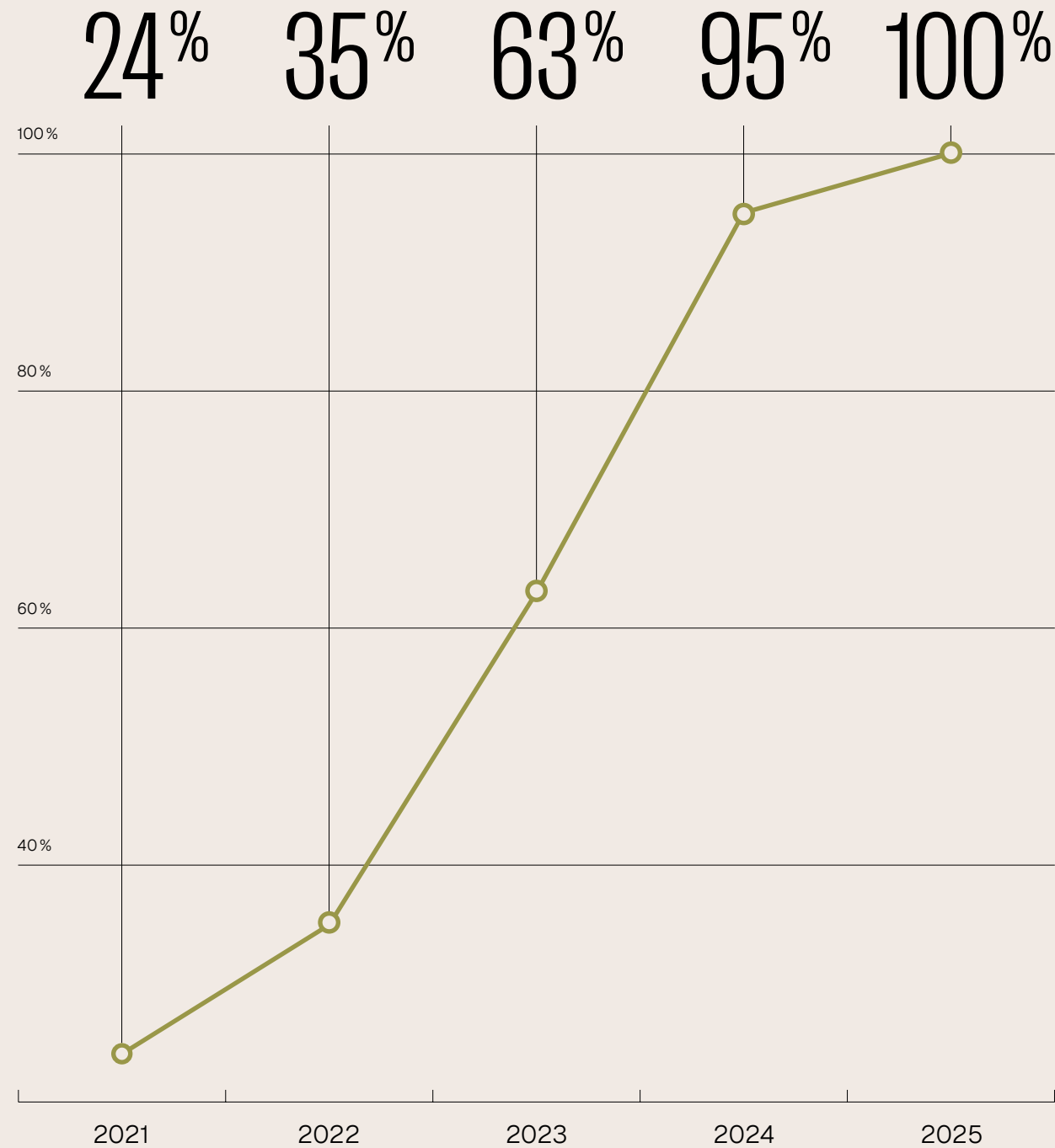
How do you see the future development of ESG – both for the industry as a whole and for yourself personally?

VALUES invests heavily in its own corporate development, especially in digitalisation – which is a fundamental prerequisite for fully realising the potential of ESG in value-preserving real estate management. Particularly in asset management, the added value lies not only in collecting and reporting data, but in actively using it to make informed decisions and derive concrete measures for the properties. ESG increasingly requires in-depth expertise: regulation is evolving rapidly, and real estate management is equally shaped by changing markets and market conditions. As a result, the workload continues to grow. It is therefore a logical step for VALUES to expand the ESG team. I am very much looking forward to the support of a new colleague who will be joining us in 2026. These conditions provide an excellent foundation for me to take my next steps at and with VALUES.

ESG key figures

GREEN ELECTRICITY*

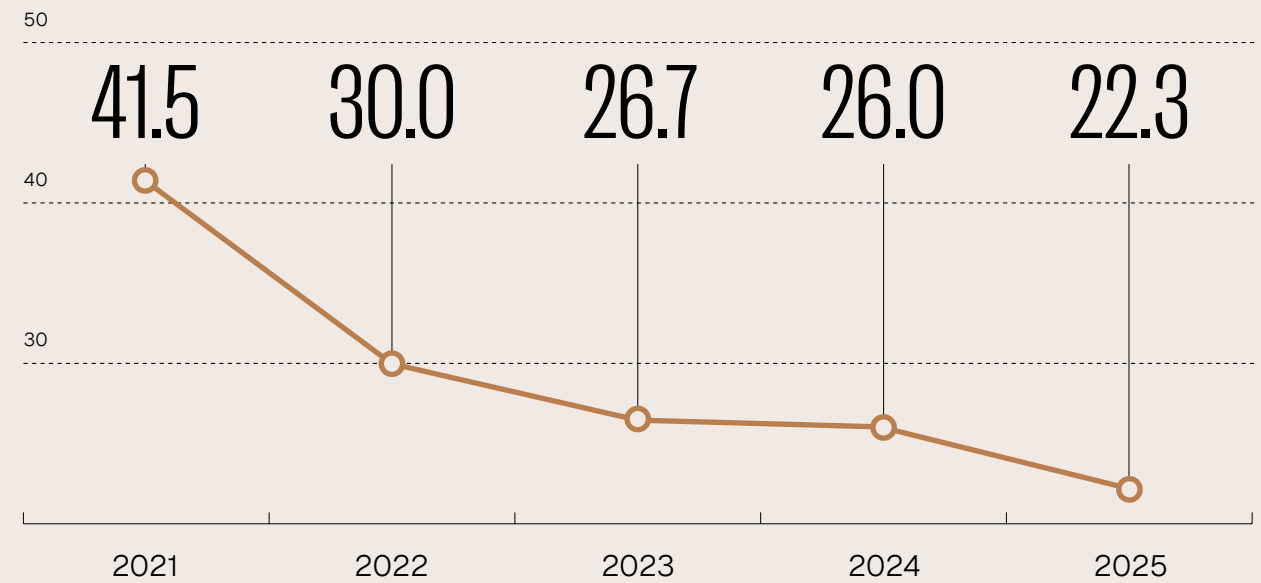
*Ratio refers to all general property spaces for which our property management controls the purchase of electricity.



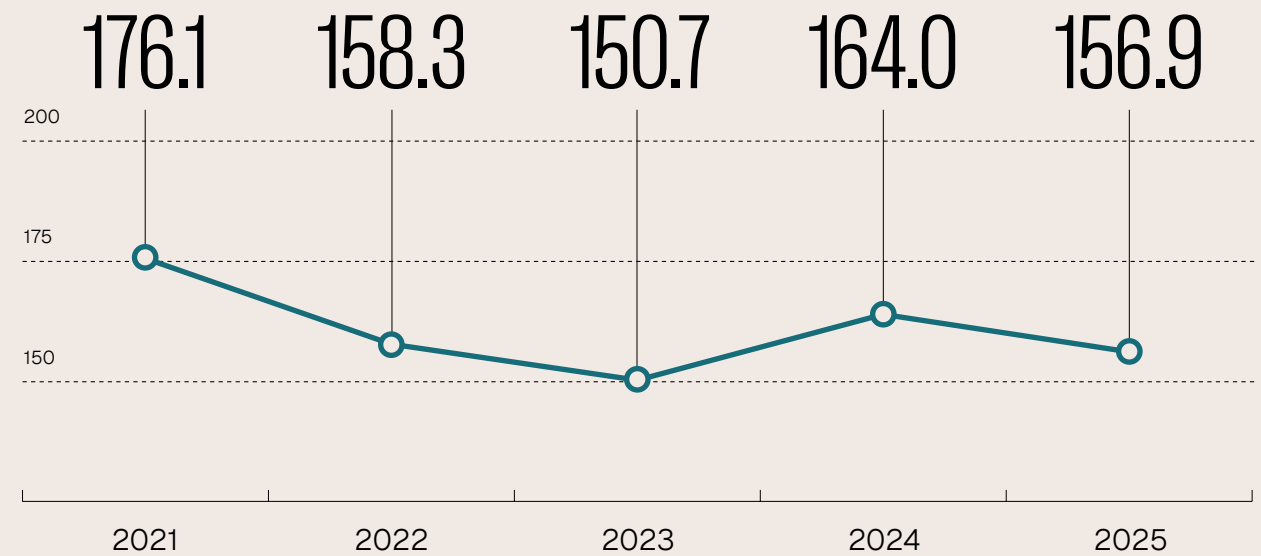
Figures refer to consumption data, energy certificates and research-based projections.

CONSUMPTION DATA OF THE REFERENCE FUND

CO₂ intensity in kg CO₂ equivalent/m² per year



Energy intensity in kWh/m² per year



CHAPTER 4

Social issues

The working conditions and personal development of our colleagues are very important to us. That is why we support their individual career paths through further training and professional development, attractive career opportunities, and work with modern technologies, including AI. We also encourage their involvement in the community. Pictured: a modern office environment at the Berlin office.



Valuing our team members

Over the past five years, the number of employees has doubled (see chart below). This reflects the significant transformation the company has undergone. During this period, a central HR department responsible for the entire group was established. This harmonised employment contracts, particularly with regard to holiday entitlements. In addition, company-wide benefits were introduced, such as those promoting sport and health.

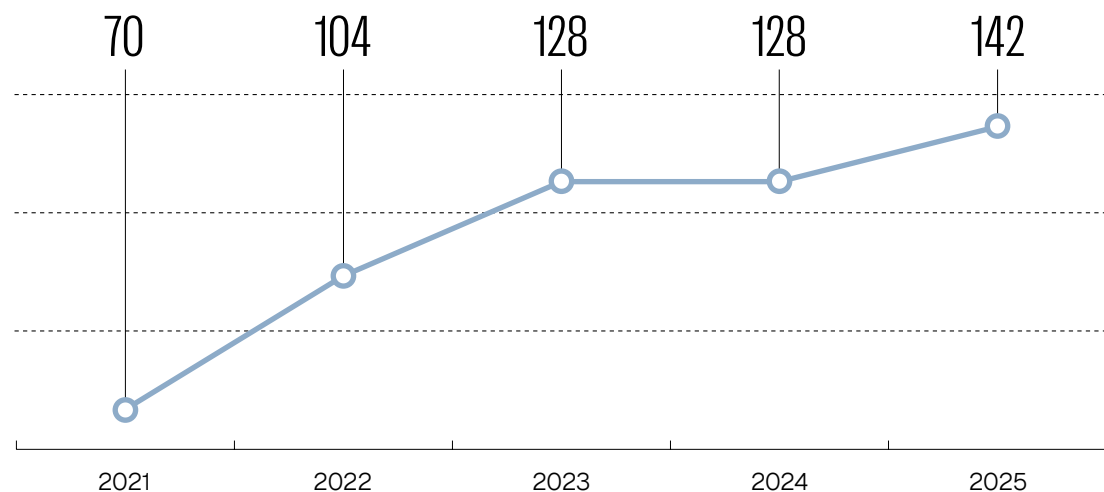
This harmonisation process also includes the introduction of digital HR management, which begins as early as the application process.

A key milestone of the past five years has been the development of an appreciative corporate culture that aligns with VALUES. Together with all our colleagues, we organised a strategy workshop in Scharbeutz in 2022. Here, we jointly evaluated six core values that are particularly important to us and which we now also communicate to all new colleagues (see right).

We place great emphasis on education within our company. As an employer, we also see it as our responsibility to provide further training and education for our colleagues. To date, 38 working students and interns have gained practical insights at VALUES. We have also supported two dual-study students and 11 part-time students. In addition, we regularly offer apprenticeships in Hamburg.

Training and further education are also important to us in the field of ESG. All colleagues have completed a basic ESG training. Two colleagues have successfully completed ESG training with the DGNB to become ESG managers.

Number of employees over the past five years



Updated: 31.12.2025



Our company values

Excellence

Responsibility

Reliability

Agility

Passion

Humanity

In workshops, we jointly developed the values for the company culture.

Promoting individual life goals, achieving more as a team

We are convinced that as a team we are more than the sum of our individual members. We see appreciative collaboration as the key lever for delivering excellent results. At the same time, this also means that we recognise the individual life goals of our colleagues and actively support them.



“What motivates me is the opportunity to shape urban districts and create spaces that people use every day. No two days at VALUES are ever the same – and that is exactly what appeals to me. With short decision-making processes and a strong team spirit, we keep finding new solutions that convince our partners and clients. This is something I truly value.”

Jana Jacob
Project and Contract Manager



“The people here and the trust they place in me every day are my greatest motivation – I can really make a difference! What I find particularly special is our shared mindset: we work together towards common goals, embrace agility and openness, and foster a culture where ‘thinking outside the box’ is rewarded.”

Philipp Meindl
Head of Human Resources



“What I love most about my job is communicating and interacting with a wide variety of people. As a property manager, I juggle the needs of owners, tenants and contractors – always with the goal of achieving great results together. I am especially delighted that many of the apprentices I have had the privilege to mentor have stayed on at VALUES. To me, that speaks for itself – and for our genuinely appreciative work culture.”

Susanne Meyer
Senior Property Manager



“What I value most about VALUES is that I can take on responsibility and really take the lead on tasks. Decision-making processes are short and there is a high level of trust, which allows us to make fast progress and implement our topics consistently. At the same time, it is the diverse personalities within the team that enable us to deliver excellent results time and time again. For me, that is what makes working at VALUES so special.”

Bogac Kesikbiyik
Head of Asset Management



“In the investment and transactions sector, it is anything but a given to continue investing even in challenging times. That makes it all the more motivating to me that we are able to do so thanks to the trust of our investors, and that we are able to make it happen through our agile way of working. At the same time, I truly value the strong team spirit and the supportive and collaborative working culture within the team.”

Isabel Leder
Director Investment

On the move for the community

In 2025, VALUES took part in the HafenCity Run once again, sending out a clear message of social commitment and strong team spirit. For the second year in a row, our employees lined up at the start line full of enthusiasm, proving that sport and a sense of responsibility can go hand in hand.

What makes this run so special is the spirit of community. The focus here is not on individual performance, but on achieving a shared goal for a good cause. This idea fits perfectly with VALUES. After all, in our day-to-day work we also collaborate closely on projects, firmly convinced that real impact is created together, not alone.

By participating, donations were raised for various charitable projects run by our charity partner “Hamburger Abendblatt hilft e.V.”. The focus is on local initiatives, particularly projects for children and adults with disabilities. These include, among others, the “Honigfabrik Wilhelmsburg” with its children’s cultural programme, and the association “Brücken für Kinder”, which creates inclusive exercise opportunities in Hamburg.



Under the name “VALUES Real Runners”, a total of 14 colleagues from our Hamburg team took to the starting line and successfully completed the 4.5-kilometre route through HafenCity – and certainly not for the last time. The VALUES team will also be taking part in the run next year, consciously strengthening team spirit, health and social responsibility. Quite literally every step counts when it comes to ESG. We don’t just run for a good cause – we roll up our sleeves as well.



Impressions from the “HafenCity Run” and the certificate awarded to our VALUES team



On-farm activities: feeding the chickens during Social Day. In addition to the practical work, theoretical knowledge was also imparted to provide a better understanding of the work carried out on site.

VALUES Social Day: Making a difference for society

Alongside the HafenCity Run, the VALUES Social Day has also become an established part of our social commitment over the past five years. Since its launch in 2024, when employees in Hamburg organised a festive Christmas dinner for over 300 senior citizens, the initiative has been developed further each year.

In 2025, the Düsseldorf team got involved with the “TiNa macht Schule” project run by the Düsseldorf Animal Welfare Association. The aim of the project is to teach children and young people a wide range of knowledge about the environment and sustainability in a hands-on way. The aim is to inspire them from an early age to treat nature and animals with respect – a cause that is very close to our hearts at VALUES. As “TiNa macht Schule” thrives on hands-on learning, our team rolled up their sleeves on site: raised beds were dug, rearranged and re-stained. We also helped prepare a pond for the local mallards and get the

whole site ready for the coming season. A great day full of physical work, but equally full of team spirit, shared experiences and a little cuddle with the animals included.

Corporate Social Responsibility is a central component of our ESG strategy. Initiatives such as the Social Day enable our employees to get actively involved and make a tangible contribution – whilst simultaneously strengthening team spirit. Plans for 2026 are already underway, and we are excited to see which project we will support next.



Institutional investments strengthen social infrastructure

The first two institutional funds launched by VALUES Real Estate in 2019 and 2020 focused on childcare centres and medical centres. Since then, they have grown steadily through further acquisitions and are now among the largest in their respective asset classes in Germany. The childcare centre fund comprises 37 childcare centres, whilst the healthcare fund has acquired 19 medical centres.

Since then, investments in social infrastructure have played a central role in addressing socially relevant issues. Rehabilitation clinics, specialist medical training centres and office properties for the public sector are now part of our diversified portfolio. Alongside state ministries, job centres and property registers, the future campus of the University of Hamburg is a notable highlight in the social infrastructure sector. A former tele-

communications exchange is being transformed into a new educational hub, taking the University of the Free and Hanseatic City to the next level.

Focus on housing as a social issue

Since 2024, VALUES Real Estate has also placed a stronger focus on residential property. With the acquisition of the ROAT portfolio in Austria, we took on responsibility for more than 1,000 residential units. In the past year, we were able to expand this residential portfolio in the Alpine region through the acquisition of the Lenau Terraces in Linz, Austria – a significant residential project. This brought the total number to 1,346 units. In Germany, we have also been managing thousands of flats nationwide for our partners for many years.

With the launch of the VALUES Impact Living fund in 2024, we are also turning our attention to subsidised housing in Germany. Initial acquisitions in Heidenheim, Herrenberg and Mannheim have already been completed. The fund's investors are primarily savings banks and cooperative banks. Investments are focused on the two southern German states of Baden-Württemberg and Bavaria. Alongside low-interest KfW loans, we make use of additional instruments offered by these two federal states, thereby enhancing the potential returns for our investors. At the same time, we are able to offer rents to tenants that are around 40 per cent below the local reference rent. With this fund product, we create social value for all stakeholders.

Six impact funds launched

Of the 14 institutional vehicles launched by VALUES Real Estate, six are social impact funds. Through the targeted acquisition and management of such properties, we create attractive investment opportunities for institutional investors and thus help to strengthen social cohesion in Germany. Through our investment vehicles, we invest the capital of private savers in areas that make an essential contribution to social cohesion. In this way, we succeed in generating sustainable returns for retirement provision whilst simultaneously providing high-quality properties for significant social purposes. Further products that mobilise private capital for public services are already in the pipeline (see p. 46 f.).



Left-hand side: Former telecommunications office is being transformed into a university campus
 Above: Psychosomatic clinic in Glückstadt; Litzgraben nursery in Düsseldorf

Reimagining urban districts

The environmental and social challenges facing urban centres present a huge challenge. How can we create climate-resilient neighbourhoods and ensure that the middle class can still afford to live in inner-city locations? These are the issues that concern us. A prime example of this is the 'Quartier Helene', our development project at Helene-Wessel-Bogen in Munich.

In mid-2025, VALUES Real Estate obtained the initiation decision for the development plan procedure. The project involves the urban restructuring and sustainable transformation of a former Metro supermarket in the north of Munich into a climate-friendly, resource-efficient and diversely structured neighbourhood with a high quality of life and a mix of residential use, neighbourhood-focused local amenities, commercial space and social infrastructure such as childcare centres. The aim of the project is to create a forward-looking, liveable neighbourhood for Munich that not only provides housing but also strengthens the local infrastructure in a sustainable way.

Our goal is to develop an identity-forming and resilient urban building block that not only creates additional housing, but also offers high-quality open spaces, promotes short distances in the spirit of the 15-minute city and strengthens social participation.

As early as spring 2023, together with the City of Munich, we used our participation in the 17th European competition for urban development to develop innovative and pioneering guiding principles for future-proof neighbourhood development. As part of the competition European 17 'Living Cities 2', we explored how resource-efficient, inclusive projects and new cooperative planning processes can help us tackle climate change and human-made social, economic and cultural inequalities in the urbanised areas of our cities and municipalities.

Building in existing contexts

In Munich-Untergiesing, we have been developing a new hub for the neighbourhood for more than four years. The office and medical centre on Candidplatz is being transformed into a new urban district with enhanced healthcare provision, student accommodation, workspaces, culture and local amenities. To this end, we are building a local community during the planning phase under the "CANDY" platform. In recent years a wide variety of events have taken place here – from comedy and regular dance evenings at "Roody" to courtyard and wine festivals and an on-site art studio. They form an important cornerstone of our vibrant new space at Candidplatz. Through renovation, we improve local micro-locations in cities from a functional, social and ecological perspective. We upgrade buildings technologically, thereby putting them on the right track environmentally. In doing so, we focus on conserving grey energy. On-site we improve the microclimate through greening and enhance biodiversity. Furthermore, we ensure contemporary use so that people in cities can pursue their individual needs.

Transformation of real estate strengthens city centres

One example of this is the transformation of a former department store into a mixed-use commercial building with anchor tenant Premier Inn in Dresden. The hotel was able to open in 2023. Together with strong retail brands such as Douglas, Deutsche Telekom and Zalando, we have created new attractions that contribute to a vibrant urban environment.

In 2025, we took a decisive step forward in Berlin with the conversion of an office building into a new medical centre at Rathaus Neukölln, located at Karl-Marx-Straße 84. VALUES had already ac-

quired the property in 2019. Around six years later, the new, energy-efficiently refurbished building has become a medical care centre housing various specialist disciplines under one roof, which will sustainably strengthen primary medical care in the district.

Another transformation project concerns a former department store in Dortmund city centre, which we are converting into a mixed-use building through a complete refurbishment.

Urban regeneration in Berlin and Düsseldorf

Over the past five years, two further milestones have been achieved with the 'Rosi' development project opposite the Hackesche Höfe in Berlin-Mitte and the creation of the office and commercial building at Joachim-Erwin-Platz in Düsseldorf. In Berlin-Mitte, we have created a three-part ensemble in the style of classic commercial buildings. It blends into Berlin's historic urban fabric and is designed to age gracefully with

the city. High-end retail – most notably the Apple Store – modern offices and exclusive apartments create a lively focal point in the historic city centre and fit perfectly, also in functional terms, into this Berlin hotspot.

In Düsseldorf, the new hotel and retail property opposite the renowned Schauspielhaus formed the final building block of 21st-century modern Düsseldorf at the end of Schadowstraße. Its striking architecture and the new lifestyle hotel 'The Cloud One' of the Motel One Group, with its rooftop terrace, make the eight-storey building a new attraction. Strong retail brands and gastronomy complement the diverse offering at Joachim-Erwin-Platz 1.

These various projects highlight the strength and versatility of VALUES in the field of sustainable urban development – both in the development of new projects and in the further development and transformation of existing properties.



New regeneration project: VALUES is converting a former monastery in Munich's old town into office space. The monastery garden provides a space for creativity and tranquillity.



Goals 2026: Evolving regulatory, new fund product and green electricity in focus

Rising cost pressure and international crises continue to motivate us to focus on increasing the energy self-sufficiency of our properties. In doing so, we not only reduce the carbon footprint and improve the performance of our more than 200 properties, but also contribute to a more resilient energy supply: local, clean and affordable. In recent years, we have already installed 730 kWp of photovoltaic capacity across around 3,500 square metres. In 2026 alone, 3,755 kWp will be added across 18,000 square metres of roof space, which we will use partly for our communal areas and partly make available to our tenants. This is how our long-standing commitment to increasingly measurable photovoltaic capacity is paying off.

In line with Germany's agenda for infrastructure expansion, we are also addressing this long-term priority with an institutional product. The planned fund invests specifically in educational institutions such as nurseries, schools and universities. In doing so, it makes an active contribution to strengthening the social fabric of German society. For institutional investors, it thus combines sustainable social impact with stable, long-term returns.

Thinking of real estate as the material warehouse of the future

In the real estate sector, circularity is evolving from a voluntary sustainability approach into a central, regulatory-driven management principle. The EU Green Deal, the Circular Economy Action Plan, new energy and construction product regulations, as well as life-cycle requirements, are increasing the pressure on resource efficiency, reuse and the deconstructibility of buildings. At the same time, certification systems such as DGNB, BREEAM and LEED® are increasingly integrating circular principles as criteria relevant to quality and value. Material passports and the associated understanding of buildings as 'material stores' are becoming key instruments for transparency, value retention and risk reduction in the face of rising regulatory requirements and raw material prices. This approach not only supports the regulatory objectives of the circular economy but also strengthens the resilience of property values in the face of rising raw material prices, tighter regulations and future demolition requirements.

For VALUES Real Estate, circularity is therefore a key issue for the future: buildings designed with circularity in mind are already more robust from a regulatory perspective, more flexible throughout their lifecycle and meet the rising expectations

of institutional investors. Against the backdrop of tightening European regulation, VALUES Real Estate will embed circularity strategically and operationally as a key implementation priority from 2026 onwards. One example of its application will be the project development at Glockengießerwall in Hamburg.

Embedding biodiversity in asset and portfolio management

As the biodiversity crisis increasingly comes into focus alongside the climate crisis, biodiversity is evolving from a peripheral environmental issue into a firmly established regulatory and investor-relevant valuation criterion within the real estate sector. Through the European Green Deal, the EU Biodiversity Strategy and the EU Taxonomy, the protection of ecosystems is becoming an independent environmental objective which, via the DNSH principle (Do No Significant Harm), feeds directly into the taxonomy eligibility of property projects. Land use, soil quality and the ecological design of outdoor spaces are thus becoming factors subject to assessment and verification. Green building certifications such as DGNB, BREEAM or LEED® are increasingly addressing biodiversity as a factor influencing a building's overall rating.

For VALUES Real Estate, biodiversity is therefore relevant from both a risk and a value perspective: the systematic consideration of biodiversity-related aspects increases regulatory compliance, site resilience and acceptance among investors. In view of growing regulatory requirements, VALUES Real Estate will embed biodiversity as a strategic focus in asset and portfolio management from 2026 onwards and closely integrate it with other sustainability levers such as circularity and emissions reduction.



Left-hand side: Through its urban beekeeping scheme, VALUES is also helping to boost biodiversity in urban areas.

Right-hand side: A solar panel system on the Jarrestraße medical centre in Hamburg supplies tenants with green electricity.

LEGAL DISCLAIMER

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